Annexure I

Compensation & Benefits Package

Designation: Analyst – Security Operations

Career Level: I1-A

Components	₹ Monthly	₹ Annually	
Fixed Pay	**50,000**	**6,00,000**	
Basic	20,000	2,40,000	*Fully Taxable*
HRA	12,000	1,44,000	*Exempted from tax as per the Income Tax Rules*
Special Allowance	3,066	36,792	*Fully Taxable*
Flexible Pay	9,200	1,10,400	*Includes Meal Vouchers, Communication, Books and Periodicals, Fuel expenses, Vehicle Maintenance, and Driver's Salary. These components are optional and fully exempted from tax, subject to Submission of bills.*
Leave Travel Allowance	3,334	40,008	*Leave Travel Allowance is optional and fully exempted from tax, subject to submission of bills as per the Income Tax Rules*
Provident Fund	2,400	28,800	*12% of the basic salary (employer's contribution). An equivalent amount will be deducted from your monthly salary in lieu of your contribution towards Provident Fund. (This is an optional benefit)*
[A] Compensation	**50,000**	**6,00,000**	*Sum of Fixed and Variable pay.*

For Endurance International Group (India) Private Limited.,

Lavita Nathani
Senior Director – Human Resources

Yashwanth P

REGISTRAR PRESIDENCY UNIVERSITY Registrar BANGALORE

Components	₹ Monthly	₹ Annually	
[B] Commitment Bonus (One-time Bonus)		**2,00,000**	
Commitment Bonus - Installment 1		**1,00,000**	*INR 1,00,000 will be disbursed to you at the start of your 2nd year of employment with the company. The commitment bonus paid out will be recovered by the company if you were to leave before completing 2 years from your Date of Joining (DOJ)*
Commitment Bonus - Installment 2		**1,00,000**	*INR 1,00,000 will be disbursed to you at the start of your 3rd year of employment with the company. The commitment bonus paid out will be recovered by the company if you were to leave before completing 3 years from your Date of Joining (DOJ)*
[C] Benefits & Retirals		**17,437**	
Medical Insurance		4,243	*Sum insured INR 3,00,000 provides coverage to you and your dependents i.e. spouse + 2 children. This benefit can also be extended to include dependent parents on an optional basis*
Life Insurance		1,650	*Sum insured is 4X of the annual compensation*
Gratuity		11,544	*Eligibility is as per the Gratuity Act*
Total Package (A+B+C)		**8,17,437**	

For Endurance International Group (India) Private Limited.,

Lavita Nathani
Senior Director – Human Resources

Yashwanth P

REGISTRAR
PRESIDENCY UNIVERSITY Registrar BANGALORE

Annexure – II

BENEFITS @ ENDURANCE

At Endurance, taking care of our employees is our top priority. We strive to make your work environment easy, comfortable and as employee friendly as possible. To do this, we make sure that cutting edge benefits are in place to provide you with the perfect work life balance. What's more? If you think you'd like something over and above this, we're all ears. Some of the benefits you already have are:

HEALTH BENEFITS

We do understand that healthcare can be expensive and taxing; hence, we have partnered with some of the best insurance providers in the market to make that aspect as easy as it can get for you.

Medical Insurance Cover

Each employee, along with their dependents, are covered for a sum of INR 3,00,000. Cashless Hospitalization through our wide range of network partner hospitals goes one step further to making this less troublesome for you. Additionally, employees have an option to increase their existing insurance cover by INR 3,00,000 and INR 5,00,000 by paying a minimal premium.

Life Insurance

Endurance provides all its employees a life insurance cover for up to 4X of their annual compensation. This policy also covers various other critical illnesses.

The Personal Accident Insurance provides insurance coverage of INR 5,00,000 in the event of accidental death due to unfortunate incidents arising during employment with Endurance.

REGISTRAR PRESIDENCY UNIVERSITY Registrar BANGALORE

LEARNING NEVER STOPS

At Endurance, we believe that constant up-skilling and learning define our success path. We give you a chance to further your knowledge enhancement through programs specifically designed to encourage learning.

Education/ Certification Sponsorships

This program provides our employees with an opportunity to learn new technologies/ take up certifications which are relevant for their role, personal and professional growth. The company will sponsor all or part of specific courses, exams, tests and certifications and you can add to the list of courses too!

Library

An in-house library includes provisions for the latest books in hardcopies or on kindles. Employees can borrow books, suggest new books to add to the library, have them buy you a personal copy as well.

Free Internet

Employees at Endurance have access to free internet based on their eligibility. The benefit can be availed either in form of reimbursement or company provided data cards.

REGISTRAR PRESIDENCY UNIVERSITY Registrar BANGALORE

WELLNESS & NUTRITION

Endurance goes that extra mile in providing wellness and nutrition benefits to you.

Employee Assistance Program

Juggling the demands of career and personal life can be stressful and challenging but don't worry! Our EAP services provide free, confidential, short-term counseling/ legal aid/ taxation advice. This benefit is also extended to immediate family members.

Gym

For our employees in Mumbai and Bangalore we have state of the art on-site gym at subsided prices to go one step closer to being fit and healthy.

Corporate Sports Events

At Endurance it's not just all about work! We encourage our employees to take part in inter-corporate sports programs whether it be – cricket, football, TT, Chess, Carrom!

Food & Snacks

Our offices have diverse food solutions to satisfy that hunger pang! We provide mouthwatering and healthy food at subsidized costs in our office. We also have a dedicated fresh juice counter, chaat counter, fresh fruits and a well-stocked pantry with quick bites available to ensure you are never left looking for something to nibble on. We have an in-house tea and coffee counter. We also provide a host of snacks and beverages free of cost.

This program focuses on building awareness among the employees on various illnesses as well as promotion of healthy lifestyle through programs, talks and workshops.

REGISTRAR
PRESIDENCY UNIVERSITY Registrar BANGALORE

COMPENSATION-RELATED BENEFITS

Attractive Interest Free Loans

We provide interest-free loans to employees based on eligibility. You may avail of these loans for any of the following purposes:

- House Deposit for rent
- Purchase of an asset
- Bridge-loan for new home purchase
- Marriage expenses
- School Deposits for children

Endurance International Group (India) Private Limited
Registered Office: Unit No. 501, 5th Floor, IT Building 3, Nesco IT Park, Nesco Complex,
Western Express Highway, Goregaon (East), Mumbai 400 063
CIN: U72300MH2012PTC226415, Tel: +91 22 67209000; Email Id: finacctind@endurance.com

REGISTRAR
PRESIDENCY UNIVERSITY Registrar BANGALORE

WORK LIFE BALANCE

At Endurance, we try to give you as much flexibility as possible. We acknowledge that flexi-work enhances productivity while retaining the employee's sense of responsibility and ownership.

Flexi-Leave

All our employees can avail of 38 days of leave (Inclusive of Public Holidays) that can be used at any time for any occasion. Other categories of leave include Paternity leave up to 10 days and Maternity leave which is provided in accordance with the provisions of the Maternity Benefit act, 1961.

Flexi-Timings

Endurance's attendance guidelines are structured such that each team has their own flexible start timing. This enables individuals and teams to plan their work hours and personal time in a way that works for them and their mutual productivity.

REGISTRAR PRESIDENCY UNIVERSITY Registrar BANGALORE

ON & ON IT GOES!

We continuously enhance the benefits we offer and recycle them to best suit your needs.

Domain & Free Wordpress Blog

All employees are eligible for a free domain and WordPress blog. The domain registration costs will be sponsored by Endurance. This is a lifelong scheme.

Celebrations

Endurance loves to share in its employees' joyous occasions. Employees at the time of marriage and at the birth of a child can avail of gift vouchers.

Friday Night Chill Sessions and Annual Party

FNCS are the highlights for Endurance. Very simply put, we throw parties once every quarter for all our employees across the organization during which they can also showcase their talents through various events such as Fashion Show, karaoke, Dance off, 60 seconds to fame etc. Our other locations also have annual parties which are a fun way to get together with our colleagues across teams and have a blast! The stage is open for one and all!

Welfare @ Work

Endurance constantly strives towards creating a positive impact through our employee initiated "Share and Care" activities which are beneficial to the environment and surrounding communities. We work with a number of local NGOs/ orphanages/hospitals/other social institutions and help them in whichever way possible ranging from food supplies, clothing material, stationery, toys etc. to our time.

REGISTRAR
PRESIDENCY UNIVERSITY Registrar BANGALORE

Annexure – III

LIST OF DOCUMENTS

1. Three Passport size color photographs.

2. Proof of Residence:
(Permanent & Temporary if any) Passport / Driving License / Aadhar Card or any document stating your current and permanent place of residence.

3. Academic & Professional Certificates:
   a) SSC, HSC passing certificate or Mark sheet
   a) Graduation Certificate
   b) Post-Graduation Certificates (if applicable)
   c) Any other Professional Course Certificates (if applicable)

4. Details of previous employment
   a) Appointment letter (from all previous employers) (if applicable)
   a) Increment Letter (If applicable)
   b) Work experience certificate (from all previous employers)
   c) Salary certificate/Pay slip of last drawn salary in previous Company
   d) Bank statement from previous employer (photocopy required)

5. Submit 1 photocopy of your Pan card (Mandatory)

6. Form 16 / Salary Certificate / 16 A issued by the relieving company.

7. References: Kindly provide two references along with their contact details and their relation with you. No personal relation references would be accepted.

Important: Please remember that you must submit the above documents on or before the day of joining. Also, please bring the original copies for all the above-mentioned documents for verification.

REGISTRAR
PRESIDENCY UNIVERSITY Registrar BANGALORE

endurance group

October 12, 2020

Dear Abhi,

We are pleased to make you an offer of employment as **Analyst – Security Operations** at career level **I1-A** in the **Security Operations** department at **Endurance International Group (India) Private Limited** commencing on **June 07, 2021**. You will be on probation for a period of **6 months** starting from the day you join the organization.

Your total package is **INR 8,17,437/-.** Your package should be treated as confidential and non-comparable. Kindly refer to Annexure I for the break-up.

Terms and Conditions:

As we invest significant resources towards your training in the initial months, the company reserves the right to recover one month's fixed compensation if you were to leave within a period of 12 months from the date of commencement.

This offer expires on **October 14, 2020.**

On or before your joining date we will require you to submit various documents for our records as mentioned in the list enclosed. Your appointment with Endurance will come into effect only after you produce all the relevant documents from the attached list. All offers are subject to satisfactory completion of reference checks.

We look forward to working with you and believe that you can make a very significant impact to the success of Endurance.

Please feel free to contact us at **campusteam@endurance.com** with any questions.

Yours Sincerely,

For Endurance International Group (India) Private Limited.,

Lavita Nathani
Senior Director - Human Resources

Sai Abhi Ram Reddy V

REGISTRAR PRESIDENCY UNIVERSITY Registrar BANGALORE

Annexure I

Compensation & Benefits Package

Designation: Analyst – Security Operations

Career Level: I1-A

Components	₹ Monthly	₹ Annually	
Fixed Pay	**50,000**	**6,00,000**	
Basic	20,000	2,40,000	*Fully Taxable*
HRA	12,000	1,44,000	*Exempted from tax as per the Income Tax Rules*
Special Allowance	3,066	36,792	*Fully Taxable*
Flexible Pay	9,200	1,10,400	*Includes Meal Vouchers, Communication, Books and Periodicals, Fuel expenses, Vehicle Maintenance, and Driver's Salary. These components are optional and fully exempted from tax, subject to Submission of bills.*
Leave Travel Allowance	3,334	40,008	*Leave Travel Allowance is optional and fully exempted from tax, subject to submission of bills as per the Income Tax Rules*
Provident Fund	2,400	28,800	*12% of the basic salary (employer's contribution). An equivalent amount will be deducted from your monthly salary in lieu of your contribution towards Provident Fund. (This is an optional benefit)*
[A] Compensation	**50,000**	**6,00,000**	*Sum of Fixed and Variable pay.*

For Endurance International Group (India) Private Limited.,

Lavita Nathani
Senior Director – Human Resources

Sai Abhi Ram Reddy V

REGISTRAR PRESIDENCY UNIVERSITY Registrar BANGALORE

Components	₹ Monthly	₹ Annually	
[B] Commitment Bonus (One-time Bonus)		**2,00,000**	
Commitment Bonus - Installment 1		**1,00,000**	*INR 1,00,000 will be disbursed to you at the start of your 2nd year of employment with the company. The commitment bonus paid out will be recovered by the company if you were to leave before completing 2 years from your Date of Joining (DOJ)*
Commitment Bonus - Installment 2		**1,00,000**	*INR 1,00,000 will be disbursed to you at the start of your 3rd year of employment with the company. The commitment bonus paid out will be recovered by the company if you were to leave before completing 3 years from your Date of Joining (DOJ)*
[C] Benefits & Retirals		**17,437**	
Medical Insurance		4,243	*Sum insured INR 3,00,000 provides coverage to you and your dependents i.e. spouse + 2 children. This benefit can also be extended to include dependent parents on an optional basis*
Life Insurance		1,650	*Sum insured is 4X of the annual compensation*
Gratuity		11,544	*Eligibility is as per the Gratuity Act*
Total Package (A+B+C)		**8,17,437**	

For Endurance International Group (India) Private Limited.,

Lavita Nathani
Senior Director – Human Resources

Sai Abhi Ram Reddy V

REGISTRAR
PRESIDENCY UNIVERSITY Registrar BANGALORE

Annexure – II

BENEFITS @ ENDURANCE

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HEALTH BENEFITS

We do understand that healthcare can be expensive and taxing; hence, we have partnered with some of the best insurance providers in the market to make that aspect as easy as it can get for you.

Medical Insurance Cover

Each employee, along with their dependents, are covered for a sum of INR 3,00,000. Cashless Hospitalization through our wide range of network partner hospitals goes one step further to making this less troublesome for you. Additionally, employees have an option to increase their existing insurance cover by INR 3,00,000 and INR 5,00,000 by paying a minimal premium.

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REGISTRAR PRESIDENCY UNIVERSITY Registrar BANGALORE

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REGISTRAR
PRESIDENCY UNIVERSITY Registrar BANGALORE

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CIN: U72300MH2012PTC226415, Tel: +91 22 67209000; Email Id: finacctind@endurance.com

REGISTRAR
PRESIDENCY UNIVERSITY Registrar BANGALORE

WORK LIFE BALANCE

At Endurance, we try to give you as much flexibility as possible. We acknowledge that flexi-work enhances productivity while retaining the employee's sense of responsibility and ownership.

Flexi-Leave

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REGISTRAR PRESIDENCY UNIVERSITY Registrar BANGALORE

ON & ON IT GOES!

We continuously enhance the benefits we offer and recycle them to best suit your needs.

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Endurance constantly strives towards creating a positive impact through our employee initiated "Share and Care" activities which are beneficial to the environment and surrounding communities. We work with a number of local NGOs/ orphanages/hospitals/other social institutions and help them in whichever way possible ranging from food supplies, clothing material, stationery, toys etc. to our time.

REGISTRAR
PRESIDENCY UNIVERSITY Registrar BANGALORE

Annexure – III

LIST OF DOCUMENTS

1. Three Passport size color photographs.

2. Proof of Residence:
(Permanent & Temporary if any) Passport / Driving License / Aadhar Card or any document stating your current and permanent place of residence.

3. Academic & Professional Certificates:
   a) SSC, HSC passing certificate or Mark sheet
   a) Graduation Certificate
   b) Post-Graduation Certificates (if applicable)
   c) Any other Professional Course Certificates (if applicable)

4. Details of previous employment
   a) Appointment letter (from all previous employers) (if applicable)
   a) Increment Letter (If applicable)
   b) Work experience certificate (from all previous employers)
   c) Salary certificate/Pay slip of last drawn salary in previous Company
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5. Submit 1 photocopy of your Pan card (Mandatory)

6. Form 16 / Salary Certificate / 16 A issued by the relieving company.

7. References: Kindly provide two references along with their contact details and their relation with you. No personal relation references would be accepted.

Important: Please remember that you must submit the above documents on or before the day of joining. Also, please bring the original copies for all the above-mentioned documents for verification.

REGISTRAR
PRESIDENCY UNIVERSITY Registrar BANGALORE

endurance group

October 12, 2020

Dear Santhosh,

We are pleased to make you an offer of employment as **Analyst – Security Operations** at career level **I1-A** in the **Security Operations** department at **Endurance International Group (India) Private Limited** commencing on **June 07, 2021**. You will be on probation for a period of **6 months** starting from the day you join the organization.

Your total package is **INR 8,17,437/-.** Your package should be treated as confidential and non-comparable. Kindly refer to Annexure I for the break-up.

Terms and Conditions:

As we invest significant resources towards your training in the initial months, the company reserves the right to recover one month's fixed compensation if you were to leave within a period of 12 months from the date of commencement.

This offer expires on **October 14, 2020.**

On or before your joining date we will require you to submit various documents for our records as mentioned in the list enclosed. Your appointment with Endurance will come into effect only after you produce all the relevant documents from the attached list. All offers are subject to satisfactory completion of reference checks.

We look forward to working with you and believe that you can make a very significant impact to the success of Endurance.

Please feel free to contact us at **campusteam@endurance.com** with any questions.

Yours Sincerely,

For Endurance International Group (India) Private Limited.,

Lavita Nathani
Senior Director - Human Resources

Santhosh N

REGISTRAR

PRESIDENCY UNIVERSITY Registrar BANGALORE

endurance group

Annexure I

Compensation & Benefits Package

Designation: Analyst – Security Operations

Career Level: I1-A

Components	₹ Monthly	₹ Annually	
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Lavita Nathani
Senior Director – Human Resources

Santhosh N

REGISTRAR PRESIDENCY UNIVERSITY Registrar BANGALORE

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Commitment Bonus - Installment 1		**1,00,000**	*INR 1,00,000 will be disbursed to you at the start of your 2nd year of employment with the company. The commitment bonus paid out will be recovered by the company if you were to leave before completing 2 years from your Date of Joining (DOJ)*
Commitment Bonus - Installment 2		**1,00,000**	*INR 1,00,000 will be disbursed to you at the start of your 3rd year of employment with the company. The commitment bonus paid out will be recovered by the company if you were to leave before completing 3 years from your Date of Joining (DOJ)*
[C] Benefits & Retirals		**17,437**	
Medical Insurance		4,243	*Sum insured INR 3,00,000 provides coverage to you and your dependents i.e. spouse + 2 children. This benefit can also be extended to include dependent parents on an optional basis*
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For Endurance International Group (India) Private Limited.,

Lavita Nathani
Senior Director – Human Resources

Santhosh N

REGISTRAR PRESIDENCY UNIVERSITY Registrar BANGALORE

Annexure – II

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REGISTRAR
PRESIDENCY UNIVERSITY Registrar BANGALORE

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REGISTRAR
PRESIDENCY UNIVERSITY Registrar BANGALORE

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REGISTRAR PRESIDENCY UNIVERSITY Registrar BANGALORE

ON & ON IT GOES!

We continuously enhance the benefits we offer and recycle them to best suit your needs.

Domain & Free Wordpress Blog

All employees are eligible for a free domain and WordPress blog. The domain registration costs will be sponsored by Endurance. This is a lifelong scheme.

Celebrations

Endurance loves to share in its employees' joyous occasions. Employees at the time of marriage and at the birth of a child can avail of gift vouchers.

Friday Night Chill Sessions and Annual Party

FNCS are the highlights for Endurance. Very simply put, we throw parties once every quarter for all our employees across the organization during which they can also showcase their talents through various events such as Fashion Show, karaoke, Dance off, 60 seconds to fame etc. Our other locations also have annual parties which are a fun way to get together with our colleagues across teams and have a blast! The stage is open for one and all!

Welfare @ Work

Endurance constantly strives towards creating a positive impact through our employee initiated "Share and Care" activities which are beneficial to the environment and surrounding communities. We work with a number of local NGOs/ orphanages/hospitals/other social institutions and help them in whichever way possible ranging from food supplies, clothing material, stationery, toys etc. to our time.

REGISTRAR
PRESIDENCY UNIVERSITY Registrar BANGALORE

Annexure – III

LIST OF DOCUMENTS

1. Three Passport size color photographs.

2. Proof of Residence:
(Permanent & Temporary if any) Passport / Driving License / Aadhar Card or any document stating your current and permanent place of residence.

3. Academic & Professional Certificates:
   a) SSC, HSC passing certificate or Mark sheet
   a) Graduation Certificate
   b) Post-Graduation Certificates (if applicable)
   c) Any other Professional Course Certificates (if applicable)

4. Details of previous employment
   a) Appointment letter (from all previous employers) (if applicable)
   a) Increment Letter (If applicable)
   b) Work experience certificate (from all previous employers)
   c) Salary certificate/Pay slip of last drawn salary in previous Company
   d) Bank statement from previous employer (photocopy required)

5. Submit 1 photocopy of your Pan card (Mandatory)

6. Form 16 / Salary Certificate / 16 A issued by the relieving company.

7. References: Kindly provide two references along with their contact details and their relation with you. No personal relation references would be accepted.

Important: Please remember that you must submit the above documents on or before the day of joining. Also, please bring the original copies for all the above-mentioned documents for verification.

REGISTRAR
PRESIDENCY UNIVERSITY Registrar BANGALORE

endurance group

October 12, 2020

Dear Talha,

We are pleased to make you an offer of employment as **Analyst – Security Operations** at career level **I1-A** in the **Security Operations** department at **Endurance International Group (India) Private Limited** commencing on **June 07, 2021**. You will be on probation for a period of **6 months** starting from the day you join the organization.

Your total package is **INR 8,17,437/-.** Your package should be treated as confidential and non-comparable. Kindly refer to Annexure I for the break-up.

Terms and Conditions:

As we invest significant resources towards your training in the initial months, the company reserves the right to recover one month's fixed compensation if you were to leave within a period of 12 months from the date of commencement.

This offer expires on **October 14, 2020.**

On or before your joining date we will require you to submit various documents for our records as mentioned in the list enclosed. Your appointment with Endurance will come into effect only after you produce all the relevant documents from the attached list. All offers are subject to satisfactory completion of reference checks.

We look forward to working with you and believe that you can make a very significant impact to the success of Endurance.

Please feel free to contact us at **campusteam@endurance.com** with any questions.

Yours Sincerely,

For Endurance International Group (India) Private Limited.,

Lavita Nathani
Senior Director - Human Resources

Mohammed Talha A

REGISTRAR

PRESIDENCY UNIVERSITY Registrar BANGALORE

Annexure I

Compensation & Benefits Package

Designation: Analyst – Security Operations

Career Level: I1-A

Components	₹ Monthly	₹ Annually	
Fixed Pay	**50,000**	**6,00,000**	
Basic	20,000	2,40,000	*Fully Taxable*
HRA	12,000	1,44,000	*Exempted from tax as per the Income Tax Rules*
Special Allowance	3,066	36,792	*Fully Taxable*
Flexible Pay	9,200	1,10,400	*Includes Meal Vouchers, Communication, Books and Periodicals, Fuel expenses, Vehicle Maintenance, and Driver's Salary. These components are optional and fully exempted from tax, subject to Submission of bills.*
Leave Travel Allowance	3,334	40,008	*Leave Travel Allowance is optional and fully exempted from tax, subject to submission of bills as per the Income Tax Rules*
Provident Fund	2,400	28,800	*12% of the basic salary (employer's contribution). An equivalent amount will be deducted from your monthly salary in lieu of your contribution towards Provident Fund. (This is an optional benefit)*
[A] Compensation	**50,000**	**6,00,000**	*Sum of Fixed and Variable pay.*

For Endurance International Group (India) Private Limited.,

Lavita Nathani
Senior Director – Human Resources

Mohammed Talha A

REGISTRAR PRESIDENCY UNIVERSITY Registrar BANGALORE

Components	₹ Monthly	₹ Annually	
[B] Commitment Bonus (One-time Bonus)		**2,00,000**	
Commitment Bonus - Installment 1		**1,00,000**	*INR 1,00,000 will be disbursed to you at the start of your 2nd year of employment with the company. The commitment bonus paid out will be recovered by the company if you were to leave before completing 2 years from your Date of Joining (DOJ)*
Commitment Bonus - Installment 2		**1,00,000**	*INR 1,00,000 will be disbursed to you at the start of your 3rd year of employment with the company. The commitment bonus paid out will be recovered by the company if you were to leave before completing 3 years from your Date of Joining (DOJ)*
[C] Benefits & Retirals		**17,437**	
Medical Insurance		4,243	*Sum insured INR 3,00,000 provides coverage to you and your dependents i.e. spouse + 2 children. This benefit can also be extended to include dependent parents on an optional basis*
Life Insurance		1,650	*Sum insured is 4X of the annual compensation*
Gratuity		11,544	*Eligibility is as per the Gratuity Act*
Total Package (A+B+C)		**8,17,437**	

For Endurance International Group (India) Private Limited.,

Lavita Nathani
Senior Director – Human Resources

Mohammed Talha A

REGISTRAR PRESIDENCY UNIVERSITY Registrar BANGALORE

Annexure – II

BENEFITS @ ENDURANCE

At Endurance, taking care of our employees is our top priority. We strive to make your work environment easy, comfortable and as employee friendly as possible. To do this, we make sure that cutting edge benefits are in place to provide you with the perfect work life balance. What's more? If you think you'd like something over and above this, we're all ears. Some of the benefits you already have are:

HEALTH BENEFITS

We do understand that healthcare can be expensive and taxing; hence, we have partnered with some of the best insurance providers in the market to make that aspect as easy as it can get for you.

Medical Insurance Cover

Each employee, along with their dependents, are covered for a sum of INR 3,00,000. Cashless Hospitalization through our wide range of network partner hospitals goes one step further to making this less troublesome for you. Additionally, employees have an option to increase their existing insurance cover by INR 3,00,000 and INR 5,00,000 by paying a minimal premium.

Life Insurance

Endurance provides all its employees a life insurance cover for up to 4X of their annual compensation. This policy also covers various other critical illnesses.

The Personal Accident Insurance provides insurance coverage of INR 5,00,000 in the event of accidental death due to unfortunate incidents arising during employment with Endurance.

REGISTRAR PRESIDENCY UNIVERSITY Registrar BANGALORE

LEARNING NEVER STOPS

At Endurance, we believe that constant up-skilling and learning define our success path. We give you a chance to further your knowledge enhancement through programs specifically designed to encourage learning.

Education/ Certification Sponsorships

This program provides our employees with an opportunity to learn new technologies/ take up certifications which are relevant for their role, personal and professional growth. The company will sponsor all or part of specific courses, exams, tests and certifications and you can add to the list of courses too!

Library

An in-house library includes provisions for the latest books in hardcopies or on kindles. Employees can borrow books, suggest new books to add to the library, have them buy you a personal copy as well.

Free Internet

Employees at Endurance have access to free internet based on their eligibility. The benefit can be availed either in form of reimbursement or company provided data cards.

REGISTRAR PRESIDENCY UNIVERSITY Registrar BANGALORE

WELLNESS & NUTRITION

Endurance goes that extra mile in providing wellness and nutrition benefits to you.

Employee Assistance Program

Juggling the demands of career and personal life can be stressful and challenging but don't worry! Our EAP services provide free, confidential, short-term counseling/ legal aid/ taxation advice. This benefit is also extended to immediate family members.

Gym

For our employees in Mumbai and Bangalore we have state of the art on-site gym at subsided prices to go one step closer to being fit and healthy.

Corporate Sports Events

At Endurance it's not just all about work! We encourage our employees to take part in inter-corporate sports programs whether it be – cricket, football, TT, Chess, Carrom!

Food & Snacks

Our offices have diverse food solutions to satisfy that hunger pang! We provide mouthwatering and healthy food at subsidized costs in our office. We also have a dedicated fresh juice counter, chaat counter, fresh fruits and a well-stocked pantry with quick bites available to ensure you are never left looking for something to nibble on. We have an in-house tea and coffee counter. We also provide a host of snacks and beverages free of cost.

This program focuses on building awareness among the employees on various illnesses as well as promotion of healthy lifestyle through programs, talks and workshops.

REGISTRAR
PRESIDENCY UNIVERSITY Registrar BANGALORE

COMPENSATION-RELATED BENEFITS

Attractive Interest Free Loans

We provide interest-free loans to employees based on eligibility. You may avail of these loans for any of the following purposes:

- House Deposit for rent
- Purchase of an asset
- Bridge-loan for new home purchase
- Marriage expenses
- School Deposits for children

Endurance International Group (India) Private Limited
Registered Office: Unit No. 501, 5th Floor, IT Building 3, Nesco IT Park, Nesco Complex,
Western Express Highway, Goregaon (East), Mumbai 400 063
CIN: U72300MH2012PTC226415, Tel: +91 22 67209000; Email Id: finacctind@endurance.com

REGISTRAR
PRESIDENCY UNIVERSITY Registrar BANGALORE

WORK LIFE BALANCE

At Endurance, we try to give you as much flexibility as possible. We acknowledge that flexi-work enhances productivity while retaining the employee's sense of responsibility and ownership.

Flexi-Leave

All our employees can avail of 38 days of leave (Inclusive of Public Holidays) that can be used at any time for any occasion. Other categories of leave include Paternity leave up to 10 days and Maternity leave which is provided in accordance with the provisions of the Maternity Benefit act, 1961.

Flexi-Timings

Endurance's attendance guidelines are structured such that each team has their own flexible start timing. This enables individuals and teams to plan their work hours and personal time in a way that works for them and their mutual productivity.

REGISTRAR PRESIDENCY UNIVERSITY Registrar BANGALORE

ON & ON IT GOES!

We continuously enhance the benefits we offer and recycle them to best suit your needs.

Domain & Free Wordpress Blog

All employees are eligible for a free domain and WordPress blog. The domain registration costs will be sponsored by Endurance. This is a lifelong scheme.

Celebrations

Endurance loves to share in its employees' joyous occasions. Employees at the time of marriage and at the birth of a child can avail of gift vouchers.

Friday Night Chill Sessions and Annual Party

FNCS are the highlights for Endurance. Very simply put, we throw parties once every quarter for all our employees across the organization during which they can also showcase their talents through various events such as Fashion Show, karaoke, Dance off, 60 seconds to fame etc. Our other locations also have annual parties which are a fun way to get together with our colleagues across teams and have a blast! The stage is open for one and all!

Welfare @ Work

Endurance constantly strives towards creating a positive impact through our employee initiated "Share and Care" activities which are beneficial to the environment and surrounding communities. We work with a number of local NGOs/ orphanages/hospitals/other social institutions and help them in whichever way possible ranging from food supplies, clothing material, stationery, toys etc. to our time.

REGISTRAR
PRESIDENCY UNIVERSITY Registrar BANGALORE

Annexure – III

LIST OF DOCUMENTS

1. Three Passport size color photographs.

2. Proof of Residence:
(Permanent & Temporary if any) Passport / Driving License / Aadhar Card or any document stating your current and permanent place of residence.

3. Academic & Professional Certificates:
   a) SSC, HSC passing certificate or Mark sheet
   a) Graduation Certificate
   b) Post-Graduation Certificates (if applicable)
   c) Any other Professional Course Certificates (if applicable)

4. Details of previous employment
   a) Appointment letter (from all previous employers) (if applicable)
   a) Increment Letter (If applicable)
   b) Work experience certificate (from all previous employers)
   c) Salary certificate/Pay slip of last drawn salary in previous Company
   d) Bank statement from previous employer (photocopy required)

5. Submit 1 photocopy of your Pan card (Mandatory)

6. Form 16 / Salary Certificate / 16 A issued by the relieving company.

7. References: Kindly provide two references along with their contact details and their relation with you. No personal relation references would be accepted.

Important: Please remember that you must submit the above documents on or before the day of joining. Also, please bring the original copies for all the above-mentioned documents for verification.

REGISTRAR
PRESIDENCY UNIVERSITY Registrar BANGALORE

endurance group

October 12, 2020

Dear Sanketh,

We are pleased to make you an offer of employment as **Analyst – Security Operations** at career level **I1-A** in the **Security Operations** department at **Endurance International Group (India) Private Limited** commencing on **June 07, 2021**. You will be on probation for a period of **6 months** starting from the day you join the organization.

Your total package is **INR 8,17,437/-.** Your package should be treated as confidential and non-comparable. Kindly refer to Annexure I for the break-up.

Terms and Conditions:

As we invest significant resources towards your training in the initial months, the company reserves the right to recover one month's fixed compensation if you were to leave within a period of 12 months from the date of commencement.

This offer expires on **October 14, 2020.**

On or before your joining date we will require you to submit various documents for our records as mentioned in the list enclosed. Your appointment with Endurance will come into effect only after you produce all the relevant documents from the attached list. All offers are subject to satisfactory completion of reference checks.

We look forward to working with you and believe that you can make a very significant impact to the success of Endurance.

Please feel free to contact us at **campusteam@endurance.com** with any questions.

Yours Sincerely,

For Endurance International Group (India) Private Limited.,

Lavita Nathani
Senior Director - Human Resources

Sanketh G

REGISTRAR

PRESIDENCY UNIVERSITY Registrar BANGALORE

Annexure I

Compensation & Benefits Package

Designation: Analyst – Security Operations

Career Level: I1-A

Components	₹ Monthly	₹ Annually	
Fixed Pay	**50,000**	**6,00,000**	
Basic	20,000	2,40,000	*Fully Taxable*
HRA	12,000	1,44,000	*Exempted from tax as per the Income Tax Rules*
Special Allowance	3,066	36,792	*Fully Taxable*
Flexible Pay	9,200	1,10,400	*Includes Meal Vouchers, Communication, Books and Periodicals, Fuel expenses, Vehicle Maintenance, and Driver's Salary. These components are optional and fully exempted from tax, subject to Submission of bills.*
Leave Travel Allowance	3,334	40,008	*Leave Travel Allowance is optional and fully exempted from tax, subject to submission of bills as per the Income Tax Rules*
Provident Fund	2,400	28,800	*12% of the basic salary (employer's contribution). An equivalent amount will be deducted from your monthly salary in lieu of your contribution towards Provident Fund. (This is an optional benefit)*
[A] Compensation	**50,000**	**6,00,000**	*Sum of Fixed and Variable pay.*

For Endurance International Group (India) Private Limited.,

Lavita Nathani
Senior Director – Human Resources

Sanketh G

REGISTRAR PRESIDENCY UNIVERSITY Registrar BANGALORE

Components	₹ Monthly	₹ Annually	
[B] Commitment Bonus (One-time Bonus)		**2,00,000**	
Commitment Bonus - Installment 1		**1,00,000**	*INR 1,00,000 will be disbursed to you at the start of your 2nd year of employment with the company. The commitment bonus paid out will be recovered by the company if you were to leave before completing 2 years from your Date of Joining (DOJ)*
Commitment Bonus - Installment 2		**1,00,000**	*INR 1,00,000 will be disbursed to you at the start of your 3rd year of employment with the company. The commitment bonus paid out will be recovered by the company if you were to leave before completing 3 years from your Date of Joining (DOJ)*
[C] Benefits & Retirals		**17,437**	
Medical Insurance		4,243	*Sum insured INR 3,00,000 provides coverage to you and your dependents i.e. spouse + 2 children. This benefit can also be extended to include dependent parents on an optional basis*
Life Insurance		1,650	*Sum insured is 4X of the annual compensation*
Gratuity		11,544	*Eligibility is as per the Gratuity Act*
Total Package (A+B+C)		**8,17,437**	

For Endurance International Group (India) Private Limited.,

Lavita Nathani
Senior Director – Human Resources

Sanketh G

REGISTRAR PRESIDENCY UNIVERSITY Registrar BANGALORE

Annexure – II

BENEFITS @ ENDURANCE

At Endurance, taking care of our employees is our top priority. We strive to make your work environment easy, comfortable and as employee friendly as possible. To do this, we make sure that cutting edge benefits are in place to provide you with the perfect work life balance. What's more? If you think you'd like something over and above this, we're all ears. Some of the benefits you already have are:

HEALTH BENEFITS

We do understand that healthcare can be expensive and taxing; hence, we have partnered with some of the best insurance providers in the market to make that aspect as easy as it can get for you.

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Free Internet

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REGISTRAR PRESIDENCY UNIVERSITY Registrar BANGALORE

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REGISTRAR
PRESIDENCY UNIVERSITY Registrar BANGALORE

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CIN: U72300MH2012PTC226415, Tel: +91 22 67209000; Email Id: finacctind@endurance.com

REGISTRAR
PRESIDENCY UNIVERSITY Registrar BANGALORE

WORK LIFE BALANCE

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REGISTRAR PRESIDENCY UNIVERSITY Registrar BANGALORE

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Welfare @ Work

Endurance constantly strives towards creating a positive impact through our employee initiated "Share and Care" activities which are beneficial to the environment and surrounding communities. We work with a number of local NGOs/ orphanages/hospitals/other social institutions and help them in whichever way possible ranging from food supplies, clothing material, stationery, toys etc. to our time.

REGISTRAR
PRESIDENCY UNIVERSITY Registrar BANGALORE

Annexure – III

LIST OF DOCUMENTS

1. Three Passport size color photographs.

2. Proof of Residence:
(Permanent & Temporary if any) Passport / Driving License / Aadhar Card or any document stating your current and permanent place of residence.

3. Academic & Professional Certificates:
   a) SSC, HSC passing certificate or Mark sheet
   a) Graduation Certificate
   b) Post-Graduation Certificates (if applicable)
   c) Any other Professional Course Certificates (if applicable)

4. Details of previous employment
   a) Appointment letter (from all previous employers) (if applicable)
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5. Submit 1 photocopy of your Pan card (Mandatory)

6. Form 16 / Salary Certificate / 16 A issued by the relieving company.

7. References: Kindly provide two references along with their contact details and their relation with you. No personal relation references would be accepted.

Important: Please remember that you must submit the above documents on or before the day of joining. Also, please bring the original copies for all the above-mentioned documents for verification.

REGISTRAR
PRESIDENCY UNIVERSITY Registrar BANGALORE

October 12, 2020

Dear Reshma,

We are pleased to make you an offer of employment as **Analyst – Security Operations** at career level **I1-A** in the **Security Operations** department at **Endurance International Group (India) Private Limited** commencing on **June 07, 2021**. You will be on probation for a period of **6 months** starting from the day you join the organization.

Your total package is **INR 8,17,437/-.** Your package should be treated as confidential and non-comparable. Kindly refer to Annexure I for the break-up.

Terms and Conditions:

As we invest significant resources towards your training in the initial months, the company reserves the right to recover one month's fixed compensation if you were to leave within a period of 12 months from the date of commencement.

This offer expires on **October 14, 2020.**

On or before your joining date we will require you to submit various documents for our records as mentioned in the list enclosed. Your appointment with Endurance will come into effect only after you produce all the relevant documents from the attached list. All offers are subject to satisfactory completion of reference checks.

We look forward to working with you and believe that you can make a very significant impact to the success of Endurance.

Please feel free to contact us at **campusteam@endurance.com** with any questions.

Yours Sincerely,

For Endurance International Group (India) Private Limited.,

Lavita Nathani
Senior Director - Human Resources

Reshma S

REGISTRAR

PRESIDENCY UNIVERSITY Registrar BANGALORE

Annexure I

Compensation & Benefits Package

Designation: Analyst – Security Operations

Career Level: I1-A

Components	₹ Monthly	₹ Annually	
Fixed Pay	**50,000**	**6,00,000**	
Basic	20,000	2,40,000	*Fully Taxable*
HRA	12,000	1,44,000	*Exempted from tax as per the Income Tax Rules*
Special Allowance	3,066	36,792	*Fully Taxable*
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Leave Travel Allowance	3,334	40,008	*Leave Travel Allowance is optional and fully exempted from tax, subject to submission of bills as per the Income Tax Rules*
Provident Fund	2,400	28,800	*12% of the basic salary (employer's contribution). An equivalent amount will be deducted from your monthly salary in lieu of your contribution towards Provident Fund. (This is an optional benefit)*
[A] Compensation	**50,000**	**6,00,000**	*Sum of Fixed and Variable pay.*

For Endurance International Group (India) Private Limited.,

Lavita Nathani
Senior Director – Human Resources

Reshma S

REGISTRAR PRESIDENCY UNIVERSITY Registrar BANGALORE

Components	₹ Monthly	₹ Annually	
[B] Commitment Bonus (One-time Bonus)		**2,00,000**	
Commitment Bonus - Installment 1		**1,00,000**	*INR 1,00,000 will be disbursed to you at the start of your 2nd year of employment with the company. The commitment bonus paid out will be recovered by the company if you were to leave before completing 2 years from your Date of Joining (DOJ)*
Commitment Bonus - Installment 2		**1,00,000**	*INR 1,00,000 will be disbursed to you at the start of your 3rd year of employment with the company. The commitment bonus paid out will be recovered by the company if you were to leave before completing 3 years from your Date of Joining (DOJ)*
[C] Benefits & Retirals		**17,437**	
Medical Insurance		4,243	*Sum insured INR 3,00,000 provides coverage to you and your dependents i.e. spouse + 2 children. This benefit can also be extended to include dependent parents on an optional basis*
Life Insurance		1,650	*Sum insured is 4X of the annual compensation*
Gratuity		11,544	*Eligibility is as per the Gratuity Act*
Total Package (A+B+C)		**8,17,437**	

For Endurance International Group (India) Private Limited.,

Lavita Nathani
Senior Director – Human Resources

Reshma S

REGISTRAR PRESIDENCY UNIVERSITY Registrar BANGALORE

Annexure – II

BENEFITS @ ENDURANCE

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We do understand that healthcare can be expensive and taxing; hence, we have partnered with some of the best insurance providers in the market to make that aspect as easy as it can get for you.

Medical Insurance Cover

Each employee, along with their dependents, are covered for a sum of INR 3,00,000. Cashless Hospitalization through our wide range of network partner hospitals goes one step further to making this less troublesome for you. Additionally, employees have an option to increase their existing insurance cover by INR 3,00,000 and INR 5,00,000 by paying a minimal premium.

Life Insurance

Endurance provides all its employees a life insurance cover for up to 4X of their annual compensation. This policy also covers various other critical illnesses.

The Personal Accident Insurance provides insurance coverage of INR 5,00,000 in the event of accidental death due to unfortunate incidents arising during employment with Endurance.

REGISTRAR PRESIDENCY UNIVERSITY Registrar BANGALORE

LEARNING NEVER STOPS

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Education/ Certification Sponsorships

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Library

An in-house library includes provisions for the latest books in hardcopies or on kindles. Employees can borrow books, suggest new books to add to the library, have them buy you a personal copy as well.

Free Internet

Employees at Endurance have access to free internet based on their eligibility. The benefit can be availed either in form of reimbursement or company provided data cards.

REGISTRAR PRESIDENCY UNIVERSITY Registrar BANGALORE

WELLNESS & NUTRITION

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Employee Assistance Program

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Gym

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Corporate Sports Events

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Food & Snacks

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This program focuses on building awareness among the employees on various illnesses as well as promotion of healthy lifestyle through programs, talks and workshops.

REGISTRAR
PRESIDENCY UNIVERSITY Registrar BANGALORE

COMPENSATION-RELATED BENEFITS

Attractive Interest Free Loans

We provide interest-free loans to employees based on eligibility. You may avail of these loans for any of the following purposes:

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- Purchase of an asset
- Bridge-loan for new home purchase
- Marriage expenses
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CIN: U72300MH2012PTC226415, Tel: +91 22 67209000; Email Id: finacctind@endurance.com

REGISTRAR
PRESIDENCY UNIVERSITY Registrar BANGALORE

WORK LIFE BALANCE

At Endurance, we try to give you as much flexibility as possible. We acknowledge that flexi-work enhances productivity while retaining the employee's sense of responsibility and ownership.

Flexi-Leave

All our employees can avail of 38 days of leave (Inclusive of Public Holidays) that can be used at any time for any occasion. Other categories of leave include Paternity leave up to 10 days and Maternity leave which is provided in accordance with the provisions of the Maternity Benefit act, 1961.

Flexi-Timings

Endurance's attendance guidelines are structured such that each team has their own flexible start timing. This enables individuals and teams to plan their work hours and personal time in a way that works for them and their mutual productivity.

REGISTRAR PRESIDENCY UNIVERSITY Registrar BANGALORE

ON & ON IT GOES!

We continuously enhance the benefits we offer and recycle them to best suit your needs.

Domain & Free Wordpress Blog

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Celebrations

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Welfare @ Work

Endurance constantly strives towards creating a positive impact through our employee initiated "Share and Care" activities which are beneficial to the environment and surrounding communities. We work with a number of local NGOs/ orphanages/hospitals/other social institutions and help them in whichever way possible ranging from food supplies, clothing material, stationery, toys etc. to our time.

REGISTRAR
PRESIDENCY UNIVERSITY Registrar BANGALORE

Annexure – III

LIST OF DOCUMENTS

1. Three Passport size color photographs.

2. Proof of Residence:
(Permanent & Temporary if any) Passport / Driving License / Aadhar Card or any document stating your current and permanent place of residence.

3. Academic & Professional Certificates:
   a) SSC, HSC passing certificate or Mark sheet
   a) Graduation Certificate
   b) Post-Graduation Certificates (if applicable)
   c) Any other Professional Course Certificates (if applicable)

4. Details of previous employment
   a) Appointment letter (from all previous employers) (if applicable)
   a) Increment Letter (If applicable)
   b) Work experience certificate (from all previous employers)
   c) Salary certificate/Pay slip of last drawn salary in previous Company
   d) Bank statement from previous employer (photocopy required)

5. Submit 1 photocopy of your Pan card (Mandatory)

6. Form 16 / Salary Certificate / 16 A issued by the relieving company.

7. References: Kindly provide two references along with their contact details and their relation with you. No personal relation references would be accepted.

Important: Please remember that you must submit the above documents on or before the day of joining. Also, please bring the original copies for all the above-mentioned documents for verification.

REGISTRAR
PRESIDENCY UNIVERSITY Registrar BANGALORE

October 12, 2020

Dear Pavan,

We are pleased to make you an offer of employment as **Analyst – Security Operations** at career level **I1-A** in the **Security Operations** department at **Endurance International Group (India) Private Limited** commencing on **June 07, 2021**. You will be on probation for a period of **6 months** starting from the day you join the organization.

Your total package is **INR 8,17,437/-.** Your package should be treated as confidential and non-comparable. Kindly refer to Annexure I for the break-up.

Terms and Conditions:

As we invest significant resources towards your training in the initial months, the company reserves the right to recover one month's fixed compensation if you were to leave within a period of 12 months from the date of commencement.

This offer expires on **October 14, 2020.**

On or before your joining date we will require you to submit various documents for our records as mentioned in the list enclosed. Your appointment with Endurance will come into effect only after you produce all the relevant documents from the attached list. All offers are subject to satisfactory completion of reference checks.

We look forward to working with you and believe that you can make a very significant impact to the success of Endurance.

Please feel free to contact us at **campusteam@endurance.com** with any questions.

Yours Sincerely,

For Endurance International Group (India) Private Limited.,

Lavita Nathani
Senior Director - Human Resources

Pavan Kumar M

REGISTRAR

PRESIDENCY UNIVERSITY Registrar BANGALORE

endurance group

Annexure I

Compensation & Benefits Package

Designation: Analyst – Security Operations

Career Level: I1-A

Components	₹ Monthly	₹ Annually	
Fixed Pay	**50,000**	**6,00,000**	
Basic	20,000	2,40,000	*Fully Taxable*
HRA	12,000	1,44,000	*Exempted from tax as per the Income Tax Rules*
Special Allowance	3,066	36,792	*Fully Taxable*
Flexible Pay	9,200	1,10,400	*Includes Meal Vouchers, Communication, Books and Periodicals, Fuel expenses, Vehicle Maintenance, and Driver's Salary. These components are optional and fully exempted from tax, subject to Submission of bills.*
Leave Travel Allowance	3,334	40,008	*Leave Travel Allowance is optional and fully exempted from tax, subject to submission of bills as per the Income Tax Rules*
Provident Fund	2,400	28,800	*12% of the basic salary (employer's contribution). An equivalent amount will be deducted from your monthly salary in lieu of your contribution towards Provident Fund. (This is an optional benefit)*
[A] Compensation	**50,000**	**6,00,000**	*Sum of Fixed and Variable pay.*

For Endurance International Group (India) Private Limited.,

Lavita Nathani
Senior Director – Human Resources

Pavan Kumar M

REGISTRAR PRESIDENCY UNIVERSITY Registrar BANGALORE

Components	₹ Monthly	₹ Annually	
[B] Commitment Bonus (One-time Bonus)		**2,00,000**	
Commitment Bonus - Installment 1		**1,00,000**	*INR 1,00,000 will be disbursed to you at the start of your 2nd year of employment with the company. The commitment bonus paid out will be recovered by the company if you were to leave before completing 2 years from your Date of Joining (DOJ)*
Commitment Bonus - Installment 2		**1,00,000**	*INR 1,00,000 will be disbursed to you at the start of your 3rd year of employment with the company. The commitment bonus paid out will be recovered by the company if you were to leave before completing 3 years from your Date of Joining (DOJ)*
[C] Benefits & Retirals		**17,437**	
Medical Insurance		4,243	*Sum insured INR 3,00,000 provides coverage to you and your dependents i.e. spouse + 2 children. This benefit can also be extended to include dependent parents on an optional basis*
Life Insurance		1,650	*Sum insured is 4X of the annual compensation*
Gratuity		11,544	*Eligibility is as per the Gratuity Act*
Total Package (A+B+C)		**8,17,437**	

For Endurance International Group (India) Private Limited.,

Lavita Nathani
Senior Director – Human Resources

Pavan Kumar M

REGISTRAR PRESIDENCY UNIVERSITY Registrar BANGALORE

Annexure – II

BENEFITS @ ENDURANCE

At Endurance, taking care of our employees is our top priority. We strive to make your work environment easy, comfortable and as employee friendly as possible. To do this, we make sure that cutting edge benefits are in place to provide you with the perfect work life balance. What's more? If you think you'd like something over and above this, we're all ears. Some of the benefits you already have are:

HEALTH BENEFITS

We do understand that healthcare can be expensive and taxing; hence, we have partnered with some of the best insurance providers in the market to make that aspect as easy as it can get for you.

Medical Insurance Cover

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REGISTRAR
PRESIDENCY UNIVERSITY Registrar BANGALORE

COMPENSATION-RELATED BENEFITS

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REGISTRAR
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REGISTRAR PRESIDENCY UNIVERSITY Registrar BANGALORE

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Welfare @ Work

Endurance constantly strives towards creating a positive impact through our employee initiated "Share and Care" activities which are beneficial to the environment and surrounding communities. We work with a number of local NGOs/ orphanages/hospitals/other social institutions and help them in whichever way possible ranging from food supplies, clothing material, stationery, toys etc. to our time.

REGISTRAR
PRESIDENCY UNIVERSITY Registrar BANGALORE

Annexure – III

LIST OF DOCUMENTS

1. Three Passport size color photographs.

2. Proof of Residence:
(Permanent & Temporary if any) Passport / Driving License / Aadhar Card or any document stating your current and permanent place of residence.

3. Academic & Professional Certificates:
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4. Details of previous employment
   a) Appointment letter (from all previous employers) (if applicable)
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   c) Salary certificate/Pay slip of last drawn salary in previous Company
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5. Submit 1 photocopy of your Pan card (Mandatory)

6. Form 16 / Salary Certificate / 16 A issued by the relieving company.

7. References: Kindly provide two references along with their contact details and their relation with you. No personal relation references would be accepted.

Important: Please remember that you must submit the above documents on or before the day of joining. Also, please bring the original copies for all the above-mentioned documents for verification.

REGISTRAR
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October 12, 2020

Dear Vishwas,

We are pleased to make you an offer of employment as **Analyst – Security Operations** at career level **I1-A** in the **Security Operations** department at **Endurance International Group (India) Private Limited** commencing on **June 07, 2021**. You will be on probation for a period of **6 months** starting from the day you join the organization.

Your total package is **INR 8,17,437/-.** Your package should be treated as confidential and non-comparable. Kindly refer to Annexure I for the break-up.

Terms and Conditions:

As we invest significant resources towards your training in the initial months, the company reserves the right to recover one month's fixed compensation if you were to leave within a period of 12 months from the date of commencement.

This offer expires on **October 14, 2020.**

On or before your joining date we will require you to submit various documents for our records as mentioned in the list enclosed. Your appointment with Endurance will come into effect only after you produce all the relevant documents from the attached list. All offers are subject to satisfactory completion of reference checks.

We look forward to working with you and believe that you can make a very significant impact to the success of Endurance.

Please feel free to contact us at **campusteam@endurance.com** with any questions.

Yours Sincerely,

For Endurance International Group (India) Private Limited.,

Lavita Nathani
Senior Director - Human Resources

Vishwas C

REGISTRAR

PRESIDENCY UNIVERSITY Registrar BANGALORE

Annexure I

Compensation & Benefits Package

Designation: Analyst – Security Operations

Career Level: I1-A

Components	₹ Monthly	₹ Annually	
Fixed Pay	**50,000**	**6,00,000**	
Basic	20,000	2,40,000	*Fully Taxable*
HRA	12,000	1,44,000	*Exempted from tax as per the Income Tax Rules*
Special Allowance	3,066	36,792	*Fully Taxable*
Flexible Pay	9,200	1,10,400	*Includes Meal Vouchers, Communication, Books and Periodicals, Fuel expenses, Vehicle Maintenance, and Driver's Salary. These components are optional and fully exempted from tax, subject to Submission of bills.*
Leave Travel Allowance	3,334	40,008	*Leave Travel Allowance is optional and fully exempted from tax, subject to submission of bills as per the Income Tax Rules*
Provident Fund	2,400	28,800	*12% of the basic salary (employer's contribution). An equivalent amount will be deducted from your monthly salary in lieu of your contribution towards Provident Fund. (This is an optional benefit)*
[A] Compensation	**50,000**	**6,00,000**	*Sum of Fixed and Variable pay.*

For Endurance International Group (India) Private Limited.,

Lavita Nathani
Senior Director – Human Resources

Vishwas C

REGISTRAR PRESIDENCY UNIVERSITY Registrar BANGALORE

Components	₹ Monthly	₹ Annually	
[B] Commitment Bonus (One-time Bonus)		**2,00,000**	
Commitment Bonus - Installment 1		**1,00,000**	*INR 1,00,000 will be disbursed to you at the start of your 2nd year of employment with the company. The commitment bonus paid out will be recovered by the company if you were to leave before completing 2 years from your Date of Joining (DOJ)*
Commitment Bonus - Installment 2		**1,00,000**	*INR 1,00,000 will be disbursed to you at the start of your 3rd year of employment with the company. The commitment bonus paid out will be recovered by the company if you were to leave before completing 3 years from your Date of Joining (DOJ)*
[C] Benefits & Retirals		**17,437**	
Medical Insurance		4,243	*Sum insured INR 3,00,000 provides coverage to you and your dependents i.e. spouse + 2 children. This benefit can also be extended to include dependent parents on an optional basis*
Life Insurance		1,650	*Sum insured is 4X of the annual compensation*
Gratuity		11,544	*Eligibility is as per the Gratuity Act*
Total Package (A+B+C)		**8,17,437**	

For Endurance International Group (India) Private Limited.,

Lavita Nathani
Senior Director – Human Resources

Vishwas C

REGISTRAR PRESIDENCY UNIVERSITY Registrar BANGALORE

Annexure – II

BENEFITS @ ENDURANCE

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REGISTRAR
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REGISTRAR
PRESIDENCY UNIVERSITY Registrar BANGALORE

Annexure – III

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(Permanent & Temporary if any) Passport / Driving License / Aadhar Card or any document stating your current and permanent place of residence.

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7. References: Kindly provide two references along with their contact details and their relation with you. No personal relation references would be accepted.

Important: Please remember that you must submit the above documents on or before the day of joining. Also, please bring the original copies for all the above-mentioned documents for verification.

REGISTRAR
PRESIDENCY UNIVERSITY Registrar BANGALORE

October 12, 2020

Dear Arjun,

We are pleased to make you an offer of employment as **Analyst – Security Operations** at career level **I1-A** in the **Security Operations** department at **Endurance International Group (India) Private Limited** commencing on **June 07, 2021**. You will be on probation for a period of **6 months** starting from the day you join the organization.

Your total package is **INR 8,17,437/-.** Your package should be treated as confidential and non-comparable. Kindly refer to Annexure I for the break-up.

Terms and Conditions:

As we invest significant resources towards your training in the initial months, the company reserves the right to recover one month's fixed compensation if you were to leave within a period of 12 months from the date of commencement.

This offer expires on **October 14, 2020.**

On or before your joining date we will require you to submit various documents for our records as mentioned in the list enclosed. Your appointment with Endurance will come into effect only after you produce all the relevant documents from the attached list. All offers are subject to satisfactory completion of reference checks.

We look forward to working with you and believe that you can make a very significant impact to the success of Endurance.

Please feel free to contact us at **campusteam@endurance.com** with any questions.

Yours Sincerely,

For Endurance International Group (India) Private Limited.,

Lavita Nathani
Senior Director - Human Resources

Vudugandla Arjun

REGISTRAR
PRESIDENCY UNIVERSITY Registrar BANGALORE

Annexure I

Compensation & Benefits Package

Designation: Analyst – Security Operations

Career Level: I1-A

Components	₹ Monthly	₹ Annually	
Fixed Pay	**50,000**	**6,00,000**	
Basic	20,000	2,40,000	*Fully Taxable*
HRA	12,000	1,44,000	*Exempted from tax as per the Income Tax Rules*
Special Allowance	3,066	36,792	*Fully Taxable*
Flexible Pay	9,200	1,10,400	*Includes Meal Vouchers, Communication, Books and Periodicals, Fuel expenses, Vehicle Maintenance, and Driver's Salary. These components are optional and fully exempted from tax, subject to Submission of bills.*
Leave Travel Allowance	3,334	40,008	*Leave Travel Allowance is optional and fully exempted from tax, subject to submission of bills as per the Income Tax Rules*
Provident Fund	2,400	28,800	*12% of the basic salary (employer's contribution). An equivalent amount will be deducted from your monthly salary in lieu of your contribution towards Provident Fund. (This is an optional benefit)*
[A] Compensation	**50,000**	**6,00,000**	*Sum of Fixed and Variable pay.*

For Endurance International Group (India) Private Limited.,

Lavita Nathani
Senior Director – Human Resources

Vudugandla Arjun

REGISTRAR PRESIDENCY UNIVERSITY Registrar BANGALORE

Components	₹ Monthly	₹ Annually	
[B] Commitment Bonus (One-time Bonus)		**2,00,000**	
Commitment Bonus - Installment 1		**1,00,000**	*INR 1,00,000 will be disbursed to you at the start of your 2nd year of employment with the company. The commitment bonus paid out will be recovered by the company if you were to leave before completing 2 years from your Date of Joining (DOJ)*
Commitment Bonus - Installment 2		**1,00,000**	*INR 1,00,000 will be disbursed to you at the start of your 3rd year of employment with the company. The commitment bonus paid out will be recovered by the company if you were to leave before completing 3 years from your Date of Joining (DOJ)*
[C] Benefits & Retirals		**17,437**	
Medical Insurance		4,243	*Sum insured INR 3,00,000 provides coverage to you and your dependents i.e. spouse + 2 children. This benefit can also be extended to include dependent parents on an optional basis*
Life Insurance		1,650	*Sum insured is 4X of the annual compensation*
Gratuity		11,544	*Eligibility is as per the Gratuity Act*
Total Package (A+B+C)		**8,17,437**	

For Endurance International Group (India) Private Limited.,

Lavita Nathani
Senior Director – Human Resources

Vudugandla Arjun

REGISTRAR PRESIDENCY UNIVERSITY Registrar BANGALORE

Annexure – II

BENEFITS @ ENDURANCE

At Endurance, taking care of our employees is our top priority. We strive to make your work environment easy, comfortable and as employee friendly as possible. To do this, we make sure that cutting edge benefits are in place to provide you with the perfect work life balance. What's more? If you think you'd like something over and above this, we're all ears. Some of the benefits you already have are:

HEALTH BENEFITS

We do understand that healthcare can be expensive and taxing; hence, we have partnered with some of the best insurance providers in the market to make that aspect as easy as it can get for you.

Medical Insurance Cover

Each employee, along with their dependents, are covered for a sum of INR 3,00,000. Cashless Hospitalization through our wide range of network partner hospitals goes one step further to making this less troublesome for you. Additionally, employees have an option to increase their existing insurance cover by INR 3,00,000 and INR 5,00,000 by paying a minimal premium.

Life Insurance

Endurance provides all its employees a life insurance cover for up to 4X of their annual compensation. This policy also covers various other critical illnesses.

The Personal Accident Insurance provides insurance coverage of INR 5,00,000 in the event of accidental death due to unfortunate incidents arising during employment with Endurance.

REGISTRAR PRESIDENCY UNIVERSITY Registrar BANGALORE

LEARNING NEVER STOPS

At Endurance, we believe that constant up-skilling and learning define our success path. We give you a chance to further your knowledge enhancement through programs specifically designed to encourage learning.

Education/ Certification Sponsorships

This program provides our employees with an opportunity to learn new technologies/ take up certifications which are relevant for their role, personal and professional growth. The company will sponsor all or part of specific courses, exams, tests and certifications and you can add to the list of courses too!

Library

An in-house library includes provisions for the latest books in hardcopies or on kindles. Employees can borrow books, suggest new books to add to the library, have them buy you a personal copy as well.

Free Internet

Employees at Endurance have access to free internet based on their eligibility. The benefit can be availed either in form of reimbursement or company provided data cards.

REGISTRAR PRESIDENCY UNIVERSITY Registrar BANGALORE

WELLNESS & NUTRITION

Endurance goes that extra mile in providing wellness and nutrition benefits to you.

Employee Assistance Program

Juggling the demands of career and personal life can be stressful and challenging but don't worry! Our EAP services provide free, confidential, short-term counseling/ legal aid/ taxation advice. This benefit is also extended to immediate family members.

Gym

For our employees in Mumbai and Bangalore we have state of the art on-site gym at subsided prices to go one step closer to being fit and healthy.

Corporate Sports Events

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Food & Snacks

Our offices have diverse food solutions to satisfy that hunger pang! We provide mouthwatering and healthy food at subsidized costs in our office. We also have a dedicated fresh juice counter, chaat counter, fresh fruits and a well-stocked pantry with quick bites available to ensure you are never left looking for something to nibble on. We have an in-house tea and coffee counter. We also provide a host of snacks and beverages free of cost.

This program focuses on building awareness among the employees on various illnesses as well as promotion of healthy lifestyle through programs, talks and workshops.

REGISTRAR
PRESIDENCY UNIVERSITY Registrar BANGALORE

COMPENSATION-RELATED BENEFITS

Attractive Interest Free Loans

We provide interest-free loans to employees based on eligibility. You may avail of these loans for any of the following purposes:

- House Deposit for rent
- Purchase of an asset
- Bridge-loan for new home purchase
- Marriage expenses
- School Deposits for children

Endurance International Group (India) Private Limited
Registered Office: Unit No. 501, 5th Floor, IT Building 3, Nesco IT Park, Nesco Complex,
Western Express Highway, Goregaon (East), Mumbai 400 063
CIN: U72300MH2012PTC226415, Tel: +91 22 67209000; Email Id: finacctind@endurance.com

REGISTRAR
PRESIDENCY UNIVERSITY Registrar BANGALORE

WORK LIFE BALANCE

At Endurance, we try to give you as much flexibility as possible. We acknowledge that flexi-work enhances productivity while retaining the employee's sense of responsibility and ownership.

Flexi-Leave

All our employees can avail of 38 days of leave (Inclusive of Public Holidays) that can be used at any time for any occasion. Other categories of leave include Paternity leave up to 10 days and Maternity leave which is provided in accordance with the provisions of the Maternity Benefit act, 1961.

Flexi-Timings

Endurance's attendance guidelines are structured such that each team has their own flexible start timing. This enables individuals and teams to plan their work hours and personal time in a way that works for them and their mutual productivity.

REGISTRAR PRESIDENCY UNIVERSITY Registrar BANGALORE

ON & ON IT GOES!

We continuously enhance the benefits we offer and recycle them to best suit your needs.

Domain & Free Wordpress Blog

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Celebrations

Endurance loves to share in its employees' joyous occasions. Employees at the time of marriage and at the birth of a child can avail of gift vouchers.

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FNCS are the highlights for Endurance. Very simply put, we throw parties once every quarter for all our employees across the organization during which they can also showcase their talents through various events such as Fashion Show, karaoke, Dance off, 60 seconds to fame etc. Our other locations also have annual parties which are a fun way to get together with our colleagues across teams and have a blast! The stage is open for one and all!

Welfare @ Work

Endurance constantly strives towards creating a positive impact through our employee initiated "Share and Care" activities which are beneficial to the environment and surrounding communities. We work with a number of local NGOs/ orphanages/hospitals/other social institutions and help them in whichever way possible ranging from food supplies, clothing material, stationery, toys etc. to our time.

REGISTRAR
PRESIDENCY UNIVERSITY Registrar BANGALORE

Annexure – III

LIST OF DOCUMENTS

1. Three Passport size color photographs.

2. Proof of Residence:
(Permanent & Temporary if any) Passport / Driving License / Aadhar Card or any document stating your current and permanent place of residence.

3. Academic & Professional Certificates:
   a) SSC, HSC passing certificate or Mark sheet
   a) Graduation Certificate
   b) Post-Graduation Certificates (if applicable)
   c) Any other Professional Course Certificates (if applicable)

4. Details of previous employment
   a) Appointment letter (from all previous employers) (if applicable)
   a) Increment Letter (If applicable)
   b) Work experience certificate (from all previous employers)
   c) Salary certificate/Pay slip of last drawn salary in previous Company
   d) Bank statement from previous employer (photocopy required)

5. Submit 1 photocopy of your Pan card (Mandatory)

6. Form 16 / Salary Certificate / 16 A issued by the relieving company.

7. References: Kindly provide two references along with their contact details and their relation with you. No personal relation references would be accepted.

Important: Please remember that you must submit the above documents on or before the day of joining. Also, please bring the original copies for all the above-mentioned documents for verification.

REGISTRAR
PRESIDENCY UNIVERSITY Registrar BANGALORE

October 12, 2020

Dear Kiran,

We are pleased to make you an offer of employment as **Analyst – Security Operations** at career level **I1-A** in the **Security Operations** department at **Endurance International Group (India) Private Limited** commencing on **June 07, 2021**. You will be on probation for a period of **6 months** starting from the day you join the organization.

Your total package is **INR 8,17,437/-.** Your package should be treated as confidential and non-comparable. Kindly refer to Annexure I for the break-up.

Terms and Conditions:

As we invest significant resources towards your training in the initial months, the company reserves the right to recover one month's fixed compensation if you were to leave within a period of 12 months from the date of commencement.

This offer expires on **October 14, 2020.**

On or before your joining date we will require you to submit various documents for our records as mentioned in the list enclosed. Your appointment with Endurance will come into effect only after you produce all the relevant documents from the attached list. All offers are subject to satisfactory completion of reference checks.

We look forward to working with you and believe that you can make a very significant impact to the success of Endurance.

Please feel free to contact us at **campusteam@endurance.com** with any questions.

Yours Sincerely,

For Endurance International Group (India) Private Limited.,

Lavita Nathani
Senior Director - Human Resources

R Jason Kiran

REGISTRAR

PRESIDENCY UNIVERSITY Registrar BANGALORE

Annexure I

Compensation & Benefits Package

Designation: Analyst – Security Operations

Career Level: I1-A

Components	₹ Monthly	₹ Annually	
Fixed Pay	**50,000**	**6,00,000**	
Basic	20,000	2,40,000	*Fully Taxable*
HRA	12,000	1,44,000	*Exempted from tax as per the Income Tax Rules*
Special Allowance	3,066	36,792	*Fully Taxable*
Flexible Pay	9,200	1,10,400	*Includes Meal Vouchers, Communication, Books and Periodicals, Fuel expenses, Vehicle Maintenance, and Driver's Salary. These components are optional and fully exempted from tax, subject to Submission of bills.*
Leave Travel Allowance	3,334	40,008	*Leave Travel Allowance is optional and fully exempted from tax, subject to submission of bills as per the Income Tax Rules*
Provident Fund	2,400	28,800	*12% of the basic salary (employer's contribution). An equivalent amount will be deducted from your monthly salary in lieu of your contribution towards Provident Fund. (This is an optional benefit)*
[A] Compensation	**50,000**	**6,00,000**	*Sum of Fixed and Variable pay.*

For Endurance International Group (India) Private Limited.,

Lavita Nathani
Senior Director – Human Resources

R Jason Kiran

REGISTRAR PRESIDENCY UNIVERSITY Registrar BANGALORE

Components	₹ Monthly	₹ Annually	
[B] Commitment Bonus (One-time Bonus)		**2,00,000**	
Commitment Bonus - Installment 1		**1,00,000**	*INR 1,00,000 will be disbursed to you at the start of your 2nd year of employment with the company. The commitment bonus paid out will be recovered by the company if you were to leave before completing 2 years from your Date of Joining (DOJ)*
Commitment Bonus - Installment 2		**1,00,000**	*INR 1,00,000 will be disbursed to you at the start of your 3rd year of employment with the company. The commitment bonus paid out will be recovered by the company if you were to leave before completing 3 years from your Date of Joining (DOJ)*
[C] Benefits & Retirals		**17,437**	
Medical Insurance		4,243	*Sum insured INR 3,00,000 provides coverage to you and your dependents i.e. spouse + 2 children. This benefit can also be extended to include dependent parents on an optional basis*
Life Insurance		1,650	*Sum insured is 4X of the annual compensation*
Gratuity		11,544	*Eligibility is as per the Gratuity Act*
Total Package (A+B+C)		**8,17,437**	

For Endurance International Group (India) Private Limited.,

Lavita Nathani
Senior Director – Human Resources

R Jason Kiran

REGISTRAR PRESIDENCY UNIVERSITY Registrar BANGALORE

Annexure – II

BENEFITS @ ENDURANCE

At Endurance, taking care of our employees is our top priority. We strive to make your work environment easy, comfortable and as employee friendly as possible. To do this, we make sure that cutting edge benefits are in place to provide you with the perfect work life balance. What's more? If you think you'd like something over and above this, we're all ears. Some of the benefits you already have are:

HEALTH BENEFITS

We do understand that healthcare can be expensive and taxing; hence, we have partnered with some of the best insurance providers in the market to make that aspect as easy as it can get for you.

Medical Insurance Cover

Each employee, along with their dependents, are covered for a sum of INR 3,00,000. Cashless Hospitalization through our wide range of network partner hospitals goes one step further to making this less troublesome for you. Additionally, employees have an option to increase their existing insurance cover by INR 3,00,000 and INR 5,00,000 by paying a minimal premium.

Life Insurance

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REGISTRAR PRESIDENCY UNIVERSITY Registrar BANGALORE

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Library

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Free Internet

Employees at Endurance have access to free internet based on their eligibility. The benefit can be availed either in form of reimbursement or company provided data cards.

REGISTRAR PRESIDENCY UNIVERSITY Registrar BANGALORE

WELLNESS & NUTRITION

Endurance goes that extra mile in providing wellness and nutrition benefits to you.

Employee Assistance Program

Juggling the demands of career and personal life can be stressful and challenging but don't worry! Our EAP services provide free, confidential, short-term counseling/ legal aid/ taxation advice. This benefit is also extended to immediate family members.

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REGISTRAR
PRESIDENCY UNIVERSITY Registrar BANGALORE

COMPENSATION-RELATED BENEFITS

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We provide interest-free loans to employees based on eligibility. You may avail of these loans for any of the following purposes:

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- Purchase of an asset
- Bridge-loan for new home purchase
- Marriage expenses
- School Deposits for children

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Registered Office: Unit No. 501, 5th Floor, IT Building 3, Nesco IT Park, Nesco Complex,
Western Express Highway, Goregaon (East), Mumbai 400 063
CIN: U72300MH2012PTC226415, Tel: +91 22 67209000; Email Id: finacctind@endurance.com

REGISTRAR
PRESIDENCY UNIVERSITY Registrar BANGALORE

WORK LIFE BALANCE

At Endurance, we try to give you as much flexibility as possible. We acknowledge that flexi-work enhances productivity while retaining the employee's sense of responsibility and ownership.

Flexi-Leave

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Flexi-Timings

Endurance's attendance guidelines are structured such that each team has their own flexible start timing. This enables individuals and teams to plan their work hours and personal time in a way that works for them and their mutual productivity.

REGISTRAR PRESIDENCY UNIVERSITY Registrar BANGALORE

ON & ON IT GOES!

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Welfare @ Work

Endurance constantly strives towards creating a positive impact through our employee initiated "Share and Care" activities which are beneficial to the environment and surrounding communities. We work with a number of local NGOs/ orphanages/hospitals/other social institutions and help them in whichever way possible ranging from food supplies, clothing material, stationery, toys etc. to our time.

REGISTRAR
PRESIDENCY UNIVERSITY Registrar BANGALORE

Annexure – III

LIST OF DOCUMENTS

1. Three Passport size color photographs.

2. Proof of Residence:
(Permanent & Temporary if any) Passport / Driving License / Aadhar Card or any document stating your current and permanent place of residence.

3. Academic & Professional Certificates:
   a) SSC, HSC passing certificate or Mark sheet
   a) Graduation Certificate
   b) Post-Graduation Certificates (if applicable)
   c) Any other Professional Course Certificates (if applicable)

4. Details of previous employment
   a) Appointment letter (from all previous employers) (if applicable)
   a) Increment Letter (If applicable)
   b) Work experience certificate (from all previous employers)
   c) Salary certificate/Pay slip of last drawn salary in previous Company
   d) Bank statement from previous employer (photocopy required)

5. Submit 1 photocopy of your Pan card (Mandatory)

6. Form 16 / Salary Certificate / 16 A issued by the relieving company.

7. References: Kindly provide two references along with their contact details and their relation with you. No personal relation references would be accepted.

Important: Please remember that you must submit the above documents on or before the day of joining. Also, please bring the original copies for all the above-mentioned documents for verification.

REGISTRAR
PRESIDENCY UNIVERSITY Registrar BANGALORE

October 12, 2020

Dear Ajay,

We are pleased to make you an offer of employment as **Analyst – Security Operations** at career level **I1-A** in the **Security Operations** department at **Endurance International Group (India) Private Limited** commencing on **June 07, 2021**. You will be on probation for a period of **6 months** starting from the day you join the organization.

Your total package is **INR 8,17,437/-.** Your package should be treated as confidential and non-comparable. Kindly refer to Annexure I for the break-up.

Terms and Conditions:

As we invest significant resources towards your training in the initial months, the company reserves the right to recover one month's fixed compensation if you were to leave within a period of 12 months from the date of commencement.

This offer expires on **October 14, 2020.**

On or before your joining date we will require you to submit various documents for our records as mentioned in the list enclosed. Your appointment with Endurance will come into effect only after you produce all the relevant documents from the attached list. All offers are subject to satisfactory completion of reference checks.

We look forward to working with you and believe that you can make a very significant impact to the success of Endurance.

Please feel free to contact us at **campusteam@endurance.com** with any questions.

Yours Sincerely,

For Endurance International Group (India) Private Limited.,

Lavita Nathani
Senior Director - Human Resources

Peram Ajay Kumar

REGISTRAR

PRESIDENCY UNIVERSITY Registrar BANGALORE

endurance group

Annexure I

Compensation & Benefits Package

Designation: Analyst – Security Operations

Career Level: I1-A

Components	₹ Monthly	₹ Annually	
Fixed Pay	**50,000**	**6,00,000**	
Basic	20,000	2,40,000	*Fully Taxable*
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Special Allowance	3,066	36,792	*Fully Taxable*
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Leave Travel Allowance	3,334	40,008	*Leave Travel Allowance is optional and fully exempted from tax, subject to submission of bills as per the Income Tax Rules*
Provident Fund	2,400	28,800	*12% of the basic salary (employer's contribution). An equivalent amount will be deducted from your monthly salary in lieu of your contribution towards Provident Fund. (This is an optional benefit)*
[A] Compensation	**50,000**	**6,00,000**	*Sum of Fixed and Variable pay.*

For Endurance International Group (India) Private Limited.,

Lavita Nathani
Senior Director – Human Resources

Peram Ajay Kumar

REGISTRAR PRESIDENCY UNIVERSITY Registrar BANGALORE

Components	₹ Monthly	₹ Annually	
[B] Commitment Bonus (One-time Bonus)		**2,00,000**	
Commitment Bonus - Installment 1		**1,00,000**	*INR 1,00,000 will be disbursed to you at the start of your 2nd year of employment with the company. The commitment bonus paid out will be recovered by the company if you were to leave before completing 2 years from your Date of Joining (DOJ)*
Commitment Bonus - Installment 2		**1,00,000**	*INR 1,00,000 will be disbursed to you at the start of your 3rd year of employment with the company. The commitment bonus paid out will be recovered by the company if you were to leave before completing 3 years from your Date of Joining (DOJ)*
[C] Benefits & Retirals		**17,437**	
Medical Insurance		4,243	*Sum insured INR 3,00,000 provides coverage to you and your dependents i.e. spouse + 2 children. This benefit can also be extended to include dependent parents on an optional basis*
Life Insurance		1,650	*Sum insured is 4X of the annual compensation*
Gratuity		11,544	*Eligibility is as per the Gratuity Act*
Total Package (A+B+C)		**8,17,437**	

For Endurance International Group (India) Private Limited.,

Lavita Nathani
Senior Director – Human Resources

Peram Ajay Kumar

REGISTRAR
PRESIDENCY UNIVERSITY Registrar BANGALORE

Annexure – II

BENEFITS @ ENDURANCE

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REGISTRAR PRESIDENCY UNIVERSITY Registrar BANGALORE

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REGISTRAR
PRESIDENCY UNIVERSITY Registrar BANGALORE

COMPENSATION-RELATED BENEFITS

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Registered Office: Unit No. 501, 5th Floor, IT Building 3, Nesco IT Park, Nesco Complex,
Western Express Highway, Goregaon (East), Mumbai 400 063
CIN: U72300MH2012PTC226415, Tel: +91 22 67209000; Email Id: finacctind@endurance.com

REGISTRAR
PRESIDENCY UNIVERSITY Registrar BANGALORE

WORK LIFE BALANCE

At Endurance, we try to give you as much flexibility as possible. We acknowledge that flexi-work enhances productivity while retaining the employee's sense of responsibility and ownership.

Flexi-Leave

All our employees can avail of 38 days of leave (Inclusive of Public Holidays) that can be used at any time for any occasion. Other categories of leave include Paternity leave up to 10 days and Maternity leave which is provided in accordance with the provisions of the Maternity Benefit act, 1961.

Flexi-Timings

Endurance's attendance guidelines are structured such that each team has their own flexible start timing. This enables individuals and teams to plan their work hours and personal time in a way that works for them and their mutual productivity.

REGISTRAR PRESIDENCY UNIVERSITY Registrar BANGALORE

ON & ON IT GOES!

We continuously enhance the benefits we offer and recycle them to best suit your needs.

Domain & Free Wordpress Blog

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Celebrations

Endurance loves to share in its employees' joyous occasions. Employees at the time of marriage and at the birth of a child can avail of gift vouchers.

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Welfare @ Work

Endurance constantly strives towards creating a positive impact through our employee initiated "Share and Care" activities which are beneficial to the environment and surrounding communities. We work with a number of local NGOs/ orphanages/hospitals/other social institutions and help them in whichever way possible ranging from food supplies, clothing material, stationery, toys etc. to our time.

REGISTRAR
PRESIDENCY UNIVERSITY Registrar BANGALORE

Annexure – III

LIST OF DOCUMENTS

1. Three Passport size color photographs.

2. Proof of Residence:
(Permanent & Temporary if any) Passport / Driving License / Aadhar Card or any document stating your current and permanent place of residence.

3. Academic & Professional Certificates:
   a) SSC, HSC passing certificate or Mark sheet
   a) Graduation Certificate
   b) Post-Graduation Certificates (if applicable)
   c) Any other Professional Course Certificates (if applicable)

4. Details of previous employment
   a) Appointment letter (from all previous employers) (if applicable)
   a) Increment Letter (If applicable)
   b) Work experience certificate (from all previous employers)
   c) Salary certificate/Pay slip of last drawn salary in previous Company
   d) Bank statement from previous employer (photocopy required)

5. Submit 1 photocopy of your Pan card (Mandatory)

6. Form 16 / Salary Certificate / 16 A issued by the relieving company.

7. References: Kindly provide two references along with their contact details and their relation with you. No personal relation references would be accepted.

Important: Please remember that you must submit the above documents on or before the day of joining. Also, please bring the original copies for all the above-mentioned documents for verification.

REGISTRAR
PRESIDENCY UNIVERSITY Registrar BANGALORE

October 12, 2020

Dear Varun,

We are pleased to make you an offer of employment as **Analyst – Security Operations** at career level **I1-A** in the **Security Operations** department at **Endurance International Group (India) Private Limited** commencing on **June 07, 2021**. You will be on probation for a period of **6 months** starting from the day you join the organization.

Your total package is **INR 8,17,437/-.** Your package should be treated as confidential and non-comparable. Kindly refer to Annexure I for the break-up.

Terms and Conditions:

As we invest significant resources towards your training in the initial months, the company reserves the right to recover one month's fixed compensation if you were to leave within a period of 12 months from the date of commencement.

This offer expires on **October 14, 2020.**

On or before your joining date we will require you to submit various documents for our records as mentioned in the list enclosed. Your appointment with Endurance will come into effect only after you produce all the relevant documents from the attached list. All offers are subject to satisfactory completion of reference checks.

We look forward to working with you and believe that you can make a very significant impact to the success of Endurance.

Please feel free to contact us at **campusteam@endurance.com** with any questions.

Yours Sincerely,

For Endurance International Group (India) Private Limited.,

Lavita Nathani
Senior Director - Human Resources

Varun N

REGISTRAR PRESIDENCY UNIVERSITY Registrar BANGALORE

Annexure I

Compensation & Benefits Package

Designation: Analyst – Security Operations

Career Level: I1-A

Components	₹ Monthly	₹ Annually	
Fixed Pay	**50,000**	**6,00,000**	
Basic	20,000	2,40,000	*Fully Taxable*
HRA	12,000	1,44,000	*Exempted from tax as per the Income Tax Rules*
Special Allowance	3,066	36,792	*Fully Taxable*
Flexible Pay	9,200	1,10,400	*Includes Meal Vouchers, Communication, Books and Periodicals, Fuel expenses, Vehicle Maintenance, and Driver's Salary. These components are optional and fully exempted from tax, subject to Submission of bills.*
Leave Travel Allowance	3,334	40,008	*Leave Travel Allowance is optional and fully exempted from tax, subject to submission of bills as per the Income Tax Rules*
Provident Fund	2,400	28,800	*12% of the basic salary (employer's contribution). An equivalent amount will be deducted from your monthly salary in lieu of your contribution towards Provident Fund. (This is an optional benefit)*
[A] Compensation	**50,000**	**6,00,000**	*Sum of Fixed and Variable pay.*

For Endurance International Group (India) Private Limited.,

Lavita Nathani
Senior Director – Human Resources

Varun N

REGISTRAR PRESIDENCY UNIVERSITY Registrar BANGALORE

Components	₹ Monthly	₹ Annually	
[B] Commitment Bonus (One-time Bonus)		**2,00,000**	
Commitment Bonus - Installment 1		**1,00,000**	*INR 1,00,000 will be disbursed to you at the start of your 2nd year of employment with the company. The commitment bonus paid out will be recovered by the company if you were to leave before completing 2 years from your Date of Joining (DOJ)*
Commitment Bonus - Installment 2		**1,00,000**	*INR 1,00,000 will be disbursed to you at the start of your 3rd year of employment with the company. The commitment bonus paid out will be recovered by the company if you were to leave before completing 3 years from your Date of Joining (DOJ)*
[C] Benefits & Retirals		**17,437**	
Medical Insurance		4,243	*Sum insured INR 3,00,000 provides coverage to you and your dependents i.e. spouse + 2 children. This benefit can also be extended to include dependent parents on an optional basis*
Life Insurance		1,650	*Sum insured is 4X of the annual compensation*
Gratuity		11,544	*Eligibility is as per the Gratuity Act*
Total Package (A+B+C)		**8,17,437**	

For Endurance International Group (India) Private Limited.,

Lavita Nathani
Senior Director – Human Resources

Varun N

REGISTRAR PRESIDENCY UNIVERSITY Registrar BANGALORE

Annexure – II

BENEFITS @ ENDURANCE

At Endurance, taking care of our employees is our top priority. We strive to make your work environment easy, comfortable and as employee friendly as possible. To do this, we make sure that cutting edge benefits are in place to provide you with the perfect work life balance. What's more? If you think you'd like something over and above this, we're all ears. Some of the benefits you already have are:

HEALTH BENEFITS

We do understand that healthcare can be expensive and taxing; hence, we have partnered with some of the best insurance providers in the market to make that aspect as easy as it can get for you.

Medical Insurance Cover

Each employee, along with their dependents, are covered for a sum of INR 3,00,000. Cashless Hospitalization through our wide range of network partner hospitals goes one step further to making this less troublesome for you. Additionally, employees have an option to increase their existing insurance cover by INR 3,00,000 and INR 5,00,000 by paying a minimal premium.

Life Insurance

Endurance provides all its employees a life insurance cover for up to 4X of their annual compensation. This policy also covers various other critical illnesses.

The Personal Accident Insurance provides insurance coverage of INR 5,00,000 in the event of accidental death due to unfortunate incidents arising during employment with Endurance.

REGISTRAR PRESIDENCY UNIVERSITY Registrar BANGALORE

LEARNING NEVER STOPS

At Endurance, we believe that constant up-skilling and learning define our success path. We give you a chance to further your knowledge enhancement through programs specifically designed to encourage learning.

Education/ Certification Sponsorships

This program provides our employees with an opportunity to learn new technologies/ take up certifications which are relevant for their role, personal and professional growth. The company will sponsor all or part of specific courses, exams, tests and certifications and you can add to the list of courses too!

Library

An in-house library includes provisions for the latest books in hardcopies or on kindles. Employees can borrow books, suggest new books to add to the library, have them buy you a personal copy as well.

Free Internet

Employees at Endurance have access to free internet based on their eligibility. The benefit can be availed either in form of reimbursement or company provided data cards.

REGISTRAR PRESIDENCY UNIVERSITY Registrar BANGALORE

WELLNESS & NUTRITION

Endurance goes that extra mile in providing wellness and nutrition benefits to you.

Employee Assistance Program

Juggling the demands of career and personal life can be stressful and challenging but don't worry! Our EAP services provide free, confidential, short-term counseling/ legal aid/ taxation advice. This benefit is also extended to immediate family members.

Gym

For our employees in Mumbai and Bangalore we have state of the art on-site gym at subsided prices to go one step closer to being fit and healthy.

Corporate Sports Events

At Endurance it's not just all about work! We encourage our employees to take part in inter-corporate sports programs whether it be – cricket, football, TT, Chess, Carrom!

Food & Snacks

Our offices have diverse food solutions to satisfy that hunger pang! We provide mouthwatering and healthy food at subsidized costs in our office. We also have a dedicated fresh juice counter, chaat counter, fresh fruits and a well-stocked pantry with quick bites available to ensure you are never left looking for something to nibble on. We have an in-house tea and coffee counter. We also provide a host of snacks and beverages free of cost.

This program focuses on building awareness among the employees on various illnesses as well as promotion of healthy lifestyle through programs, talks and workshops.

REGISTRAR
PRESIDENCY UNIVERSITY Registrar BANGALORE

COMPENSATION-RELATED BENEFITS

Attractive Interest Free Loans

We provide interest-free loans to employees based on eligibility. You may avail of these loans for any of the following purposes:

- House Deposit for rent
- Purchase of an asset
- Bridge-loan for new home purchase
- Marriage expenses
- School Deposits for children

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REGISTRAR
PRESIDENCY UNIVERSITY Registrar BANGALORE

WORK LIFE BALANCE

At Endurance, we try to give you as much flexibility as possible. We acknowledge that flexi-work enhances productivity while retaining the employee's sense of responsibility and ownership.

Flexi-Leave

All our employees can avail of 38 days of leave (Inclusive of Public Holidays) that can be used at any time for any occasion. Other categories of leave include Paternity leave up to 10 days and Maternity leave which is provided in accordance with the provisions of the Maternity Benefit act, 1961.

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Endurance's attendance guidelines are structured such that each team has their own flexible start timing. This enables individuals and teams to plan their work hours and personal time in a way that works for them and their mutual productivity.

REGISTRAR PRESIDENCY UNIVERSITY Registrar BANGALORE

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Endurance loves to share in its employees' joyous occasions. Employees at the time of marriage and at the birth of a child can avail of gift vouchers.

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FNCS are the highlights for Endurance. Very simply put, we throw parties once every quarter for all our employees across the organization during which they can also showcase their talents through various events such as Fashion Show, karaoke, Dance off, 60 seconds to fame etc. Our other locations also have annual parties which are a fun way to get together with our colleagues across teams and have a blast! The stage is open for one and all!

Welfare @ Work

Endurance constantly strives towards creating a positive impact through our employee initiated "Share and Care" activities which are beneficial to the environment and surrounding communities. We work with a number of local NGOs/ orphanages/hospitals/other social institutions and help them in whichever way possible ranging from food supplies, clothing material, stationery, toys etc. to our time.

REGISTRAR
PRESIDENCY UNIVERSITY Registrar BANGALORE

Annexure – III

LIST OF DOCUMENTS

1. Three Passport size color photographs.

2. Proof of Residence:
(Permanent & Temporary if any) Passport / Driving License / Aadhar Card or any document stating your current and permanent place of residence.

3. Academic & Professional Certificates:
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   a) Graduation Certificate
   b) Post-Graduation Certificates (if applicable)
   c) Any other Professional Course Certificates (if applicable)

4. Details of previous employment
   a) Appointment letter (from all previous employers) (if applicable)
   a) Increment Letter (If applicable)
   b) Work experience certificate (from all previous employers)
   c) Salary certificate/Pay slip of last drawn salary in previous Company
   d) Bank statement from previous employer (photocopy required)

5. Submit 1 photocopy of your Pan card (Mandatory)

6. Form 16 / Salary Certificate / 16 A issued by the relieving company.

7. References: Kindly provide two references along with their contact details and their relation with you. No personal relation references would be accepted.

Important: Please remember that you must submit the above documents on or before the day of joining. Also, please bring the original copies for all the above-mentioned documents for verification.

REGISTRAR
PRESIDENCY UNIVERSITY Registrar BANGALORE

October 12, 2020

Dear Dhanraj,

We are pleased to make you an offer of employment as **Analyst – Security Operations** at career level **I1-A** in the **Security Operations** department at **Endurance International Group (India) Private Limited** commencing on **June 07, 2021**. You will be on probation for a period of **6 months** starting from the day you join the organization.

Your total package is **INR 8,17,437/-.** Your package should be treated as confidential and non-comparable. Kindly refer to Annexure I for the break-up.

Terms and Conditions:

As we invest significant resources towards your training in the initial months, the company reserves the right to recover one month's fixed compensation if you were to leave within a period of 12 months from the date of commencement.

This offer expires on **October 14, 2020.**

On or before your joining date we will require you to submit various documents for our records as mentioned in the list enclosed. Your appointment with Endurance will come into effect only after you produce all the relevant documents from the attached list. All offers are subject to satisfactory completion of reference checks.

We look forward to working with you and believe that you can make a very significant impact to the success of Endurance.

Please feel free to contact us at **campusteam@endurance.com** with any questions.

Yours Sincerely,

For Endurance International Group (India) Private Limited.,

Lavita Nathani
Senior Director - Human Resources

Savarapu Dhanraj Naidu

REGISTRAR PRESIDENCY UNIVERSITY Registrar BANGALORE

Annexure I

Compensation & Benefits Package

Designation: Analyst – Security Operations

Career Level: I1-A

Components	₹ Monthly	₹ Annually	
Fixed Pay	**50,000**	**6,00,000**	
Basic	20,000	2,40,000	*Fully Taxable*
HRA	12,000	1,44,000	*Exempted from tax as per the Income Tax Rules*
Special Allowance	3,066	36,792	*Fully Taxable*
Flexible Pay	9,200	1,10,400	*Includes Meal Vouchers, Communication, Books and Periodicals, Fuel expenses, Vehicle Maintenance, and Driver's Salary. These components are optional and fully exempted from tax, subject to Submission of bills.*
Leave Travel Allowance	3,334	40,008	*Leave Travel Allowance is optional and fully exempted from tax, subject to submission of bills as per the Income Tax Rules*
Provident Fund	2,400	28,800	*12% of the basic salary (employer's contribution). An equivalent amount will be deducted from your monthly salary in lieu of your contribution towards Provident Fund. (This is an optional benefit)*
[A] Compensation	**50,000**	**6,00,000**	*Sum of Fixed and Variable pay.*

For Endurance International Group (India) Private Limited.,

Lavita Nathani
Senior Director – Human Resources

Savarapu Dhanraj Naidu

REGISTRAR
PRESIDENCY UNIVERSITY Registrar BANGALORE

Components	₹ Monthly	₹ Annually	
[B] Commitment Bonus (One-time Bonus)		**2,00,000**	
Commitment Bonus - Installment 1		**1,00,000**	*INR 1,00,000 will be disbursed to you at the start of your 2nd year of employment with the company. The commitment bonus paid out will be recovered by the company if you were to leave before completing 2 years from your Date of Joining (DOJ)*
Commitment Bonus - Installment 2		**1,00,000**	*INR 1,00,000 will be disbursed to you at the start of your 3rd year of employment with the company. The commitment bonus paid out will be recovered by the company if you were to leave before completing 3 years from your Date of Joining (DOJ)*
[C] Benefits & Retirals		**17,437**	
Medical Insurance		4,243	*Sum insured INR 3,00,000 provides coverage to you and your dependents i.e. spouse + 2 children. This benefit can also be extended to include dependent parents on an optional basis*
Life Insurance		1,650	*Sum insured is 4X of the annual compensation*
Gratuity		11,544	*Eligibility is as per the Gratuity Act*
Total Package (A+B+C)		**8,17,437**	

For Endurance International Group (India) Private Limited.,

Lavita Nathani
Senior Director – Human Resources

Savarapu Dhanraj Naidu

REGISTRAR
PRESIDENCY UNIVERSITY Registrar BANGALORE

Annexure – II

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We do understand that healthcare can be expensive and taxing; hence, we have partnered with some of the best insurance providers in the market to make that aspect as easy as it can get for you.

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REGISTRAR
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REGISTRAR
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REGISTRAR
PRESIDENCY UNIVERSITY Registrar BANGALORE

Annexure – III

LIST OF DOCUMENTS

1. Three Passport size color photographs.

2. Proof of Residence:
(Permanent & Temporary if any) Passport / Driving License / Aadhar Card or any document stating your current and permanent place of residence.

3. Academic & Professional Certificates:
   a) SSC, HSC passing certificate or Mark sheet
   a) Graduation Certificate
   b) Post-Graduation Certificates (if applicable)
   c) Any other Professional Course Certificates (if applicable)

4. Details of previous employment
   a) Appointment letter (from all previous employers) (if applicable)
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5. Submit 1 photocopy of your Pan card (Mandatory)

6. Form 16 / Salary Certificate / 16 A issued by the relieving company.

7. References: Kindly provide two references along with their contact details and their relation with you. No personal relation references would be accepted.

Important: Please remember that you must submit the above documents on or before the day of joining. Also, please bring the original copies for all the above-mentioned documents for verification.

REGISTRAR
PRESIDENCY UNIVERSITY Registrar BANGALORE

endurance group

October 12, 2020

Dear Vidhyadhara,

We are pleased to make you an offer of employment as **Analyst – Security Operations** at career level **I1-A** in the **Security Operations** department at **Endurance International Group (India) Private Limited** commencing on **June 07, 2021**. You will be on probation for a period of **6 months** starting from the day you join the organization.

Your total package is **INR 8,17,437/-.** Your package should be treated as confidential and non-comparable. Kindly refer to Annexure I for the break-up.

Terms and Conditions:

As we invest significant resources towards your training in the initial months, the company reserves the right to recover one month's fixed compensation if you were to leave within a period of 12 months from the date of commencement.

This offer expires on **October 14, 2020.**

On or before your joining date we will require you to submit various documents for our records as mentioned in the list enclosed. Your appointment with Endurance will come into effect only after you produce all the relevant documents from the attached list. All offers are subject to satisfactory completion of reference checks.

We look forward to working with you and believe that you can make a very significant impact to the success of Endurance.

Please feel free to contact us at **campusteam@endurance.com** with any questions.

Yours Sincerely,

For Endurance International Group (India) Private Limited.,

Lavita Nathani
Senior Director - Human Resources

Sanepalli Vidhyadhara Reddy

REGISTRAR
PRESIDENCY UNIVERSITY Registrar BANGALORE

Annexure I

Compensation & Benefits Package

Designation: Analyst – Security Operations

Career Level: I1-A

Components	₹ Monthly	₹ Annually	
Fixed Pay	**50,000**	**6,00,000**	
Basic	20,000	2,40,000	*Fully Taxable*
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For Endurance International Group (India) Private Limited.,

Lavita Nathani
Senior Director – Human Resources

Sanepalli Vidhyadhara Reddy

REGISTRAR PRESIDENCY UNIVERSITY Registrar BANGALORE

Components	₹ Monthly	₹ Annually	
[B] Commitment Bonus (One-time Bonus)		**2,00,000**	
Commitment Bonus - Installment 1		**1,00,000**	*INR 1,00,000 will be disbursed to you at the start of your 2nd year of employment with the company. The commitment bonus paid out will be recovered by the company if you were to leave before completing 2 years from your Date of Joining (DOJ)*
Commitment Bonus - Installment 2		**1,00,000**	*INR 1,00,000 will be disbursed to you at the start of your 3rd year of employment with the company. The commitment bonus paid out will be recovered by the company if you were to leave before completing 3 years from your Date of Joining (DOJ)*
[C] Benefits & Retirals		**17,437**	
Medical Insurance		4,243	*Sum insured INR 3,00,000 provides coverage to you and your dependents i.e. spouse + 2 children. This benefit can also be extended to include dependent parents on an optional basis*
Life Insurance		1,650	*Sum insured is 4X of the annual compensation*
Gratuity		11,544	*Eligibility is as per the Gratuity Act*
Total Package (A+B+C)		**8,17,437**	

For Endurance International Group (India) Private Limited.,

Lavita Nathani
Senior Director – Human Resources

Sanepalli Vidhyadhara Reddy

REGISTRAR
PRESIDENCY UNIVERSITY Registrar BANGALORE

Annexure – II

BENEFITS @ ENDURANCE

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REGISTRAR PRESIDENCY UNIVERSITY Registrar BANGALORE

LEARNING NEVER STOPS

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Education/ Certification Sponsorships

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Library

An in-house library includes provisions for the latest books in hardcopies or on kindles. Employees can borrow books, suggest new books to add to the library, have them buy you a personal copy as well.

Free Internet

Employees at Endurance have access to free internet based on their eligibility. The benefit can be availed either in form of reimbursement or company provided data cards.

REGISTRAR PRESIDENCY UNIVERSITY Registrar BANGALORE

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Employee Assistance Program

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Welfare @ Work

Endurance constantly strives towards creating a positive impact through our employee initiated "Share and Care" activities which are beneficial to the environment and surrounding communities. We work with a number of local NGOs/ orphanages/hospitals/other social institutions and help them in whichever way possible ranging from food supplies, clothing material, stationery, toys etc. to our time.

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Annexure – III

LIST OF DOCUMENTS

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2. Proof of Residence:
(Permanent & Temporary if any) Passport / Driving License / Aadhar Card or any document stating your current and permanent place of residence.

3. Academic & Professional Certificates:
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   c) Any other Professional Course Certificates (if applicable)

4. Details of previous employment
   a) Appointment letter (from all previous employers) (if applicable)
   a) Increment Letter (If applicable)
   b) Work experience certificate (from all previous employers)
   c) Salary certificate/Pay slip of last drawn salary in previous Company
   d) Bank statement from previous employer (photocopy required)

5. Submit 1 photocopy of your Pan card (Mandatory)

6. Form 16 / Salary Certificate / 16 A issued by the relieving company.

7. References: Kindly provide two references along with their contact details and their relation with you. No personal relation references would be accepted.

Important: Please remember that you must submit the above documents on or before the day of joining. Also, please bring the original copies for all the above-mentioned documents for verification.

REGISTRAR
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endurance group

October 12, 2020

Dear Yashas,

We are pleased to make you an offer of employment as **Analyst – Security Operations** at career level **I1-A** in the **Security Operations** department at **Endurance International Group (India) Private Limited** commencing on **June 07, 2021**. You will be on probation for a period of **6 months** starting from the day you join the organization.

Your total package is **INR 8,17,437/-.** Your package should be treated as confidential and non-comparable. Kindly refer to Annexure I for the break-up.

Terms and Conditions:

As we invest significant resources towards your training in the initial months, the company reserves the right to recover one month's fixed compensation if you were to leave within a period of 12 months from the date of commencement.

This offer expires on **October 14, 2020.**

On or before your joining date we will require you to submit various documents for our records as mentioned in the list enclosed. Your appointment with Endurance will come into effect only after you produce all the relevant documents from the attached list. All offers are subject to satisfactory completion of reference checks.

We look forward to working with you and believe that you can make a very significant impact to the success of Endurance.

Please feel free to contact us at **campusteam@endurance.com** with any questions.

Yours Sincerely,

For Endurance International Group (India) Private Limited.,

Lavita Nathani
Senior Director - Human Resources

Yashas R

REGISTRAR

PRESIDENCY UNIVERSITY Registrar BANGALORE

Annexure I

Compensation & Benefits Package

Designation: Analyst – Security Operations

Career Level: I1-A

Components	₹ Monthly	₹ Annually	
Fixed Pay	**50,000**	**6,00,000**	
Basic	20,000	2,40,000	*Fully Taxable*
HRA	12,000	1,44,000	*Exempted from tax as per the Income Tax Rules*
Special Allowance	3,066	36,792	*Fully Taxable*
Flexible Pay	9,200	1,10,400	*Includes Meal Vouchers, Communication, Books and Periodicals, Fuel expenses, Vehicle Maintenance, and Driver's Salary. These components are optional and fully exempted from tax, subject to Submission of bills.*
Leave Travel Allowance	3,334	40,008	*Leave Travel Allowance is optional and fully exempted from tax, subject to submission of bills as per the Income Tax Rules*
Provident Fund	2,400	28,800	*12% of the basic salary (employer's contribution). An equivalent amount will be deducted from your monthly salary in lieu of your contribution towards Provident Fund. (This is an optional benefit)*
[A] Compensation	**50,000**	**6,00,000**	*Sum of Fixed and Variable pay.*

For Endurance International Group (India) Private Limited.,

Lavita Nathani
Senior Director – Human Resources

Yashas R

REGISTRAR PRESIDENCY UNIVERSITY Registrar BANGALORE

Components	₹ Monthly	₹ Annually	
[B] Commitment Bonus (One-time Bonus)		**2,00,000**	
Commitment Bonus - Installment 1		**1,00,000**	*INR 1,00,000 will be disbursed to you at the start of your 2nd year of employment with the company. The commitment bonus paid out will be recovered by the company if you were to leave before completing 2 years from your Date of Joining (DOJ)*
Commitment Bonus - Installment 2		**1,00,000**	*INR 1,00,000 will be disbursed to you at the start of your 3rd year of employment with the company. The commitment bonus paid out will be recovered by the company if you were to leave before completing 3 years from your Date of Joining (DOJ)*
[C] Benefits & Retirals		**17,437**	
Medical Insurance		4,243	*Sum insured INR 3,00,000 provides coverage to you and your dependents i.e. spouse + 2 children. This benefit can also be extended to include dependent parents on an optional basis*
Life Insurance		1,650	*Sum insured is 4X of the annual compensation*
Gratuity		11,544	*Eligibility is as per the Gratuity Act*
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For Endurance International Group (India) Private Limited.,

Lavita Nathani
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Annexure – II

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REGISTRAR
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REGISTRAR
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Annexure – III

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REGISTRAR
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endurance group

October 12, 2020

Dear Nagireddy,

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Your total package is **INR 8,17,437/-.** Your package should be treated as confidential and non-comparable. Kindly refer to Annexure I for the break-up.

Terms and Conditions:

As we invest significant resources towards your training in the initial months, the company reserves the right to recover one month's fixed compensation if you were to leave within a period of 12 months from the date of commencement.

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Yours Sincerely,

For Endurance International Group (India) Private Limited.,

Lavita Nathani
Senior Director - Human Resources

Vennapusa Nagireddy

REGISTRAR PRESIDENCY UNIVERSITY Registrar BANGALORE

Annexure I

Compensation & Benefits Package

Designation: Analyst – Security Operations

Career Level: I1-A

Components	₹ Monthly	₹ Annually	
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REGISTRAR PRESIDENCY UNIVERSITY Registrar BANGALORE

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Senior Director – Human Resources

Vennapusa Nagireddy

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Annexure – II

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7. References: Kindly provide two references along with their contact details and their relation with you. No personal relation references would be accepted.

Important: Please remember that you must submit the above documents on or before the day of joining. Also, please bring the original copies for all the above-mentioned documents for verification.

REGISTRAR
PRESIDENCY UNIVERSITY Registrar BANGALORE

endurance group

October 12, 2020

Dear Karthik,

We are pleased to make you an offer of employment as **Analyst – Security Operations** at career level **I1-A** in the **Security Operations** department at **Endurance International Group (India) Private Limited** commencing on **June 07, 2021**. You will be on probation for a period of **6 months** starting from the day you join the organization.

Your total package is **INR 8,17,437/-.** Your package should be treated as confidential and non-comparable. Kindly refer to Annexure I for the break-up.

Terms and Conditions:

As we invest significant resources towards your training in the initial months, the company reserves the right to recover one month's fixed compensation if you were to leave within a period of 12 months from the date of commencement.

This offer expires on **October 14, 2020.**

On or before your joining date we will require you to submit various documents for our records as mentioned in the list enclosed. Your appointment with Endurance will come into effect only after you produce all the relevant documents from the attached list. All offers are subject to satisfactory completion of reference checks.

We look forward to working with you and believe that you can make a very significant impact to the success of Endurance.

Please feel free to contact us at **campusteam@endurance.com** with any questions.

Yours Sincerely,

For Endurance International Group (India) Private Limited.,

Lavita Nathani
Senior Director - Human Resources

S Karthikeyan

REGISTRAR

PRESIDENCY UNIVERSITY Registrar BANGALORE

Annexure I

Compensation & Benefits Package

Designation: Analyst – Security Operations

Career Level: I1-A

Components	₹ Monthly	₹ Annually	
Fixed Pay	**50,000**	**6,00,000**	
Basic	20,000	2,40,000	*Fully Taxable*
HRA	12,000	1,44,000	*Exempted from tax as per the Income Tax Rules*
Special Allowance	3,066	36,792	*Fully Taxable*
Flexible Pay	9,200	1,10,400	*Includes Meal Vouchers, Communication, Books and Periodicals, Fuel expenses, Vehicle Maintenance, and Driver's Salary. These components are optional and fully exempted from tax, subject to Submission of bills.*
Leave Travel Allowance	3,334	40,008	*Leave Travel Allowance is optional and fully exempted from tax, subject to submission of bills as per the Income Tax Rules*
Provident Fund	2,400	28,800	*12% of the basic salary (employer's contribution). An equivalent amount will be deducted from your monthly salary in lieu of your contribution towards Provident Fund. (This is an optional benefit)*
[A] Compensation	**50,000**	**6,00,000**	*Sum of Fixed and Variable pay.*

For Endurance International Group (India) Private Limited.,

Lavita Nathani
Senior Director – Human Resources

S Karthikeyan

REGISTRAR PRESIDENCY UNIVERSITY Registrar BANGALORE

Components	₹ Monthly	₹ Annually	
[B] Commitment Bonus (One-time Bonus)		**2,00,000**	
Commitment Bonus - Installment 1		**1,00,000**	*INR 1,00,000 will be disbursed to you at the start of your 2nd year of employment with the company. The commitment bonus paid out will be recovered by the company if you were to leave before completing 2 years from your Date of Joining (DOJ)*
Commitment Bonus - Installment 2		**1,00,000**	*INR 1,00,000 will be disbursed to you at the start of your 3rd year of employment with the company. The commitment bonus paid out will be recovered by the company if you were to leave before completing 3 years from your Date of Joining (DOJ)*
[C] Benefits & Retirals		**17,437**	
Medical Insurance		4,243	*Sum insured INR 3,00,000 provides coverage to you and your dependents i.e. spouse + 2 children. This benefit can also be extended to include dependent parents on an optional basis*
Life Insurance		1,650	*Sum insured is 4X of the annual compensation*
Gratuity		11,544	*Eligibility is as per the Gratuity Act*
Total Package (A+B+C)		**8,17,437**	

For Endurance International Group (India) Private Limited.,

Lavita Nathani
Senior Director – Human Resources

S Karthikeyan

REGISTRAR PRESIDENCY UNIVERSITY Registrar BANGALORE

Annexure – II

BENEFITS @ ENDURANCE

At Endurance, taking care of our employees is our top priority. We strive to make your work environment easy, comfortable and as employee friendly as possible. To do this, we make sure that cutting edge benefits are in place to provide you with the perfect work life balance. What's more? If you think you'd like something over and above this, we're all ears. Some of the benefits you already have are:

HEALTH BENEFITS

We do understand that healthcare can be expensive and taxing; hence, we have partnered with some of the best insurance providers in the market to make that aspect as easy as it can get for you.

Medical Insurance Cover

Each employee, along with their dependents, are covered for a sum of INR 3,00,000. Cashless Hospitalization through our wide range of network partner hospitals goes one step further to making this less troublesome for you. Additionally, employees have an option to increase their existing insurance cover by INR 3,00,000 and INR 5,00,000 by paying a minimal premium.

Life Insurance

Endurance provides all its employees a life insurance cover for up to 4X of their annual compensation. This policy also covers various other critical illnesses.

The Personal Accident Insurance provides insurance coverage of INR 5,00,000 in the event of accidental death due to unfortunate incidents arising during employment with Endurance.

REGISTRAR PRESIDENCY UNIVERSITY Registrar BANGALORE

LEARNING NEVER STOPS

At Endurance, we believe that constant up-skilling and learning define our success path. We give you a chance to further your knowledge enhancement through programs specifically designed to encourage learning.

Education/ Certification Sponsorships

This program provides our employees with an opportunity to learn new technologies/ take up certifications which are relevant for their role, personal and professional growth. The company will sponsor all or part of specific courses, exams, tests and certifications and you can add to the list of courses too!

Library

An in-house library includes provisions for the latest books in hardcopies or on kindles. Employees can borrow books, suggest new books to add to the library, have them buy you a personal copy as well.

Free Internet

Employees at Endurance have access to free internet based on their eligibility. The benefit can be availed either in form of reimbursement or company provided data cards.

REGISTRAR PRESIDENCY UNIVERSITY Registrar BANGALORE

WELLNESS & NUTRITION

Endurance goes that extra mile in providing wellness and nutrition benefits to you.

Employee Assistance Program

Juggling the demands of career and personal life can be stressful and challenging but don't worry! Our EAP services provide free, confidential, short-term counseling/ legal aid/ taxation advice. This benefit is also extended to immediate family members.

Gym

For our employees in Mumbai and Bangalore we have state of the art on-site gym at subsided prices to go one step closer to being fit and healthy.

Corporate Sports Events

At Endurance it's not just all about work! We encourage our employees to take part in inter-corporate sports programs whether it be – cricket, football, TT, Chess, Carrom!

Food & Snacks

Our offices have diverse food solutions to satisfy that hunger pang! We provide mouthwatering and healthy food at subsidized costs in our office. We also have a dedicated fresh juice counter, chaat counter, fresh fruits and a well-stocked pantry with quick bites available to ensure you are never left looking for something to nibble on. We have an in-house tea and coffee counter. We also provide a host of snacks and beverages free of cost.

This program focuses on building awareness among the employees on various illnesses as well as promotion of healthy lifestyle through programs, talks and workshops.

REGISTRAR
PRESIDENCY UNIVERSITY Registrar BANGALORE

COMPENSATION-RELATED BENEFITS

Attractive Interest Free Loans

We provide interest-free loans to employees based on eligibility. You may avail of these loans for any of the following purposes:

- House Deposit for rent
- Purchase of an asset
- Bridge-loan for new home purchase
- Marriage expenses
- School Deposits for children

Endurance International Group (India) Private Limited
Registered Office: Unit No. 501, 5th Floor, IT Building 3, Nesco IT Park, Nesco Complex,
Western Express Highway, Goregaon (East), Mumbai 400 063
CIN: U72300MH2012PTC226415, Tel: +91 22 67209000; Email Id: finacctind@endurance.com

REGISTRAR
PRESIDENCY UNIVERSITY Registrar BANGALORE

WORK LIFE BALANCE

At Endurance, we try to give you as much flexibility as possible. We acknowledge that flexi-work enhances productivity while retaining the employee's sense of responsibility and ownership.

Flexi-Leave

All our employees can avail of 38 days of leave (Inclusive of Public Holidays) that can be used at any time for any occasion. Other categories of leave include Paternity leave up to 10 days and Maternity leave which is provided in accordance with the provisions of the Maternity Benefit act, 1961.

Flexi-Timings

Endurance's attendance guidelines are structured such that each team has their own flexible start timing. This enables individuals and teams to plan their work hours and personal time in a way that works for them and their mutual productivity.

REGISTRAR PRESIDENCY UNIVERSITY Registrar BANGALORE

ON & ON IT GOES!

We continuously enhance the benefits we offer and recycle them to best suit your needs.

Domain & Free Wordpress Blog

All employees are eligible for a free domain and WordPress blog. The domain registration costs will be sponsored by Endurance. This is a lifelong scheme.

Celebrations

Endurance loves to share in its employees' joyous occasions. Employees at the time of marriage and at the birth of a child can avail of gift vouchers.

Friday Night Chill Sessions and Annual Party

FNCS are the highlights for Endurance. Very simply put, we throw parties once every quarter for all our employees across the organization during which they can also showcase their talents through various events such as Fashion Show, karaoke, Dance off, 60 seconds to fame etc. Our other locations also have annual parties which are a fun way to get together with our colleagues across teams and have a blast! The stage is open for one and all!

Welfare @ Work

Endurance constantly strives towards creating a positive impact through our employee initiated "Share and Care" activities which are beneficial to the environment and surrounding communities. We work with a number of local NGOs/ orphanages/hospitals/other social institutions and help them in whichever way possible ranging from food supplies, clothing material, stationery, toys etc. to our time.

REGISTRAR
PRESIDENCY UNIVERSITY Registrar BANGALORE

Annexure – III

LIST OF DOCUMENTS

1. Three Passport size color photographs.

2. Proof of Residence:
(Permanent & Temporary if any) Passport / Driving License / Aadhar Card or any document stating your current and permanent place of residence.

3. Academic & Professional Certificates:
   a) SSC, HSC passing certificate or Mark sheet
   a) Graduation Certificate
   b) Post-Graduation Certificates (if applicable)
   c) Any other Professional Course Certificates (if applicable)

4. Details of previous employment
   a) Appointment letter (from all previous employers) (if applicable)
   a) Increment Letter (If applicable)
   b) Work experience certificate (from all previous employers)
   c) Salary certificate/Pay slip of last drawn salary in previous Company
   d) Bank statement from previous employer (photocopy required)

5. Submit 1 photocopy of your Pan card (Mandatory)

6. Form 16 / Salary Certificate / 16 A issued by the relieving company.

7. References: Kindly provide two references along with their contact details and their relation with you. No personal relation references would be accepted.

Important: Please remember that you must submit the above documents on or before the day of joining. Also, please bring the original copies for all the above-mentioned documents for verification.

REGISTRAR
PRESIDENCY UNIVERSITY Registrar BANGALORE

October 12, 2020

Dear Varshitha,

We are pleased to make you an offer of employment as **Analyst – Security Operations** at career level **I1-A** in the **Security Operations** department at **Endurance International Group (India) Private Limited** commencing on **June 07, 2021**. You will be on probation for a period of **6 months** starting from the day you join the organization.

Your total package is **INR 8,17,437/-.** Your package should be treated as confidential and non-comparable. Kindly refer to Annexure I for the break-up.

Terms and Conditions:

As we invest significant resources towards your training in the initial months, the company reserves the right to recover one month's fixed compensation if you were to leave within a period of 12 months from the date of commencement.

This offer expires on **October 14, 2020.**

On or before your joining date we will require you to submit various documents for our records as mentioned in the list enclosed. Your appointment with Endurance will come into effect only after you produce all the relevant documents from the attached list. All offers are subject to satisfactory completion of reference checks.

We look forward to working with you and believe that you can make a very significant impact to the success of Endurance.

Please feel free to contact us at **campusteam@endurance.com** with any questions.

Yours Sincerely,

For Endurance International Group (India) Private Limited.,

Lavita Nathani
Senior Director - Human Resources

Varshitha M

REGISTRAR

PRESIDENCY UNIVERSITY Registrar BANGALORE

Annexure I

Compensation & Benefits Package

Designation: Analyst – Security Operations

Career Level: I1-A

Components	₹ Monthly	₹ Annually	
Fixed Pay	**50,000**	**6,00,000**	
Basic	20,000	2,40,000	*Fully Taxable*
HRA	12,000	1,44,000	*Exempted from tax as per the Income Tax Rules*
Special Allowance	3,066	36,792	*Fully Taxable*
Flexible Pay	9,200	1,10,400	*Includes Meal Vouchers, Communication, Books and Periodicals, Fuel expenses, Vehicle Maintenance, and Driver's Salary. These components are optional and fully exempted from tax, subject to Submission of bills.*
Leave Travel Allowance	3,334	40,008	*Leave Travel Allowance is optional and fully exempted from tax, subject to submission of bills as per the Income Tax Rules*
Provident Fund	2,400	28,800	*12% of the basic salary (employer's contribution). An equivalent amount will be deducted from your monthly salary in lieu of your contribution towards Provident Fund. (This is an optional benefit)*
[A] Compensation	**50,000**	**6,00,000**	*Sum of Fixed and Variable pay.*

For Endurance International Group (India) Private Limited.,

Lavita Nathani
Senior Director – Human Resources

Varshitha M

REGISTRAR PRESIDENCY UNIVERSITY Registrar BANGALORE

Components	₹ Monthly	₹ Annually	
[B] Commitment Bonus (One-time Bonus)		**2,00,000**	
Commitment Bonus - Installment 1		**1,00,000**	*INR 1,00,000 will be disbursed to you at the start of your 2nd year of employment with the company. The commitment bonus paid out will be recovered by the company if you were to leave before completing 2 years from your Date of Joining (DOJ)*
Commitment Bonus - Installment 2		**1,00,000**	*INR 1,00,000 will be disbursed to you at the start of your 3rd year of employment with the company. The commitment bonus paid out will be recovered by the company if you were to leave before completing 3 years from your Date of Joining (DOJ)*
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Total Package (A+B+C)		**8,17,437**	

For Endurance International Group (India) Private Limited.,

Lavita Nathani
Senior Director – Human Resources

Varshitha M

REGISTRAR PRESIDENCY UNIVERSITY Registrar BANGALORE

Annexure – II

BENEFITS @ ENDURANCE

At Endurance, taking care of our employees is our top priority. We strive to make your work environment easy, comfortable and as employee friendly as possible. To do this, we make sure that cutting edge benefits are in place to provide you with the perfect work life balance. What's more? If you think you'd like something over and above this, we're all ears. Some of the benefits you already have are:

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REGISTRAR
PRESIDENCY UNIVERSITY Registrar BANGALORE

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CIN: U72300MH2012PTC226415, Tel: +91 22 67209000; Email Id: finacctind@endurance.com

REGISTRAR
PRESIDENCY UNIVERSITY Registrar BANGALORE

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REGISTRAR PRESIDENCY UNIVERSITY Registrar BANGALORE

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REGISTRAR
PRESIDENCY UNIVERSITY Registrar BANGALORE

Annexure – III

LIST OF DOCUMENTS

1. Three Passport size color photographs.

2. Proof of Residence:
(Permanent & Temporary if any) Passport / Driving License / Aadhar Card or any document stating your current and permanent place of residence.

3. Academic & Professional Certificates:
   a) SSC, HSC passing certificate or Mark sheet
   a) Graduation Certificate
   b) Post-Graduation Certificates (if applicable)
   c) Any other Professional Course Certificates (if applicable)

4. Details of previous employment
   a) Appointment letter (from all previous employers) (if applicable)
   a) Increment Letter (If applicable)
   b) Work experience certificate (from all previous employers)
   c) Salary certificate/Pay slip of last drawn salary in previous Company
   d) Bank statement from previous employer (photocopy required)

5. Submit 1 photocopy of your Pan card (Mandatory)

6. Form 16 / Salary Certificate / 16 A issued by the relieving company.

7. References: Kindly provide two references along with their contact details and their relation with you. No personal relation references would be accepted.

Important: Please remember that you must submit the above documents on or before the day of joining. Also, please bring the original copies for all the above-mentioned documents for verification.

REGISTRAR
PRESIDENCY UNIVERSITY Registrar BANGALORE

A Unit of Focus 4D career Education Pvt. Ltd

April 12, 2021

Mr.Pavankalyan S
201710100100@presidencyuniversity.in
Candidate ID : CN20210281

Dear Pavankalyan S,

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

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

The period from your joining date to your course completion will be treated as an Internship. During this period you will be paid a stipend of **Rs.10000/-** out of which **Rs.8000/-** will be fixed and **Rs.2000/-** will be performance based pay. In addition you will be provided with other allowance upto **Rs.1500/-**. Your performance during this internship period will be considered in deciding the confirmation of employment, post successful completion of your course.

Upon confirmation of employment, you will be inducted as an **Placement Expert** with an Annual CTC of **Rs.3,06,000/-**. The break-up of the same is provided in Annexure I. In addition, all expenses incurred for official purposes such as business travel will be reimbursed as per company policy.

Your appointment will include a commitment of service for a period of **2 years** starting from the date of confirmation of employment. This letter is a communication of an employment offer and is not a letter of appointment. I hope that you will accept this offer by signing this letter in the space below (in all pages) and returning it to me as soon as possible, but no later than 5 days from the date of offer.

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

REGISTRAR

A Unit of Focus 4D career Education Pvt. Ltd

Annexure I: Annual Compensation Structure			
Name	**Mr.Pavankalyan S**	Position & Department	**Placement Expert**
#	**Components of Total Fixed Pay**		**Per Annum (in INR)**
1	Basic Pay		2,52,012/-
2	Other Allowance		18,000/-
3	**Total Fixed Pay per annum**		**2,70,012/-**
4	**Annual Performance Linked Pay (Maximum)**		**35,988/-**
	Total Cost to Company		**3,06,000/-**

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

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

Arumugam N Vadivelu
Senior Manager – HR Ops & Strategy

ACCEPTANCE OF OFFER

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

Name & Signature of the candidate with date ofacceptance

REGISTRAR

A Unit of Focus 4D career Education Pvt. Ltd

April 12, 2021

Ms.Pavithra G
201710100101@presidencyuniversity.in
Candidate ID : CN20210282

Dear Pavithra G,

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

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

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REGISTRAR

A Unit of Focus 4D career Education Pvt. Ltd

Annexure I: Annual Compensation Structure			
Name	**Ms.Pavithra G**	Position & Department	**Placement Expert**
#	**Components of Total Fixed Pay**		**Per Annum (in INR)**
1	Basic Pay		2,52,012/-
2	Other Allowance		18,000/-
3	**Total Fixed Pay per annum**		**2,70,012/-**
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	Total Cost to Company		**3,06,000/-**

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

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

Arumugam N Vadivelu
Senior Manager – HR Ops & Strategy

ACCEPTANCE OF OFFER

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

Name & Signature of the candidate with date ofacceptance

REGISTRAR

A Unit of Focus 4D career Education Pvt. Ltd

April 12, 2021

Ms.Pooja S Kumar
201710100103@presidencyuniversity.in
Candidate ID : CN20210283

Dear Pooja S Kumar,

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

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

The period from your joining date to your course completion will be treated as an Internship. During this period you will be paid a stipend of **Rs.10000/-** out of which **Rs.8000/-** will be fixed and **Rs.2000/-** will be performance based pay. In addition you will be provided with other allowance upto **Rs.1500/-**. Your performance during this internship period will be considered in deciding the confirmation of employment, post successful completion of your course.

Upon confirmation of employment, you will be inducted as an **Placement Expert** with an Annual CTC of **Rs.3,06,000/-**. The break-up of the same is provided in Annexure I. In addition, all expenses incurred for official purposes such as business travel will be reimbursed as per company policy.

Your appointment will include a commitment of service for a period of **2 years** starting from the date of confirmation of employment. This letter is a communication of an employment offer and is not a letter of appointment. I hope that you will accept this offer by signing this letter in the space below (in all pages) and returning it to me as soon as possible, but no later than 5 days from the date of offer.

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

REGISTRAR

A Unit of Focus 4D career Education Pvt. Ltd

Annexure I: Annual Compensation Structure			
Name	**Ms.Pooja S Kumar**	Position & Department	**Placement Expert**
#	**Components of Total Fixed Pay**		**Per Annum (in INR)**
1	Basic Pay		2,52,012/-
2	Other Allowance		18,000/-
3	**Total Fixed Pay per annum**		**2,70,012/-**
4	**Annual Performance Linked Pay (Maximum)**		**35,988/-**
	Total Cost to Company		**3,06,000/-**

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

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

Arumugam N Vadivelu
Senior Manager – HR Ops & Strategy

ACCEPTANCE OF OFFER

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

Name & Signature of the candidate with date ofacceptance

REGISTRAR

A Unit of Focus 4D career Education Pvt. Ltd

April 12, 2021

Mr.Parikshith S
201710100099@presidencyuniversity.in
Candidate ID : CN20210284

Dear Parikshith S,

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

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

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Upon confirmation of employment, you will be inducted as an **Placement Expert** with an Annual CTC of **Rs.3,06,000/-**. The break-up of the same is provided in Annexure I. In addition, all expenses incurred for official purposes such as business travel will be reimbursed as per company policy.

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

REGISTRAR

A Unit of Focus 4D career Education Pvt. Ltd

Annexure I: Annual Compensation Structure			
Name	**Mr.Parikshith S**	Position & Department	**Placement Expert**
#	**Components of Total Fixed Pay**		**Per Annum (in INR)**
1	Basic Pay		2,52,012/-
2	Other Allowance		18,000/-
3	**Total Fixed Pay per annum**		**2,70,012/-**
4	**Annual Performance Linked Pay (Maximum)**		**35,988/-**
	Total Cost to Company		**3,06,000/-**

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

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

Arumugam N Vadivelu
Senior Manager – HR Ops & Strategy

ACCEPTANCE OF OFFER

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

Name & Signature of the candidate with date ofacceptance

REGISTRAR

A Unit of Focus 4D career Education Pvt. Ltd

April 12, 2021

Mr.Prajwal Hurlikoppi Veerendra
201710100106@presidencyuniversity.in
Candidate ID : CN20210285

Dear Prajwal Hurlikoppi Veerendra,

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

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

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REGISTRAR

A Unit of Focus 4D career Education Pvt. Ltd

Annexure I: Annual Compensation Structure			
Name	**Mr.Prajwal Hurlikoppi Veerendra**	Position & Department	**Placement Expert**
#	**Components of Total Fixed Pay**		**Per Annum (in INR)**
1	Basic Pay		2,52,012/-
2	Other Allowance		18,000/-
3	**Total Fixed Pay per annum**		**2,70,012/-**
4	**Annual Performance Linked Pay (Maximum)**		**35,988/-**
	Total Cost to Company		**3,06,000/-**

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

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

Arumugam N Vadivelu
Senior Manager – HR Ops & Strategy

ACCEPTANCE OF OFFER

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

Name & Signature of the candidate with date ofacceptance

A Unit of Focus 4D career Education Pvt. Ltd

April 12, 2021

Mr.Vikram M D
201710100147@presidencyuniversity.in
Candidate ID : CN20210286

Dear Vikram M D,

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

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

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REGISTRAR

A Unit of Focus 4D career Education Pvt. Ltd

Annexure I: Annual Compensation Structure			
Name	**Mr.Vikram M D**	Position & Department	**Placement Expert**
#	**Components of Total Fixed Pay**		**Per Annum (in INR)**
1	Basic Pay		2,52,012/-
2	Other Allowance		18,000/-
3	**Total Fixed Pay per annum**		**2,70,012/-**
4	**Annual Performance Linked Pay (Maximum)**		**35,988/-**
	Total Cost to Company		**3,06,000/-**

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

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

Arumugam N Vadivelu
Senior Manager – HR Ops & Strategy

ACCEPTANCE OF OFFER

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

Name & Signature of the candidate with date ofacceptance

REGISTRAR

A Unit of Focus 4D career Education Pvt. Ltd

April 12, 2021

Ms.Aimen Naval S
201710100142@presidencyuniversity.in
Candidate ID : CN20210287

Dear Aimen Naval S,

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

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

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Upon confirmation of employment, you will be inducted as an **Placement Expert** with an Annual CTC of **Rs.3,06,000/-**. The break-up of the same is provided in Annexure I. In addition, all expenses incurred for official purposes such as business travel will be reimbursed as per company policy.

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REGISTRAR

A Unit of Focus 4D career Education Pvt. Ltd

Annexure I: Annual Compensation Structure			
Name	**Ms.Aimen Naval S**	Position & Department	**Placement Expert**
#	**Components of Total Fixed Pay**		**Per Annum (in INR)**
1	Basic Pay		2,52,012/-
2	Other Allowance		18,000/-
3	**Total Fixed Pay per annum**		**2,70,012/-**
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	Total Cost to Company		**3,06,000/-**

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

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

Arumugam N Vadivelu
Senior Manager – HR Ops & Strategy

ACCEPTANCE OF OFFER

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

Name & Signature of the candidate with date ofacceptance

K12 Techno Services PVT. LTD. Bangalore!! Offer Confirmation - Yashaswini E - Trainee - AOL School Business Develpoment-

From: **Offers Orchids** <offers@orchids.edu.in>
Date: Wed, 5 May 2021, 10:12 AM
Subject: Attn - Offer Confirmation - Yash Yadav - Trainee - AOL School Business Development - K12 Techno Services PVT. LTD. Bangalore!!
To: < 201710100149@presidencyuniversity.in >
Cc: HRops.corporate <hrops.corporate@orchids.edu.in>, Neha Kumari <neha.kumari@orchids.edu.in>, Akash Goswami <akash.goswami@orchids.edu.in>

Dear Yashaswini E,

Congratulations!!!

As discussed, we are pleased to consider your service for the position of **"Trainee - AOL School Business Development"**. You will be associated with **K12 Techno Services Pvt Ltd**. Your service for the organisation will be as a consultant to the organisation being engaged on a retainer basis. The organisation shall provide you with fixed fees of **INR 23,650/- (INR Twenty Three Thousand Six Hundred Fifty Only) per month**.

Your Date of Joining is **6th May, 2021. (4 months-Training).** You will not be eligible for any fees for holidays or vacations in the course of your association with us.

K12 Techno Services Pvt Ltd shall not pay any other salary/ fee/ emoluments/ perks/ benefits/ statutory payments (except deducting TDS) to you as a retainer.

Please reply with your acceptance of the offer & Joining Date.

You are required to submit the following documents on **6th May, 2021** K12 Techno Services Pvt Ltd, **Bangalore.**

- 10th & 12th Passing Certificates/ Mark sheets - Originals and Photocopy
- Graduation certificate/ Mark sheets – Originals and Photocopy
- PG certificate / Mark sheet copies - If any
- Aadhaar card copy - Compulsory
- Pan Card copy - Compulsory
- Appraisal/Promotion/increment letter - both Original and Photocopy – If Any
- Appointment letter of previous company
- Relieving letter of the previous company
- 4 passport size photos
- Cancelled Cheque
- Last 3 Months Payslips and Bank Statement- Photocopy
- Appraisal/Promotion/increment letter - both Original and Photocopy
- Latest Resume

(All the photocopies should be self-attested)

Incase of any queries kindly connect with SPOC - Neha kumari - 6366386047

Congratulations and We look forward to having you On Board!!

Warm regards

Nishtha Sharma
K12 Techno Services Pvt Ltd.

REGISTRAR

PRESIDENCY UNIVERSITY Registrar BANGALORE

K12 Techno Services PVT. LTD. Bangalore!! Offer Confirmation - Anup Belli S U - Trainee - AOL School Business Development-

From: **Offers Orchids** <offers@orchids.edu.in>
Date: Wed, 5 May 2021, 10:15 AM
Subject: Attn - Offer Confirmation - Yash Yadav - Trainee - AOL School Business Development - K12 Techno Services PVT. LTD. Bangalore!!
To: < 201711101057@presidencyuniversity.in >
Cc: HRops.corporate <hrops.corporate@orchids.edu.in>, Neha Kumari <neha.kumari@orchids.edu.in>, Akash Goswami <akash.goswami@orchids.edu.in>

Dear Anup Belli S U,

Congratulations!!!

As discussed, we are pleased to consider your service for the position of **"Trainee - AOL School Business Development"**. You will be associated with **K12 Techno Services Pvt Ltd**. Your service for the organisation will be as a consultant to the organisation being engaged on a retainer basis. The organisation shall provide you with fixed fees of **INR 23,650/- (INR Twenty Three Thousand Six Hundred Fifty Only) per month**.

Your Date of Joining is **6th May, 2021. (4 months-Training).** You will not be eligible for any fees for holidays or vacations in the course of your association with us.

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Please reply with your acceptance of the offer & Joining Date.

You are required to submit the following documents on **6th May, 2021** K12 Techno Services Pvt Ltd, **Bangalore.**

- 10th & 12th Passing Certificates/ Mark sheets - Originals and Photocopy
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- Pan Card copy - Compulsory
- Appraisal/Promotion/increment letter - both Original and Photocopy – If Any
- Appointment letter of previous company
- Relieving letter of the previous company
- 4 passport size photos
- Cancelled Cheque
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- Appraisal/Promotion/increment letter - both Original and Photocopy
- Latest Resume

(All the photocopies should be self-attested)

Incase of any queries kindly connect with SPOC - Neha kumari - 6366386047

Congratulations and We look forward to having you On Board!!

Warm regards

Nishtha Sharma
K12 Techno Services Pvt Ltd.

REGISTRAR

PRESIDENCY UNIVERSITY Registrar BANGALORE

K12 Techno Services PVT. LTD. Bangalore!! Offer Confirmation - Purushotham M - Trainee - AOL School Business Development-

From: **Offers Orchids** <offers@orchids.edu.in>
Date: Wed, 5 May 2021, 10:18 AM
Subject: Attn - Offer Confirmation - Yash Yadav - Trainee - AOL School Business Development - K12 Techno Services PVT. LTD. Bangalore!!
To: < 201711101059@presidencyuniversity.in >
Cc: HRops.corporate <hrops.corporate@orchids.edu.in>, Neha Kumari <neha.kumari@orchids.edu.in>, Akash Goswami <akash.goswami@orchids.edu.in>

Dear Purushotham M,

Congratulations!!!

As discussed, we are pleased to consider your service for the position of **"Trainee - AOL School Business Development"**. You will be associated with **K12 Techno Services Pvt Ltd**. Your service for the organisation will be as a consultant to the organisation being engaged on a retainer basis. The organisation shall provide you with fixed fees of **INR 23,650/- (INR Twenty Three Thousand Six Hundred Fifty Only) per month**.

Your Date of Joining is **6th May, 2021. (4 months-Training).** You will not be eligible for any fees for holidays or vacations in the course of your association with us.

K12 Techno Services Pvt Ltd shall not pay any other salary/ fee/ emoluments/ perks/ benefits/ statutory payments (except deducting TDS) to you as a retainer.

Please reply with your acceptance of the offer & Joining Date.

You are required to submit the following documents on **6th May, 2021** K12 Techno Services Pvt Ltd, **Bangalore.**

- 10th & 12th Passing Certificates/ Mark sheets - Originals and Photocopy
- Graduation certificate/ Mark sheets – Originals and Photocopy
- PG certificate / Mark sheet copies - If any
- Aadhaar card copy - Compulsory
- Pan Card copy - Compulsory
- Appraisal/Promotion/increment letter - both Original and Photocopy – If Any
- Appointment letter of previous company
- Relieving letter of the previous company
- 4 passport size photos
- Cancelled Cheque
- Last 3 Months Payslips and Bank Statement- Photocopy
- Appraisal/Promotion/increment letter - both Original and Photocopy
- Latest Resume

(All the photocopies should be self-attested)

Incase of any queries kindly connect with SPOC - Neha kumari - 6366386047

Congratulations and We look forward to having you On Board!!

Warm regards

Nishtha Sharma
K12 Techno Services Pvt Ltd.

REGISTRAR

PRESIDENCY UNIVERSITY Registrar BANGALORE

K12 Techno Services PVT. LTD. Bangalore!! Offer Confirmation - Manojakumar U - Trainee - AOL School Business Development-

From: **Offers Orchids** <offers@orchids.edu.in>
Date: Wed, 5 May 2021, 10:21 AM
Subject: Attn - Offer Confirmation - Yash Yadav - Trainee - AOL School Business Development - K12 Techno Services PVT. LTD. Bangalore!!
To: < 201711101022@presidencyuniversity.in >
Cc: HRops.corporate <hrops.corporate@orchids.edu.in>, Neha Kumari <neha.kumari@orchids.edu.in>, Akash Goswami <akash.goswami@orchids.edu.in>

Dear Manojakumar U,

Congratulations!!!

As discussed, we are pleased to consider your service for the position of **"Trainee - AOL School Business Development"**. You will be associated with **K12 Techno Services Pvt Ltd**. Your service for the organisation will be as a consultant to the organisation being engaged on a retainer basis. The organisation shall provide you with fixed fees of **INR 23,650/- (INR Twenty Three Thousand Six Hundred Fifty Only) per month**.

Your Date of Joining is **6th May, 2021. (4 months-Training).** You will not be eligible for any fees for holidays or vacations in the course of your association with us.

K12 Techno Services Pvt Ltd shall not pay any other salary/ fee/ emoluments/ perks/ benefits/ statutory payments (except deducting TDS) to you as a retainer.

Please reply with your acceptance of the offer & Joining Date.

You are required to submit the following documents on **6th May, 2021** K12 Techno Services Pvt Ltd, **Bangalore.**

- 10th & 12th Passing Certificates/ Mark sheets - Originals and Photocopy
- Graduation certificate/ Mark sheets – Originals and Photocopy
- PG certificate / Mark sheet copies - If any
- Aadhaar card copy - Compulsory
- Pan Card copy - Compulsory
- Appraisal/Promotion/increment letter - both Original and Photocopy – If Any
- Appointment letter of previous company
- Relieving letter of the previous company
- 4 passport size photos
- Cancelled Cheque
- Last 3 Months Payslips and Bank Statement- Photocopy
- Appraisal/Promotion/increment letter - both Original and Photocopy
- Latest Resume

(All the photocopies should be self-attested)

Incase of any queries kindly connect with SPOC - Neha kumari - 6366386047

Congratulations and We look forward to having you On Board!!

Warm regards

Nishtha Sharma
K12 Techno Services Pvt Ltd.

REGISTRAR
PRESIDENCY UNIVERSITY Registrar BANGALORE

K12 Techno Services PVT. LTD. Bangalore!! Offer Confirmation - Manish C - Trainee - AOL School Business Development-

From: **Offers Orchids** <offers@orchids.edu.in>
Date: Wed, 5 May 2021, 10:24 AM
Subject: Attn - Offer Confirmation - Yash Yadav - Trainee - AOL School Business Development - K12 Techno Services PVT. LTD. Bangalore!!
To: < 201711101025@presidencyuniversity.in >
Cc: HRops.corporate <hrops.corporate@orchids.edu.in>, Neha Kumari <neha.kumari@orchids.edu.in>, Akash Goswami <akash.goswami@orchids.edu.in>

Dear Manish C,

Congratulations!!!

As discussed, we are pleased to consider your service for the position of **"Trainee - AOL School Business Development"**. You will be associated with **K12 Techno Services Pvt Ltd**. Your service for the organisation will be as a consultant to the organisation being engaged on a retainer basis. The organisation shall provide you with fixed fees of **INR 23,650/- (INR Twenty Three Thousand Six Hundred Fifty Only) per month**.

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Please reply with your acceptance of the offer & Joining Date.

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- Appraisal/Promotion/increment letter - both Original and Photocopy
- Latest Resume

(All the photocopies should be self-attested)

Incase of any queries kindly connect with SPOC - Neha kumari - 6366386047

Congratulations and We look forward to having you On Board!!

Warm regards

Nishtha Sharma
K12 Techno Services Pvt Ltd.

REGISTRAR

PRESIDENCY UNIVERSITY Registrar BANGALORE

K12 Techno Services PVT. LTD. Bangalore!! Offer Confirmation - Muneeb Ahmed - Trainee - AOL School Business Development-

From: **Offers Orchids** <offers@orchids.edu.in>
Date: Wed, 5 May 2021, 10:27 AM
Subject: Attn - Offer Confirmation - Yash Yadav - Trainee - AOL School Business Development - K12 Techno Services PVT. LTD. Bangalore!!
To: < 201711101025@presidencyuniversity.in >
Cc: HRops.corporate <hrops.corporate@orchids.edu.in>, Neha Kumari <neha.kumari@orchids.edu.in>, Akash Goswami <akash.goswami@orchids.edu.in>

Dear Muneeb Ahmed,

Congratulations!!!

As discussed, we are pleased to consider your service for the position of **"Trainee - AOL School Business Development"**. You will be associated with **K12 Techno Services Pvt Ltd**. Your service for the organisation will be as a consultant to the organisation being engaged on a retainer basis. The organisation shall provide you with fixed fees of **INR 23,650/- (INR Twenty Three Thousand Six Hundred Fifty Only) per month**.

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- PG certificate / Mark sheet copies - If any
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- Latest Resume

(All the photocopies should be self-attested)

Incase of any queries kindly connect with SPOC - Neha kumari - 6366386047

Congratulations and We look forward to having you On Board!!

Warm regards

Nishtha Sharma
K12 Techno Services Pvt Ltd.

REGISTRAR

PRESIDENCY UNIVERSITY Registrar BANGALORE

K12 Techno Services PVT. LTD. Bangalore!! Offer Confirmation - Qarnain Pasha - Trainee - AOL School Business Development-

From: **Offers Orchids** <offers@orchids.edu.in>
Date: Wed, 5 May 2021, 10:30 AM
Subject: Attn - Offer Confirmation - Yash Yadav - Trainee - AOL School Business Development - K12 Techno Services PVT. LTD. Bangalore!!
To: < 201710100112@presidencyuniversity.in >
Cc: HRops.corporate <hrops.corporate@orchids.edu.in>, Neha Kumari <neha.kumari@orchids.edu.in>, Akash Goswami <akash.goswami@orchids.edu.in>

Dear Qarnain Pasha,

Congratulations!!!

As discussed, we are pleased to consider your service for the position of **"Trainee - AOL School Business Development"**. You will be associated with **K12 Techno Services Pvt Ltd**. Your service for the organisation will be as a consultant to the organisation being engaged on a retainer basis. The organisation shall provide you with fixed fees of **INR 23,650/- (INR Twenty Three Thousand Six Hundred Fifty Only) per month**.

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- 10th & 12th Passing Certificates/ Mark sheets - Originals and Photocopy
- Graduation certificate/ Mark sheets – Originals and Photocopy
- PG certificate / Mark sheet copies - If any
- Aadhaar card copy - Compulsory
- Pan Card copy - Compulsory
- Appraisal/Promotion/increment letter - both Original and Photocopy – If Any
- Appointment letter of previous company
- Relieving letter of the previous company
- 4 passport size photos
- Cancelled Cheque
- Last 3 Months Payslips and Bank Statement- Photocopy
- Appraisal/Promotion/increment letter - both Original and Photocopy
- Latest Resume

(All the photocopies should be self-attested)

Incase of any queries kindly connect with SPOC - Neha kumari - 6366386047

Congratulations and We look forward to having you On Board!!

Warm regards

Nishtha Sharma
K12 Techno Services Pvt Ltd.

REGISTRAR

PRESIDENCY UNIVERSITY Registrar BANGALORE

K12 Techno Services PVT. LTD. Bangalore!! Offer Confirmation - Halesh Patil - Trainee - AOL School Business Development-

From: **Offers Orchids** <offers@orchids.edu.in>
Date: Wed, 5 May 2021, 10:33 AM
Subject: Attn - Offer Confirmation - Yash Yadav - Trainee - AOL School Business Development - K12 Techno Services PVT. LTD. Bangalore!!
To: < 201711101020@presidencyuniversity.in >
Cc: HRops.corporate <hrops.corporate@orchids.edu.in>, Neha Kumari <neha.kumari@orchids.edu.in>, Akash Goswami <akash.goswami@orchids.edu.in>

Dear Halesh Patil,

Congratulations!!!

As discussed, we are pleased to consider your service for the position of **"Trainee - AOL School Business Development"**. You will be associated with **K12 Techno Services Pvt Ltd**. Your service for the organisation will be as a consultant to the organisation being engaged on a retainer basis. The organisation shall provide you with fixed fees of **INR 23,650/- (INR Twenty Three Thousand Six Hundred Fifty Only) per month**.

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- Latest Resume

(All the photocopies should be self-attested)

Incase of any queries kindly connect with SPOC - Neha kumari - 6366386047

Congratulations and We look forward to having you On Board!!

Warm regards

Nishtha Sharma
K12 Techno Services Pvt Ltd.

REGISTRAR

PRESIDENCY UNIVERSITY Registrar BANGALORE

K12 Techno Services PVT. LTD. Bangalore!! Offer Confirmation - Y Sanketreddy - Trainee - AOL School Business Development-

From: **Offers Orchids** <offers@orchids.edu.in>
Date: Wed, 5 May 2021, 10:36 AM
Subject: Attn - Offer Confirmation - Yash Yadav - Trainee - AOL School Business Development - K12 Techno Services PVT. LTD. Bangalore!!
To: < 201711101021@presidencyuniversity.in >
Cc: HRops.corporate <hrops.corporate@orchids.edu.in>, Neha Kumari <neha.kumari@orchids.edu.in>, Akash Goswami <akash.goswami@orchids.edu.in>

Dear Y Sanketreddy,

Congratulations!!!

As discussed, we are pleased to consider your service for the position of **"Trainee - AOL School Business Development"**. You will be associated with **K12 Techno Services Pvt Ltd**. Your service for the organisation will be as a consultant to the organisation being engaged on a retainer basis. The organisation shall provide you with fixed fees of **INR 23,650/- (INR Twenty Three Thousand Six Hundred Fifty Only) per month**.

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- Appraisal/Promotion/increment letter - both Original and Photocopy
- Latest Resume

(All the photocopies should be self-attested)

Incase of any queries kindly connect with SPOC - Neha kumari - 6366386047

Congratulations and We look forward to having you On Board!!

Warm regards

Nishtha Sharma
K12 Techno Services Pvt Ltd.

REGISTRAR

PRESIDENCY UNIVERSITY Registrar BANGALORE

K12 Techno Services PVT. LTD. Bangalore!! Offer Confirmation - Prajwal L S - Trainee - AOL School Business Development-

From: **Offers Orchids** <offers@orchids.edu.in>
Date: Wed, 5 May 2021, 10:39 AM
Subject: Attn - Offer Confirmation - Yash Yadav - Trainee - AOL School Business Development - K12 Techno Services PVT. LTD. Bangalore!!
To: < 201710100107@presidencyuniversity.in >
Cc: HRops.corporate <hrops.corporate@orchids.edu.in>, Neha Kumari <neha.kumari@orchids.edu.in>, Akash Goswami <akash.goswami@orchids.edu.in>

Dear Prajwal L S,

Congratulations!!!

As discussed, we are pleased to consider your service for the position of **"Trainee - AOL School Business Development"**. You will be associated with **K12 Techno Services Pvt Ltd**. Your service for the organisation will be as a consultant to the organisation being engaged on a retainer basis. The organisation shall provide you with fixed fees of **INR 23,650/- (INR Twenty Three Thousand Six Hundred Fifty Only) per month**.

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- Appraisal/Promotion/increment letter - both Original and Photocopy
- Latest Resume

(All the photocopies should be self-attested)

Incase of any queries kindly connect with SPOC - Neha kumari - 6366386047

Congratulations and We look forward to having you On Board!!

Warm regards

Nishtha Sharma
K12 Techno Services Pvt Ltd.

REGISTRAR

PRESIDENCY UNIVERSITY Registrar BANGALORE

K12 Techno Services PVT. LTD. Bangalore!! Offer Confirmation - Sneha Satyanayak Nayakar - Trainee - AOL School Business Development-

From: **Offers Orchids** <offers@orchids.edu.in>
Date: Wed, 5 May 2021, 10:42 AM
Subject: Attn - Offer Confirmation - Yash Yadav - Trainee - AOL School Business Development - K12 Techno Services PVT. LTD. Bangalore!!
To: < 201711101043@presidencyuniversity.in >
Cc: HRops.corporate <hrops.corporate@orchids.edu.in>, Neha Kumari <neha.kumari@orchids.edu.in>, Akash Goswami <akash.goswami@orchids.edu.in>

Dear Sneha Satyanayak Nayakar,

Congratulations!!!

As discussed, we are pleased to consider your service for the position of **"Trainee - AOL School Business Development"**. You will be associated with **K12 Techno Services Pvt Ltd**. Your service for the organisation will be as a consultant to the organisation being engaged on a retainer basis. The organisation shall provide you with fixed fees of **INR 23,650/- (INR Twenty Three Thousand Six Hundred Fifty Only) per month**.

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- Appraisal/Promotion/increment letter - both Original and Photocopy
- Latest Resume

(All the photocopies should be self-attested)

Incase of any queries kindly connect with SPOC - Neha kumari - 6366386047

Congratulations and We look forward to having you On Board!!

Warm regards

Nishtha Sharma
K12 Techno Services Pvt Ltd.

REGISTRAR

PRESIDENCY UNIVERSITY Registrar BANGALORE

K12 Techno Services PVT. LTD. Bangalore!! Offer Confirmation - Naveen S V - Trainee - AOL School Business Development-

From: **Offers Orchids** <offers@orchids.edu.in>
Date: Wed, 5 May 2021, 10:45 AM
Subject: Attn - Offer Confirmation - Yash Yadav - Trainee - AOL School Business Development - K12 Techno Services PVT. LTD. Bangalore!!
To: < 201711101044@presidencyuniversity.in >
Cc: HRops.corporate <hrops.corporate@orchids.edu.in>, Neha Kumari <neha.kumari@orchids.edu.in>, Akash Goswami <akash.goswami@orchids.edu.in>

Dear Naveen S V,

Congratulations!!!

As discussed, we are pleased to consider your service for the position of **"Trainee - AOL School Business Development"**. You will be associated with **K12 Techno Services Pvt Ltd**. Your service for the organisation will be as a consultant to the organisation being engaged on a retainer basis. The organisation shall provide you with fixed fees of **INR 23,650/- (INR Twenty Three Thousand Six Hundred Fifty Only) per month**.

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- Latest Resume

(All the photocopies should be self-attested)

Incase of any queries kindly connect with SPOC - Neha kumari - 6366386047

Congratulations and We look forward to having you On Board!!

Warm regards

Nishtha Sharma
K12 Techno Services Pvt Ltd.

REGISTRAR

PRESIDENCY UNIVERSITY Registrar BANGALORE

K12 Techno Services PVT. LTD. Bangalore!! Offer Confirmation - Samara Simha Reddy N - Trainee - AOL School Business Development-

From: **Offers Orchids** <offers@orchids.edu.in>
Date: Wed, 5 May 2021, 10:48 AM
Subject: Attn - Offer Confirmation - Yash Yadav - Trainee - AOL School Business Development - K12 Techno Services PVT. LTD. Bangalore!!
To: < 201710100162@presidencyuniversity.in >
Cc: HRops.corporate <hrops.corporate@orchids.edu.in>, Neha Kumari <neha.kumari@orchids.edu.in>, Akash Goswami <akash.goswami@orchids.edu.in>

Dear Samara Simha Reddy N,

Congratulations!!!

As discussed, we are pleased to consider your service for the position of **"Trainee - AOL School Business Development"**. You will be associated with **K12 Techno Services Pvt Ltd**. Your service for the organisation will be as a consultant to the organisation being engaged on a retainer basis. The organisation shall provide you with fixed fees of **INR 23,650/- (INR Twenty Three Thousand Six Hundred Fifty Only) per month**.

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(All the photocopies should be self-attested)

Incase of any queries kindly connect with SPOC - Neha kumari - 6366386047

Congratulations and We look forward to having you On Board!!

Warm regards

Nishtha Sharma
K12 Techno Services Pvt Ltd.

REGISTRAR

PRESIDENCY UNIVERSITY Registrar BANGALORE

K12 Techno Services PVT. LTD. Bangalore!! Offer Confirmation - Soundarya A - Trainee - AOL School Business Development-

From: **Offers Orchids** <offers@orchids.edu.in>
Date: Wed, 5 May 2021, 10:51 AM
Subject: Attn - Offer Confirmation - Yash Yadav - Trainee - AOL School Business Development - K12 Techno Services PVT. LTD. Bangalore!!
To: < 201711101058@presidencyuniversity.in >
Cc: HRops.corporate <hrops.corporate@orchids.edu.in>, Neha Kumari <neha.kumari@orchids.edu.in>, Akash Goswami <akash.goswami@orchids.edu.in>

Dear Soundarya A,

Congratulations!!!

As discussed, we are pleased to consider your service for the position of **"Trainee - AOL School Business Development"**. You will be associated with **K12 Techno Services Pvt Ltd**. Your service for the organisation will be as a consultant to the organisation being engaged on a retainer basis. The organisation shall provide you with fixed fees of **INR 23,650/- (INR Twenty Three Thousand Six Hundred Fifty Only) per month**.

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Incase of any queries kindly connect with SPOC - Neha kumari - 6366386047

Congratulations and We look forward to having you On Board!!

Warm regards

Nishtha Sharma
K12 Techno Services Pvt Ltd.

REGISTRAR

PRESIDENCY UNIVERSITY Registrar BANGALORE

K12 Techno Services PVT. LTD. Bangalore!! Offer Confirmation - Ullasakumara - Trainee - AOL School Business Development-

From: **Offers Orchids** <offers@orchids.edu.in>
Date: Wed, 5 May 2021, 10:54 AM
Subject: Attn - Offer Confirmation - Yash Yadav - Trainee - AOL School Business Development - K12 Techno Services PVT. LTD. Bangalore!!
To: < 201710100159@presidencyuniversity.in >
Cc: HRops.corporate <hrops.corporate@orchids.edu.in>, Neha Kumari <neha.kumari@orchids.edu.in>, Akash Goswami <akash.goswami@orchids.edu.in>

Dear Ullasakumara,

Congratulations!!!

As discussed, we are pleased to consider your service for the position of **"Trainee - AOL School Business Development"**. You will be associated with **K12 Techno Services Pvt Ltd**. Your service for the organisation will be as a consultant to the organisation being engaged on a retainer basis. The organisation shall provide you with fixed fees of **INR 23,650/- (INR Twenty Three Thousand Six Hundred Fifty Only) per month**.

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Incase of any queries kindly connect with SPOC - Neha kumari - 6366386047

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Warm regards

Nishtha Sharma
K12 Techno Services Pvt Ltd.

REGISTRAR

PRESIDENCY UNIVERSITY Registrar BANGALORE

K12 Techno Services PVT. LTD. Bangalore!! Offer Confirmation - Aabid Mohiud Din Bhat - Trainee - AOL School Business Development-

From: **Offers Orchids** <offers@orchids.edu.in>
Date: Wed, 5 May 2021, 11:03 AM
Subject: Attn - Offer Confirmation - Yash Yadav - Trainee - AOL School Business Development - K12 Techno Services PVT. LTD. Bangalore!!
To: < 201711101029presidencyuniversity.in >
Cc: HRops.corporate <hrops.corporate@orchids.edu.in>, Neha Kumari <neha.kumari@orchids.edu.in>, Akash Goswami <akash.goswami@orchids.edu.in>

Dear Aabid Mohiud Din Bhat,

Congratulations!!!

As discussed, we are pleased to consider your service for the position of **"Trainee - AOL School Business Development"**. You will be associated with **K12 Techno Services Pvt Ltd**. Your service for the organisation will be as a consultant to the organisation being engaged on a retainer basis. The organisation shall provide you with fixed fees of **INR 23,650/- (INR Twenty Three Thousand Six Hundred Fifty Only) per month**.

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- Latest Resume

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Warm regards

Nishtha Sharma
K12 Techno Services Pvt Ltd.

REGISTRAR

PRESIDENCY UNIVERSITY Registrar BANGALORE

K12 Techno Services PVT. LTD. Bangalore!! Offer Confirmation - Sanjay H S - Trainee - AOL School Business Development-

From: **Offers Orchids** <offers@orchids.edu.in>
Date: Wed, 5 May 2021, 11:06 AM
Subject: Attn - Offer Confirmation - Yash Yadav - Trainee - AOL School Business Development - K12 Techno Services PVT. LTD. Bangalore!!
To: < 201711101018@presidencyuniversity.in >
Cc: HRops.corporate <hrops.corporate@orchids.edu.in>, Neha Kumari <neha.kumari@orchids.edu.in>, Akash Goswami <akash.goswami@orchids.edu.in>

Dear Sanjay H S,

Congratulations!!!

As discussed, we are pleased to consider your service for the position of **"Trainee - AOL School Business Development"**. You will be associated with **K12 Techno Services Pvt Ltd**. Your service for the organisation will be as a consultant to the organisation being engaged on a retainer basis. The organisation shall provide you with fixed fees of **INR 23,650/- (INR Twenty Three Thousand Six Hundred Fifty Only) per month**.

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- Latest Resume

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Incase of any queries kindly connect with SPOC - Neha kumari - 6366386047

Congratulations and We look forward to having you On Board!!

Warm regards

Nishtha Sharma
K12 Techno Services Pvt Ltd.

REGISTRAR

PRESIDENCY UNIVERSITY Registrar BANGALORE

K12 Techno Services PVT. LTD. Bangalore!! Offer Confirmation - Arvind V - Trainee - AOL School Business Development-

From: **Offers Orchids** <offers@orchids.edu.in>
Date: Wed, 5 May 2021, 11:09 AM
Subject: Attn - Offer Confirmation - Yash Yadav - Trainee - AOL School Business Development - K12 Techno Services PVT. LTD. Bangalore!!
To: < 201711101019@presidencyuniversity.in >
Cc: HRops.corporate <hrops.corporate@orchids.edu.in>, Neha Kumari <neha.kumari@orchids.edu.in>, Akash Goswami <akash.goswami@orchids.edu.in>

Dear Arvind V,

Congratulations!!!

As discussed, we are pleased to consider your service for the position of **"Trainee - AOL School Business Development"**. You will be associated with **K12 Techno Services Pvt Ltd**. Your service for the organisation will be as a consultant to the organisation being engaged on a retainer basis. The organisation shall provide you with fixed fees of **INR 23,650/- (INR Twenty Three Thousand Six Hundred Fifty Only) per month**.

Your Date of Joining is **6th May, 2021. (4 months-Training).** You will not be eligible for any fees for holidays or vacations in the course of your association with us.

K12 Techno Services Pvt Ltd shall not pay any other salary/ fee/ emoluments/ perks/ benefits/ statutory payments (except deducting TDS) to you as a retainer.

Please reply with your acceptance of the offer & Joining Date.

You are required to submit the following documents on **6th May, 2021** K12 Techno Services Pvt Ltd, **Bangalore.**

- 10th & 12th Passing Certificates/ Mark sheets - Originals and Photocopy
- Graduation certificate/ Mark sheets – Originals and Photocopy
- PG certificate / Mark sheet copies - If any
- Aadhaar card copy - Compulsory
- Pan Card copy - Compulsory
- Appraisal/Promotion/increment letter - both Original and Photocopy – If Any
- Appointment letter of previous company
- Relieving letter of the previous company
- 4 passport size photos
- Cancelled Cheque
- Last 3 Months Payslips and Bank Statement- Photocopy
- Appraisal/Promotion/increment letter - both Original and Photocopy
- Latest Resume

(All the photocopies should be self-attested)

Incase of any queries kindly connect with SPOC - Neha kumari - 6366386047

Congratulations and We look forward to having you On Board!!

Warm regards

Nishtha Sharma
K12 Techno Services Pvt Ltd.

REGISTRAR

PRESIDENCY UNIVERSITY Registrar BANGALORE

2nd Mar 2021
Kilari Venkata Sai Dhareesh,
New Delhi

Subject: Employment offer for the post of Associate - Business Development

Dear Dhruv,

We are delighted to offer you a position with **Leverage Ed-Tech Private Limited** (the "Company"), at our Delhi office as **Associate - Business Development** This letter describes the basic terms of the offer subjected to a mutual agreement on the terms stated below.

This offer stands contingent on a background check and validation of the information provided by you during the interview or any other process related to your employment with the Company.

Employment Start Date
You are required to commence employment with the Company on **March 8th, 2021** (the "Joining Date"). You will be on probation for a period of three months from the date of your joining. Where after the probation period may be either extended at the discretion of the management or maybe reduced with either earlier or on completion or thereafter till confirmation. Your services are liable to be terminated without any notice during the initial or extended period of probation. In case you decide to leave the company during this period, you will have to give a notice of 15 days to the company.

Employment Benefits and Compensation

Your annual **CTC** will be **Rs. 6,60,000/- (Six Lakh Sixty Thousand Only)** per annum

.1) Your **Fixed CTC** will be **Rs. 3,60,000/- (Three Lakh Sixty Thousand Only)** per annum.

Basic Amount	HRA Amount	Special Allowance	Gross Salary	Employer PF	Net Salary (Pre Tax)	Employee PF	Monthly CTC	CTC
15,000	7,500	5,700	28,200	1,800	26,400	1,800	30,000	3,60,000

2) **Variable:** Incentive up to **3,00,000/- (Three lakh Only**) per annum **(based on performance).**

Leave/Holidays
You are entitled to a casual leave of 7 days. You are entitled to 7 working days of paid sick leave. You are entitled to 15 days of earned leave as per the leave policy of the company. The Company shall notify a list of declared holidays at the beginning of each year.

Employment Agreement, Confidentiality of Proprietary Information, and Non-Disclosure Agreement

The employee's duties may be reasonably modified at the Company's discretion from time to time. The employee will be required to work full time with the Company and during this employment, will not engage in any other business activity, regardless of whether that activity is pursued profit, gain, or any other monetary advantage. The employee is also prohibited from investing in any other competing business. The employee will be required, during, and after the term of this employment, not to reveal any confidential information or trade secrets to any person, firm, corporation, or entity. In case of breach of this condition, the Company can take action against the employee, which may be disciplinary or legal in nature.

For a period of 6 (Six) months after the Termination of Employment with the Company, you shall not, directly or indirectly, engage or get employed in a business similar to that of the Company. If in case, you discontinue your association with the Company, you shall not directly or indirectly, solicit or attempt in any manner to solicit, any business from any existing customer/ client of the Company or employ, solicit, incite, canvass, or assist any person to employ, any person who is in the employment of the Company.

If the terms stated above are acceptable to you, please return a copy of this document signed on each page.

Termination conditions

Your appointment can be terminated by the Company, without any reason, by giving you not less than 30 days prior notice in writing or salary in lieu thereof. You may terminate your employment with the Company, without any cause, by giving no less than 60 days prior notice or salary for an unsaved period, left after adjustment of pending leaves, as on date.

The Company shall be entitled to make policy declarations from time to time pertaining to matters like leave entitlement, maternity leave, employees' benefits, working hours, transfer policies, etc., and may alter the same from time to time at its sole discretion. All such policy decisions of the Company shall be binding on you and shall override this Agreement to that extent.

Documents required

On the day of your joining please bring the following documents to help us get you onboard quickly.

1. Relieving certificate from the previous employer, if any
2. The Last three-month payslips received from the previous employer if any
3. Form 16 (TDS Certificate), if any
4. 10th mark sheet, 12th mark sheet, Graduation mark sheet, Post Graduation mark sheet, Additional Qualification documents
5. Three passport size photo
6. Identity Proof (PAN Card, DL, Passport, Aadhar Card, etc.)

If you have any queries or need assistance regarding your joining, please contact HR at hr@leverageedu.com.

We are excited about the possibility of you joining us and look forward to a mutually beneficial working relationship.

REGISTRAR

PRESIDENCY UNIVERSITY Registrar BANGALORE

Yours Sincerely,
For Leverage ED-Tech Private Limited

Akshay Chaturvedi
(Founder & CEO)

Employee acceptance:

I accept employment with the Leverage ED-Tech Private Limited under the terms described in this letter:

Signature:_____**Date:**_____**Place:** _____

REGISTRAR

PRESIDENCY UNIVERSITY BANGALORE Registrar

2nd Mar 2021
Harshith K S,
New Delhi

Subject: Employment offer for the post of Associate - Business Development

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Employment Benefits and Compensation

Your annual **CTC** will be **Rs. 6,60,000/- (Six Lakh Sixty Thousand Only)** per annum

.1) Your **Fixed CTC** will be **Rs. 3,60,000/- (Three Lakh Sixty Thousand Only)** per annum.

Basic Amount	HRA Amount	Special Allowance	Gross Salary	Employer PF	Net Salary (Pre Tax)	Employee PF	Monthly CTC	CTC
15,000	7,500	5,700	28,200	1,800	26,400	1,800	30,000	3,60,000

2) **Variable:** Incentive up to **3,00,000/- (Three lakh Only**) per annum **(based on performance).**

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REGISTRAR

PRESIDENCY UNIVERSITY Registrar BANGALORE

Yours Sincerely,
For Leverage ED-Tech Private Limited

Akshay Chaturvedi
(Founder & CEO)

Employee acceptance:

I accept employment with the Leverage ED-Tech Private Limited under the terms described in this letter:

Signature:_____**Date:**_____**Place:** _____

REGISTRAR

PRESIDENCY UNIVERSITY BANGALORE Registrar

2nd Mar 2021
Jaseena Arif,
New Delhi

Subject: Employment offer for the post of Associate - Business Development

Dear Dhruv,

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Employment Benefits and Compensation

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REGISTRAR

PRESIDENCY UNIVERSITY Registrar BANGALORE

Yours Sincerely,
For Leverage ED-Tech Private Limited

Akshay Chaturvedi
(Founder & CEO)

Employee acceptance:

I accept employment with the Leverage ED-Tech Private Limited under the terms described in this letter:

Signature:_____**Date:**_____**Place:** _____

REGISTRAR

PRESIDENCY UNIVERSITY BANGALORE Registrar

2nd Mar 2021
Goutham B G,
New Delhi

Subject: Employment offer for the post of Associate - Business Development

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REGISTRAR

PRESIDENCY UNIVERSITY Registrar BANGALORE

Yours Sincerely,
For Leverage ED-Tech Private Limited

Akshay Chaturvedi
(Founder & CEO)

Employee acceptance:

I accept employment with the Leverage ED-Tech Private Limited under the terms described in this letter:

Signature:_____**Date:**_____**Place:** _____

REGISTRAR

PRESIDENCY UNIVERSITY BANGALORE Registrar

2nd Mar 2021
Kalneedi Sri Hari,
New Delhi

Subject: Employment offer for the post of Associate - Business Development

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REGISTRAR

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REGISTRAR

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2nd Mar 2021
Chandan C R,
New Delhi

Subject: Employment offer for the post of Associate - Business Development

Dear Dhruv,

We are delighted to offer you a position with **Leverage Ed-Tech Private Limited** (the "Company"), at our Delhi office as **Associate - Business Development** This letter describes the basic terms of the offer subjected to a mutual agreement on the terms stated below.

This offer stands contingent on a background check and validation of the information provided by you during the interview or any other process related to your employment with the Company.

Employment Start Date
You are required to commence employment with the Company on **March 8th, 2021** (the "Joining Date"). You will be on probation for a period of three months from the date of your joining. Where after the probation period may be either extended at the discretion of the management or maybe reduced with either earlier or on completion or thereafter till confirmation. Your services are liable to be terminated without any notice during the initial or extended period of probation. In case you decide to leave the company during this period, you will have to give a notice of 15 days to the company.

Employment Benefits and Compensation

Your annual **CTC** will be **Rs. 6,60,000/- (Six Lakh Sixty Thousand Only)** per annum

.1) Your **Fixed CTC** will be **Rs. 3,60,000/- (Three Lakh Sixty Thousand Only)** per annum.

Basic Amount	HRA Amount	Special Allowance	Gross Salary	Employer PF	Net Salary (Pre Tax)	Employee PF	Monthly CTC	CTC
15,000	7,500	5,700	28,200	1,800	26,400	1,800	30,000	3,60,000

2) **Variable:** Incentive up to **3,00,000/- (Three lakh Only**) per annum **(based on performance).**

Leave/Holidays
You are entitled to a casual leave of 7 days. You are entitled to 7 working days of paid sick leave. You are entitled to 15 days of earned leave as per the leave policy of the company. The Company shall notify a list of declared holidays at the beginning of each year.

Employment Agreement, Confidentiality of Proprietary Information, and Non-Disclosure Agreement

The employee's duties may be reasonably modified at the Company's discretion from time to time. The employee will be required to work full time with the Company and during this employment, will not engage in any other business activity, regardless of whether that activity is pursued profit, gain, or any other monetary advantage. The employee is also prohibited from investing in any other competing business. The employee will be required, during, and after the term of this employment, not to reveal any confidential information or trade secrets to any person, firm, corporation, or entity. In case of breach of this condition, the Company can take action against the employee, which may be disciplinary or legal in nature.

For a period of 6 (Six) months after the Termination of Employment with the Company, you shall not, directly or indirectly, engage or get employed in a business similar to that of the Company. If in case, you discontinue your association with the Company, you shall not directly or indirectly, solicit or attempt in any manner to solicit, any business from any existing customer/ client of the Company or employ, solicit, incite, canvass, or assist any person to employ, any person who is in the employment of the Company.

If the terms stated above are acceptable to you, please return a copy of this document signed on each page.

Termination conditions

Your appointment can be terminated by the Company, without any reason, by giving you not less than 30 days prior notice in writing or salary in lieu thereof. You may terminate your employment with the Company, without any cause, by giving no less than 60 days prior notice or salary for an unsaved period, left after adjustment of pending leaves, as on date.

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5. Three passport size photo
6. Identity Proof (PAN Card, DL, Passport, Aadhar Card, etc.)

If you have any queries or need assistance regarding your joining, please contact HR at hr@leverageedu.com.

We are excited about the possibility of you joining us and look forward to a mutually beneficial working relationship.

REGISTRAR

PRESIDENCY UNIVERSITY Registrar BANGALORE

Yours Sincerely,
For Leverage ED-Tech Private Limited

Akshay Chaturvedi
(Founder & CEO)

Employee acceptance:

I accept employment with the Leverage ED-Tech Private Limited under the terms described in this letter:

Signature:_____**Date:**_____**Place:** _____

REGISTRAR

PRESIDENCY UNIVERSITY BANGALORE Registrar

2nd Mar 2021
Chinthapatla Pavan Kalyan,
New Delhi

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Yours Sincerely,
For Leverage ED-Tech Private Limited

Akshay Chaturvedi
(Founder & CEO)

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Signature:_____**Date:**_____**Place:** _____

REGISTRAR

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2nd Mar 2021
Hemalatha N,
New Delhi

Subject: Employment offer for the post of Associate - Business Development

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REGISTRAR

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Yours Sincerely,
For Leverage ED-Tech Private Limited

Akshay Chaturvedi
(Founder & CEO)

Employee acceptance:

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Signature:_____**Date:**_____**Place:** _____

REGISTRAR

PRESIDENCY UNIVERSITY BANGALORE Registrar

2nd Mar 2021
Harsha M,
New Delhi

Subject: Employment offer for the post of Associate - Business Development

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For Leverage ED-Tech Private Limited

Akshay Chaturvedi
(Founder & CEO)

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REGISTRAR

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2nd Mar 2021
Harshitha K,
New Delhi

Subject: Employment offer for the post of Associate - Business Development

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2nd Mar 2021
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2nd Mar 2021
Japneet Singh,
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For a period of 6 (Six) months after the Termination of Employment with the Company, you shall not, directly or indirectly, engage or get employed in a business similar to that of the Company. If in case, you discontinue your association with the Company, you shall not directly or indirectly, solicit or attempt in any manner to solicit, any business from any existing customer/ client of the Company or employ, solicit, incite, canvass, or assist any person to employ, any person who is in the employment of the Company.

If the terms stated above are acceptable to you, please return a copy of this document signed on each page.

Termination conditions

Your appointment can be terminated by the Company, without any reason, by giving you not less than 30 days prior notice in writing or salary in lieu thereof. You may terminate your employment with the Company, without any cause, by giving no less than 60 days prior notice or salary for an unsaved period, left after adjustment of pending leaves, as on date.

The Company shall be entitled to make policy declarations from time to time pertaining to matters like leave entitlement, maternity leave, employees' benefits, working hours, transfer policies, etc., and may alter the same from time to time at its sole discretion. All such policy decisions of the Company shall be binding on you and shall override this Agreement to that extent.

Documents required

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3. Form 16 (TDS Certificate), if any
4. 10th mark sheet, 12th mark sheet, Graduation mark sheet, Post Graduation mark sheet, Additional Qualification documents
5. Three passport size photo
6. Identity Proof (PAN Card, DL, Passport, Aadhar Card, etc.)

If you have any queries or need assistance regarding your joining, please contact HR at hr@leverageedu.com.

We are excited about the possibility of you joining us and look forward to a mutually beneficial working relationship.

REGISTRAR

PRESIDENCY UNIVERSITY Registrar BANGALORE

Yours Sincerely,
For Leverage ED-Tech Private Limited

Akshay Chaturvedi
(Founder & CEO)

Employee acceptance:

I accept employment with the Leverage ED-Tech Private Limited under the terms described in this letter:

Signature:_____**Date:**_____**Place:** _____

REGISTRAR

PRESIDENCY UNIVERSITY BANGALORE Registrar

2nd Mar 2021
Chatrathi Bhargav Ram,
New Delhi

Subject: Employment offer for the post of Associate - Business Development

Dear Dhruv,

We are delighted to offer you a position with **Leverage Ed-Tech Private Limited** (the "Company"), at our Delhi office as **Associate - Business Development** This letter describes the basic terms of the offer subjected to a mutual agreement on the terms stated below.

This offer stands contingent on a background check and validation of the information provided by you during the interview or any other process related to your employment with the Company.

Employment Start Date
You are required to commence employment with the Company on **March 8th, 2021** (the "Joining Date"). You will be on probation for a period of three months from the date of your joining. Where after the probation period may be either extended at the discretion of the management or maybe reduced with either earlier or on completion or thereafter till confirmation. Your services are liable to be terminated without any notice during the initial or extended period of probation. In case you decide to leave the company during this period, you will have to give a notice of 15 days to the company.

Employment Benefits and Compensation

Your annual **CTC** will be **Rs. 6,60,000/- (Six Lakh Sixty Thousand Only)** per annum

.1) Your **Fixed CTC** will be **Rs. 3,60,000/- (Three Lakh Sixty Thousand Only)** per annum.

Basic Amount	HRA Amount	Special Allowance	Gross Salary	Employer PF	Net Salary (Pre Tax)	Employee PF	Monthly CTC	CTC
15,000	7,500	5,700	28,200	1,800	26,400	1,800	30,000	3,60,000

2) **Variable:** Incentive up to **3,00,000/- (Three lakh Only**) per annum **(based on performance).**

Leave/Holidays
You are entitled to a casual leave of 7 days. You are entitled to 7 working days of paid sick leave. You are entitled to 15 days of earned leave as per the leave policy of the company. The Company shall notify a list of declared holidays at the beginning of each year.

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REGISTRAR

PRESIDENCY UNIVERSITY Registrar BANGALORE

Yours Sincerely,
For Leverage ED-Tech Private Limited

Akshay Chaturvedi
(Founder & CEO)

Employee acceptance:

I accept employment with the Leverage ED-Tech Private Limited under the terms described in this letter:

Signature:_____**Date:**_____**Place:** _____

REGISTRAR

PRESIDENCY UNIVERSITY BANGALORE Registrar

2nd Mar 2021
Deepika E,
New Delhi

Subject: Employment offer for the post of Associate - Business Development

Dear Dhruv,

We are delighted to offer you a position with **Leverage Ed-Tech Private Limited** (the "Company"), at our Delhi office as **Associate - Business Development** This letter describes the basic terms of the offer subjected to a mutual agreement on the terms stated below.

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Employment Benefits and Compensation

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REGISTRAR

PRESIDENCY UNIVERSITY Registrar BANGALORE

Yours Sincerely,
For Leverage ED-Tech Private Limited

Akshay Chaturvedi
(Founder & CEO)

Employee acceptance:

I accept employment with the Leverage ED-Tech Private Limited under the terms described in this letter:

Signature:_____**Date:**_____**Place:** _____

REGISTRAR

PRESIDENCY UNIVERSITY BANGALORE Registrar

2nd Mar 2021
Geetanjali Mullapudi,
New Delhi

Subject: Employment offer for the post of Associate - Business Development

Dear Dhruv,

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REGISTRAR

PRESIDENCY UNIVERSITY Registrar BANGALORE

Yours Sincerely,
For Leverage ED-Tech Private Limited

Akshay Chaturvedi
(Founder & CEO)

Employee acceptance:

I accept employment with the Leverage ED-Tech Private Limited under the terms described in this letter:

Signature:_____**Date:**_____**Place:** _____

REGISTRAR

PRESIDENCY UNIVERSITY BANGALORE Registrar

2nd Mar 2021
Kosur Shriyaa Saivjya,
New Delhi

Subject: Employment offer for the post of Associate - Business Development

Dear Dhruv,

We are delighted to offer you a position with **Leverage Ed-Tech Private Limited** (the "Company"), at our Delhi office as **Associate - Business Development** This letter describes the basic terms of the offer subjected to a mutual agreement on the terms stated below.

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REGISTRAR

PRESIDENCY UNIVERSITY Registrar BANGALORE

Yours Sincerely,
For Leverage ED-Tech Private Limited

Akshay Chaturvedi
(Founder & CEO)

Employee acceptance:

I accept employment with the Leverage ED-Tech Private Limited under the terms described in this letter:

Signature:_____**Date:**_____**Place:** _____

REGISTRAR

PRESIDENCY UNIVERSITY BANGALORE Registrar

2nd Mar 2021
Gopineti Sumanth Kumar,
New Delhi

Subject: Employment offer for the post of Associate - Business Development

Dear Dhruv,

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Employment Benefits and Compensation

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Yours Sincerely,
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Signature:_____**Date:**_____**Place:** _____

REGISTRAR

PRESIDENCY UNIVERSITY BANGALORE Registrar

2nd Mar 2021
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Subject: Employment offer for the post of Associate - Business Development

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If you have any queries or need assistance regarding your joining, please contact HR at hr@leverageedu.com.

We are excited about the possibility of you joining us and look forward to a mutually beneficial working relationship.

REGISTRAR

PRESIDENCY UNIVERSITY Registrar BANGALORE

Yours Sincerely,
For Leverage ED-Tech Private Limited

Akshay Chaturvedi
(Founder & CEO)

Employee acceptance:

I accept employment with the Leverage ED-Tech Private Limited under the terms described in this letter:

Signature:_____**Date:**_____**Place:** _____

REGISTRAR

PRESIDENCY UNIVERSITY BANGALORE Registrar

2nd Mar 2021
Kaushik C,
New Delhi

Subject: Employment offer for the post of Associate - Business Development

Dear Dhruv,

We are delighted to offer you a position with **Leverage Ed-Tech Private Limited** (the "Company"), at our Delhi office as **Associate - Business Development** This letter describes the basic terms of the offer subjected to a mutual agreement on the terms stated below.

This offer stands contingent on a background check and validation of the information provided by you during the interview or any other process related to your employment with the Company.

Employment Start Date
You are required to commence employment with the Company on **March 8th, 2021** (the "Joining Date"). You will be on probation for a period of three months from the date of your joining. Where after the probation period may be either extended at the discretion of the management or maybe reduced with either earlier or on completion or thereafter till confirmation. Your services are liable to be terminated without any notice during the initial or extended period of probation. In case you decide to leave the company during this period, you will have to give a notice of 15 days to the company.

Employment Benefits and Compensation

Your annual **CTC** will be **Rs. 6,60,000/- (Six Lakh Sixty Thousand Only)** per annum

.1) Your **Fixed CTC** will be **Rs. 3,60,000/- (Three Lakh Sixty Thousand Only)** per annum.

Basic Amount	HRA Amount	Special Allowance	Gross Salary	Employer PF	Net Salary (Pre Tax)	Employee PF	Monthly CTC	CTC
15,000	7,500	5,700	28,200	1,800	26,400	1,800	30,000	3,60,000

2) **Variable:** Incentive up to **3,00,000/- (Three lakh Only**) per annum **(based on performance).**

Leave/Holidays
You are entitled to a casual leave of 7 days. You are entitled to 7 working days of paid sick leave. You are entitled to 15 days of earned leave as per the leave policy of the company. The Company shall notify a list of declared holidays at the beginning of each year.

Employment Agreement, Confidentiality of Proprietary Information, and Non-Disclosure Agreement

The employee's duties may be reasonably modified at the Company's discretion from time to time. The employee will be required to work full time with the Company and during this employment, will not engage in any other business activity, regardless of whether that activity is pursued profit, gain, or any other monetary advantage. The employee is also prohibited from investing in any other competing business. The employee will be required, during, and after the term of this employment, not to reveal any confidential information or trade secrets to any person, firm, corporation, or entity. In case of breach of this condition, the Company can take action against the employee, which may be disciplinary or legal in nature.

For a period of 6 (Six) months after the Termination of Employment with the Company, you shall not, directly or indirectly, engage or get employed in a business similar to that of the Company. If in case, you discontinue your association with the Company, you shall not directly or indirectly, solicit or attempt in any manner to solicit, any business from any existing customer/ client of the Company or employ, solicit, incite, canvass, or assist any person to employ, any person who is in the employment of the Company.

If the terms stated above are acceptable to you, please return a copy of this document signed on each page.

Termination conditions

Your appointment can be terminated by the Company, without any reason, by giving you not less than 30 days prior notice in writing or salary in lieu thereof. You may terminate your employment with the Company, without any cause, by giving no less than 60 days prior notice or salary for an unsaved period, left after adjustment of pending leaves, as on date.

The Company shall be entitled to make policy declarations from time to time pertaining to matters like leave entitlement, maternity leave, employees' benefits, working hours, transfer policies, etc., and may alter the same from time to time at its sole discretion. All such policy decisions of the Company shall be binding on you and shall override this Agreement to that extent.

Documents required

On the day of your joining please bring the following documents to help us get you onboard quickly.

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3. Form 16 (TDS Certificate), if any
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Yours Sincerely,
For Leverage ED-Tech Private Limited

Akshay Chaturvedi
(Founder & CEO)

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Signature:_____**Date:**_____**Place:** _____

REGISTRAR

PRESIDENCY UNIVERSITY BANGALORE Registrar

2nd Mar 2021
Gurunanje Wodeyar M G,
New Delhi

Subject: Employment offer for the post of Associate - Business Development

Dear Dhruv,

We are delighted to offer you a position with **Leverage Ed-Tech Private Limited** (the "Company"), at our Delhi office as **Associate - Business Development** This letter describes the basic terms of the offer subjected to a mutual agreement on the terms stated below.

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The employee's duties may be reasonably modified at the Company's discretion from time to time. The employee will be required to work full time with the Company and during this employment, will not engage in any other business activity, regardless of whether that activity is pursued profit, gain, or any other monetary advantage. The employee is also prohibited from investing in any other competing business. The employee will be required, during, and after the term of this employment, not to reveal any confidential information or trade secrets to any person, firm, corporation, or entity. In case of breach of this condition, the Company can take action against the employee, which may be disciplinary or legal in nature.

For a period of 6 (Six) months after the Termination of Employment with the Company, you shall not, directly or indirectly, engage or get employed in a business similar to that of the Company. If in case, you discontinue your association with the Company, you shall not directly or indirectly, solicit or attempt in any manner to solicit, any business from any existing customer/ client of the Company or employ, solicit, incite, canvass, or assist any person to employ, any person who is in the employment of the Company.

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REGISTRAR

PRESIDENCY UNIVERSITY Registrar BANGALORE

Yours Sincerely,
For Leverage ED-Tech Private Limited

Akshay Chaturvedi
(Founder & CEO)

Employee acceptance:

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Signature:_____**Date:**_____**Place:** _____

REGISTRAR

PRESIDENCY UNIVERSITY BANGALORE Registrar

2nd Mar 2021
Kokkanti Venkata Lohith,
New Delhi

Subject: Employment offer for the post of Associate - Business Development

Dear Dhruv,

We are delighted to offer you a position with **Leverage Ed-Tech Private Limited** (the "Company"), at our Delhi office as **Associate - Business Development** This letter describes the basic terms of the offer subjected to a mutual agreement on the terms stated below.

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For Leverage ED-Tech Private Limited

Akshay Chaturvedi
(Founder & CEO)

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Signature:_____**Date:**_____**Place:** _____

REGISTRAR

PRESIDENCY UNIVERSITY BANGALORE Registrar

2nd Mar 2021
Katikareddy Rishveswar Reddy,
New Delhi

Subject: Employment offer for the post of Associate - Business Development

Dear Dhruv,

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Signature:_____**Date:**_____**Place:** _____

REGISTRAR

PRESIDENCY UNIVERSITY BANGALORE Registrar

2nd Mar 2021
Godela Tejodeep,
New Delhi

Subject: Employment offer for the post of Associate - Business Development

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For Leverage ED-Tech Private Limited

Akshay Chaturvedi
(Founder & CEO)

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Signature:_____**Date:**_____**Place:** _____

REGISTRAR

PRESIDENCY UNIVERSITY BANGALORE Registrar

QUALITY TUTORIALS PVT LTD

Offer Letter

Date: 10 March 2021
Name: Sadiya Kauser

Dear **Sadiya,**

Congratulations!

We are pleased to offer you a position at **Quality Tutorials Pvt. Ltd. under the brand name: LIDO.** We enjoyed getting to know you, and strongly believe that you have much to contribute to our mission and growth ambitions.

The terms and conditions of your appointment are as below:

1. **Designation**
   You will be designated as **"Business Development Trainee"**

2. **Salary**
   Your stipend during internship would be INR 30000/- pm, you are expected to achieve average DRPS of 12,408 during the tenure, post which you will be given a permanent position in the organization as Business Development Associate with a revised CTC of INR 7,00,000 fixed and performance linked variable up to 3,00,000 LPA.

3. **Internship Period**
   The duration of Internship will be 180 Days.

4. **Date of Joining**
   Your appointment with us is effective from the joining date mutually agreed upon.

5. **Reporting to:**
   You would be reporting to **Charanjeet Singh Gulati.**

6. **Leaves & Attendance**
   You are liable for 1 leave every month during internship, unpaid examination leaves based on official communication from the campus would be granted. Attendance shall be subject to the conductions that you are expected to close and company reserve the right to do so. The company's decision shall be final and binding.

Registered address
206, 2nd Floor, Arun chambers,
Pandit Madan Mohan Malviya Marg,
Tardeo, Mumbai - 400034

Email ID
hr@lidolearning.com

REGISTRAR
PRESIDENCY UNIVERSITY Registrar BANGALORE

CIN number: U74999MH2019PTC322765

7. **Other Work**

Your position is a whole time internship with the company and shall devote yourself exclusively to the jobs of the company. You will not take up any other work for remuneration (part time or otherwise) or work on advisory capacity or be interested directly or indirectly (except as shareholder or debenture holder) in any other trade of business during the employment with the company without permission in writing.

8. **Transfer**

You will be liable to transfer in such capacity as the company may from time to time determine to any other location, department, or the company. In such a case, you will be governed by the terms and conditions of services applicable to the new assignments.

9. **Sales Model**

Lido is a dynamic organization; our sales model is bound to change from time to time as per market condition.

10. **Prerequisite**

Since we are operating on a BYOD model, a functioning laptop is mandatory.

11. **Confidential Information**

You will not at any time without the consent of the company disclose or divulge or make public except on legal obligations regarding the company's affairs or administration or research carried out whether the same may be confided to you or become known to you in the course of services or otherwise. All the inventions, patents, documents, codes, designs made on company provided laptop/computer/device or personal computer/laptop during work hours' rights in, to and under the ownership of the company. As an employee Quality Tutorials Pvt. Ltd., You must maintain the confidentiality of information to which you have access. This includes, but is not limited to information associated with company internal discussions, documents/ records, client details, business plans etc. Confidential Information is to be held in the strictest confidence, whether means of access to such information is verbal, documented, computerized, or otherwise obtained. Breach of confidence includes intentional or involuntary unauthorized release of this information, and could lead to severe action up to, and including, immediate termination of employment.

12. Protection of Interest

If you conceive of / invent / discover / improve on any new or advanced or current methods of improving process / formulae/systems in relation to the operation of the company or its affiliations or customers, such developments, discoveries or inventions will be fully communicated to the company and will be remain the sole right/property of the company.

13. Notice period

Your employment is terminable by giving (48 Hours) notice during internship.

14. On Separation

On termination of this contract, you will immediately give up to the company, before you are relieved, all correspondence, specifications formulae, books, documents, cost data, market data, literature, drawings, effects or records, etc., belonging to the institute or relating to its activities and shall not make or retain any copies of these items.

15. General

You will abide by the office rules applicable from time to time.

The above terms and conditions are subject to company policy. Please confirm that the above terms are acceptable to you by signing a copy of this letter.

This offer is contingent upon proof of education and employment credentials and a satisfactory relieving letter from your previous employer. You should also provide us with 2 passport size photographs, copies of all educational Certificates / Mark sheets and copies of your passport.

With warm regards,

For Quality Tutorials Private Limited

Sahil Sheth
Founder

I agree to accept employment on the terms and conditions as mentioned above.

Date: Date of Joining:

Name: Signature:

Registered address
206, 2nd Floor, Arun chambers,
Pandit Madan Mohan Malviya Marg,
Tardeo, Mumbai - 400034

Email ID
hr@lidolearning.com

REGISTRAR
RESIDENCY UNIVERSITY Registrar BANGALORE

CIN number: U74999MH2019PTC322765

QUALITY TUTORIALS PVT LTD

Offer Letter

Date: 10 March 2021
Name: Shaik Mohammed Naseeruddin

Dear **Naseer,**

Congratulations!

We are pleased to offer you a position at **Quality Tutorials Pvt. Ltd. under the brand name: LIDO.** We enjoyed getting to know you, and strongly believe that you have much to contribute to our mission and growth ambitions.

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Registered address
206, 2nd Floor, Arun chambers,
Pandit Madan Mohan Malviya Marg,
Tardeo, Mumbai - 400034

Email ID
hr@lidolearning.com

REGISTRAR
RESIDENCY UNIVERSITY Registrar BANGALORE

CIN number: U74999MH2019PTC322765

7. **Other Work**

Your position is a whole time internship with the company and shall devote yourself exclusively to the jobs of the company. You will not take up any other work for remuneration (part time or otherwise) or work on advisory capacity or be interested directly or indirectly (except as shareholder or debenture holder) in any other trade of business during the employment with the company without permission in writing.

8. **Transfer**

You will be liable to transfer in such capacity as the company may from time to time determine to any other location, department, or the company. In such a case, you will be governed by the terms and conditions of services applicable to the new assignments.

9. **Sales Model**

Lido is a dynamic organization; our sales model is bound to change from time to time as per market condition.

10. **Prerequisite**

Since we are operating on a BYOD model, a functioning laptop is mandatory.

11. **Confidential Information**

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12. Protection of Interest

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Your employment is terminable by giving (48 Hours) notice during internship.

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15. General

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This offer is contingent upon proof of education and employment credentials and a satisfactory relieving letter from your previous employer. You should also provide us with 2 passport size photographs, copies of all educational Certificates / Mark sheets and copies of your passport.

With warm regards,

For Quality Tutorials Private Limited

Sahil Sheth
Founder

I agree to accept employment on the terms and conditions as mentioned above.

Date: Date of Joining:

Name: Signature:

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RESIDENCY UNIVERSITY Registrar BANGALORE

CIN number: U74999MH2019PTC322765

QUALITY TUTORIALS PVT LTD

Offer Letter

Date: 10 March 2021
Name: Shubham Kumar

Dear **Kumar,**

Congratulations!

We are pleased to offer you a position at **Quality Tutorials Pvt. Ltd. under the brand name: LIDO.** We enjoyed getting to know you, and strongly believe that you have much to contribute to our mission and growth ambitions.

The terms and conditions of your appointment are as below:

1. **Designation**
   You will be designated as **"Business Development Trainee"**

2. **Salary**
   Your stipend during internship would be INR 30000/- pm, you are expected to achieve average DRPS of 12,408 during the tenure, post which you will be given a permanent position in the organization as Business Development Associate with a revised CTC of INR 7,00,000 fixed and performance linked variable up to 3,00,000 LPA.

3. **Internship Period**
   The duration of Internship will be 180 Days.

4. **Date of Joining**
   Your appointment with us is effective from the joining date mutually agreed upon.

5. **Reporting to:**
   You would be reporting to **Charanjeet Singh Gulati.**

6. **Leaves & Attendance**
   You are liable for 1 leave every month during internship, unpaid examination leaves based on official communication from the campus would be granted. Attendance shall be subject to the conductions that you are expected to close and company reserve the right to do so. The company's decision shall be final and binding.

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With warm regards,

For Quality Tutorials Private Limited

Sahil Sheth
Founder

I agree to accept employment on the terms and conditions as mentioned above.

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Name: Signature:

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CIN number: U74999MH2019PTC322765

QUALITY TUTORIALS PVT LTD

Offer Letter

Date: 10 March 2021
Name: Siddhant Ojha

Dear **Ojha,**

Congratulations!

We are pleased to offer you a position at **Quality Tutorials Pvt. Ltd. under the brand name: LIDO.** We enjoyed getting to know you, and strongly believe that you have much to contribute to our mission and growth ambitions.

The terms and conditions of your appointment are as below:

1. **Designation**
   You will be designated as **"Business Development Trainee"**

2. **Salary**
   Your stipend during internship would be INR 30000/- pm, you are expected to achieve average DRPS of 12,408 during the tenure, post which you will be given a permanent position in the organization as Business Development Associate with a revised CTC of INR 7,00,000 fixed and performance linked variable up to 3,00,000 LPA.

3. **Internship Period**
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With warm regards,

For Quality Tutorials Private Limited

Sahil Sheth
Founder

I agree to accept employment on the terms and conditions as mentioned above.

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CIN number: U74999MH2019PTC322765

QUALITY TUTORIALS PVT LTD

Offer Letter

Date: 10 March 2021
Name: Riyan Ajaz

Dear **Riyan,**

Congratulations!

We are pleased to offer you a position at **Quality Tutorials Pvt. Ltd. under the brand name: LIDO.** We enjoyed getting to know you, and strongly believe that you have much to contribute to our mission and growth ambitions.

The terms and conditions of your appointment are as below:

1. **Designation**
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2. **Salary**
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With warm regards,

For Quality Tutorials Private Limited

Sahil Sheth
Founder

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RESIDENCY UNIVERSITY Registrar BANGALORE

CIN number: U74999MH2019PTC322765

QUALITY TUTORIALS PVT LTD

Offer Letter

Date: 10 March 2021
Name: Thoudur Matam Siddartha

Dear **Siddartha,**

Congratulations!

We are pleased to offer you a position at **Quality Tutorials Pvt. Ltd. under the brand name: LIDO.** We enjoyed getting to know you, and strongly believe that you have much to contribute to our mission and growth ambitions.

The terms and conditions of your appointment are as below:

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With warm regards,

For Quality Tutorials Private Limited

Sahil Sheth
Founder

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CIN number: U74999MH2019PTC322765

QUALITY TUTORIALS PVT LTD

Offer Letter

Date: 10 March 2021
Name: Sathwik M

Dear **Sathwik,**

Congratulations!

We are pleased to offer you a position at **Quality Tutorials Pvt. Ltd. under the brand name: LIDO.** We enjoyed getting to know you, and strongly believe that you have much to contribute to our mission and growth ambitions.

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With warm regards,

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Founder

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CIN number: U74999MH2019PTC322765

QUALITY TUTORIALS PVT LTD

Offer Letter

Date: 10 March 2021
Name: Sharan V A

Dear **Sharan,**

Congratulations!

We are pleased to offer you a position at **Quality Tutorials Pvt. Ltd. under the brand name: LIDO.** We enjoyed getting to know you, and strongly believe that you have much to contribute to our mission and growth ambitions.

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PRESIDENCY UNIVERSITY BANGALORE Registrar

CIN number: U74999MH2019PTC322765

7. **Other Work**

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10. **Prerequisite**

Since we are operating on a BYOD model, a functioning laptop is mandatory.

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12. Protection of Interest

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15. General

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With warm regards,

For Quality Tutorials Private Limited

Sahil Sheth
Founder

I agree to accept employment on the terms and conditions as mentioned above.

Date: Date of Joining:

Name: Signature:

Registered address
206, 2nd Floor, Arun chambers,
Pandit Madan Mohan Malviya Marg,
Tardeo, Mumbai - 400034

Email ID
hr@lidolearning.com

REGISTRAR
RESIDENCY UNIVERSITY Registrar BANGALORE

CIN number: U74999MH2019PTC322765

QUALITY TUTORIALS PVT LTD

Offer Letter

Date: 10 March 2021
Name: Sunil Gowda S

Dear **Sunil,**

Congratulations!

We are pleased to offer you a position at **Quality Tutorials Pvt. Ltd. under the brand name: LIDO.** We enjoyed getting to know you, and strongly believe that you have much to contribute to our mission and growth ambitions.

The terms and conditions of your appointment are as below:

1. **Designation**
   You will be designated as **"Business Development Trainee"**

2. **Salary**
   Your stipend during internship would be INR 30000/- pm, you are expected to achieve average DRPS of 12,408 during the tenure, post which you will be given a permanent position in the organization as Business Development Associate with a revised CTC of INR 7,00,000 fixed and performance linked variable up to 3,00,000 LPA.

3. **Internship Period**
   The duration of Internship will be 180 Days.

4. **Date of Joining**
   Your appointment with us is effective from the joining date mutually agreed upon.

5. **Reporting to:**
   You would be reporting to **Charanjeet Singh Gulati.**

6. **Leaves & Attendance**
   You are liable for 1 leave every month during internship, unpaid examination leaves based on official communication from the campus would be granted. Attendance shall be subject to the conductions that you are expected to close and company reserve the right to do so. The company's decision shall be final and binding.

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PRESIDENCY UNIVERSITY BANGALORE Registrar

CIN number: U74999MH2019PTC322765

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With warm regards,

For Quality Tutorials Private Limited

Sahil Sheth
Founder

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RESIDENCY UNIVERSITY Registrar BANGALORE

CIN number: U74999MH2019PTC322765

QUALITY TUTORIALS PVT LTD

Offer Letter

Date: 10 March 2021
Name: Shalini P S

Dear **Shalini,**

Congratulations!

We are pleased to offer you a position at **Quality Tutorials Pvt. Ltd. under the brand name: LIDO.** We enjoyed getting to know you, and strongly believe that you have much to contribute to our mission and growth ambitions.

The terms and conditions of your appointment are as below:

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With warm regards,

For Quality Tutorials Private Limited

Sahil Sheth
Founder

I agree to accept employment on the terms and conditions as mentioned above.

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RESIDENCY UNIVERSITY Registrar BANGALORE

CIN number: U74999MH2019PTC322765

QUALITY TUTORIALS PVT LTD

Offer Letter

Date: 10 March 2021
Name: Rohith V

Dear **Rohith,**

Congratulations!

We are pleased to offer you a position at **Quality Tutorials Pvt. Ltd. under the brand name: LIDO.** We enjoyed getting to know you, and strongly believe that you have much to contribute to our mission and growth ambitions.

The terms and conditions of your appointment are as below:

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CIN number: U74999MH2019PTC322765

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With warm regards,

For Quality Tutorials Private Limited

Sahil Sheth
Founder

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RESIDENCY UNIVERSITY Registrar BANGALORE

CIN number: U74999MH2019PTC322765

QUALITY TUTORIALS PVT LTD

Offer Letter

Date: 10 March 2021
Name: Sameera Noorian

Dear **Sameera,**

Congratulations!

We are pleased to offer you a position at **Quality Tutorials Pvt. Ltd. under the brand name: LIDO.** We enjoyed getting to know you, and strongly believe that you have much to contribute to our mission and growth ambitions.

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With warm regards,

For Quality Tutorials Private Limited

Sahil Sheth
Founder

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RESIDENCY UNIVERSITY Registrar BANGALORE

CIN number: U74999MH2019PTC322765

QUALITY TUTORIALS PVT LTD

Offer Letter

Date: 10 March 2021
Name: Thummaginjala Manoj

Dear **Manoj,**

Congratulations!

We are pleased to offer you a position at **Quality Tutorials Pvt. Ltd. under the brand name: LIDO.** We enjoyed getting to know you, and strongly believe that you have much to contribute to our mission and growth ambitions.

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RESIDENCY UNIVERSITY Registrar BANGALORE

CIN number: U74999MH2019PTC322765

QUALITY TUTORIALS PVT LTD

Offer Letter

Date: 10 March 2021
Name: Swaroop B P

Dear **Swaroop,**

Congratulations!

We are pleased to offer you a position at **Quality Tutorials Pvt. Ltd. under the brand name: LIDO.** We enjoyed getting to know you, and strongly believe that you have much to contribute to our mission and growth ambitions.

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15. General

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With warm regards,

For Quality Tutorials Private Limited

Sahil Sheth
Founder

I agree to accept employment on the terms and conditions as mentioned above.

Date: Date of Joining:

Name: Signature:

Registered address
206, 2nd Floor, Arun chambers,
Pandit Madan Mohan Malviya Marg,
Tardeo, Mumbai - 400034

Email ID
hr@lidolearning.com

REGISTRAR
RESIDENCY UNIVERSITY Registrar BANGALORE

CIN number: U74999MH2019PTC322765

QUALITY TUTORIALS PVT LTD

Offer Letter

Date: 10 March 2021
Name: Udith L Narayan

Dear **Udith,**

Congratulations!

We are pleased to offer you a position at **Quality Tutorials Pvt. Ltd. under the brand name: LIDO.** We enjoyed getting to know you, and strongly believe that you have much to contribute to our mission and growth ambitions.

The terms and conditions of your appointment are as below:

1. **Designation**
   You will be designated as **"Business Development Trainee"**

2. **Salary**
   Your stipend during internship would be INR 30000/- pm, you are expected to achieve average DRPS of 12,408 during the tenure, post which you will be given a permanent position in the organization as Business Development Associate with a revised CTC of INR 7,00,000 fixed and performance linked variable up to 3,00,000 LPA.

3. **Internship Period**
   The duration of Internship will be 180 Days.

4. **Date of Joining**
   Your appointment with us is effective from the joining date mutually agreed upon.

5. **Reporting to:**
   You would be reporting to **Charanjeet Singh Gulati.**

6. **Leaves & Attendance**
   You are liable for 1 leave every month during internship, unpaid examination leaves based on official communication from the campus would be granted. Attendance shall be subject to the conductions that you are expected to close and company reserve the right to do so. The company's decision shall be final and binding.

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PRESIDENCY UNIVERSITY BANGALORE Registrar

CIN number: U74999MH2019PTC322765

7. **Other Work**

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8. **Transfer**

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9. **Sales Model**

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10. **Prerequisite**

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With warm regards,

For Quality Tutorials Private Limited

Sahil Sheth
Founder

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RESIDENCY UNIVERSITY Registrar BANGALORE

CIN number: U74999MH2019PTC322765

QUALITY TUTORIALS PVT LTD

Offer Letter

Date: 10 March 2021
Name: Sheethal R

Dear **Sheethal,**

Congratulations!

We are pleased to offer you a position at **Quality Tutorials Pvt. Ltd. under the brand name: LIDO.** We enjoyed getting to know you, and strongly believe that you have much to contribute to our mission and growth ambitions.

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With warm regards,

For Quality Tutorials Private Limited

Sahil Sheth
Founder

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RESIDENCY UNIVERSITY Registrar BANGALORE

CIN number: U74999MH2019PTC322765

QUALITY TUTORIALS PVT LTD

Offer Letter

Date: 10 March 2021
Name: Thajudheen T K

Dear **Thaj,**

Congratulations!

We are pleased to offer you a position at **Quality Tutorials Pvt. Ltd. under the brand name: LIDO.** We enjoyed getting to know you, and strongly believe that you have much to contribute to our mission and growth ambitions.

The terms and conditions of your appointment are as below:

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CIN number: U74999MH2019PTC322765

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With warm regards,

For Quality Tutorials Private Limited

Sahil Sheth
Founder

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RESIDENCY UNIVERSITY Registrar BANGALORE

CIN number: U74999MH2019PTC322765

QUALITY TUTORIALS PVT LTD

Offer Letter

Date: 10 March 2021
Name: Ruthu Manjunath

Dear **Manju,**

Congratulations!

We are pleased to offer you a position at **Quality Tutorials Pvt. Ltd. under the brand name: LIDO.** We enjoyed getting to know you, and strongly believe that you have much to contribute to our mission and growth ambitions.

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REGISTRAR
PRESIDENCY UNIVERSITY Registrar BANGALORE

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With warm regards,

For Quality Tutorials Private Limited

Sahil Sheth
Founder

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CIN number: U74999MH2019PTC322765

QUALITY TUTORIALS PVT LTD

Offer Letter

Date: 10 March 2021
Name: Satyam Pandey

Dear **Satyam,**

Congratulations!

We are pleased to offer you a position at **Quality Tutorials Pvt. Ltd. under the brand name: LIDO.** We enjoyed getting to know you, and strongly believe that you have much to contribute to our mission and growth ambitions.

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QUALITY TUTORIALS PVT LTD

Offer Letter

Date: 10 March 2021
Name: S K Srujan

Dear **Srujan,**

Congratulations!

We are pleased to offer you a position at **Quality Tutorials Pvt. Ltd. under the brand name: LIDO.** We enjoyed getting to know you, and strongly believe that you have much to contribute to our mission and growth ambitions.

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15. General

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This offer is contingent upon proof of education and employment credentials and a satisfactory relieving letter from your previous employer. You should also provide us with 2 passport size photographs, copies of all educational Certificates / Mark sheets and copies of your passport.

With warm regards,

For Quality Tutorials Private Limited

Sahil Sheth
Founder

I agree to accept employment on the terms and conditions as mentioned above.

Date: Date of Joining:

Name: Signature:

Registered address
206, 2nd Floor, Arun chambers,
Pandit Madan Mohan Malviya Marg,
Tardeo, Mumbai - 400034

Email ID
hr@lidolearning.com

REGISTRAR
RESIDENCY UNIVERSITY Registrar BANGALORE

CIN number: U74999MH2019PTC322765

QUALITY TUTORIALS PVT LTD

Offer Letter

Date: 10 March 2021
Name: Sahana R

Dear **Sahana,**

Congratulations!

We are pleased to offer you a position at **Quality Tutorials Pvt. Ltd. under the brand name: LIDO.** We enjoyed getting to know you, and strongly believe that you have much to contribute to our mission and growth ambitions.

The terms and conditions of your appointment are as below:

1. **Designation**
   You will be designated as **"Business Development Trainee"**

2. **Salary**
   Your stipend during internship would be INR 30000/- pm, you are expected to achieve average DRPS of 12,408 during the tenure, post which you will be given a permanent position in the organization as Business Development Associate with a revised CTC of INR 7,00,000 fixed and performance linked variable up to 3,00,000 LPA.

3. **Internship Period**
   The duration of Internship will be 180 Days.

4. **Date of Joining**
   Your appointment with us is effective from the joining date mutually agreed upon.

5. **Reporting to:**
   You would be reporting to **Charanjeet Singh Gulati.**

6. **Leaves & Attendance**
   You are liable for 1 leave every month during internship, unpaid examination leaves based on official communication from the campus would be granted. Attendance shall be subject to the conductions that you are expected to close and company reserve the right to do so. The company's decision shall be final and binding.

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PRESIDENCY UNIVERSITY BANGALORE Registrar

CIN number: U74999MH2019PTC322765

7. **Other Work**

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8. **Transfer**

You will be liable to transfer in such capacity as the company may from time to time determine to any other location, department, or the company. In such a case, you will be governed by the terms and conditions of services applicable to the new assignments.

9. **Sales Model**

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10. **Prerequisite**

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With warm regards,

For Quality Tutorials Private Limited

Sahil Sheth
Founder

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RESIDENCY UNIVERSITY Registrar BANGALORE

CIN number: U74999MH2019PTC322765

QUALITY TUTORIALS PVT LTD

Offer Letter

Date: 10 March 2021
Name: V Sumathi

Dear **Sumathi,**

Congratulations!

We are pleased to offer you a position at **Quality Tutorials Pvt. Ltd. under the brand name: LIDO.** We enjoyed getting to know you, and strongly believe that you have much to contribute to our mission and growth ambitions.

The terms and conditions of your appointment are as below:

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2. **Salary**
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With warm regards,

For Quality Tutorials Private Limited

Sahil Sheth
Founder

I agree to accept employment on the terms and conditions as mentioned above.

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RESIDENCY UNIVERSITY Registrar BANGALORE

CIN number: U74999MH2019PTC322765

QUALITY TUTORIALS PVT LTD

Offer Letter

Date: 10 March 2021
Name: Rupesh Sharma

Dear **Rupesh,**

Congratulations!

We are pleased to offer you a position at **Quality Tutorials Pvt. Ltd. under the brand name: LIDO.** We enjoyed getting to know you, and strongly believe that you have much to contribute to our mission and growth ambitions.

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PRESIDENCY UNIVERSITY Registrar BANGALORE

CIN number: U74999MH2019PTC322765

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With warm regards,

For Quality Tutorials Private Limited

Sahil Sheth
Founder

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RESIDENCY UNIVERSITY Registrar BANGALORE

CIN number: U74999MH2019PTC322765

QUALITY TUTORIALS PVT LTD

Offer Letter

Date: 10 March 2021
Name: Sadhana C

Dear **Sadhana,**

Congratulations!

We are pleased to offer you a position at **Quality Tutorials Pvt. Ltd. under the brand name: LIDO.** We enjoyed getting to know you, and strongly believe that you have much to contribute to our mission and growth ambitions.

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REGISTRAR
PRESIDENCY UNIVERSITY Registrar BANGALORE

CIN number: U74999MH2019PTC322765

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With warm regards,

For Quality Tutorials Private Limited

Sahil Sheth
Founder

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RESIDENCY UNIVERSITY Registrar BANGALORE

CIN number: U74999MH2019PTC322765

QUALITY TUTORIALS PVT LTD

Offer Letter

Date: 10 March 2021
Name: Sagar Yadav

Dear **Sagar,**

Congratulations!

We are pleased to offer you a position at **Quality Tutorials Pvt. Ltd. under the brand name: LIDO.** We enjoyed getting to know you, and strongly believe that you have much to contribute to our mission and growth ambitions.

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Founder

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CIN number: U74999MH2019PTC322765

QUALITY TUTORIALS PVT LTD

Offer Letter

Date: 10 March 2021
Name: Sumithra S

Dear **Sumithra,**

Congratulations!

We are pleased to offer you a position at **Quality Tutorials Pvt. Ltd. under the brand name: LIDO.** We enjoyed getting to know you, and strongly believe that you have much to contribute to our mission and growth ambitions.

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You will not at any time without the consent of the company disclose or divulge or make public except on legal obligations regarding the company's affairs or administration or research carried out whether the same may be confided to you or become known to you in the course of services or otherwise. All the inventions, patents, documents, codes, designs made on company provided laptop/computer/device or personal computer/laptop during work hours' rights in, to and under the ownership of the company. As an employee Quality Tutorials Pvt. Ltd., You must maintain the confidentiality of information to which you have access. This includes, but is not limited to information associated with company internal discussions, documents/ records, client details, business plans etc. Confidential Information is to be held in the strictest confidence, whether means of access to such information is verbal, documented, computerized, or otherwise obtained. Breach of confidence includes intentional or involuntary unauthorized release of this information, and could lead to severe action up to, and including, immediate termination of employment.

12. Protection of Interest

If you conceive of / invent / discover / improve on any new or advanced or current methods of improving process / formulae/systems in relation to the operation of the company or its affiliations or customers, such developments, discoveries or inventions will be fully communicated to the company and will be remain the sole right/property of the company.

13. Notice period

Your employment is terminable by giving (48 Hours) notice during internship.

14. On Separation

On termination of this contract, you will immediately give up to the company, before you are relieved, all correspondence, specifications formulae, books, documents, cost data, market data, literature, drawings, effects or records, etc., belonging to the institute or relating to its activities and shall not make or retain any copies of these items.

15. General

You will abide by the office rules applicable from time to time.

The above terms and conditions are subject to company policy. Please confirm that the above terms are acceptable to you by signing a copy of this letter.

This offer is contingent upon proof of education and employment credentials and a satisfactory relieving letter from your previous employer. You should also provide us with 2 passport size photographs, copies of all educational Certificates / Mark sheets and copies of your passport.

With warm regards,

For Quality Tutorials Private Limited

Sahil Sheth
Founder

I agree to accept employment on the terms and conditions as mentioned above.

Date: Date of Joining:

Name: Signature:

Registered address
206, 2nd Floor, Arun chambers,
Pandit Madan Mohan Malviya Marg,
Tardeo, Mumbai - 400034

Email ID
hr@lidolearning.com

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CIN number: U74999MH2019PTC322765

QUALITY TUTORIALS PVT LTD

Offer Letter

Date: 10 March 2021
Name: Ritesh Chettri

Dear **Ritesh,**

Congratulations!

We are pleased to offer you a position at **Quality Tutorials Pvt. Ltd. under the brand name: LIDO.** We enjoyed getting to know you, and strongly believe that you have much to contribute to our mission and growth ambitions.

The terms and conditions of your appointment are as below:

1. **Designation**
   You will be designated as **"Business Development Trainee"**

2. **Salary**
   Your stipend during internship would be INR 30000/- pm, you are expected to achieve average DRPS of 12,408 during the tenure, post which you will be given a permanent position in the organization as Business Development Associate with a revised CTC of INR 7,00,000 fixed and performance linked variable up to 3,00,000 LPA.

3. **Internship Period**
   The duration of Internship will be 180 Days.

4. **Date of Joining**
   Your appointment with us is effective from the joining date mutually agreed upon.

5. **Reporting to:**
   You would be reporting to **Charanjeet Singh Gulati.**

6. **Leaves & Attendance**
   You are liable for 1 leave every month during internship, unpaid examination leaves based on official communication from the campus would be granted. Attendance shall be subject to the conductions that you are expected to close and company reserve the right to do so. The company's decision shall be final and binding.

Registered address
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Email ID
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7. **Other Work**

Your position is a whole time internship with the company and shall devote yourself exclusively to the jobs of the company. You will not take up any other work for remuneration (part time or otherwise) or work on advisory capacity or be interested directly or indirectly (except as shareholder or debenture holder) in any other trade of business during the employment with the company without permission in writing.

8. **Transfer**

You will be liable to transfer in such capacity as the company may from time to time determine to any other location, department, or the company. In such a case, you will be governed by the terms and conditions of services applicable to the new assignments.

9. **Sales Model**

Lido is a dynamic organization; our sales model is bound to change from time to time as per market condition.

10. **Prerequisite**

Since we are operating on a BYOD model, a functioning laptop is mandatory.

11. **Confidential Information**

You will not at any time without the consent of the company disclose or divulge or make public except on legal obligations regarding the company's affairs or administration or research carried out whether the same may be confided to you or become known to you in the course of services or otherwise. All the inventions, patents, documents, codes, designs made on company provided laptop/computer/device or personal computer/laptop during work hours' rights in, to and under the ownership of the company. As an employee Quality Tutorials Pvt. Ltd., You must maintain the confidentiality of information to which you have access. This includes, but is not limited to information associated with company internal discussions, documents/ records, client details, business plans etc. Confidential Information is to be held in the strictest confidence, whether means of access to such information is verbal, documented, computerized, or otherwise obtained. Breach of confidence includes intentional or involuntary unauthorized release of this information, and could lead to severe action up to, and including, immediate termination of employment.

12. Protection of Interest

If you conceive of / invent / discover / improve on any new or advanced or current methods of improving process / formulae/systems in relation to the operation of the company or its affiliations or customers, such developments, discoveries or inventions will be fully communicated to the company and will be remain the sole right/property of the company.

13. Notice period

Your employment is terminable by giving (48 Hours) notice during internship.

14. On Separation

On termination of this contract, you will immediately give up to the company, before you are relieved, all correspondence, specifications formulae, books, documents, cost data, market data, literature, drawings, effects or records, etc., belonging to the institute or relating to its activities and shall not make or retain any copies of these items.

15. General

You will abide by the office rules applicable from time to time.

The above terms and conditions are subject to company policy. Please confirm that the above terms are acceptable to you by signing a copy of this letter.

This offer is contingent upon proof of education and employment credentials and a satisfactory relieving letter from your previous employer. You should also provide us with 2 passport size photographs, copies of all educational Certificates / Mark sheets and copies of your passport.

With warm regards,

For Quality Tutorials Private Limited

Sahil Sheth
Founder

I agree to accept employment on the terms and conditions as mentioned above.

Date: Date of Joining:

Name: Signature:

Registered address
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Dear Madamanchi Reethu,

Subject : Appointment in the position of **Business Development Executive**

With reference to your application and subsequent interview you had with us, we are pleased to confirm your appointment for the above said position in Climber Knowledge and Careers Pvt. Ltd. subject to the following terms and conditions. You will be based out of **Bangalore**.

AGREEMENT CUM APPOINTMENT LETTER

THIS AGREEMENT is made on 19th April 2021 between Climber Knowledge and Careers Pvt Ltd, a company registered under the Companies Act, 2013 (hereinafter called the company) of the one part and Madamanchi Reethu (Hereinafter called the Employee) of the other part. WHEREAS The company is desirous of appointing Madamanchi Reethu as its Business Development Executive and the Employee has agreed to the terms and conditions outlined here below.

NOW THIS AGREEMENT WITNESSES as follows:

- Your monthly salary package will be as per the terms mentioned in this letter. Your compensation package may differ based on period reviews. This is as per the compensation policy applicable to other employees of your category in your respective department as detailed in Annexure-1.

- The Employee shall perform such duties and exercise such powers, that may from time to time be assigned to or vested in him by the company.

- The Employee shall, unless prevented by ill health or any unavoidable cause, during the continuance of the term of his office devote his whole time, attention and abilities to the business of the company.

- The Employee shall obey the orders from time to time of the Board of Directors of the company and in all respects conform to and comply with the directions given and regulations made by the Board. He shall well and faithfully serve the company to the best of his abilities and shall make his utmost endeavors to promote the interests of the company.

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- The company may terminate this agreement at any time before the expiry of the stipulated term by giving one month's notice in writing to him. The company can terminate your contract any time if you-

    - Commit any material or persistent breach of any of the provisions contained.

    - Be guilty of any default, misconduct or neglect in the discharge of your duties affecting the business of the company.

7. WORKING HOURS:

Your standard working hours will be 11:30 AM to 8:30 PM, Monday through Saturday. In view of your position in the Company, you shall effectively perform to ensure results and you will be expected to work beyond the standard working hours to achieve the results, whenever your job so requires. Additionally, as mentioned in your interview process, the Company may implement staggered work shifts, from time to time. In such an event, you shall abide by the change in the standard working hours as may be notified by the Company to accommodate such staggered shifts.

8. DATE OF JOINING:

As per our discussion you will report to the Company on **the joining date will be shortly communicated by the company as an Business Development Executive - Trainee**

9. TRAINING PERIOD:

You shall be on Training Period for 3 months, from the date of joining the Company. The company reserves the right to terminate the tenure of the job upon performance or behavioural grounds.

During the training/probationary period for matters related to discipline or performance, the Company reserves the right to take action in accordance with the policy of the company. The salary during the months of probation will solely be dependent on performance. Upon hitting your targets you shall be receiving a stipend of up-to **Rs 18,000 plus incentives.**

10. LEAVE:

You will be entitled to a total leave of **12 sick leaves** in a year where not more than one day of leave can be redeemed per month and **12 paid leaves** in a year which can be redeemed based on your performance

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and time period with the company. All **National Holidays** will be holidays for all employees. The Company reserves the right to alter the policy from time to time and the policy in effect for the time being shall be applicable to you.

11. NOTICE PERIOD and TERMINATION:

- During the Training/Probation Period the Company reserves the right to terminate your employment and *may* give you compensation equivalent to one month's salary which is based on annual fixed compensation, in lieu of the notice period.

- In case the termination is initiated by you for pre-closure of contract, you shall serve a notice period of 3 months. Serve for a period of 1 month without pay, also compensate the company equivalent to the last drawn three month's salary which is based on annual fixed compensation, in lieu of breaking the service bond contract.

- After confirmation of your service at the Company, the contract of employment is terminable by the Company. If the termination is initiated by you, The Company reserves the right to recover from you, an amount equivalent to three month's salary which is based on annual fixed compensation, in lieu of breaking the service bond contract, subject to the release date being approved by the Company.

- If termination is initiated by you, it shall be treated as breach of contract and the Company may, at its discretion, relieve you from a date it may deem fit. The Company will agree to the release date in lieu of notice period. During the notice period, however, you shall cooperate with the Company in ensuring smooth and proper hand-over of your responsibilities, failing which the Company shall be authorised to withhold/forfeit your dues and recover from you a penalty up-to the equivalent of 3 month's salary. The company also reserves the right to legally prosecute the employee in the case of breach of contract.

- The Company may also terminate/suspend your services at its discretion at any time without giving any notice or amount in lieu of notice immediately if it has been alleged and prima facie established through preliminary internal enquiry that you have committed (i) any heinous criminal act or any offence involving moral turpitude (the term "moral turpitude" includes crimes having an inherent quality of baseness, vileness, or depravity with respect to a person's duty to the society in general such as rape, forgery, theft, solicitation, etc.), (ii) sexual harassment (adjudicated guilty as per the Company's policy and local laws) or (iii) other act that threatens or likely to damage Company's reputation or (iv) any misconduct or

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- breach of terms and conditions outlined in this contract of employment including the Company's policies. (v) any activity leading to loss of business

- The Company also expects that you voluntarily disclose details of any of the above acts to the Company at the time of joining or during your employment with the Company, as applicable, based on which the Company may terminate/suspend your services at its discretion at any time immediately upon written notice to you.

12. BASKET OF ALLOWANCES(BOA)

The Basket of Allowances will be paid to you as part of your salary every month. The components are as follows: House Rent Allowance, Leave Travel Allowance, Medical Allowance, Transport Allowance and Telephonic Allowance.

You have the flexibility of changing the amounts under each of the above-mentioned heads, within your BOA, according to your preferences and income tax plan.

13. NON-DISCLOSURE AGREEMENT

During your employment, you may have access to trade secrets or confidential business information belonging to the Company (including, but not limited to "source code", "graphical assets", "source repositories", "technical documentation", "development binaries", "company internet accounts", etc.). By accepting this offer, you acknowledge that you must keep all of this information strictly confidential, and refrain from using it for your own purposes or from disclosing it to anyone outside the Company. In addition, you agree that, upon conclusion of your employment, you will immediately return to the Company, all of its property, equipment, and documents, including but not limited to electronically stored information. You agree to hereby indefinitely assign ownership of any intellectual property rights and copyrights to the Company for any and all work that is done as part of your employment with the Company.

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15. NON COMPETE AND NON SOLICITATION

The Employee undertakes, agrees and covenants with the Company that for a period of 18 (nine) months from the termination/ expiry of this contract, as the case may be ("Non-Compete Period"), the Employee shall not, either directly or indirectly work with any company, association, firm, individual or carry on any activity, which is the same as, or similar to, or which competes or is reasonably likely to compete with, the business of the Company, including, but not limited, to any company involved in the field of Education technology. The Employee acknowledges that the restrictions on competitive activity of the Employee set forth in this contract are mainly to protect the value of the Company due to loss of an employee. The Employee acknowledges and agrees that the covenants contained in this clause are no more extensive than is reasonable to protect the interests of the Company and to protect the business of the Company. The Employee acknowledges and deems the terms and conditions of this contract, including the remuneration given hereunder, to be adequate consideration for giving the undertakings contained in this Clause. The Employee is not allowed to sit for the interview/ selection process at any other firm/company/organisation during the bond period.

16.EARNINGS

During Internship which spans for a period of 3 months, mentioned in clause 9.
month will be paid with monthly and quarterly incentives (Please note – In case during the internship period the candidate decides to quit, our organization will not be liable to pay the above-mentioned stipend to the candidate and it is mandatory for each of the recruited candidate to complete his / her internship duration to be eligible to qualify for permanent placement and confirmation of internship completion documents .)

Post completion of Internship and based on individual performances, the intern will be inducted into the company as a permanent employee and the CTC will be revised to Business Development Executive **G3** (refer Annexure)**.**

Basis the performance of the employee for the next three months, they will be promoted to one of the three grades which are mentioned below in annexure.

- Business Development Executive G 1: Gets a salary of INR 4 - 4.5 Lakhs PA.
- Business Development Executive G 2: Gets a salary of INR 3.6 - 4 Lakhs PA.
- Business Development Executive G 3: Gets a salary of INR 3.2- 3.6 Lakhs PA.

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We hope you have a great learning experience with us and grow in the process of this role.

Thank you.

Anush Ramachandran
Operations Manager
Climber Knowledge and Careers Pvt Ltd

I hereby accept the aforesaid position and terms and conditions of employment set forth above.

Signed: **Date:**

Name:

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Annexure 1

Operations Executive G3		
Components	**Per month (INR)**	**Annual (INR)**
Base Salary	16,000	1,92,000
House Rent Allowance (HRA)	5,000	60,000
Other allowance including flexible components	1,000	12,000
Performance based Incentive (Variable)	up-to 8,000	up-to 96,000
Fixed compensation (In Hand)	22,000	2,64,000
Cost to Company (CTC)		3,60,000

Operations Executive G2		
Components	**Per month (INR)**	**Annual (INR)**
Base Salary	19,440	2,33,280
House Rent Allowance (HRA)	6,210	74,520
Other allowance including flexible components	1,350	16,200
Performance based Incentive (Variable)	up-to 6,333	up-to 76,000
Fixed compensation (In Hand)	27,000	3,24,000
Cost to Company (CTC)		4,00,000

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Operations Executive G1		
Components	**Per month (INR)**	**Annual (INR)**
Base Salary	22,600	2,59,200
House Rent Allowance (HRA)	6,900	82,800
Other allowance including flexible components	2,500	18,000
Performance based Incentive (Variable)	up-to 7,500	up-to 90,000
Fixed compensation (In Hand)	32,000	3,84,000
Cost to Company (CTC)		4.50,000

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Dear Malepati Manikanta,

Subject : Appointment in the position of **Business Development Executive**

With reference to your application and subsequent interview you had with us, we are pleased to confirm your appointment for the above said position in Climber Knowledge and Careers Pvt. Ltd. subject to the following terms and conditions. You will be based out of **Bangalore**.

AGREEMENT CUM APPOINTMENT LETTER

THIS AGREEMENT is made on 19th April 2021 between Climber Knowledge and Careers Pvt Ltd, a company registered under the Companies Act, 2013 (hereinafter called the company) of the one part and Malepati Manikanta (Hereinafter called the Employee) of the other part. WHEREAS The company is desirous of appointing Malepati Manikanta as its Business Development Executive and the Employee has agreed to the terms and conditions outlined here below.

NOW THIS AGREEMENT WITNESSES as follows:

- Your monthly salary package will be as per the terms mentioned in this letter. Your compensation package may differ based on period reviews. This is as per the compensation policy applicable to other employees of your category in your respective department as detailed in Annexure-1.

- The Employee shall perform such duties and exercise such powers, that may from time to time be assigned to or vested in him by the company.

- The Employee shall, unless prevented by ill health or any unavoidable cause, during the continuance of the term of his office devote his whole time, attention and abilities to the business of the company.

- The Employee shall obey the orders from time to time of the Board of Directors of the company and in all respects conform to and comply with the directions given and regulations made by the Board. He shall well and faithfully serve the company to the best of his abilities and shall make his utmost endeavors to promote the interests of the company.

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- The company may terminate this agreement at any time before the expiry of the stipulated term by giving one month's notice in writing to him. The company can terminate your contract any time if you-

    - Commit any material or persistent breach of any of the provisions contained.

    - Be guilty of any default, misconduct or neglect in the discharge of your duties affecting the business of the company.

7. WORKING HOURS:

Your standard working hours will be 11:30 AM to 8:30 PM, Monday through Saturday. In view of your position in the Company, you shall effectively perform to ensure results and you will be expected to work beyond the standard working hours to achieve the results, whenever your job so requires. Additionally, as mentioned in your interview process, the Company may implement staggered work shifts, from time to time. In such an event, you shall abide by the change in the standard working hours as may be notified by the Company to accommodate such staggered shifts.

8. DATE OF JOINING:

As per our discussion you will report to the Company on **the joining date will be shortly communicated by the company as an Business Development Executive - Trainee**

9. TRAINING PERIOD:

You shall be on Training Period for 3 months, from the date of joining the Company. The company reserves the right to terminate the tenure of the job upon performance or behavioural grounds.

During the training/probationary period for matters related to discipline or performance, the Company reserves the right to take action in accordance with the policy of the company. The salary during the months of probation will solely be dependent on performance. Upon hitting your targets you shall be receiving a stipend of up-to **Rs 18,000 plus incentives.**

10. LEAVE:

You will be entitled to a total leave of **12 sick leaves** in a year where not more than one day of leave can be redeemed per month and **12 paid leaves** in a year which can be redeemed based on your performance

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and time period with the company. All **National Holidays** will be holidays for all employees. The Company reserves the right to alter the policy from time to time and the policy in effect for the time being shall be applicable to you.

11. NOTICE PERIOD and TERMINATION:

- During the Training/Probation Period the Company reserves the right to terminate your employment and *may* give you compensation equivalent to one month's salary which is based on annual fixed compensation, in lieu of the notice period.

- In case the termination is initiated by you for pre-closure of contract, you shall serve a notice period of 3 months. Serve for a period of 1 month without pay, also compensate the company equivalent to the last drawn three month's salary which is based on annual fixed compensation, in lieu of breaking the service bond contract.

- After confirmation of your service at the Company, the contract of employment is terminable by the Company. If the termination is initiated by you, The Company reserves the right to recover from you, an amount equivalent to three month's salary which is based on annual fixed compensation, in lieu of breaking the service bond contract, subject to the release date being approved by the Company.

- If termination is initiated by you, it shall be treated as breach of contract and the Company may, at its discretion, relieve you from a date it may deem fit. The Company will agree to the release date in lieu of notice period. During the notice period, however, you shall cooperate with the Company in ensuring smooth and proper hand-over of your responsibilities, failing which the Company shall be authorised to withhold/forfeit your dues and recover from you a penalty up-to the equivalent of 3 month's salary. The company also reserves the right to legally prosecute the employee in the case of breach of contract.

- The Company may also terminate/suspend your services at its discretion at any time without giving any notice or amount in lieu of notice immediately if it has been alleged and prima facie established through preliminary internal enquiry that you have committed (i) any heinous criminal act or any offence involving moral turpitude (the term "moral turpitude" includes crimes having an inherent quality of baseness, vileness, or depravity with respect to a person's duty to the society in general such as rape, forgery, theft, solicitation, etc.), (ii) sexual harassment (adjudicated guilty as per the Company's policy and local laws) or (iii) other act that threatens or likely to damage Company's reputation or (iv) any misconduct or

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- breach of terms and conditions outlined in this contract of employment including the Company's policies. (v) any activity leading to loss of business

- The Company also expects that you voluntarily disclose details of any of the above acts to the Company at the time of joining or during your employment with the Company, as applicable, based on which the Company may terminate/suspend your services at its discretion at any time immediately upon written notice to you.

12. BASKET OF ALLOWANCES(BOA)

The Basket of Allowances will be paid to you as part of your salary every month. The components are as follows: House Rent Allowance, Leave Travel Allowance, Medical Allowance, Transport Allowance and Telephonic Allowance.

You have the flexibility of changing the amounts under each of the above-mentioned heads, within your BOA, according to your preferences and income tax plan.

13. NON-DISCLOSURE AGREEMENT

During your employment, you may have access to trade secrets or confidential business information belonging to the Company (including, but not limited to "source code", "graphical assets", "source repositories", "technical documentation", "development binaries", "company internet accounts", etc.). By accepting this offer, you acknowledge that you must keep all of this information strictly confidential, and refrain from using it for your own purposes or from disclosing it to anyone outside the Company. In addition, you agree that, upon conclusion of your employment, you will immediately return to the Company, all of its property, equipment, and documents, including but not limited to electronically stored information. You agree to hereby indefinitely assign ownership of any intellectual property rights and copyrights to the Company for any and all work that is done as part of your employment with the Company.

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15. NON COMPETE AND NON SOLICITATION

The Employee undertakes, agrees and covenants with the Company that for a period of 18 (nine) months from the termination/ expiry of this contract, as the case may be ("Non-Compete Period"), the Employee shall not, either directly or indirectly work with any company, association, firm, individual or carry on any activity, which is the same as, or similar to, or which competes or is reasonably likely to compete with, the business of the Company, including, but not limited, to any company involved in the field of Education technology. The Employee acknowledges that the restrictions on competitive activity of the Employee set forth in this contract are mainly to protect the value of the Company due to loss of an employee. The Employee acknowledges and agrees that the covenants contained in this clause are no more extensive than is reasonable to protect the interests of the Company and to protect the business of the Company. The Employee acknowledges and deems the terms and conditions of this contract, including the remuneration given hereunder, to be adequate consideration for giving the undertakings contained in this Clause. The Employee is not allowed to sit for the interview/ selection process at any other firm/company/organisation during the bond period.

16.EARNINGS

During Internship which spans for a period of 3 months, mentioned in clause 9.
month will be paid with monthly and quarterly incentives (Please note – In case during the internship period the candidate decides to quit, our organization will not be liable to pay the above-mentioned stipend to the candidate and it is mandatory for each of the recruited candidate to complete his / her internship duration to be eligible to qualify for permanent placement and confirmation of internship completion documents .)

Post completion of Internship and based on individual performances, the intern will be inducted into the company as a permanent employee and the CTC will be revised to Business Development Executive **G3** (refer Annexure)**.**

Basis the performance of the employee for the next three months, they will be promoted to one of the three grades which are mentioned below in annexure.

- Business Development Executive G 1: Gets a salary of INR 4 - 4.5 Lakhs PA.
- Business Development Executive G 2: Gets a salary of INR 3.6 - 4 Lakhs PA.
- Business Development Executive G 3: Gets a salary of INR 3.2- 3.6 Lakhs PA.

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We hope you have a great learning experience with us and grow in the process of this role.

Thank you.

Anush Ramachandran
Operations Manager
Climber Knowledge and Careers Pvt Ltd

I hereby accept the aforesaid position and terms and conditions of employment set forth above.

Signed: **Date:**

Name:

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Annexure 1

Operations Executive G3		
Components	**Per month (INR)**	**Annual (INR)**
Base Salary	16,000	1,92,000
House Rent Allowance (HRA)	5,000	60,000
Other allowance including flexible components	1,000	12,000
Performance based Incentive (Variable)	up-to 8,000	up-to 96,000
Fixed compensation (In Hand)	22,000	2,64,000
Cost to Company (CTC)		3,60,000

Operations Executive G2		
Components	**Per month (INR)**	**Annual (INR)**
Base Salary	19,440	2,33,280
House Rent Allowance (HRA)	6,210	74,520
Other allowance including flexible components	1,350	16,200
Performance based Incentive (Variable)	up-to 6,333	up-to 76,000
Fixed compensation (In Hand)	27,000	3,24,000
Cost to Company (CTC)		4,00,000

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Operations Executive G1		
Components	**Per month (INR)**	**Annual (INR)**
Base Salary	22,600	2,59,200
House Rent Allowance (HRA)	6,900	82,800
Other allowance including flexible components	2,500	18,000
Performance based Incentive (Variable)	up-to 7,500	up-to 90,000
Fixed compensation (In Hand)	32,000	3,84,000
Cost to Company (CTC)		4.50,000

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Dear Kusetty Rupesh,

Subject : Appointment in the position of **Business Development Executive**

With reference to your application and subsequent interview you had with us, we are pleased to confirm your appointment for the above said position in Climber Knowledge and Careers Pvt. Ltd. subject to the following terms and conditions. You will be based out of **Bangalore**.

AGREEMENT CUM APPOINTMENT LETTER

THIS AGREEMENT is made on 19th April 2021 between Climber Knowledge and Careers Pvt Ltd, a company registered under the Companies Act, 2013 (hereinafter called the company) of the one part and Kusetty Rupesh (Hereinafter called the Employee) of the other part. WHEREAS The company is desirous of appointing Kusetty Rupesh as its Business Development Executive and the Employee has agreed to the terms and conditions outlined here below.

NOW THIS AGREEMENT WITNESSES as follows:

- Your monthly salary package will be as per the terms mentioned in this letter. Your compensation package may differ based on period reviews. This is as per the compensation policy applicable to other employees of your category in your respective department as detailed in Annexure-1.

- The Employee shall perform such duties and exercise such powers, that may from time to time be assigned to or vested in him by the company.

- The Employee shall, unless prevented by ill health or any unavoidable cause, during the continuance of the term of his office devote his whole time, attention and abilities to the business of the company.

- The Employee shall obey the orders from time to time of the Board of Directors of the company and in all respects conform to and comply with the directions given and regulations made by the Board. He shall well and faithfully serve the company to the best of his abilities and shall make his utmost endeavors to promote the interests of the company.

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- The company may terminate this agreement at any time before the expiry of the stipulated term by giving one month's notice in writing to him. The company can terminate your contract any time if you-

    - Commit any material or persistent breach of any of the provisions contained.

    - Be guilty of any default, misconduct or neglect in the discharge of your duties affecting the business of the company.

7. WORKING HOURS:

Your standard working hours will be 11:30 AM to 8:30 PM, Monday through Saturday. In view of your position in the Company, you shall effectively perform to ensure results and you will be expected to work beyond the standard working hours to achieve the results, whenever your job so requires. Additionally, as mentioned in your interview process, the Company may implement staggered work shifts, from time to time. In such an event, you shall abide by the change in the standard working hours as may be notified by the Company to accommodate such staggered shifts.

8. DATE OF JOINING:

As per our discussion you will report to the Company on **the joining date will be shortly communicated by the company as an Business Development Executive - Trainee**

9. TRAINING PERIOD:

You shall be on Training Period for 3 months, from the date of joining the Company. The company reserves the right to terminate the tenure of the job upon performance or behavioural grounds.

During the training/probationary period for matters related to discipline or performance, the Company reserves the right to take action in accordance with the policy of the company. The salary during the months of probation will solely be dependent on performance. Upon hitting your targets you shall be receiving a stipend of up-to **Rs 18,000 plus incentives.**

10. LEAVE:

You will be entitled to a total leave of **12 sick leaves** in a year where not more than one day of leave can be redeemed per month and **12 paid leaves** in a year which can be redeemed based on your performance

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and time period with the company. All **National Holidays** will be holidays for all employees. The Company reserves the right to alter the policy from time to time and the policy in effect for the time being shall be applicable to you.

11. NOTICE PERIOD and TERMINATION:

- During the Training/Probation Period the Company reserves the right to terminate your employment and *may* give you compensation equivalent to one month's salary which is based on annual fixed compensation, in lieu of the notice period.

- In case the termination is initiated by you for pre-closure of contract, you shall serve a notice period of 3 months. Serve for a period of 1 month without pay, also compensate the company equivalent to the last drawn three month's salary which is based on annual fixed compensation, in lieu of breaking the service bond contract.

- After confirmation of your service at the Company, the contract of employment is terminable by the Company. If the termination is initiated by you, The Company reserves the right to recover from you, an amount equivalent to three month's salary which is based on annual fixed compensation, in lieu of breaking the service bond contract, subject to the release date being approved by the Company.

- If termination is initiated by you, it shall be treated as breach of contract and the Company may, at its discretion, relieve you from a date it may deem fit. The Company will agree to the release date in lieu of notice period. During the notice period, however, you shall cooperate with the Company in ensuring smooth and proper hand-over of your responsibilities, failing which the Company shall be authorised to withhold/forfeit your dues and recover from you a penalty up-to the equivalent of 3 month's salary. The company also reserves the right to legally prosecute the employee in the case of breach of contract.

- The Company may also terminate/suspend your services at its discretion at any time without giving any notice or amount in lieu of notice immediately if it has been alleged and prima facie established through preliminary internal enquiry that you have committed (i) any heinous criminal act or any offence involving moral turpitude (the term "moral turpitude" includes crimes having an inherent quality of baseness, vileness, or depravity with respect to a person's duty to the society in general such as rape, forgery, theft, solicitation, etc.), (ii) sexual harassment (adjudicated guilty as per the Company's policy and local laws) or (iii) other act that threatens or likely to damage Company's reputation or (iv) any misconduct or

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- breach of terms and conditions outlined in this contract of employment including the Company's policies. (v) any activity leading to loss of business

- The Company also expects that you voluntarily disclose details of any of the above acts to the Company at the time of joining or during your employment with the Company, as applicable, based on which the Company may terminate/suspend your services at its discretion at any time immediately upon written notice to you.

12. BASKET OF ALLOWANCES(BOA)

The Basket of Allowances will be paid to you as part of your salary every month. The components are as follows: House Rent Allowance, Leave Travel Allowance, Medical Allowance, Transport Allowance and Telephonic Allowance.

You have the flexibility of changing the amounts under each of the above-mentioned heads, within your BOA, according to your preferences and income tax plan.

13. NON-DISCLOSURE AGREEMENT

During your employment, you may have access to trade secrets or confidential business information belonging to the Company (including, but not limited to "source code", "graphical assets", "source repositories", "technical documentation", "development binaries", "company internet accounts", etc.). By accepting this offer, you acknowledge that you must keep all of this information strictly confidential, and refrain from using it for your own purposes or from disclosing it to anyone outside the Company. In addition, you agree that, upon conclusion of your employment, you will immediately return to the Company, all of its property, equipment, and documents, including but not limited to electronically stored information. You agree to hereby indefinitely assign ownership of any intellectual property rights and copyrights to the Company for any and all work that is done as part of your employment with the Company.

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15. NON COMPETE AND NON SOLICITATION

The Employee undertakes, agrees and covenants with the Company that for a period of 18 (nine) months from the termination/ expiry of this contract, as the case may be ("Non-Compete Period"), the Employee shall not, either directly or indirectly work with any company, association, firm, individual or carry on any activity, which is the same as, or similar to, or which competes or is reasonably likely to compete with, the business of the Company, including, but not limited, to any company involved in the field of Education technology. The Employee acknowledges that the restrictions on competitive activity of the Employee set forth in this contract are mainly to protect the value of the Company due to loss of an employee. The Employee acknowledges and agrees that the covenants contained in this clause are no more extensive than is reasonable to protect the interests of the Company and to protect the business of the Company. The Employee acknowledges and deems the terms and conditions of this contract, including the remuneration given hereunder, to be adequate consideration for giving the undertakings contained in this Clause. The Employee is not allowed to sit for the interview/ selection process at any other firm/company/organisation during the bond period.

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month will be paid with monthly and quarterly incentives (Please note – In case during the internship period the candidate decides to quit, our organization will not be liable to pay the above-mentioned stipend to the candidate and it is mandatory for each of the recruited candidate to complete his / her internship duration to be eligible to qualify for permanent placement and confirmation of internship completion documents .)

Post completion of Internship and based on individual performances, the intern will be inducted into the company as a permanent employee and the CTC will be revised to Business Development Executive **G3** (refer Annexure)**.**

Basis the performance of the employee for the next three months, they will be promoted to one of the three grades which are mentioned below in annexure.

- Business Development Executive G 1: Gets a salary of INR 4 - 4.5 Lakhs PA.
- Business Development Executive G 2: Gets a salary of INR 3.6 - 4 Lakhs PA.
- Business Development Executive G 3: Gets a salary of INR 3.2- 3.6 Lakhs PA.

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We hope you have a great learning experience with us and grow in the process of this role.

Thank you.

Anush Ramachandran
Operations Manager
Climber Knowledge and Careers Pvt Ltd

I hereby accept the aforesaid position and terms and conditions of employment set forth above.

Signed: **Date:**

Name:

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Annexure 1

Operations Executive G3		
Components	**Per month (INR)**	**Annual (INR)**
Base Salary	16,000	1,92,000
House Rent Allowance (HRA)	5,000	60,000
Other allowance including flexible components	1,000	12,000
Performance based Incentive (Variable)	up-to 8,000	up-to 96,000
Fixed compensation (In Hand)	22,000	2,64,000
Cost to Company (CTC)		3,60,000

Operations Executive G2		
Components	**Per month (INR)**	**Annual (INR)**
Base Salary	19,440	2,33,280
House Rent Allowance (HRA)	6,210	74,520
Other allowance including flexible components	1,350	16,200
Performance based Incentive (Variable)	up-to 6,333	up-to 76,000
Fixed compensation (In Hand)	27,000	3,24,000
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Operations Executive G1		
Components	**Per month (INR)**	**Annual (INR)**
Base Salary	22,600	2,59,200
House Rent Allowance (HRA)	6,900	82,800
Other allowance including flexible components	2,500	18,000
Performance based Incentive (Variable)	up-to 7,500	up-to 90,000
Fixed compensation (In Hand)	32,000	3,84,000
Cost to Company (CTC)		4.50,000

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Dear Madankumar M,

Subject : Appointment in the position of **Business Development Executive**

With reference to your application and subsequent interview you had with us, we are pleased to confirm your appointment for the above said position in Climber Knowledge and Careers Pvt. Ltd. subject to the following terms and conditions. You will be based out of **Bangalore**.

AGREEMENT CUM APPOINTMENT LETTER

THIS AGREEMENT is made on 19th April 2021 between Climber Knowledge and Careers Pvt Ltd, a company registered under the Companies Act, 2013 (hereinafter called the company) of the one part and Madankumar M (Hereinafter called the Employee) of the other part. WHEREAS The company is desirous of appointing Madankumar M as its Business Development Executive and the Employee has agreed to the terms and conditions outlined here below.

NOW THIS AGREEMENT WITNESSES as follows:

- Your monthly salary package will be as per the terms mentioned in this letter. Your compensation package may differ based on period reviews. This is as per the compensation policy applicable to other employees of your category in your respective department as detailed in Annexure-1.

- The Employee shall perform such duties and exercise such powers, that may from time to time be assigned to or vested in him by the company.

- The Employee shall, unless prevented by ill health or any unavoidable cause, during the continuance of the term of his office devote his whole time, attention and abilities to the business of the company.

- The Employee shall obey the orders from time to time of the Board of Directors of the company and in all respects conform to and comply with the directions given and regulations made by the Board. He shall well and faithfully serve the company to the best of his abilities and shall make his utmost endeavors to promote the interests of the company.

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- The company may terminate this agreement at any time before the expiry of the stipulated term by giving one month's notice in writing to him. The company can terminate your contract any time if you-

    - Commit any material or persistent breach of any of the provisions contained.

    - Be guilty of any default, misconduct or neglect in the discharge of your duties affecting the business of the company.

7. WORKING HOURS:

Your standard working hours will be 11:30 AM to 8:30 PM, Monday through Saturday. In view of your position in the Company, you shall effectively perform to ensure results and you will be expected to work beyond the standard working hours to achieve the results, whenever your job so requires. Additionally, as mentioned in your interview process, the Company may implement staggered work shifts, from time to time. In such an event, you shall abide by the change in the standard working hours as may be notified by the Company to accommodate such staggered shifts.

8. DATE OF JOINING:

As per our discussion you will report to the Company on **the joining date will be shortly communicated by the company as an Business Development Executive - Trainee**

9. TRAINING PERIOD:

You shall be on Training Period for 3 months, from the date of joining the Company. The company reserves the right to terminate the tenure of the job upon performance or behavioural grounds.

During the training/probationary period for matters related to discipline or performance, the Company reserves the right to take action in accordance with the policy of the company. The salary during the months of probation will solely be dependent on performance. Upon hitting your targets you shall be receiving a stipend of up-to **Rs 18,000 plus incentives.**

10. LEAVE:

You will be entitled to a total leave of **12 sick leaves** in a year where not more than one day of leave can be redeemed per month and **12 paid leaves** in a year which can be redeemed based on your performance

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and time period with the company. All **National Holidays** will be holidays for all employees. The Company reserves the right to alter the policy from time to time and the policy in effect for the time being shall be applicable to you.

11. NOTICE PERIOD and TERMINATION:

- During the Training/Probation Period the Company reserves the right to terminate your employment and *may* give you compensation equivalent to one month's salary which is based on annual fixed compensation, in lieu of the notice period.

- In case the termination is initiated by you for pre-closure of contract, you shall serve a notice period of 3 months. Serve for a period of 1 month without pay, also compensate the company equivalent to the last drawn three month's salary which is based on annual fixed compensation, in lieu of breaking the service bond contract.

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- The Company may also terminate/suspend your services at its discretion at any time without giving any notice or amount in lieu of notice immediately if it has been alleged and prima facie established through preliminary internal enquiry that you have committed (i) any heinous criminal act or any offence involving moral turpitude (the term "moral turpitude" includes crimes having an inherent quality of baseness, vileness, or depravity with respect to a person's duty to the society in general such as rape, forgery, theft, solicitation, etc.), (ii) sexual harassment (adjudicated guilty as per the Company's policy and local laws) or (iii) other act that threatens or likely to damage Company's reputation or (iv) any misconduct or

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- breach of terms and conditions outlined in this contract of employment including the Company's policies. (v) any activity leading to loss of business

- The Company also expects that you voluntarily disclose details of any of the above acts to the Company at the time of joining or during your employment with the Company, as applicable, based on which the Company may terminate/suspend your services at its discretion at any time immediately upon written notice to you.

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15. NON COMPETE AND NON SOLICITATION

The Employee undertakes, agrees and covenants with the Company that for a period of 18 (nine) months from the termination/ expiry of this contract, as the case may be ("Non-Compete Period"), the Employee shall not, either directly or indirectly work with any company, association, firm, individual or carry on any activity, which is the same as, or similar to, or which competes or is reasonably likely to compete with, the business of the Company, including, but not limited, to any company involved in the field of Education technology. The Employee acknowledges that the restrictions on competitive activity of the Employee set forth in this contract are mainly to protect the value of the Company due to loss of an employee. The Employee acknowledges and agrees that the covenants contained in this clause are no more extensive than is reasonable to protect the interests of the Company and to protect the business of the Company. The Employee acknowledges and deems the terms and conditions of this contract, including the remuneration given hereunder, to be adequate consideration for giving the undertakings contained in this Clause. The Employee is not allowed to sit for the interview/ selection process at any other firm/company/organisation during the bond period.

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Basis the performance of the employee for the next three months, they will be promoted to one of the three grades which are mentioned below in annexure.

- Business Development Executive G 1: Gets a salary of INR 4 - 4.5 Lakhs PA.
- Business Development Executive G 2: Gets a salary of INR 3.6 - 4 Lakhs PA.
- Business Development Executive G 3: Gets a salary of INR 3.2- 3.6 Lakhs PA.

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We hope you have a great learning experience with us and grow in the process of this role.

Thank you.

Anush Ramachandran
Operations Manager
Climber Knowledge and Careers Pvt Ltd

I hereby accept the aforesaid position and terms and conditions of employment set forth above.

Signed: **Date:**

Name:

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BANGALORE

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Annexure 1

Operations Executive G3		
Components	**Per month (INR)**	**Annual (INR)**
Base Salary	16,000	1,92,000
House Rent Allowance (HRA)	5,000	60,000
Other allowance including flexible components	1,000	12,000
Performance based Incentive (Variable)	up-to 8,000	up-to 96,000
Fixed compensation (In Hand)	22,000	2,64,000
Cost to Company (CTC)		3,60,000

Operations Executive G2		
Components	**Per month (INR)**	**Annual (INR)**
Base Salary	19,440	2,33,280
House Rent Allowance (HRA)	6,210	74,520
Other allowance including flexible components	1,350	16,200
Performance based Incentive (Variable)	up-to 6,333	up-to 76,000
Fixed compensation (In Hand)	27,000	3,24,000
Cost to Company (CTC)		4,00,000

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Operations Executive G1		
Components	**Per month (INR)**	**Annual (INR)**
Base Salary	22,600	2,59,200
House Rent Allowance (HRA)	6,900	82,800
Other allowance including flexible components	2,500	18,000
Performance based Incentive (Variable)	up-to 7,500	up-to 90,000
Fixed compensation (In Hand)	32,000	3,84,000
Cost to Company (CTC)		4.50,000

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Dear Kumar Harsh,

Subject : Appointment in the position of **Business Development Executive**

With reference to your application and subsequent interview you had with us, we are pleased to confirm your appointment for the above said position in Climber Knowledge and Careers Pvt. Ltd. subject to the following terms and conditions. You will be based out of **Bangalore**.

AGREEMENT CUM APPOINTMENT LETTER

THIS AGREEMENT is made on 19th April 2021 between Climber Knowledge and Careers Pvt Ltd, a company registered under the Companies Act, 2013 (hereinafter called the company) of the one part and Kumar Harsh (Hereinafter called the Employee) of the other part. WHEREAS The company is desirous of appointing Kumar Harsh as its Business Development Executive and the Employee has agreed to the terms and conditions outlined here below.

NOW THIS AGREEMENT WITNESSES as follows:

- Your monthly salary package will be as per the terms mentioned in this letter. Your compensation package may differ based on period reviews. This is as per the compensation policy applicable to other employees of your category in your respective department as detailed in Annexure-1.

- The Employee shall perform such duties and exercise such powers, that may from time to time be assigned to or vested in him by the company.

- The Employee shall, unless prevented by ill health or any unavoidable cause, during the continuance of the term of his office devote his whole time, attention and abilities to the business of the company.

- The Employee shall obey the orders from time to time of the Board of Directors of the company and in all respects conform to and comply with the directions given and regulations made by the Board. He shall well and faithfully serve the company to the best of his abilities and shall make his utmost endeavors to promote the interests of the company.

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- The company may terminate this agreement at any time before the expiry of the stipulated term by giving one month's notice in writing to him. The company can terminate your contract any time if you-

    - Commit any material or persistent breach of any of the provisions contained.

    - Be guilty of any default, misconduct or neglect in the discharge of your duties affecting the business of the company.

7. WORKING HOURS:

Your standard working hours will be 11:30 AM to 8:30 PM, Monday through Saturday. In view of your position in the Company, you shall effectively perform to ensure results and you will be expected to work beyond the standard working hours to achieve the results, whenever your job so requires. Additionally, as mentioned in your interview process, the Company may implement staggered work shifts, from time to time. In such an event, you shall abide by the change in the standard working hours as may be notified by the Company to accommodate such staggered shifts.

8. DATE OF JOINING:

As per our discussion you will report to the Company on **the joining date will be shortly communicated by the company as an Business Development Executive - Trainee**

9. TRAINING PERIOD:

You shall be on Training Period for 3 months, from the date of joining the Company. The company reserves the right to terminate the tenure of the job upon performance or behavioural grounds.

During the training/probationary period for matters related to discipline or performance, the Company reserves the right to take action in accordance with the policy of the company. The salary during the months of probation will solely be dependent on performance. Upon hitting your targets you shall be receiving a stipend of up-to **Rs 18,000 plus incentives.**

10. LEAVE:

You will be entitled to a total leave of **12 sick leaves** in a year where not more than one day of leave can be redeemed per month and **12 paid leaves** in a year which can be redeemed based on your performance

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and time period with the company. All **National Holidays** will be holidays for all employees. The Company reserves the right to alter the policy from time to time and the policy in effect for the time being shall be applicable to you.

11. NOTICE PERIOD and TERMINATION:

- During the Training/Probation Period the Company reserves the right to terminate your employment and *may* give you compensation equivalent to one month's salary which is based on annual fixed compensation, in lieu of the notice period.

- In case the termination is initiated by you for pre-closure of contract, you shall serve a notice period of 3 months. Serve for a period of 1 month without pay, also compensate the company equivalent to the last drawn three month's salary which is based on annual fixed compensation, in lieu of breaking the service bond contract.

- After confirmation of your service at the Company, the contract of employment is terminable by the Company. If the termination is initiated by you, The Company reserves the right to recover from you, an amount equivalent to three month's salary which is based on annual fixed compensation, in lieu of breaking the service bond contract, subject to the release date being approved by the Company.

- If termination is initiated by you, it shall be treated as breach of contract and the Company may, at its discretion, relieve you from a date it may deem fit. The Company will agree to the release date in lieu of notice period. During the notice period, however, you shall cooperate with the Company in ensuring smooth and proper hand-over of your responsibilities, failing which the Company shall be authorised to withhold/forfeit your dues and recover from you a penalty up-to the equivalent of 3 month's salary. The company also reserves the right to legally prosecute the employee in the case of breach of contract.

- The Company may also terminate/suspend your services at its discretion at any time without giving any notice or amount in lieu of notice immediately if it has been alleged and prima facie established through preliminary internal enquiry that you have committed (i) any heinous criminal act or any offence involving moral turpitude (the term "moral turpitude" includes crimes having an inherent quality of baseness, vileness, or depravity with respect to a person's duty to the society in general such as rape, forgery, theft, solicitation, etc.), (ii) sexual harassment (adjudicated guilty as per the Company's policy and local laws) or (iii) other act that threatens or likely to damage Company's reputation or (iv) any misconduct or

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- breach of terms and conditions outlined in this contract of employment including the Company's policies. (v) any activity leading to loss of business

- The Company also expects that you voluntarily disclose details of any of the above acts to the Company at the time of joining or during your employment with the Company, as applicable, based on which the Company may terminate/suspend your services at its discretion at any time immediately upon written notice to you.

12. BASKET OF ALLOWANCES(BOA)

The Basket of Allowances will be paid to you as part of your salary every month. The components are as follows: House Rent Allowance, Leave Travel Allowance, Medical Allowance, Transport Allowance and Telephonic Allowance.

You have the flexibility of changing the amounts under each of the above-mentioned heads, within your BOA, according to your preferences and income tax plan.

13. NON-DISCLOSURE AGREEMENT

During your employment, you may have access to trade secrets or confidential business information belonging to the Company (including, but not limited to "source code", "graphical assets", "source repositories", "technical documentation", "development binaries", "company internet accounts", etc.). By accepting this offer, you acknowledge that you must keep all of this information strictly confidential, and refrain from using it for your own purposes or from disclosing it to anyone outside the Company. In addition, you agree that, upon conclusion of your employment, you will immediately return to the Company, all of its property, equipment, and documents, including but not limited to electronically stored information. You agree to hereby indefinitely assign ownership of any intellectual property rights and copyrights to the Company for any and all work that is done as part of your employment with the Company.

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15. NON COMPETE AND NON SOLICITATION

The Employee undertakes, agrees and covenants with the Company that for a period of 18 (nine) months from the termination/ expiry of this contract, as the case may be ("Non-Compete Period"), the Employee shall not, either directly or indirectly work with any company, association, firm, individual or carry on any activity, which is the same as, or similar to, or which competes or is reasonably likely to compete with, the business of the Company, including, but not limited, to any company involved in the field of Education technology. The Employee acknowledges that the restrictions on competitive activity of the Employee set forth in this contract are mainly to protect the value of the Company due to loss of an employee. The Employee acknowledges and agrees that the covenants contained in this clause are no more extensive than is reasonable to protect the interests of the Company and to protect the business of the Company. The Employee acknowledges and deems the terms and conditions of this contract, including the remuneration given hereunder, to be adequate consideration for giving the undertakings contained in this Clause. The Employee is not allowed to sit for the interview/ selection process at any other firm/company/organisation during the bond period.

16.EARNINGS

During Internship which spans for a period of 3 months, mentioned in clause 9.
month will be paid with monthly and quarterly incentives (Please note – In case during the internship period the candidate decides to quit, our organization will not be liable to pay the above-mentioned stipend to the candidate and it is mandatory for each of the recruited candidate to complete his / her internship duration to be eligible to qualify for permanent placement and confirmation of internship completion documents .)

Post completion of Internship and based on individual performances, the intern will be inducted into the company as a permanent employee and the CTC will be revised to Business Development Executive **G3** (refer Annexure)**.**

Basis the performance of the employee for the next three months, they will be promoted to one of the three grades which are mentioned below in annexure.

- Business Development Executive G 1: Gets a salary of INR 4 - 4.5 Lakhs PA.
- Business Development Executive G 2: Gets a salary of INR 3.6 - 4 Lakhs PA.
- Business Development Executive G 3: Gets a salary of INR 3.2- 3.6 Lakhs PA.

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We hope you have a great learning experience with us and grow in the process of this role.

Thank you.

Anush Ramachandran
Operations Manager
Climber Knowledge and Careers Pvt Ltd

I hereby accept the aforesaid position and terms and conditions of employment set forth above.

Signed: **Date:**

Name:

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Annexure 1

Operations Executive G3		
Components	**Per month (INR)**	**Annual (INR)**
Base Salary	16,000	1,92,000
House Rent Allowance (HRA)	5,000	60,000
Other allowance including flexible components	1,000	12,000
Performance based Incentive (Variable)	up-to 8,000	up-to 96,000
Fixed compensation (In Hand)	22,000	2,64,000
Cost to Company (CTC)		3,60,000

Operations Executive G2		
Components	**Per month (INR)**	**Annual (INR)**
Base Salary	19,440	2,33,280
House Rent Allowance (HRA)	6,210	74,520
Other allowance including flexible components	1,350	16,200
Performance based Incentive (Variable)	up-to 6,333	up-to 76,000
Fixed compensation (In Hand)	27,000	3,24,000
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Operations Executive G1		
Components	**Per month (INR)**	**Annual (INR)**
Base Salary	22,600	2,59,200
House Rent Allowance (HRA)	6,900	82,800
Other allowance including flexible components	2,500	18,000
Performance based Incentive (Variable)	up-to 7,500	up-to 90,000
Fixed compensation (In Hand)	32,000	3,84,000
Cost to Company (CTC)		4.50,000

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Dear Manoj S M,

Subject : Appointment in the position of **Business Development Executive**

With reference to your application and subsequent interview you had with us, we are pleased to confirm your appointment for the above said position in Climber Knowledge and Careers Pvt. Ltd. subject to the following terms and conditions. You will be based out of **Bangalore**.

AGREEMENT CUM APPOINTMENT LETTER

THIS AGREEMENT is made on 19th April 2021 between Climber Knowledge and Careers Pvt Ltd, a company registered under the Companies Act, 2013 (hereinafter called the company) of the one part and Manoj S M (Hereinafter called the Employee) of the other part. WHEREAS The company is desirous of appointing Manoj S M as its Business Development Executive and the Employee has agreed to the terms and conditions outlined here below.

NOW THIS AGREEMENT WITNESSES as follows:

- Your monthly salary package will be as per the terms mentioned in this letter. Your compensation package may differ based on period reviews. This is as per the compensation policy applicable to other employees of your category in your respective department as detailed in Annexure-1.

- The Employee shall perform such duties and exercise such powers, that may from time to time be assigned to or vested in him by the company.

- The Employee shall, unless prevented by ill health or any unavoidable cause, during the continuance of the term of his office devote his whole time, attention and abilities to the business of the company.

- The Employee shall obey the orders from time to time of the Board of Directors of the company and in all respects conform to and comply with the directions given and regulations made by the Board. He shall well and faithfully serve the company to the best of his abilities and shall make his utmost endeavors to promote the interests of the company.

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- The company may terminate this agreement at any time before the expiry of the stipulated term by giving one month's notice in writing to him. The company can terminate your contract any time if you-

    - Commit any material or persistent breach of any of the provisions contained.

    - Be guilty of any default, misconduct or neglect in the discharge of your duties affecting the business of the company.

7. WORKING HOURS:

Your standard working hours will be 11:30 AM to 8:30 PM, Monday through Saturday. In view of your position in the Company, you shall effectively perform to ensure results and you will be expected to work beyond the standard working hours to achieve the results, whenever your job so requires. Additionally, as mentioned in your interview process, the Company may implement staggered work shifts, from time to time. In such an event, you shall abide by the change in the standard working hours as may be notified by the Company to accommodate such staggered shifts.

8. DATE OF JOINING:

As per our discussion you will report to the Company on **the joining date will be shortly communicated by the company as an Business Development Executive - Trainee**

9. TRAINING PERIOD:

You shall be on Training Period for 3 months, from the date of joining the Company. The company reserves the right to terminate the tenure of the job upon performance or behavioural grounds.

During the training/probationary period for matters related to discipline or performance, the Company reserves the right to take action in accordance with the policy of the company. The salary during the months of probation will solely be dependent on performance. Upon hitting your targets you shall be receiving a stipend of up-to **Rs 18,000 plus incentives.**

10. LEAVE:

You will be entitled to a total leave of **12 sick leaves** in a year where not more than one day of leave can be redeemed per month and **12 paid leaves** in a year which can be redeemed based on your performance

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and time period with the company. All **National Holidays** will be holidays for all employees. The Company reserves the right to alter the policy from time to time and the policy in effect for the time being shall be applicable to you.

11. NOTICE PERIOD and TERMINATION:

- During the Training/Probation Period the Company reserves the right to terminate your employment and *may* give you compensation equivalent to one month's salary which is based on annual fixed compensation, in lieu of the notice period.

- In case the termination is initiated by you for pre-closure of contract, you shall serve a notice period of 3 months. Serve for a period of 1 month without pay, also compensate the company equivalent to the last drawn three month's salary which is based on annual fixed compensation, in lieu of breaking the service bond contract.

- After confirmation of your service at the Company, the contract of employment is terminable by the Company. If the termination is initiated by you, The Company reserves the right to recover from you, an amount equivalent to three month's salary which is based on annual fixed compensation, in lieu of breaking the service bond contract, subject to the release date being approved by the Company.

- If termination is initiated by you, it shall be treated as breach of contract and the Company may, at its discretion, relieve you from a date it may deem fit. The Company will agree to the release date in lieu of notice period. During the notice period, however, you shall cooperate with the Company in ensuring smooth and proper hand-over of your responsibilities, failing which the Company shall be authorised to withhold/forfeit your dues and recover from you a penalty up-to the equivalent of 3 month's salary. The company also reserves the right to legally prosecute the employee in the case of breach of contract.

- The Company may also terminate/suspend your services at its discretion at any time without giving any notice or amount in lieu of notice immediately if it has been alleged and prima facie established through preliminary internal enquiry that you have committed (i) any heinous criminal act or any offence involving moral turpitude (the term "moral turpitude" includes crimes having an inherent quality of baseness, vileness, or depravity with respect to a person's duty to the society in general such as rape, forgery, theft, solicitation, etc.), (ii) sexual harassment (adjudicated guilty as per the Company's policy and local laws) or (iii) other act that threatens or likely to damage Company's reputation or (iv) any misconduct or

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- breach of terms and conditions outlined in this contract of employment including the Company's policies. (v) any activity leading to loss of business

- The Company also expects that you voluntarily disclose details of any of the above acts to the Company at the time of joining or during your employment with the Company, as applicable, based on which the Company may terminate/suspend your services at its discretion at any time immediately upon written notice to you.

12. BASKET OF ALLOWANCES(BOA)

The Basket of Allowances will be paid to you as part of your salary every month. The components are as follows: House Rent Allowance, Leave Travel Allowance, Medical Allowance, Transport Allowance and Telephonic Allowance.

You have the flexibility of changing the amounts under each of the above-mentioned heads, within your BOA, according to your preferences and income tax plan.

13. NON-DISCLOSURE AGREEMENT

During your employment, you may have access to trade secrets or confidential business information belonging to the Company (including, but not limited to "source code", "graphical assets", "source repositories", "technical documentation", "development binaries", "company internet accounts", etc.). By accepting this offer, you acknowledge that you must keep all of this information strictly confidential, and refrain from using it for your own purposes or from disclosing it to anyone outside the Company. In addition, you agree that, upon conclusion of your employment, you will immediately return to the Company, all of its property, equipment, and documents, including but not limited to electronically stored information. You agree to hereby indefinitely assign ownership of any intellectual property rights and copyrights to the Company for any and all work that is done as part of your employment with the Company.

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15. NON COMPETE AND NON SOLICITATION

The Employee undertakes, agrees and covenants with the Company that for a period of 18 (nine) months from the termination/ expiry of this contract, as the case may be ("Non-Compete Period"), the Employee shall not, either directly or indirectly work with any company, association, firm, individual or carry on any activity, which is the same as, or similar to, or which competes or is reasonably likely to compete with, the business of the Company, including, but not limited, to any company involved in the field of Education technology. The Employee acknowledges that the restrictions on competitive activity of the Employee set forth in this contract are mainly to protect the value of the Company due to loss of an employee. The Employee acknowledges and agrees that the covenants contained in this clause are no more extensive than is reasonable to protect the interests of the Company and to protect the business of the Company. The Employee acknowledges and deems the terms and conditions of this contract, including the remuneration given hereunder, to be adequate consideration for giving the undertakings contained in this Clause. The Employee is not allowed to sit for the interview/ selection process at any other firm/company/organisation during the bond period.

16.EARNINGS

During Internship which spans for a period of 3 months, mentioned in clause 9.
month will be paid with monthly and quarterly incentives (Please note – In case during the internship period the candidate decides to quit, our organization will not be liable to pay the above-mentioned stipend to the candidate and it is mandatory for each of the recruited candidate to complete his / her internship duration to be eligible to qualify for permanent placement and confirmation of internship completion documents .)

Post completion of Internship and based on individual performances, the intern will be inducted into the company as a permanent employee and the CTC will be revised to Business Development Executive **G3** (refer Annexure)**.**

Basis the performance of the employee for the next three months, they will be promoted to one of the three grades which are mentioned below in annexure.

- Business Development Executive G 1: Gets a salary of INR 4 - 4.5 Lakhs PA.
- Business Development Executive G 2: Gets a salary of INR 3.6 - 4 Lakhs PA.
- Business Development Executive G 3: Gets a salary of INR 3.2- 3.6 Lakhs PA.

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We hope you have a great learning experience with us and grow in the process of this role.

Thank you.

Anush Ramachandran
Operations Manager
Climber Knowledge and Careers Pvt Ltd

I hereby accept the aforesaid position and terms and conditions of employment set forth above.

Signed: **Date:**

Name:

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Annexure 1

Operations Executive G3		
Components	**Per month (INR)**	**Annual (INR)**
Base Salary	16,000	1,92,000
House Rent Allowance (HRA)	5,000	60,000
Other allowance including flexible components	1,000	12,000
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House Rent Allowance (HRA)	6,210	74,520
Other allowance including flexible components	1,350	16,200
Performance based Incentive (Variable)	up-to 6,333	up-to 76,000
Fixed compensation (In Hand)	27,000	3,24,000
Cost to Company (CTC)		4,00,000

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Operations Executive G1		
Components	**Per month (INR)**	**Annual (INR)**
Base Salary	22,600	2,59,200
House Rent Allowance (HRA)	6,900	82,800
Other allowance including flexible components	2,500	18,000
Performance based Incentive (Variable)	up-to 7,500	up-to 90,000
Fixed compensation (In Hand)	32,000	3,84,000
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Dear Nandan M,

Subject : Appointment in the position of **Business Development Executive**

With reference to your application and subsequent interview you had with us, we are pleased to confirm your appointment for the above said position in Climber Knowledge and Careers Pvt. Ltd. subject to the following terms and conditions. You will be based out of **Bangalore**.

AGREEMENT CUM APPOINTMENT LETTER

THIS AGREEMENT is made on 19th April 2021 between Climber Knowledge and Careers Pvt Ltd, a company registered under the Companies Act, 2013 (hereinafter called the company) of the one part and Nandan M (Hereinafter called the Employee) of the other part. WHEREAS The company is desirous of appointing Nandan M as its Business Development Executive and the Employee has agreed to the terms and conditions outlined here below.

NOW THIS AGREEMENT WITNESSES as follows:

- Your monthly salary package will be as per the terms mentioned in this letter. Your compensation package may differ based on period reviews. This is as per the compensation policy applicable to other employees of your category in your respective department as detailed in Annexure-1.

- The Employee shall perform such duties and exercise such powers, that may from time to time be assigned to or vested in him by the company.

- The Employee shall, unless prevented by ill health or any unavoidable cause, during the continuance of the term of his office devote his whole time, attention and abilities to the business of the company.

- The Employee shall obey the orders from time to time of the Board of Directors of the company and in all respects conform to and comply with the directions given and regulations made by the Board. He shall well and faithfully serve the company to the best of his abilities and shall make his utmost endeavors to promote the interests of the company.

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- The company may terminate this agreement at any time before the expiry of the stipulated term by giving one month's notice in writing to him. The company can terminate your contract any time if you-

    - Commit any material or persistent breach of any of the provisions contained.

    - Be guilty of any default, misconduct or neglect in the discharge of your duties affecting the business of the company.

7. WORKING HOURS:

Your standard working hours will be 11:30 AM to 8:30 PM, Monday through Saturday. In view of your position in the Company, you shall effectively perform to ensure results and you will be expected to work beyond the standard working hours to achieve the results, whenever your job so requires. Additionally, as mentioned in your interview process, the Company may implement staggered work shifts, from time to time. In such an event, you shall abide by the change in the standard working hours as may be notified by the Company to accommodate such staggered shifts.

8. DATE OF JOINING:

As per our discussion you will report to the Company on **the joining date will be shortly communicated by the company as an Business Development Executive - Trainee**

9. TRAINING PERIOD:

You shall be on Training Period for 3 months, from the date of joining the Company. The company reserves the right to terminate the tenure of the job upon performance or behavioural grounds.

During the training/probationary period for matters related to discipline or performance, the Company reserves the right to take action in accordance with the policy of the company. The salary during the months of probation will solely be dependent on performance. Upon hitting your targets you shall be receiving a stipend of up-to **Rs 18,000 plus incentives.**

10. LEAVE:

You will be entitled to a total leave of **12 sick leaves** in a year where not more than one day of leave can be redeemed per month and **12 paid leaves** in a year which can be redeemed based on your performance

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and time period with the company. All **National Holidays** will be holidays for all employees. The Company reserves the right to alter the policy from time to time and the policy in effect for the time being shall be applicable to you.

11. NOTICE PERIOD and TERMINATION:

- During the Training/Probation Period the Company reserves the right to terminate your employment and *may* give you compensation equivalent to one month's salary which is based on annual fixed compensation, in lieu of the notice period.

- In case the termination is initiated by you for pre-closure of contract, you shall serve a notice period of 3 months. Serve for a period of 1 month without pay, also compensate the company equivalent to the last drawn three month's salary which is based on annual fixed compensation, in lieu of breaking the service bond contract.

- After confirmation of your service at the Company, the contract of employment is terminable by the Company. If the termination is initiated by you, The Company reserves the right to recover from you, an amount equivalent to three month's salary which is based on annual fixed compensation, in lieu of breaking the service bond contract, subject to the release date being approved by the Company.

- If termination is initiated by you, it shall be treated as breach of contract and the Company may, at its discretion, relieve you from a date it may deem fit. The Company will agree to the release date in lieu of notice period. During the notice period, however, you shall cooperate with the Company in ensuring smooth and proper hand-over of your responsibilities, failing which the Company shall be authorised to withhold/forfeit your dues and recover from you a penalty up-to the equivalent of 3 month's salary. The company also reserves the right to legally prosecute the employee in the case of breach of contract.

- The Company may also terminate/suspend your services at its discretion at any time without giving any notice or amount in lieu of notice immediately if it has been alleged and prima facie established through preliminary internal enquiry that you have committed (i) any heinous criminal act or any offence involving moral turpitude (the term "moral turpitude" includes crimes having an inherent quality of baseness, vileness, or depravity with respect to a person's duty to the society in general such as rape, forgery, theft, solicitation, etc.), (ii) sexual harassment (adjudicated guilty as per the Company's policy and local laws) or (iii) other act that threatens or likely to damage Company's reputation or (iv) any misconduct or

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- breach of terms and conditions outlined in this contract of employment including the Company's policies. (v) any activity leading to loss of business

- The Company also expects that you voluntarily disclose details of any of the above acts to the Company at the time of joining or during your employment with the Company, as applicable, based on which the Company may terminate/suspend your services at its discretion at any time immediately upon written notice to you.

12. BASKET OF ALLOWANCES(BOA)

The Basket of Allowances will be paid to you as part of your salary every month. The components are as follows: House Rent Allowance, Leave Travel Allowance, Medical Allowance, Transport Allowance and Telephonic Allowance.

You have the flexibility of changing the amounts under each of the above-mentioned heads, within your BOA, according to your preferences and income tax plan.

13. NON-DISCLOSURE AGREEMENT

During your employment, you may have access to trade secrets or confidential business information belonging to the Company (including, but not limited to "source code", "graphical assets", "source repositories", "technical documentation", "development binaries", "company internet accounts", etc.). By accepting this offer, you acknowledge that you must keep all of this information strictly confidential, and refrain from using it for your own purposes or from disclosing it to anyone outside the Company. In addition, you agree that, upon conclusion of your employment, you will immediately return to the Company, all of its property, equipment, and documents, including but not limited to electronically stored information. You agree to hereby indefinitely assign ownership of any intellectual property rights and copyrights to the Company for any and all work that is done as part of your employment with the Company.

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15. NON COMPETE AND NON SOLICITATION

The Employee undertakes, agrees and covenants with the Company that for a period of 18 (nine) months from the termination/ expiry of this contract, as the case may be ("Non-Compete Period"), the Employee shall not, either directly or indirectly work with any company, association, firm, individual or carry on any activity, which is the same as, or similar to, or which competes or is reasonably likely to compete with, the business of the Company, including, but not limited, to any company involved in the field of Education technology. The Employee acknowledges that the restrictions on competitive activity of the Employee set forth in this contract are mainly to protect the value of the Company due to loss of an employee. The Employee acknowledges and agrees that the covenants contained in this clause are no more extensive than is reasonable to protect the interests of the Company and to protect the business of the Company. The Employee acknowledges and deems the terms and conditions of this contract, including the remuneration given hereunder, to be adequate consideration for giving the undertakings contained in this Clause. The Employee is not allowed to sit for the interview/ selection process at any other firm/company/organisation during the bond period.

16.EARNINGS

During Internship which spans for a period of 3 months, mentioned in clause 9.
month will be paid with monthly and quarterly incentives (Please note – In case during the internship period the candidate decides to quit, our organization will not be liable to pay the above-mentioned stipend to the candidate and it is mandatory for each of the recruited candidate to complete his / her internship duration to be eligible to qualify for permanent placement and confirmation of internship completion documents .)

Post completion of Internship and based on individual performances, the intern will be inducted into the company as a permanent employee and the CTC will be revised to Business Development Executive **G3** (refer Annexure)**.**

Basis the performance of the employee for the next three months, they will be promoted to one of the three grades which are mentioned below in annexure.

- Business Development Executive G 1: Gets a salary of INR 4 - 4.5 Lakhs PA.
- Business Development Executive G 2: Gets a salary of INR 3.6 - 4 Lakhs PA.
- Business Development Executive G 3: Gets a salary of INR 3.2- 3.6 Lakhs PA.

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We hope you have a great learning experience with us and grow in the process of this role.

Thank you.

Anush Ramachandran
Operations Manager
Climber Knowledge and Careers Pvt Ltd

I hereby accept the aforesaid position and terms and conditions of employment set forth above.

Signed: **Date:**

Name:

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Annexure 1

Operations Executive G3		
Components	**Per month (INR)**	**Annual (INR)**
Base Salary	16,000	1,92,000
House Rent Allowance (HRA)	5,000	60,000
Other allowance including flexible components	1,000	12,000
Performance based Incentive (Variable)	up-to 8,000	up-to 96,000
Fixed compensation (In Hand)	22,000	2,64,000
Cost to Company (CTC)		3,60,000

Operations Executive G2		
Components	**Per month (INR)**	**Annual (INR)**
Base Salary	19,440	2,33,280
House Rent Allowance (HRA)	6,210	74,520
Other allowance including flexible components	1,350	16,200
Performance based Incentive (Variable)	up-to 6,333	up-to 76,000
Fixed compensation (In Hand)	27,000	3,24,000
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Operations Executive G1		
Components	**Per month (INR)**	**Annual (INR)**
Base Salary	22,600	2,59,200
House Rent Allowance (HRA)	6,900	82,800
Other allowance including flexible components	2,500	18,000
Performance based Incentive (Variable)	up-to 7,500	up-to 90,000
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Dear K N Venkatachandra Sai Manideep,

Subject : Appointment in the position of **Business Development Executive**

With reference to your application and subsequent interview you had with us, we are pleased to confirm your appointment for the above said position in Climber Knowledge and Careers Pvt. Ltd. subject to the following terms and conditions. You will be based out of **Bangalore**.

AGREEMENT CUM APPOINTMENT LETTER

THIS AGREEMENT is made on 19th April 2021 between Climber Knowledge and Careers Pvt Ltd, a company registered under the Companies Act, 2013 (hereinafter called the company) of the one part and K N Venkatachandra Sai Manideep (Hereinafter called the Employee) of the other part. WHEREAS The company is desirous of appointing K N Venkatachandra Sai Manideep as its Business Development Executive and the Employee has agreed to the terms and conditions outlined here below.

NOW THIS AGREEMENT WITNESSES as follows:

- Your monthly salary package will be as per the terms mentioned in this letter. Your compensation package may differ based on period reviews. This is as per the compensation policy applicable to other employees of your category in your respective department as detailed in Annexure-1.

- The Employee shall perform such duties and exercise such powers, that may from time to time be assigned to or vested in him by the company.

- The Employee shall, unless prevented by ill health or any unavoidable cause, during the continuance of the term of his office devote his whole time, attention and abilities to the business of the company.

- The Employee shall obey the orders from time to time of the Board of Directors of the company and in all respects conform to and comply with the directions given and regulations made by the Board. He shall well and faithfully serve the company to the best of his abilities and shall make his utmost endeavors to promote the interests of the company.

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- The company may terminate this agreement at any time before the expiry of the stipulated term by giving one month's notice in writing to him. The company can terminate your contract any time if you-

    - Commit any material or persistent breach of any of the provisions contained.

    - Be guilty of any default, misconduct or neglect in the discharge of your duties affecting the business of the company.

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8. DATE OF JOINING:

As per our discussion you will report to the Company on **the joining date will be shortly communicated by the company as an Business Development Executive - Trainee**

9. TRAINING PERIOD:

You shall be on Training Period for 3 months, from the date of joining the Company. The company reserves the right to terminate the tenure of the job upon performance or behavioural grounds.

During the training/probationary period for matters related to discipline or performance, the Company reserves the right to take action in accordance with the policy of the company. The salary during the months of probation will solely be dependent on performance. Upon hitting your targets you shall be receiving a stipend of up-to **Rs 18,000 plus incentives.**

10. LEAVE:

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11. NOTICE PERIOD and TERMINATION:

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- The Company may also terminate/suspend your services at its discretion at any time without giving any notice or amount in lieu of notice immediately if it has been alleged and prima facie established through preliminary internal enquiry that you have committed (i) any heinous criminal act or any offence involving moral turpitude (the term "moral turpitude" includes crimes having an inherent quality of baseness, vileness, or depravity with respect to a person's duty to the society in general such as rape, forgery, theft, solicitation, etc.), (ii) sexual harassment (adjudicated guilty as per the Company's policy and local laws) or (iii) other act that threatens or likely to damage Company's reputation or (iv) any misconduct or

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- breach of terms and conditions outlined in this contract of employment including the Company's policies. (v) any activity leading to loss of business

- The Company also expects that you voluntarily disclose details of any of the above acts to the Company at the time of joining or during your employment with the Company, as applicable, based on which the Company may terminate/suspend your services at its discretion at any time immediately upon written notice to you.

12. BASKET OF ALLOWANCES(BOA)

The Basket of Allowances will be paid to you as part of your salary every month. The components are as follows: House Rent Allowance, Leave Travel Allowance, Medical Allowance, Transport Allowance and Telephonic Allowance.

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During your employment, you may have access to trade secrets or confidential business information belonging to the Company (including, but not limited to "source code", "graphical assets", "source repositories", "technical documentation", "development binaries", "company internet accounts", etc.). By accepting this offer, you acknowledge that you must keep all of this information strictly confidential, and refrain from using it for your own purposes or from disclosing it to anyone outside the Company. In addition, you agree that, upon conclusion of your employment, you will immediately return to the Company, all of its property, equipment, and documents, including but not limited to electronically stored information. You agree to hereby indefinitely assign ownership of any intellectual property rights and copyrights to the Company for any and all work that is done as part of your employment with the Company.

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15. NON COMPETE AND NON SOLICITATION

The Employee undertakes, agrees and covenants with the Company that for a period of 18 (nine) months from the termination/ expiry of this contract, as the case may be ("Non-Compete Period"), the Employee shall not, either directly or indirectly work with any company, association, firm, individual or carry on any activity, which is the same as, or similar to, or which competes or is reasonably likely to compete with, the business of the Company, including, but not limited, to any company involved in the field of Education technology. The Employee acknowledges that the restrictions on competitive activity of the Employee set forth in this contract are mainly to protect the value of the Company due to loss of an employee. The Employee acknowledges and agrees that the covenants contained in this clause are no more extensive than is reasonable to protect the interests of the Company and to protect the business of the Company. The Employee acknowledges and deems the terms and conditions of this contract, including the remuneration given hereunder, to be adequate consideration for giving the undertakings contained in this Clause. The Employee is not allowed to sit for the interview/ selection process at any other firm/company/organisation during the bond period.

16.EARNINGS

During Internship which spans for a period of 3 months, mentioned in clause 9.
month will be paid with monthly and quarterly incentives (Please note – In case during the internship period the candidate decides to quit, our organization will not be liable to pay the above-mentioned stipend to the candidate and it is mandatory for each of the recruited candidate to complete his / her internship duration to be eligible to qualify for permanent placement and confirmation of internship completion documents .)

Post completion of Internship and based on individual performances, the intern will be inducted into the company as a permanent employee and the CTC will be revised to Business Development Executive **G3** (refer Annexure)**.**

Basis the performance of the employee for the next three months, they will be promoted to one of the three grades which are mentioned below in annexure.

- Business Development Executive G 1: Gets a salary of INR 4 - 4.5 Lakhs PA.
- Business Development Executive G 2: Gets a salary of INR 3.6 - 4 Lakhs PA.
- Business Development Executive G 3: Gets a salary of INR 3.2- 3.6 Lakhs PA.

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We hope you have a great learning experience with us and grow in the process of this role.

Thank you.

Anush Ramachandran
Operations Manager
Climber Knowledge and Careers Pvt Ltd

I hereby accept the aforesaid position and terms and conditions of employment set forth above.

Signed: **Date:**

Name:

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Annexure 1

Operations Executive G3		
Components	**Per month (INR)**	**Annual (INR)**
Base Salary	16,000	1,92,000
House Rent Allowance (HRA)	5,000	60,000
Other allowance including flexible components	1,000	12,000
Performance based Incentive (Variable)	up-to 8,000	up-to 96,000
Fixed compensation (In Hand)	22,000	2,64,000
Cost to Company (CTC)		3,60,000

Operations Executive G2		
Components	**Per month (INR)**	**Annual (INR)**
Base Salary	19,440	2,33,280
House Rent Allowance (HRA)	6,210	74,520
Other allowance including flexible components	1,350	16,200
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Operations Executive G1		
Components	**Per month (INR)**	**Annual (INR)**
Base Salary	22,600	2,59,200
House Rent Allowance (HRA)	6,900	82,800
Other allowance including flexible components	2,500	18,000
Performance based Incentive (Variable)	up-to 7,500	up-to 90,000
Fixed compensation (In Hand)	32,000	3,84,000
Cost to Company (CTC)		4.50,000

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Dear Mohammed Usama,

Subject : Appointment in the position of **Business Development Executive**

With reference to your application and subsequent interview you had with us, we are pleased to confirm your appointment for the above said position in Climber Knowledge and Careers Pvt. Ltd. subject to the following terms and conditions. You will be based out of **Bangalore**.

AGREEMENT CUM APPOINTMENT LETTER

THIS AGREEMENT is made on 19th April 2021 between Climber Knowledge and Careers Pvt Ltd, a company registered under the Companies Act, 2013 (hereinafter called the company) of the one part and Mohammed Usama (Hereinafter called the Employee) of the other part. WHEREAS The company is desirous of appointing Mohammed Usama as its Business Development Executive and the Employee has agreed to the terms and conditions outlined here below.

NOW THIS AGREEMENT WITNESSES as follows:

- Your monthly salary package will be as per the terms mentioned in this letter. Your compensation package may differ based on period reviews. This is as per the compensation policy applicable to other employees of your category in your respective department as detailed in Annexure-1.

- The Employee shall perform such duties and exercise such powers, that may from time to time be assigned to or vested in him by the company.

- The Employee shall, unless prevented by ill health or any unavoidable cause, during the continuance of the term of his office devote his whole time, attention and abilities to the business of the company.

- The Employee shall obey the orders from time to time of the Board of Directors of the company and in all respects conform to and comply with the directions given and regulations made by the Board. He shall well and faithfully serve the company to the best of his abilities and shall make his utmost endeavors to promote the interests of the company.

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BANGALORE

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Bengaluru, Karnataka- 560068
CIN: U93000MH2016PTC273870

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- The company may terminate this agreement at any time before the expiry of the stipulated term by giving one month's notice in writing to him. The company can terminate your contract any time if you-

    - Commit any material or persistent breach of any of the provisions contained.

    - Be guilty of any default, misconduct or neglect in the discharge of your duties affecting the business of the company.

7. WORKING HOURS:

Your standard working hours will be 11:30 AM to 8:30 PM, Monday through Saturday. In view of your position in the Company, you shall effectively perform to ensure results and you will be expected to work beyond the standard working hours to achieve the results, whenever your job so requires. Additionally, as mentioned in your interview process, the Company may implement staggered work shifts, from time to time. In such an event, you shall abide by the change in the standard working hours as may be notified by the Company to accommodate such staggered shifts.

8. DATE OF JOINING:

As per our discussion you will report to the Company on **the joining date will be shortly communicated by the company as an Business Development Executive - Trainee**

9. TRAINING PERIOD:

You shall be on Training Period for 3 months, from the date of joining the Company. The company reserves the right to terminate the tenure of the job upon performance or behavioural grounds.

During the training/probationary period for matters related to discipline or performance, the Company reserves the right to take action in accordance with the policy of the company. The salary during the months of probation will solely be dependent on performance. Upon hitting your targets you shall be receiving a stipend of up-to **Rs 18,000 plus incentives.**

10. LEAVE:

You will be entitled to a total leave of **12 sick leaves** in a year where not more than one day of leave can be redeemed per month and **12 paid leaves** in a year which can be redeemed based on your performance

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and time period with the company. All **National Holidays** will be holidays for all employees. The Company reserves the right to alter the policy from time to time and the policy in effect for the time being shall be applicable to you.

11. NOTICE PERIOD and TERMINATION:

- During the Training/Probation Period the Company reserves the right to terminate your employment and *may* give you compensation equivalent to one month's salary which is based on annual fixed compensation, in lieu of the notice period.

- In case the termination is initiated by you for pre-closure of contract, you shall serve a notice period of 3 months. Serve for a period of 1 month without pay, also compensate the company equivalent to the last drawn three month's salary which is based on annual fixed compensation, in lieu of breaking the service bond contract.

- After confirmation of your service at the Company, the contract of employment is terminable by the Company. If the termination is initiated by you, The Company reserves the right to recover from you, an amount equivalent to three month's salary which is based on annual fixed compensation, in lieu of breaking the service bond contract, subject to the release date being approved by the Company.

- If termination is initiated by you, it shall be treated as breach of contract and the Company may, at its discretion, relieve you from a date it may deem fit. The Company will agree to the release date in lieu of notice period. During the notice period, however, you shall cooperate with the Company in ensuring smooth and proper hand-over of your responsibilities, failing which the Company shall be authorised to withhold/forfeit your dues and recover from you a penalty up-to the equivalent of 3 month's salary. The company also reserves the right to legally prosecute the employee in the case of breach of contract.

- The Company may also terminate/suspend your services at its discretion at any time without giving any notice or amount in lieu of notice immediately if it has been alleged and prima facie established through preliminary internal enquiry that you have committed (i) any heinous criminal act or any offence involving moral turpitude (the term "moral turpitude" includes crimes having an inherent quality of baseness, vileness, or depravity with respect to a person's duty to the society in general such as rape, forgery, theft, solicitation, etc.), (ii) sexual harassment (adjudicated guilty as per the Company's policy and local laws) or (iii) other act that threatens or likely to damage Company's reputation or (iv) any misconduct or

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- breach of terms and conditions outlined in this contract of employment including the Company's policies. (v) any activity leading to loss of business

- The Company also expects that you voluntarily disclose details of any of the above acts to the Company at the time of joining or during your employment with the Company, as applicable, based on which the Company may terminate/suspend your services at its discretion at any time immediately upon written notice to you.

12. BASKET OF ALLOWANCES(BOA)

The Basket of Allowances will be paid to you as part of your salary every month. The components are as follows: House Rent Allowance, Leave Travel Allowance, Medical Allowance, Transport Allowance and Telephonic Allowance.

You have the flexibility of changing the amounts under each of the above-mentioned heads, within your BOA, according to your preferences and income tax plan.

13. NON-DISCLOSURE AGREEMENT

During your employment, you may have access to trade secrets or confidential business information belonging to the Company (including, but not limited to "source code", "graphical assets", "source repositories", "technical documentation", "development binaries", "company internet accounts", etc.). By accepting this offer, you acknowledge that you must keep all of this information strictly confidential, and refrain from using it for your own purposes or from disclosing it to anyone outside the Company. In addition, you agree that, upon conclusion of your employment, you will immediately return to the Company, all of its property, equipment, and documents, including but not limited to electronically stored information. You agree to hereby indefinitely assign ownership of any intellectual property rights and copyrights to the Company for any and all work that is done as part of your employment with the Company.

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15. NON COMPETE AND NON SOLICITATION

The Employee undertakes, agrees and covenants with the Company that for a period of 18 (nine) months from the termination/ expiry of this contract, as the case may be ("Non-Compete Period"), the Employee shall not, either directly or indirectly work with any company, association, firm, individual or carry on any activity, which is the same as, or similar to, or which competes or is reasonably likely to compete with, the business of the Company, including, but not limited, to any company involved in the field of Education technology. The Employee acknowledges that the restrictions on competitive activity of the Employee set forth in this contract are mainly to protect the value of the Company due to loss of an employee. The Employee acknowledges and agrees that the covenants contained in this clause are no more extensive than is reasonable to protect the interests of the Company and to protect the business of the Company. The Employee acknowledges and deems the terms and conditions of this contract, including the remuneration given hereunder, to be adequate consideration for giving the undertakings contained in this Clause. The Employee is not allowed to sit for the interview/ selection process at any other firm/company/organisation during the bond period.

16.EARNINGS

During Internship which spans for a period of 3 months, mentioned in clause 9.
month will be paid with monthly and quarterly incentives (Please note – In case during the internship period the candidate decides to quit, our organization will not be liable to pay the above-mentioned stipend to the candidate and it is mandatory for each of the recruited candidate to complete his / her internship duration to be eligible to qualify for permanent placement and confirmation of internship completion documents .)

Post completion of Internship and based on individual performances, the intern will be inducted into the company as a permanent employee and the CTC will be revised to Business Development Executive **G3** (refer Annexure)**.**

Basis the performance of the employee for the next three months, they will be promoted to one of the three grades which are mentioned below in annexure.

- Business Development Executive G 1: Gets a salary of INR 4 - 4.5 Lakhs PA.
- Business Development Executive G 2: Gets a salary of INR 3.6 - 4 Lakhs PA.
- Business Development Executive G 3: Gets a salary of INR 3.2- 3.6 Lakhs PA.

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We hope you have a great learning experience with us and grow in the process of this role.

Thank you.

Anush Ramachandran
Operations Manager
Climber Knowledge and Careers Pvt Ltd

I hereby accept the aforesaid position and terms and conditions of employment set forth above.

Signed: **Date:**

Name:

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Annexure 1

Operations Executive G3		
Components	**Per month (INR)**	**Annual (INR)**
Base Salary	16,000	1,92,000
House Rent Allowance (HRA)	5,000	60,000
Other allowance including flexible components	1,000	12,000
Performance based Incentive (Variable)	up-to 8,000	up-to 96,000
Fixed compensation (In Hand)	22,000	2,64,000
Cost to Company (CTC)		3,60,000

Operations Executive G2		
Components	**Per month (INR)**	**Annual (INR)**
Base Salary	19,440	2,33,280
House Rent Allowance (HRA)	6,210	74,520
Other allowance including flexible components	1,350	16,200
Performance based Incentive (Variable)	up-to 6,333	up-to 76,000
Fixed compensation (In Hand)	27,000	3,24,000
Cost to Company (CTC)		4,00,000

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Operations Executive G1		
Components	**Per month (INR)**	**Annual (INR)**
Base Salary	22,600	2,59,200
House Rent Allowance (HRA)	6,900	82,800
Other allowance including flexible components	2,500	18,000
Performance based Incentive (Variable)	up-to 7,500	up-to 90,000
Fixed compensation (In Hand)	32,000	3,84,000
Cost to Company (CTC)		4.50,000

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Dear Mohsin Imam,

Subject : Appointment in the position of **Business Development Executive**

With reference to your application and subsequent interview you had with us, we are pleased to confirm your appointment for the above said position in Climber Knowledge and Careers Pvt. Ltd. subject to the following terms and conditions. You will be based out of **Bangalore**.

AGREEMENT CUM APPOINTMENT LETTER

THIS AGREEMENT is made on 19th April 2021 between Climber Knowledge and Careers Pvt Ltd, a company registered under the Companies Act, 2013 (hereinafter called the company) of the one part and Mohsin Imam (Hereinafter called the Employee) of the other part. WHEREAS The company is desirous of appointing Mohsin Imam as its Business Development Executive and the Employee has agreed to the terms and conditions outlined here below.

NOW THIS AGREEMENT WITNESSES as follows:

- Your monthly salary package will be as per the terms mentioned in this letter. Your compensation package may differ based on period reviews. This is as per the compensation policy applicable to other employees of your category in your respective department as detailed in Annexure-1.

- The Employee shall perform such duties and exercise such powers, that may from time to time be assigned to or vested in him by the company.

- The Employee shall, unless prevented by ill health or any unavoidable cause, during the continuance of the term of his office devote his whole time, attention and abilities to the business of the company.

- The Employee shall obey the orders from time to time of the Board of Directors of the company and in all respects conform to and comply with the directions given and regulations made by the Board. He shall well and faithfully serve the company to the best of his abilities and shall make his utmost endeavors to promote the interests of the company.

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- The company may terminate this agreement at any time before the expiry of the stipulated term by giving one month's notice in writing to him. The company can terminate your contract any time if you-

    - Commit any material or persistent breach of any of the provisions contained.

    - Be guilty of any default, misconduct or neglect in the discharge of your duties affecting the business of the company.

7. WORKING HOURS:

Your standard working hours will be 11:30 AM to 8:30 PM, Monday through Saturday. In view of your position in the Company, you shall effectively perform to ensure results and you will be expected to work beyond the standard working hours to achieve the results, whenever your job so requires. Additionally, as mentioned in your interview process, the Company may implement staggered work shifts, from time to time. In such an event, you shall abide by the change in the standard working hours as may be notified by the Company to accommodate such staggered shifts.

8. DATE OF JOINING:

As per our discussion you will report to the Company on **the joining date will be shortly communicated by the company as an Business Development Executive - Trainee**

9. TRAINING PERIOD:

You shall be on Training Period for 3 months, from the date of joining the Company. The company reserves the right to terminate the tenure of the job upon performance or behavioural grounds.

During the training/probationary period for matters related to discipline or performance, the Company reserves the right to take action in accordance with the policy of the company. The salary during the months of probation will solely be dependent on performance. Upon hitting your targets you shall be receiving a stipend of up-to **Rs 18,000 plus incentives.**

10. LEAVE:

You will be entitled to a total leave of **12 sick leaves** in a year where not more than one day of leave can be redeemed per month and **12 paid leaves** in a year which can be redeemed based on your performance

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and time period with the company. All **National Holidays** will be holidays for all employees. The Company reserves the right to alter the policy from time to time and the policy in effect for the time being shall be applicable to you.

11. NOTICE PERIOD and TERMINATION:

- During the Training/Probation Period the Company reserves the right to terminate your employment and *may* give you compensation equivalent to one month's salary which is based on annual fixed compensation, in lieu of the notice period.

- In case the termination is initiated by you for pre-closure of contract, you shall serve a notice period of 3 months. Serve for a period of 1 month without pay, also compensate the company equivalent to the last drawn three month's salary which is based on annual fixed compensation, in lieu of breaking the service bond contract.

- After confirmation of your service at the Company, the contract of employment is terminable by the Company. If the termination is initiated by you, The Company reserves the right to recover from you, an amount equivalent to three month's salary which is based on annual fixed compensation, in lieu of breaking the service bond contract, subject to the release date being approved by the Company.

- If termination is initiated by you, it shall be treated as breach of contract and the Company may, at its discretion, relieve you from a date it may deem fit. The Company will agree to the release date in lieu of notice period. During the notice period, however, you shall cooperate with the Company in ensuring smooth and proper hand-over of your responsibilities, failing which the Company shall be authorised to withhold/forfeit your dues and recover from you a penalty up-to the equivalent of 3 month's salary. The company also reserves the right to legally prosecute the employee in the case of breach of contract.

- The Company may also terminate/suspend your services at its discretion at any time without giving any notice or amount in lieu of notice immediately if it has been alleged and prima facie established through preliminary internal enquiry that you have committed (i) any heinous criminal act or any offence involving moral turpitude (the term "moral turpitude" includes crimes having an inherent quality of baseness, vileness, or depravity with respect to a person's duty to the society in general such as rape, forgery, theft, solicitation, etc.), (ii) sexual harassment (adjudicated guilty as per the Company's policy and local laws) or (iii) other act that threatens or likely to damage Company's reputation or (iv) any misconduct or

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- breach of terms and conditions outlined in this contract of employment including the Company's policies. (v) any activity leading to loss of business

- The Company also expects that you voluntarily disclose details of any of the above acts to the Company at the time of joining or during your employment with the Company, as applicable, based on which the Company may terminate/suspend your services at its discretion at any time immediately upon written notice to you.

12. BASKET OF ALLOWANCES(BOA)

The Basket of Allowances will be paid to you as part of your salary every month. The components are as follows: House Rent Allowance, Leave Travel Allowance, Medical Allowance, Transport Allowance and Telephonic Allowance.

You have the flexibility of changing the amounts under each of the above-mentioned heads, within your BOA, according to your preferences and income tax plan.

13. NON-DISCLOSURE AGREEMENT

During your employment, you may have access to trade secrets or confidential business information belonging to the Company (including, but not limited to "source code", "graphical assets", "source repositories", "technical documentation", "development binaries", "company internet accounts", etc.). By accepting this offer, you acknowledge that you must keep all of this information strictly confidential, and refrain from using it for your own purposes or from disclosing it to anyone outside the Company. In addition, you agree that, upon conclusion of your employment, you will immediately return to the Company, all of its property, equipment, and documents, including but not limited to electronically stored information. You agree to hereby indefinitely assign ownership of any intellectual property rights and copyrights to the Company for any and all work that is done as part of your employment with the Company.

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15. NON COMPETE AND NON SOLICITATION

The Employee undertakes, agrees and covenants with the Company that for a period of 18 (nine) months from the termination/ expiry of this contract, as the case may be ("Non-Compete Period"), the Employee shall not, either directly or indirectly work with any company, association, firm, individual or carry on any activity, which is the same as, or similar to, or which competes or is reasonably likely to compete with, the business of the Company, including, but not limited, to any company involved in the field of Education technology. The Employee acknowledges that the restrictions on competitive activity of the Employee set forth in this contract are mainly to protect the value of the Company due to loss of an employee. The Employee acknowledges and agrees that the covenants contained in this clause are no more extensive than is reasonable to protect the interests of the Company and to protect the business of the Company. The Employee acknowledges and deems the terms and conditions of this contract, including the remuneration given hereunder, to be adequate consideration for giving the undertakings contained in this Clause. The Employee is not allowed to sit for the interview/ selection process at any other firm/company/organisation during the bond period.

16.EARNINGS

During Internship which spans for a period of 3 months, mentioned in clause 9.
month will be paid with monthly and quarterly incentives (Please note – In case during the internship period the candidate decides to quit, our organization will not be liable to pay the above-mentioned stipend to the candidate and it is mandatory for each of the recruited candidate to complete his / her internship duration to be eligible to qualify for permanent placement and confirmation of internship completion documents .)

Post completion of Internship and based on individual performances, the intern will be inducted into the company as a permanent employee and the CTC will be revised to Business Development Executive **G3** (refer Annexure)**.**

Basis the performance of the employee for the next three months, they will be promoted to one of the three grades which are mentioned below in annexure.

- Business Development Executive G 1: Gets a salary of INR 4 - 4.5 Lakhs PA.
- Business Development Executive G 2: Gets a salary of INR 3.6 - 4 Lakhs PA.
- Business Development Executive G 3: Gets a salary of INR 3.2- 3.6 Lakhs PA.

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We hope you have a great learning experience with us and grow in the process of this role.

Thank you.

Anush Ramachandran
Operations Manager
Climber Knowledge and Careers Pvt Ltd

I hereby accept the aforesaid position and terms and conditions of employment set forth above.

Signed: **Date:**

Name:

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Annexure 1

Operations Executive G3		
Components	**Per month (INR)**	**Annual (INR)**
Base Salary	16,000	1,92,000
House Rent Allowance (HRA)	5,000	60,000
Other allowance including flexible components	1,000	12,000
Performance based Incentive (Variable)	up-to 8,000	up-to 96,000
Fixed compensation (In Hand)	22,000	2,64,000
Cost to Company (CTC)		3,60,000

Operations Executive G2		
Components	**Per month (INR)**	**Annual (INR)**
Base Salary	19,440	2,33,280
House Rent Allowance (HRA)	6,210	74,520
Other allowance including flexible components	1,350	16,200
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Fixed compensation (In Hand)	27,000	3,24,000
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Operations Executive G1		
Components	**Per month (INR)**	**Annual (INR)**
Base Salary	22,600	2,59,200
House Rent Allowance (HRA)	6,900	82,800
Other allowance including flexible components	2,500	18,000
Performance based Incentive (Variable)	up-to 7,500	up-to 90,000
Fixed compensation (In Hand)	32,000	3,84,000
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Dear Mudasir M,

Subject : Appointment in the position of **Business Development Executive**

With reference to your application and subsequent interview you had with us, we are pleased to confirm your appointment for the above said position in Climber Knowledge and Careers Pvt. Ltd. subject to the following terms and conditions. You will be based out of **Bangalore**.

AGREEMENT CUM APPOINTMENT LETTER

THIS AGREEMENT is made on 19th April 2021 between Climber Knowledge and Careers Pvt Ltd, a company registered under the Companies Act, 2013 (hereinafter called the company) of the one part and Mudasir M (Hereinafter called the Employee) of the other part. WHEREAS The company is desirous of appointing Mudasir M as its Business Development Executive and the Employee has agreed to the terms and conditions outlined here below.

NOW THIS AGREEMENT WITNESSES as follows:

- Your monthly salary package will be as per the terms mentioned in this letter. Your compensation package may differ based on period reviews. This is as per the compensation policy applicable to other employees of your category in your respective department as detailed in Annexure-1.

- The Employee shall perform such duties and exercise such powers, that may from time to time be assigned to or vested in him by the company.

- The Employee shall, unless prevented by ill health or any unavoidable cause, during the continuance of the term of his office devote his whole time, attention and abilities to the business of the company.

- The Employee shall obey the orders from time to time of the Board of Directors of the company and in all respects conform to and comply with the directions given and regulations made by the Board. He shall well and faithfully serve the company to the best of his abilities and shall make his utmost endeavors to promote the interests of the company.

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- The company may terminate this agreement at any time before the expiry of the stipulated term by giving one month's notice in writing to him. The company can terminate your contract any time if you-

    - Commit any material or persistent breach of any of the provisions contained.

    - Be guilty of any default, misconduct or neglect in the discharge of your duties affecting the business of the company.

7. WORKING HOURS:

Your standard working hours will be 11:30 AM to 8:30 PM, Monday through Saturday. In view of your position in the Company, you shall effectively perform to ensure results and you will be expected to work beyond the standard working hours to achieve the results, whenever your job so requires. Additionally, as mentioned in your interview process, the Company may implement staggered work shifts, from time to time. In such an event, you shall abide by the change in the standard working hours as may be notified by the Company to accommodate such staggered shifts.

8. DATE OF JOINING:

As per our discussion you will report to the Company on **the joining date will be shortly communicated by the company as an Business Development Executive - Trainee**

9. TRAINING PERIOD:

You shall be on Training Period for 3 months, from the date of joining the Company. The company reserves the right to terminate the tenure of the job upon performance or behavioural grounds.

During the training/probationary period for matters related to discipline or performance, the Company reserves the right to take action in accordance with the policy of the company. The salary during the months of probation will solely be dependent on performance. Upon hitting your targets you shall be receiving a stipend of up-to **Rs 18,000 plus incentives.**

10. LEAVE:

You will be entitled to a total leave of **12 sick leaves** in a year where not more than one day of leave can be redeemed per month and **12 paid leaves** in a year which can be redeemed based on your performance

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and time period with the company. All **National Holidays** will be holidays for all employees. The Company reserves the right to alter the policy from time to time and the policy in effect for the time being shall be applicable to you.

11. NOTICE PERIOD and TERMINATION:

- During the Training/Probation Period the Company reserves the right to terminate your employment and *may* give you compensation equivalent to one month's salary which is based on annual fixed compensation, in lieu of the notice period.

- In case the termination is initiated by you for pre-closure of contract, you shall serve a notice period of 3 months. Serve for a period of 1 month without pay, also compensate the company equivalent to the last drawn three month's salary which is based on annual fixed compensation, in lieu of breaking the service bond contract.

- After confirmation of your service at the Company, the contract of employment is terminable by the Company. If the termination is initiated by you, The Company reserves the right to recover from you, an amount equivalent to three month's salary which is based on annual fixed compensation, in lieu of breaking the service bond contract, subject to the release date being approved by the Company.

- If termination is initiated by you, it shall be treated as breach of contract and the Company may, at its discretion, relieve you from a date it may deem fit. The Company will agree to the release date in lieu of notice period. During the notice period, however, you shall cooperate with the Company in ensuring smooth and proper hand-over of your responsibilities, failing which the Company shall be authorised to withhold/forfeit your dues and recover from you a penalty up-to the equivalent of 3 month's salary. The company also reserves the right to legally prosecute the employee in the case of breach of contract.

- The Company may also terminate/suspend your services at its discretion at any time without giving any notice or amount in lieu of notice immediately if it has been alleged and prima facie established through preliminary internal enquiry that you have committed (i) any heinous criminal act or any offence involving moral turpitude (the term "moral turpitude" includes crimes having an inherent quality of baseness, vileness, or depravity with respect to a person's duty to the society in general such as rape, forgery, theft, solicitation, etc.), (ii) sexual harassment (adjudicated guilty as per the Company's policy and local laws) or (iii) other act that threatens or likely to damage Company's reputation or (iv) any misconduct or

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- breach of terms and conditions outlined in this contract of employment including the Company's policies. (v) any activity leading to loss of business

- The Company also expects that you voluntarily disclose details of any of the above acts to the Company at the time of joining or during your employment with the Company, as applicable, based on which the Company may terminate/suspend your services at its discretion at any time immediately upon written notice to you.

12. BASKET OF ALLOWANCES(BOA)

The Basket of Allowances will be paid to you as part of your salary every month. The components are as follows: House Rent Allowance, Leave Travel Allowance, Medical Allowance, Transport Allowance and Telephonic Allowance.

You have the flexibility of changing the amounts under each of the above-mentioned heads, within your BOA, according to your preferences and income tax plan.

13. NON-DISCLOSURE AGREEMENT

During your employment, you may have access to trade secrets or confidential business information belonging to the Company (including, but not limited to "source code", "graphical assets", "source repositories", "technical documentation", "development binaries", "company internet accounts", etc.). By accepting this offer, you acknowledge that you must keep all of this information strictly confidential, and refrain from using it for your own purposes or from disclosing it to anyone outside the Company. In addition, you agree that, upon conclusion of your employment, you will immediately return to the Company, all of its property, equipment, and documents, including but not limited to electronically stored information. You agree to hereby indefinitely assign ownership of any intellectual property rights and copyrights to the Company for any and all work that is done as part of your employment with the Company.

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15. NON COMPETE AND NON SOLICITATION

The Employee undertakes, agrees and covenants with the Company that for a period of 18 (nine) months from the termination/ expiry of this contract, as the case may be ("Non-Compete Period"), the Employee shall not, either directly or indirectly work with any company, association, firm, individual or carry on any activity, which is the same as, or similar to, or which competes or is reasonably likely to compete with, the business of the Company, including, but not limited, to any company involved in the field of Education technology. The Employee acknowledges that the restrictions on competitive activity of the Employee set forth in this contract are mainly to protect the value of the Company due to loss of an employee. The Employee acknowledges and agrees that the covenants contained in this clause are no more extensive than is reasonable to protect the interests of the Company and to protect the business of the Company. The Employee acknowledges and deems the terms and conditions of this contract, including the remuneration given hereunder, to be adequate consideration for giving the undertakings contained in this Clause. The Employee is not allowed to sit for the interview/ selection process at any other firm/company/organisation during the bond period.

16.EARNINGS

During Internship which spans for a period of 3 months, mentioned in clause 9.
month will be paid with monthly and quarterly incentives (Please note – In case during the internship period the candidate decides to quit, our organization will not be liable to pay the above-mentioned stipend to the candidate and it is mandatory for each of the recruited candidate to complete his / her internship duration to be eligible to qualify for permanent placement and confirmation of internship completion documents .)

Post completion of Internship and based on individual performances, the intern will be inducted into the company as a permanent employee and the CTC will be revised to Business Development Executive **G3** (refer Annexure)**.**

Basis the performance of the employee for the next three months, they will be promoted to one of the three grades which are mentioned below in annexure.

- Business Development Executive G 1: Gets a salary of INR 4 - 4.5 Lakhs PA.
- Business Development Executive G 2: Gets a salary of INR 3.6 - 4 Lakhs PA.
- Business Development Executive G 3: Gets a salary of INR 3.2- 3.6 Lakhs PA.

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We hope you have a great learning experience with us and grow in the process of this role.

Thank you.

Anush Ramachandran
Operations Manager
Climber Knowledge and Careers Pvt Ltd

I hereby accept the aforesaid position and terms and conditions of employment set forth above.

Signed: **Date:**

Name:

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Annexure 1

Operations Executive G3		
Components	**Per month (INR)**	**Annual (INR)**
Base Salary	16,000	1,92,000
House Rent Allowance (HRA)	5,000	60,000
Other allowance including flexible components	1,000	12,000
Performance based Incentive (Variable)	up-to 8,000	up-to 96,000
Fixed compensation (In Hand)	22,000	2,64,000
Cost to Company (CTC)		3,60,000

Operations Executive G2		
Components	**Per month (INR)**	**Annual (INR)**
Base Salary	19,440	2,33,280
House Rent Allowance (HRA)	6,210	74,520
Other allowance including flexible components	1,350	16,200
Performance based Incentive (Variable)	up-to 6,333	up-to 76,000
Fixed compensation (In Hand)	27,000	3,24,000
Cost to Company (CTC)		4,00,000

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Operations Executive G1		
Components	**Per month (INR)**	**Annual (INR)**
Base Salary	22,600	2,59,200
House Rent Allowance (HRA)	6,900	82,800
Other allowance including flexible components	2,500	18,000
Performance based Incentive (Variable)	up-to 7,500	up-to 90,000
Fixed compensation (In Hand)	32,000	3,84,000
Cost to Company (CTC)		4.50,000

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Dear K Vamsi Krishna,

Subject : Appointment in the position of **Business Development Executive**

With reference to your application and subsequent interview you had with us, we are pleased to confirm your appointment for the above said position in Climber Knowledge and Careers Pvt. Ltd. subject to the following terms and conditions. You will be based out of **Bangalore**.

AGREEMENT CUM APPOINTMENT LETTER

THIS AGREEMENT is made on 19th April 2021 between Climber Knowledge and Careers Pvt Ltd, a company registered under the Companies Act, 2013 (hereinafter called the company) of the one part and K Vamsi Krishna (Hereinafter called the Employee) of the other part. WHEREAS The company is desirous of appointing K Vamsi Krishna as its Business Development Executive and the Employee has agreed to the terms and conditions outlined here below.

NOW THIS AGREEMENT WITNESSES as follows:

- Your monthly salary package will be as per the terms mentioned in this letter. Your compensation package may differ based on period reviews. This is as per the compensation policy applicable to other employees of your category in your respective department as detailed in Annexure-1.

- The Employee shall perform such duties and exercise such powers, that may from time to time be assigned to or vested in him by the company.

- The Employee shall, unless prevented by ill health or any unavoidable cause, during the continuance of the term of his office devote his whole time, attention and abilities to the business of the company.

- The Employee shall obey the orders from time to time of the Board of Directors of the company and in all respects conform to and comply with the directions given and regulations made by the Board. He shall well and faithfully serve the company to the best of his abilities and shall make his utmost endeavors to promote the interests of the company.

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- The company may terminate this agreement at any time before the expiry of the stipulated term by giving one month's notice in writing to him. The company can terminate your contract any time if you-

    - Commit any material or persistent breach of any of the provisions contained.

    - Be guilty of any default, misconduct or neglect in the discharge of your duties affecting the business of the company.

7. WORKING HOURS:

Your standard working hours will be 11:30 AM to 8:30 PM, Monday through Saturday. In view of your position in the Company, you shall effectively perform to ensure results and you will be expected to work beyond the standard working hours to achieve the results, whenever your job so requires. Additionally, as mentioned in your interview process, the Company may implement staggered work shifts, from time to time. In such an event, you shall abide by the change in the standard working hours as may be notified by the Company to accommodate such staggered shifts.

8. DATE OF JOINING:

As per our discussion you will report to the Company on **the joining date will be shortly communicated by the company as an Business Development Executive - Trainee**

9. TRAINING PERIOD:

You shall be on Training Period for 3 months, from the date of joining the Company. The company reserves the right to terminate the tenure of the job upon performance or behavioural grounds.

During the training/probationary period for matters related to discipline or performance, the Company reserves the right to take action in accordance with the policy of the company. The salary during the months of probation will solely be dependent on performance. Upon hitting your targets you shall be receiving a stipend of up-to **Rs 18,000 plus incentives.**

10. LEAVE:

You will be entitled to a total leave of **12 sick leaves** in a year where not more than one day of leave can be redeemed per month and **12 paid leaves** in a year which can be redeemed based on your performance

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and time period with the company. All **National Holidays** will be holidays for all employees. The Company reserves the right to alter the policy from time to time and the policy in effect for the time being shall be applicable to you.

11. NOTICE PERIOD and TERMINATION:

- During the Training/Probation Period the Company reserves the right to terminate your employment and *may* give you compensation equivalent to one month's salary which is based on annual fixed compensation, in lieu of the notice period.

- In case the termination is initiated by you for pre-closure of contract, you shall serve a notice period of 3 months. Serve for a period of 1 month without pay, also compensate the company equivalent to the last drawn three month's salary which is based on annual fixed compensation, in lieu of breaking the service bond contract.

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- The Company may also terminate/suspend your services at its discretion at any time without giving any notice or amount in lieu of notice immediately if it has been alleged and prima facie established through preliminary internal enquiry that you have committed (i) any heinous criminal act or any offence involving moral turpitude (the term "moral turpitude" includes crimes having an inherent quality of baseness, vileness, or depravity with respect to a person's duty to the society in general such as rape, forgery, theft, solicitation, etc.), (ii) sexual harassment (adjudicated guilty as per the Company's policy and local laws) or (iii) other act that threatens or likely to damage Company's reputation or (iv) any misconduct or

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- breach of terms and conditions outlined in this contract of employment including the Company's policies. (v) any activity leading to loss of business

- The Company also expects that you voluntarily disclose details of any of the above acts to the Company at the time of joining or during your employment with the Company, as applicable, based on which the Company may terminate/suspend your services at its discretion at any time immediately upon written notice to you.

12. BASKET OF ALLOWANCES(BOA)

The Basket of Allowances will be paid to you as part of your salary every month. The components are as follows: House Rent Allowance, Leave Travel Allowance, Medical Allowance, Transport Allowance and Telephonic Allowance.

You have the flexibility of changing the amounts under each of the above-mentioned heads, within your BOA, according to your preferences and income tax plan.

13. NON-DISCLOSURE AGREEMENT

During your employment, you may have access to trade secrets or confidential business information belonging to the Company (including, but not limited to "source code", "graphical assets", "source repositories", "technical documentation", "development binaries", "company internet accounts", etc.). By accepting this offer, you acknowledge that you must keep all of this information strictly confidential, and refrain from using it for your own purposes or from disclosing it to anyone outside the Company. In addition, you agree that, upon conclusion of your employment, you will immediately return to the Company, all of its property, equipment, and documents, including but not limited to electronically stored information. You agree to hereby indefinitely assign ownership of any intellectual property rights and copyrights to the Company for any and all work that is done as part of your employment with the Company.

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15. NON COMPETE AND NON SOLICITATION

The Employee undertakes, agrees and covenants with the Company that for a period of 18 (nine) months from the termination/ expiry of this contract, as the case may be ("Non-Compete Period"), the Employee shall not, either directly or indirectly work with any company, association, firm, individual or carry on any activity, which is the same as, or similar to, or which competes or is reasonably likely to compete with, the business of the Company, including, but not limited, to any company involved in the field of Education technology. The Employee acknowledges that the restrictions on competitive activity of the Employee set forth in this contract are mainly to protect the value of the Company due to loss of an employee. The Employee acknowledges and agrees that the covenants contained in this clause are no more extensive than is reasonable to protect the interests of the Company and to protect the business of the Company. The Employee acknowledges and deems the terms and conditions of this contract, including the remuneration given hereunder, to be adequate consideration for giving the undertakings contained in this Clause. The Employee is not allowed to sit for the interview/ selection process at any other firm/company/organisation during the bond period.

16.EARNINGS

During Internship which spans for a period of 3 months, mentioned in clause 9.
month will be paid with monthly and quarterly incentives (Please note – In case during the internship period the candidate decides to quit, our organization will not be liable to pay the above-mentioned stipend to the candidate and it is mandatory for each of the recruited candidate to complete his / her internship duration to be eligible to qualify for permanent placement and confirmation of internship completion documents .)

Post completion of Internship and based on individual performances, the intern will be inducted into the company as a permanent employee and the CTC will be revised to Business Development Executive **G3** (refer Annexure)**.**

Basis the performance of the employee for the next three months, they will be promoted to one of the three grades which are mentioned below in annexure.

- Business Development Executive G 1: Gets a salary of INR 4 - 4.5 Lakhs PA.
- Business Development Executive G 2: Gets a salary of INR 3.6 - 4 Lakhs PA.
- Business Development Executive G 3: Gets a salary of INR 3.2- 3.6 Lakhs PA.

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We hope you have a great learning experience with us and grow in the process of this role.

Thank you.

Anush Ramachandran
Operations Manager
Climber Knowledge and Careers Pvt Ltd

I hereby accept the aforesaid position and terms and conditions of employment set forth above.

Signed: **Date:**

Name:

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Annexure 1

Operations Executive G3		
Components	**Per month (INR)**	**Annual (INR)**
Base Salary	16,000	1,92,000
House Rent Allowance (HRA)	5,000	60,000
Other allowance including flexible components	1,000	12,000
Performance based Incentive (Variable)	up-to 8,000	up-to 96,000
Fixed compensation (In Hand)	22,000	2,64,000
Cost to Company (CTC)		3,60,000

Operations Executive G2		
Components	**Per month (INR)**	**Annual (INR)**
Base Salary	19,440	2,33,280
House Rent Allowance (HRA)	6,210	74,520
Other allowance including flexible components	1,350	16,200
Performance based Incentive (Variable)	up-to 6,333	up-to 76,000
Fixed compensation (In Hand)	27,000	3,24,000
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Operations Executive G1		
Components	**Per month (INR)**	**Annual (INR)**
Base Salary	22,600	2,59,200
House Rent Allowance (HRA)	6,900	82,800
Other allowance including flexible components	2,500	18,000
Performance based Incentive (Variable)	up-to 7,500	up-to 90,000
Fixed compensation (In Hand)	32,000	3,84,000
Cost to Company (CTC)		4.50,000

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Dear Nalina R,

Subject : Appointment in the position of **Business Development Executive**

With reference to your application and subsequent interview you had with us, we are pleased to confirm your appointment for the above said position in Climber Knowledge and Careers Pvt. Ltd. subject to the following terms and conditions. You will be based out of **Bangalore**.

AGREEMENT CUM APPOINTMENT LETTER

THIS AGREEMENT is made on 19th April 2021 between Climber Knowledge and Careers Pvt Ltd, a company registered under the Companies Act, 2013 (hereinafter called the company) of the one part and Nalina R (Hereinafter called the Employee) of the other part. WHEREAS The company is desirous of appointing Nalina R as its Business Development Executive and the Employee has agreed to the terms and conditions outlined here below.

NOW THIS AGREEMENT WITNESSES as follows:

- Your monthly salary package will be as per the terms mentioned in this letter. Your compensation package may differ based on period reviews. This is as per the compensation policy applicable to other employees of your category in your respective department as detailed in Annexure-1.

- The Employee shall perform such duties and exercise such powers, that may from time to time be assigned to or vested in him by the company.

- The Employee shall, unless prevented by ill health or any unavoidable cause, during the continuance of the term of his office devote his whole time, attention and abilities to the business of the company.

- The Employee shall obey the orders from time to time of the Board of Directors of the company and in all respects conform to and comply with the directions given and regulations made by the Board. He shall well and faithfully serve the company to the best of his abilities and shall make his utmost endeavors to promote the interests of the company.

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- The company may terminate this agreement at any time before the expiry of the stipulated term by giving one month's notice in writing to him. The company can terminate your contract any time if you-

    - Commit any material or persistent breach of any of the provisions contained.

    - Be guilty of any default, misconduct or neglect in the discharge of your duties affecting the business of the company.

7. WORKING HOURS:

Your standard working hours will be 11:30 AM to 8:30 PM, Monday through Saturday. In view of your position in the Company, you shall effectively perform to ensure results and you will be expected to work beyond the standard working hours to achieve the results, whenever your job so requires. Additionally, as mentioned in your interview process, the Company may implement staggered work shifts, from time to time. In such an event, you shall abide by the change in the standard working hours as may be notified by the Company to accommodate such staggered shifts.

8. DATE OF JOINING:

As per our discussion you will report to the Company on **the joining date will be shortly communicated by the company as an Business Development Executive - Trainee**

9. TRAINING PERIOD:

You shall be on Training Period for 3 months, from the date of joining the Company. The company reserves the right to terminate the tenure of the job upon performance or behavioural grounds.

During the training/probationary period for matters related to discipline or performance, the Company reserves the right to take action in accordance with the policy of the company. The salary during the months of probation will solely be dependent on performance. Upon hitting your targets you shall be receiving a stipend of up-to **Rs 18,000 plus incentives.**

10. LEAVE:

You will be entitled to a total leave of **12 sick leaves** in a year where not more than one day of leave can be redeemed per month and **12 paid leaves** in a year which can be redeemed based on your performance

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and time period with the company. All **National Holidays** will be holidays for all employees. The Company reserves the right to alter the policy from time to time and the policy in effect for the time being shall be applicable to you.

11. NOTICE PERIOD and TERMINATION:

- During the Training/Probation Period the Company reserves the right to terminate your employment and *may* give you compensation equivalent to one month's salary which is based on annual fixed compensation, in lieu of the notice period.

- In case the termination is initiated by you for pre-closure of contract, you shall serve a notice period of 3 months. Serve for a period of 1 month without pay, also compensate the company equivalent to the last drawn three month's salary which is based on annual fixed compensation, in lieu of breaking the service bond contract.

- After confirmation of your service at the Company, the contract of employment is terminable by the Company. If the termination is initiated by you, The Company reserves the right to recover from you, an amount equivalent to three month's salary which is based on annual fixed compensation, in lieu of breaking the service bond contract, subject to the release date being approved by the Company.

- If termination is initiated by you, it shall be treated as breach of contract and the Company may, at its discretion, relieve you from a date it may deem fit. The Company will agree to the release date in lieu of notice period. During the notice period, however, you shall cooperate with the Company in ensuring smooth and proper hand-over of your responsibilities, failing which the Company shall be authorised to withhold/forfeit your dues and recover from you a penalty up-to the equivalent of 3 month's salary. The company also reserves the right to legally prosecute the employee in the case of breach of contract.

- The Company may also terminate/suspend your services at its discretion at any time without giving any notice or amount in lieu of notice immediately if it has been alleged and prima facie established through preliminary internal enquiry that you have committed (i) any heinous criminal act or any offence involving moral turpitude (the term "moral turpitude" includes crimes having an inherent quality of baseness, vileness, or depravity with respect to a person's duty to the society in general such as rape, forgery, theft, solicitation, etc.), (ii) sexual harassment (adjudicated guilty as per the Company's policy and local laws) or (iii) other act that threatens or likely to damage Company's reputation or (iv) any misconduct or

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- breach of terms and conditions outlined in this contract of employment including the Company's policies. (v) any activity leading to loss of business

- The Company also expects that you voluntarily disclose details of any of the above acts to the Company at the time of joining or during your employment with the Company, as applicable, based on which the Company may terminate/suspend your services at its discretion at any time immediately upon written notice to you.

12. BASKET OF ALLOWANCES(BOA)

The Basket of Allowances will be paid to you as part of your salary every month. The components are as follows: House Rent Allowance, Leave Travel Allowance, Medical Allowance, Transport Allowance and Telephonic Allowance.

You have the flexibility of changing the amounts under each of the above-mentioned heads, within your BOA, according to your preferences and income tax plan.

13. NON-DISCLOSURE AGREEMENT

During your employment, you may have access to trade secrets or confidential business information belonging to the Company (including, but not limited to "source code", "graphical assets", "source repositories", "technical documentation", "development binaries", "company internet accounts", etc.). By accepting this offer, you acknowledge that you must keep all of this information strictly confidential, and refrain from using it for your own purposes or from disclosing it to anyone outside the Company. In addition, you agree that, upon conclusion of your employment, you will immediately return to the Company, all of its property, equipment, and documents, including but not limited to electronically stored information. You agree to hereby indefinitely assign ownership of any intellectual property rights and copyrights to the Company for any and all work that is done as part of your employment with the Company.

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15. NON COMPETE AND NON SOLICITATION

The Employee undertakes, agrees and covenants with the Company that for a period of 18 (nine) months from the termination/ expiry of this contract, as the case may be ("Non-Compete Period"), the Employee shall not, either directly or indirectly work with any company, association, firm, individual or carry on any activity, which is the same as, or similar to, or which competes or is reasonably likely to compete with, the business of the Company, including, but not limited, to any company involved in the field of Education technology. The Employee acknowledges that the restrictions on competitive activity of the Employee set forth in this contract are mainly to protect the value of the Company due to loss of an employee. The Employee acknowledges and agrees that the covenants contained in this clause are no more extensive than is reasonable to protect the interests of the Company and to protect the business of the Company. The Employee acknowledges and deems the terms and conditions of this contract, including the remuneration given hereunder, to be adequate consideration for giving the undertakings contained in this Clause. The Employee is not allowed to sit for the interview/ selection process at any other firm/company/organisation during the bond period.

16.EARNINGS

During Internship which spans for a period of 3 months, mentioned in clause 9.
month will be paid with monthly and quarterly incentives (Please note – In case during the internship period the candidate decides to quit, our organization will not be liable to pay the above-mentioned stipend to the candidate and it is mandatory for each of the recruited candidate to complete his / her internship duration to be eligible to qualify for permanent placement and confirmation of internship completion documents .)

Post completion of Internship and based on individual performances, the intern will be inducted into the company as a permanent employee and the CTC will be revised to Business Development Executive **G3** (refer Annexure)**.**

Basis the performance of the employee for the next three months, they will be promoted to one of the three grades which are mentioned below in annexure.

- Business Development Executive G 1: Gets a salary of INR 4 - 4.5 Lakhs PA.
- Business Development Executive G 2: Gets a salary of INR 3.6 - 4 Lakhs PA.
- Business Development Executive G 3: Gets a salary of INR 3.2- 3.6 Lakhs PA.

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We hope you have a great learning experience with us and grow in the process of this role.

Thank you.

Anush Ramachandran
Operations Manager
Climber Knowledge and Careers Pvt Ltd

I hereby accept the aforesaid position and terms and conditions of employment set forth above.

Signed: **Date:**

Name:

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Annexure 1

Operations Executive G3		
Components	**Per month (INR)**	**Annual (INR)**
Base Salary	16,000	1,92,000
House Rent Allowance (HRA)	5,000	60,000
Other allowance including flexible components	1,000	12,000
Performance based Incentive (Variable)	up-to 8,000	up-to 96,000
Fixed compensation (In Hand)	22,000	2,64,000
Cost to Company (CTC)		3,60,000

Operations Executive G2		
Components	**Per month (INR)**	**Annual (INR)**
Base Salary	19,440	2,33,280
House Rent Allowance (HRA)	6,210	74,520
Other allowance including flexible components	1,350	16,200
Performance based Incentive (Variable)	up-to 6,333	up-to 76,000
Fixed compensation (In Hand)	27,000	3,24,000
Cost to Company (CTC)		4,00,000

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Operations Executive G1		
Components	**Per month (INR)**	**Annual (INR)**
Base Salary	22,600	2,59,200
House Rent Allowance (HRA)	6,900	82,800
Other allowance including flexible components	2,500	18,000
Performance based Incentive (Variable)	up-to 7,500	up-to 90,000
Fixed compensation (In Hand)	32,000	3,84,000
Cost to Company (CTC)		4.50,000

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Dear Naheem K A,

Subject : Appointment in the position of **Business Development Executive**

With reference to your application and subsequent interview you had with us, we are pleased to confirm your appointment for the above said position in Climber Knowledge and Careers Pvt. Ltd. subject to the following terms and conditions. You will be based out of **Bangalore**.

AGREEMENT CUM APPOINTMENT LETTER

THIS AGREEMENT is made on 19th April 2021 between Climber Knowledge and Careers Pvt Ltd, a company registered under the Companies Act, 2013 (hereinafter called the company) of the one part and Naheem K A (Hereinafter called the Employee) of the other part. WHEREAS The company is desirous of appointing Naheem K A as its Business Development Executive and the Employee has agreed to the terms and conditions outlined here below.

NOW THIS AGREEMENT WITNESSES as follows:

- Your monthly salary package will be as per the terms mentioned in this letter. Your compensation package may differ based on period reviews. This is as per the compensation policy applicable to other employees of your category in your respective department as detailed in Annexure-1.

- The Employee shall perform such duties and exercise such powers, that may from time to time be assigned to or vested in him by the company.

- The Employee shall, unless prevented by ill health or any unavoidable cause, during the continuance of the term of his office devote his whole time, attention and abilities to the business of the company.

- The Employee shall obey the orders from time to time of the Board of Directors of the company and in all respects conform to and comply with the directions given and regulations made by the Board. He shall well and faithfully serve the company to the best of his abilities and shall make his utmost endeavors to promote the interests of the company.

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- The company may terminate this agreement at any time before the expiry of the stipulated term by giving one month's notice in writing to him. The company can terminate your contract any time if you-

    - Commit any material or persistent breach of any of the provisions contained.

    - Be guilty of any default, misconduct or neglect in the discharge of your duties affecting the business of the company.

7. WORKING HOURS:

Your standard working hours will be 11:30 AM to 8:30 PM, Monday through Saturday. In view of your position in the Company, you shall effectively perform to ensure results and you will be expected to work beyond the standard working hours to achieve the results, whenever your job so requires. Additionally, as mentioned in your interview process, the Company may implement staggered work shifts, from time to time. In such an event, you shall abide by the change in the standard working hours as may be notified by the Company to accommodate such staggered shifts.

8. DATE OF JOINING:

As per our discussion you will report to the Company on **the joining date will be shortly communicated by the company as an Business Development Executive - Trainee**

9. TRAINING PERIOD:

You shall be on Training Period for 3 months, from the date of joining the Company. The company reserves the right to terminate the tenure of the job upon performance or behavioural grounds.

During the training/probationary period for matters related to discipline or performance, the Company reserves the right to take action in accordance with the policy of the company. The salary during the months of probation will solely be dependent on performance. Upon hitting your targets you shall be receiving a stipend of up-to **Rs 18,000 plus incentives.**

10. LEAVE:

You will be entitled to a total leave of **12 sick leaves** in a year where not more than one day of leave can be redeemed per month and **12 paid leaves** in a year which can be redeemed based on your performance

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