

July 4th, 2021

Dear **Daroori Samyukta**,

Congratulations! Linking Spaces Technologies Pvt. Ltd. is pleased to extend you this offer.

We are confident that you will be a great addition to our team and look forward to working with you. While you will be contributing to the success of this company, the company will be committed towards your personal and professional growth. We recognize and reward sincerity, hard work and performance, and hope that you will do your best.

**Position/Role:** Trainee - Relationship Manager / Tele-counselor  
**Remuneration (Rs.):** Greater than INR 3 Lacs / annum : 3 Lacs (fixed) + Monthly Incentives  
**Date of Joining:** July 7th , 2021  
**Work Timings:** 10:00 am to 6:00 pm (1 week off on weekdays)  
**Reporting Manager:** Vineeth V

#### Probation Period

You shall be on probation for a period of 3 months, including the first 2 months' training period, from the effective start date of your employment with the Company. The company may, in its sole discretion, at any time extend this period of probation for an additional specified period, upon notice to you. Your employment with us will be confirmed upon the satisfactory performance and completion of the probation period. Notwithstanding anything contained herein, during your probation period, the company may terminate your employment in a day's notice and with or without stating any reason whatsoever.

#### Notice Period

Notice period on termination of services by you will be 60 days. On termination initiated by the company the notice period can be anything between 10 days to 60 days, as decided by the management.

#### Confidentiality, Non-Disclosure and Non-Compete Agreement

1. During the period of employment you might receive valuable information pertaining to the Company's new businesses and process, which should not be disclosed to any other third party without the prior permission of Management.
2. All the research done and data generated including that of the client database is the sole property of the Organization. Unauthorized storing, copying, deleting or transmitting (digital/non-digital) of any such information is strictly prohibited and will constitute a legal offense.
3. Commitments & Dealings: You will not enter into any commitments or dealing on behalf of a Company for which you have no expressed authority.
4. Singularity of Service: You will not, without previous written permission, carry on any business, full time or part time, in any capacity, or be employed by, any other firm, company or person.

  
REGISTRAR  
  
REGISTRAR  
PRESIDENCY UNIVERSITY  
BANGALORE

settlin.in

**Leaves and other related details:**

- Weekends ( i.e Saturday & Sundays) are working days. They are usually the busiest.
- No provision of Work from home for Level I and II.
- First 3 months mandatory probation period with only 1 paid leave allowed in each month.
- 6 days/week office for Level I and II.
- 5 days/week office for Level III and beyond and 1 day WFH
- Total 36 days paid leaves in a year.



Please sign the enclosed copy of this letter and revert back with its scan by tomorrow, to indicate your acceptance of this offer.

With Best Wishes,

Vineeth  
General Manager  
Linking Spaces Technologies Pvt. Ltd

I, DAROORI SAMYUKTA, signing below, to confirm my acceptance to the above position, offer and all the terms of engagement,

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

  
REGISTRAR  
  
REGISTRAR  
PRESIDENCY UNIVERSITY  
BANGALORE

July 4th, 2021

Dear **Hari Ramyasree**,

Congratulations! Linking Spaces Technologies Pvt. Ltd. is pleased to extend you this offer.

We are confident that you will be a great addition to our team and look forward to working with you. While you will be contributing to the success of this company, the company will be committed towards your personal and professional growth. We recognize and reward sincerity, hard work and performance, and hope that you will do your best.

**Position/Role:** Trainee - Relationship Manager / Tele-counselor  
**Remuneration (Rs.):** Greater than INR 3 Lacs / annum : 3 Lacs (fixed) + Monthly Incentives  
**Date of Joining:** July 7th , 2021  
**Work Timings:** 10:00 am to 6:00 pm (1 week off on weekdays)  
**Reporting Manager:** Vineeth V

#### Probation Period

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REGISTRAR  
  
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- 6 days/week office for Level I and II.
- 5 days/week office for Level III and beyond and 1 day WFH
- Total 36 days paid leaves in a year.


Please sign the enclosed copy of this letter and revert back with its scan by tomorrow, to indicate your acceptance of this offer.

With Best Wishes,

Vineeth  
General Manager  
Linking Spaces Technologies Pvt. Ltd

I, HARI RAMYASREE, signing below, to confirm my acceptance to the above position, offer and all the terms of engagement,

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

  
REGISTRAR  
  
REGISTRAR  
PRESIDENCY UNIVERSITY  
BANGALORE

**OFFER LETTER**

05/04/2021

Dear AMARNATH GOWDA C,

With reference to your application and the subsequent interview you had with us, we are pleased to offer you an **employment** offer with SkillVertex Edutech. This offer includes a probation period of **3 months**. Please find the following confirmation of your employment.

Training Date: **15/04/2021 to 25/04/2021 (Unpaid)**

Probation Start Date: **15/04/2021**

Probation End Date: **15/07/2021**

Your job title will be **“Business Development Engineer-trainee (Sales Operations)”**. Your responsibilities will include those for which you are engaged, as well as any other duties given to you by your manager from time to time. By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms and clauses. You are also required to substantially use all your time and effort to perform these tasks during business hours and additional time if necessary.

You will be eligible for a Pay of INR 17,000 per month and INR 13,000 as incentives for the period with deductions as per the company policies and performance. **During the probation period, the company will have all the rights, to terminate your services without offering any reason and you are required to give 10 day's notice should you wish to terminate your offer before the end of your probation period.**

By accepting this offer letter of Employment, you acknowledge that you will keep all of this information strictly confidential and refrain from using it for your own purposes, that is, disclosing it to anyone outside of the company. In addition, you agree that upon conclusion of your tenure, you will immediately return to the Company all its property, equipment and documents including electronically stored information.

  
REGISTRAR  
PRESIDENCY UNIVERSITY  
BANGALORE

By accepting this offer letter, you agree that throughout your employment, you will observe all policies and practices governing the conduct of our business and employees. This letter sets forth the complete offer we are extending to you and supersedes and replaces any prior inconsistent statements or discussions. **Official communication either within the company or outside the company should be through the official Email of the HR only.**

To indicate your acceptance, please mail the signed and scanned soft copy of the Offer Letter and the documents as mentioned below to <[hr@skillvertex.in](mailto:hr@skillvertex.in)> **within 2 working days from the receipt of this mail.** The offer shall stand automatically withdrawn without further action on the part of Skillvertex Edutech if we do not receive your acceptance as per the mentioned timeline.

Working Hours: 9 Hours a day (Inc. Lunch and evening Break)

Job Type: Full Time Employment (After Probation Period)

Revenue Target: INR 1,90,000/-

Reporting Location: Bangalore, India

Acceptance of the candidate:

I have read and understood the above terms and conditions and I accept this offer, as set forth above with Skillvertex Edutech, and will report on or before 15/04/2021.

NAME: \_\_\_\_\_

DATE: \_\_\_\_\_

\_\_\_\_\_  
(Candidate's Signature)

With Regards,

**VP – Human Resources,**

Skillvertex Edutech

*Samra*  
REGISTRAR  
PRESIDENCY UNIVERSITY  
Bangalore



SI. NO.	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: <ul style="list-style-type: none"> <li>• 10<sup>th</sup> standard or equivalent examination</li> <li>• 12<sup>th</sup> standard or equivalent examination</li> <li>• Graduation</li> </ul> Other relevant educational certifications
2.	COLOR SCANNED COPY OF YOUR PHOTOGRAPHS
3.	PAN Card or Driving License Scanned Copy.
4.	<b>Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.</b>

  
 REGISTRAR  




**OFFER LETTER**

05/04/2021

Dear ASWIN KUMAR SL,

With reference to your application and the subsequent interview you had with us, we are pleased to offer you an **employment** offer with SkillVertex Edutech. This offer includes a probation period of **3 months**. Please find the following confirmation of your employment.

Training Date: **15/04/2021 to 25/04/2021 (Unpaid)**

Probation Start Date: **15/04/2021**

Probation End Date: **15/07/2021**

Your job title will be **“Business Development Engineer-trainee (Sales Operations)”**. Your responsibilities will include those for which you are engaged, as well as any other duties given to you by your manager from time to time. By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms and clauses. You are also required to substantially use all your time and effort to perform these tasks during business hours and additional time if necessary.

You will be eligible for a Pay of INR 17,000 per month and INR 13,000 as incentives for the period with deductions as per the company policies and performance. **During the probation period, the company will have all the rights, to terminate your services without offering any reason and you are required to give 10 day's notice should you wish to terminate your offer before the end of your probation period.**

By accepting this offer letter of Employment, you acknowledge that you will keep all of this information strictly confidential and refrain from using it for your own purposes, that is, disclosing it to anyone outside of the company. In addition, you agree that upon conclusion of your tenure, you will immediately return to the Company all its property, equipment and documents including electronically stored information.

  
REGISTRAR  
  
PRESIDENCY UNIVERSITY  
BANGALORE



By accepting this offer letter, you agree that throughout your employment, you will observe all policies and practices governing the conduct of our business and employees. This letter sets forth the complete offer we are extending to you and supersedes and replaces any prior inconsistent statements or discussions. **Official communication either within the company or outside the company should be through the official Email of the HR only.**

To indicate your acceptance, please mail the signed and scanned soft copy of the Offer Letter and the documents as mentioned below to <[hr@skillvertex.in](mailto:hr@skillvertex.in)> **within 2 working days from the receipt of this mail.** The offer shall stand automatically withdrawn without further action on the part of Skillvertex Edutech if we do not receive your acceptance as per the mentioned timeline.

Working Hours: 9 Hours a day (Inc. Lunch and evening Break)

Job Type: Full Time Employment (After Probation Period)

Revenue Target: INR 1,90,000/-

Reporting Location: Bangalore, India

Acceptance of the candidate:

I have read and understood the above terms and conditions and I accept this offer, as set forth above with Skillvertex Edutech, and will report on or before 15/04/2021.

NAME: \_\_\_\_\_

DATE: \_\_\_\_\_

\_\_\_\_\_  
(Candidate's Signature)

With Regards,

**VP – Human Resources,**

Skillvertex Edutech

*Samra*  
REGISTRAR  
PRESIDENCY UNIVERSITY  
Bangalore

SI. NO.	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: <ul style="list-style-type: none"> <li>• 10<sup>th</sup> standard or equivalent examination</li> <li>• 12<sup>th</sup> standard or equivalent examination</li> <li>• Graduation</li> </ul> Other relevant educational certifications
2.	COLOR SCANNED COPY OF YOUR PHOTOGRAPHS
3.	PAN Card or Driving License Scanned Copy.
4.	<b>Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.</b>

  
 REGISTRAR  




**OFFER LETTER**

05/04/2021

Dear KULDEEP N,

With reference to your application and the subsequent interview you had with us, we are pleased to offer you an **employment** offer with SkillVertex Edutech. This offer includes a probation period of **3 months**. Please find the following confirmation of your employment.

Training Date: **15/04/2021 to 25/04/2021 (Unpaid)**

Probation Start Date: **15/04/2021**

Probation End Date: **15/07/2021**

Your job title will be **“Business Development Engineer-trainee (Sales Operations)”**. Your responsibilities will include those for which you are engaged, as well as any other duties given to you by your manager from time to time. By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms and clauses. You are also required to substantially use all your time and effort to perform these tasks during business hours and additional time if necessary.

You will be eligible for a Pay of INR 17,000 per month and INR 13,000 as incentives for the period with deductions as per the company policies and performance. **During the probation period, the company will have all the rights, to terminate your services without offering any reason and you are required to give 10 day's notice should you wish to terminate your offer before the end of your probation period.**

By accepting this offer letter of Employment, you acknowledge that you will keep all of this information strictly confidential and refrain from using it for your own purposes, that is, disclosing it to anyone outside of the company. In addition, you agree that upon conclusion of your tenure, you will immediately return to the Company all its property, equipment and documents including electronically stored information.

  
REGISTRAR  
  
PRESIDENCY UNIVERSITY  
BANGALORE



By accepting this offer letter, you agree that throughout your employment, you will observe all policies and practices governing the conduct of our business and employees. This letter sets forth the complete offer we are extending to you and supersedes and replaces any prior inconsistent statements or discussions. **Official communication either within the company or outside the company should be through the official Email of the HR only.**

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Working Hours: 9 Hours a day (Inc. Lunch and evening Break)

Job Type: Full Time Employment (After Probation Period)

Revenue Target: INR 1,90,000/-

Reporting Location: Bangalore, India

Acceptance of the candidate:

I have read and understood the above terms and conditions and I accept this offer, as set forth above with Skillvertex Edutech, and will report on or before 15/04/2021.

NAME: \_\_\_\_\_

DATE: \_\_\_\_\_

\_\_\_\_\_  
(Candidate's Signature)

With Regards,

**VP – Human Resources,**

Skillvertex Edutech

*Samra*  
REGISTRAR  
PRESIDENCY UNIVERSITY  
Bangalore

SI. NO.	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: <ul style="list-style-type: none"><li>• 10<sup>th</sup> standard or equivalent examination</li><li>• 12<sup>th</sup> standard or equivalent examination</li><li>• Graduation</li></ul> Other relevant educational certifications
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REGISTRAR  
  
PRESIDENCY UNIVERSITY  
Registrar  
BANGALORE



**OFFER LETTER**

05/04/2021

Dear HITHESH RAJ P V,

With reference to your application and the subsequent interview you had with us, we are pleased to offer you an **employment** offer with SkillVertex Edutech. This offer includes a probation period of **3 months**. Please find the following confirmation of your employment.

Training Date: **15/04/2021 to 25/04/2021 (Unpaid)**

Probation Start Date: **15/04/2021**

Probation End Date: **15/07/2021**

Your job title will be **“Business Development Engineer-trainee (Sales Operations)”**. Your responsibilities will include those for which you are engaged, as well as any other duties given to you by your manager from time to time. By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms and clauses. You are also required to substantially use all your time and effort to perform these tasks during business hours and additional time if necessary.

You will be eligible for a Pay of INR 17,000 per month and INR 13,000 as incentives for the period with deductions as per the company policies and performance. **During the probation period, the company will have all the rights, to terminate your services without offering any reason and you are required to give 10 day's notice should you wish to terminate your offer before the end of your probation period.**

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REGISTRAR  
PRESIDENCY UNIVERSITY  
BANGALORE

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Working Hours: 9 Hours a day (Inc. Lunch and evening Break)

Job Type: Full Time Employment (After Probation Period)

Revenue Target: INR 1,90,000/-

Reporting Location: Bangalore, India

Acceptance of the candidate:

I have read and understood the above terms and conditions and I accept this offer, as set forth above with Skillvertex Edutech, and will report on or before 15/04/2021.

NAME: \_\_\_\_\_

DATE: \_\_\_\_\_

\_\_\_\_\_  
(Candidate's Signature)

With Regards,

**VP – Human Resources,**

Skillvertex Edutech

*Samra*  
REGISTRAR  
PRESIDENCY UNIVERSITY  
Bangalore

SI. NO.	Particulars
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REGISTRAR  






**OFFER LETTER**

05/04/2021

Dear AKASH H,

With reference to your application and the subsequent interview you had with us, we are pleased to offer you an **employment** offer with SkillVertex Edutech. This offer includes a probation period of **3 months**. Please find the following confirmation of your employment.

Training Date: **15/04/2021 to 25/04/2021 (Unpaid)**

Probation Start Date: **15/04/2021**

Probation End Date: **15/07/2021**

Your job title will be **“Business Development Engineer-trainee (Sales Operations)”**. Your responsibilities will include those for which you are engaged, as well as any other duties given to you by your manager from time to time. By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms and clauses. You are also required to substantially use all your time and effort to perform these tasks during business hours and additional time if necessary.

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REGISTRAR  
PRESIDENCY UNIVERSITY  
BANGALORE

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Working Hours: 9 Hours a day (Inc. Lunch and evening Break)

Job Type: Full Time Employment (After Probation Period)

Revenue Target: INR 1,90,000/-

Reporting Location: Bangalore, India

Acceptance of the candidate:

I have read and understood the above terms and conditions and I accept this offer, as set forth above with Skillvertex Edutech, and will report on or before 15/04/2021.

NAME: \_\_\_\_\_

DATE: \_\_\_\_\_

\_\_\_\_\_  
(Candidate's Signature)

With Regards,

**VP – Human Resources,**

Skillvertex Edutech

*Samra*  
REGISTRAR  
PRESIDENCY UNIVERSITY  
Bangalore



SI. NO.	Particulars
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*Sanne*  
REGISTRAR  
PRESIDENCY UNIVERSITY  
BANGALORE



**OFFER LETTER**

05/04/2021

Dear RAKSHITH RAY B H,

With reference to your application and the subsequent interview you had with us, we are pleased to offer you an **employment** offer with SkillVertex Edutech. This offer includes a probation period of **3 months**. Please find the following confirmation of your employment.

Training Date: **15/04/2021 to 25/04/2021 (Unpaid)**

Probation Start Date: **15/04/2021**

Probation End Date: **15/07/2021**

Your job title will be **“Business Development Engineer-trainee (Sales Operations)”**. Your responsibilities will include those for which you are engaged, as well as any other duties given to you by your manager from time to time. By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms and clauses. You are also required to substantially use all your time and effort to perform these tasks during business hours and additional time if necessary.

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REGISTRAR  
PRESIDENCY UNIVERSITY  
BANGALORE

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Working Hours: 9 Hours a day (Inc. Lunch and evening Break)

Job Type: Full Time Employment (After Probation Period)

Revenue Target: INR 1,90,000/-

Reporting Location: Bangalore, India

Acceptance of the candidate:

I have read and understood the above terms and conditions and I accept this offer, as set forth above with Skillvertex Edutech, and will report on or before 15/04/2021.

NAME: \_\_\_\_\_

DATE: \_\_\_\_\_

\_\_\_\_\_  
(Candidate's Signature)

With Regards,

**VP – Human Resources,**

Skillvertex Edutech

*Samra*  
REGISTRAR  
PRESIDENCY UNIVERSITY  
Bangalore

SI. NO.	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: <ul style="list-style-type: none"> <li>• 10<sup>th</sup> standard or equivalent examination</li> <li>• 12<sup>th</sup> standard or equivalent examination</li> <li>• Graduation</li> </ul> Other relevant educational certifications
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4.	<b>Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.</b>

  
 REGISTRAR  






**OFFER LETTER**

05/04/2021

Dear C PRAMOD,

With reference to your application and the subsequent interview you had with us, we are pleased to offer you an **employment** offer with SkillVertex Edutech. This offer includes a probation period of **3 months**. Please find the following confirmation of your employment.

Training Date: **15/04/2021 to 25/04/2021 (Unpaid)**

Probation Start Date: **15/04/2021**

Probation End Date: **15/07/2021**

Your job title will be **“Business Development Engineer-trainee (Sales Operations)”**. Your responsibilities will include those for which you are engaged, as well as any other duties given to you by your manager from time to time. By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms and clauses. You are also required to substantially use all your time and effort to perform these tasks during business hours and additional time if necessary.

You will be eligible for a Pay of INR 17,000 per month and INR 13,000 as incentives for the period with deductions as per the company policies and performance. **During the probation period, the company will have all the rights, to terminate your services without offering any reason and you are required to give 10 day's notice should you wish to terminate your offer before the end of your probation period.**

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REGISTRAR  
  
PRESIDENCY UNIVERSITY  
BANGALORE



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To indicate your acceptance, please mail the signed and scanned soft copy of the Offer Letter and the documents as mentioned below to <[hr@skillvertex.in](mailto:hr@skillvertex.in)> **within 2 working days from the receipt of this mail.** The offer shall stand automatically withdrawn without further action on the part of Skillvertex Edutech if we do not receive your acceptance as per the mentioned timeline.

Working Hours: 9 Hours a day (Inc. Lunch and evening Break)

Job Type: Full Time Employment (After Probation Period)

Revenue Target: INR 1,90,000/-

Reporting Location: Bangalore, India

Acceptance of the candidate:

I have read and understood the above terms and conditions and I accept this offer, as set forth above with Skillvertex Edutech, and will report on or before 15/04/2021.

NAME: \_\_\_\_\_

DATE: \_\_\_\_\_

\_\_\_\_\_  
(Candidate's Signature)

With Regards,

**VP – Human Resources,**

Skillvertex Edutech

*Samra*  
REGISTRAR  
PRESIDENCY UNIVERSITY  
Bangalore

SI. NO.	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: <ul style="list-style-type: none"> <li>• 10<sup>th</sup> standard or equivalent examination</li> <li>• 12<sup>th</sup> standard or equivalent examination</li> <li>• Graduation</li> </ul> Other relevant educational certifications
2.	COLOR SCANNED COPY OF YOUR PHOTOGRAPHS
3.	PAN Card or Driving License Scanned Copy.
4.	<b>Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.</b>



  
 REGISTRAR  




**OFFER LETTER**

05/04/2021

Dear ARSHAD AHMED,

With reference to your application and the subsequent interview you had with us, we are pleased to offer you an **employment** offer with SkillVertex Edutech. This offer includes a probation period of **3 months**. Please find the following confirmation of your employment.

Training Date: **15/04/2021 to 25/04/2021 (Unpaid)**

Probation Start Date: **15/04/2021**

Probation End Date: **15/07/2021**

Your job title will be **“Business Development Engineer-trainee (Sales Operations)”**. Your responsibilities will include those for which you are engaged, as well as any other duties given to you by your manager from time to time. By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms and clauses. You are also required to substantially use all your time and effort to perform these tasks during business hours and additional time if necessary.

You will be eligible for a Pay of INR 17,000 per month and INR 13,000 as incentives for the period with deductions as per the company policies and performance. **During the probation period, the company will have all the rights, to terminate your services without offering any reason and you are required to give 10 day's notice should you wish to terminate your offer before the end of your probation period.**

By accepting this offer letter of Employment, you acknowledge that you will keep all of this information strictly confidential and refrain from using it for your own purposes, that is, disclosing it to anyone outside of the company. In addition, you agree that upon conclusion of your tenure, you will immediately return to the Company all its property, equipment and documents including electronically stored information.

  
REGISTRAR  
PRESIDENCY UNIVERSITY  
BANGALORE



By accepting this offer letter, you agree that throughout your employment, you will observe all policies and practices governing the conduct of our business and employees. This letter sets forth the complete offer we are extending to you and supersedes and replaces any prior inconsistent statements or discussions. **Official communication either within the company or outside the company should be through the official Email of the HR only.**

To indicate your acceptance, please mail the signed and scanned soft copy of the Offer Letter and the documents as mentioned below to <[hr@skillvertex.in](mailto:hr@skillvertex.in)> **within 2 working days from the receipt of this mail.** The offer shall stand automatically withdrawn without further action on the part of Skillvertex Edutech if we do not receive your acceptance as per the mentioned timeline.

Working Hours: 9 Hours a day (Inc. Lunch and evening Break)

Job Type: Full Time Employment (After Probation Period)

Revenue Target: INR 1,90,000/-

Reporting Location: Bangalore, India

Acceptance of the candidate:

I have read and understood the above terms and conditions and I accept this offer, as set forth above with Skillvertex Edutech, and will report on or before 15/04/2021.

NAME: \_\_\_\_\_

DATE: \_\_\_\_\_

\_\_\_\_\_  
(Candidate's Signature)

With Regards,

**VP – Human Resources,**

Skillvertex Edutech

*Samra*  
REGISTRAR  
PRESIDENCY UNIVERSITY  
Bangalore

SI. NO.	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: <ul style="list-style-type: none"> <li>• 10<sup>th</sup> standard or equivalent examination</li> <li>• 12<sup>th</sup> standard or equivalent examination</li> <li>• Graduation</li> </ul> Other relevant educational certifications
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 REGISTRAR  






**OFFER LETTER**

05/04/2021

Dear ANOOP B A,

With reference to your application and the subsequent interview you had with us, we are pleased to offer you an **employment** offer with SkillVertex Edutech. This offer includes a probation period of **3 months**. Please find the following confirmation of your employment.

Training Date: **15/04/2021 to 25/04/2021 (Unpaid)**

Probation Start Date: **15/04/2021**

Probation End Date: **15/07/2021**

Your job title will be **“Business Development Engineer-trainee (Sales Operations)”**. Your responsibilities will include those for which you are engaged, as well as any other duties given to you by your manager from time to time. By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms and clauses. You are also required to substantially use all your time and effort to perform these tasks during business hours and additional time if necessary.

You will be eligible for a Pay of INR 17,000 per month and INR 13,000 as incentives for the period with deductions as per the company policies and performance. **During the probation period, the company will have all the rights, to terminate your services without offering any reason and you are required to give 10 day's notice should you wish to terminate your offer before the end of your probation period.**

By accepting this offer letter of Employment, you acknowledge that you will keep all of this information strictly confidential and refrain from using it for your own purposes, that is, disclosing it to anyone outside of the company. In addition, you agree that upon conclusion of your tenure, you will immediately return to the Company all its property, equipment and documents including electronically stored information.

  
REGISTRAR  
PRESIDENCY UNIVERSITY  
BANGALORE

By accepting this offer letter, you agree that throughout your employment, you will observe all policies and practices governing the conduct of our business and employees. This letter sets forth the complete offer we are extending to you and supersedes and replaces any prior inconsistent statements or discussions. **Official communication either within the company or outside the company should be through the official Email of the HR only.**

To indicate your acceptance, please mail the signed and scanned soft copy of the Offer Letter and the documents as mentioned below to <[hr@skillvertex.in](mailto:hr@skillvertex.in)> **within 2 working days from the receipt of this mail.** The offer shall stand automatically withdrawn without further action on the part of Skillvertex Edutech if we do not receive your acceptance as per the mentioned timeline.

Working Hours: 9 Hours a day (Inc. Lunch and evening Break)

Job Type: Full Time Employment (After Probation Period)

Revenue Target: INR 1,90,000/-

Reporting Location: Bangalore, India

Acceptance of the candidate:

I have read and understood the above terms and conditions and I accept this offer, as set forth above with Skillvertex Edutech, and will report on or before 15/04/2021.

NAME: \_\_\_\_\_

DATE: \_\_\_\_\_

\_\_\_\_\_  
(Candidate's Signature)

With Regards,

**VP – Human Resources,**

Skillvertex Edutech

*Samra*  
REGISTRAR  
PRESIDENCY UNIVERSITY  
Bangalore

SI. NO.	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: <ul style="list-style-type: none"> <li>• 10<sup>th</sup> standard or equivalent examination</li> <li>• 12<sup>th</sup> standard or equivalent examination</li> <li>• Graduation</li> </ul> Other relevant educational certifications
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 REGISTRAR  




**OFFER LETTER**

05/04/2021

Dear AKASH C,

With reference to your application and the subsequent interview you had with us, we are pleased to offer you an **employment** offer with SkillVertex Edutech. This offer includes a probation period of **3 months**. Please find the following confirmation of your employment.

Training Date: **15/04/2021 to 25/04/2021 (Unpaid)**

Probation Start Date: **15/04/2021**

Probation End Date: **15/07/2021**

Your job title will be **“Business Development Engineer-trainee (Sales Operations)”**. Your responsibilities will include those for which you are engaged, as well as any other duties given to you by your manager from time to time. By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms and clauses. You are also required to substantially use all your time and effort to perform these tasks during business hours and additional time if necessary.

You will be eligible for a Pay of INR 17,000 per month and INR 13,000 as incentives for the period with deductions as per the company policies and performance. **During the probation period, the company will have all the rights, to terminate your services without offering any reason and you are required to give 10 day's notice should you wish to terminate your offer before the end of your probation period.**

By accepting this offer letter of Employment, you acknowledge that you will keep all of this information strictly confidential and refrain from using it for your own purposes, that is, disclosing it to anyone outside of the company. In addition, you agree that upon conclusion of your tenure, you will immediately return to the Company all its property, equipment and documents including electronically stored information.

  
REGISTRAR  
PRESIDENCY UNIVERSITY  
BANGALORE



By accepting this offer letter, you agree that throughout your employment, you will observe all policies and practices governing the conduct of our business and employees. This letter sets forth the complete offer we are extending to you and supersedes and replaces any prior inconsistent statements or discussions. **Official communication either within the company or outside the company should be through the official Email of the HR only.**

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Working Hours: 9 Hours a day (Inc. Lunch and evening Break)

Job Type: Full Time Employment (After Probation Period)

Revenue Target: INR 1,90,000/-

Reporting Location: Bangalore, India

Acceptance of the candidate:

I have read and understood the above terms and conditions and I accept this offer, as set forth above with Skillvertex Edutech, and will report on or before 15/04/2021.

NAME: \_\_\_\_\_

DATE: \_\_\_\_\_

\_\_\_\_\_  
(Candidate's Signature)

With Regards,

**VP – Human Resources,**

Skillvertex Edutech

*Samra*  
REGISTRAR  
PRESIDENCY UNIVERSITY  
Bangalore

SI. NO.	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: <ul style="list-style-type: none"> <li>• 10<sup>th</sup> standard or equivalent examination</li> <li>• 12<sup>th</sup> standard or equivalent examination</li> <li>• Graduation</li> </ul> Other relevant educational certifications
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 REGISTRAR  


**OFFER LETTER**

05/04/2021

Dear MANOJ S,

With reference to your application and the subsequent interview you had with us, we are pleased to offer you an **employment** offer with SkillVertex Edutech. This offer includes a probation period of **3 months**. Please find the following confirmation of your employment.

Training Date: **15/04/2021 to 25/04/2021 (Unpaid)**

Probation Start Date: **15/04/2021**

Probation End Date: **15/07/2021**

Your job title will be **“Business Development Engineer-trainee (Sales Operations)”**. Your responsibilities will include those for which you are engaged, as well as any other duties given to you by your manager from time to time. By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms and clauses. You are also required to substantially use all your time and effort to perform these tasks during business hours and additional time if necessary.

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REGISTRAR  
  
PRESIDENCY UNIVERSITY  
BANGALORE



By accepting this offer letter, you agree that throughout your employment, you will observe all policies and practices governing the conduct of our business and employees. This letter sets forth the complete offer we are extending to you and supersedes and replaces any prior inconsistent statements or discussions. **Official communication either within the company or outside the company should be through the official Email of the HR only.**

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Working Hours: 9 Hours a day (Inc. Lunch and evening Break)

Job Type: Full Time Employment (After Probation Period)

Revenue Target: INR 1,90,000/-

Reporting Location: Bangalore, India

Acceptance of the candidate:

I have read and understood the above terms and conditions and I accept this offer, as set forth above with Skillvertex Edutech, and will report on or before 15/04/2021.

NAME: \_\_\_\_\_

DATE: \_\_\_\_\_

\_\_\_\_\_  
(Candidate's Signature)

With Regards,

**VP – Human Resources,**

Skillvertex Edutech

*Samra*  
REGISTRAR  
PRESIDENCY UNIVERSITY  
Bangalore



SI. NO.	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: <ul style="list-style-type: none"> <li>• 10<sup>th</sup> standard or equivalent examination</li> <li>• 12<sup>th</sup> standard or equivalent examination</li> <li>• Graduation</li> </ul> Other relevant educational certifications
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Skill VERTEX

  
 REGISTRAR  




**OFFER LETTER**

05/04/2021

Dear DARSHAN P,

With reference to your application and the subsequent interview you had with us, we are pleased to offer you an **employment** offer with SkillVertex Edutech. This offer includes a probation period of **3 months**. Please find the following confirmation of your employment.

Training Date: **15/04/2021 to 25/04/2021 (Unpaid)**

Probation Start Date: **15/04/2021**

Probation End Date: **15/07/2021**

Your job title will be **“Business Development Engineer-trainee (Sales Operations)”**. Your responsibilities will include those for which you are engaged, as well as any other duties given to you by your manager from time to time. By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms and clauses. You are also required to substantially use all your time and effort to perform these tasks during business hours and additional time if necessary.

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By accepting this offer letter of Employment, you acknowledge that you will keep all of this information strictly confidential and refrain from using it for your own purposes, that is, disclosing it to anyone outside of the company. In addition, you agree that upon conclusion of your tenure, you will immediately return to the Company all its property, equipment and documents including electronically stored information.

  
REGISTRAR  
PRESIDENCY UNIVERSITY  
BANGALORE

By accepting this offer letter, you agree that throughout your employment, you will observe all policies and practices governing the conduct of our business and employees. This letter sets forth the complete offer we are extending to you and supersedes and replaces any prior inconsistent statements or discussions. **Official communication either within the company or outside the company should be through the official Email of the HR only.**

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Working Hours: 9 Hours a day (Inc. Lunch and evening Break)

Job Type: Full Time Employment (After Probation Period)

Revenue Target: INR 1,90,000/-

Reporting Location: Bangalore, India

Acceptance of the candidate:

I have read and understood the above terms and conditions and I accept this offer, as set forth above with Skillvertex Edutech, and will report on or before 15/04/2021.

NAME: \_\_\_\_\_

DATE: \_\_\_\_\_

\_\_\_\_\_  
(Candidate's Signature)

With Regards,

**VP – Human Resources,**

Skillvertex Edutech

*Samra*  
REGISTRAR  
PRESIDENCY UNIVERSITY  
Bangalore

SI. NO.	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: <ul style="list-style-type: none"> <li>• 10<sup>th</sup> standard or equivalent examination</li> <li>• 12<sup>th</sup> standard or equivalent examination</li> <li>• Graduation</li> </ul> Other relevant educational certifications
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Skill VERTEX

  
 REGISTRAR  






**OFFER LETTER**

05/04/2021

Dear C A AYUSH PONNAPPA,

With reference to your application and the subsequent interview you had with us, we are pleased to offer you an **employment** offer with SkillVertex Edutech. This offer includes a probation period of **3 months**. Please find the following confirmation of your employment.

Training Date: **15/04/2021 to 25/04/2021 (Unpaid)**

Probation Start Date: **15/04/2021**

Probation End Date: **15/07/2021**

Your job title will be **“Business Development Engineer-trainee (Sales Operations)”**. Your responsibilities will include those for which you are engaged, as well as any other duties given to you by your manager from time to time. By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms and clauses. You are also required to substantially use all your time and effort to perform these tasks during business hours and additional time if necessary.

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By accepting this offer letter of Employment, you acknowledge that you will keep all of this information strictly confidential and refrain from using it for your own purposes, that is, disclosing it to anyone outside of the company. In addition, you agree that upon conclusion of your tenure, you will immediately return to the Company all its property, equipment and documents including electronically stored information.

  
REGISTRAR  
PRESIDENCY UNIVERSITY  
BANGALORE

By accepting this offer letter, you agree that throughout your employment, you will observe all policies and practices governing the conduct of our business and employees. This letter sets forth the complete offer we are extending to you and supersedes and replaces any prior inconsistent statements or discussions. **Official communication either within the company or outside the company should be through the official Email of the HR only.**

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Working Hours: 9 Hours a day (Inc. Lunch and evening Break)

Job Type: Full Time Employment (After Probation Period)

Revenue Target: INR 1,90,000/-

Reporting Location: Bangalore, India

Acceptance of the candidate:

I have read and understood the above terms and conditions and I accept this offer, as set forth above with Skillvertex Edutech, and will report on or before 15/04/2021.

NAME: \_\_\_\_\_

DATE: \_\_\_\_\_

\_\_\_\_\_  
(Candidate's Signature)

With Regards,

**VP – Human Resources,**

Skillvertex Edutech

*Samra*  
REGISTRAR  
PRESIDENCY UNIVERSITY  
Bangalore

SI. NO.	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: <ul style="list-style-type: none"> <li>• 10<sup>th</sup> standard or equivalent examination</li> <li>• 12<sup>th</sup> standard or equivalent examination</li> <li>• Graduation</li> </ul> Other relevant educational certifications
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Skill VERTEX

  
 REGISTRAR  






**OFFER LETTER**

05/04/2021

Dear HAFEEZ HUSSAIN I,

With reference to your application and the subsequent interview you had with us, we are pleased to offer you an **employment** offer with SkillVertex Edutech. This offer includes a probation period of **3 months**. Please find the following confirmation of your employment.

Training Date: **15/04/2021 to 25/04/2021 (Unpaid)**

Probation Start Date: **15/04/2021**

Probation End Date: **15/07/2021**

Your job title will be **“Business Development Engineer-trainee (Sales Operations)”**. Your responsibilities will include those for which you are engaged, as well as any other duties given to you by your manager from time to time. By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms and clauses. You are also required to substantially use all your time and effort to perform these tasks during business hours and additional time if necessary.

You will be eligible for a Pay of INR 17,000 per month and INR 13,000 as incentives for the period with deductions as per the company policies and performance. **During the probation period, the company will have all the rights, to terminate your services without offering any reason and you are required to give 10 day's notice should you wish to terminate your offer before the end of your probation period.**

By accepting this offer letter of Employment, you acknowledge that you will keep all of this information strictly confidential and refrain from using it for your own purposes, that is, disclosing it to anyone outside of the company. In addition, you agree that upon conclusion of your tenure, you will immediately return to the Company all its property, equipment and documents including electronically stored information.

  
REGISTRAR  
PRESIDENCY UNIVERSITY  
BANGALORE



By accepting this offer letter, you agree that throughout your employment, you will observe all policies and practices governing the conduct of our business and employees. This letter sets forth the complete offer we are extending to you and supersedes and replaces any prior inconsistent statements or discussions. **Official communication either within the company or outside the company should be through the official Email of the HR only.**

To indicate your acceptance, please mail the signed and scanned soft copy of the Offer Letter and the documents as mentioned below to <[hr@skillvertex.in](mailto:hr@skillvertex.in)> **within 2 working days from the receipt of this mail.** The offer shall stand automatically withdrawn without further action on the part of Skillvertex Edutech if we do not receive your acceptance as per the mentioned timeline.

Working Hours: 9 Hours a day (Inc. Lunch and evening Break)

Job Type: Full Time Employment (After Probation Period)

Revenue Target: INR 1,90,000/-

Reporting Location: Bangalore, India

Acceptance of the candidate:

I have read and understood the above terms and conditions and I accept this offer, as set forth above with Skillvertex Edutech, and will report on or before 15/04/2021.

NAME: \_\_\_\_\_

DATE: \_\_\_\_\_

\_\_\_\_\_  
(Candidate's Signature)

With Regards,

**VP – Human Resources,**

Skillvertex Edutech

*Samir*  
REGISTRAR  
PRESIDENCY UNIVERSITY  
Bangalore

SI. NO.	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: <ul style="list-style-type: none"><li>• 10<sup>th</sup> standard or equivalent examination</li><li>• 12<sup>th</sup> standard or equivalent examination</li><li>• Graduation</li></ul> Other relevant educational certifications
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*Sanne*  
REGISTRAR  
PRESIDENCY UNIVERSITY  
BANGALORE



**OFFER LETTER**

05/04/2021

Dear BHAVANA R,

With reference to your application and the subsequent interview you had with us, we are pleased to offer you an **employment** offer with SkillVertex Edutech. This offer includes a probation period of **3 months**. Please find the following confirmation of your employment.

Training Date: **15/04/2021 to 25/04/2021 (Unpaid)**

Probation Start Date: **15/04/2021**

Probation End Date: **15/07/2021**

Your job title will be **“Business Development Engineer-trainee (Sales Operations)”**. Your responsibilities will include those for which you are engaged, as well as any other duties given to you by your manager from time to time. By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms and clauses. You are also required to substantially use all your time and effort to perform these tasks during business hours and additional time if necessary.

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REGISTRAR  
PRESIDENCY UNIVERSITY  
BANGALORE



By accepting this offer letter, you agree that throughout your employment, you will observe all policies and practices governing the conduct of our business and employees. This letter sets forth the complete offer we are extending to you and supersedes and replaces any prior inconsistent statements or discussions. **Official communication either within the company or outside the company should be through the official Email of the HR only.**

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Working Hours: 9 Hours a day (Inc. Lunch and evening Break)

Job Type: Full Time Employment (After Probation Period)

Revenue Target: INR 1,90,000/-

Reporting Location: Bangalore, India

Acceptance of the candidate:

I have read and understood the above terms and conditions and I accept this offer, as set forth above with Skillvertex Edutech, and will report on or before 15/04/2021.

NAME: \_\_\_\_\_

DATE: \_\_\_\_\_

\_\_\_\_\_  
(Candidate's Signature)

With Regards,

**VP – Human Resources,**

Skillvertex Edutech

*Samra*  
REGISTRAR  
PRESIDENCY UNIVERSITY  
Bangalore



SI. NO.	Particulars
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 REGISTRAR  




**OFFER LETTER**

05/04/2021

Dear RAZI UMAR,

With reference to your application and the subsequent interview you had with us, we are pleased to offer you an **employment** offer with SkillVertex Edutech. This offer includes a probation period of **3 months**. Please find the following confirmation of your employment.

Training Date: **15/04/2021 to 25/04/2021 (Unpaid)**

Probation Start Date: **15/04/2021**

Probation End Date: **15/07/2021**

Your job title will be **“Business Development Engineer-trainee (Sales Operations)”**. Your responsibilities will include those for which you are engaged, as well as any other duties given to you by your manager from time to time. By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms and clauses. You are also required to substantially use all your time and effort to perform these tasks during business hours and additional time if necessary.

You will be eligible for a Pay of INR 17,000 per month and INR 13,000 as incentives for the period with deductions as per the company policies and performance. **During the probation period, the company will have all the rights, to terminate your services without offering any reason and you are required to give 10 day's notice should you wish to terminate your offer before the end of your probation period.**

By accepting this offer letter of Employment, you acknowledge that you will keep all of this information strictly confidential and refrain from using it for your own purposes, that is, disclosing it to anyone outside of the company. In addition, you agree that upon conclusion of your tenure, you will immediately return to the Company all its property, equipment and documents including electronically stored information.

  
REGISTRAR  
PRESIDENCY UNIVERSITY  
BANGALORE

By accepting this offer letter, you agree that throughout your employment, you will observe all policies and practices governing the conduct of our business and employees. This letter sets forth the complete offer we are extending to you and supersedes and replaces any prior inconsistent statements or discussions. **Official communication either within the company or outside the company should be through the official Email of the HR only.**

To indicate your acceptance, please mail the signed and scanned soft copy of the Offer Letter and the documents as mentioned below to <[hr@skillvertex.in](mailto:hr@skillvertex.in)> **within 2 working days from the receipt of this mail.** The offer shall stand automatically withdrawn without further action on the part of Skillvertex Edutech if we do not receive your acceptance as per the mentioned timeline.

Working Hours: 9 Hours a day (Inc. Lunch and evening Break)

Job Type: Full Time Employment (After Probation Period)

Revenue Target: INR 1,90,000/-

Reporting Location: Bangalore, India

Acceptance of the candidate:

I have read and understood the above terms and conditions and I accept this offer, as set forth above with Skillvertex Edutech, and will report on or before 15/04/2021.

NAME: \_\_\_\_\_

DATE: \_\_\_\_\_

\_\_\_\_\_  
(Candidate's Signature)

With Regards,

**VP – Human Resources,**

Skillvertex Edutech

*Samra*  
REGISTRAR  
PRESIDENCY UNIVERSITY  
Bangalore

SI. NO.	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: <ul style="list-style-type: none"><li>• 10<sup>th</sup> standard or equivalent examination</li><li>• 12<sup>th</sup> standard or equivalent examination</li><li>• Graduation</li></ul> Other relevant educational certifications
2.	COLOR SCANNED COPY OF YOUR PHOTOGRAPHS
3.	PAN Card or Driving License Scanned Copy.
4.	<b>Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.</b>

*Sanne*  
REGISTRAR  
PRESIDENCY UNIVERSITY  
BANGALORE



**OFFER LETTER**

05/04/2021

Dear N AKASH,

With reference to your application and the subsequent interview you had with us, we are pleased to offer you an **employment** offer with SkillVertex Edutech. This offer includes a probation period of **3 months**. Please find the following confirmation of your employment.

Training Date: **15/04/2021 to 25/04/2021 (Unpaid)**

Probation Start Date: **15/04/2021**

Probation End Date: **15/07/2021**

Your job title will be **“Business Development Engineer-trainee (Sales Operations)”**. Your responsibilities will include those for which you are engaged, as well as any other duties given to you by your manager from time to time. By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms and clauses. You are also required to substantially use all your time and effort to perform these tasks during business hours and additional time if necessary.

You will be eligible for a Pay of INR 17,000 per month and INR 13,000 as incentives for the period with deductions as per the company policies and performance. **During the probation period, the company will have all the rights, to terminate your services without offering any reason and you are required to give 10 day's notice should you wish to terminate your offer before the end of your probation period.**

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REGISTRAR  
PRESIDENCY UNIVERSITY  
BANGALORE

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Working Hours: 9 Hours a day (Inc. Lunch and evening Break)

Job Type: Full Time Employment (After Probation Period)

Revenue Target: INR 1,90,000/-

Reporting Location: Bangalore, India

Acceptance of the candidate:

I have read and understood the above terms and conditions and I accept this offer, as set forth above with Skillvertex Edutech, and will report on or before 15/04/2021.

NAME: \_\_\_\_\_

DATE: \_\_\_\_\_

\_\_\_\_\_  
(Candidate's Signature)

With Regards,

**VP – Human Resources,**

Skillvertex Edutech

*Samra*  
REGISTRAR  
PRESIDENCY UNIVERSITY  
Bangalore

SI. NO.	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: <ul style="list-style-type: none"> <li>• 10<sup>th</sup> standard or equivalent examination</li> <li>• 12<sup>th</sup> standard or equivalent examination</li> <li>• Graduation</li> </ul> Other relevant educational certifications
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Skill  
Vertex

  
 REGISTRAR  






**OFFER LETTER**

05/04/2021

Dear MANOJ KUMAR T,

With reference to your application and the subsequent interview you had with us, we are pleased to offer you an **employment** offer with SkillVertex Edutech. This offer includes a probation period of **3 months**. Please find the following confirmation of your employment.

Training Date: **15/04/2021 to 25/04/2021 (Unpaid)**

Probation Start Date: **15/04/2021**

Probation End Date: **15/07/2021**

Your job title will be **“Business Development Engineer-trainee (Sales Operations)”**. Your responsibilities will include those for which you are engaged, as well as any other duties given to you by your manager from time to time. By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms and clauses. You are also required to substantially use all your time and effort to perform these tasks during business hours and additional time if necessary.

You will be eligible for a Pay of INR 17,000 per month and INR 13,000 as incentives for the period with deductions as per the company policies and performance. **During the probation period, the company will have all the rights, to terminate your services without offering any reason and you are required to give 10 day's notice should you wish to terminate your offer before the end of your probation period.**

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REGISTRAR  
  
PRESIDENCY UNIVERSITY  
BANGALORE



By accepting this offer letter, you agree that throughout your employment, you will observe all policies and practices governing the conduct of our business and employees. This letter sets forth the complete offer we are extending to you and supersedes and replaces any prior inconsistent statements or discussions. **Official communication either within the company or outside the company should be through the official Email of the HR only.**

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Working Hours: 9 Hours a day (Inc. Lunch and evening Break)

Job Type: Full Time Employment (After Probation Period)

Revenue Target: INR 1,90,000/-

Reporting Location: Bangalore, India

Acceptance of the candidate:

I have read and understood the above terms and conditions and I accept this offer, as set forth above with Skillvertex Edutech, and will report on or before 15/04/2021.

NAME: \_\_\_\_\_

DATE: \_\_\_\_\_

\_\_\_\_\_  
(Candidate's Signature)

With Regards,

**VP – Human Resources,**

Skillvertex Edutech

*Samra*  
REGISTRAR  
PRESIDENCY UNIVERSITY  
Bangalore

SI. NO.	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: <ul style="list-style-type: none"> <li>• 10<sup>th</sup> standard or equivalent examination</li> <li>• 12<sup>th</sup> standard or equivalent examination</li> <li>• Graduation</li> </ul> Other relevant educational certifications
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 REGISTRAR  




**OFFER LETTER**

05/04/2021

Dear K SAI VAMSI,

With reference to your application and the subsequent interview you had with us, we are pleased to offer you an **employment** offer with SkillVertex Edutech. This offer includes a probation period of **3 months**. Please find the following confirmation of your employment.

Training Date: **15/04/2021 to 25/04/2021 (Unpaid)**

Probation Start Date: **15/04/2021**

Probation End Date: **15/07/2021**

Your job title will be **“Business Development Engineer-trainee (Sales Operations)”**. Your responsibilities will include those for which you are engaged, as well as any other duties given to you by your manager from time to time. By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms and clauses. You are also required to substantially use all your time and effort to perform these tasks during business hours and additional time if necessary.

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REGISTRAR  
  
PRESIDENCY UNIVERSITY  
BANGALORE



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Working Hours: 9 Hours a day (Inc. Lunch and evening Break)

Job Type: Full Time Employment (After Probation Period)

Revenue Target: INR 1,90,000/-

Reporting Location: Bangalore, India

Acceptance of the candidate:

I have read and understood the above terms and conditions and I accept this offer, as set forth above with Skillvertex Edutech, and will report on or before 15/04/2021.

NAME: \_\_\_\_\_

DATE: \_\_\_\_\_

\_\_\_\_\_  
(Candidate's Signature)

With Regards,

**VP – Human Resources,**

Skillvertex Edutech

*Samra*  
REGISTRAR  
PRESIDENCY UNIVERSITY  
Bangalore



SI. NO.	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: <ul style="list-style-type: none"> <li>• 10<sup>th</sup> standard or equivalent examination</li> <li>• 12<sup>th</sup> standard or equivalent examination</li> <li>• Graduation</li> </ul> Other relevant educational certifications
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 REGISTRAR  




**OFFER LETTER**

05/04/2021

Dear AMIT RANJAN,

With reference to your application and the subsequent interview you had with us, we are pleased to offer you an **employment** offer with SkillVertex Edutech. This offer includes a probation period of **3 months**. Please find the following confirmation of your employment.

Training Date: **15/04/2021 to 25/04/2021 (Unpaid)**

Probation Start Date: **15/04/2021**

Probation End Date: **15/07/2021**

Your job title will be **“Business Development Engineer-trainee (Sales Operations)”**. Your responsibilities will include those for which you are engaged, as well as any other duties given to you by your manager from time to time. By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms and clauses. You are also required to substantially use all your time and effort to perform these tasks during business hours and additional time if necessary.

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REGISTRAR  
PRESIDENCY UNIVERSITY  
BANGALORE

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Working Hours: 9 Hours a day (Inc. Lunch and evening Break)

Job Type: Full Time Employment (After Probation Period)

Revenue Target: INR 1,90,000/-

Reporting Location: Bangalore, India

Acceptance of the candidate:

I have read and understood the above terms and conditions and I accept this offer, as set forth above with Skillvertex Edutech, and will report on or before 15/04/2021.

NAME: \_\_\_\_\_

DATE: \_\_\_\_\_

\_\_\_\_\_  
(Candidate's Signature)

With Regards,

**VP – Human Resources,**

Skillvertex Edutech

*Samra*  
REGISTRAR  
PRESIDENCY UNIVERSITY  
Bangalore

SI. NO.	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: <ul style="list-style-type: none"> <li>• 10<sup>th</sup> standard or equivalent examination</li> <li>• 12<sup>th</sup> standard or equivalent examination</li> <li>• Graduation</li> </ul> Other relevant educational certifications
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 REGISTRAR  






**OFFER LETTER**

05/04/2021

Dear BHOOMIKA PRAVEEN,

With reference to your application and the subsequent interview you had with us, we are pleased to offer you an **employment** offer with SkillVertex Edutech. This offer includes a probation period of **3 months**. Please find the following confirmation of your employment.

Training Date: **15/04/2021 to 25/04/2021 (Unpaid)**

Probation Start Date: **15/04/2021**

Probation End Date: **15/07/2021**

Your job title will be **“Business Development Engineer-trainee (Sales Operations)”**. Your responsibilities will include those for which you are engaged, as well as any other duties given to you by your manager from time to time. By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms and clauses. You are also required to substantially use all your time and effort to perform these tasks during business hours and additional time if necessary.

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By accepting this offer letter of Employment, you acknowledge that you will keep all of this information strictly confidential and refrain from using it for your own purposes, that is, disclosing it to anyone outside of the company. In addition, you agree that upon conclusion of your tenure, you will immediately return to the Company all its property, equipment and documents including electronically stored information.

  
REGISTRAR  
PRESIDENCY UNIVERSITY  
BANGALORE

By accepting this offer letter, you agree that throughout your employment, you will observe all policies and practices governing the conduct of our business and employees. This letter sets forth the complete offer we are extending to you and supersedes and replaces any prior inconsistent statements or discussions. **Official communication either within the company or outside the company should be through the official Email of the HR only.**

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Working Hours: 9 Hours a day (Inc. Lunch and evening Break)

Job Type: Full Time Employment (After Probation Period)

Revenue Target: INR 1,90,000/-

Reporting Location: Bangalore, India

Acceptance of the candidate:

I have read and understood the above terms and conditions and I accept this offer, as set forth above with Skillvertex Edutech, and will report on or before 15/04/2021.

NAME: \_\_\_\_\_

DATE: \_\_\_\_\_

\_\_\_\_\_  
(Candidate's Signature)

With Regards,

**VP – Human Resources,**

Skillvertex Edutech

*Samra*  
REGISTRAR  
PRESIDENCY UNIVERSITY  
Bangalore

SI. NO.	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: <ul style="list-style-type: none"> <li>• 10<sup>th</sup> standard or equivalent examination</li> <li>• 12<sup>th</sup> standard or equivalent examination</li> <li>• Graduation</li> </ul> Other relevant educational certifications
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 REGISTRAR  






**OFFER LETTER**

05/04/2021

Dear K ABHIJITH,

With reference to your application and the subsequent interview you had with us, we are pleased to offer you an **employment** offer with SkillVertex Edutech. This offer includes a probation period of **3 months**. Please find the following confirmation of your employment.

Training Date: **15/04/2021 to 25/04/2021 (Unpaid)**

Probation Start Date: **15/04/2021**

Probation End Date: **15/07/2021**

Your job title will be **“Business Development Engineer-trainee (Sales Operations)”**. Your responsibilities will include those for which you are engaged, as well as any other duties given to you by your manager from time to time. By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms and clauses. You are also required to substantially use all your time and effort to perform these tasks during business hours and additional time if necessary.

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By accepting this offer letter of Employment, you acknowledge that you will keep all of this information strictly confidential and refrain from using it for your own purposes, that is, disclosing it to anyone outside of the company. In addition, you agree that upon conclusion of your tenure, you will immediately return to the Company all its property, equipment and documents including electronically stored information.

  
REGISTRAR  
PRESIDENCY UNIVERSITY  
BANGALORE



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Working Hours: 9 Hours a day (Inc. Lunch and evening Break)

Job Type: Full Time Employment (After Probation Period)

Revenue Target: INR 1,90,000/-

Reporting Location: Bangalore, India

Acceptance of the candidate:

I have read and understood the above terms and conditions and I accept this offer, as set forth above with Skillvertex Edutech, and will report on or before 15/04/2021.

NAME: \_\_\_\_\_

DATE: \_\_\_\_\_

\_\_\_\_\_  
(Candidate's Signature)

With Regards,

**VP – Human Resources,**

Skillvertex Edutech

*Samra*  
REGISTRAR  
PRESIDENCY UNIVERSITY  
Bangalore

SI. NO.	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: <ul style="list-style-type: none"> <li>• 10<sup>th</sup> standard or equivalent examination</li> <li>• 12<sup>th</sup> standard or equivalent examination</li> <li>• Graduation</li> </ul> Other relevant educational certifications
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 REGISTRAR  




**OFFER LETTER**

05/04/2021

Dear JEEVAN N,

With reference to your application and the subsequent interview you had with us, we are pleased to offer you an **employment** offer with SkillVertex Edutech. This offer includes a probation period of **3 months**. Please find the following confirmation of your employment.

Training Date: **15/04/2021 to 25/04/2021 (Unpaid)**

Probation Start Date: **15/04/2021**

Probation End Date: **15/07/2021**

Your job title will be **“Business Development Engineer-trainee (Sales Operations)”**. Your responsibilities will include those for which you are engaged, as well as any other duties given to you by your manager from time to time. By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms and clauses. You are also required to substantially use all your time and effort to perform these tasks during business hours and additional time if necessary.

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REGISTRAR  
  
PRESIDENCY UNIVERSITY  
BANGALORE



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Working Hours: 9 Hours a day (Inc. Lunch and evening Break)

Job Type: Full Time Employment (After Probation Period)

Revenue Target: INR 1,90,000/-

Reporting Location: Bangalore, India

Acceptance of the candidate:

I have read and understood the above terms and conditions and I accept this offer, as set forth above with Skillvertex Edutech, and will report on or before 15/04/2021.

NAME: \_\_\_\_\_

DATE: \_\_\_\_\_

\_\_\_\_\_  
(Candidate's Signature)

With Regards,

**VP – Human Resources,**

Skillvertex Edutech

*Samra*  
REGISTRAR  
PRESIDENCY UNIVERSITY  
Bangalore



SI. NO.	Particulars
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 REGISTRAR  




**OFFER LETTER**

05/04/2021

Dear CHANDRASHEKAR A,

With reference to your application and the subsequent interview you had with us, we are pleased to offer you an **employment** offer with SkillVertex Edutech. This offer includes a probation period of **3 months**. Please find the following confirmation of your employment.

Training Date: **15/04/2021 to 25/04/2021 (Unpaid)**

Probation Start Date: **15/04/2021**

Probation End Date: **15/07/2021**

Your job title will be **“Business Development Engineer-trainee (Sales Operations)”**. Your responsibilities will include those for which you are engaged, as well as any other duties given to you by your manager from time to time. By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms and clauses. You are also required to substantially use all your time and effort to perform these tasks during business hours and additional time if necessary.

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By accepting this offer letter of Employment, you acknowledge that you will keep all of this information strictly confidential and refrain from using it for your own purposes, that is, disclosing it to anyone outside of the company. In addition, you agree that upon conclusion of your tenure, you will immediately return to the Company all its property, equipment and documents including electronically stored information.

  
REGISTRAR  
  
PRESIDENCY UNIVERSITY  
BANGALORE

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Working Hours: 9 Hours a day (Inc. Lunch and evening Break)

Job Type: Full Time Employment (After Probation Period)

Revenue Target: INR 1,90,000/-

Reporting Location: Bangalore, India

Acceptance of the candidate:

I have read and understood the above terms and conditions and I accept this offer, as set forth above with Skillvertex Edutech, and will report on or before 15/04/2021.

NAME: \_\_\_\_\_

DATE: \_\_\_\_\_

\_\_\_\_\_  
(Candidate's Signature)

With Regards,

**VP – Human Resources,**

Skillvertex Edutech

*Samra*  
REGISTRAR  
PRESIDENCY UNIVERSITY  
Bangalore

SI. NO.	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: <ul style="list-style-type: none"> <li>• 10<sup>th</sup> standard or equivalent examination</li> <li>• 12<sup>th</sup> standard or equivalent examination</li> <li>• Graduation</li> </ul> Other relevant educational certifications
2.	COLOR SCANNED COPY OF YOUR PHOTOGRAPHS
3.	PAN Card or Driving License Scanned Copy.
4.	<b>Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.</b>

  
 REGISTRAR  






**OFFER LETTER**

05/04/2021

Dear CHAITANYAA K K,

With reference to your application and the subsequent interview you had with us, we are pleased to offer you an **employment** offer with SkillVertex Edutech. This offer includes a probation period of **3 months**. Please find the following confirmation of your employment.

Training Date: **15/04/2021 to 25/04/2021 (Unpaid)**

Probation Start Date: **15/04/2021**

Probation End Date: **15/07/2021**

Your job title will be **“Business Development Engineer-trainee (Sales Operations)”**. Your responsibilities will include those for which you are engaged, as well as any other duties given to you by your manager from time to time. By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms and clauses. You are also required to substantially use all your time and effort to perform these tasks during business hours and additional time if necessary.

You will be eligible for a Pay of INR 17,000 per month and INR 13,000 as incentives for the period with deductions as per the company policies and performance. **During the probation period, the company will have all the rights, to terminate your services without offering any reason and you are required to give 10 day's notice should you wish to terminate your offer before the end of your probation period.**

By accepting this offer letter of Employment, you acknowledge that you will keep all of this information strictly confidential and refrain from using it for your own purposes, that is, disclosing it to anyone outside of the company. In addition, you agree that upon conclusion of your tenure, you will immediately return to the Company all its property, equipment and documents including electronically stored information.

  
REGISTRAR  
  
PRESIDENCY UNIVERSITY  
BANGALORE

By accepting this offer letter, you agree that throughout your employment, you will observe all policies and practices governing the conduct of our business and employees. This letter sets forth the complete offer we are extending to you and supersedes and replaces any prior inconsistent statements or discussions. **Official communication either within the company or outside the company should be through the official Email of the HR only.**

To indicate your acceptance, please mail the signed and scanned soft copy of the Offer Letter and the documents as mentioned below to <[hr@skillvertex.in](mailto:hr@skillvertex.in)> **within 2 working days from the receipt of this mail.** The offer shall stand automatically withdrawn without further action on the part of Skillvertex Edutech if we do not receive your acceptance as per the mentioned timeline.

Working Hours: 9 Hours a day (Inc. Lunch and evening Break)

Job Type: Full Time Employment (After Probation Period)

Revenue Target: INR 1,90,000/-

Reporting Location: Bangalore, India

Acceptance of the candidate:

I have read and understood the above terms and conditions and I accept this offer, as set forth above with Skillvertex Edutech, and will report on or before 15/04/2021.

NAME: \_\_\_\_\_

DATE: \_\_\_\_\_

\_\_\_\_\_  
(Candidate's Signature)

With Regards,

**VP – Human Resources,**

Skillvertex Edutech

*Samra*  
REGISTRAR  
PRESIDENCY UNIVERSITY  
Bangalore

SI. NO.	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: <ul style="list-style-type: none"> <li>• 10<sup>th</sup> standard or equivalent examination</li> <li>• 12<sup>th</sup> standard or equivalent examination</li> <li>• Graduation</li> </ul> Other relevant educational certifications
2.	COLOR SCANNED COPY OF YOUR PHOTOGRAPHS
3.	PAN Card or Driving License Scanned Copy.
4.	<b>Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.</b>



  
 REGISTRAR  




**OFFER LETTER**

05/04/2021

Dear CHETHAN R PATIL,

With reference to your application and the subsequent interview you had with us, we are pleased to offer you an **employment** offer with SkillVertex Edutech. This offer includes a probation period of **3 months**. Please find the following confirmation of your employment.

Training Date: **15/04/2021 to 25/04/2021 (Unpaid)**

Probation Start Date: **15/04/2021**

Probation End Date: **15/07/2021**

Your job title will be **“Business Development Engineer-trainee (Sales Operations)”**. Your responsibilities will include those for which you are engaged, as well as any other duties given to you by your manager from time to time. By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms and clauses. You are also required to substantially use all your time and effort to perform these tasks during business hours and additional time if necessary.

You will be eligible for a Pay of INR 17,000 per month and INR 13,000 as incentives for the period with deductions as per the company policies and performance. **During the probation period, the company will have all the rights, to terminate your services without offering any reason and you are required to give 10 day's notice should you wish to terminate your offer before the end of your probation period.**

By accepting this offer letter of Employment, you acknowledge that you will keep all of this information strictly confidential and refrain from using it for your own purposes, that is, disclosing it to anyone outside of the company. In addition, you agree that upon conclusion of your tenure, you will immediately return to the Company all its property, equipment and documents including electronically stored information.

  
REGISTRAR  
PRESIDENCY UNIVERSITY  
BANGALORE



By accepting this offer letter, you agree that throughout your employment, you will observe all policies and practices governing the conduct of our business and employees. This letter sets forth the complete offer we are extending to you and supersedes and replaces any prior inconsistent statements or discussions. **Official communication either within the company or outside the company should be through the official Email of the HR only.**

To indicate your acceptance, please mail the signed and scanned soft copy of the Offer Letter and the documents as mentioned below to <[hr@skillvertex.in](mailto:hr@skillvertex.in)> **within 2 working days from the receipt of this mail.** The offer shall stand automatically withdrawn without further action on the part of Skillvertex Edutech if we do not receive your acceptance as per the mentioned timeline.

Working Hours: 9 Hours a day (Inc. Lunch and evening Break)

Job Type: Full Time Employment (After Probation Period)

Revenue Target: INR 1,90,000/-

Reporting Location: Bangalore, India

Acceptance of the candidate:

I have read and understood the above terms and conditions and I accept this offer, as set forth above with Skillvertex Edutech, and will report on or before 15/04/2021.

NAME: \_\_\_\_\_

DATE: \_\_\_\_\_

\_\_\_\_\_  
(Candidate's Signature)

With Regards,

**VP – Human Resources,**

Skillvertex Edutech

*Samra*  
REGISTRAR  
PRESIDENCY UNIVERSITY  
Bangalore

SI. NO.	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: <ul style="list-style-type: none"><li>• 10<sup>th</sup> standard or equivalent examination</li><li>• 12<sup>th</sup> standard or equivalent examination</li><li>• Graduation</li></ul> Other relevant educational certifications
2.	COLOR SCANNED COPY OF YOUR PHOTOGRAPHS
3.	PAN Card or Driving License Scanned Copy.
4.	<b>Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.</b>

*Sanne*  
REGISTRAR  
PRESIDENCY UNIVERSITY  
BANGALORE



**OFFER LETTER**

05/04/2021

Dear DEEPESH YADAV,

With reference to your application and the subsequent interview you had with us, we are pleased to offer you an **employment** offer with SkillVertex Edutech. This offer includes a probation period of **3 months**. Please find the following confirmation of your employment.

Training Date: **15/04/2021 to 25/04/2021 (Unpaid)**

Probation Start Date: **15/04/2021**

Probation End Date: **15/07/2021**

Your job title will be **“Business Development Engineer-trainee (Sales Operations)”**. Your responsibilities will include those for which you are engaged, as well as any other duties given to you by your manager from time to time. By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms and clauses. You are also required to substantially use all your time and effort to perform these tasks during business hours and additional time if necessary.

You will be eligible for a Pay of INR 17,000 per month and INR 13,000 as incentives for the period with deductions as per the company policies and performance. **During the probation period, the company will have all the rights, to terminate your services without offering any reason and you are required to give 10 day's notice should you wish to terminate your offer before the end of your probation period.**

By accepting this offer letter of Employment, you acknowledge that you will keep all of this information strictly confidential and refrain from using it for your own purposes, that is, disclosing it to anyone outside of the company. In addition, you agree that upon conclusion of your tenure, you will immediately return to the Company all its property, equipment and documents including electronically stored information.

  
REGISTRAR  
  
PRESIDENCY UNIVERSITY  
BANGALORE



By accepting this offer letter, you agree that throughout your employment, you will observe all policies and practices governing the conduct of our business and employees. This letter sets forth the complete offer we are extending to you and supersedes and replaces any prior inconsistent statements or discussions. **Official communication either within the company or outside the company should be through the official Email of the HR only.**

To indicate your acceptance, please mail the signed and scanned soft copy of the Offer Letter and the documents as mentioned below to <[hr@skillvertex.in](mailto:hr@skillvertex.in)> **within 2 working days from the receipt of this mail.** The offer shall stand automatically withdrawn without further action on the part of Skillvertex Edutech if we do not receive your acceptance as per the mentioned timeline.

Working Hours: 9 Hours a day (Inc. Lunch and evening Break)

Job Type: Full Time Employment (After Probation Period)

Revenue Target: INR 1,90,000/-

Reporting Location: Bangalore, India

Acceptance of the candidate:

I have read and understood the above terms and conditions and I accept this offer, as set forth above with Skillvertex Edutech, and will report on or before 15/04/2021.

NAME: \_\_\_\_\_

DATE: \_\_\_\_\_

\_\_\_\_\_  
(Candidate's Signature)

With Regards,

**VP – Human Resources,**

Skillvertex Edutech

*Samra*  
REGISTRAR  
PRESIDENCY UNIVERSITY  
Bangalore



SI. NO.	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: <ul style="list-style-type: none"> <li>• 10<sup>th</sup> standard or equivalent examination</li> <li>• 12<sup>th</sup> standard or equivalent examination</li> <li>• Graduation</li> </ul> Other relevant educational certifications
2.	COLOR SCANNED COPY OF YOUR PHOTOGRAPHS
3.	PAN Card or Driving License Scanned Copy.
4.	<b>Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.</b>

  
 REGISTRAR  




**Fwd: Offer Letter for Md Zafer Eqbal**

Md Zafer Eqbal &lt;201711101133@presidencyuniversity.in&gt;

Wed 26-May-21 10:45 AM

To: Satya Narayana M R-Sr. Exe-Placement &lt;satyanarayana@presidencyuniversity.in&gt;

1 attachments (73 KB)

CTC Breakup.pdf;

----- Forwarded message -----

From: **Square Yards** <[offers@squareyards.com](mailto:offers@squareyards.com)>

Date: Tue, 25 May 2021, 11:05 AM

Subject: Offer Letter for Md Zafer Eqbal

To: &lt;201711101133@presidencyuniversity.in&gt;

Cc: <[debayan.bhattacharya@squareyards.co.in](mailto:debayan.bhattacharya@squareyards.co.in)>, <[antara.a@squareyards.co.in](mailto:antara.a@squareyards.co.in)>,<[deepak.kumar08@squareyards.co.in](mailto:deepak.kumar08@squareyards.co.in)>Dear **Md Zafer Eqbal**,

Congratulations!!

With reference to your application and subsequent interviews with us, we are pleased to offer you the position of **Business Development Executive** in our Company. Your beginning annual remuneration will be **INR 300,000/- (Enclosed: CTC break-up)**.

In addition you will be eligible to participate in:

- ♦ **Variable Incentive Structure** based on the revenue generated by you. (Or your team including yourself on per month basis)
- ♦ **Reimbursements** for the expenses incurred like telephone etc. in the performance of official duties subject to the policies framed by the company These may be contingent on performance threshold as defined from time to time.
- ♦ Conveyance is part of the CTC and there shall not be separate reimbursement of conveyance expense.

Your joining location will be

**Bangalore**

Reporting Date &amp; Time:

08-Jun-2021, 9:30 AM

Venue Detail:

150, Ground floor, Embassy point, Infantry Road, Vasanth Nagar, Bangalore - 560001

Contact Person:

Antara

This offer and your employment are conditional upon the Company receiving satisfactory background check results. Please note if the Company is not satisfied with background verification report, the Company reserves the right to withdraw or delay this offer of employment. So Kindly provide 2 references for background verification.

**Mandatory Documents to be emailed before or produced on the day of Joining: (1 set of Originals as well as Originals)**

1. **Highest Education Certificate and Mark sheets (10th, 12th, Graduation, PG)**
2. **Photo Id Proof - Passport / Driving License / Voter's ID**
3. **PAN card**
4. **Aadhar Card**



5. 4 Passport size Photographs (in White Background)
6. Cancelled Cheque
7. CV (Resume)
8. Resignation Acceptance from your previous organization
9. EPF Number or UAN No.
10. Bank Statement

Should you need any clarification prior to joining, please feel free to get in touch with Antara, Tel: 9113908661  
Email: [antara.a@squareyards.co.in](mailto:antara.a@squareyards.co.in)

We look forward to a mutually rewarding partnership.

Please accept the offer by clicking on the button below. This shall however direct you to pre joining process further. You are requested to revert positively within 2 days.

Regards,

Human Resources

[Square Yards Consulting Pvt. Ltd.](#)

*Note: You will be eligible for the above said scheme only in case you have performed according to the unified incentive and reimbursement structure as appraised by Company from time to time. The incentives and reimbursement are discretionary and may vary from time to time and are only to facilitate and motivate the employee. The Company reserves the right to alter/vary the terms and condition of this scheme or may completely revoke the scheme, at any time without any notice.*

Accept

  
REGISTRAR  


**Md Zafer Eqbal**

	<b>Yearly CTC</b>	<b>Monthly CTC</b>
<b>CTC</b>	<b>300,000</b>	<b>25,000</b>
<b>Salary Components</b>		
Basic	181,200	15,100
HRA	689	57
<b>Statutory Benefits</b>		
ESIC (Employer Part)	5,911	493
<b>Performance Linked Allowances*</b>		
Performance Linked Payout	112,200	9,350
<b>Monthly Gross</b>	<b>294,089</b>	<b>24,507</b>
ESIC (Employee Part)	1,364	114
P TAX	2,400	200
PA Cover	180	15
<b>Net Pay</b>	<b>290,145</b>	<b>24,178</b>

\*Performance linked allowances are payable monthly subject to achievement of the performance criteria as defined by the management from time to time.

\*In the event of mutual separation, your notice period would be 0 days till you're on probation & 15 days after confirmation.

*Jai*  
REGISTRAR  
PRESIDENCY UNIVERSITY  
BANGALORE



**Fwd: Offer Letter for Humaira Tarannum**

Humaira Tarannum &lt;201710101002@presidencyuniversity.in&gt;

Wed 26-May-21 10:50 AM

To: Satya Narayana M R-Sr. Exe-Placement &lt;satyanarayana@presidencyuniversity.in&gt;

1 attachments (73 KB)

CTC Breakup.pdf;

----- Forwarded message -----

From: **Square Yards** <[offers@squareyards.com](mailto:offers@squareyards.com)>

Date: Tue, 25 May 2021, 11:35 AM

Subject: Offer Letter for Humaira Tarannum

To: &lt;201710101002@presidencyuniversity.in&gt;

Cc: <[debayan.bhattacharya@squareyards.co.in](mailto:debayan.bhattacharya@squareyards.co.in)>, <[antara.a@squareyards.co.in](mailto:antara.a@squareyards.co.in)>, <[deepak.kumar08@squareyards.co.in](mailto:deepak.kumar08@squareyards.co.in)>Dear **Humaira Tarannum**,

Congratulations!!

With reference to your application and subsequent interviews with us, we are pleased to offer you the position of **Business Development Executive** in our Company. Your beginning annual remuneration will be **INR 300,000/- (Enclosed: CTC break-up)**.

In addition you will be eligible to participate in:

- ♦ **Variable Incentive Structure** based on the revenue generated by you. (Or your team including yourself on per month basis)
- ♦ **Reimbursements** for the expenses incurred like telephone etc. in the performance of official duties subject to the policies framed by the company These may be contingent on performance threshold as defined from time to time.
- ♦ Conveyance is part of the CTC and there shall not be separate reimbursement of conveyance expense.

Your joining location will be

**Bangalore**

Reporting Date &amp; Time:

08-Jun-2021, 9:30 AM

Venue Detail:

150, Ground floor, Embassy point, Infantry Road, Vasanth Nagar, Bangalore - 560001

Contact Person:

Antara

This offer and your employment are conditional upon the Company receiving satisfactory background check results. Please note if the Company is not satisfied with background verification report, the Company reserves the right to withdraw or delay this offer of employment. So Kindly provide 2 references for background verification.

**Mandatory Documents to be emailed before or produced on the day of Joining: (1 set of Originals as well as Originals)**

1. **Highest Education Certificate and Mark sheets (10th, 12th, Graduation, PG)**
2. **Photo Id Proof - Passport / Driving License / Voter's ID**
3. **PAN card**
4. **Aadhar Card**



5. 4 Passport size Photographs (in White Background)
6. Cancelled Cheque
7. CV (Resume)
8. Resignation Acceptance from your previous organization
9. EPF Number or UAN No.
10. Bank Statement

Should you need any clarification prior to joining, please feel free to get in touch with Antara, Tel: 9113908661  
Email: [antara.a@squareyards.co.in](mailto:antara.a@squareyards.co.in)

We look forward to a mutually rewarding partnership.

Please accept the offer by clicking on the button below. This shall however direct you to pre joining process further. You are requested to revert positively within 2 days.

Regards,

Human Resources

[Square Yards Consulting Pvt. Ltd.](#)

*Note: You will be eligible for the above said scheme only in case you have performed according to the unified incentive and reimbursement structure as appraised by Company from time to time. The incentives and reimbursement are discretionary and may vary from time to time and are only to facilitate and motivate the employee. The Company reserves the right to alter/vary the terms and condition of this scheme or may completely revoke the scheme, at any time without any notice.*

Accept

  
REGISTRAR  


Humaira Tarannum

	Yearly CTC	Monthly CTC
<b>CTC</b>	<b>300,000</b>	<b>25,000</b>
<b>Salary Components</b>		
Basic	181,200	15,100
HRA	689	57
<b>Statutory Benefits</b>		
ESIC (Employer Part)	5,911	493
<b>Performance Linked Allowances*</b>		
Performance Linked Payout	112,200	9,350
<b>Monthly Gross</b>	<b>294,089</b>	<b>24,507</b>
ESIC (Employee Part)	1,364	114
P TAX	2,400	200
PA Cover	180	15
<b>Net Pay</b>	<b>290,145</b>	<b>24,178</b>

\*Performance linked allowances are payable monthly subject to achievement of the performance criteria as defined by the management from time to time.

\*In the event of mutual separation, your notice period would be 0 days till you're on probation & 15 days after confirmation.

*Humaira*  
REGISTRAR  
PRESIDENCY UNIVERSITY  
BANGALORE

**Fwd: Offer Letter for Akshay Kumar K B**

Akshay Kumar K B &lt;201711101152@presidencyuniversity.in&gt;

Wed 26-May-21 11:00 AM

To: Satya Narayana M R-Sr. Exe-Placement &lt;satyanarayana@presidencyuniversity.in&gt;

1 attachments (73 KB)

CTC Breakup.pdf;

----- Forwarded message -----

From: **Square Yards** <[offers@squareyards.com](mailto:offers@squareyards.com)>

Date: Tue, 25 May 2021, 12:40 PM

Subject: Offer Letter for Akshay Kumar K B

To: &lt;201711101152@presidencyuniversity.in&gt;

Cc: <[debayan.bhattacharya@squareyards.co.in](mailto:debayan.bhattacharya@squareyards.co.in)>, <[antara.a@squareyards.co.in](mailto:antara.a@squareyards.co.in)>, <[deepak.kumar08@squareyards.co.in](mailto:deepak.kumar08@squareyards.co.in)>Dear **Akshay Kumar K B**,

Congratulations!!

With reference to your application and subsequent interviews with us, we are pleased to offer you the position of **Business Development Executive** in our Company. Your beginning annual remuneration will be **INR 300,000/- (Enclosed: CTC break-up)**.

In addition you will be eligible to participate in:

- ♦ **Variable Incentive Structure** based on the revenue generated by you. (Or your team including yourself on per month basis)
- ♦ **Reimbursements** for the expenses incurred like telephone etc. in the performance of official duties subject to the policies framed by the company These may be contingent on performance threshold as defined from time to time.
- ♦ Conveyance is part of the CTC and there shall not be separate reimbursement of conveyance expense.

Your joining location will be

**Bangalore**

Reporting Date &amp; Time:

08-Jun-2021, 9:30 AM

Venue Detail:

150, Ground floor, Embassy point, Infantry Road, Vasanth Nagar, Bangalore - 560001

Contact Person:

Antara

This offer and your employment are conditional upon the Company receiving satisfactory background check results. Please note if the Company is not satisfied with background verification report, the Company reserves the right to withdraw or delay this offer of employment. So Kindly provide 2 references for background verification.

**Mandatory Documents to be emailed before or produced on the day of Joining: (1 set of Photocopies as well as Originals)**

1. **Highest Education Certificate and Mark sheets (10th, 12th, Graduation, PG)**
2. **Photo Id Proof - Passport / Driving License / Voter's ID**
3. **PAN card**
4. **Aadhar Card**





5. 4 Passport size Photographs (in White Background)
6. Cancelled Cheque
7. CV (Resume)
8. Resignation Acceptance from your previous organization
9. EPF Number or UAN No.
10. Bank Statement

Should you need any clarification prior to joining, please feel free to get in touch with Antara, Tel: 9113908661  
Email: [antara.a@squareyards.co.in](mailto:antara.a@squareyards.co.in)

We look forward to a mutually rewarding partnership.

Please accept the offer by clicking on the button below. This shall however direct you to pre joining process further. You are requested to revert positively within 2 days.

Regards,

Human Resources

[Square Yards Consulting Pvt. Ltd.](#)

*Note: You will be eligible for the above said scheme only in case you have performed according to the unified incentive and reimbursement structure as appraised by Company from time to time. The incentives and reimbursement are discretionary and may vary from time to time and are only to facilitate and motivate the employee. The Company reserves the right to alter/vary the terms and condition of this scheme or may completely revoke the scheme, at any time without any notice.*

Accept

  
REGISTRAR  


**Akshay Kumar K B**

	<b>Yearly CTC</b>	<b>Monthly CTC</b>
<b>CTC</b>	<b>300,000</b>	<b>25,000</b>
<b>Salary Components</b>		
Basic	181,200	15,100
HRA	689	57
<b>Statutory Benefits</b>		
ESIC (Employer Part)	5,911	493
<b>Performance Linked Allowances*</b>		
Performance Linked Payout	112,200	9,350
<b>Monthly Gross</b>	<b>294,089</b>	<b>24,507</b>
ESIC (Employee Part)	1,364	114
P TAX	2,400	200
PA Cover	180	15
<b>Net Pay</b>	<b>290,145</b>	<b>24,178</b>

\*Performance linked allowances are payable monthly subject to achievement of the performance criteria as defined by the management from time to time.

\*In the event of mutual separation, your notice period would be 0 days till you're on probation & 15 days after confirmation.

*Jai*  
REGISTRAR  
PRESIDENCY UNIVERSITY  
BANGALORE

**Fwd: Offer Letter for Devarakonda Harshavardhan**

Devarakonda Harshavardhan &lt;201710100994@presidencyuniversity.in&gt;

Wed 26-May-21 11:05 AM

To: Satya Narayana M R-Sr. Exe-Placement &lt;satyanarayana@presidencyuniversity.in&gt;

1 attachments (73 KB)

CTC Breakup.pdf;

----- Forwarded message -----

From: **Square Yards** <[offers@squareyards.com](mailto:offers@squareyards.com)>

Date: Tue, 25 May 2021, 12:55 PM

Subject: Offer Letter for Devarakonda Harshavardhan

To: &lt;201710100994@presidencyuniversity.in&gt;

Cc: <[debayan.bhattacharya@squareyards.co.in](mailto:debayan.bhattacharya@squareyards.co.in)>, <[antara.a@squareyards.co.in](mailto:antara.a@squareyards.co.in)>,<[deepak.kumar08@squareyards.co.in](mailto:deepak.kumar08@squareyards.co.in)>Dear **Devarakonda Harshavardhan**,

Congratulations!!

With reference to your application and subsequent interviews with us, we are pleased to offer you the position of **Business Development Executive** in our Company. Your beginning annual remuneration will be **INR 300,000/- (Enclosed: CTC break-up)**.

In addition you will be eligible to participate in:

- ♦ **Variable Incentive Structure** based on the revenue generated by you. (Or your team including yourself on per month basis)
- ♦ **Reimbursements** for the expenses incurred like telephone etc. in the performance of official duties subject to the policies framed by the company These may be contingent on performance threshold as defined from time to time.
- ♦ Conveyance is part of the CTC and there shall not be separate reimbursement of conveyance expense.

Your joining location will be

**Bangalore**

Reporting Date &amp; Time:

08-Jun-2021, 9:30 AM

Venue Detail:

150, Ground floor, Embassy point, Infantry Road, Vasanth Nagar,  
Bangalore - 560001

Contact Person:

Antara

This offer and your employment are conditional upon the Company receiving satisfactory background check results. Please note if the Company is not satisfied with background verification report, the Company reserves the right to withdraw or delay this offer of employment. So Kindly provide 2 references for background verification.

**Mandatory Documents to be emailed before or produced on the day of Joining: (1 set of Photocopies as well as Originals)**

1. **Highest Education Certificate and Mark sheets (10th, 12th, Graduation, PG)**
2. **Photo Id Proof - Passport / Driving License / Voter's ID**
3. **PAN card**
4. **Aadhar Card**



5. 4 Passport size Photographs (in White Background)
6. Cancelled Cheque
7. CV (Resume)
8. Resignation Acceptance from your previous organization
9. EPF Number or UAN No.
10. Bank Statement

Should you need any clarification prior to joining, please feel free to get in touch with Antara, Tel: 9113908661  
Email: [antara.a@squareyards.co.in](mailto:antara.a@squareyards.co.in)

We look forward to a mutually rewarding partnership.

Please accept the offer by clicking on the button below. This shall however direct you to pre joining process further. You are requested to revert positively within 2 days.

Regards,

Human Resources

[Square Yards Consulting Pvt. Ltd.](#)

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Accept

  
REGISTRAR  




Devarakonda Harshavardhan

	Yearly CTC	Monthly CTC
<b>CTC</b>	<b>300,000</b>	<b>25,000</b>
<b>Salary Components</b>		
Basic	181,200	15,100
HRA	689	57
<b>Statutory Benefits</b>		
ESIC (Employer Part)	5,911	493
<b>Performance Linked Allowances*</b>		
Performance Linked Payout	112,200	9,350
<b>Monthly Gross</b>	<b>294,089</b>	<b>24,507</b>
ESIC (Employee Part)	1,364	114
P TAX	2,400	200
PA Cover	180	15
<b>Net Pay</b>	<b>290,145</b>	<b>24,178</b>

\*Performance linked allowances are payable monthly subject to achievement of the performance criteria as defined by the management from time to time.

\*In the event of mutual separation, your notice period would be 0 days till you're on probation & 15 days after confirmation.

*Jai*  
REGISTRAR  
PRESIDENCY UNIVERSITY  
BANGALORE

**Fwd: Offer Letter for Bishwakarma Kumar**

Bishwakarma Kumar &lt;201710100993@presidencyuniversity.in&gt;

Wed 26-May-21 11:15 AM

To: Satya Narayana M R-Sr. Exe-Placement &lt;satyanarayana@presidencyuniversity.in&gt;

1 attachments (73 KB)

CTC Breakup.pdf;

----- Forwarded message -----

From: **Square Yards** <[offers@squareyards.com](mailto:offers@squareyards.com)>

Date: Tue, 25 May 2021, 12:20 PM

Subject: Offer Letter for Bishwakarma Kumar

To: &lt;201710100993@presidencyuniversity.in&gt;

Cc: <[debayan.bhattacharya@squareyards.co.in](mailto:debayan.bhattacharya@squareyards.co.in)>, <[antara.a@squareyards.co.in](mailto:antara.a@squareyards.co.in)>,<[deepak.kumar08@squareyards.co.in](mailto:deepak.kumar08@squareyards.co.in)>Dear **Bishwakarma Kumar**,

Congratulations!!

With reference to your application and subsequent interviews with us, we are pleased to offer you the position of **Business Development Executive** in our Company. Your beginning annual remuneration will be **INR 300,000/- (Enclosed: CTC break-up)**.

In addition you will be eligible to participate in:

- ♦ **Variable Incentive Structure** based on the revenue generated by you. (Or your team including yourself on per month basis)
- ♦ **Reimbursements** for the expenses incurred like telephone etc. in the performance of official duties subject to the policies framed by the company These may be contingent on performance threshold as defined from time to time.
- ♦ Conveyance is part of the CTC and there shall not be separate reimbursement of conveyance expense.

Your joining location will be

**Bangalore**

Reporting Date &amp; Time:

08-Jun-2021, 9:30 AM

Venue Detail:

150, Ground floor, Embassy point, Infantry Road, Vasanth Nagar, Bangalore - 560001

Contact Person:

Antara

This offer and your employment are conditional upon the Company receiving satisfactory background check results. Please note if the Company is not satisfied with background verification report, the Company reserves the right to withdraw or delay this offer of employment. So Kindly provide 2 references for background verification.

**Mandatory Documents to be emailed before or produced on the day of Joining: (1 set of Originals as well as Originals)**

1. **Highest Education Certificate and Mark sheets (10th, 12th, Graduation, PG)**
2. **Photo Id Proof - Passport / Driving License / Voter's ID**
3. **PAN card**
4. **Aadhar Card**



5. 4 Passport size Photographs (in White Background)
6. Cancelled Cheque
7. CV (Resume)
8. Resignation Acceptance from your previous organization
9. EPF Number or UAN No.
10. Bank Statement

Should you need any clarification prior to joining, please feel free to get in touch with Antara, Tel: 9113908661  
Email: [antara.a@squareyards.co.in](mailto:antara.a@squareyards.co.in)

We look forward to a mutually rewarding partnership.

Please accept the offer by clicking on the button below. This shall however direct you to pre joining process further. You are requested to revert positively within 2 days.

Regards,

Human Resources

[Square Yards Consulting Pvt. Ltd.](#)

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Accept

  
REGISTRAR  


**Bishwakarma Kumar**

	<b>Yearly CTC</b>	<b>Monthly CTC</b>
<b>CTC</b>	<b>300,000</b>	<b>25,000</b>
<b>Salary Components</b>		
Basic	181,200	15,100
HRA	689	57
<b>Statutory Benefits</b>		
ESIC (Employer Part)	5,911	493
<b>Performance Linked Allowances*</b>		
Performance Linked Payout	112,200	9,350
<b>Monthly Gross</b>	<b>294,089</b>	<b>24,507</b>
ESIC (Employee Part)	1,364	114
P TAX	2,400	200
PA Cover	180	15
<b>Net Pay</b>	<b>290,145</b>	<b>24,178</b>

\*Performance linked allowances are payable monthly subject to achievement of the performance criteria as defined by the management from time to time.

\*In the event of mutual separation, your notice period would be 0 days till you're on probation & 15 days after confirmation.

*Jai*  
REGISTRAR  
PRESIDENCY UNIVERSITY  
BANGALORE



**Fwd: Offer Letter for Md Rashidul Islam Khan**

Md Rashidul Islam Khan &lt;201710101013@presidencyuniversity.in&gt;

Wed 26-May-21 11:20 AM

To: Satya Narayana M R-Sr. Exe-Placement &lt;satyanarayana@presidencyuniversity.in&gt;

1 attachments (73 KB)

CTC Breakup.pdf;

----- Forwarded message -----

From: **Square Yards** <[offers@squareyards.com](mailto:offers@squareyards.com)>

Date: Tue, 25 May 2021, 12:28 PM

Subject: Offer Letter for Md Rashidul Islam Khan

To: &lt;201710101013@presidencyuniversity.in&gt;

Cc: <[debayan.bhattacharya@squareyards.co.in](mailto:debayan.bhattacharya@squareyards.co.in)>, <[antara.a@squareyards.co.in](mailto:antara.a@squareyards.co.in)>, <[deepak.kumar08@squareyards.co.in](mailto:deepak.kumar08@squareyards.co.in)>Dear **Md Rashidul Islam Khan**,

Congratulations!!

With reference to your application and subsequent interviews with us, we are pleased to offer you the position of **Business Development Executive** in our Company. Your beginning annual remuneration will be **INR 300,000/- (Enclosed: CTC break-up)**.

In addition you will be eligible to participate in:

- ♦ **Variable Incentive Structure** based on the revenue generated by you. (Or your team including yourself on per month basis)
- ♦ **Reimbursements** for the expenses incurred like telephone etc. in the performance of official duties subject to the policies framed by the company These may be contingent on performance threshold as defined from time to time.
- ♦ Conveyance is part of the CTC and there shall not be separate reimbursement of conveyance expense.

Your joining location will be

**Bangalore**

Reporting Date &amp; Time:

08-Jun-2021, 9:30 AM

Venue Detail:

150, Ground floor, Embassy point, Infantry Road, Vasanth Nagar, Bangalore - 560001

Contact Person:

Antara

This offer and your employment are conditional upon the Company receiving satisfactory background check results. Please note if the Company is not satisfied with background verification report, the Company reserves the right to withdraw or delay this offer of employment. So Kindly provide 2 references for background verification.

**Mandatory Documents to be emailed before or produced on the day of Joining: (1 set of Originals as well as Originals)**

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2. **Photo Id Proof - Passport / Driving License / Voter's ID**
3. **PAN card**
4. **Aadhar Card**



5. 4 Passport size Photographs (in White Background)
6. Cancelled Cheque
7. CV (Resume)
8. Resignation Acceptance from your previous organization
9. EPF Number or UAN No.
10. Bank Statement

Should you need any clarification prior to joining, please feel free to get in touch with Antara, Tel: 9113908661  
Email: [antara.a@squareyards.co.in](mailto:antara.a@squareyards.co.in)

We look forward to a mutually rewarding partnership.

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Regards,

Human Resources

[Square Yards Consulting Pvt. Ltd.](#)

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Accept

  
REGISTRAR  


**Md Rashidul Islam Khan**

	<b>Yearly CTC</b>	<b>Monthly CTC</b>
<b>CTC</b>	<b>300,000</b>	<b>25,000</b>
<b>Salary Components</b>		
Basic	181,200	15,100
HRA	689	57
<b>Statutory Benefits</b>		
ESIC (Employer Part)	5,911	493
<b>Performance Linked Allowances*</b>		
Performance Linked Payout	112,200	9,350
<b>Monthly Gross</b>	<b>294,089</b>	<b>24,507</b>
ESIC (Employee Part)	1,364	114
P TAX	2,400	200
PA Cover	180	15
<b>Net Pay</b>	<b>290,145</b>	<b>24,178</b>

\*Performance linked allowances are payable monthly subject to achievement of the performance criteria as defined by the management from time to time.

\*In the event of mutual separation, your notice period would be 0 days till you're on probation & 15 days after confirmation.

*Jamuna*  
REGISTRAR  
PRESIDENCY UNIVERSITY  
BANGALORE

**Fwd: Offer Letter for Ravana K N**

Ravana K N &lt;201711101148@presidencyuniversity.in&gt;

Wed 26-May-21 11:25 AM

To: Satya Narayana M R-Sr. Exe-Placement &lt;satyanarayana@presidencyuniversity.in&gt;

1 attachments (73 KB)

CTC Breakup.pdf;

----- Forwarded message -----

From: **Square Yards** <[offers@squareyards.com](mailto:offers@squareyards.com)>

Date: Tue, 25 May 2021, 12:50 PM

Subject: Offer Letter for Ravana K N

To: &lt;201711101148@presidencyuniversity.in&gt;

Cc: <[debayan.bhattacharya@squareyards.co.in](mailto:debayan.bhattacharya@squareyards.co.in)>, <[antara.a@squareyards.co.in](mailto:antara.a@squareyards.co.in)>, <[deepak.kumar08@squareyards.co.in](mailto:deepak.kumar08@squareyards.co.in)>Dear **Ravana K N**,

Congratulations!!

With reference to your application and subsequent interviews with us, we are pleased to offer you the position of **Business Development Executive** in our Company. Your beginning annual remuneration will be **INR 300,000/- (Enclosed: CTC break-up)**.

In addition you will be eligible to participate in:

- ♦ **Variable Incentive Structure** based on the revenue generated by you. (Or your team including yourself on per month basis)
- ♦ **Reimbursements** for the expenses incurred like telephone etc. in the performance of official duties subject to the policies framed by the company These may be contingent on performance threshold as defined from time to time.
- ♦ Conveyance is part of the CTC and there shall not be separate reimbursement of conveyance expense.

Your joining location will be

**Bangalore**

Reporting Date &amp; Time:

08-Jun-2021, 9:30 AM

Venue Detail:

150, Ground floor, Embassy point, Infantry Road, Vasanth Nagar, Bangalore - 560001

Contact Person:

Antara

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3. **PAN card**
4. **Aadhar Card**





5. 4 Passport size Photographs (in White Background)
6. Cancelled Cheque
7. CV (Resume)
8. Resignation Acceptance from your previous organization
9. EPF Number or UAN No.
10. Bank Statement

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Email: [antara.a@squareyards.co.in](mailto:antara.a@squareyards.co.in)

We look forward to a mutually rewarding partnership.

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Regards,

Human Resources

[Square Yards Consulting Pvt. Ltd.](#)

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Accept

  
REGISTRAR  


Ravana K N

	Yearly CTC	Monthly CTC
<b>CTC</b>	<b>300,000</b>	<b>25,000</b>
<b>Salary Components</b>		
Basic	181,200	15,100
HRA	689	57
<b>Statutory Benefits</b>		
ESIC (Employer Part)	5,911	493
<b>Performance Linked Allowances*</b>		
Performance Linked Payout	112,200	9,350
<b>Monthly Gross</b>	<b>294,089</b>	<b>24,507</b>
ESIC (Employee Part)	1,364	114
P TAX	2,400	200
PA Cover	180	15
<b>Net Pay</b>	<b>290,145</b>	<b>24,178</b>

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*Jai*  
REGISTRAR  
PRESIDENCY UNIVERSITY  
BANGALORE

**Fwd: Offer Letter for Abhishek B N**

Abhishek B N &lt;201710100983@presidencyuniversity.in&gt;

Wed 26-May-21 11:30 AM

To: Satya Narayana M R-Sr. Exe-Placement &lt;satyanarayana@presidencyuniversity.in&gt;

1 attachments (73 KB)

CTC Breakup.pdf;

----- Forwarded message -----

From: **Square Yards** <[offers@squareyards.com](mailto:offers@squareyards.com)>

Date: Tue, 25 May 2021, 1:10 PM

Subject: Offer Letter for Abhishek B N

To: &lt;201710100983@presidencyuniversity.in&gt;

Cc: <[debayan.bhattacharya@squareyards.co.in](mailto:debayan.bhattacharya@squareyards.co.in)>, <[antara.a@squareyards.co.in](mailto:antara.a@squareyards.co.in)>, <[deepak.kumar08@squareyards.co.in](mailto:deepak.kumar08@squareyards.co.in)>Dear **Abhishek B N**,

Congratulations!!

With reference to your application and subsequent interviews with us, we are pleased to offer you the position of **Business Development Executive** in our Company. Your beginning annual remuneration will be **INR 300,000/- (Enclosed: CTC break-up)**.

In addition you will be eligible to participate in:

- ♦ **Variable Incentive Structure** based on the revenue generated by you. (Or your team including yourself on per month basis)
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- ♦ Conveyance is part of the CTC and there shall not be separate reimbursement of conveyance expense.

Your joining location will be

**Bangalore**

Reporting Date &amp; Time:

08-Jun-2021, 9:30 AM

Venue Detail:

150, Ground floor, Embassy point, Infantry Road, Vasanth Nagar, Bangalore - 560001

Contact Person:

Antara

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2. **Photo Id Proof - Passport / Driving License / Voter's ID**
3. **PAN card**
4. **Aadhar Card**



5. 4 Passport size Photographs (in White Background)
6. Cancelled Cheque
7. CV (Resume)
8. Resignation Acceptance from your previous organization
9. EPF Number or UAN No.
10. Bank Statement

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Email: [antara.a@squareyards.co.in](mailto:antara.a@squareyards.co.in)

We look forward to a mutually rewarding partnership.

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Regards,

Human Resources

[Square Yards Consulting Pvt. Ltd.](#)

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Accept

  
REGISTRAR  




**Abhishek B N**

	<b>Yearly CTC</b>	<b>Monthly CTC</b>
<b>CTC</b>	<b>300,000</b>	<b>25,000</b>
<b>Salary Components</b>		
Basic	181,200	15,100
HRA	689	57
<b>Statutory Benefits</b>		
ESIC (Employer Part)	5,911	493
<b>Performance Linked Allowances*</b>		
Performance Linked Payout	112,200	9,350
<b>Monthly Gross</b>	<b>294,089</b>	<b>24,507</b>
ESIC (Employee Part)	1,364	114
P TAX	2,400	200
PA Cover	180	15
<b>Net Pay</b>	<b>290,145</b>	<b>24,178</b>

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\*In the event of mutual separation, your notice period would be 0 days till you're on probation & 15 days after confirmation.

*Jai*  
REGISTRAR  
PRESIDENCY UNIVERSITY  
BANGALORE

**Fwd: Offer Letter for Md Affan Khan**

Md Affan Khan &lt;201710101011@presidencyuniversity.in&gt;

Wed 26-May-21 11:35 AM

To: Satya Narayana M R-Sr. Exe-Placement &lt;satyanarayana@presidencyuniversity.in&gt;

1 attachments (73 KB)

CTC Breakup.pdf;

----- Forwarded message -----

From: **Square Yards** <[offers@squareyards.com](mailto:offers@squareyards.com)>

Date: Tue, 25 May 2021, 1:27 PM

Subject: Offer Letter for Md Affan Khan

To: &lt;201710101011@presidencyuniversity.in&gt;

Cc: <[debayan.bhattacharya@squareyards.co.in](mailto:debayan.bhattacharya@squareyards.co.in)>, <[antara.a@squareyards.co.in](mailto:antara.a@squareyards.co.in)>, <[deepak.kumar08@squareyards.co.in](mailto:deepak.kumar08@squareyards.co.in)>Dear **Md Affan Khan**,

Congratulations!!

With reference to your application and subsequent interviews with us, we are pleased to offer you the position of **Business Development Executive** in our Company. Your beginning annual remuneration will be **INR 300,000/- (Enclosed: CTC break-up)**.

In addition you will be eligible to participate in:

- ♦ **Variable Incentive Structure** based on the revenue generated by you. (Or your team including yourself on per month basis)
- ♦ **Reimbursements** for the expenses incurred like telephone etc. in the performance of official duties subject to the policies framed by the company These may be contingent on performance threshold as defined from time to time.
- ♦ Conveyance is part of the CTC and there shall not be separate reimbursement of conveyance expense.

Your joining location will be

**Bangalore**

Reporting Date &amp; Time:

08-Jun-2021, 9:30 AM

Venue Detail:

150, Ground floor, Embassy point, Infantry Road, Vasanth Nagar, Bangalore - 560001

Contact Person:

Antara

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**Mandatory Documents to be emailed before or produced on the day of Joining: (1 set of Originals as well as Originals)**

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2. **Photo Id Proof - Passport / Driving License / Voter's ID**
3. **PAN card**
4. **Aadhar Card**



5. 4 Passport size Photographs (in White Background)
6. Cancelled Cheque
7. CV (Resume)
8. Resignation Acceptance from your previous organization
9. EPF Number or UAN No.
10. Bank Statement

Should you need any clarification prior to joining, please feel free to get in touch with Antara, Tel: 9113908661  
Email: [antara.a@squareyards.co.in](mailto:antara.a@squareyards.co.in)

We look forward to a mutually rewarding partnership.

Please accept the offer by clicking on the button below. This shall however direct you to pre joining process further. You are requested to revert positively within 2 days.

Regards,

Human Resources

[Square Yards Consulting Pvt. Ltd.](#)

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Accept

  
REGISTRAR  


Md Affan Khan

	Yearly CTC	Monthly CTC
<b>CTC</b>	<b>300,000</b>	<b>25,000</b>
<b>Salary Components</b>		
Basic	181,200	15,100
HRA	689	57
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<b>Performance Linked Allowances*</b>		
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\*In the event of mutual separation, your notice period would be 0 days till you're on probation & 15 days after confirmation.

*Jai*  
REGISTRAR  
PRESIDENCY UNIVERSITY  
BANGALORE



**Fwd: Offer Letter for Aishwarya S**

Aishwarya S &lt;201710100986@presidencyuniversity.in&gt;

Wed 26-May-21 11:40 AM

To: Satya Narayana M R-Sr. Exe-Placement &lt;satyanarayana@presidencyuniversity.in&gt;

1 attachments (73 KB)

CTC Breakup.pdf;

----- Forwarded message -----

From: **Square Yards** <[offers@squareyards.com](mailto:offers@squareyards.com)>

Date: Tue, 25 May 2021, 1:54 PM

Subject: Offer Letter for Aishwarya S

To: &lt;201710100986@presidencyuniversity.in&gt;

Cc: <[debayan.bhattacharya@squareyards.co.in](mailto:debayan.bhattacharya@squareyards.co.in)>, <[antara.a@squareyards.co.in](mailto:antara.a@squareyards.co.in)>, <[deepak.kumar08@squareyards.co.in](mailto:deepak.kumar08@squareyards.co.in)>Dear **Aishwarya S**,

Congratulations!!

With reference to your application and subsequent interviews with us, we are pleased to offer you the position of **Business Development Executive** in our Company. Your beginning annual remuneration will be **INR 300,000/- (Enclosed: CTC break-up)**.

In addition you will be eligible to participate in:

- ♦ **Variable Incentive Structure** based on the revenue generated by you. (Or your team including yourself on per month basis)
- ♦ **Reimbursements** for the expenses incurred like telephone etc. in the performance of official duties subject to the policies framed by the company These may be contingent on performance threshold as defined from time to time.
- ♦ Conveyance is part of the CTC and there shall not be separate reimbursement of conveyance expense.

Your joining location will be

**Bangalore**

Reporting Date &amp; Time:

08-Jun-2021, 9:30 AM

Venue Detail:

150, Ground floor, Embassy point, Infantry Road, Vasanth Nagar, Bangalore - 560001

Contact Person:

Antara

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2. **Photo Id Proof - Passport / Driving License / Voter's ID**
3. **PAN card**
4. **Aadhar Card**



5. 4 Passport size Photographs (in White Background)
6. Cancelled Cheque
7. CV (Resume)
8. Resignation Acceptance from your previous organization
9. EPF Number or UAN No.
10. Bank Statement

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Email: [antara.a@squareyards.co.in](mailto:antara.a@squareyards.co.in)

We look forward to a mutually rewarding partnership.

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Regards,

Human Resources

[Square Yards Consulting Pvt. Ltd.](#)

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Accept

  
REGISTRAR  


Aishwarya S

	Yearly CTC	Monthly CTC
<b>CTC</b>	<b>300,000</b>	<b>25,000</b>
<b>Salary Components</b>		
Basic	181,200	15,100
HRA	689	57
<b>Statutory Benefits</b>		
ESIC (Employer Part)	5,911	493
<b>Performance Linked Allowances*</b>		
Performance Linked Payout	112,200	9,350
<b>Monthly Gross</b>	<b>294,089</b>	<b>24,507</b>
ESIC (Employee Part)	1,364	114
P TAX	2,400	200
PA Cover	180	15
<b>Net Pay</b>	<b>290,145</b>	<b>24,178</b>

\*Performance linked allowances are payable monthly subject to achievement of the performance criteria as defined by the management from time to time.

\*In the event of mutual separation, your notice period would be 0 days till you're on probation & 15 days after confirmation.

*Jai*  
REGISTRAR  
PRESIDENCY UNIVERSITY  
BANGALORE

04-Mar-2021

**Mr. Mohammed Tanzeem,**  
Bangalore

Dear Mohammed Tanzeem,

### Offer Letter

We are pleased to offer you the position of “**Executive-Client Success**” with **Talent Recruit Software Private Limited**. We are sure that Talent Recruit will provide you a satisfying and challenging work environment along with a successful growth path.

#### 1. DATE OF JOINING

You are requested to report for work on or before **10-Mar-2021** with all your original certificates. Please inform us of your decision by today of this offer else the offer stands void. Failure to join on the specified date along with your original certificates shall result in the automatic termination of this appointment, without obligation on the Company to issue notice of such termination.

#### 2. PROBATIONARY PERIOD

You will be on probation for a period of Six months from the date of your appointment. On completion of your probation period, if the management is satisfied with your performance, you may be absorbed on regular employment of the Company.

#### 3. COMPENSATION

##### 3.1 During Internship

Till you attain your Degree / Mark-sheet of final year of Graduation, you will be considered as Intern and you will be entitled to a stipend of **Rs. 10000/- (Rupees Ten Thousand) per month**.

##### 3.2 Post Internship

After attainment of Degree / Mark-sheet of final year of Graduation, your yearly gross value of compensation shall be **Rs. 300000/- (Rupees Three Lakhs Only)**.

The break-up of your post internship salary shall be as per the policies / rules of the Company. Please refer to the **Annexure No. 1** for more details on Fixed Salary Components.

#### 4. INCREMENT & OTHER BENEFITS

Your performance shall be appraised by the Management after completion of every quarter and compensation reviews shall happen in the month of January every year irrespective of the joining date. For the compensation review, you must minimum serve 6 months of regular employment to be eligible for the same. Your performance shall be the criteria to determine annual compensation increments and other benefits to you in future.

Other Benefits that you will get are briefly explained in **Annexure No. 2**.

  
REGISTRAR  
  
Registrar  
PRESIDENCY UNIVERSITY  
BANGALORE



## 5. NON DISCLOSURE AGREEMENT

You would be required to sign the Company's standard Non-Disclosure Agreement (NDA) & Non Competing Agreement, a copy of the same will be provided to you on the date of your joining.

## 6. SERVICE AGREEMENT

The Company would be giving / providing you practical training for 6 months and considering the time and investment that would be put on you to properly train you, you would be required to sign a Service Agreement with the Company that will be applicable during probation period of six months from the date when your regular employment begins (Post Internship) and will extend 1 year 6 months further from the end of your probation period of six months' post internship.

## 7. PLACEMENT & TRANSFER

You shall be working from home during your internship period. Post internship, your place of work shall be provided at the time of final placements. However, you shall be liable for transfer from one department to another department, from one place to another place within India and you may also be assigned overseas, if required.

## 8. TERMINATION OF EMPLOYMENT

This contract of employment is terminable by the company without giving any notice during probation period. Post your probation period, this contract of employment is terminable by the Company by giving 2 months' notice or pay two months' gross salary, as the Company may deem fit. The Company, however, is not bound to give any reason for termination whatsoever.

Subject to Clause 6, if you choose to terminate your employment with the company, during or after the probation period, you shall have to serve notice period of two months or pay six months' gross salary, subject to approval by the company, whichever the case. You will receive a detailed appointment letter at the time of your Joining.

We look forward to a long term and mutually rewarding relationship.

Yours sincerely,

**For Talent Recruit Software Private Limited**



**Shalini Gupta**  
**Director**

**ACCEPTED:**

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**Mohammed Tanzeem**

**04-Mar-2021**



REGISTRAR  
PRESIDENCY UNIVERSITY  
BANGALORE

## Annexure No. 1: Fixed Salary Structure

**Name: Mohammed Tanzeem**

**Designation: Executive-Client Success**

PER MONTH (AMOUNT IN INR)		PER ANNUM (AMOUNT IN INR)	
BASIC +DA	11588	BASIC +DA	139056
HRA	4635	HRA	55622
CONVEYANCE ALLOWANCE	1600	CONVEYANCE ALLOWANCE	19200
EDUCATION ALLOWANCE	200	EDUCATION ALLOWANCE	2400
OFFICE ALLOWANCES	1967	OFFICE ALLOWANCES	23609
OTHER ALLOWANCES	1312	OTHER ALLOWANCES	15739
MEDICAL REIMBURSEMENT	1250	MEDICAL REIMBURSEMENT	15000
EMPLOYER PF @ 12%	1391	PF	16687
GRATUITY	557	GRATUITY	6686
MEDICLAIM	500	MEDICLAIM	6000
<b>GROSS MONTHLY COMPENSATION</b>	<b>25000</b>	<b>GROSS YEARLY COMPENSATION</b>	<b>300000</b>
<b>DEDUCTIONS</b>		<b>DEDUCTIONS</b>	
EMPLOYEE PF @ 12%	1391	EMPLOYEE PF	16687
EMPLOYER PF @ 12%	1391	EMPLOYER PF	16687
GRATUITY	557	GRATUITY	6686
MEDICLAIM	500	MEDICLAIM	6000
PT	200	PT	2400
TDS( WILL BE CALCUATED BASED ON INVETSMET DOCUMENTS SUBMITTED POST JOINING)**	0	TDS** ( WILL BE CALCUATED BASED ON INVETSMET DOCUMENTS SUBMITTED POST JOINING)	0
<b>ESTIMATED NET SALARY (MONTHLY)**</b>	<b>20962</b>	<b>ESTIMATD NET SALARY (ANNUAL)**</b>	<b>251540</b>

\*\*Net Monthly / Yearly salary shall be subject to Income Tax deductions (TDS) that will be based on your savings details provide to HR Team.

  
 REGISTRAR  


## Annexure No. 2: Other Benefits

### Group Personal Accident Policy

As per Company Policy, we provide group personal accident policy of Rs. 5 lac coverage to all employees, post internship/ on regular employment.

### Parental Insurance Policy

As per Company Policy, you can opt for the parental insurance policy (post internship) and the insurance premium shall be deducted from your monthly salary.

  
REGISTRAR  


04-Mar-2021

**Mr. Vishal K,**  
Bangalore

Dear Vishal K,

### Offer Letter

We are pleased to offer you the position of “**Executive-Client Success**” with **Talent Recruit Software Private Limited**. We are sure that Talent Recruit will provide you a satisfying and challenging work environment along with a successful growth path.

#### 1. DATE OF JOINING

You are requested to report for work on or before **10-Mar-2021** with all your original certificates. Please inform us of your decision by today of this offer else the offer stands void. Failure to join on the specified date along with your original certificates shall result in the automatic termination of this appointment, without obligation on the Company to issue notice of such termination.

#### 2. PROBATIONARY PERIOD

You will be on probation for a period of Six months from the date of your appointment. On completion of your probation period, if the management is satisfied with your performance, you may be absorbed on regular employment of the Company.

#### 3. COMPENSATION

##### 3.1 During Internship

Till you attain your Degree / Mark-sheet of final year of Graduation, you will be considered as Intern and you will be entitled to a stipend of **Rs. 10000/- (Rupees Ten Thousand) per month**.

##### 3.2 Post Internship

After attainment of Degree / Mark-sheet of final year of Graduation, your yearly gross value of compensation shall be **Rs. 300000/- (Rupees Three Lakhs Only)**.

The break-up of your post internship salary shall be as per the policies / rules of the Company. Please refer to the **Annexure No. 1** for more details on Fixed Salary Components.

#### 4. INCREMENT & OTHER BENEFITS

Your performance shall be appraised by the Management after completion of every quarter and compensation reviews shall happen in the month of January every year irrespective of the joining date. For the compensation review, you must minimum serve 6 months of regular employment to be eligible for the same. Your performance shall be the criteria to determine annual compensation increments and other benefits to you in future.

Other Benefits that you will get are briefly explained in **Annexure No. 2**.

  
REGISTRAR  




## 5. NON DISCLOSURE AGREEMENT

You would be required to sign the Company's standard Non-Disclosure Agreement (NDA) & Non Competing Agreement, a copy of the same will be provided to you on the date of your joining.

## 6. SERVICE AGREEMENT

The Company would be giving / providing you practical training for 6 months and considering the time and investment that would be put on you to properly train you, you would be required to sign a Service Agreement with the Company that will be applicable during probation period of six months from the date when your regular employment begins (Post Internship) and will extend 1 year 6 months further from the end of your probation period of six months' post internship.

## 7. PLACEMENT & TRANSFER

You shall be working from home during your internship period. Post internship, your place of work shall be provided at the time of final placements. However, you shall be liable for transfer from one department to another department, from one place to another place within India and you may also be assigned overseas, if required.

## 8. TERMINATION OF EMPLOYMENT

This contract of employment is terminable by the company without giving any notice during probation period. Post your probation period, this contract of employment is terminable by the Company by giving 2 months' notice or pay two months' gross salary, as the Company may deem fit. The Company, however, is not bound to give any reason for termination whatsoever.

Subject to Clause 6, if you choose to terminate your employment with the company, during or after the probation period, you shall have to serve notice period of two months or pay six months' gross salary, subject to approval by the company, whichever the case. You will receive a detailed appointment letter at the time of your Joining.

We look forward to a long term and mutually rewarding relationship.

Yours sincerely,

**For Talent Recruit Software Private Limited**



**Shalini Gupta**  
**Director**

**ACCEPTED:**

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**Vishal K**

**04-Mar-2021**



## Annexure No. 1: Fixed Salary Structure

**Name:** Vishal K

**Designation:** Executive-Client Success

PER MONTH (AMOUNT IN INR)		PER ANNUM (AMOUNT IN INR)	
BASIC +DA	11588	BASIC +DA	139056
HRA	4635	HRA	55622
CONVEYANCE ALLOWANCE	1600	CONVEYANCE ALLOWANCE	19200
EDUCATION ALLOWANCE	200	EDUCATION ALLOWANCE	2400
OFFICE ALLOWANCES	1967	OFFICE ALLOWANCES	23609
OTHER ALLOWANCES	1312	OTHER ALLOWANCES	15739
MEDICAL REIMBURSEMENT	1250	MEDICAL REIMBURSEMENT	15000
EMPLOYER PF @ 12%	1391	PF	16687
GRATUITY	557	GRATUITY	6686
MEDICLAIM	500	MEDICLAIM	6000
<b>GROSS MONTHLY COMPENSATION</b>	<b>25000</b>	<b>GROSS YEARLY COMPENSATION</b>	<b>300000</b>
<b>DEDUCTIONS</b>		<b>DEDUCTIONS</b>	
EMPLOYEE PF @ 12%	1391	EMPLOYEE PF	16687
EMPLOYER PF @ 12%	1391	EMPLOYER PF	16687
GRATUITY	557	GRATUITY	6686
MEDICLAIM	500	MEDICLAIM	6000
PT	200	PT	2400
TDS( WILL BE CALCUATED BASED ON INVETSMNT DOCUMENTS SUBMITTED POST JOINING)**	0	TDS** ( WILL BE CALCUATED BASED ON INVETSMNT DOCUMENTS SUBMITTED POST JOINING)	0
<b>ESTIMATED NET SALARY (MONTHLY)**</b>	<b>20962</b>	<b>ESTIMATD NET SALARY (ANNUAL)**</b>	<b>251540</b>

\*\*Net Monthly / Yearly salary shall be subject to Income Tax deductions (TDS) that will be based on your savings details provide to HR Team.

  
 REGISTRAR  


## Annexure No. 2: Other Benefits

### Group Personal Accident Policy

As per Company Policy, we provide group personal accident policy of Rs. 5 lac coverage to all employees, post internship/ on regular employment.

### Parental Insurance Policy

As per Company Policy, you can opt for the parental insurance policy (post internship) and the insurance premium shall be deducted from your monthly salary.

  
REGISTRAR  


04-Mar-2021

Mr. Punith,  
Bangalore

Dear Punith,

### Offer Letter

We are pleased to offer you the position of “Executive-Client Success” with **Talent Recruit Software Private Limited**. We are sure that Talent Recruit will provide you a satisfying and challenging work environment along with a successful growth path.

#### 1. DATE OF JOINING

You are requested to report for work on or before **10-Mar-2021** with all your original certificates. Please inform us of your decision by today of this offer else the offer stands void. Failure to join on the specified date along with your original certificates shall result in the automatic termination of this appointment, without obligation on the Company to issue notice of such termination.

#### 2. PROBATIONARY PERIOD

You will be on probation for a period of Six months from the date of your appointment. On completion of your probation period, if the management is satisfied with your performance, you may be absorbed on regular employment of the Company.

#### 3. COMPENSATION

##### 3.1 During Internship

Till you attain your Degree / Mark-sheet of final year of Graduation, you will be considered as Intern and you will be entitled to a stipend of **Rs. 10000/- (Rupees Ten Thousand) per month**.

##### 3.2 Post Internship

After attainment of Degree / Mark-sheet of final year of Graduation, your yearly gross value of compensation shall be **Rs. 300000/- (Rupees Three Lakhs Only)**.

The break-up of your post internship salary shall be as per the policies / rules of the Company. Please refer to the **Annexure No. 1** for more details on Fixed Salary Components.

#### 4. INCREMENT & OTHER BENEFITS

Your performance shall be appraised by the Management after completion of every quarter and compensation reviews shall happen in the month of January every year irrespective of the joining date. For the compensation review, you must minimum serve 6 months of regular employment to be eligible for the same. Your performance shall be the criteria to determine annual compensation increments and other benefits to you in future.

Other Benefits that you will get are briefly explained in **Annexure No. 2**.

  
REGISTRAR  




## 5. NON DISCLOSURE AGREEMENT

You would be required to sign the Company's standard Non-Disclosure Agreement (NDA) & Non Competing Agreement, a copy of the same will be provided to you on the date of your joining.

## 6. SERVICE AGREEMENT

The Company would be giving / providing you practical training for 6 months and considering the time and investment that would be put on you to properly train you, you would be required to sign a Service Agreement with the Company that will be applicable during probation period of six months from the date when your regular employment begins (Post Internship) and will extend 1 year 6 months further from the end of your probation period of six months' post internship.

## 7. PLACEMENT & TRANSFER

You shall be working from home during your internship period. Post internship, your place of work shall be provided at the time of final placements. However, you shall be liable for transfer from one department to another department, from one place to another place within India and you may also be assigned overseas, if required.

## 8. TERMINATION OF EMPLOYMENT

This contract of employment is terminable by the company without giving any notice during probation period. Post your probation period, this contract of employment is terminable by the Company by giving 2 months' notice or pay two months' gross salary, as the Company may deem fit. The Company, however, is not bound to give any reason for termination whatsoever.

Subject to Clause 6, if you choose to terminate your employment with the company, during or after the probation period, you shall have to serve notice period of two months or pay six months' gross salary, subject to approval by the company, whichever the case. You will receive a detailed appointment letter at the time of your Joining.

We look forward to a long term and mutually rewarding relationship.

Yours sincerely,

**For Talent Recruit Software Private Limited**



**Shalini Gupta**  
**Director**

**ACCEPTED:**

---

**Punith**

**04-Mar-2021**



REGISTRAR Registrar  
PRESIDENCY UNIVERSITY  
BANGALORE

## Annexure No. 1: Fixed Salary Structure

**Name:** Punith

**Designation:** Executive-Client Success

PER MONTH (AMOUNT IN INR)		PER ANNUM (AMOUNT IN INR)	
BASIC +DA	11588	BASIC +DA	139056
HRA	4635	HRA	55622
CONVEYANCE ALLOWANCE	1600	CONVEYANCE ALLOWANCE	19200
EDUCATION ALLOWANCE	200	EDUCATION ALLOWANCE	2400
OFFICE ALLOWANCES	1967	OFFICE ALLOWANCES	23609
OTHER ALLOWANCES	1312	OTHER ALLOWANCES	15739
MEDICAL REIMBURSEMENT	1250	MEDICAL REIMBURSEMENT	15000
EMPLOYER PF @ 12%	1391	PF	16687
GRATUITY	557	GRATUITY	6686
MEDICLAIM	500	MEDICLAIM	6000
<b>GROSS MONTHLY COMPENSATION</b>	<b>25000</b>	<b>GROSS YEARLY COMPENSATION</b>	<b>300000</b>
<b>DEDUCTIONS</b>		<b>DEDUCTIONS</b>	
EMPLOYEE PF @ 12%	1391	EMPLOYEE PF	16687
EMPLOYER PF @ 12%	1391	EMPLOYER PF	16687
GRATUITY	557	GRATUITY	6686
MEDICLAIM	500	MEDICLAIM	6000
PT	200	PT	2400
TDS( WILL BE CALCUCATED BASED ON INVETSMET DOCUMENTS SUBMITTED POST JOINING)**	0	TDS** ( WILL BE CALCUCATED BASED ON INVETSMET DOCUMENTS SUBMITTED POST JOINING)	0
<b>ESTIMATED NET SALARY (MONTHLY)**</b>	<b>20962</b>	<b>ESTIMATD NET SALARY (ANNUAL)**</b>	<b>251540</b>

\*\*Net Monthly / Yearly salary shall be subject to Income Tax deductions (TDS) that will be based on your savings details provide to HR Team.

  
 REGISTRAR  


## Annexure No. 2: Other Benefits

### Group Personal Accident Policy

As per Company Policy, we provide group personal accident policy of Rs. 5 lac coverage to all employees, post internship/ on regular employment.

### Parental Insurance Policy

As per Company Policy, you can opt for the parental insurance policy (post internship) and the insurance premium shall be deducted from your monthly salary.

  
REGISTRAR  


04-Mar-2021

Mr. Rakesh S,  
Bangalore

Dear Rakesh S,

### Offer Letter

We are pleased to offer you the position of “Executive-Client Success” with **Talent Recruit Software Private Limited**. We are sure that Talent Recruit will provide you a satisfying and challenging work environment along with a successful growth path.

#### 1. DATE OF JOINING

You are requested to report for work on or before **10-Mar-2021** with all your original certificates. Please inform us of your decision by today of this offer else the offer stands void. Failure to join on the specified date along with your original certificates shall result in the automatic termination of this appointment, without obligation on the Company to issue notice of such termination.

#### 2. PROBATIONARY PERIOD

You will be on probation for a period of Six months from the date of your appointment. On completion of your probation period, if the management is satisfied with your performance, you may be absorbed on regular employment of the Company.

#### 3. COMPENSATION

##### 3.1 During Internship

Till you attain your Degree / Mark-sheet of final year of Graduation, you will be considered as Intern and you will be entitled to a stipend of **Rs. 10000/- (Rupees Ten Thousand) per month**.

##### 3.2 Post Internship

After attainment of Degree / Mark-sheet of final year of Graduation, your yearly gross value of compensation shall be **Rs. 300000/- (Rupees Three Lakhs Only)**.

The break-up of your post internship salary shall be as per the policies / rules of the Company. Please refer to the **Annexure No. 1** for more details on Fixed Salary Components.

#### 4. INCREMENT & OTHER BENEFITS

Your performance shall be appraised by the Management after completion of every quarter and compensation reviews shall happen in the month of January every year irrespective of the joining date. For the compensation review, you must minimum serve 6 months of regular employment to be eligible for the same. Your performance shall be the criteria to determine annual compensation increments and other benefits to you in future.

Other Benefits that you will get are briefly explained in **Annexure No. 2**.

  
REGISTRAR  


## 5. NON DISCLOSURE AGREEMENT

You would be required to sign the Company's standard Non-Disclosure Agreement (NDA) & Non Competing Agreement, a copy of the same will be provided to you on the date of your joining.

## 6. SERVICE AGREEMENT

The Company would be giving / providing you practical training for 6 months and considering the time and investment that would be put on you to properly train you, you would be required to sign a Service Agreement with the Company that will be applicable during probation period of six months from the date when your regular employment begins (Post Internship) and will extend 1 year 6 months further from the end of your probation period of six months' post internship.

## 7. PLACEMENT & TRANSFER

You shall be working from home during your internship period. Post internship, your place of work shall be provided at the time of final placements. However, you shall be liable for transfer from one department to another department, from one place to another place within India and you may also be assigned overseas, if required.

## 8. TERMINATION OF EMPLOYMENT

This contract of employment is terminable by the company without giving any notice during probation period. Post your probation period, this contract of employment is terminable by the Company by giving 2 months' notice or pay two months' gross salary, as the Company may deem fit. The Company, however, is not bound to give any reason for termination whatsoever.

Subject to Clause 6, if you choose to terminate your employment with the company, during or after the probation period, you shall have to serve notice period of two months or pay six months' gross salary, subject to approval by the company, whichever the case. You will receive a detailed appointment letter at the time of your Joining.

We look forward to a long term and mutually rewarding relationship.

Yours sincerely,

**For Talent Recruit Software Private Limited**



**Shalini Gupta**  
**Director**

**ACCEPTED:**

\_\_\_\_\_

**Rakesh S**

**04-Mar-2021**



REGISTRAR

REGISTRAR

PRESIDENCY UNIVERSITY  
BANGALORE



## Annexure No. 1: Fixed Salary Structure

**Name:** Rakesh S

**Designation:** Executive-Client Success

PER MONTH (AMOUNT IN INR)		PER ANNUM (AMOUNT IN INR)	
BASIC +DA	11588	BASIC +DA	139056
HRA	4635	HRA	55622
CONVEYANCE ALLOWANCE	1600	CONVEYANCE ALLOWANCE	19200
EDUCATION ALLOWANCE	200	EDUCATION ALLOWANCE	2400
OFFICE ALLOWANCES	1967	OFFICE ALLOWANCES	23609
OTHER ALLOWANCES	1312	OTHER ALLOWANCES	15739
MEDICAL REIMBURSEMENT	1250	MEDICAL REIMBURSEMENT	15000
EMPLOYER PF @ 12%	1391	PF	16687
GRATUITY	557	GRATUITY	6686
MEDICLAIM	500	MEDICLAIM	6000
<b>GROSS MONTHLY COMPENSATION</b>	<b>25000</b>	<b>GROSS YEARLY COMPENSATION</b>	<b>300000</b>
<b>DEDUCTIONS</b>		<b>DEDUCTIONS</b>	
EMPLOYEE PF @ 12%	1391	EMPLOYEE PF	16687
EMPLOYER PF @ 12%	1391	EMPLOYER PF	16687
GRATUITY	557	GRATUITY	6686
MEDICLAIM	500	MEDICLAIM	6000
PT	200	PT	2400
TDS( WILL BE CALCUATED BASED ON INVETSMET DOCUMENTS SUBMITTED POST JOINING)**	0	TDS** ( WILL BE CALCUATED BASED ON INVETSMET DOCUMENTS SUBMITTED POST JOINING)	0
<b>ESTIMATED NET SALARY (MONTHLY)**</b>	<b>20962</b>	<b>ESTIMATD NET SALARY (ANNUAL)**</b>	<b>251540</b>

\*\*Net Monthly / Yearly salary shall be subject to Income Tax deductions (TDS) that will be based on your savings details provide to HR Team.

  
 REGISTRAR  


## Annexure No. 2: Other Benefits

### Group Personal Accident Policy

As per Company Policy, we provide group personal accident policy of Rs. 5 lac coverage to all employees, post internship/ on regular employment.

### Parental Insurance Policy

As per Company Policy, you can opt for the parental insurance policy (post internship) and the insurance premium shall be deducted from your monthly salary.

  
REGISTRAR  


04-Mar-2021

**Mr. Shiva Kumar Naik R V,**  
Bangalore

Dear Shiva Kumar Naik R V,

### Offer Letter

We are pleased to offer you the position of “**Executive-Client Success**” with **Talent Recruit Software Private Limited**. We are sure that Talent Recruit will provide you a satisfying and challenging work environment along with a successful growth path.

#### 1. DATE OF JOINING

You are requested to report for work on or before **10-Mar-2021** with all your original certificates. Please inform us of your decision by today of this offer else the offer stands void. Failure to join on the specified date along with your original certificates shall result in the automatic termination of this appointment, without obligation on the Company to issue notice of such termination.

#### 2. PROBATIONARY PERIOD

You will be on probation for a period of Six months from the date of your appointment. On completion of your probation period, if the management is satisfied with your performance, you may be absorbed on regular employment of the Company.

#### 3. COMPENSATION

##### 3.1 During Internship

Till you attain your Degree / Mark-sheet of final year of Graduation, you will be considered as Intern and you will be entitled to a stipend of **Rs. 10000/- (Rupees Ten Thousand) per month**.

##### 3.2 Post Internship

After attainment of Degree / Mark-sheet of final year of Graduation, your yearly gross value of compensation shall be **Rs. 300000/- (Rupees Three Lakhs Only)**.

The break-up of your post internship salary shall be as per the policies / rules of the Company. Please refer to the **Annexure No. 1** for more details on Fixed Salary Components.

#### 4. INCREMENT & OTHER BENEFITS

Your performance shall be appraised by the Management after completion of every quarter and compensation reviews shall happen in the month of January every year irrespective of the joining date. For the compensation review, you must minimum serve 6 months of regular employment to be eligible for the same. Your performance shall be the criteria to determine annual compensation increments and other benefits to you in future.

Other Benefits that you will get are briefly explained in **Annexure No. 2**.

  
REGISTRAR  


## 5. NON DISCLOSURE AGREEMENT

You would be required to sign the Company's standard Non-Disclosure Agreement (NDA) & Non Competing Agreement, a copy of the same will be provided to you on the date of your joining.

## 6. SERVICE AGREEMENT

The Company would be giving / providing you practical training for 6 months and considering the time and investment that would be put on you to properly train you, you would be required to sign a Service Agreement with the Company that will be applicable during probation period of six months from the date when your regular employment begins (Post Internship) and will extend 1 year 6 months further from the end of your probation period of six months' post internship.

## 7. PLACEMENT & TRANSFER

You shall be working from home during your internship period. Post internship, your place of work shall be provided at the time of final placements. However, you shall be liable for transfer from one department to another department, from one place to another place within India and you may also be assigned overseas, if required.

## 8. TERMINATION OF EMPLOYMENT

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Subject to Clause 6, if you choose to terminate your employment with the company, during or after the probation period, you shall have to serve notice period of two months or pay six months' gross salary, subject to approval by the company, whichever the case. You will receive a detailed appointment letter at the time of your Joining.

We look forward to a long term and mutually rewarding relationship.

Yours sincerely,

**For Talent Recruit Software Private Limited**



**Shalini Gupta**  
**Director**

**ACCEPTED:**

---

**Shiva Kumar Naik R V**

**04-Mar-2021**



REGISTRAR Registrar  
PRESIDENCY UNIVERSITY  
BANGALORE

## Annexure No. 1: Fixed Salary Structure

Name: Shiva Kumar Naik R V

Designation: Executive-Client Success

PER MONTH (AMOUNT IN INR)		PER ANNUM (AMOUNT IN INR)	
BASIC +DA	11588	BASIC +DA	139056
HRA	4635	HRA	55622
CONVEYANCE ALLOWANCE	1600	CONVEYANCE ALLOWANCE	19200
EDUCATION ALLOWANCE	200	EDUCATION ALLOWANCE	2400
OFFICE ALLOWANCES	1967	OFFICE ALLOWANCES	23609
OTHER ALLOWANCES	1312	OTHER ALLOWANCES	15739
MEDICAL REIMBURSEMENT	1250	MEDICAL REIMBURSEMENT	15000
EMPLOYER PF @ 12%	1391	PF	16687
GRATUITY	557	GRATUITY	6686
MEDICLAIM	500	MEDICLAIM	6000
<b>GROSS MONTHLY COMPENSATION</b>	<b>25000</b>	<b>GROSS YEARLY COMPENSATION</b>	<b>300000</b>
<b>DEDUCTIONS</b>		<b>DEDUCTIONS</b>	
EMPLOYEE PF @ 12%	1391	EMPLOYEE PF	16687
EMPLOYER PF @ 12%	1391	EMPLOYER PF	16687
GRATUITY	557	GRATUITY	6686
MEDICLAIM	500	MEDICLAIM	6000
PT	200	PT	2400
TDS( WILL BE CALCUCATED BASED ON INVETSMET DOCUMENTS SUBMITTED POST JOINING)**	0	TDS** ( WILL BE CALCUCATED BASED ON INVETSMET DOCUMENTS SUBMITTED POST JOINING)	0
<b>ESTIMATED NET SALARY (MONTHLY)**</b>	<b>20962</b>	<b>ESTIMATD NET SALARY (ANNUAL)**</b>	<b>251540</b>

\*\*Net Monthly / Yearly salary shall be subject to Income Tax deductions (TDS) that will be based on your savings details provide to HR Team.

  
 REGISTRAR  
 PRESIDENCY UNIVERSITY  
 REGISTRAR  
 BANGALORE



## Annexure No. 2: Other Benefits

### Group Personal Accident Policy

As per Company Policy, we provide group personal accident policy of Rs. 5 lac coverage to all employees, post internship/ on regular employment.

### Parental Insurance Policy

As per Company Policy, you can opt for the parental insurance policy (post internship) and the insurance premium shall be deducted from your monthly salary.

  
REGISTRAR  


04-Mar-2021

Mr. Kiran J,  
Bangalore

Dear Kiran J,

### Offer Letter

We are pleased to offer you the position of “Executive-Client Success” with **Talent Recruit Software Private Limited**. We are sure that Talent Recruit will provide you a satisfying and challenging work environment along with a successful growth path.

#### 1. DATE OF JOINING

You are requested to report for work on or before **10-Mar-2021** with all your original certificates. Please inform us of your decision by today of this offer else the offer stands void. Failure to join on the specified date along with your original certificates shall result in the automatic termination of this appointment, without obligation on the Company to issue notice of such termination.

#### 2. PROBATIONARY PERIOD

You will be on probation for a period of Six months from the date of your appointment. On completion of your probation period, if the management is satisfied with your performance, you may be absorbed on regular employment of the Company.

#### 3. COMPENSATION

##### 3.1 During Internship

Till you attain your Degree / Mark-sheet of final year of Graduation, you will be considered as Intern and you will be entitled to a stipend of **Rs. 10000/- (Rupees Ten Thousand) per month**.

##### 3.2 Post Internship

After attainment of Degree / Mark-sheet of final year of Graduation, your yearly gross value of compensation shall be **Rs. 300000/- (Rupees Three Lakhs Only)**.

The break-up of your post internship salary shall be as per the policies / rules of the Company. Please refer to the **Annexure No. 1** for more details on Fixed Salary Components.

#### 4. INCREMENT & OTHER BENEFITS

Your performance shall be appraised by the Management after completion of every quarter and compensation reviews shall happen in the month of January every year irrespective of the joining date. For the compensation review, you must minimum serve 6 months of regular employment to be eligible for the same. Your performance shall be the criteria to determine annual compensation increments and other benefits to you in future.

Other Benefits that you will get are briefly explained in **Annexure No. 2**.

  
REGISTRAR  
  
Registrar  
PRESIDENCY UNIVERSITY  
BANGALORE

## 5. NON DISCLOSURE AGREEMENT

You would be required to sign the Company's standard Non-Disclosure Agreement (NDA) & Non Competing Agreement, a copy of the same will be provided to you on the date of your joining.

## 6. SERVICE AGREEMENT

The Company would be giving / providing you practical training for 6 months and considering the time and investment that would be put on you to properly train you, you would be required to sign a Service Agreement with the Company that will be applicable during probation period of six months from the date when your regular employment begins (Post Internship) and will extend 1 year 6 months further from the end of your probation period of six months' post internship.

## 7. PLACEMENT & TRANSFER

You shall be working from home during your internship period. Post internship, your place of work shall be provided at the time of final placements. However, you shall be liable for transfer from one department to another department, from one place to another place within India and you may also be assigned overseas, if required.

## 8. TERMINATION OF EMPLOYMENT

This contract of employment is terminable by the company without giving any notice during probation period. Post your probation period, this contract of employment is terminable by the Company by giving 2 months' notice or pay two months' gross salary, as the Company may deem fit. The Company, however, is not bound to give any reason for termination whatsoever.

Subject to Clause 6, if you choose to terminate your employment with the company, during or after the probation period, you shall have to serve notice period of two months or pay six months' gross salary, subject to approval by the company, whichever the case. You will receive a detailed appointment letter at the time of your Joining.

We look forward to a long term and mutually rewarding relationship.

Yours sincerely,

**For Talent Recruit Software Private Limited**



**Shalini Gupta**  
**Director**

**ACCEPTED:**

\_\_\_\_\_

**Kiran J**

**04-Mar-2021**



## Annexure No. 1: Fixed Salary Structure

**Name:** Kiran J

**Designation:** Executive-Client Success

PER MONTH (AMOUNT IN INR)		PER ANNUM (AMOUNT IN INR)	
BASIC +DA	11588	BASIC +DA	139056
HRA	4635	HRA	55622
CONVEYANCE ALLOWANCE	1600	CONVEYANCE ALLOWANCE	19200
EDUCATION ALLOWANCE	200	EDUCATION ALLOWANCE	2400
OFFICE ALLOWANCES	1967	OFFICE ALLOWANCES	23609
OTHER ALLOWANCES	1312	OTHER ALLOWANCES	15739
MEDICAL REIMBURSEMENT	1250	MEDICAL REIMBURSEMENT	15000
EMPLOYER PF @ 12%	1391	PF	16687
GRATUITY	557	GRATUITY	6686
MEDICLAIM	500	MEDICLAIM	6000
<b>GROSS MONTHLY COMPENSATION</b>	<b>25000</b>	<b>GROSS YEARLY COMPENSATION</b>	<b>300000</b>
<b>DEDUCTIONS</b>		<b>DEDUCTIONS</b>	
EMPLOYEE PF @ 12%	1391	EMPLOYEE PF	16687
EMPLOYER PF @ 12%	1391	EMPLOYER PF	16687
GRATUITY	557	GRATUITY	6686
MEDICLAIM	500	MEDICLAIM	6000
PT	200	PT	2400
TDS( WILL BE CALCUATED BASED ON INVETSMNT DOCUMENTS SUBMITTED POST JOINING)**	0	TDS** ( WILL BE CALCUATED BASED ON INVETSMNT DOCUMENTS SUBMITTED POST JOINING)	0
<b>ESTIMATED NET SALARY (MONTHLY)**</b>	<b>20962</b>	<b>ESTIMATD NET SALARY (ANNUAL)**</b>	<b>251540</b>

\*\*Net Monthly / Yearly salary shall be subject to Income Tax deductions (TDS) that will be based on your savings details provide to HR Team.

  
 REGISTRAR  


## Annexure No. 2: Other Benefits

### Group Personal Accident Policy

As per Company Policy, we provide group personal accident policy of Rs. 5 lac coverage to all employees, post internship/ on regular employment.

### Parental Insurance Policy

As per Company Policy, you can opt for the parental insurance policy (post internship) and the insurance premium shall be deducted from your monthly salary.

  
REGISTRAR  




04-Mar-2021

**Mr. Karthick S,**  
Bangalore

Dear Karthick S,

### Offer Letter

We are pleased to offer you the position of “**Executive-Client Success**” with **Talent Recruit Software Private Limited**. We are sure that Talent Recruit will provide you a satisfying and challenging work environment along with a successful growth path.

#### 1. DATE OF JOINING

You are requested to report for work on or before **10-Mar-2021** with all your original certificates. Please inform us of your decision by today of this offer else the offer stands void. Failure to join on the specified date along with your original certificates shall result in the automatic termination of this appointment, without obligation on the Company to issue notice of such termination.

#### 2. PROBATIONARY PERIOD

You will be on probation for a period of Six months from the date of your appointment. On completion of your probation period, if the management is satisfied with your performance, you may be absorbed on regular employment of the Company.

#### 3. COMPENSATION

##### 3.1 During Internship

Till you attain your Degree / Mark-sheet of final year of Graduation, you will be considered as Intern and you will be entitled to a stipend of **Rs. 10000/- (Rupees Ten Thousand) per month**.

##### 3.2 Post Internship

After attainment of Degree / Mark-sheet of final year of Graduation, your yearly gross value of compensation shall be **Rs. 300000/- (Rupees Three Lakhs Only)**.

The break-up of your post internship salary shall be as per the policies / rules of the Company. Please refer to the **Annexure No. 1** for more details on Fixed Salary Components.

#### 4. INCREMENT & OTHER BENEFITS

Your performance shall be appraised by the Management after completion of every quarter and compensation reviews shall happen in the month of January every year irrespective of the joining date. For the compensation review, you must minimum serve 6 months of regular employment to be eligible for the same. Your performance shall be the criteria to determine annual compensation increments and other benefits to you in future.

Other Benefits that you will get are briefly explained in **Annexure No. 2**.

  
REGISTRAR  
  
Registrar  
PRESIDENCY UNIVERSITY  
BANGALORE

## 5. NON DISCLOSURE AGREEMENT

You would be required to sign the Company's standard Non-Disclosure Agreement (NDA) & Non Competing Agreement, a copy of the same will be provided to you on the date of your joining.

## 6. SERVICE AGREEMENT

The Company would be giving / providing you practical training for 6 months and considering the time and investment that would be put on you to properly train you, you would be required to sign a Service Agreement with the Company that will be applicable during probation period of six months from the date when your regular employment begins (Post Internship) and will extend 1 year 6 months further from the end of your probation period of six months' post internship.

## 7. PLACEMENT & TRANSFER

You shall be working from home during your internship period. Post internship, your place of work shall be provided at the time of final placements. However, you shall be liable for transfer from one department to another department, from one place to another place within India and you may also be assigned overseas, if required.

## 8. TERMINATION OF EMPLOYMENT

This contract of employment is terminable by the company without giving any notice during probation period. Post your probation period, this contract of employment is terminable by the Company by giving 2 months' notice or pay two months' gross salary, as the Company may deem fit. The Company, however, is not bound to give any reason for termination whatsoever.

Subject to Clause 6, if you choose to terminate your employment with the company, during or after the probation period, you shall have to serve notice period of two months or pay six months' gross salary, subject to approval by the company, whichever the case. You will receive a detailed appointment letter at the time of your Joining.

We look forward to a long term and mutually rewarding relationship.

Yours sincerely,

**For Talent Recruit Software Private Limited**



**Shalini Gupta**  
**Director**

**ACCEPTED:**

---

**Karthick S**

**04-Mar-2021**



REGISTRAR Registrar  
PRESIDENCY UNIVERSITY  
BANGALORE

## Annexure No. 1: Fixed Salary Structure

**Name:** Karthick S

**Designation:** Executive-Client Success

PER MONTH (AMOUNT IN INR)		PER ANNUM (AMOUNT IN INR)	
BASIC +DA	11588	BASIC +DA	139056
HRA	4635	HRA	55622
CONVEYANCE ALLOWANCE	1600	CONVEYANCE ALLOWANCE	19200
EDUCATION ALLOWANCE	200	EDUCATION ALLOWANCE	2400
OFFICE ALLOWANCES	1967	OFFICE ALLOWANCES	23609
OTHER ALLOWANCES	1312	OTHER ALLOWANCES	15739
MEDICAL REIMBURSEMENT	1250	MEDICAL REIMBURSEMENT	15000
EMPLOYER PF @ 12%	1391	PF	16687
GRATUITY	557	GRATUITY	6686
MEDICLAIM	500	MEDICLAIM	6000
<b>GROSS MONTHLY COMPENSATION</b>	<b>25000</b>	<b>GROSS YEARLY COMPENSATION</b>	<b>300000</b>
<b>DEDUCTIONS</b>		<b>DEDUCTIONS</b>	
EMPLOYEE PF @ 12%	1391	EMPLOYEE PF	16687
EMPLOYER PF @ 12%	1391	EMPLOYER PF	16687
GRATUITY	557	GRATUITY	6686
MEDICLAIM	500	MEDICLAIM	6000
PT	200	PT	2400
TDS( WILL BE CALCUATED BASED ON INVETSMNT DOCUMENTS SUBMITTED POST JOINING)**	0	TDS** ( WILL BE CALCUATED BASED ON INVETSMNT DOCUMENTS SUBMITTED POST JOINING)	0
<b>ESTIMATED NET SALARY (MONTHLY)**</b>	<b>20962</b>	<b>ESTIMATD NET SALARY (ANNUAL)**</b>	<b>251540</b>

\*\*Net Monthly / Yearly salary shall be subject to Income Tax deductions (TDS) that will be based on your savings details provide to HR Team.

  
 REGISTRAR  


## Annexure No. 2: Other Benefits

### Group Personal Accident Policy

As per Company Policy, we provide group personal accident policy of Rs. 5 lac coverage to all employees, post internship/ on regular employment.

### Parental Insurance Policy

As per Company Policy, you can opt for the parental insurance policy (post internship) and the insurance premium shall be deducted from your monthly salary.

  
REGISTRAR  


04-Mar-2021

**Mr. Sanjay Gowda S,**  
Bangalore

Dear Sanjay Gowda S,

### Offer Letter

We are pleased to offer you the position of “**Executive-Client Success**” with **Talent Recruit Software Private Limited**. We are sure that Talent Recruit will provide you a satisfying and challenging work environment along with a successful growth path.

#### 1. DATE OF JOINING

You are requested to report for work on or before **10-Mar-2021** with all your original certificates. Please inform us of your decision by today of this offer else the offer stands void. Failure to join on the specified date along with your original certificates shall result in the automatic termination of this appointment, without obligation on the Company to issue notice of such termination.

#### 2. PROBATIONARY PERIOD

You will be on probation for a period of Six months from the date of your appointment. On completion of your probation period, if the management is satisfied with your performance, you may be absorbed on regular employment of the Company.

#### 3. COMPENSATION

##### 3.1 During Internship

Till you attain your Degree / Mark-sheet of final year of Graduation, you will be considered as Intern and you will be entitled to a stipend of **Rs. 10000/- (Rupees Ten Thousand) per month**.

##### 3.2 Post Internship

After attainment of Degree / Mark-sheet of final year of Graduation, your yearly gross value of compensation shall be **Rs. 300000/- (Rupees Three Lakhs Only)**.

The break-up of your post internship salary shall be as per the policies / rules of the Company. Please refer to the **Annexure No. 1** for more details on Fixed Salary Components.

#### 4. INCREMENT & OTHER BENEFITS

Your performance shall be appraised by the Management after completion of every quarter and compensation reviews shall happen in the month of January every year irrespective of the joining date. For the compensation review, you must minimum serve 6 months of regular employment to be eligible for the same. Your performance shall be the criteria to determine annual compensation increments and other benefits to you in future.

Other Benefits that you will get are briefly explained in **Annexure No. 2**.

  
REGISTRAR  




## 5. NON DISCLOSURE AGREEMENT

You would be required to sign the Company's standard Non-Disclosure Agreement (NDA) & Non Competing Agreement, a copy of the same will be provided to you on the date of your joining.

## 6. SERVICE AGREEMENT

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## 7. PLACEMENT & TRANSFER

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## 8. TERMINATION OF EMPLOYMENT

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Subject to Clause 6, if you choose to terminate your employment with the company, during or after the probation period, you shall have to serve notice period of two months or pay six months' gross salary, subject to approval by the company, whichever the case. You will receive a detailed appointment letter at the time of your Joining.

We look forward to a long term and mutually rewarding relationship.

Yours sincerely,

**For Talent Recruit Software Private Limited**



**Shalini Gupta**  
**Director**

**ACCEPTED:**

---

**Sanjay Gowda S**

**04-Mar-2021**



REGISTRAR  
PRESIDENCY UNIVERSITY  
BANGALORE

## Annexure No. 1: Fixed Salary Structure

**Name:** Sanjay Gowda S

**Designation:** Executive-Client Success

PER MONTH (AMOUNT IN INR)		PER ANNUM (AMOUNT IN INR)	
BASIC +DA	11588	BASIC +DA	139056
HRA	4635	HRA	55622
CONVEYANCE ALLOWANCE	1600	CONVEYANCE ALLOWANCE	19200
EDUCATION ALLOWANCE	200	EDUCATION ALLOWANCE	2400
OFFICE ALLOWANCES	1967	OFFICE ALLOWANCES	23609
OTHER ALLOWANCES	1312	OTHER ALLOWANCES	15739
MEDICAL REIMBURSEMENT	1250	MEDICAL REIMBURSEMENT	15000
EMPLOYER PF @ 12%	1391	PF	16687
GRATUITY	557	GRATUITY	6686
MEDICLAIM	500	MEDICLAIM	6000
<b>GROSS MONTHLY COMPENSATION</b>	<b>25000</b>	<b>GROSS YEARLY COMPENSATION</b>	<b>300000</b>
<b>DEDUCTIONS</b>		<b>DEDUCTIONS</b>	
EMPLOYEE PF @ 12%	1391	EMPLOYEE PF	16687
EMPLOYER PF @ 12%	1391	EMPLOYER PF	16687
GRATUITY	557	GRATUITY	6686
MEDICLAIM	500	MEDICLAIM	6000
PT	200	PT	2400
TDS( WILL BE CALCUCATED BASED ON INVETSMET DOCUMENTS SUBMITTED POST JOINING)**	0	TDS** ( WILL BE CALCUCATED BASED ON INVETSMET DOCUMENTS SUBMITTED POST JOINING)	0
<b>ESTIMATED NET SALARY (MONTHLY)**</b>	<b>20962</b>	<b>ESTIMATD NET SALARY (ANNUAL)**</b>	<b>251540</b>

\*\*Net Monthly / Yearly salary shall be subject to Income Tax deductions (TDS) that will be based on your savings details provide to HR Team.

  
 REGISTRAR  


## Annexure No. 2: Other Benefits

### Group Personal Accident Policy

As per Company Policy, we provide group personal accident policy of Rs. 5 lac coverage to all employees, post internship/ on regular employment.

### Parental Insurance Policy

As per Company Policy, you can opt for the parental insurance policy (post internship) and the insurance premium shall be deducted from your monthly salary.

  
REGISTRAR  


04-Mar-2021

**Mr. Mohamed Sulaiman,**  
Bangalore

Dear Mohamed Sulaiman,

### Offer Letter

We are pleased to offer you the position of “**Executive-Client Success**” with **Talent Recruit Software Private Limited**. We are sure that Talent Recruit will provide you a satisfying and challenging work environment along with a successful growth path.

#### 1. DATE OF JOINING

You are requested to report for work on or before **10-Mar-2021** with all your original certificates. Please inform us of your decision by today of this offer else the offer stands void. Failure to join on the specified date along with your original certificates shall result in the automatic termination of this appointment, without obligation on the Company to issue notice of such termination.

#### 2. PROBATIONARY PERIOD

You will be on probation for a period of Six months from the date of your appointment. On completion of your probation period, if the management is satisfied with your performance, you may be absorbed on regular employment of the Company.

#### 3. COMPENSATION

##### 3.1 During Internship

Till you attain your Degree / Mark-sheet of final year of Graduation, you will be considered as Intern and you will be entitled to a stipend of **Rs. 10000/- (Rupees Ten Thousand) per month**.

##### 3.2 Post Internship

After attainment of Degree / Mark-sheet of final year of Graduation, your yearly gross value of compensation shall be **Rs. 300000/- (Rupees Three Lakhs Only)**.

The break-up of your post internship salary shall be as per the policies / rules of the Company. Please refer to the **Annexure No. 1** for more details on Fixed Salary Components.

#### 4. INCREMENT & OTHER BENEFITS

Your performance shall be appraised by the Management after completion of every quarter and compensation reviews shall happen in the month of January every year irrespective of the joining date. For the compensation review, you must minimum serve 6 months of regular employment to be eligible for the same. Your performance shall be the criteria to determine annual compensation increments and other benefits to you in future.

Other Benefits that you will get are briefly explained in **Annexure No. 2**.

  
REGISTRAR  


## 5. NON DISCLOSURE AGREEMENT

You would be required to sign the Company's standard Non-Disclosure Agreement (NDA) & Non Competing Agreement, a copy of the same will be provided to you on the date of your joining.

## 6. SERVICE AGREEMENT

The Company would be giving / providing you practical training for 6 months and considering the time and investment that would be put on you to properly train you, you would be required to sign a Service Agreement with the Company that will be applicable during probation period of six months from the date when your regular employment begins (Post Internship) and will extend 1 year 6 months further from the end of your probation period of six months' post internship.

## 7. PLACEMENT & TRANSFER

You shall be working from home during your internship period. Post internship, your place of work shall be provided at the time of final placements. However, you shall be liable for transfer from one department to another department, from one place to another place within India and you may also be assigned overseas, if required.

## 8. TERMINATION OF EMPLOYMENT

This contract of employment is terminable by the company without giving any notice during probation period. Post your probation period, this contract of employment is terminable by the Company by giving 2 months' notice or pay two months' gross salary, as the Company may deem fit. The Company, however, is not bound to give any reason for termination whatsoever.

Subject to Clause 6, if you choose to terminate your employment with the company, during or after the probation period, you shall have to serve notice period of two months or pay six months' gross salary, subject to approval by the company, whichever the case. You will receive a detailed appointment letter at the time of your Joining.

We look forward to a long term and mutually rewarding relationship.

Yours sincerely,

**For Talent Recruit Software Private Limited**



**Shalini Gupta**  
**Director**

**ACCEPTED:**

---

**Mohamed Sulaiman**

**04-Mar-2021**



REGISTRAR  
PRESIDENCY UNIVERSITY  
Bangalore



## Annexure No. 1: Fixed Salary Structure

**Name: Mohamed Sulaiman**

**Designation: Executive-Client Success**

PER MONTH (AMOUNT IN INR)		PER ANNUM (AMOUNT IN INR)	
BASIC +DA	11588	BASIC +DA	139056
HRA	4635	HRA	55622
CONVEYANCE ALLOWANCE	1600	CONVEYANCE ALLOWANCE	19200
EDUCATION ALLOWANCE	200	EDUCATION ALLOWANCE	2400
OFFICE ALLOWANCES	1967	OFFICE ALLOWANCES	23609
OTHER ALLOWANCES	1312	OTHER ALLOWANCES	15739
MEDICAL REIMBURSEMENT	1250	MEDICAL REIMBURSEMENT	15000
EMPLOYER PF @ 12%	1391	PF	16687
GRATUITY	557	GRATUITY	6686
MEDICLAIM	500	MEDICLAIM	6000
<b>GROSS MONTHLY COMPENSATION</b>	<b>25000</b>	<b>GROSS YEARLY COMPENSATION</b>	<b>300000</b>
<b>DEDUCTIONS</b>		<b>DEDUCTIONS</b>	
EMPLOYEE PF @ 12%	1391	EMPLOYEE PF	16687
EMPLOYER PF @ 12%	1391	EMPLOYER PF	16687
GRATUITY	557	GRATUITY	6686
MEDICLAIM	500	MEDICLAIM	6000
PT	200	PT	2400
TDS( WILL BE CALCATED BASED ON INVETSMET DOCUMENTS SUBMITTED POST JOINING)**	0	TDS** ( WILL BE CALCATED BASED ON INVETSMET DOCUMENTS SUBMITTED POST JOINING)	0
<b>ESTIMATED NET SALARY (MONTHLY)**</b>	<b>20962</b>	<b>ESTIMATD NET SALARY (ANNUAL)**</b>	<b>251540</b>

\*\*Net Monthly / Yearly salary shall be subject to Income Tax deductions (TDS) that will be based on your savings details provide to HR Team.

  
 REGISTRAR  


## Annexure No. 2: Other Benefits

### Group Personal Accident Policy

As per Company Policy, we provide group personal accident policy of Rs. 5 lac coverage to all employees, post internship/ on regular employment.

### Parental Insurance Policy

As per Company Policy, you can opt for the parental insurance policy (post internship) and the insurance premium shall be deducted from your monthly salary.

  
REGISTRAR  


04-Mar-2021

**Mr. Nehal N,**  
Bangalore

Dear Nehal N,

### Offer Letter

We are pleased to offer you the position of “**Executive-Client Success**” with **Talent Recruit Software Private Limited**. We are sure that Talent Recruit will provide you a satisfying and challenging work environment along with a successful growth path.

#### 1. DATE OF JOINING

You are requested to report for work on or before **10-Mar-2021** with all your original certificates. Please inform us of your decision by today of this offer else the offer stands void. Failure to join on the specified date along with your original certificates shall result in the automatic termination of this appointment, without obligation on the Company to issue notice of such termination.

#### 2. PROBATIONARY PERIOD

You will be on probation for a period of Six months from the date of your appointment. On completion of your probation period, if the management is satisfied with your performance, you may be absorbed on regular employment of the Company.

#### 3. COMPENSATION

##### 3.1 During Internship

Till you attain your Degree / Mark-sheet of final year of Graduation, you will be considered as Intern and you will be entitled to a stipend of **Rs. 10000/- (Rupees Ten Thousand) per month**.

##### 3.2 Post Internship

After attainment of Degree / Mark-sheet of final year of Graduation, your yearly gross value of compensation shall be **Rs. 300000/- (Rupees Three Lakhs Only)**.

The break-up of your post internship salary shall be as per the policies / rules of the Company. Please refer to the **Annexure No. 1** for more details on Fixed Salary Components.

#### 4. INCREMENT & OTHER BENEFITS

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Other Benefits that you will get are briefly explained in **Annexure No. 2**.

  
REGISTRAR  


## 5. NON DISCLOSURE AGREEMENT

You would be required to sign the Company's standard Non-Disclosure Agreement (NDA) & Non Competing Agreement, a copy of the same will be provided to you on the date of your joining.

## 6. SERVICE AGREEMENT

The Company would be giving / providing you practical training for 6 months and considering the time and investment that would be put on you to properly train you, you would be required to sign a Service Agreement with the Company that will be applicable during probation period of six months from the date when your regular employment begins (Post Internship) and will extend 1 year 6 months further from the end of your probation period of six months' post internship.

## 7. PLACEMENT & TRANSFER

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## 8. TERMINATION OF EMPLOYMENT

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We look forward to a long term and mutually rewarding relationship.

Yours sincerely,

**For Talent Recruit Software Private Limited**



**Shalini Gupta**  
**Director**

**ACCEPTED:**

---

**Nehal N**

**04-Mar-2021**



REGISTRAR Registrar  
PRESIDENCY UNIVERSITY  
BANGALORE

## Annexure No. 1: Fixed Salary Structure

**Name:** Nehal N

**Designation:** Executive-Client Success

PER MONTH (AMOUNT IN INR)		PER ANNUM (AMOUNT IN INR)	
BASIC +DA	11588	BASIC +DA	139056
HRA	4635	HRA	55622
CONVEYANCE ALLOWANCE	1600	CONVEYANCE ALLOWANCE	19200
EDUCATION ALLOWANCE	200	EDUCATION ALLOWANCE	2400
OFFICE ALLOWANCES	1967	OFFICE ALLOWANCES	23609
OTHER ALLOWANCES	1312	OTHER ALLOWANCES	15739
MEDICAL REIMBURSEMENT	1250	MEDICAL REIMBURSEMENT	15000
EMPLOYER PF @ 12%	1391	PF	16687
GRATUITY	557	GRATUITY	6686
MEDICLAIM	500	MEDICLAIM	6000
<b>GROSS MONTHLY COMPENSATION</b>	<b>25000</b>	<b>GROSS YEARLY COMPENSATION</b>	<b>300000</b>
<b>DEDUCTIONS</b>		<b>DEDUCTIONS</b>	
EMPLOYEE PF @ 12%	1391	EMPLOYEE PF	16687
EMPLOYER PF @ 12%	1391	EMPLOYER PF	16687
GRATUITY	557	GRATUITY	6686
MEDICLAIM	500	MEDICLAIM	6000
PT	200	PT	2400
TDS( WILL BE CALCATED BASED ON INVETSMET DOCUMENTS SUBMITTED POST JOINING)**	0	TDS** ( WILL BE CALCATED BASED ON INVETSMET DOCUMENTS SUBMITTED POST JOINING)	0
<b>ESTIMATED NET SALARY (MONTHLY)**</b>	<b>20962</b>	<b>ESTIMATD NET SALARY (ANNUAL)**</b>	<b>251540</b>

\*\*Net Monthly / Yearly salary shall be subject to Income Tax deductions (TDS) that will be based on your savings details provide to HR Team.

  
 REGISTRAR  




## Annexure No. 2: Other Benefits

### Group Personal Accident Policy

As per Company Policy, we provide group personal accident policy of Rs. 5 lac coverage to all employees, post internship/ on regular employment.

### Parental Insurance Policy

As per Company Policy, you can opt for the parental insurance policy (post internship) and the insurance premium shall be deducted from your monthly salary.

  
REGISTRAR  


04-Mar-2021

**Mr. Vinay S,**  
Bangalore

Dear Vinay S,

### Offer Letter

We are pleased to offer you the position of “**Executive-Client Success**” with **Talent Recruit Software Private Limited**. We are sure that Talent Recruit will provide you a satisfying and challenging work environment along with a successful growth path.

#### 1. DATE OF JOINING

You are requested to report for work on or before **10-Mar-2021** with all your original certificates. Please inform us of your decision by today of this offer else the offer stands void. Failure to join on the specified date along with your original certificates shall result in the automatic termination of this appointment, without obligation on the Company to issue notice of such termination.

#### 2. PROBATIONARY PERIOD

You will be on probation for a period of Six months from the date of your appointment. On completion of your probation period, if the management is satisfied with your performance, you may be absorbed on regular employment of the Company.

#### 3. COMPENSATION

##### 3.1 During Internship

Till you attain your Degree / Mark-sheet of final year of Graduation, you will be considered as Intern and you will be entitled to a stipend of **Rs. 10000/- (Rupees Ten Thousand) per month**.

##### 3.2 Post Internship

After attainment of Degree / Mark-sheet of final year of Graduation, your yearly gross value of compensation shall be **Rs. 300000/- (Rupees Three Lakhs Only)**.

The break-up of your post internship salary shall be as per the policies / rules of the Company. Please refer to the **Annexure No. 1** for more details on Fixed Salary Components.

#### 4. INCREMENT & OTHER BENEFITS

Your performance shall be appraised by the Management after completion of every quarter and compensation reviews shall happen in the month of January every year irrespective of the joining date. For the compensation review, you must minimum serve 6 months of regular employment to be eligible for the same. Your performance shall be the criteria to determine annual compensation increments and other benefits to you in future.

Other Benefits that you will get are briefly explained in **Annexure No. 2**.

  
REGISTRAR  


## 5. NON DISCLOSURE AGREEMENT

You would be required to sign the Company's standard Non-Disclosure Agreement (NDA) & Non Competing Agreement, a copy of the same will be provided to you on the date of your joining.

## 6. SERVICE AGREEMENT

The Company would be giving / providing you practical training for 6 months and considering the time and investment that would be put on you to properly train you, you would be required to sign a Service Agreement with the Company that will be applicable during probation period of six months from the date when your regular employment begins (Post Internship) and will extend 1 year 6 months further from the end of your probation period of six months' post internship.

## 7. PLACEMENT & TRANSFER

You shall be working from home during your internship period. Post internship, your place of work shall be provided at the time of final placements. However, you shall be liable for transfer from one department to another department, from one place to another place within India and you may also be assigned overseas, if required.

## 8. TERMINATION OF EMPLOYMENT

This contract of employment is terminable by the company without giving any notice during probation period. Post your probation period, this contract of employment is terminable by the Company by giving 2 months' notice or pay two months' gross salary, as the Company may deem fit. The Company, however, is not bound to give any reason for termination whatsoever.

Subject to Clause 6, if you choose to terminate your employment with the company, during or after the probation period, you shall have to serve notice period of two months or pay six months' gross salary, subject to approval by the company, whichever the case. You will receive a detailed appointment letter at the time of your Joining.

We look forward to a long term and mutually rewarding relationship.

Yours sincerely,

**For Talent Recruit Software Private Limited**



**Shalini Gupta**  
**Director**

**ACCEPTED:**

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**Vinay S**

**04-Mar-2021**



REGISTRAR  
PRESIDENCY UNIVERSITY  
BANGALORE

## Annexure No. 1: Fixed Salary Structure

**Name:** Vinay S

**Designation:** Executive-Client Success

PER MONTH (AMOUNT IN INR)		PER ANNUM (AMOUNT IN INR)	
BASIC +DA	11588	BASIC +DA	139056
HRA	4635	HRA	55622
CONVEYANCE ALLOWANCE	1600	CONVEYANCE ALLOWANCE	19200
EDUCATION ALLOWANCE	200	EDUCATION ALLOWANCE	2400
OFFICE ALLOWANCES	1967	OFFICE ALLOWANCES	23609
OTHER ALLOWANCES	1312	OTHER ALLOWANCES	15739
MEDICAL REIMBURSEMENT	1250	MEDICAL REIMBURSEMENT	15000
EMPLOYER PF @ 12%	1391	PF	16687
GRATUITY	557	GRATUITY	6686
MEDICLAIM	500	MEDICLAIM	6000
<b>GROSS MONTHLY COMPENSATION</b>	<b>25000</b>	<b>GROSS YEARLY COMPENSATION</b>	<b>300000</b>
<b>DEDUCTIONS</b>		<b>DEDUCTIONS</b>	
EMPLOYEE PF @ 12%	1391	EMPLOYEE PF	16687
EMPLOYER PF @ 12%	1391	EMPLOYER PF	16687
GRATUITY	557	GRATUITY	6686
MEDICLAIM	500	MEDICLAIM	6000
PT	200	PT	2400
TDS( WILL BE CALCUATED BASED ON INVETSMET DOCUMENTS SUBMITTED POST JOINING)**	0	TDS** ( WILL BE CALCUATED BASED ON INVETSMET DOCUMENTS SUBMITTED POST JOINING)	0
<b>ESTIMATED NET SALARY (MONTHLY)**</b>	<b>20962</b>	<b>ESTIMATD NET SALARY (ANNUAL)**</b>	<b>251540</b>

\*\*Net Monthly / Yearly salary shall be subject to Income Tax deductions (TDS) that will be based on your savings details provide to HR Team.

  
 REGISTRAR  


## Annexure No. 2: Other Benefits

### Group Personal Accident Policy

As per Company Policy, we provide group personal accident policy of Rs. 5 lac coverage to all employees, post internship/ on regular employment.

### Parental Insurance Policy

As per Company Policy, you can opt for the parental insurance policy (post internship) and the insurance premium shall be deducted from your monthly salary.

  
REGISTRAR  




04-Mar-2021

Mr. Prasad H,  
Bangalore

Dear Prasad H,

### Offer Letter

We are pleased to offer you the position of “**Executive-Client Success**” with **Talent Recruit Software Private Limited**. We are sure that Talent Recruit will provide you a satisfying and challenging work environment along with a successful growth path.

#### 1. DATE OF JOINING

You are requested to report for work on or before **10-Mar-2021** with all your original certificates. Please inform us of your decision by today of this offer else the offer stands void. Failure to join on the specified date along with your original certificates shall result in the automatic termination of this appointment, without obligation on the Company to issue notice of such termination.

#### 2. PROBATIONARY PERIOD

You will be on probation for a period of Six months from the date of your appointment. On completion of your probation period, if the management is satisfied with your performance, you may be absorbed on regular employment of the Company.

#### 3. COMPENSATION

##### 3.1 During Internship

Till you attain your Degree / Mark-sheet of final year of Graduation, you will be considered as Intern and you will be entitled to a stipend of **Rs. 10000/- (Rupees Ten Thousand) per month**.

##### 3.2 Post Internship

After attainment of Degree / Mark-sheet of final year of Graduation, your yearly gross value of compensation shall be **Rs. 300000/- (Rupees Three Lakhs Only)**.

The break-up of your post internship salary shall be as per the policies / rules of the Company. Please refer to the **Annexure No. 1** for more details on Fixed Salary Components.

#### 4. INCREMENT & OTHER BENEFITS

Your performance shall be appraised by the Management after completion of every quarter and compensation reviews shall happen in the month of January every year irrespective of the joining date. For the compensation review, you must minimum serve 6 months of regular employment to be eligible for the same. Your performance shall be the criteria to determine annual compensation increments and other benefits to you in future.

Other Benefits that you will get are briefly explained in **Annexure No. 2**.

  
REGISTRAR  


## 5. NON DISCLOSURE AGREEMENT

You would be required to sign the Company's standard Non-Disclosure Agreement (NDA) & Non Competing Agreement, a copy of the same will be provided to you on the date of your joining.

## 6. SERVICE AGREEMENT

The Company would be giving / providing you practical training for 6 months and considering the time and investment that would be put on you to properly train you, you would be required to sign a Service Agreement with the Company that will be applicable during probation period of six months from the date when your regular employment begins (Post Internship) and will extend 1 year 6 months further from the end of your probation period of six months' post internship.

## 7. PLACEMENT & TRANSFER

You shall be working from home during your internship period. Post internship, your place of work shall be provided at the time of final placements. However, you shall be liable for transfer from one department to another department, from one place to another place within India and you may also be assigned overseas, if required.

## 8. TERMINATION OF EMPLOYMENT

This contract of employment is terminable by the company without giving any notice during probation period. Post your probation period, this contract of employment is terminable by the Company by giving 2 months' notice or pay two months' gross salary, as the Company may deem fit. The Company, however, is not bound to give any reason for termination whatsoever.

Subject to Clause 6, if you choose to terminate your employment with the company, during or after the probation period, you shall have to serve notice period of two months or pay six months' gross salary, subject to approval by the company, whichever the case. You will receive a detailed appointment letter at the time of your Joining.

We look forward to a long term and mutually rewarding relationship.

Yours sincerely,

**For Talent Recruit Software Private Limited**



**Shalini Gupta**  
**Director**

**ACCEPTED:**

\_\_\_\_\_  
**Prasad H**

**04-Mar-2021**



REGISTRAR  
PRESIDENCY UNIVERSITY  
BANGALORE

## Annexure No. 1: Fixed Salary Structure

**Name:** Prasad H

**Designation:** Executive-Client Success

PER MONTH (AMOUNT IN INR)		PER ANNUM (AMOUNT IN INR)	
BASIC +DA	11588	BASIC +DA	139056
HRA	4635	HRA	55622
CONVEYANCE ALLOWANCE	1600	CONVEYANCE ALLOWANCE	19200
EDUCATION ALLOWANCE	200	EDUCATION ALLOWANCE	2400
OFFICE ALLOWANCES	1967	OFFICE ALLOWANCES	23609
OTHER ALLOWANCES	1312	OTHER ALLOWANCES	15739
MEDICAL REIMBURSEMENT	1250	MEDICAL REIMBURSEMENT	15000
EMPLOYER PF @ 12%	1391	PF	16687
GRATUITY	557	GRATUITY	6686
MEDICLAIM	500	MEDICLAIM	6000
<b>GROSS MONTHLY COMPENSATION</b>	<b>25000</b>	<b>GROSS YEARLY COMPENSATION</b>	<b>300000</b>
<b>DEDUCTIONS</b>		<b>DEDUCTIONS</b>	
EMPLOYEE PF @ 12%	1391	EMPLOYEE PF	16687
EMPLOYER PF @ 12%	1391	EMPLOYER PF	16687
GRATUITY	557	GRATUITY	6686
MEDICLAIM	500	MEDICLAIM	6000
PT	200	PT	2400
TDS( WILL BE CALCATED BASED ON INVETSMNT DOCUMENTS SUBMITTED POST JOINING)**	0	TDS** ( WILL BE CALCATED BASED ON INVETSMNT DOCUMENTS SUBMITTED POST JOINING)	0
<b>ESTIMATED NET SALARY (MONTHLY)**</b>	<b>20962</b>	<b>ESTIMATD NET SALARY (ANNUAL)**</b>	<b>251540</b>

\*\*Net Monthly / Yearly salary shall be subject to Income Tax deductions (TDS) that will be based on your savings details provide to HR Team.

  
 REGISTRAR  


## Annexure No. 2: Other Benefits

### Group Personal Accident Policy

As per Company Policy, we provide group personal accident policy of Rs. 5 lac coverage to all employees, post internship/ on regular employment.

### Parental Insurance Policy

As per Company Policy, you can opt for the parental insurance policy (post internship) and the insurance premium shall be deducted from your monthly salary.

  
REGISTRAR  


04-Mar-2021

**Mr. Mohd Sameer Ahmed,**  
Bangalore

Dear Mohd Sameer Ahmed,

### Offer Letter

We are pleased to offer you the position of “**Executive-Client Success**” with **Talent Recruit Software Private Limited**. We are sure that Talent Recruit will provide you a satisfying and challenging work environment along with a successful growth path.

#### 1. DATE OF JOINING

You are requested to report for work on or before **10-Mar-2021** with all your original certificates. Please inform us of your decision by today of this offer else the offer stands void. Failure to join on the specified date along with your original certificates shall result in the automatic termination of this appointment, without obligation on the Company to issue notice of such termination.

#### 2. PROBATIONARY PERIOD

You will be on probation for a period of Six months from the date of your appointment. On completion of your probation period, if the management is satisfied with your performance, you may be absorbed on regular employment of the Company.

#### 3. COMPENSATION

##### 3.1 During Internship

Till you attain your Degree / Mark-sheet of final year of Graduation, you will be considered as Intern and you will be entitled to a stipend of **Rs. 10000/- (Rupees Ten Thousand) per month**.

##### 3.2 Post Internship

After attainment of Degree / Mark-sheet of final year of Graduation, your yearly gross value of compensation shall be **Rs. 300000/- (Rupees Three Lakhs Only)**.

The break-up of your post internship salary shall be as per the policies / rules of the Company. Please refer to the **Annexure No. 1** for more details on Fixed Salary Components.

#### 4. INCREMENT & OTHER BENEFITS

Your performance shall be appraised by the Management after completion of every quarter and compensation reviews shall happen in the month of January every year irrespective of the joining date. For the compensation review, you must minimum serve 6 months of regular employment to be eligible for the same. Your performance shall be the criteria to determine annual compensation increments and other benefits to you in future.

Other Benefits that you will get are briefly explained in **Annexure No. 2**.

  
REGISTRAR  




## 5. NON DISCLOSURE AGREEMENT

You would be required to sign the Company's standard Non-Disclosure Agreement (NDA) & Non Competing Agreement, a copy of the same will be provided to you on the date of your joining.

## 6. SERVICE AGREEMENT

The Company would be giving / providing you practical training for 6 months and considering the time and investment that would be put on you to properly train you, you would be required to sign a Service Agreement with the Company that will be applicable during probation period of six months from the date when your regular employment begins (Post Internship) and will extend 1 year 6 months further from the end of your probation period of six months' post internship.

## 7. PLACEMENT & TRANSFER

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## 8. TERMINATION OF EMPLOYMENT

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Subject to Clause 6, if you choose to terminate your employment with the company, during or after the probation period, you shall have to serve notice period of two months or pay six months' gross salary, subject to approval by the company, whichever the case. You will receive a detailed appointment letter at the time of your Joining.

We look forward to a long term and mutually rewarding relationship.

Yours sincerely,

**For Talent Recruit Software Private Limited**



**Shalini Gupta**  
Director

**ACCEPTED:**

---

**Mohd Sameer Ahmed**

**04-Mar-2021**



REGISTRAR  
PRESIDENCY UNIVERSITY  
BANGALORE

## Annexure No. 1: Fixed Salary Structure

**Name: Mohd Sameer Ahmed**

**Designation: Executive-Client Success**

PER MONTH (AMOUNT IN INR)		PER ANNUM (AMOUNT IN INR)	
BASIC +DA	11588	BASIC +DA	139056
HRA	4635	HRA	55622
CONVEYANCE ALLOWANCE	1600	CONVEYANCE ALLOWANCE	19200
EDUCATION ALLOWANCE	200	EDUCATION ALLOWANCE	2400
OFFICE ALLOWANCES	1967	OFFICE ALLOWANCES	23609
OTHER ALLOWANCES	1312	OTHER ALLOWANCES	15739
MEDICAL REIMBURSEMENT	1250	MEDICAL REIMBURSEMENT	15000
EMPLOYER PF @ 12%	1391	PF	16687
GRATUITY	557	GRATUITY	6686
MEDICLAIM	500	MEDICLAIM	6000
<b>GROSS MONTHLY COMPENSATION</b>	<b>25000</b>	<b>GROSS YEARLY COMPENSATION</b>	<b>300000</b>
<b>DEDUCTIONS</b>		<b>DEDUCTIONS</b>	
EMPLOYEE PF @ 12%	1391	EMPLOYEE PF	16687
EMPLOYER PF @ 12%	1391	EMPLOYER PF	16687
GRATUITY	557	GRATUITY	6686
MEDICLAIM	500	MEDICLAIM	6000
PT	200	PT	2400
TDS( WILL BE CALCUATED BASED ON INVETSMET DOCUMENTS SUBMITTED POST JOINING)**	0	TDS** ( WILL BE CALCUATED BASED ON INVETSMET DOCUMENTS SUBMITTED POST JOINING)	0
<b>ESTIMATED NET SALARY (MONTHLY)**</b>	<b>20962</b>	<b>ESTIMATD NET SALARY (ANNUAL)**</b>	<b>251540</b>

\*\*Net Monthly / Yearly salary shall be subject to Income Tax deductions (TDS) that will be based on your savings details provide to HR Team.

  
 REGISTRAR  


## Annexure No. 2: Other Benefits

### Group Personal Accident Policy

As per Company Policy, we provide group personal accident policy of Rs. 5 lac coverage to all employees, post internship/ on regular employment.

### Parental Insurance Policy

As per Company Policy, you can opt for the parental insurance policy (post internship) and the insurance premium shall be deducted from your monthly salary.

  
REGISTRAR  


04-Mar-2021

Mr. Hemanth V,  
Bangalore

Dear Hemanth V,

### Offer Letter

We are pleased to offer you the position of “Executive-Client Success” with **Talent Recruit Software Private Limited**. We are sure that Talent Recruit will provide you a satisfying and challenging work environment along with a successful growth path.

#### 1. DATE OF JOINING

You are requested to report for work on or before **10-Mar-2021** with all your original certificates. Please inform us of your decision by today of this offer else the offer stands void. Failure to join on the specified date along with your original certificates shall result in the automatic termination of this appointment, without obligation on the Company to issue notice of such termination.

#### 2. PROBATIONARY PERIOD

You will be on probation for a period of Six months from the date of your appointment. On completion of your probation period, if the management is satisfied with your performance, you may be absorbed on regular employment of the Company.

#### 3. COMPENSATION

##### 3.1 During Internship

Till you attain your Degree / Mark-sheet of final year of Graduation, you will be considered as Intern and you will be entitled to a stipend of **Rs. 10000/- (Rupees Ten Thousand) per month**.

##### 3.2 Post Internship

After attainment of Degree / Mark-sheet of final year of Graduation, your yearly gross value of compensation shall be **Rs. 300000/- (Rupees Three Lakhs Only)**.

The break-up of your post internship salary shall be as per the policies / rules of the Company. Please refer to the **Annexure No. 1** for more details on Fixed Salary Components.

#### 4. INCREMENT & OTHER BENEFITS

Your performance shall be appraised by the Management after completion of every quarter and compensation reviews shall happen in the month of January every year irrespective of the joining date. For the compensation review, you must minimum serve 6 months of regular employment to be eligible for the same. Your performance shall be the criteria to determine annual compensation increments and other benefits to you in future.

Other Benefits that you will get are briefly explained in **Annexure No. 2**.

  
REGISTRAR  


## 5. NON DISCLOSURE AGREEMENT

You would be required to sign the Company's standard Non-Disclosure Agreement (NDA) & Non Competing Agreement, a copy of the same will be provided to you on the date of your joining.

## 6. SERVICE AGREEMENT

The Company would be giving / providing you practical training for 6 months and considering the time and investment that would be put on you to properly train you, you would be required to sign a Service Agreement with the Company that will be applicable during probation period of six months from the date when your regular employment begins (Post Internship) and will extend 1 year 6 months further from the end of your probation period of six months' post internship.

## 7. PLACEMENT & TRANSFER

You shall be working from home during your internship period. Post internship, your place of work shall be provided at the time of final placements. However, you shall be liable for transfer from one department to another department, from one place to another place within India and you may also be assigned overseas, if required.

## 8. TERMINATION OF EMPLOYMENT

This contract of employment is terminable by the company without giving any notice during probation period. Post your probation period, this contract of employment is terminable by the Company by giving 2 months' notice or pay two months' gross salary, as the Company may deem fit. The Company, however, is not bound to give any reason for termination whatsoever.

Subject to Clause 6, if you choose to terminate your employment with the company, during or after the probation period, you shall have to serve notice period of two months or pay six months' gross salary, subject to approval by the company, whichever the case. You will receive a detailed appointment letter at the time of your Joining.

We look forward to a long term and mutually rewarding relationship.

Yours sincerely,

**For Talent Recruit Software Private Limited**



**Shalini Gupta**  
**Director**

**ACCEPTED:**

---

**Hemanth V**

**04-Mar-2021**



REGISTRAR  
PRESIDENCY UNIVERSITY  
BANGALORE



## Annexure No. 1: Fixed Salary Structure

**Name: Hemanth V**

**Designation: Executive-Client Success**

PER MONTH (AMOUNT IN INR)		PER ANNUM (AMOUNT IN INR)	
BASIC +DA	11588	BASIC +DA	139056
HRA	4635	HRA	55622
CONVEYANCE ALLOWANCE	1600	CONVEYANCE ALLOWANCE	19200
EDUCATION ALLOWANCE	200	EDUCATION ALLOWANCE	2400
OFFICE ALLOWANCES	1967	OFFICE ALLOWANCES	23609
OTHER ALLOWANCES	1312	OTHER ALLOWANCES	15739
MEDICAL REIMBURSEMENT	1250	MEDICAL REIMBURSEMENT	15000
EMPLOYER PF @ 12%	1391	PF	16687
GRATUITY	557	GRATUITY	6686
MEDICLAIM	500	MEDICLAIM	6000
<b>GROSS MONTHLY COMPENSATION</b>	<b>25000</b>	<b>GROSS YEARLY COMPENSATION</b>	<b>300000</b>
<b>DEDUCTIONS</b>		<b>DEDUCTIONS</b>	
EMPLOYEE PF @ 12%	1391	EMPLOYEE PF	16687
EMPLOYER PF @ 12%	1391	EMPLOYER PF	16687
GRATUITY	557	GRATUITY	6686
MEDICLAIM	500	MEDICLAIM	6000
PT	200	PT	2400
TDS( WILL BE CALCATED BASED ON INVETSMET DOCUMENTS SUBMITTED POST JOINING)**	0	TDS** ( WILL BE CALCATED BASED ON INVETSMET DOCUMENTS SUBMITTED POST JOINING)	0
<b>ESTIMATED NET SALARY (MONTHLY)**</b>	<b>20962</b>	<b>ESTIMATD NET SALARY (ANNUAL)**</b>	<b>251540</b>

\*\*Net Monthly / Yearly salary shall be subject to Income Tax deductions (TDS) that will be based on your savings details provide to HR Team.

  
 REGISTRAR  


## Annexure No. 2: Other Benefits

### Group Personal Accident Policy

As per Company Policy, we provide group personal accident policy of Rs. 5 lac coverage to all employees, post internship/ on regular employment.

### Parental Insurance Policy

As per Company Policy, you can opt for the parental insurance policy (post internship) and the insurance premium shall be deducted from your monthly salary.

  
REGISTRAR  
  
Registrar  
PRESIDENCY UNIVERSITY  
BANGALORE

04-Mar-2021

Mr. Kushal H M,  
Bangalore

Dear Kushal H M,

### Offer Letter

We are pleased to offer you the position of “**Executive-Client Success**” with **Talent Recruit Software Private Limited**. We are sure that Talent Recruit will provide you a satisfying and challenging work environment along with a successful growth path.

#### 1. DATE OF JOINING

You are requested to report for work on or before **10-Mar-2021** with all your original certificates. Please inform us of your decision by today of this offer else the offer stands void. Failure to join on the specified date along with your original certificates shall result in the automatic termination of this appointment, without obligation on the Company to issue notice of such termination.

#### 2. PROBATIONARY PERIOD

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#### 3. COMPENSATION

##### 3.1 During Internship

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Other Benefits that you will get are briefly explained in **Annexure No. 2**.

  
REGISTRAR  


## 5. NON DISCLOSURE AGREEMENT

You would be required to sign the Company's standard Non-Disclosure Agreement (NDA) & Non Competing Agreement, a copy of the same will be provided to you on the date of your joining.

## 6. SERVICE AGREEMENT

The Company would be giving / providing you practical training for 6 months and considering the time and investment that would be put on you to properly train you, you would be required to sign a Service Agreement with the Company that will be applicable during probation period of six months from the date when your regular employment begins (Post Internship) and will extend 1 year 6 months further from the end of your probation period of six months' post internship.

## 7. PLACEMENT & TRANSFER

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## 8. TERMINATION OF EMPLOYMENT

This contract of employment is terminable by the company without giving any notice during probation period. Post your probation period, this contract of employment is terminable by the Company by giving 2 months' notice or pay two months' gross salary, as the Company may deem fit. The Company, however, is not bound to give any reason for termination whatsoever.

Subject to Clause 6, if you choose to terminate your employment with the company, during or after the probation period, you shall have to serve notice period of two months or pay six months' gross salary, subject to approval by the company, whichever the case. You will receive a detailed appointment letter at the time of your Joining.

We look forward to a long term and mutually rewarding relationship.

Yours sincerely,

**For Talent Recruit Software Private Limited**



**Shalini Gupta**  
**Director**

**ACCEPTED:**

\_\_\_\_\_

**Kushal H M**

**04-Mar-2021**


REGISTRAR Registrar  
PRESIDENCY UNIVERSITY  
BANGALORE

## Annexure No. 1: Fixed Salary Structure

**Name:** Kushal H M

**Designation:** Executive-Client Success

PER MONTH (AMOUNT IN INR)		PER ANNUM (AMOUNT IN INR)	
BASIC +DA	11588	BASIC +DA	139056
HRA	4635	HRA	55622
CONVEYANCE ALLOWANCE	1600	CONVEYANCE ALLOWANCE	19200
EDUCATION ALLOWANCE	200	EDUCATION ALLOWANCE	2400
OFFICE ALLOWANCES	1967	OFFICE ALLOWANCES	23609
OTHER ALLOWANCES	1312	OTHER ALLOWANCES	15739
MEDICAL REIMBURSEMENT	1250	MEDICAL REIMBURSEMENT	15000
EMPLOYER PF @ 12%	1391	PF	16687
GRATUITY	557	GRATUITY	6686
MEDICLAIM	500	MEDICLAIM	6000
<b>GROSS MONTHLY COMPENSATION</b>	<b>25000</b>	<b>GROSS YEARLY COMPENSATION</b>	<b>300000</b>
<b>DEDUCTIONS</b>		<b>DEDUCTIONS</b>	
EMPLOYEE PF @ 12%	1391	EMPLOYEE PF	16687
EMPLOYER PF @ 12%	1391	EMPLOYER PF	16687
GRATUITY	557	GRATUITY	6686
MEDICLAIM	500	MEDICLAIM	6000
PT	200	PT	2400
TDS( WILL BE CALCATED BASED ON INVETSMET DOCUMENTS SUBMITTED POST JOINING)**	0	TDS** ( WILL BE CALCATED BASED ON INVETSMET DOCUMENTS SUBMITTED POST JOINING)	0
<b>ESTIMATED NET SALARY (MONTHLY)**</b>	<b>20962</b>	<b>ESTIMATD NET SALARY (ANNUAL)**</b>	<b>251540</b>

\*\*Net Monthly / Yearly salary shall be subject to Income Tax deductions (TDS) that will be based on your savings details provide to HR Team.

  
 REGISTRAR  




## Annexure No. 2: Other Benefits

### Group Personal Accident Policy

As per Company Policy, we provide group personal accident policy of Rs. 5 lac coverage to all employees, post internship/ on regular employment.

### Parental Insurance Policy

As per Company Policy, you can opt for the parental insurance policy (post internship) and the insurance premium shall be deducted from your monthly salary.

  
REGISTRAR  


04-Mar-2021

**Mr. Muhammed Atif Abdul Mujeeb,**  
Bangalore

Dear Muhammed Atif Abdul Mujeeb,

### Offer Letter

We are pleased to offer you the position of “**Executive-Client Success**” with **Talent Recruit Software Private Limited**. We are sure that Talent Recruit will provide you a satisfying and challenging work environment along with a successful growth path.

#### 1. DATE OF JOINING

You are requested to report for work on or before **10-Mar-2021** with all your original certificates. Please inform us of your decision by today of this offer else the offer stands void. Failure to join on the specified date along with your original certificates shall result in the automatic termination of this appointment, without obligation on the Company to issue notice of such termination.

#### 2. PROBATIONARY PERIOD

You will be on probation for a period of Six months from the date of your appointment. On completion of your probation period, if the management is satisfied with your performance, you may be absorbed on regular employment of the Company.

#### 3. COMPENSATION

##### 3.1 During Internship

Till you attain your Degree / Mark-sheet of final year of Graduation, you will be considered as Intern and you will be entitled to a stipend of **Rs. 10000/- (Rupees Ten Thousand) per month**.

##### 3.2 Post Internship

After attainment of Degree / Mark-sheet of final year of Graduation, your yearly gross value of compensation shall be **Rs. 300000/- (Rupees Three Lakhs Only)**.

The break-up of your post internship salary shall be as per the policies / rules of the Company. Please refer to the **Annexure No. 1** for more details on Fixed Salary Components.

#### 4. INCREMENT & OTHER BENEFITS

Your performance shall be appraised by the Management after completion of every quarter and compensation reviews shall happen in the month of January every year irrespective of the joining date. For the compensation review, you must minimum serve 6 months of regular employment to be eligible for the same. Your performance shall be the criteria to determine annual compensation increments and other benefits to you in future.

Other Benefits that you will get are briefly explained in **Annexure No. 2**.

  
REGISTRAR  


## 5. NON DISCLOSURE AGREEMENT

You would be required to sign the Company's standard Non-Disclosure Agreement (NDA) & Non Competing Agreement, a copy of the same will be provided to you on the date of your joining.

## 6. SERVICE AGREEMENT

The Company would be giving / providing you practical training for 6 months and considering the time and investment that would be put on you to properly train you, you would be required to sign a Service Agreement with the Company that will be applicable during probation period of six months from the date when your regular employment begins (Post Internship) and will extend 1 year 6 months further from the end of your probation period of six months' post internship.

## 7. PLACEMENT & TRANSFER

You shall be working from home during your internship period. Post internship, your place of work shall be provided at the time of final placements. However, you shall be liable for transfer from one department to another department, from one place to another place within India and you may also be assigned overseas, if required.

## 8. TERMINATION OF EMPLOYMENT

This contract of employment is terminable by the company without giving any notice during probation period. Post your probation period, this contract of employment is terminable by the Company by giving 2 months' notice or pay two months' gross salary, as the Company may deem fit. The Company, however, is not bound to give any reason for termination whatsoever.

Subject to Clause 6, if you choose to terminate your employment with the company, during or after the probation period, you shall have to serve notice period of two months or pay six months' gross salary, subject to approval by the company, whichever the case. You will receive a detailed appointment letter at the time of your Joining.

We look forward to a long term and mutually rewarding relationship.

Yours sincerely,

**For Talent Recruit Software Private Limited**



**Shalini Gupta**  
**Director**

**ACCEPTED:**

\_\_\_\_\_  
**Muhammed Atif Abdul Mujeeb**

**04-Mar-2021**



REGISTRAR  
PRESIDENCY UNIVERSITY  
BANGALORE

## Annexure No. 1: Fixed Salary Structure

**Name: Muhammed Atif Abdul Mujeeb**

**Designation: Executive-Client Success**

PER MONTH (AMOUNT IN INR)		PER ANNUM (AMOUNT IN INR)	
BASIC +DA	11588	BASIC +DA	139056
HRA	4635	HRA	55622
CONVEYANCE ALLOWANCE	1600	CONVEYANCE ALLOWANCE	19200
EDUCATION ALLOWANCE	200	EDUCATION ALLOWANCE	2400
OFFICE ALLOWANCES	1967	OFFICE ALLOWANCES	23609
OTHER ALLOWANCES	1312	OTHER ALLOWANCES	15739
MEDICAL REIMBURSEMENT	1250	MEDICAL REIMBURSEMENT	15000
EMPLOYER PF @ 12%	1391	PF	16687
GRATUITY	557	GRATUITY	6686
MEDICLAIM	500	MEDICLAIM	6000
<b>GROSS MONTHLY COMPENSATION</b>	<b>25000</b>	<b>GROSS YEARLY COMPENSATION</b>	<b>300000</b>
<b>DEDUCTIONS</b>		<b>DEDUCTIONS</b>	
EMPLOYEE PF @ 12%	1391	EMPLOYEE PF	16687
EMPLOYER PF @ 12%	1391	EMPLOYER PF	16687
GRATUITY	557	GRATUITY	6686
MEDICLAIM	500	MEDICLAIM	6000
PT	200	PT	2400
TDS( WILL BE CALCUATED BASED ON INVETSMET DOCUMENTS SUBMITTED POST JOINING)**	0	TDS** ( WILL BE CALCUATED BASED ON INVETSMET DOCUMENTS SUBMITTED POST JOINING)	0
<b>ESTIMATED NET SALARY (MONTHLY)**</b>	<b>20962</b>	<b>ESTIMATD NET SALARY (ANNUAL)**</b>	<b>251540</b>

\*\*Net Monthly / Yearly salary shall be subject to Income Tax deductions (TDS) that will be based on your savings details provide to HR Team.

  
 REGISTRAR  


## Annexure No. 2: Other Benefits

### Group Personal Accident Policy

As per Company Policy, we provide group personal accident policy of Rs. 5 lac coverage to all employees, post internship/ on regular employment.

### Parental Insurance Policy

As per Company Policy, you can opt for the parental insurance policy (post internship) and the insurance premium shall be deducted from your monthly salary.

  
REGISTRAR  


04-Mar-2021

**Mr. Mohammed Safwan,**  
Bangalore

Dear Mohammed Safwan,

### Offer Letter

We are pleased to offer you the position of “**Executive-Client Success**” with **Talent Recruit Software Private Limited**. We are sure that Talent Recruit will provide you a satisfying and challenging work environment along with a successful growth path.

#### 1. DATE OF JOINING

You are requested to report for work on or before **10-Mar-2021** with all your original certificates. Please inform us of your decision by today of this offer else the offer stands void. Failure to join on the specified date along with your original certificates shall result in the automatic termination of this appointment, without obligation on the Company to issue notice of such termination.

#### 2. PROBATIONARY PERIOD

You will be on probation for a period of Six months from the date of your appointment. On completion of your probation period, if the management is satisfied with your performance, you may be absorbed on regular employment of the Company.

#### 3. COMPENSATION

##### 3.1 During Internship

Till you attain your Degree / Mark-sheet of final year of Graduation, you will be considered as Intern and you will be entitled to a stipend of **Rs. 10000/- (Rupees Ten Thousand) per month**.

##### 3.2 Post Internship

After attainment of Degree / Mark-sheet of final year of Graduation, your yearly gross value of compensation shall be **Rs. 300000/- (Rupees Three Lakhs Only)**.

The break-up of your post internship salary shall be as per the policies / rules of the Company. Please refer to the **Annexure No. 1** for more details on Fixed Salary Components.

#### 4. INCREMENT & OTHER BENEFITS

Your performance shall be appraised by the Management after completion of every quarter and compensation reviews shall happen in the month of January every year irrespective of the joining date. For the compensation review, you must minimum serve 6 months of regular employment to be eligible for the same. Your performance shall be the criteria to determine annual compensation increments and other benefits to you in future.

Other Benefits that you will get are briefly explained in **Annexure No. 2**.

  
REGISTRAR  
  
Registrar  
PRESIDENCY UNIVERSITY  
BANGALORE



## 5. NON DISCLOSURE AGREEMENT

You would be required to sign the Company's standard Non-Disclosure Agreement (NDA) & Non Competing Agreement, a copy of the same will be provided to you on the date of your joining.

## 6. SERVICE AGREEMENT

The Company would be giving / providing you practical training for 6 months and considering the time and investment that would be put on you to properly train you, you would be required to sign a Service Agreement with the Company that will be applicable during probation period of six months from the date when your regular employment begins (Post Internship) and will extend 1 year 6 months further from the end of your probation period of six months' post internship.

## 7. PLACEMENT & TRANSFER

You shall be working from home during your internship period. Post internship, your place of work shall be provided at the time of final placements. However, you shall be liable for transfer from one department to another department, from one place to another place within India and you may also be assigned overseas, if required.

## 8. TERMINATION OF EMPLOYMENT

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Subject to Clause 6, if you choose to terminate your employment with the company, during or after the probation period, you shall have to serve notice period of two months or pay six months' gross salary, subject to approval by the company, whichever the case. You will receive a detailed appointment letter at the time of your Joining.

We look forward to a long term and mutually rewarding relationship.

Yours sincerely,

**For Talent Recruit Software Private Limited**



**Shalini Gupta**  
**Director**

**ACCEPTED:**

---

**Mohammed Safwan**

**04-Mar-2021**



REGISTRAR  
PRESIDENCY UNIVERSITY  
BANGALORE

## Annexure No. 1: Fixed Salary Structure

**Name: Mohammed Safwan**

**Designation: Executive-Client Success**

PER MONTH (AMOUNT IN INR)		PER ANNUM (AMOUNT IN INR)	
BASIC +DA	11588	BASIC +DA	139056
HRA	4635	HRA	55622
CONVEYANCE ALLOWANCE	1600	CONVEYANCE ALLOWANCE	19200
EDUCATION ALLOWANCE	200	EDUCATION ALLOWANCE	2400
OFFICE ALLOWANCES	1967	OFFICE ALLOWANCES	23609
OTHER ALLOWANCES	1312	OTHER ALLOWANCES	15739
MEDICAL REIMBURSEMENT	1250	MEDICAL REIMBURSEMENT	15000
EMPLOYER PF @ 12%	1391	PF	16687
GRATUITY	557	GRATUITY	6686
MEDICLAIM	500	MEDICLAIM	6000
<b>GROSS MONTHLY COMPENSATION</b>	<b>25000</b>	<b>GROSS YEARLY COMPENSATION</b>	<b>300000</b>
<b>DEDUCTIONS</b>		<b>DEDUCTIONS</b>	
EMPLOYEE PF @ 12%	1391	EMPLOYEE PF	16687
EMPLOYER PF @ 12%	1391	EMPLOYER PF	16687
GRATUITY	557	GRATUITY	6686
MEDICLAIM	500	MEDICLAIM	6000
PT	200	PT	2400
TDS( WILL BE CALCATED BASED ON INVETSMET DOCUMENTS SUBMITTED POST JOINING)**	0	TDS** ( WILL BE CALCATED BASED ON INVETSMET DOCUMENTS SUBMITTED POST JOINING)	0
<b>ESTIMATED NET SALARY (MONTHLY)**</b>	<b>20962</b>	<b>ESTIMATD NET SALARY (ANNUAL)**</b>	<b>251540</b>

\*\*Net Monthly / Yearly salary shall be subject to Income Tax deductions (TDS) that will be based on your savings details provide to HR Team.

  
 REGISTRAR  


## Annexure No. 2: Other Benefits

### Group Personal Accident Policy

As per Company Policy, we provide group personal accident policy of Rs. 5 lac coverage to all employees, post internship/ on regular employment.

### Parental Insurance Policy

As per Company Policy, you can opt for the parental insurance policy (post internship) and the insurance premium shall be deducted from your monthly salary.

  
REGISTRAR  


04-Mar-2021

**Mr. Mohammed Abrar,**  
Bangalore

Dear Mohammed Abrar,

### Offer Letter

We are pleased to offer you the position of “**Executive-Client Success**” with **Talent Recruit Software Private Limited**. We are sure that Talent Recruit will provide you a satisfying and challenging work environment along with a successful growth path.

#### 1. DATE OF JOINING

You are requested to report for work on or before **10-Mar-2021** with all your original certificates. Please inform us of your decision by today of this offer else the offer stands void. Failure to join on the specified date along with your original certificates shall result in the automatic termination of this appointment, without obligation on the Company to issue notice of such termination.

#### 2. PROBATIONARY PERIOD

You will be on probation for a period of Six months from the date of your appointment. On completion of your probation period, if the management is satisfied with your performance, you may be absorbed on regular employment of the Company.

#### 3. COMPENSATION

##### 3.1 During Internship

Till you attain your Degree / Mark-sheet of final year of Graduation, you will be considered as Intern and you will be entitled to a stipend of **Rs. 10000/- (Rupees Ten Thousand) per month**.

##### 3.2 Post Internship

After attainment of Degree / Mark-sheet of final year of Graduation, your yearly gross value of compensation shall be **Rs. 300000/- (Rupees Three Lakhs Only)**.

The break-up of your post internship salary shall be as per the policies / rules of the Company. Please refer to the **Annexure No. 1** for more details on Fixed Salary Components.

#### 4. INCREMENT & OTHER BENEFITS

Your performance shall be appraised by the Management after completion of every quarter and compensation reviews shall happen in the month of January every year irrespective of the joining date. For the compensation review, you must minimum serve 6 months of regular employment to be eligible for the same. Your performance shall be the criteria to determine annual compensation increments and other benefits to you in future.

Other Benefits that you will get are briefly explained in **Annexure No. 2**.

  
REGISTRAR  


## 5. NON DISCLOSURE AGREEMENT

You would be required to sign the Company's standard Non-Disclosure Agreement (NDA) & Non Competing Agreement, a copy of the same will be provided to you on the date of your joining.

## 6. SERVICE AGREEMENT

The Company would be giving / providing you practical training for 6 months and considering the time and investment that would be put on you to properly train you, you would be required to sign a Service Agreement with the Company that will be applicable during probation period of six months from the date when your regular employment begins (Post Internship) and will extend 1 year 6 months further from the end of your probation period of six months' post internship.

## 7. PLACEMENT & TRANSFER

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## 8. TERMINATION OF EMPLOYMENT

This contract of employment is terminable by the company without giving any notice during probation period. Post your probation period, this contract of employment is terminable by the Company by giving 2 months' notice or pay two months' gross salary, as the Company may deem fit. The Company, however, is not bound to give any reason for termination whatsoever.

Subject to Clause 6, if you choose to terminate your employment with the company, during or after the probation period, you shall have to serve notice period of two months or pay six months' gross salary, subject to approval by the company, whichever the case. You will receive a detailed appointment letter at the time of your Joining.

We look forward to a long term and mutually rewarding relationship.

Yours sincerely,

**For Talent Recruit Software Private Limited**



**Shalini Gupta**  
**Director**

**ACCEPTED:**

---

**Mohammed Abrar**

**04-Mar-2021**



REGISTRAR  
PRESIDENCY UNIVERSITY  
Bangalore

## Annexure No. 1: Fixed Salary Structure

**Name: Mohammed Abrar**

**Designation: Executive-Client Success**

PER MONTH (AMOUNT IN INR)		PER ANNUM (AMOUNT IN INR)	
BASIC +DA	11588	BASIC +DA	139056
HRA	4635	HRA	55622
CONVEYANCE ALLOWANCE	1600	CONVEYANCE ALLOWANCE	19200
EDUCATION ALLOWANCE	200	EDUCATION ALLOWANCE	2400
OFFICE ALLOWANCES	1967	OFFICE ALLOWANCES	23609
OTHER ALLOWANCES	1312	OTHER ALLOWANCES	15739
MEDICAL REIMBURSEMENT	1250	MEDICAL REIMBURSEMENT	15000
EMPLOYER PF @ 12%	1391	PF	16687
GRATUITY	557	GRATUITY	6686
MEDICLAIM	500	MEDICLAIM	6000
<b>GROSS MONTHLY COMPENSATION</b>	<b>25000</b>	<b>GROSS YEARLY COMPENSATION</b>	<b>300000</b>
<b>DEDUCTIONS</b>		<b>DEDUCTIONS</b>	
EMPLOYEE PF @ 12%	1391	EMPLOYEE PF	16687
EMPLOYER PF @ 12%	1391	EMPLOYER PF	16687
GRATUITY	557	GRATUITY	6686
MEDICLAIM	500	MEDICLAIM	6000
PT	200	PT	2400
TDS( WILL BE CALCUCATED BASED ON INVETSMNT DOCUMENTS SUBMITTED POST JOINING)**	0	TDS** ( WILL BE CALCUCATED BASED ON INVETSMNT DOCUMENTS SUBMITTED POST JOINING)	0
<b>ESTIMATED NET SALARY (MONTHLY)**</b>	<b>20962</b>	<b>ESTIMATD NET SALARY (ANNUAL)**</b>	<b>251540</b>

\*\*Net Monthly / Yearly salary shall be subject to Income Tax deductions (TDS) that will be based on your savings details provide to HR Team.

  
 REGISTRAR  




## Annexure No. 2: Other Benefits

### Group Personal Accident Policy

As per Company Policy, we provide group personal accident policy of Rs. 5 lac coverage to all employees, post internship/ on regular employment.

### Parental Insurance Policy

As per Company Policy, you can opt for the parental insurance policy (post internship) and the insurance premium shall be deducted from your monthly salary.

  
REGISTRAR  
  
Registrar  
PRESIDENCY UNIVERSITY  
BANGALORE

04-Mar-2021

**Mr. Pavankumar,**  
Bangalore

Dear Pavankumar,

### Offer Letter

We are pleased to offer you the position of “**Executive-Client Success**” with **Talent Recruit Software Private Limited**. We are sure that Talent Recruit will provide you a satisfying and challenging work environment along with a successful growth path.

#### 1. DATE OF JOINING

You are requested to report for work on or before **10-Mar-2021** with all your original certificates. Please inform us of your decision by today of this offer else the offer stands void. Failure to join on the specified date along with your original certificates shall result in the automatic termination of this appointment, without obligation on the Company to issue notice of such termination.

#### 2. PROBATIONARY PERIOD

You will be on probation for a period of Six months from the date of your appointment. On completion of your probation period, if the management is satisfied with your performance, you may be absorbed on regular employment of the Company.

#### 3. COMPENSATION

##### 3.1 During Internship

Till you attain your Degree / Mark-sheet of final year of Graduation, you will be considered as Intern and you will be entitled to a stipend of **Rs. 10000/- (Rupees Ten Thousand) per month**.

##### 3.2 Post Internship

After attainment of Degree / Mark-sheet of final year of Graduation, your yearly gross value of compensation shall be **Rs. 300000/- (Rupees Three Lakhs Only)**.

The break-up of your post internship salary shall be as per the policies / rules of the Company. Please refer to the **Annexure No. 1** for more details on Fixed Salary Components.

#### 4. INCREMENT & OTHER BENEFITS

Your performance shall be appraised by the Management after completion of every quarter and compensation reviews shall happen in the month of January every year irrespective of the joining date. For the compensation review, you must minimum serve 6 months of regular employment to be eligible for the same. Your performance shall be the criteria to determine annual compensation increments and other benefits to you in future.

Other Benefits that you will get are briefly explained in **Annexure No. 2**.

  
REGISTRAR  


## 5. NON DISCLOSURE AGREEMENT

You would be required to sign the Company's standard Non-Disclosure Agreement (NDA) & Non Competing Agreement, a copy of the same will be provided to you on the date of your joining.

## 6. SERVICE AGREEMENT

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## 7. PLACEMENT & TRANSFER

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We look forward to a long term and mutually rewarding relationship.

Yours sincerely,

**For Talent Recruit Software Private Limited**



**Shalini Gupta**  
**Director**

**ACCEPTED:**

---

**Pavankumar**

**04-Mar-2021**



REGISTRAR  
PRESIDENCY UNIVERSITY  
BANGALORE

## Annexure No. 1: Fixed Salary Structure

**Name:** Pavankumar

**Designation:** Executive-Client Success

PER MONTH (AMOUNT IN INR)		PER ANNUM (AMOUNT IN INR)	
BASIC +DA	11588	BASIC +DA	139056
HRA	4635	HRA	55622
CONVEYANCE ALLOWANCE	1600	CONVEYANCE ALLOWANCE	19200
EDUCATION ALLOWANCE	200	EDUCATION ALLOWANCE	2400
OFFICE ALLOWANCES	1967	OFFICE ALLOWANCES	23609
OTHER ALLOWANCES	1312	OTHER ALLOWANCES	15739
MEDICAL REIMBURSEMENT	1250	MEDICAL REIMBURSEMENT	15000
EMPLOYER PF @ 12%	1391	PF	16687
GRATUITY	557	GRATUITY	6686
MEDICLAIM	500	MEDICLAIM	6000
<b>GROSS MONTHLY COMPENSATION</b>	<b>25000</b>	<b>GROSS YEARLY COMPENSATION</b>	<b>300000</b>
<b>DEDUCTIONS</b>		<b>DEDUCTIONS</b>	
EMPLOYEE PF @ 12%	1391	EMPLOYEE PF	16687
EMPLOYER PF @ 12%	1391	EMPLOYER PF	16687
GRATUITY	557	GRATUITY	6686
MEDICLAIM	500	MEDICLAIM	6000
PT	200	PT	2400
TDS( WILL BE CALCUATED BASED ON INVETSMET DOCUMENTS SUBMITTED POST JOINING)**	0	TDS** ( WILL BE CALCUATED BASED ON INVETSMET DOCUMENTS SUBMITTED POST JOINING)	0
<b>ESTIMATED NET SALARY (MONTHLY)**</b>	<b>20962</b>	<b>ESTIMATD NET SALARY (ANNUAL)**</b>	<b>251540</b>

\*\*Net Monthly / Yearly salary shall be subject to Income Tax deductions (TDS) that will be based on your savings details provide to HR Team.

  
 REGISTRAR  


## Annexure No. 2: Other Benefits

### Group Personal Accident Policy

As per Company Policy, we provide group personal accident policy of Rs. 5 lac coverage to all employees, post internship/ on regular employment.

### Parental Insurance Policy

As per Company Policy, you can opt for the parental insurance policy (post internship) and the insurance premium shall be deducted from your monthly salary.

  
REGISTRAR  
  
Registrar  
PRESIDENCY UNIVERSITY  
BANGALORE

04-Mar-2021

**Mr. Mohammed Jaseer K P,**  
Bangalore

Dear Mohammed Jaseer K P,

### Offer Letter

We are pleased to offer you the position of “**Executive-Client Success**” with **Talent Recruit Software Private Limited**. We are sure that Talent Recruit will provide you a satisfying and challenging work environment along with a successful growth path.

#### 1. DATE OF JOINING

You are requested to report for work on or before **10-Mar-2021** with all your original certificates. Please inform us of your decision by today of this offer else the offer stands void. Failure to join on the specified date along with your original certificates shall result in the automatic termination of this appointment, without obligation on the Company to issue notice of such termination.

#### 2. PROBATIONARY PERIOD

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#### 3. COMPENSATION

##### 3.1 During Internship

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##### 3.2 Post Internship

After attainment of Degree / Mark-sheet of final year of Graduation, your yearly gross value of compensation shall be **Rs. 300000/- (Rupees Three Lakhs Only)**.

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#### 4. INCREMENT & OTHER BENEFITS

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Other Benefits that you will get are briefly explained in **Annexure No. 2**.

  
REGISTRAR  
  
Registrar  
BANGALORE



## 5. NON DISCLOSURE AGREEMENT

You would be required to sign the Company's standard Non-Disclosure Agreement (NDA) & Non Competing Agreement, a copy of the same will be provided to you on the date of your joining.

## 6. SERVICE AGREEMENT

The Company would be giving / providing you practical training for 6 months and considering the time and investment that would be put on you to properly train you, you would be required to sign a Service Agreement with the Company that will be applicable during probation period of six months from the date when your regular employment begins (Post Internship) and will extend 1 year 6 months further from the end of your probation period of six months' post internship.

## 7. PLACEMENT & TRANSFER

You shall be working from home during your internship period. Post internship, your place of work shall be provided at the time of final placements. However, you shall be liable for transfer from one department to another department, from one place to another place within India and you may also be assigned overseas, if required.

## 8. TERMINATION OF EMPLOYMENT

This contract of employment is terminable by the company without giving any notice during probation period. Post your probation period, this contract of employment is terminable by the Company by giving 2 months' notice or pay two months' gross salary, as the Company may deem fit. The Company, however, is not bound to give any reason for termination whatsoever.

Subject to Clause 6, if you choose to terminate your employment with the company, during or after the probation period, you shall have to serve notice period of two months or pay six months' gross salary, subject to approval by the company, whichever the case. You will receive a detailed appointment letter at the time of your Joining.

We look forward to a long term and mutually rewarding relationship.

Yours sincerely,

**For Talent Recruit Software Private Limited**



**Shalini Gupta**  
**Director**

**ACCEPTED:**

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**Mohammed Jaseer K P**

**04-Mar-2021**



REGISTRAR  
PRESIDENCY UNIVERSITY  
BANGALORE

## Annexure No. 1: Fixed Salary Structure

**Name: Mohammed Jaseer K P**

**Designation: Executive-Client Success**

PER MONTH (AMOUNT IN INR)		PER ANNUM (AMOUNT IN INR)	
BASIC +DA	11588	BASIC +DA	139056
HRA	4635	HRA	55622
CONVEYANCE ALLOWANCE	1600	CONVEYANCE ALLOWANCE	19200
EDUCATION ALLOWANCE	200	EDUCATION ALLOWANCE	2400
OFFICE ALLOWANCES	1967	OFFICE ALLOWANCES	23609
OTHER ALLOWANCES	1312	OTHER ALLOWANCES	15739
MEDICAL REIMBURSEMENT	1250	MEDICAL REIMBURSEMENT	15000
EMPLOYER PF @ 12%	1391	PF	16687
GRATUITY	557	GRATUITY	6686
MEDICLAIM	500	MEDICLAIM	6000
<b>GROSS MONTHLY COMPENSATION</b>	<b>25000</b>	<b>GROSS YEARLY COMPENSATION</b>	<b>300000</b>
<b>DEDUCTIONS</b>		<b>DEDUCTIONS</b>	
EMPLOYEE PF @ 12%	1391	EMPLOYEE PF	16687
EMPLOYER PF @ 12%	1391	EMPLOYER PF	16687
GRATUITY	557	GRATUITY	6686
MEDICLAIM	500	MEDICLAIM	6000
PT	200	PT	2400
TDS( WILL BE CALCUATED BASED ON INVETSMET DOCUMENTS SUBMITTED POST JOINING)**	0	TDS** ( WILL BE CALCUATED BASED ON INVETSMET DOCUMENTS SUBMITTED POST JOINING)	0
<b>ESTIMATED NET SALARY (MONTHLY)**</b>	<b>20962</b>	<b>ESTIMATD NET SALARY (ANNUAL)**</b>	<b>251540</b>

\*\*Net Monthly / Yearly salary shall be subject to Income Tax deductions (TDS) that will be based on your savings details provide to HR Team.

  
 REGISTRAR  


## Annexure No. 2: Other Benefits

### Group Personal Accident Policy

As per Company Policy, we provide group personal accident policy of Rs. 5 lac coverage to all employees, post internship/ on regular employment.

### Parental Insurance Policy

As per Company Policy, you can opt for the parental insurance policy (post internship) and the insurance premium shall be deducted from your monthly salary.

  
REGISTRAR  


04-Mar-2021

Mr. Sameerana R S,  
Bangalore

Dear Sameerana R S,

### Offer Letter

We are pleased to offer you the position of “Executive-Client Success” with **Talent Recruit Software Private Limited**. We are sure that Talent Recruit will provide you a satisfying and challenging work environment along with a successful growth path.

#### 1. DATE OF JOINING

You are requested to report for work on or before **10-Mar-2021** with all your original certificates. Please inform us of your decision by today of this offer else the offer stands void. Failure to join on the specified date along with your original certificates shall result in the automatic termination of this appointment, without obligation on the Company to issue notice of such termination.

#### 2. PROBATIONARY PERIOD

You will be on probation for a period of Six months from the date of your appointment. On completion of your probation period, if the management is satisfied with your performance, you may be absorbed on regular employment of the Company.

#### 3. COMPENSATION

##### 3.1 During Internship

Till you attain your Degree / Mark-sheet of final year of Graduation, you will be considered as Intern and you will be entitled to a stipend of **Rs. 10000/- (Rupees Ten Thousand) per month**.

##### 3.2 Post Internship

After attainment of Degree / Mark-sheet of final year of Graduation, your yearly gross value of compensation shall be **Rs. 300000/- (Rupees Three Lakhs Only)**.

The break-up of your post internship salary shall be as per the policies / rules of the Company. Please refer to the **Annexure No. 1** for more details on Fixed Salary Components.

#### 4. INCREMENT & OTHER BENEFITS

Your performance shall be appraised by the Management after completion of every quarter and compensation reviews shall happen in the month of January every year irrespective of the joining date. For the compensation review, you must minimum serve 6 months of regular employment to be eligible for the same. Your performance shall be the criteria to determine annual compensation increments and other benefits to you in future.

Other Benefits that you will get are briefly explained in **Annexure No. 2**.

  
REGISTRAR  


## 5. NON DISCLOSURE AGREEMENT

You would be required to sign the Company's standard Non-Disclosure Agreement (NDA) & Non Competing Agreement, a copy of the same will be provided to you on the date of your joining.

## 6. SERVICE AGREEMENT

The Company would be giving / providing you practical training for 6 months and considering the time and investment that would be put on you to properly train you, you would be required to sign a Service Agreement with the Company that will be applicable during probation period of six months from the date when your regular employment begins (Post Internship) and will extend 1 year 6 months further from the end of your probation period of six months' post internship.

## 7. PLACEMENT & TRANSFER

You shall be working from home during your internship period. Post internship, your place of work shall be provided at the time of final placements. However, you shall be liable for transfer from one department to another department, from one place to another place within India and you may also be assigned overseas, if required.

## 8. TERMINATION OF EMPLOYMENT

This contract of employment is terminable by the company without giving any notice during probation period. Post your probation period, this contract of employment is terminable by the Company by giving 2 months' notice or pay two months' gross salary, as the Company may deem fit. The Company, however, is not bound to give any reason for termination whatsoever.

Subject to Clause 6, if you choose to terminate your employment with the company, during or after the probation period, you shall have to serve notice period of two months or pay six months' gross salary, subject to approval by the company, whichever the case. You will receive a detailed appointment letter at the time of your Joining.

We look forward to a long term and mutually rewarding relationship.

Yours sincerely,

**For Talent Recruit Software Private Limited**



**Shalini Gupta**  
**Director**

**ACCEPTED:**

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**Sameerana R S**

**04-Mar-2021**



REGISTRAR  
PRESIDENCY UNIVERSITY  
BANGALORE

## Annexure No. 1: Fixed Salary Structure

**Name:** Sameerana R S

**Designation:** Executive-Client Success

PER MONTH (AMOUNT IN INR)		PER ANNUM (AMOUNT IN INR)	
BASIC +DA	11588	BASIC +DA	139056
HRA	4635	HRA	55622
CONVEYANCE ALLOWANCE	1600	CONVEYANCE ALLOWANCE	19200
EDUCATION ALLOWANCE	200	EDUCATION ALLOWANCE	2400
OFFICE ALLOWANCES	1967	OFFICE ALLOWANCES	23609
OTHER ALLOWANCES	1312	OTHER ALLOWANCES	15739
MEDICAL REIMBURSEMENT	1250	MEDICAL REIMBURSEMENT	15000
EMPLOYER PF @ 12%	1391	PF	16687
GRATUITY	557	GRATUITY	6686
MEDICLAIM	500	MEDICLAIM	6000
<b>GROSS MONTHLY COMPENSATION</b>	<b>25000</b>	<b>GROSS YEARLY COMPENSATION</b>	<b>300000</b>
<b>DEDUCTIONS</b>		<b>DEDUCTIONS</b>	
EMPLOYEE PF @ 12%	1391	EMPLOYEE PF	16687
EMPLOYER PF @ 12%	1391	EMPLOYER PF	16687
GRATUITY	557	GRATUITY	6686
MEDICLAIM	500	MEDICLAIM	6000
PT	200	PT	2400
TDS( WILL BE CALCATED BASED ON INVETSMET DOCUMENTS SUBMITTED POST JOINING)**	0	TDS** ( WILL BE CALCATED BASED ON INVETSMET DOCUMENTS SUBMITTED POST JOINING)	0
<b>ESTIMATED NET SALARY (MONTHLY)**</b>	<b>20962</b>	<b>ESTIMATD NET SALARY (ANNUAL)**</b>	<b>251540</b>

\*\*Net Monthly / Yearly salary shall be subject to Income Tax deductions (TDS) that will be based on your savings details provide to HR Team.

  
 REGISTRAR  




## Annexure No. 2: Other Benefits

### Group Personal Accident Policy

As per Company Policy, we provide group personal accident policy of Rs. 5 lac coverage to all employees, post internship/ on regular employment.

### Parental Insurance Policy

As per Company Policy, you can opt for the parental insurance policy (post internship) and the insurance premium shall be deducted from your monthly salary.

  
REGISTRAR  
  
Registrar  
PRESIDENCY UNIVERSITY  
BANGALORE

04-Mar-2021

Mr. S R Srikanth,  
Bangalore

Dear S R Srikanth,

### Offer Letter

We are pleased to offer you the position of “**Executive-Client Success**” with **Talent Recruit Software Private Limited**. We are sure that Talent Recruit will provide you a satisfying and challenging work environment along with a successful growth path.

#### 1. DATE OF JOINING

You are requested to report for work on or before **10-Mar-2021** with all your original certificates. Please inform us of your decision by today of this offer else the offer stands void. Failure to join on the specified date along with your original certificates shall result in the automatic termination of this appointment, without obligation on the Company to issue notice of such termination.

#### 2. PROBATIONARY PERIOD

You will be on probation for a period of Six months from the date of your appointment. On completion of your probation period, if the management is satisfied with your performance, you may be absorbed on regular employment of the Company.

#### 3. COMPENSATION

##### 3.1 During Internship

Till you attain your Degree / Mark-sheet of final year of Graduation, you will be considered as Intern and you will be entitled to a stipend of **Rs. 10000/- (Rupees Ten Thousand) per month**.

##### 3.2 Post Internship

After attainment of Degree / Mark-sheet of final year of Graduation, your yearly gross value of compensation shall be **Rs. 300000/- (Rupees Three Lakhs Only)**.

The break-up of your post internship salary shall be as per the policies / rules of the Company. Please refer to the **Annexure No. 1** for more details on Fixed Salary Components.

#### 4. INCREMENT & OTHER BENEFITS

Your performance shall be appraised by the Management after completion of every quarter and compensation reviews shall happen in the month of January every year irrespective of the joining date. For the compensation review, you must minimum serve 6 months of regular employment to be eligible for the same. Your performance shall be the criteria to determine annual compensation increments and other benefits to you in future.

Other Benefits that you will get are briefly explained in **Annexure No. 2**.

  
REGISTRAR  


## 5. NON DISCLOSURE AGREEMENT

You would be required to sign the Company's standard Non-Disclosure Agreement (NDA) & Non Competing Agreement, a copy of the same will be provided to you on the date of your joining.

## 6. SERVICE AGREEMENT

The Company would be giving / providing you practical training for 6 months and considering the time and investment that would be put on you to properly train you, you would be required to sign a Service Agreement with the Company that will be applicable during probation period of six months from the date when your regular employment begins (Post Internship) and will extend 1 year 6 months further from the end of your probation period of six months' post internship.

## 7. PLACEMENT & TRANSFER

You shall be working from home during your internship period. Post internship, your place of work shall be provided at the time of final placements. However, you shall be liable for transfer from one department to another department, from one place to another place within India and you may also be assigned overseas, if required.

## 8. TERMINATION OF EMPLOYMENT

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Subject to Clause 6, if you choose to terminate your employment with the company, during or after the probation period, you shall have to serve notice period of two months or pay six months' gross salary, subject to approval by the company, whichever the case. You will receive a detailed appointment letter at the time of your Joining.

We look forward to a long term and mutually rewarding relationship.

Yours sincerely,

**For Talent Recruit Software Private Limited**



**Shalini Gupta**  
**Director**

**ACCEPTED:**

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**S R Srikanth**

**04-Mar-2021**



REGISTRAR Registrar  
PRESIDENCY UNIVERSITY  
BANGALORE

## Annexure No. 1: Fixed Salary Structure

**Name: S R Srikanth**

**Designation: Executive-Client Success**

PER MONTH (AMOUNT IN INR)		PER ANNUM (AMOUNT IN INR)	
BASIC +DA	11588	BASIC +DA	139056
HRA	4635	HRA	55622
CONVEYANCE ALLOWANCE	1600	CONVEYANCE ALLOWANCE	19200
EDUCATION ALLOWANCE	200	EDUCATION ALLOWANCE	2400
OFFICE ALLOWANCES	1967	OFFICE ALLOWANCES	23609
OTHER ALLOWANCES	1312	OTHER ALLOWANCES	15739
MEDICAL REIMBURSEMENT	1250	MEDICAL REIMBURSEMENT	15000
EMPLOYER PF @ 12%	1391	PF	16687
GRATUITY	557	GRATUITY	6686
MEDICLAIM	500	MEDICLAIM	6000
<b>GROSS MONTHLY COMPENSATION</b>	<b>25000</b>	<b>GROSS YEARLY COMPENSATION</b>	<b>300000</b>
<b>DEDUCTIONS</b>		<b>DEDUCTIONS</b>	
EMPLOYEE PF @ 12%	1391	EMPLOYEE PF	16687
EMPLOYER PF @ 12%	1391	EMPLOYER PF	16687
GRATUITY	557	GRATUITY	6686
MEDICLAIM	500	MEDICLAIM	6000
PT	200	PT	2400
TDS( WILL BE CALCUCATED BASED ON INVETSMNT DOCUMENTS SUBMITTED POST JOINING)**	0	TDS** ( WILL BE CALCUCATED BASED ON INVETSMNT DOCUMENTS SUBMITTED POST JOINING)	0
<b>ESTIMATED NET SALARY (MONTHLY)**</b>	<b>20962</b>	<b>ESTIMATD NET SALARY (ANNUAL)**</b>	<b>251540</b>

\*\*Net Monthly / Yearly salary shall be subject to Income Tax deductions (TDS) that will be based on your savings details provide to HR Team.

  
 REGISTRAR  


## Annexure No. 2: Other Benefits

### Group Personal Accident Policy

As per Company Policy, we provide group personal accident policy of Rs. 5 lac coverage to all employees, post internship/ on regular employment.

### Parental Insurance Policy

As per Company Policy, you can opt for the parental insurance policy (post internship) and the insurance premium shall be deducted from your monthly salary.

  
REGISTRAR  


04-Mar-2021

Mr. Harish D,  
Bangalore

Dear Harish D,

### Offer Letter

We are pleased to offer you the position of “**Executive-Client Success**” with **Talent Recruit Software Private Limited**. We are sure that Talent Recruit will provide you a satisfying and challenging work environment along with a successful growth path.

#### 1. DATE OF JOINING

You are requested to report for work on or before **10-Mar-2021** with all your original certificates. Please inform us of your decision by today of this offer else the offer stands void. Failure to join on the specified date along with your original certificates shall result in the automatic termination of this appointment, without obligation on the Company to issue notice of such termination.

#### 2. PROBATIONARY PERIOD

You will be on probation for a period of Six months from the date of your appointment. On completion of your probation period, if the management is satisfied with your performance, you may be absorbed on regular employment of the Company.

#### 3. COMPENSATION

##### 3.1 During Internship

Till you attain your Degree / Mark-sheet of final year of Graduation, you will be considered as Intern and you will be entitled to a stipend of **Rs. 10000/- (Rupees Ten Thousand) per month**.

##### 3.2 Post Internship

After attainment of Degree / Mark-sheet of final year of Graduation, your yearly gross value of compensation shall be **Rs. 300000/- (Rupees Three Lakhs Only)**.

The break-up of your post internship salary shall be as per the policies / rules of the Company. Please refer to the **Annexure No. 1** for more details on Fixed Salary Components.

#### 4. INCREMENT & OTHER BENEFITS

Your performance shall be appraised by the Management after completion of every quarter and compensation reviews shall happen in the month of January every year irrespective of the joining date. For the compensation review, you must minimum serve 6 months of regular employment to be eligible for the same. Your performance shall be the criteria to determine annual compensation increments and other benefits to you in future.

Other Benefits that you will get are briefly explained in **Annexure No. 2**.

  
REGISTRAR  




## 5. NON DISCLOSURE AGREEMENT

You would be required to sign the Company's standard Non-Disclosure Agreement (NDA) & Non Competing Agreement, a copy of the same will be provided to you on the date of your joining.

## 6. SERVICE AGREEMENT

The Company would be giving / providing you practical training for 6 months and considering the time and investment that would be put on you to properly train you, you would be required to sign a Service Agreement with the Company that will be applicable during probation period of six months from the date when your regular employment begins (Post Internship) and will extend 1 year 6 months further from the end of your probation period of six months' post internship.

## 7. PLACEMENT & TRANSFER

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## 8. TERMINATION OF EMPLOYMENT

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Subject to Clause 6, if you choose to terminate your employment with the company, during or after the probation period, you shall have to serve notice period of two months or pay six months' gross salary, subject to approval by the company, whichever the case. You will receive a detailed appointment letter at the time of your Joining.

We look forward to a long term and mutually rewarding relationship.

Yours sincerely,

**For Talent Recruit Software Private Limited**



**Shalini Gupta**  
**Director**

**ACCEPTED:**

\_\_\_\_\_

**Harish D**

**04-Mar-2021**



REGISTRAR Registrar  
PRESIDENCY UNIVERSITY  
BANGALORE

## Annexure No. 1: Fixed Salary Structure

**Name:** Harish D

**Designation:** Executive-Client Success

PER MONTH (AMOUNT IN INR)		PER ANNUM (AMOUNT IN INR)	
BASIC +DA	11588	BASIC +DA	139056
HRA	4635	HRA	55622
CONVEYANCE ALLOWANCE	1600	CONVEYANCE ALLOWANCE	19200
EDUCATION ALLOWANCE	200	EDUCATION ALLOWANCE	2400
OFFICE ALLOWANCES	1967	OFFICE ALLOWANCES	23609
OTHER ALLOWANCES	1312	OTHER ALLOWANCES	15739
MEDICAL REIMBURSEMENT	1250	MEDICAL REIMBURSEMENT	15000
EMPLOYER PF @ 12%	1391	PF	16687
GRATUITY	557	GRATUITY	6686
MEDICLAIM	500	MEDICLAIM	6000
<b>GROSS MONTHLY COMPENSATION</b>	<b>25000</b>	<b>GROSS YEARLY COMPENSATION</b>	<b>300000</b>
<b>DEDUCTIONS</b>		<b>DEDUCTIONS</b>	
EMPLOYEE PF @ 12%	1391	EMPLOYEE PF	16687
EMPLOYER PF @ 12%	1391	EMPLOYER PF	16687
GRATUITY	557	GRATUITY	6686
MEDICLAIM	500	MEDICLAIM	6000
PT	200	PT	2400
TDS( WILL BE CALCUCATED BASED ON INVETSMET DOCUMENTS SUBMITTED POST JOINING)**	0	TDS** ( WILL BE CALCUCATED BASED ON INVETSMET DOCUMENTS SUBMITTED POST JOINING)	0
<b>ESTIMATED NET SALARY (MONTHLY)**</b>	<b>20962</b>	<b>ESTIMATD NET SALARY (ANNUAL)**</b>	<b>251540</b>

\*\*Net Monthly / Yearly salary shall be subject to Income Tax deductions (TDS) that will be based on your savings details provide to HR Team.

  
 REGISTRAR  


## Annexure No. 2: Other Benefits

### Group Personal Accident Policy

As per Company Policy, we provide group personal accident policy of Rs. 5 lac coverage to all employees, post internship/ on regular employment.

### Parental Insurance Policy

As per Company Policy, you can opt for the parental insurance policy (post internship) and the insurance premium shall be deducted from your monthly salary.

  
REGISTRAR  


04-Mar-2021

**Mr. V N Chirag,**  
Bangalore

Dear V N Chirag,

### Offer Letter

We are pleased to offer you the position of “**Executive-Client Success**” with **Talent Recruit Software Private Limited**. We are sure that Talent Recruit will provide you a satisfying and challenging work environment along with a successful growth path.

#### 1. DATE OF JOINING

You are requested to report for work on or before **10-Mar-2021** with all your original certificates. Please inform us of your decision by today of this offer else the offer stands void. Failure to join on the specified date along with your original certificates shall result in the automatic termination of this appointment, without obligation on the Company to issue notice of such termination.

#### 2. PROBATIONARY PERIOD

You will be on probation for a period of Six months from the date of your appointment. On completion of your probation period, if the management is satisfied with your performance, you may be absorbed on regular employment of the Company.

#### 3. COMPENSATION

##### 3.1 During Internship

Till you attain your Degree / Mark-sheet of final year of Graduation, you will be considered as Intern and you will be entitled to a stipend of **Rs. 10000/- (Rupees Ten Thousand) per month**.

##### 3.2 Post Internship

After attainment of Degree / Mark-sheet of final year of Graduation, your yearly gross value of compensation shall be **Rs. 300000/- (Rupees Three Lakhs Only)**.

The break-up of your post internship salary shall be as per the policies / rules of the Company. Please refer to the **Annexure No. 1** for more details on Fixed Salary Components.

#### 4. INCREMENT & OTHER BENEFITS

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Other Benefits that you will get are briefly explained in **Annexure No. 2**.

  
REGISTRAR  


## 5. NON DISCLOSURE AGREEMENT

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## 6. SERVICE AGREEMENT

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## 7. PLACEMENT & TRANSFER

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## 8. TERMINATION OF EMPLOYMENT

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We look forward to a long term and mutually rewarding relationship.

Yours sincerely,

**For Talent Recruit Software Private Limited**



**Shalini Gupta**  
**Director**

**ACCEPTED:**

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**V N Chirag**

**04-Mar-2021**



REGISTRAR  
PRESIDENCY UNIVERSITY  
BANGALORE

## Annexure No. 1: Fixed Salary Structure

**Name:** V N Chirag

**Designation:** Executive-Client Success

PER MONTH (AMOUNT IN INR)		PER ANNUM (AMOUNT IN INR)	
BASIC +DA	11588	BASIC +DA	139056
HRA	4635	HRA	55622
CONVEYANCE ALLOWANCE	1600	CONVEYANCE ALLOWANCE	19200
EDUCATION ALLOWANCE	200	EDUCATION ALLOWANCE	2400
OFFICE ALLOWANCES	1967	OFFICE ALLOWANCES	23609
OTHER ALLOWANCES	1312	OTHER ALLOWANCES	15739
MEDICAL REIMBURSEMENT	1250	MEDICAL REIMBURSEMENT	15000
EMPLOYER PF @ 12%	1391	PF	16687
GRATUITY	557	GRATUITY	6686
MEDICLAIM	500	MEDICLAIM	6000
<b>GROSS MONTHLY COMPENSATION</b>	<b>25000</b>	<b>GROSS YEARLY COMPENSATION</b>	<b>300000</b>
<b>DEDUCTIONS</b>		<b>DEDUCTIONS</b>	
EMPLOYEE PF @ 12%	1391	EMPLOYEE PF	16687
EMPLOYER PF @ 12%	1391	EMPLOYER PF	16687
GRATUITY	557	GRATUITY	6686
MEDICLAIM	500	MEDICLAIM	6000
PT	200	PT	2400
TDS( WILL BE CALCATED BASED ON INVETSMET DOCUMENTS SUBMITTED POST JOINING)**	0	TDS** ( WILL BE CALCATED BASED ON INVETSMET DOCUMENTS SUBMITTED POST JOINING)	0
<b>ESTIMATED NET SALARY (MONTHLY)**</b>	<b>20962</b>	<b>ESTIMATD NET SALARY (ANNUAL)**</b>	<b>251540</b>

\*\*Net Monthly / Yearly salary shall be subject to Income Tax deductions (TDS) that will be based on your savings details provide to HR Team.

  
 REGISTRAR  




## Annexure No. 2: Other Benefits

### Group Personal Accident Policy

As per Company Policy, we provide group personal accident policy of Rs. 5 lac coverage to all employees, post internship/ on regular employment.

### Parental Insurance Policy

As per Company Policy, you can opt for the parental insurance policy (post internship) and the insurance premium shall be deducted from your monthly salary.

  
REGISTRAR  


04-Mar-2021

**Mr. Santhosh Sylvester G,**  
Bangalore

Dear Santhosh Sylvester G,

### Offer Letter

We are pleased to offer you the position of “**Executive-Client Success**” with **Talent Recruit Software Private Limited**. We are sure that Talent Recruit will provide you a satisfying and challenging work environment along with a successful growth path.

#### 1. DATE OF JOINING

You are requested to report for work on or before **10-Mar-2021** with all your original certificates. Please inform us of your decision by today of this offer else the offer stands void. Failure to join on the specified date along with your original certificates shall result in the automatic termination of this appointment, without obligation on the Company to issue notice of such termination.

#### 2. PROBATIONARY PERIOD

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#### 3. COMPENSATION

##### 3.1 During Internship

Till you attain your Degree / Mark-sheet of final year of Graduation, you will be considered as Intern and you will be entitled to a stipend of **Rs. 10000/- (Rupees Ten Thousand) per month**.

##### 3.2 Post Internship

After attainment of Degree / Mark-sheet of final year of Graduation, your yearly gross value of compensation shall be **Rs. 300000/- (Rupees Three Lakhs Only)**.

The break-up of your post internship salary shall be as per the policies / rules of the Company. Please refer to the **Annexure No. 1** for more details on Fixed Salary Components.

#### 4. INCREMENT & OTHER BENEFITS

Your performance shall be appraised by the Management after completion of every quarter and compensation reviews shall happen in the month of January every year irrespective of the joining date. For the compensation review, you must minimum serve 6 months of regular employment to be eligible for the same. Your performance shall be the criteria to determine annual compensation increments and other benefits to you in future.

Other Benefits that you will get are briefly explained in **Annexure No. 2**.



REGISTRAR  
PRESIDENCY UNIVERSITY  
BANGALORE

## 5. NON DISCLOSURE AGREEMENT

You would be required to sign the Company's standard Non-Disclosure Agreement (NDA) & Non Competing Agreement, a copy of the same will be provided to you on the date of your joining.

## 6. SERVICE AGREEMENT

The Company would be giving / providing you practical training for 6 months and considering the time and investment that would be put on you to properly train you, you would be required to sign a Service Agreement with the Company that will be applicable during probation period of six months from the date when your regular employment begins (Post Internship) and will extend 1 year 6 months further from the end of your probation period of six months' post internship.

## 7. PLACEMENT & TRANSFER

You shall be working from home during your internship period. Post internship, your place of work shall be provided at the time of final placements. However, you shall be liable for transfer from one department to another department, from one place to another place within India and you may also be assigned overseas, if required.

## 8. TERMINATION OF EMPLOYMENT

This contract of employment is terminable by the company without giving any notice during probation period. Post your probation period, this contract of employment is terminable by the Company by giving 2 months' notice or pay two months' gross salary, as the Company may deem fit. The Company, however, is not bound to give any reason for termination whatsoever.

Subject to Clause 6, if you choose to terminate your employment with the company, during or after the probation period, you shall have to serve notice period of two months or pay six months' gross salary, subject to approval by the company, whichever the case. You will receive a detailed appointment letter at the time of your Joining.

We look forward to a long term and mutually rewarding relationship.

Yours sincerely,

**For Talent Recruit Software Private Limited**



**Shalini Gupta**  
**Director**

**ACCEPTED:**

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**Santhosh Sylvester G**

**04-Mar-2021**



REGISTRAR  
PRESIDENCY UNIVERSITY  
BANGALORE

## Annexure No. 1: Fixed Salary Structure

**Name: Santhosh Sylvester G**

**Designation: Executive-Client Success**

PER MONTH (AMOUNT IN INR)		PER ANNUM (AMOUNT IN INR)	
BASIC +DA	11588	BASIC +DA	139056
HRA	4635	HRA	55622
CONVEYANCE ALLOWANCE	1600	CONVEYANCE ALLOWANCE	19200
EDUCATION ALLOWANCE	200	EDUCATION ALLOWANCE	2400
OFFICE ALLOWANCES	1967	OFFICE ALLOWANCES	23609
OTHER ALLOWANCES	1312	OTHER ALLOWANCES	15739
MEDICAL REIMBURSEMENT	1250	MEDICAL REIMBURSEMENT	15000
EMPLOYER PF @ 12%	1391	PF	16687
GRATUITY	557	GRATUITY	6686
MEDICLAIM	500	MEDICLAIM	6000
<b>GROSS MONTHLY COMPENSATION</b>	<b>25000</b>	<b>GROSS YEARLY COMPENSATION</b>	<b>300000</b>
<b>DEDUCTIONS</b>		<b>DEDUCTIONS</b>	
EMPLOYEE PF @ 12%	1391	EMPLOYEE PF	16687
EMPLOYER PF @ 12%	1391	EMPLOYER PF	16687
GRATUITY	557	GRATUITY	6686
MEDICLAIM	500	MEDICLAIM	6000
PT	200	PT	2400
TDS( WILL BE CALCUATED BASED ON INVETSMET DOCUMENTS SUBMITTED POST JOINING)**	0	TDS** ( WILL BE CALCUATED BASED ON INVETSMET DOCUMENTS SUBMITTED POST JOINING)	0
<b>ESTIMATED NET SALARY (MONTHLY)**</b>	<b>20962</b>	<b>ESTIMATD NET SALARY (ANNUAL)**</b>	<b>251540</b>

\*\*Net Monthly / Yearly salary shall be subject to Income Tax deductions (TDS) that will be based on your savings details provide to HR Team.

  
 REGISTRAR  


## Annexure No. 2: Other Benefits

### Group Personal Accident Policy

As per Company Policy, we provide group personal accident policy of Rs. 5 lac coverage to all employees, post internship/ on regular employment.

### Parental Insurance Policy

As per Company Policy, you can opt for the parental insurance policy (post internship) and the insurance premium shall be deducted from your monthly salary.

  
REGISTRAR  


04-Mar-2021

**Mr. Muddegoudara Vasantakumara,**  
Bangalore

Dear Muddegoudara Vasantakumara,

### Offer Letter

We are pleased to offer you the position of “**Executive-Client Success**” with **Talent Recruit Software Private Limited**. We are sure that Talent Recruit will provide you a satisfying and challenging work environment along with a successful growth path.

#### 1. DATE OF JOINING

You are requested to report for work on or before **10-Mar-2021** with all your original certificates. Please inform us of your decision by today of this offer else the offer stands void. Failure to join on the specified date along with your original certificates shall result in the automatic termination of this appointment, without obligation on the Company to issue notice of such termination.

#### 2. PROBATIONARY PERIOD

You will be on probation for a period of Six months from the date of your appointment. On completion of your probation period, if the management is satisfied with your performance, you may be absorbed on regular employment of the Company.

#### 3. COMPENSATION

##### 3.1 During Internship

Till you attain your Degree / Mark-sheet of final year of Graduation, you will be considered as Intern and you will be entitled to a stipend of **Rs. 10000/- (Rupees Ten Thousand) per month**.

##### 3.2 Post Internship

After attainment of Degree / Mark-sheet of final year of Graduation, your yearly gross value of compensation shall be **Rs. 300000/- (Rupees Three Lakhs Only)**.

The break-up of your post internship salary shall be as per the policies / rules of the Company. Please refer to the **Annexure No. 1** for more details on Fixed Salary Components.

#### 4. INCREMENT & OTHER BENEFITS

Your performance shall be appraised by the Management after completion of every quarter and compensation reviews shall happen in the month of January every year irrespective of the joining date. For the compensation review, you must minimum serve 6 months of regular employment to be eligible for the same. Your performance shall be the criteria to determine annual compensation increments and other benefits to you in future.

Other Benefits that you will get are briefly explained in **Annexure No. 2**.

  
REGISTRAR  




## 5. NON DISCLOSURE AGREEMENT

You would be required to sign the Company's standard Non-Disclosure Agreement (NDA) & Non Competing Agreement, a copy of the same will be provided to you on the date of your joining.

## 6. SERVICE AGREEMENT

The Company would be giving / providing you practical training for 6 months and considering the time and investment that would be put on you to properly train you, you would be required to sign a Service Agreement with the Company that will be applicable during probation period of six months from the date when your regular employment begins (Post Internship) and will extend 1 year 6 months further from the end of your probation period of six months' post internship.

## 7. PLACEMENT & TRANSFER

You shall be working from home during your internship period. Post internship, your place of work shall be provided at the time of final placements. However, you shall be liable for transfer from one department to another department, from one place to another place within India and you may also be assigned overseas, if required.

## 8. TERMINATION OF EMPLOYMENT

This contract of employment is terminable by the company without giving any notice during probation period. Post your probation period, this contract of employment is terminable by the Company by giving 2 months' notice or pay two months' gross salary, as the Company may deem fit. The Company, however, is not bound to give any reason for termination whatsoever.

Subject to Clause 6, if you choose to terminate your employment with the company, during or after the probation period, you shall have to serve notice period of two months or pay six months' gross salary, subject to approval by the company, whichever the case. You will receive a detailed appointment letter at the time of your Joining.

We look forward to a long term and mutually rewarding relationship.

Yours sincerely,

**For Talent Recruit Software Private Limited**



**Shalini Gupta**  
**Director**

**ACCEPTED:**

\_\_\_\_\_  
**Mudegoudara Vasantakumara**

**04-Mar-2021**



REGISTRAR  
PRESIDENCY UNIVERSITY  
BANGALORE

## Annexure No. 1: Fixed Salary Structure

**Name:** Mudegoudara Vasantakumara

**Designation:** Executive-Client Success

PER MONTH (AMOUNT IN INR)		PER ANNUM (AMOUNT IN INR)	
BASIC +DA	11588	BASIC +DA	139056
HRA	4635	HRA	55622
CONVEYANCE ALLOWANCE	1600	CONVEYANCE ALLOWANCE	19200
EDUCATION ALLOWANCE	200	EDUCATION ALLOWANCE	2400
OFFICE ALLOWANCES	1967	OFFICE ALLOWANCES	23609
OTHER ALLOWANCES	1312	OTHER ALLOWANCES	15739
MEDICAL REIMBURSEMENT	1250	MEDICAL REIMBURSEMENT	15000
EMPLOYER PF @ 12%	1391	PF	16687
GRATUITY	557	GRATUITY	6686
MEDICLAIM	500	MEDICLAIM	6000
<b>GROSS MONTHLY COMPENSATION</b>	<b>25000</b>	<b>GROSS YEARLY COMPENSATION</b>	<b>300000</b>
<b>DEDUCTIONS</b>		<b>DEDUCTIONS</b>	
EMPLOYEE PF @ 12%	1391	EMPLOYEE PF	16687
EMPLOYER PF @ 12%	1391	EMPLOYER PF	16687
GRATUITY	557	GRATUITY	6686
MEDICLAIM	500	MEDICLAIM	6000
PT	200	PT	2400
TDS( WILL BE CALCUATED BASED ON INVETSMET DOCUMENTS SUBMITTED POST JOINING)**	0	TDS** ( WILL BE CALCUATED BASED ON INVETSMET DOCUMENTS SUBMITTED POST JOINING)	0
<b>ESTIMATED NET SALARY (MONTHLY)**</b>	<b>20962</b>	<b>ESTIMATD NET SALARY (ANNUAL)**</b>	<b>251540</b>

\*\*Net Monthly / Yearly salary shall be subject to Income Tax deductions (TDS) that will be based on your savings details provide to HR Team.

  
 REGISTRAR  


## Annexure No. 2: Other Benefits

### Group Personal Accident Policy

As per Company Policy, we provide group personal accident policy of Rs. 5 lac coverage to all employees, post internship/ on regular employment.

### Parental Insurance Policy

As per Company Policy, you can opt for the parental insurance policy (post internship) and the insurance premium shall be deducted from your monthly salary.

  
REGISTRAR  


04-Mar-2021

**Mr. Mohammed Siddiq Ansari,**  
Bangalore

Dear Mohammed Siddiq Ansari,

### Offer Letter

We are pleased to offer you the position of “**Executive-Client Success**” with **Talent Recruit Software Private Limited**. We are sure that Talent Recruit will provide you a satisfying and challenging work environment along with a successful growth path.

#### 1. DATE OF JOINING

You are requested to report for work on or before **10-Mar-2021** with all your original certificates. Please inform us of your decision by today of this offer else the offer stands void. Failure to join on the specified date along with your original certificates shall result in the automatic termination of this appointment, without obligation on the Company to issue notice of such termination.

#### 2. PROBATIONARY PERIOD

You will be on probation for a period of Six months from the date of your appointment. On completion of your probation period, if the management is satisfied with your performance, you may be absorbed on regular employment of the Company.

#### 3. COMPENSATION

##### 3.1 During Internship

Till you attain your Degree / Mark-sheet of final year of Graduation, you will be considered as Intern and you will be entitled to a stipend of **Rs. 10000/- (Rupees Ten Thousand) per month**.

##### 3.2 Post Internship

After attainment of Degree / Mark-sheet of final year of Graduation, your yearly gross value of compensation shall be **Rs. 300000/- (Rupees Three Lakhs Only)**.

The break-up of your post internship salary shall be as per the policies / rules of the Company. Please refer to the **Annexure No. 1** for more details on Fixed Salary Components.

#### 4. INCREMENT & OTHER BENEFITS

Your performance shall be appraised by the Management after completion of every quarter and compensation reviews shall happen in the month of January every year irrespective of the joining date. For the compensation review, you must minimum serve 6 months of regular employment to be eligible for the same. Your performance shall be the criteria to determine annual compensation increments and other benefits to you in future.

Other Benefits that you will get are briefly explained in **Annexure No. 2**.

  
REGISTRAR  


## 5. NON DISCLOSURE AGREEMENT

You would be required to sign the Company's standard Non-Disclosure Agreement (NDA) & Non Competing Agreement, a copy of the same will be provided to you on the date of your joining.

## 6. SERVICE AGREEMENT

The Company would be giving / providing you practical training for 6 months and considering the time and investment that would be put on you to properly train you, you would be required to sign a Service Agreement with the Company that will be applicable during probation period of six months from the date when your regular employment begins (Post Internship) and will extend 1 year 6 months further from the end of your probation period of six months' post internship.

## 7. PLACEMENT & TRANSFER

You shall be working from home during your internship period. Post internship, your place of work shall be provided at the time of final placements. However, you shall be liable for transfer from one department to another department, from one place to another place within India and you may also be assigned overseas, if required.

## 8. TERMINATION OF EMPLOYMENT

This contract of employment is terminable by the company without giving any notice during probation period. Post your probation period, this contract of employment is terminable by the Company by giving 2 months' notice or pay two months' gross salary, as the Company may deem fit. The Company, however, is not bound to give any reason for termination whatsoever.

Subject to Clause 6, if you choose to terminate your employment with the company, during or after the probation period, you shall have to serve notice period of two months or pay six months' gross salary, subject to approval by the company, whichever the case. You will receive a detailed appointment letter at the time of your Joining.

We look forward to a long term and mutually rewarding relationship.

Yours sincerely,

**For Talent Recruit Software Private Limited**



**Shalini Gupta**  
**Director**

**ACCEPTED:**

---

**Mohammed Siddiq Ansari**

**04-Mar-2021**



REGISTRAR Registrar  
PRESIDENCY UNIVERSITY  
BANGALORE

## Annexure No. 1: Fixed Salary Structure

**Name: Mohammed Siddiq Ansari**

**Designation: Executive-Client Success**

PER MONTH (AMOUNT IN INR)		PER ANNUM (AMOUNT IN INR)	
BASIC +DA	11588	BASIC +DA	139056
HRA	4635	HRA	55622
CONVEYANCE ALLOWANCE	1600	CONVEYANCE ALLOWANCE	19200
EDUCATION ALLOWANCE	200	EDUCATION ALLOWANCE	2400
OFFICE ALLOWANCES	1967	OFFICE ALLOWANCES	23609
OTHER ALLOWANCES	1312	OTHER ALLOWANCES	15739
MEDICAL REIMBURSEMENT	1250	MEDICAL REIMBURSEMENT	15000
EMPLOYER PF @ 12%	1391	PF	16687
GRATUITY	557	GRATUITY	6686
MEDICLAIM	500	MEDICLAIM	6000
<b>GROSS MONTHLY COMPENSATION</b>	<b>25000</b>	<b>GROSS YEARLY COMPENSATION</b>	<b>300000</b>
<b>DEDUCTIONS</b>		<b>DEDUCTIONS</b>	
EMPLOYEE PF @ 12%	1391	EMPLOYEE PF	16687
EMPLOYER PF @ 12%	1391	EMPLOYER PF	16687
GRATUITY	557	GRATUITY	6686
MEDICLAIM	500	MEDICLAIM	6000
PT	200	PT	2400
TDS( WILL BE CALCUATED BASED ON INVETSMET DOCUMENTS SUBMITTED POST JOINING)**	0	TDS** ( WILL BE CALCUATED BASED ON INVETSMET DOCUMENTS SUBMITTED POST JOINING)	0
<b>ESTIMATED NET SALARY (MONTHLY)**</b>	<b>20962</b>	<b>ESTIMATD NET SALARY (ANNUAL)**</b>	<b>251540</b>

\*\*Net Monthly / Yearly salary shall be subject to Income Tax deductions (TDS) that will be based on your savings details provide to HR Team.

  
 REGISTRAR  




## Annexure No. 2: Other Benefits

### Group Personal Accident Policy

As per Company Policy, we provide group personal accident policy of Rs. 5 lac coverage to all employees, post internship/ on regular employment.

### Parental Insurance Policy

As per Company Policy, you can opt for the parental insurance policy (post internship) and the insurance premium shall be deducted from your monthly salary.

  
REGISTRAR  


04-Mar-2021

**Mr. Vishal C,**  
Bangalore

Dear Vishal C,

### Offer Letter

We are pleased to offer you the position of “**Executive-Client Success**” with **Talent Recruit Software Private Limited**. We are sure that Talent Recruit will provide you a satisfying and challenging work environment along with a successful growth path.

#### 1. DATE OF JOINING

You are requested to report for work on or before **10-Mar-2021** with all your original certificates. Please inform us of your decision by today of this offer else the offer stands void. Failure to join on the specified date along with your original certificates shall result in the automatic termination of this appointment, without obligation on the Company to issue notice of such termination.

#### 2. PROBATIONARY PERIOD

You will be on probation for a period of Six months from the date of your appointment. On completion of your probation period, if the management is satisfied with your performance, you may be absorbed on regular employment of the Company.

#### 3. COMPENSATION

##### 3.1 During Internship

Till you attain your Degree / Mark-sheet of final year of Graduation, you will be considered as Intern and you will be entitled to a stipend of **Rs. 10000/- (Rupees Ten Thousand) per month**.

##### 3.2 Post Internship

After attainment of Degree / Mark-sheet of final year of Graduation, your yearly gross value of compensation shall be **Rs. 300000/- (Rupees Three Lakhs Only)**.

The break-up of your post internship salary shall be as per the policies / rules of the Company. Please refer to the **Annexure No. 1** for more details on Fixed Salary Components.

#### 4. INCREMENT & OTHER BENEFITS

Your performance shall be appraised by the Management after completion of every quarter and compensation reviews shall happen in the month of January every year irrespective of the joining date. For the compensation review, you must minimum serve 6 months of regular employment to be eligible for the same. Your performance shall be the criteria to determine annual compensation increments and other benefits to you in future.

Other Benefits that you will get are briefly explained in **Annexure No. 2**.

  
REGISTRAR  
  
Registrar  
PRESIDENCY UNIVERSITY  
BANGALORE

## 5. NON DISCLOSURE AGREEMENT

You would be required to sign the Company's standard Non-Disclosure Agreement (NDA) & Non Competing Agreement, a copy of the same will be provided to you on the date of your joining.

## 6. SERVICE AGREEMENT

The Company would be giving / providing you practical training for 6 months and considering the time and investment that would be put on you to properly train you, you would be required to sign a Service Agreement with the Company that will be applicable during probation period of six months from the date when your regular employment begins (Post Internship) and will extend 1 year 6 months further from the end of your probation period of six months' post internship.

## 7. PLACEMENT & TRANSFER

You shall be working from home during your internship period. Post internship, your place of work shall be provided at the time of final placements. However, you shall be liable for transfer from one department to another department, from one place to another place within India and you may also be assigned overseas, if required.

## 8. TERMINATION OF EMPLOYMENT

This contract of employment is terminable by the company without giving any notice during probation period. Post your probation period, this contract of employment is terminable by the Company by giving 2 months' notice or pay two months' gross salary, as the Company may deem fit. The Company, however, is not bound to give any reason for termination whatsoever.

Subject to Clause 6, if you choose to terminate your employment with the company, during or after the probation period, you shall have to serve notice period of two months or pay six months' gross salary, subject to approval by the company, whichever the case. You will receive a detailed appointment letter at the time of your Joining.

We look forward to a long term and mutually rewarding relationship.

Yours sincerely,

**For Talent Recruit Software Private Limited**



**Shalini Gupta**  
**Director**

**ACCEPTED:**

---

**Vishal C**

**04-Mar-2021**



REGISTRAR  
PRESIDENCY UNIVERSITY  
Bangalore

## Annexure No. 1: Fixed Salary Structure

**Name:** Vishal C

**Designation:** Executive-Client Success

PER MONTH (AMOUNT IN INR)		PER ANNUM (AMOUNT IN INR)	
BASIC +DA	11588	BASIC +DA	139056
HRA	4635	HRA	55622
CONVEYANCE ALLOWANCE	1600	CONVEYANCE ALLOWANCE	19200
EDUCATION ALLOWANCE	200	EDUCATION ALLOWANCE	2400
OFFICE ALLOWANCES	1967	OFFICE ALLOWANCES	23609
OTHER ALLOWANCES	1312	OTHER ALLOWANCES	15739
MEDICAL REIMBURSEMENT	1250	MEDICAL REIMBURSEMENT	15000
EMPLOYER PF @ 12%	1391	PF	16687
GRATUITY	557	GRATUITY	6686
MEDICLAIM	500	MEDICLAIM	6000
<b>GROSS MONTHLY COMPENSATION</b>	<b>25000</b>	<b>GROSS YEARLY COMPENSATION</b>	<b>300000</b>
<b>DEDUCTIONS</b>		<b>DEDUCTIONS</b>	
EMPLOYEE PF @ 12%	1391	EMPLOYEE PF	16687
EMPLOYER PF @ 12%	1391	EMPLOYER PF	16687
GRATUITY	557	GRATUITY	6686
MEDICLAIM	500	MEDICLAIM	6000
PT	200	PT	2400
TDS( WILL BE CALCUATED BASED ON INVETSMNT DOCUMENTS SUBMITTED POST JOINING)**	0	TDS** ( WILL BE CALCUATED BASED ON INVETSMNT DOCUMENTS SUBMITTED POST JOINING)	0
<b>ESTIMATED NET SALARY (MONTHLY)**</b>	<b>20962</b>	<b>ESTIMATD NET SALARY (ANNUAL)**</b>	<b>251540</b>

\*\*Net Monthly / Yearly salary shall be subject to Income Tax deductions (TDS) that will be based on your savings details provide to HR Team.

  
 REGISTRAR  


## Annexure No. 2: Other Benefits

### Group Personal Accident Policy

As per Company Policy, we provide group personal accident policy of Rs. 5 lac coverage to all employees, post internship/ on regular employment.

### Parental Insurance Policy

As per Company Policy, you can opt for the parental insurance policy (post internship) and the insurance premium shall be deducted from your monthly salary.

  
REGISTRAR  


04-Mar-2021

**Mr. Puneeth Gowda Y N,**  
Bangalore

Dear Puneeth Gowda Y N,

### Offer Letter

We are pleased to offer you the position of “**Executive-Client Success**” with **Talent Recruit Software Private Limited**. We are sure that Talent Recruit will provide you a satisfying and challenging work environment along with a successful growth path.

#### 1. DATE OF JOINING

You are requested to report for work on or before **10-Mar-2021** with all your original certificates. Please inform us of your decision by today of this offer else the offer stands void. Failure to join on the specified date along with your original certificates shall result in the automatic termination of this appointment, without obligation on the Company to issue notice of such termination.

#### 2. PROBATIONARY PERIOD

You will be on probation for a period of Six months from the date of your appointment. On completion of your probation period, if the management is satisfied with your performance, you may be absorbed on regular employment of the Company.

#### 3. COMPENSATION

##### 3.1 During Internship

Till you attain your Degree / Mark-sheet of final year of Graduation, you will be considered as Intern and you will be entitled to a stipend of **Rs. 10000/- (Rupees Ten Thousand) per month**.

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#### 4. INCREMENT & OTHER BENEFITS

Your performance shall be appraised by the Management after completion of every quarter and compensation reviews shall happen in the month of January every year irrespective of the joining date. For the compensation review, you must minimum serve 6 months of regular employment to be eligible for the same. Your performance shall be the criteria to determine annual compensation increments and other benefits to you in future.

Other Benefits that you will get are briefly explained in **Annexure No. 2**.

  
REGISTRAR  




## 5. NON DISCLOSURE AGREEMENT

You would be required to sign the Company's standard Non-Disclosure Agreement (NDA) & Non Competing Agreement, a copy of the same will be provided to you on the date of your joining.

## 6. SERVICE AGREEMENT

The Company would be giving / providing you practical training for 6 months and considering the time and investment that would be put on you to properly train you, you would be required to sign a Service Agreement with the Company that will be applicable during probation period of six months from the date when your regular employment begins (Post Internship) and will extend 1 year 6 months further from the end of your probation period of six months' post internship.

## 7. PLACEMENT & TRANSFER

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## 8. TERMINATION OF EMPLOYMENT

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Subject to Clause 6, if you choose to terminate your employment with the company, during or after the probation period, you shall have to serve notice period of two months or pay six months' gross salary, subject to approval by the company, whichever the case. You will receive a detailed appointment letter at the time of your Joining.

We look forward to a long term and mutually rewarding relationship.

Yours sincerely,

**For Talent Recruit Software Private Limited**



**Shalini Gupta**  
**Director**

**ACCEPTED:**

---

**Puneeth Gowda Y N**

**04-Mar-2021**


REGISTRAR Registrar  
PRESIDENCY UNIVERSITY  
BANGALORE

## Annexure No. 1: Fixed Salary Structure

**Name:** Puneeth Gowda Y N

**Designation:** Executive-Client Success

PER MONTH (AMOUNT IN INR)		PER ANNUM (AMOUNT IN INR)	
BASIC +DA	11588	BASIC +DA	139056
HRA	4635	HRA	55622
CONVEYANCE ALLOWANCE	1600	CONVEYANCE ALLOWANCE	19200
EDUCATION ALLOWANCE	200	EDUCATION ALLOWANCE	2400
OFFICE ALLOWANCES	1967	OFFICE ALLOWANCES	23609
OTHER ALLOWANCES	1312	OTHER ALLOWANCES	15739
MEDICAL REIMBURSEMENT	1250	MEDICAL REIMBURSEMENT	15000
EMPLOYER PF @ 12%	1391	PF	16687
GRATUITY	557	GRATUITY	6686
MEDICLAIM	500	MEDICLAIM	6000
<b>GROSS MONTHLY COMPENSATION</b>	<b>25000</b>	<b>GROSS YEARLY COMPENSATION</b>	<b>300000</b>
<b>DEDUCTIONS</b>		<b>DEDUCTIONS</b>	
EMPLOYEE PF @ 12%	1391	EMPLOYEE PF	16687
EMPLOYER PF @ 12%	1391	EMPLOYER PF	16687
GRATUITY	557	GRATUITY	6686
MEDICLAIM	500	MEDICLAIM	6000
PT	200	PT	2400
TDS( WILL BE CALCUCATED BASED ON INVETSMNT DOCUMENTS SUBMITTED POST JOINING)**	0	TDS** ( WILL BE CALCUCATED BASED ON INVETSMNT DOCUMENTS SUBMITTED POST JOINING)	0
<b>ESTIMATED NET SALARY (MONTHLY)**</b>	<b>20962</b>	<b>ESTIMATD NET SALARY (ANNUAL)**</b>	<b>251540</b>

\*\*Net Monthly / Yearly salary shall be subject to Income Tax deductions (TDS) that will be based on your savings details provide to HR Team.

  
 REGISTRAR  


## Annexure No. 2: Other Benefits

### Group Personal Accident Policy

As per Company Policy, we provide group personal accident policy of Rs. 5 lac coverage to all employees, post internship/ on regular employment.

### Parental Insurance Policy

As per Company Policy, you can opt for the parental insurance policy (post internship) and the insurance premium shall be deducted from your monthly salary.

  
REGISTRAR  


04-Mar-2021

**Mr. Sanjeev G Babajiyavar,**  
Bangalore

Dear Sanjeev G Babajiyavar,

### Offer Letter

We are pleased to offer you the position of “**Executive-Client Success**” with **Talent Recruit Software Private Limited**. We are sure that Talent Recruit will provide you a satisfying and challenging work environment along with a successful growth path.

#### 1. DATE OF JOINING

You are requested to report for work on or before **10-Mar-2021** with all your original certificates. Please inform us of your decision by today of this offer else the offer stands void. Failure to join on the specified date along with your original certificates shall result in the automatic termination of this appointment, without obligation on the Company to issue notice of such termination.

#### 2. PROBATIONARY PERIOD

You will be on probation for a period of Six months from the date of your appointment. On completion of your probation period, if the management is satisfied with your performance, you may be absorbed on regular employment of the Company.

#### 3. COMPENSATION

##### 3.1 During Internship

Till you attain your Degree / Mark-sheet of final year of Graduation, you will be considered as Intern and you will be entitled to a stipend of **Rs. 10000/- (Rupees Ten Thousand) per month**.

##### 3.2 Post Internship

After attainment of Degree / Mark-sheet of final year of Graduation, your yearly gross value of compensation shall be **Rs. 300000/- (Rupees Three Lakhs Only)**.

The break-up of your post internship salary shall be as per the policies / rules of the Company. Please refer to the **Annexure No. 1** for more details on Fixed Salary Components.

#### 4. INCREMENT & OTHER BENEFITS

Your performance shall be appraised by the Management after completion of every quarter and compensation reviews shall happen in the month of January every year irrespective of the joining date. For the compensation review, you must minimum serve 6 months of regular employment to be eligible for the same. Your performance shall be the criteria to determine annual compensation increments and other benefits to you in future.

Other Benefits that you will get are briefly explained in **Annexure No. 2**.

  
REGISTRAR  
  
Registrar  
PRESIDENCY UNIVERSITY  
BANGALORE

## 5. NON DISCLOSURE AGREEMENT

You would be required to sign the Company's standard Non-Disclosure Agreement (NDA) & Non Competing Agreement, a copy of the same will be provided to you on the date of your joining.

## 6. SERVICE AGREEMENT

The Company would be giving / providing you practical training for 6 months and considering the time and investment that would be put on you to properly train you, you would be required to sign a Service Agreement with the Company that will be applicable during probation period of six months from the date when your regular employment begins (Post Internship) and will extend 1 year 6 months further from the end of your probation period of six months' post internship.

## 7. PLACEMENT & TRANSFER

You shall be working from home during your internship period. Post internship, your place of work shall be provided at the time of final placements. However, you shall be liable for transfer from one department to another department, from one place to another place within India and you may also be assigned overseas, if required.

## 8. TERMINATION OF EMPLOYMENT

This contract of employment is terminable by the company without giving any notice during probation period. Post your probation period, this contract of employment is terminable by the Company by giving 2 months' notice or pay two months' gross salary, as the Company may deem fit. The Company, however, is not bound to give any reason for termination whatsoever.

Subject to Clause 6, if you choose to terminate your employment with the company, during or after the probation period, you shall have to serve notice period of two months or pay six months' gross salary, subject to approval by the company, whichever the case. You will receive a detailed appointment letter at the time of your Joining.

We look forward to a long term and mutually rewarding relationship.

Yours sincerely,

**For Talent Recruit Software Private Limited**



**Shalini Gupta**  
**Director**

**ACCEPTED:**

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**Sanjeev G Babajiyavar**

**04-Mar-2021**



REGISTRAR  
PRESIDENCY UNIVERSITY  
Bangalore

## Annexure No. 1: Fixed Salary Structure

**Name:** Sanjeev G Babajiyavar

**Designation:** Executive-Client Success

PER MONTH (AMOUNT IN INR)		PER ANNUM (AMOUNT IN INR)	
BASIC +DA	11588	BASIC +DA	139056
HRA	4635	HRA	55622
CONVEYANCE ALLOWANCE	1600	CONVEYANCE ALLOWANCE	19200
EDUCATION ALLOWANCE	200	EDUCATION ALLOWANCE	2400
OFFICE ALLOWANCES	1967	OFFICE ALLOWANCES	23609
OTHER ALLOWANCES	1312	OTHER ALLOWANCES	15739
MEDICAL REIMBURSEMENT	1250	MEDICAL REIMBURSEMENT	15000
EMPLOYER PF @ 12%	1391	PF	16687
GRATUITY	557	GRATUITY	6686
MEDICLAIM	500	MEDICLAIM	6000
<b>GROSS MONTHLY COMPENSATION</b>	<b>25000</b>	<b>GROSS YEARLY COMPENSATION</b>	<b>300000</b>
<b>DEDUCTIONS</b>		<b>DEDUCTIONS</b>	
EMPLOYEE PF @ 12%	1391	EMPLOYEE PF	16687
EMPLOYER PF @ 12%	1391	EMPLOYER PF	16687
GRATUITY	557	GRATUITY	6686
MEDICLAIM	500	MEDICLAIM	6000
PT	200	PT	2400
TDS( WILL BE CALCATED BASED ON INVETSMET DOCUMENTS SUBMITTED POST JOINING)**	0	TDS** ( WILL BE CALCATED BASED ON INVETSMET DOCUMENTS SUBMITTED POST JOINING)	0
<b>ESTIMATED NET SALARY (MONTHLY)**</b>	<b>20962</b>	<b>ESTIMATD NET SALARY (ANNUAL)**</b>	<b>251540</b>

\*\*Net Monthly / Yearly salary shall be subject to Income Tax deductions (TDS) that will be based on your savings details provide to HR Team.

  
 REGISTRAR  




## Annexure No. 2: Other Benefits

### Group Personal Accident Policy

As per Company Policy, we provide group personal accident policy of Rs. 5 lac coverage to all employees, post internship/ on regular employment.

### Parental Insurance Policy

As per Company Policy, you can opt for the parental insurance policy (post internship) and the insurance premium shall be deducted from your monthly salary.

  
REGISTRAR  


04-Mar-2021

**Mr. Hariharan Mahadev Kalagudi,**  
Bangalore

Dear Hariharan Mahadev Kalagudi,

### Offer Letter

We are pleased to offer you the position of “**Executive-Client Success**” with **Talent Recruit Software Private Limited**. We are sure that Talent Recruit will provide you a satisfying and challenging work environment along with a successful growth path.

#### 1. DATE OF JOINING

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#### 2. PROBATIONARY PERIOD

You will be on probation for a period of Six months from the date of your appointment. On completion of your probation period, if the management is satisfied with your performance, you may be absorbed on regular employment of the Company.

#### 3. COMPENSATION

##### 3.1 During Internship

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##### 3.2 Post Internship

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The break-up of your post internship salary shall be as per the policies / rules of the Company. Please refer to the **Annexure No. 1** for more details on Fixed Salary Components.

#### 4. INCREMENT & OTHER BENEFITS

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REGISTRAR  


## 5. NON DISCLOSURE AGREEMENT

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## 6. SERVICE AGREEMENT

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## 7. PLACEMENT & TRANSFER

You shall be working from home during your internship period. Post internship, your place of work shall be provided at the time of final placements. However, you shall be liable for transfer from one department to another department, from one place to another place within India and you may also be assigned overseas, if required.

## 8. TERMINATION OF EMPLOYMENT

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Subject to Clause 6, if you choose to terminate your employment with the company, during or after the probation period, you shall have to serve notice period of two months or pay six months' gross salary, subject to approval by the company, whichever the case. You will receive a detailed appointment letter at the time of your Joining.

We look forward to a long term and mutually rewarding relationship.

Yours sincerely,

**For Talent Recruit Software Private Limited**



**Shalini Gupta**  
**Director**

**ACCEPTED:**

\_\_\_\_\_  
**Hariharan Mahadev Kalagudi**

**04-Mar-2021**


REGISTRAR Registrar  
PRESIDENCY UNIVERSITY  
BANGALORE

## Annexure No. 1: Fixed Salary Structure

**Name:** Hariharan Mahadev Kalagudi

**Designation:** Executive-Client Success

PER MONTH (AMOUNT IN INR)		PER ANNUM (AMOUNT IN INR)	
BASIC +DA	11588	BASIC +DA	139056
HRA	4635	HRA	55622
CONVEYANCE ALLOWANCE	1600	CONVEYANCE ALLOWANCE	19200
EDUCATION ALLOWANCE	200	EDUCATION ALLOWANCE	2400
OFFICE ALLOWANCES	1967	OFFICE ALLOWANCES	23609
OTHER ALLOWANCES	1312	OTHER ALLOWANCES	15739
MEDICAL REIMBURSEMENT	1250	MEDICAL REIMBURSEMENT	15000
EMPLOYER PF @ 12%	1391	PF	16687
GRATUITY	557	GRATUITY	6686
MEDICLAIM	500	MEDICLAIM	6000
<b>GROSS MONTHLY COMPENSATION</b>	<b>25000</b>	<b>GROSS YEARLY COMPENSATION</b>	<b>300000</b>
<b>DEDUCTIONS</b>		<b>DEDUCTIONS</b>	
EMPLOYEE PF @ 12%	1391	EMPLOYEE PF	16687
EMPLOYER PF @ 12%	1391	EMPLOYER PF	16687
GRATUITY	557	GRATUITY	6686
MEDICLAIM	500	MEDICLAIM	6000
PT	200	PT	2400
TDS( WILL BE CALCUATED BASED ON INVETSMNT DOCUMENTS SUBMITTED POST JOINING)**	0	TDS** ( WILL BE CALCUATED BASED ON INVETSMNT DOCUMENTS SUBMITTED POST JOINING)	0
<b>ESTIMATED NET SALARY (MONTHLY)**</b>	<b>20962</b>	<b>ESTIMATD NET SALARY (ANNUAL)**</b>	<b>251540</b>

\*\*Net Monthly / Yearly salary shall be subject to Income Tax deductions (TDS) that will be based on your savings details provide to HR Team.

  
 REGISTRAR  


## Annexure No. 2: Other Benefits

### Group Personal Accident Policy

As per Company Policy, we provide group personal accident policy of Rs. 5 lac coverage to all employees, post internship/ on regular employment.

### Parental Insurance Policy

As per Company Policy, you can opt for the parental insurance policy (post internship) and the insurance premium shall be deducted from your monthly salary.

  
REGISTRAR  


04-Mar-2021

Mr. Kirana M,  
Bangalore

Dear Kirana M,

### Offer Letter

We are pleased to offer you the position of “**Executive-Client Success**” with **Talent Recruit Software Private Limited**. We are sure that Talent Recruit will provide you a satisfying and challenging work environment along with a successful growth path.

#### 1. DATE OF JOINING

You are requested to report for work on or before **10-Mar-2021** with all your original certificates. Please inform us of your decision by today of this offer else the offer stands void. Failure to join on the specified date along with your original certificates shall result in the automatic termination of this appointment, without obligation on the Company to issue notice of such termination.

#### 2. PROBATIONARY PERIOD

You will be on probation for a period of Six months from the date of your appointment. On completion of your probation period, if the management is satisfied with your performance, you may be absorbed on regular employment of the Company.

#### 3. COMPENSATION

##### 3.1 During Internship

Till you attain your Degree / Mark-sheet of final year of Graduation, you will be considered as Intern and you will be entitled to a stipend of **Rs. 10000/- (Rupees Ten Thousand) per month**.

##### 3.2 Post Internship

After attainment of Degree / Mark-sheet of final year of Graduation, your yearly gross value of compensation shall be **Rs. 300000/- (Rupees Three Lakhs Only)**.

The break-up of your post internship salary shall be as per the policies / rules of the Company. Please refer to the **Annexure No. 1** for more details on Fixed Salary Components.

#### 4. INCREMENT & OTHER BENEFITS

Your performance shall be appraised by the Management after completion of every quarter and compensation reviews shall happen in the month of January every year irrespective of the joining date. For the compensation review, you must minimum serve 6 months of regular employment to be eligible for the same. Your performance shall be the criteria to determine annual compensation increments and other benefits to you in future.

Other Benefits that you will get are briefly explained in **Annexure No. 2**.

  
REGISTRAR  




## 5. NON DISCLOSURE AGREEMENT

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## 6. SERVICE AGREEMENT

The Company would be giving / providing you practical training for 6 months and considering the time and investment that would be put on you to properly train you, you would be required to sign a Service Agreement with the Company that will be applicable during probation period of six months from the date when your regular employment begins (Post Internship) and will extend 1 year 6 months further from the end of your probation period of six months' post internship.

## 7. PLACEMENT & TRANSFER

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We look forward to a long term and mutually rewarding relationship.

Yours sincerely,

**For Talent Recruit Software Private Limited**



**Shalini Gupta**  
**Director**

**ACCEPTED:**

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**Kirana M**

**04-Mar-2021**



REGISTRAR Registrar  
PRESIDENCY UNIVERSITY  
BANGALORE

## Annexure No. 1: Fixed Salary Structure

**Name:** Kirana M

**Designation:** Executive-Client Success

PER MONTH (AMOUNT IN INR)		PER ANNUM (AMOUNT IN INR)	
BASIC +DA	11588	BASIC +DA	139056
HRA	4635	HRA	55622
CONVEYANCE ALLOWANCE	1600	CONVEYANCE ALLOWANCE	19200
EDUCATION ALLOWANCE	200	EDUCATION ALLOWANCE	2400
OFFICE ALLOWANCES	1967	OFFICE ALLOWANCES	23609
OTHER ALLOWANCES	1312	OTHER ALLOWANCES	15739
MEDICAL REIMBURSEMENT	1250	MEDICAL REIMBURSEMENT	15000
EMPLOYER PF @ 12%	1391	PF	16687
GRATUITY	557	GRATUITY	6686
MEDICLAIM	500	MEDICLAIM	6000
<b>GROSS MONTHLY COMPENSATION</b>	<b>25000</b>	<b>GROSS YEARLY COMPENSATION</b>	<b>300000</b>
<b>DEDUCTIONS</b>		<b>DEDUCTIONS</b>	
EMPLOYEE PF @ 12%	1391	EMPLOYEE PF	16687
EMPLOYER PF @ 12%	1391	EMPLOYER PF	16687
GRATUITY	557	GRATUITY	6686
MEDICLAIM	500	MEDICLAIM	6000
PT	200	PT	2400
TDS( WILL BE CALCUATED BASED ON INVETSMET DOCUMENTS SUBMITTED POST JOINING)**	0	TDS** ( WILL BE CALCUATED BASED ON INVETSMET DOCUMENTS SUBMITTED POST JOINING)	0
<b>ESTIMATED NET SALARY (MONTHLY)**</b>	<b>20962</b>	<b>ESTIMATD NET SALARY (ANNUAL)**</b>	<b>251540</b>

\*\*Net Monthly / Yearly salary shall be subject to Income Tax deductions (TDS) that will be based on your savings details provide to HR Team.

  
 REGISTRAR  


## Annexure No. 2: Other Benefits

### Group Personal Accident Policy

As per Company Policy, we provide group personal accident policy of Rs. 5 lac coverage to all employees, post internship/ on regular employment.

### Parental Insurance Policy

As per Company Policy, you can opt for the parental insurance policy (post internship) and the insurance premium shall be deducted from your monthly salary.

  
REGISTRAR  


04-Mar-2021

Mr. Sagar Shah,  
Bangalore

Dear Sagar Shah,

### Offer Letter

We are pleased to offer you the position of “Executive-Client Success” with **Talent Recruit Software Private Limited**. We are sure that Talent Recruit will provide you a satisfying and challenging work environment along with a successful growth path.

#### 1. DATE OF JOINING

You are requested to report for work on or before **10-Mar-2021** with all your original certificates. Please inform us of your decision by today of this offer else the offer stands void. Failure to join on the specified date along with your original certificates shall result in the automatic termination of this appointment, without obligation on the Company to issue notice of such termination.

#### 2. PROBATIONARY PERIOD

You will be on probation for a period of Six months from the date of your appointment. On completion of your probation period, if the management is satisfied with your performance, you may be absorbed on regular employment of the Company.

#### 3. COMPENSATION

##### 3.1 During Internship

Till you attain your Degree / Mark-sheet of final year of Graduation, you will be considered as Intern and you will be entitled to a stipend of **Rs. 10000/- (Rupees Ten Thousand) per month**.

##### 3.2 Post Internship

After attainment of Degree / Mark-sheet of final year of Graduation, your yearly gross value of compensation shall be **Rs. 300000/- (Rupees Three Lakhs Only)**.

The break-up of your post internship salary shall be as per the policies / rules of the Company. Please refer to the **Annexure No. 1** for more details on Fixed Salary Components.

#### 4. INCREMENT & OTHER BENEFITS

Your performance shall be appraised by the Management after completion of every quarter and compensation reviews shall happen in the month of January every year irrespective of the joining date. For the compensation review, you must minimum serve 6 months of regular employment to be eligible for the same. Your performance shall be the criteria to determine annual compensation increments and other benefits to you in future.

Other Benefits that you will get are briefly explained in **Annexure No. 2**.

  
REGISTRAR  


## 5. NON DISCLOSURE AGREEMENT

You would be required to sign the Company's standard Non-Disclosure Agreement (NDA) & Non Competing Agreement, a copy of the same will be provided to you on the date of your joining.

## 6. SERVICE AGREEMENT

The Company would be giving / providing you practical training for 6 months and considering the time and investment that would be put on you to properly train you, you would be required to sign a Service Agreement with the Company that will be applicable during probation period of six months from the date when your regular employment begins (Post Internship) and will extend 1 year 6 months further from the end of your probation period of six months' post internship.

## 7. PLACEMENT & TRANSFER

You shall be working from home during your internship period. Post internship, your place of work shall be provided at the time of final placements. However, you shall be liable for transfer from one department to another department, from one place to another place within India and you may also be assigned overseas, if required.

## 8. TERMINATION OF EMPLOYMENT

This contract of employment is terminable by the company without giving any notice during probation period. Post your probation period, this contract of employment is terminable by the Company by giving 2 months' notice or pay two months' gross salary, as the Company may deem fit. The Company, however, is not bound to give any reason for termination whatsoever.

Subject to Clause 6, if you choose to terminate your employment with the company, during or after the probation period, you shall have to serve notice period of two months or pay six months' gross salary, subject to approval by the company, whichever the case. You will receive a detailed appointment letter at the time of your Joining.

We look forward to a long term and mutually rewarding relationship.

Yours sincerely,

**For Talent Recruit Software Private Limited**



**Shalini Gupta**  
**Director**

**ACCEPTED:**

\_\_\_\_\_

**Sagar Shah**

**04-Mar-2021**



REGISTRAR  
PRESIDENCY UNIVERSITY  
BANGALORE

## Annexure No. 1: Fixed Salary Structure

**Name: Sagar Shah**

**Designation: Executive-Client Success**

PER MONTH (AMOUNT IN INR)		PER ANNUM (AMOUNT IN INR)	
BASIC +DA	11588	BASIC +DA	139056
HRA	4635	HRA	55622
CONVEYANCE ALLOWANCE	1600	CONVEYANCE ALLOWANCE	19200
EDUCATION ALLOWANCE	200	EDUCATION ALLOWANCE	2400
OFFICE ALLOWANCES	1967	OFFICE ALLOWANCES	23609
OTHER ALLOWANCES	1312	OTHER ALLOWANCES	15739
MEDICAL REIMBURSEMENT	1250	MEDICAL REIMBURSEMENT	15000
EMPLOYER PF @ 12%	1391	PF	16687
GRATUITY	557	GRATUITY	6686
MEDICLAIM	500	MEDICLAIM	6000
<b>GROSS MONTHLY COMPENSATION</b>	<b>25000</b>	<b>GROSS YEARLY COMPENSATION</b>	<b>300000</b>
<b>DEDUCTIONS</b>		<b>DEDUCTIONS</b>	
EMPLOYEE PF @ 12%	1391	EMPLOYEE PF	16687
EMPLOYER PF @ 12%	1391	EMPLOYER PF	16687
GRATUITY	557	GRATUITY	6686
MEDICLAIM	500	MEDICLAIM	6000
PT	200	PT	2400
TDS( WILL BE CALCUCATED BASED ON INVETSMET DOCUMENTS SUBMITTED POST JOINING)**	0	TDS** ( WILL BE CALCUCATED BASED ON INVETSMET DOCUMENTS SUBMITTED POST JOINING)	0
<b>ESTIMATED NET SALARY (MONTHLY)**</b>	<b>20962</b>	<b>ESTIMATD NET SALARY (ANNUAL)**</b>	<b>251540</b>

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 REGISTRAR  




## Annexure No. 2: Other Benefits

### Group Personal Accident Policy

As per Company Policy, we provide group personal accident policy of Rs. 5 lac coverage to all employees, post internship/ on regular employment.

### Parental Insurance Policy

As per Company Policy, you can opt for the parental insurance policy (post internship) and the insurance premium shall be deducted from your monthly salary.

  
REGISTRAR  
  
Registrar  
PRESIDENCY UNIVERSITY  
BANGALORE

04-Mar-2021

**Mr. Mirza Fasehullah Baig,**  
Bangalore

Dear Mirza Fasehullah Baig,

### Offer Letter

We are pleased to offer you the position of “**Executive-Client Success**” with **Talent Recruit Software Private Limited**. We are sure that Talent Recruit will provide you a satisfying and challenging work environment along with a successful growth path.

#### 1. DATE OF JOINING

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REGISTRAR  


## 5. NON DISCLOSURE AGREEMENT

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## 6. SERVICE AGREEMENT

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We look forward to a long term and mutually rewarding relationship.

Yours sincerely,

**For Talent Recruit Software Private Limited**



**Shalini Gupta**  
**Director**

**ACCEPTED:**

---

**Mirza Fasehullah Baig**

**04-Mar-2021**


REGISTRAR Registrar  
PRESIDENCY UNIVERSITY  
BANGALORE

## Annexure No. 1: Fixed Salary Structure

**Name:** Mirza Fasehullah Baig

**Designation:** Executive-Client Success

PER MONTH (AMOUNT IN INR)		PER ANNUM (AMOUNT IN INR)	
BASIC +DA	11588	BASIC +DA	139056
HRA	4635	HRA	55622
CONVEYANCE ALLOWANCE	1600	CONVEYANCE ALLOWANCE	19200
EDUCATION ALLOWANCE	200	EDUCATION ALLOWANCE	2400
OFFICE ALLOWANCES	1967	OFFICE ALLOWANCES	23609
OTHER ALLOWANCES	1312	OTHER ALLOWANCES	15739
MEDICAL REIMBURSEMENT	1250	MEDICAL REIMBURSEMENT	15000
EMPLOYER PF @ 12%	1391	PF	16687
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MEDICLAIM	500	MEDICLAIM	6000
<b>GROSS MONTHLY COMPENSATION</b>	<b>25000</b>	<b>GROSS YEARLY COMPENSATION</b>	<b>300000</b>
<b>DEDUCTIONS</b>		<b>DEDUCTIONS</b>	
EMPLOYEE PF @ 12%	1391	EMPLOYEE PF	16687
EMPLOYER PF @ 12%	1391	EMPLOYER PF	16687
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MEDICLAIM	500	MEDICLAIM	6000
PT	200	PT	2400
TDS( WILL BE CALCUATED BASED ON INVETSMET DOCUMENTS SUBMITTED POST JOINING)**	0	TDS** ( WILL BE CALCUATED BASED ON INVETSMET DOCUMENTS SUBMITTED POST JOINING)	0
<b>ESTIMATED NET SALARY (MONTHLY)**</b>	<b>20962</b>	<b>ESTIMATD NET SALARY (ANNUAL)**</b>	<b>251540</b>

\*\*Net Monthly / Yearly salary shall be subject to Income Tax deductions (TDS) that will be based on your savings details provide to HR Team.

  
 REGISTRAR  


## Annexure No. 2: Other Benefits

### Group Personal Accident Policy

As per Company Policy, we provide group personal accident policy of Rs. 5 lac coverage to all employees, post internship/ on regular employment.

### Parental Insurance Policy

As per Company Policy, you can opt for the parental insurance policy (post internship) and the insurance premium shall be deducted from your monthly salary.

  
REGISTRAR  


04-Mar-2021

**Mr. Sachin B R,**  
Bangalore

Dear Sachin B R,

### Offer Letter

We are pleased to offer you the position of “**Executive-Client Success**” with **Talent Recruit Software Private Limited**. We are sure that Talent Recruit will provide you a satisfying and challenging work environment along with a successful growth path.

#### 1. DATE OF JOINING

You are requested to report for work on or before **10-Mar-2021** with all your original certificates. Please inform us of your decision by today of this offer else the offer stands void. Failure to join on the specified date along with your original certificates shall result in the automatic termination of this appointment, without obligation on the Company to issue notice of such termination.

#### 2. PROBATIONARY PERIOD

You will be on probation for a period of Six months from the date of your appointment. On completion of your probation period, if the management is satisfied with your performance, you may be absorbed on regular employment of the Company.

#### 3. COMPENSATION

##### 3.1 During Internship

Till you attain your Degree / Mark-sheet of final year of Graduation, you will be considered as Intern and you will be entitled to a stipend of **Rs. 10000/- (Rupees Ten Thousand) per month**.

##### 3.2 Post Internship

After attainment of Degree / Mark-sheet of final year of Graduation, your yearly gross value of compensation shall be **Rs. 300000/- (Rupees Three Lakhs Only)**.

The break-up of your post internship salary shall be as per the policies / rules of the Company. Please refer to the **Annexure No. 1** for more details on Fixed Salary Components.

#### 4. INCREMENT & OTHER BENEFITS

Your performance shall be appraised by the Management after completion of every quarter and compensation reviews shall happen in the month of January every year irrespective of the joining date. For the compensation review, you must minimum serve 6 months of regular employment to be eligible for the same. Your performance shall be the criteria to determine annual compensation increments and other benefits to you in future.

Other Benefits that you will get are briefly explained in **Annexure No. 2**.

  
REGISTRAR  
  
Registrar  
PRESIDENCY UNIVERSITY  
BANGALORE

## 5. NON DISCLOSURE AGREEMENT

You would be required to sign the Company's standard Non-Disclosure Agreement (NDA) & Non Competing Agreement, a copy of the same will be provided to you on the date of your joining.

## 6. SERVICE AGREEMENT

The Company would be giving / providing you practical training for 6 months and considering the time and investment that would be put on you to properly train you, you would be required to sign a Service Agreement with the Company that will be applicable during probation period of six months from the date when your regular employment begins (Post Internship) and will extend 1 year 6 months further from the end of your probation period of six months' post internship.

## 7. PLACEMENT & TRANSFER

You shall be working from home during your internship period. Post internship, your place of work shall be provided at the time of final placements. However, you shall be liable for transfer from one department to another department, from one place to another place within India and you may also be assigned overseas, if required.

## 8. TERMINATION OF EMPLOYMENT

This contract of employment is terminable by the company without giving any notice during probation period. Post your probation period, this contract of employment is terminable by the Company by giving 2 months' notice or pay two months' gross salary, as the Company may deem fit. The Company, however, is not bound to give any reason for termination whatsoever.

Subject to Clause 6, if you choose to terminate your employment with the company, during or after the probation period, you shall have to serve notice period of two months or pay six months' gross salary, subject to approval by the company, whichever the case. You will receive a detailed appointment letter at the time of your Joining.

We look forward to a long term and mutually rewarding relationship.

Yours sincerely,

**For Talent Recruit Software Private Limited**



**Shalini Gupta**  
**Director**

**ACCEPTED:**

---

**Sachin B R**

**04-Mar-2021**



REGISTRAR Registrar  
PRESIDENCY UNIVERSITY  
BANGALORE



## Annexure No. 1: Fixed Salary Structure

**Name: Sachin B R**

**Designation: Executive-Client Success**

PER MONTH (AMOUNT IN INR)		PER ANNUM (AMOUNT IN INR)	
BASIC +DA	11588	BASIC +DA	139056
HRA	4635	HRA	55622
CONVEYANCE ALLOWANCE	1600	CONVEYANCE ALLOWANCE	19200
EDUCATION ALLOWANCE	200	EDUCATION ALLOWANCE	2400
OFFICE ALLOWANCES	1967	OFFICE ALLOWANCES	23609
OTHER ALLOWANCES	1312	OTHER ALLOWANCES	15739
MEDICAL REIMBURSEMENT	1250	MEDICAL REIMBURSEMENT	15000
EMPLOYER PF @ 12%	1391	PF	16687
GRATUITY	557	GRATUITY	6686
MEDICLAIM	500	MEDICLAIM	6000
<b>GROSS MONTHLY COMPENSATION</b>	<b>25000</b>	<b>GROSS YEARLY COMPENSATION</b>	<b>300000</b>
<b>DEDUCTIONS</b>		<b>DEDUCTIONS</b>	
EMPLOYEE PF @ 12%	1391	EMPLOYEE PF	16687
EMPLOYER PF @ 12%	1391	EMPLOYER PF	16687
GRATUITY	557	GRATUITY	6686
MEDICLAIM	500	MEDICLAIM	6000
PT	200	PT	2400
TDS( WILL BE CALCUCATED BASED ON INVETSMET DOCUMENTS SUBMITTED POST JOINING)**	0	TDS** ( WILL BE CALCUCATED BASED ON INVETSMET DOCUMENTS SUBMITTED POST JOINING)	0
<b>ESTIMATED NET SALARY (MONTHLY)**</b>	<b>20962</b>	<b>ESTIMATD NET SALARY (ANNUAL)**</b>	<b>251540</b>

\*\*Net Monthly / Yearly salary shall be subject to Income Tax deductions (TDS) that will be based on your savings details provide to HR Team.

  
 REGISTRAR  


## Annexure No. 2: Other Benefits

### Group Personal Accident Policy

As per Company Policy, we provide group personal accident policy of Rs. 5 lac coverage to all employees, post internship/ on regular employment.

### Parental Insurance Policy

As per Company Policy, you can opt for the parental insurance policy (post internship) and the insurance premium shall be deducted from your monthly salary.

  
REGISTRAR  
  
Registrar  
PRESIDENCY UNIVERSITY  
BANGALORE

04-Mar-2021

Mr. Nishanth S,  
Bangalore

Dear Nishanth S,

### Offer Letter

We are pleased to offer you the position of “Executive-Client Success” with **Talent Recruit Software Private Limited**. We are sure that Talent Recruit will provide you a satisfying and challenging work environment along with a successful growth path.

#### 1. DATE OF JOINING

You are requested to report for work on or before **10-Mar-2021** with all your original certificates. Please inform us of your decision by today of this offer else the offer stands void. Failure to join on the specified date along with your original certificates shall result in the automatic termination of this appointment, without obligation on the Company to issue notice of such termination.

#### 2. PROBATIONARY PERIOD

You will be on probation for a period of Six months from the date of your appointment. On completion of your probation period, if the management is satisfied with your performance, you may be absorbed on regular employment of the Company.

#### 3. COMPENSATION

##### 3.1 During Internship

Till you attain your Degree / Mark-sheet of final year of Graduation, you will be considered as Intern and you will be entitled to a stipend of **Rs. 10000/- (Rupees Ten Thousand) per month**.

##### 3.2 Post Internship

After attainment of Degree / Mark-sheet of final year of Graduation, your yearly gross value of compensation shall be **Rs. 300000/- (Rupees Three Lakhs Only)**.

The break-up of your post internship salary shall be as per the policies / rules of the Company. Please refer to the **Annexure No. 1** for more details on Fixed Salary Components.

#### 4. INCREMENT & OTHER BENEFITS

Your performance shall be appraised by the Management after completion of every quarter and compensation reviews shall happen in the month of January every year irrespective of the joining date. For the compensation review, you must minimum serve 6 months of regular employment to be eligible for the same. Your performance shall be the criteria to determine annual compensation increments and other benefits to you in future.

Other Benefits that you will get are briefly explained in **Annexure No. 2**.

  
REGISTRAR  


## 5. NON DISCLOSURE AGREEMENT

You would be required to sign the Company's standard Non-Disclosure Agreement (NDA) & Non Competing Agreement, a copy of the same will be provided to you on the date of your joining.

## 6. SERVICE AGREEMENT

The Company would be giving / providing you practical training for 6 months and considering the time and investment that would be put on you to properly train you, you would be required to sign a Service Agreement with the Company that will be applicable during probation period of six months from the date when your regular employment begins (Post Internship) and will extend 1 year 6 months further from the end of your probation period of six months' post internship.

## 7. PLACEMENT & TRANSFER

You shall be working from home during your internship period. Post internship, your place of work shall be provided at the time of final placements. However, you shall be liable for transfer from one department to another department, from one place to another place within India and you may also be assigned overseas, if required.

## 8. TERMINATION OF EMPLOYMENT

This contract of employment is terminable by the company without giving any notice during probation period. Post your probation period, this contract of employment is terminable by the Company by giving 2 months' notice or pay two months' gross salary, as the Company may deem fit. The Company, however, is not bound to give any reason for termination whatsoever.

Subject to Clause 6, if you choose to terminate your employment with the company, during or after the probation period, you shall have to serve notice period of two months or pay six months' gross salary, subject to approval by the company, whichever the case. You will receive a detailed appointment letter at the time of your Joining.

We look forward to a long term and mutually rewarding relationship.

Yours sincerely,

**For Talent Recruit Software Private Limited**



**Shalini Gupta**  
**Director**

**ACCEPTED:**

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**Nishanth S**

**04-Mar-2021**



REGISTRAR Registrar  
PRESIDENCY UNIVERSITY  
BANGALORE

## Annexure No. 1: Fixed Salary Structure

**Name:** Nishanth S

**Designation:** Executive-Client Success

PER MONTH (AMOUNT IN INR)		PER ANNUM (AMOUNT IN INR)	
BASIC +DA	11588	BASIC +DA	139056
HRA	4635	HRA	55622
CONVEYANCE ALLOWANCE	1600	CONVEYANCE ALLOWANCE	19200
EDUCATION ALLOWANCE	200	EDUCATION ALLOWANCE	2400
OFFICE ALLOWANCES	1967	OFFICE ALLOWANCES	23609
OTHER ALLOWANCES	1312	OTHER ALLOWANCES	15739
MEDICAL REIMBURSEMENT	1250	MEDICAL REIMBURSEMENT	15000
EMPLOYER PF @ 12%	1391	PF	16687
GRATUITY	557	GRATUITY	6686
MEDICLAIM	500	MEDICLAIM	6000
<b>GROSS MONTHLY COMPENSATION</b>	<b>25000</b>	<b>GROSS YEARLY COMPENSATION</b>	<b>300000</b>
<b>DEDUCTIONS</b>		<b>DEDUCTIONS</b>	
EMPLOYEE PF @ 12%	1391	EMPLOYEE PF	16687
EMPLOYER PF @ 12%	1391	EMPLOYER PF	16687
GRATUITY	557	GRATUITY	6686
MEDICLAIM	500	MEDICLAIM	6000
PT	200	PT	2400
TDS( WILL BE CALCUATED BASED ON INVETSMNT DOCUMENTS SUBMITTED POST JOINING)**	0	TDS** ( WILL BE CALCUATED BASED ON INVETSMNT DOCUMENTS SUBMITTED POST JOINING)	0
<b>ESTIMATED NET SALARY (MONTHLY)**</b>	<b>20962</b>	<b>ESTIMATD NET SALARY (ANNUAL)**</b>	<b>251540</b>

\*\*Net Monthly / Yearly salary shall be subject to Income Tax deductions (TDS) that will be based on your savings details provide to HR Team.

  
 REGISTRAR  


## Annexure No. 2: Other Benefits

### Group Personal Accident Policy

As per Company Policy, we provide group personal accident policy of Rs. 5 lac coverage to all employees, post internship/ on regular employment.

### Parental Insurance Policy

As per Company Policy, you can opt for the parental insurance policy (post internship) and the insurance premium shall be deducted from your monthly salary.

  
REGISTRAR  


04-Mar-2021

**Mr. Mohammed Bilal V S,**  
Bangalore

Dear Mohammed Bilal V S,

### Offer Letter

We are pleased to offer you the position of “**Executive-Client Success**” with **Talent Recruit Software Private Limited**. We are sure that Talent Recruit will provide you a satisfying and challenging work environment along with a successful growth path.

#### 1. DATE OF JOINING

You are requested to report for work on or before **10-Mar-2021** with all your original certificates. Please inform us of your decision by today of this offer else the offer stands void. Failure to join on the specified date along with your original certificates shall result in the automatic termination of this appointment, without obligation on the Company to issue notice of such termination.

#### 2. PROBATIONARY PERIOD

You will be on probation for a period of Six months from the date of your appointment. On completion of your probation period, if the management is satisfied with your performance, you may be absorbed on regular employment of the Company.

#### 3. COMPENSATION

##### 3.1 During Internship

Till you attain your Degree / Mark-sheet of final year of Graduation, you will be considered as Intern and you will be entitled to a stipend of **Rs. 10000/- (Rupees Ten Thousand) per month**.

##### 3.2 Post Internship

After attainment of Degree / Mark-sheet of final year of Graduation, your yearly gross value of compensation shall be **Rs. 300000/- (Rupees Three Lakhs Only)**.

The break-up of your post internship salary shall be as per the policies / rules of the Company. Please refer to the **Annexure No. 1** for more details on Fixed Salary Components.

#### 4. INCREMENT & OTHER BENEFITS

Your performance shall be appraised by the Management after completion of every quarter and compensation reviews shall happen in the month of January every year irrespective of the joining date. For the compensation review, you must minimum serve 6 months of regular employment to be eligible for the same. Your performance shall be the criteria to determine annual compensation increments and other benefits to you in future.

Other Benefits that you will get are briefly explained in **Annexure No. 2**.



REGISTRAR  
PRESIDENCY UNIVERSITY  
BANGALORE



## 5. NON DISCLOSURE AGREEMENT

You would be required to sign the Company's standard Non-Disclosure Agreement (NDA) & Non Competing Agreement, a copy of the same will be provided to you on the date of your joining.

## 6. SERVICE AGREEMENT

The Company would be giving / providing you practical training for 6 months and considering the time and investment that would be put on you to properly train you, you would be required to sign a Service Agreement with the Company that will be applicable during probation period of six months from the date when your regular employment begins (Post Internship) and will extend 1 year 6 months further from the end of your probation period of six months' post internship.

## 7. PLACEMENT & TRANSFER

You shall be working from home during your internship period. Post internship, your place of work shall be provided at the time of final placements. However, you shall be liable for transfer from one department to another department, from one place to another place within India and you may also be assigned overseas, if required.

## 8. TERMINATION OF EMPLOYMENT

This contract of employment is terminable by the company without giving any notice during probation period. Post your probation period, this contract of employment is terminable by the Company by giving 2 months' notice or pay two months' gross salary, as the Company may deem fit. The Company, however, is not bound to give any reason for termination whatsoever.

Subject to Clause 6, if you choose to terminate your employment with the company, during or after the probation period, you shall have to serve notice period of two months or pay six months' gross salary, subject to approval by the company, whichever the case. You will receive a detailed appointment letter at the time of your Joining.

We look forward to a long term and mutually rewarding relationship.

Yours sincerely,

**For Talent Recruit Software Private Limited**



**Shalini Gupta**  
**Director**

**ACCEPTED:**

---

**Mohammed Bilal V S**

**04-Mar-2021**



REGISTRAR  
PRESIDENCY UNIVERSITY  
BANGALORE

## Annexure No. 1: Fixed Salary Structure

**Name: Mohammed Bilal V S**

**Designation: Executive-Client Success**

PER MONTH (AMOUNT IN INR)		PER ANNUM (AMOUNT IN INR)	
BASIC +DA	11588	BASIC +DA	139056
HRA	4635	HRA	55622
CONVEYANCE ALLOWANCE	1600	CONVEYANCE ALLOWANCE	19200
EDUCATION ALLOWANCE	200	EDUCATION ALLOWANCE	2400
OFFICE ALLOWANCES	1967	OFFICE ALLOWANCES	23609
OTHER ALLOWANCES	1312	OTHER ALLOWANCES	15739
MEDICAL REIMBURSEMENT	1250	MEDICAL REIMBURSEMENT	15000
EMPLOYER PF @ 12%	1391	PF	16687
GRATUITY	557	GRATUITY	6686
MEDICLAIM	500	MEDICLAIM	6000
<b>GROSS MONTHLY COMPENSATION</b>	<b>25000</b>	<b>GROSS YEARLY COMPENSATION</b>	<b>300000</b>
<b>DEDUCTIONS</b>		<b>DEDUCTIONS</b>	
EMPLOYEE PF @ 12%	1391	EMPLOYEE PF	16687
EMPLOYER PF @ 12%	1391	EMPLOYER PF	16687
GRATUITY	557	GRATUITY	6686
MEDICLAIM	500	MEDICLAIM	6000
PT	200	PT	2400
TDS( WILL BE CALCUATED BASED ON INVETSMET DOCUMENTS SUBMITTED POST JOINING)**	0	TDS** ( WILL BE CALCUATED BASED ON INVETSMET DOCUMENTS SUBMITTED POST JOINING)	0
<b>ESTIMATED NET SALARY (MONTHLY)**</b>	<b>20962</b>	<b>ESTIMATD NET SALARY (ANNUAL)**</b>	<b>251540</b>

\*\*Net Monthly / Yearly salary shall be subject to Income Tax deductions (TDS) that will be based on your savings details provide to HR Team.

  
 REGISTRAR  


## Annexure No. 2: Other Benefits

### Group Personal Accident Policy

As per Company Policy, we provide group personal accident policy of Rs. 5 lac coverage to all employees, post internship/ on regular employment.

### Parental Insurance Policy

As per Company Policy, you can opt for the parental insurance policy (post internship) and the insurance premium shall be deducted from your monthly salary.

  
REGISTRAR  


04-Mar-2021

**Mr. Raghavendra Rohit P,**  
Bangalore

Dear Raghavendra Rohit P,

### Offer Letter

We are pleased to offer you the position of “**Executive-Client Success**” with **Talent Recruit Software Private Limited**. We are sure that Talent Recruit will provide you a satisfying and challenging work environment along with a successful growth path.

#### 1. DATE OF JOINING

You are requested to report for work on or before **10-Mar-2021** with all your original certificates. Please inform us of your decision by today of this offer else the offer stands void. Failure to join on the specified date along with your original certificates shall result in the automatic termination of this appointment, without obligation on the Company to issue notice of such termination.

#### 2. PROBATIONARY PERIOD

You will be on probation for a period of Six months from the date of your appointment. On completion of your probation period, if the management is satisfied with your performance, you may be absorbed on regular employment of the Company.

#### 3. COMPENSATION

##### 3.1 During Internship

Till you attain your Degree / Mark-sheet of final year of Graduation, you will be considered as Intern and you will be entitled to a stipend of **Rs. 10000/- (Rupees Ten Thousand) per month**.

##### 3.2 Post Internship

After attainment of Degree / Mark-sheet of final year of Graduation, your yearly gross value of compensation shall be **Rs. 300000/- (Rupees Three Lakhs Only)**.

The break-up of your post internship salary shall be as per the policies / rules of the Company. Please refer to the **Annexure No. 1** for more details on Fixed Salary Components.

#### 4. INCREMENT & OTHER BENEFITS

Your performance shall be appraised by the Management after completion of every quarter and compensation reviews shall happen in the month of January every year irrespective of the joining date. For the compensation review, you must minimum serve 6 months of regular employment to be eligible for the same. Your performance shall be the criteria to determine annual compensation increments and other benefits to you in future.

Other Benefits that you will get are briefly explained in **Annexure No. 2**.

  
REGISTRAR  


## 5. NON DISCLOSURE AGREEMENT

You would be required to sign the Company's standard Non-Disclosure Agreement (NDA) & Non Competing Agreement, a copy of the same will be provided to you on the date of your joining.

## 6. SERVICE AGREEMENT

The Company would be giving / providing you practical training for 6 months and considering the time and investment that would be put on you to properly train you, you would be required to sign a Service Agreement with the Company that will be applicable during probation period of six months from the date when your regular employment begins (Post Internship) and will extend 1 year 6 months further from the end of your probation period of six months' post internship.

## 7. PLACEMENT & TRANSFER

You shall be working from home during your internship period. Post internship, your place of work shall be provided at the time of final placements. However, you shall be liable for transfer from one department to another department, from one place to another place within India and you may also be assigned overseas, if required.

## 8. TERMINATION OF EMPLOYMENT

This contract of employment is terminable by the company without giving any notice during probation period. Post your probation period, this contract of employment is terminable by the Company by giving 2 months' notice or pay two months' gross salary, as the Company may deem fit. The Company, however, is not bound to give any reason for termination whatsoever.

Subject to Clause 6, if you choose to terminate your employment with the company, during or after the probation period, you shall have to serve notice period of two months or pay six months' gross salary, subject to approval by the company, whichever the case. You will receive a detailed appointment letter at the time of your Joining.

We look forward to a long term and mutually rewarding relationship.

Yours sincerely,

**For Talent Recruit Software Private Limited**



**Shalini Gupta**  
**Director**

**ACCEPTED:**

---

**Raghavendra Rohit P**

**04-Mar-2021**



REGISTRAR  
PRESIDENCY UNIVERSITY  
BANGALORE

## Annexure No. 1: Fixed Salary Structure

**Name:** Raghavendra Rohit P

**Designation:** Executive-Client Success

PER MONTH (AMOUNT IN INR)		PER ANNUM (AMOUNT IN INR)	
BASIC +DA	11588	BASIC +DA	139056
HRA	4635	HRA	55622
CONVEYANCE ALLOWANCE	1600	CONVEYANCE ALLOWANCE	19200
EDUCATION ALLOWANCE	200	EDUCATION ALLOWANCE	2400
OFFICE ALLOWANCES	1967	OFFICE ALLOWANCES	23609
OTHER ALLOWANCES	1312	OTHER ALLOWANCES	15739
MEDICAL REIMBURSEMENT	1250	MEDICAL REIMBURSEMENT	15000
EMPLOYER PF @ 12%	1391	PF	16687
GRATUITY	557	GRATUITY	6686
MEDICLAIM	500	MEDICLAIM	6000
<b>GROSS MONTHLY COMPENSATION</b>	<b>25000</b>	<b>GROSS YEARLY COMPENSATION</b>	<b>300000</b>
<b>DEDUCTIONS</b>		<b>DEDUCTIONS</b>	
EMPLOYEE PF @ 12%	1391	EMPLOYEE PF	16687
EMPLOYER PF @ 12%	1391	EMPLOYER PF	16687
GRATUITY	557	GRATUITY	6686
MEDICLAIM	500	MEDICLAIM	6000
PT	200	PT	2400
TDS( WILL BE CALCUATED BASED ON INVETSMET DOCUMENTS SUBMITTED POST JOINING)**	0	TDS** ( WILL BE CALCUATED BASED ON INVETSMET DOCUMENTS SUBMITTED POST JOINING)	0
<b>ESTIMATED NET SALARY (MONTHLY)**</b>	<b>20962</b>	<b>ESTIMATD NET SALARY (ANNUAL)**</b>	<b>251540</b>

\*\*Net Monthly / Yearly salary shall be subject to Income Tax deductions (TDS) that will be based on your savings details provide to HR Team.

  
 REGISTRAR  


## Annexure No. 2: Other Benefits

### Group Personal Accident Policy

As per Company Policy, we provide group personal accident policy of Rs. 5 lac coverage to all employees, post internship/ on regular employment.

### Parental Insurance Policy

As per Company Policy, you can opt for the parental insurance policy (post internship) and the insurance premium shall be deducted from your monthly salary.

  
REGISTRAR  




04-Mar-2021

**Mr. Mohammed Sayeed,**  
Bangalore

Dear Mohammed Sayeed,

### Offer Letter

We are pleased to offer you the position of “**Executive-Client Success**” with **Talent Recruit Software Private Limited**. We are sure that Talent Recruit will provide you a satisfying and challenging work environment along with a successful growth path.

#### 1. DATE OF JOINING

You are requested to report for work on or before **10-Mar-2021** with all your original certificates. Please inform us of your decision by today of this offer else the offer stands void. Failure to join on the specified date along with your original certificates shall result in the automatic termination of this appointment, without obligation on the Company to issue notice of such termination.

#### 2. PROBATIONARY PERIOD

You will be on probation for a period of Six months from the date of your appointment. On completion of your probation period, if the management is satisfied with your performance, you may be absorbed on regular employment of the Company.

#### 3. COMPENSATION

##### 3.1 During Internship

Till you attain your Degree / Mark-sheet of final year of Graduation, you will be considered as Intern and you will be entitled to a stipend of **Rs. 10000/- (Rupees Ten Thousand) per month**.

##### 3.2 Post Internship

After attainment of Degree / Mark-sheet of final year of Graduation, your yearly gross value of compensation shall be **Rs. 300000/- (Rupees Three Lakhs Only)**.

The break-up of your post internship salary shall be as per the policies / rules of the Company. Please refer to the **Annexure No. 1** for more details on Fixed Salary Components.

#### 4. INCREMENT & OTHER BENEFITS

Your performance shall be appraised by the Management after completion of every quarter and compensation reviews shall happen in the month of January every year irrespective of the joining date. For the compensation review, you must minimum serve 6 months of regular employment to be eligible for the same. Your performance shall be the criteria to determine annual compensation increments and other benefits to you in future.

Other Benefits that you will get are briefly explained in **Annexure No. 2**.

  
REGISTRAR  


## 5. NON DISCLOSURE AGREEMENT

You would be required to sign the Company's standard Non-Disclosure Agreement (NDA) & Non Competing Agreement, a copy of the same will be provided to you on the date of your joining.

## 6. SERVICE AGREEMENT

The Company would be giving / providing you practical training for 6 months and considering the time and investment that would be put on you to properly train you, you would be required to sign a Service Agreement with the Company that will be applicable during probation period of six months from the date when your regular employment begins (Post Internship) and will extend 1 year 6 months further from the end of your probation period of six months' post internship.

## 7. PLACEMENT & TRANSFER

You shall be working from home during your internship period. Post internship, your place of work shall be provided at the time of final placements. However, you shall be liable for transfer from one department to another department, from one place to another place within India and you may also be assigned overseas, if required.

## 8. TERMINATION OF EMPLOYMENT

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We look forward to a long term and mutually rewarding relationship.

Yours sincerely,

**For Talent Recruit Software Private Limited**



**Shalini Gupta**  
**Director**

**ACCEPTED:**

---

**Mohammed Sayeed**

**04-Mar-2021**


REGISTRAR  
Presidency University  
BANGALORE

## Annexure No. 1: Fixed Salary Structure

**Name: Mohammed Sayeed**

**Designation: Executive-Client Success**

PER MONTH (AMOUNT IN INR)		PER ANNUM (AMOUNT IN INR)	
BASIC +DA	11588	BASIC +DA	139056
HRA	4635	HRA	55622
CONVEYANCE ALLOWANCE	1600	CONVEYANCE ALLOWANCE	19200
EDUCATION ALLOWANCE	200	EDUCATION ALLOWANCE	2400
OFFICE ALLOWANCES	1967	OFFICE ALLOWANCES	23609
OTHER ALLOWANCES	1312	OTHER ALLOWANCES	15739
MEDICAL REIMBURSEMENT	1250	MEDICAL REIMBURSEMENT	15000
EMPLOYER PF @ 12%	1391	PF	16687
GRATUITY	557	GRATUITY	6686
MEDICLAIM	500	MEDICLAIM	6000
<b>GROSS MONTHLY COMPENSATION</b>	<b>25000</b>	<b>GROSS YEARLY COMPENSATION</b>	<b>300000</b>
<b>DEDUCTIONS</b>		<b>DEDUCTIONS</b>	
EMPLOYEE PF @ 12%	1391	EMPLOYEE PF	16687
EMPLOYER PF @ 12%	1391	EMPLOYER PF	16687
GRATUITY	557	GRATUITY	6686
MEDICLAIM	500	MEDICLAIM	6000
PT	200	PT	2400
TDS( WILL BE CALCUATED BASED ON INVETSMNT DOCUMENTS SUBMITTED POST JOINING)**	0	TDS** ( WILL BE CALCUATED BASED ON INVETSMNT DOCUMENTS SUBMITTED POST JOINING)	0
<b>ESTIMATED NET SALARY (MONTHLY)**</b>	<b>20962</b>	<b>ESTIMATD NET SALARY (ANNUAL)**</b>	<b>251540</b>

\*\*Net Monthly / Yearly salary shall be subject to Income Tax deductions (TDS) that will be based on your savings details provide to HR Team.

  
 REGISTRAR  


## Annexure No. 2: Other Benefits

### Group Personal Accident Policy

As per Company Policy, we provide group personal accident policy of Rs. 5 lac coverage to all employees, post internship/ on regular employment.

### Parental Insurance Policy

As per Company Policy, you can opt for the parental insurance policy (post internship) and the insurance premium shall be deducted from your monthly salary.

  
REGISTRAR  


04-Mar-2021

**Mr. Samuel Jeremiah Krupanand,**  
Bangalore

Dear Samuel Jeremiah Krupanand,

### Offer Letter

We are pleased to offer you the position of “**Executive-Client Success**” with **Talent Recruit Software Private Limited**. We are sure that Talent Recruit will provide you a satisfying and challenging work environment along with a successful growth path.

#### 1. DATE OF JOINING

You are requested to report for work on or before **10-Mar-2021** with all your original certificates. Please inform us of your decision by today of this offer else the offer stands void. Failure to join on the specified date along with your original certificates shall result in the automatic termination of this appointment, without obligation on the Company to issue notice of such termination.

#### 2. PROBATIONARY PERIOD

You will be on probation for a period of Six months from the date of your appointment. On completion of your probation period, if the management is satisfied with your performance, you may be absorbed on regular employment of the Company.

#### 3. COMPENSATION

##### 3.1 During Internship

Till you attain your Degree / Mark-sheet of final year of Graduation, you will be considered as Intern and you will be entitled to a stipend of **Rs. 10000/- (Rupees Ten Thousand) per month**.

##### 3.2 Post Internship

After attainment of Degree / Mark-sheet of final year of Graduation, your yearly gross value of compensation shall be **Rs. 300000/- (Rupees Three Lakhs Only)**.

The break-up of your post internship salary shall be as per the policies / rules of the Company. Please refer to the **Annexure No. 1** for more details on Fixed Salary Components.

#### 4. INCREMENT & OTHER BENEFITS

Your performance shall be appraised by the Management after completion of every quarter and compensation reviews shall happen in the month of January every year irrespective of the joining date. For the compensation review, you must minimum serve 6 months of regular employment to be eligible for the same. Your performance shall be the criteria to determine annual compensation increments and other benefits to you in future.

Other Benefits that you will get are briefly explained in **Annexure No. 2**.

  
REGISTRAR  


## 5. NON DISCLOSURE AGREEMENT

You would be required to sign the Company's standard Non-Disclosure Agreement (NDA) & Non Competing Agreement, a copy of the same will be provided to you on the date of your joining.

## 6. SERVICE AGREEMENT

The Company would be giving / providing you practical training for 6 months and considering the time and investment that would be put on you to properly train you, you would be required to sign a Service Agreement with the Company that will be applicable during probation period of six months from the date when your regular employment begins (Post Internship) and will extend 1 year 6 months further from the end of your probation period of six months' post internship.

## 7. PLACEMENT & TRANSFER

You shall be working from home during your internship period. Post internship, your place of work shall be provided at the time of final placements. However, you shall be liable for transfer from one department to another department, from one place to another place within India and you may also be assigned overseas, if required.

## 8. TERMINATION OF EMPLOYMENT

This contract of employment is terminable by the company without giving any notice during probation period. Post your probation period, this contract of employment is terminable by the Company by giving 2 months' notice or pay two months' gross salary, as the Company may deem fit. The Company, however, is not bound to give any reason for termination whatsoever.

Subject to Clause 6, if you choose to terminate your employment with the company, during or after the probation period, you shall have to serve notice period of two months or pay six months' gross salary, subject to approval by the company, whichever the case. You will receive a detailed appointment letter at the time of your Joining.

We look forward to a long term and mutually rewarding relationship.

Yours sincerely,

**For Talent Recruit Software Private Limited**



**Shalini Gupta**  
**Director**

**ACCEPTED:**

\_\_\_\_\_

**Samuel Jeremiah Krupanand**

**04-Mar-2021**


REGISTRAR Registrar  
PRESIDENCY UNIVERSITY  
BANGALORE

## Annexure No. 1: Fixed Salary Structure

**Name: Samuel Jeremiah Krupanand**

**Designation: Executive-Client Success**

PER MONTH (AMOUNT IN INR)		PER ANNUM (AMOUNT IN INR)	
BASIC +DA	11588	BASIC +DA	139056
HRA	4635	HRA	55622
CONVEYANCE ALLOWANCE	1600	CONVEYANCE ALLOWANCE	19200
EDUCATION ALLOWANCE	200	EDUCATION ALLOWANCE	2400
OFFICE ALLOWANCES	1967	OFFICE ALLOWANCES	23609
OTHER ALLOWANCES	1312	OTHER ALLOWANCES	15739
MEDICAL REIMBURSEMENT	1250	MEDICAL REIMBURSEMENT	15000
EMPLOYER PF @ 12%	1391	PF	16687
GRATUITY	557	GRATUITY	6686
MEDICLAIM	500	MEDICLAIM	6000
<b>GROSS MONTHLY COMPENSATION</b>	<b>25000</b>	<b>GROSS YEARLY COMPENSATION</b>	<b>300000</b>
<b>DEDUCTIONS</b>		<b>DEDUCTIONS</b>	
EMPLOYEE PF @ 12%	1391	EMPLOYEE PF	16687
EMPLOYER PF @ 12%	1391	EMPLOYER PF	16687
GRATUITY	557	GRATUITY	6686
MEDICLAIM	500	MEDICLAIM	6000
PT	200	PT	2400
TDS( WILL BE CALCUCATED BASED ON INVETSMET DOCUMENTS SUBMITTED POST JOINING)**	0	TDS** ( WILL BE CALCUCATED BASED ON INVETSMET DOCUMENTS SUBMITTED POST JOINING)	0
<b>ESTIMATED NET SALARY (MONTHLY)**</b>	<b>20962</b>	<b>ESTIMATD NET SALARY (ANNUAL)**</b>	<b>251540</b>

\*\*Net Monthly / Yearly salary shall be subject to Income Tax deductions (TDS) that will be based on your savings details provide to HR Team.

  
 REGISTRAR  




## Annexure No. 2: Other Benefits

### Group Personal Accident Policy

As per Company Policy, we provide group personal accident policy of Rs. 5 lac coverage to all employees, post internship/ on regular employment.

### Parental Insurance Policy

As per Company Policy, you can opt for the parental insurance policy (post internship) and the insurance premium shall be deducted from your monthly salary.

  
REGISTRAR  
  
Registrar  
PRESIDENCY UNIVERSITY  
BANGALORE

04-Mar-2021

Mr. Rakesh S,  
Bangalore

Dear Rakesh S,

### Offer Letter

We are pleased to offer you the position of “**Executive-Client Success**” with **Talent Recruit Software Private Limited**. We are sure that Talent Recruit will provide you a satisfying and challenging work environment along with a successful growth path.

#### 1. DATE OF JOINING

You are requested to report for work on or before **10-Mar-2021** with all your original certificates. Please inform us of your decision by today of this offer else the offer stands void. Failure to join on the specified date along with your original certificates shall result in the automatic termination of this appointment, without obligation on the Company to issue notice of such termination.

#### 2. PROBATIONARY PERIOD

You will be on probation for a period of Six months from the date of your appointment. On completion of your probation period, if the management is satisfied with your performance, you may be absorbed on regular employment of the Company.

#### 3. COMPENSATION

##### 3.1 During Internship

Till you attain your Degree / Mark-sheet of final year of Graduation, you will be considered as Intern and you will be entitled to a stipend of **Rs. 10000/- (Rupees Ten Thousand) per month**.

##### 3.2 Post Internship

After attainment of Degree / Mark-sheet of final year of Graduation, your yearly gross value of compensation shall be **Rs. 300000/- (Rupees Three Lakhs Only)**.

The break-up of your post internship salary shall be as per the policies / rules of the Company. Please refer to the **Annexure No. 1** for more details on Fixed Salary Components.

#### 4. INCREMENT & OTHER BENEFITS

Your performance shall be appraised by the Management after completion of every quarter and compensation reviews shall happen in the month of January every year irrespective of the joining date. For the compensation review, you must minimum serve 6 months of regular employment to be eligible for the same. Your performance shall be the criteria to determine annual compensation increments and other benefits to you in future.

Other Benefits that you will get are briefly explained in **Annexure No. 2**.

  
REGISTRAR  


## 5. NON DISCLOSURE AGREEMENT

You would be required to sign the Company's standard Non-Disclosure Agreement (NDA) & Non Competing Agreement, a copy of the same will be provided to you on the date of your joining.

## 6. SERVICE AGREEMENT

The Company would be giving / providing you practical training for 6 months and considering the time and investment that would be put on you to properly train you, you would be required to sign a Service Agreement with the Company that will be applicable during probation period of six months from the date when your regular employment begins (Post Internship) and will extend 1 year 6 months further from the end of your probation period of six months' post internship.

## 7. PLACEMENT & TRANSFER

You shall be working from home during your internship period. Post internship, your place of work shall be provided at the time of final placements. However, you shall be liable for transfer from one department to another department, from one place to another place within India and you may also be assigned overseas, if required.

## 8. TERMINATION OF EMPLOYMENT

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Subject to Clause 6, if you choose to terminate your employment with the company, during or after the probation period, you shall have to serve notice period of two months or pay six months' gross salary, subject to approval by the company, whichever the case. You will receive a detailed appointment letter at the time of your Joining.

We look forward to a long term and mutually rewarding relationship.

Yours sincerely,

**For Talent Recruit Software Private Limited**



**Shalini Gupta**  
**Director**

**ACCEPTED:**

\_\_\_\_\_

**Rakesh S**

**04-Mar-2021**



REGISTRAR Registrar  
PRESIDENCY UNIVERSITY  
BANGALORE

## Annexure No. 1: Fixed Salary Structure

**Name:** Rakesh S

**Designation:** Executive-Client Success

PER MONTH (AMOUNT IN INR)		PER ANNUM (AMOUNT IN INR)	
BASIC +DA	11588	BASIC +DA	139056
HRA	4635	HRA	55622
CONVEYANCE ALLOWANCE	1600	CONVEYANCE ALLOWANCE	19200
EDUCATION ALLOWANCE	200	EDUCATION ALLOWANCE	2400
OFFICE ALLOWANCES	1967	OFFICE ALLOWANCES	23609
OTHER ALLOWANCES	1312	OTHER ALLOWANCES	15739
MEDICAL REIMBURSEMENT	1250	MEDICAL REIMBURSEMENT	15000
EMPLOYER PF @ 12%	1391	PF	16687
GRATUITY	557	GRATUITY	6686
MEDICLAIM	500	MEDICLAIM	6000
<b>GROSS MONTHLY COMPENSATION</b>	<b>25000</b>	<b>GROSS YEARLY COMPENSATION</b>	<b>300000</b>
<b>DEDUCTIONS</b>		<b>DEDUCTIONS</b>	
EMPLOYEE PF @ 12%	1391	EMPLOYEE PF	16687
EMPLOYER PF @ 12%	1391	EMPLOYER PF	16687
GRATUITY	557	GRATUITY	6686
MEDICLAIM	500	MEDICLAIM	6000
PT	200	PT	2400
TDS( WILL BE CALCATED BASED ON INVETSMET DOCUMENTS SUBMITTED POST JOINING)**	0	TDS** ( WILL BE CALCATED BASED ON INVETSMET DOCUMENTS SUBMITTED POST JOINING)	0
<b>ESTIMATED NET SALARY (MONTHLY)**</b>	<b>20962</b>	<b>ESTIMATD NET SALARY (ANNUAL)**</b>	<b>251540</b>

\*\*Net Monthly / Yearly salary shall be subject to Income Tax deductions (TDS) that will be based on your savings details provide to HR Team.

  
 REGISTRAR  


## Annexure No. 2: Other Benefits

### Group Personal Accident Policy

As per Company Policy, we provide group personal accident policy of Rs. 5 lac coverage to all employees, post internship/ on regular employment.

### Parental Insurance Policy

As per Company Policy, you can opt for the parental insurance policy (post internship) and the insurance premium shall be deducted from your monthly salary.

  
REGISTRAR  


04-Mar-2021

**Mr. Uday Kiran M,**  
Bangalore

Dear Uday Kiran M,

### Offer Letter

We are pleased to offer you the position of “**Executive-Client Success**” with **Talent Recruit Software Private Limited**. We are sure that Talent Recruit will provide you a satisfying and challenging work environment along with a successful growth path.

#### 1. DATE OF JOINING

You are requested to report for work on or before **10-Mar-2021** with all your original certificates. Please inform us of your decision by today of this offer else the offer stands void. Failure to join on the specified date along with your original certificates shall result in the automatic termination of this appointment, without obligation on the Company to issue notice of such termination.

#### 2. PROBATIONARY PERIOD

You will be on probation for a period of Six months from the date of your appointment. On completion of your probation period, if the management is satisfied with your performance, you may be absorbed on regular employment of the Company.

#### 3. COMPENSATION

##### 3.1 During Internship

Till you attain your Degree / Mark-sheet of final year of Graduation, you will be considered as Intern and you will be entitled to a stipend of **Rs. 10000/- (Rupees Ten Thousand) per month**.

##### 3.2 Post Internship

After attainment of Degree / Mark-sheet of final year of Graduation, your yearly gross value of compensation shall be **Rs. 300000/- (Rupees Three Lakhs Only)**.

The break-up of your post internship salary shall be as per the policies / rules of the Company. Please refer to the **Annexure No. 1** for more details on Fixed Salary Components.

#### 4. INCREMENT & OTHER BENEFITS

Your performance shall be appraised by the Management after completion of every quarter and compensation reviews shall happen in the month of January every year irrespective of the joining date. For the compensation review, you must minimum serve 6 months of regular employment to be eligible for the same. Your performance shall be the criteria to determine annual compensation increments and other benefits to you in future.

Other Benefits that you will get are briefly explained in **Annexure No. 2**.

  
REGISTRAR  


## 5. NON DISCLOSURE AGREEMENT

You would be required to sign the Company's standard Non-Disclosure Agreement (NDA) & Non Competing Agreement, a copy of the same will be provided to you on the date of your joining.

## 6. SERVICE AGREEMENT

The Company would be giving / providing you practical training for 6 months and considering the time and investment that would be put on you to properly train you, you would be required to sign a Service Agreement with the Company that will be applicable during probation period of six months from the date when your regular employment begins (Post Internship) and will extend 1 year 6 months further from the end of your probation period of six months' post internship.

## 7. PLACEMENT & TRANSFER

You shall be working from home during your internship period. Post internship, your place of work shall be provided at the time of final placements. However, you shall be liable for transfer from one department to another department, from one place to another place within India and you may also be assigned overseas, if required.

## 8. TERMINATION OF EMPLOYMENT

This contract of employment is terminable by the company without giving any notice during probation period. Post your probation period, this contract of employment is terminable by the Company by giving 2 months' notice or pay two months' gross salary, as the Company may deem fit. The Company, however, is not bound to give any reason for termination whatsoever.

Subject to Clause 6, if you choose to terminate your employment with the company, during or after the probation period, you shall have to serve notice period of two months or pay six months' gross salary, subject to approval by the company, whichever the case. You will receive a detailed appointment letter at the time of your Joining.

We look forward to a long term and mutually rewarding relationship.

Yours sincerely,

**For Talent Recruit Software Private Limited**



**Shalini Gupta**  
**Director**

**ACCEPTED:**

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**Uday Kiran M**

**04-Mar-2021**



REGISTRAR  
PRESIDENCY UNIVERSITY  
BANGALORE



## Annexure No. 1: Fixed Salary Structure

**Name:** Uday Kiran M

**Designation:** Executive-Client Success

PER MONTH (AMOUNT IN INR)		PER ANNUM (AMOUNT IN INR)	
BASIC +DA	11588	BASIC +DA	139056
HRA	4635	HRA	55622
CONVEYANCE ALLOWANCE	1600	CONVEYANCE ALLOWANCE	19200
EDUCATION ALLOWANCE	200	EDUCATION ALLOWANCE	2400
OFFICE ALLOWANCES	1967	OFFICE ALLOWANCES	23609
OTHER ALLOWANCES	1312	OTHER ALLOWANCES	15739
MEDICAL REIMBURSEMENT	1250	MEDICAL REIMBURSEMENT	15000
EMPLOYER PF @ 12%	1391	PF	16687
GRATUITY	557	GRATUITY	6686
MEDICLAIM	500	MEDICLAIM	6000
<b>GROSS MONTHLY COMPENSATION</b>	<b>25000</b>	<b>GROSS YEARLY COMPENSATION</b>	<b>300000</b>
<b>DEDUCTIONS</b>		<b>DEDUCTIONS</b>	
EMPLOYEE PF @ 12%	1391	EMPLOYEE PF	16687
EMPLOYER PF @ 12%	1391	EMPLOYER PF	16687
GRATUITY	557	GRATUITY	6686
MEDICLAIM	500	MEDICLAIM	6000
PT	200	PT	2400
TDS( WILL BE CALCUATED BASED ON INVETSMET DOCUMENTS SUBMITTED POST JOINING)**	0	TDS** ( WILL BE CALCUATED BASED ON INVETSMET DOCUMENTS SUBMITTED POST JOINING)	0
<b>ESTIMATED NET SALARY (MONTHLY)**</b>	<b>20962</b>	<b>ESTIMATD NET SALARY (ANNUAL)**</b>	<b>251540</b>

\*\*Net Monthly / Yearly salary shall be subject to Income Tax deductions (TDS) that will be based on your savings details provide to HR Team.

  
 REGISTRAR  


## Annexure No. 2: Other Benefits

### Group Personal Accident Policy

As per Company Policy, we provide group personal accident policy of Rs. 5 lac coverage to all employees, post internship/ on regular employment.

### Parental Insurance Policy

As per Company Policy, you can opt for the parental insurance policy (post internship) and the insurance premium shall be deducted from your monthly salary.

  
REGISTRAR  


04-Mar-2021

**Mr. Sourav Bijalwan,**  
Bangalore

Dear Sourav Bijalwan,

### Offer Letter

We are pleased to offer you the position of “**Executive-Client Success**” with **Talent Recruit Software Private Limited**. We are sure that Talent Recruit will provide you a satisfying and challenging work environment along with a successful growth path.

#### 1. DATE OF JOINING

You are requested to report for work on or before **10-Mar-2021** with all your original certificates. Please inform us of your decision by today of this offer else the offer stands void. Failure to join on the specified date along with your original certificates shall result in the automatic termination of this appointment, without obligation on the Company to issue notice of such termination.

#### 2. PROBATIONARY PERIOD

You will be on probation for a period of Six months from the date of your appointment. On completion of your probation period, if the management is satisfied with your performance, you may be absorbed on regular employment of the Company.

#### 3. COMPENSATION

##### 3.1 During Internship

Till you attain your Degree / Mark-sheet of final year of Graduation, you will be considered as Intern and you will be entitled to a stipend of **Rs. 10000/- (Rupees Ten Thousand) per month**.

##### 3.2 Post Internship

After attainment of Degree / Mark-sheet of final year of Graduation, your yearly gross value of compensation shall be **Rs. 300000/- (Rupees Three Lakhs Only)**.

The break-up of your post internship salary shall be as per the policies / rules of the Company. Please refer to the **Annexure No. 1** for more details on Fixed Salary Components.

#### 4. INCREMENT & OTHER BENEFITS

Your performance shall be appraised by the Management after completion of every quarter and compensation reviews shall happen in the month of January every year irrespective of the joining date. For the compensation review, you must minimum serve 6 months of regular employment to be eligible for the same. Your performance shall be the criteria to determine annual compensation increments and other benefits to you in future.

Other Benefits that you will get are briefly explained in **Annexure No. 2**.



REGISTRAR  
PRESIDENCY UNIVERSITY  
BANGALORE

## 5. NON DISCLOSURE AGREEMENT

You would be required to sign the Company's standard Non-Disclosure Agreement (NDA) & Non Competing Agreement, a copy of the same will be provided to you on the date of your joining.

## 6. SERVICE AGREEMENT

The Company would be giving / providing you practical training for 6 months and considering the time and investment that would be put on you to properly train you, you would be required to sign a Service Agreement with the Company that will be applicable during probation period of six months from the date when your regular employment begins (Post Internship) and will extend 1 year 6 months further from the end of your probation period of six months' post internship.

## 7. PLACEMENT & TRANSFER

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## 8. TERMINATION OF EMPLOYMENT

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Subject to Clause 6, if you choose to terminate your employment with the company, during or after the probation period, you shall have to serve notice period of two months or pay six months' gross salary, subject to approval by the company, whichever the case. You will receive a detailed appointment letter at the time of your Joining.

We look forward to a long term and mutually rewarding relationship.

Yours sincerely,

**For Talent Recruit Software Private Limited**



**Shalini Gupta**  
**Director**

**ACCEPTED:**

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**Sourav Bijalwan**

**04-Mar-2021**



REGISTRAR  
PRESIDENCY UNIVERSITY  
Bangalore

## Annexure No. 1: Fixed Salary Structure

**Name:** Sourav Bijalwan

**Designation:** Executive-Client Success

PER MONTH (AMOUNT IN INR)		PER ANNUM (AMOUNT IN INR)	
BASIC +DA	11588	BASIC +DA	139056
HRA	4635	HRA	55622
CONVEYANCE ALLOWANCE	1600	CONVEYANCE ALLOWANCE	19200
EDUCATION ALLOWANCE	200	EDUCATION ALLOWANCE	2400
OFFICE ALLOWANCES	1967	OFFICE ALLOWANCES	23609
OTHER ALLOWANCES	1312	OTHER ALLOWANCES	15739
MEDICAL REIMBURSEMENT	1250	MEDICAL REIMBURSEMENT	15000
EMPLOYER PF @ 12%	1391	PF	16687
GRATUITY	557	GRATUITY	6686
MEDICLAIM	500	MEDICLAIM	6000
<b>GROSS MONTHLY COMPENSATION</b>	<b>25000</b>	<b>GROSS YEARLY COMPENSATION</b>	<b>300000</b>
<b>DEDUCTIONS</b>		<b>DEDUCTIONS</b>	
EMPLOYEE PF @ 12%	1391	EMPLOYEE PF	16687
EMPLOYER PF @ 12%	1391	EMPLOYER PF	16687
GRATUITY	557	GRATUITY	6686
MEDICLAIM	500	MEDICLAIM	6000
PT	200	PT	2400
TDS( WILL BE CALCUATED BASED ON INVETSMNT DOCUMENTS SUBMITTED POST JOINING)**	0	TDS** ( WILL BE CALCUATED BASED ON INVETSMNT DOCUMENTS SUBMITTED POST JOINING)	0
<b>ESTIMATED NET SALARY (MONTHLY)**</b>	<b>20962</b>	<b>ESTIMATD NET SALARY (ANNUAL)**</b>	<b>251540</b>

\*\*Net Monthly / Yearly salary shall be subject to Income Tax deductions (TDS) that will be based on your savings details provide to HR Team.

  
 REGISTRAR  


## Annexure No. 2: Other Benefits

### Group Personal Accident Policy

As per Company Policy, we provide group personal accident policy of Rs. 5 lac coverage to all employees, post internship/ on regular employment.

### Parental Insurance Policy

As per Company Policy, you can opt for the parental insurance policy (post internship) and the insurance premium shall be deducted from your monthly salary.

  
REGISTRAR  




**OFFER LETTER**

Date 24<sup>th</sup> June 2021

Dear **Mr. A Vishnu**,

We are pleased to inform you that we are engaging your services as **Embedded Software Engineer** effective from **28<sup>th</sup> June 2021**. The following are the conditions of your employment with this Company:

1. You shall be entering in to the contract for a period of **Two (2) years** commencing from **28<sup>th</sup> June 2021 as your first day of work with the Company**. During your employment, you will undergo on job Training for the period of **Six (6) months** in order to develop the skill sets required to work on the in-house projects, Client projects or any other requirement so stated by the organization time and again.

Post your on job training, Company reserve the rights to deploy to any of the Internal or onsite and offshore projects based on the requirement at that point in time. You agree to be assigned to any work or work station or branch of the Company for such periods as may be determined by the Company and whenever the service requires such assignments.

During your Training period you will be paid Stipend of Rs. **10,000 (Ten thousand only)** per month. If any time, during the Training the employee does not show the expected performance or remains absent without prior permission or misbehaves, his/her service can be terminated by giving One Day's Notice or by making payment of one day in lieu of notice

If the performance is not found satisfactory after completing the Training of 6 Months, either his/her training period can be extended by another 15 days or service can be terminated by giving One Day's Notice based on the management discretion. During such an extension he/she would be paid Stipend of Rs. 10,000 (Ten thousand only) on a prorata basis.

2. You shall be signing a Service Bond of Two (2) years with the company in view of the cost incurred by the Company in respect of process of selection, training, deployment etc.

3. The Company shall pay following Fixed salary slabs during his/her employment of the Contract Period

- a) **Training period of First 6 months - Rs. 10,000 (Ten Thousand only)**
- b) **7th Month onwards - Rs. 3,00,000 CTC (Three lakh only) based on the performance**

From then on there will be annual increment based on the Performance as decided by the management.

*Sarav*  
REGISTRAR  
PRESIDENCY UNIVERSITY  
BANGALORE





**UNIVISION**  
Technology Consulting Pvt. Ltd.  
Pragmatic | Professional | Progressive

080 4890 9199  
contact@univisiontechnocon.com  
GSTIN: 29AABCU7842E125  
CIN: U72100KA2015PTC078659

The above amount includes all the statutory deductions as per the companies act. If the employee completes 2 (two) years period successfully as decided by the company, then he will be absorbed in a suitable grade as per Organization's rule.

4. That during the period of his/her employment, the Employee shall be bound to observe and abide by all terms and conditions and stipulations hereinafter contained as also by such other rules and regulations as may be framed by the Company from time to time to be observed by or to be applicable to the Employees of his class.

5. That in the event of the Employee leaving the services of the Company before the Expiry of the period of the Contract, as also in the event of the Employee making it obligatory or necessary or expedient on the part of the Company to terminate his services for any reason of whatsoever nature and for things mentioned in paragraph 4 above, the employee shall be liable to pay **Rs. 3,00,000 (Three Lakh only)** to the Parent Company as sum equivalent to Training Expenses incurred by the company. Employee agrees to pay the same without any proof of actual damages suffered by the Company to which his services may have been transferred, being required to be produced and such payments shall always be independent of and not in lieu of any other compensation or damages that the Employees may have rendered herself liable to pay to Company or any of the Companies or concerns as above said, by reason of his having committed breach of any of the conditions herein before contained by reason of his having caused any damages or injury to the Company or concern to which his services might have been transferred, by his conduct or omissions while in employment, the Employee, further agrees that, the Company shall have lien on all amounts due to the Employees from the Company in respect of the damages aforesaid and the Company shall be entitled to exercise the same and to set the said amounts off against such damages without reference to the Employee.

6. That it shall be competent to the Company to transfer the services of the Employee to any other Company or Firm or concern to which the Management of this Company deem it necessary or fit to transfer and in the event of such other Company or Firm or Concern and shall be entitled to the continuity of the services under these presents and shall be entitled to all the amenities or benefits which may be in force in such Company, Company or concern to which his services may be transferred.

7. You are required to comply with the all existing rules, regulations and policies of the Company as well as those which may hereafter be issued, including but not limited to those governing order and discipline, honesty, safety and security, work assignments and standard operating procedures, use of Company properties and access to matters of confidentiality, and such other rules deemed necessary in the conduct of our business;

*Sanna*  
REGISTRAR  
PRESIDENCY UNIVERSITY  
BANGALORE

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📄 CIN: U72100KA2015PTC078659

8. You agree that all record and documents of the Company and all information pertaining to its business and/or its affairs and that of its customers are absolutely confidential and unauthorized disclosure or reproduction of the same will not be made by you at any time during or after your employment. You agree that any breach of confidentiality will constitute sufficient ground for immediate termination of your employment for cause and/or civil and criminal liability.

9. In case you intend to resign from the Company and breach the bond by paying the said amount mentioned paragraph 5, you are required to notify the Company at least Three (3) months prior Notice to the effectivity of your resignation, otherwise, failure on your part to do so will render you liable for damages. However, it is within the sole discretion of the Company whether or not to accept such resignation earlier than the expiration of said period.

10. You will be eligible for Leave and Holidays as per the policy guidelines of the company, which may be liable to change from time to time.

As a member of *Our Organization* team, we would ask for your commitment to deliver outstanding quality and results that exceed client expectations Internal, onsite and offshore projects. In addition, we expect your personal accountability in all the products, actions, advice and results that you provide as a representative of *Our Organization*. In return, we are committed to providing you with every opportunity to learn, grow and stretch to the highest level of your ability and potential.

We look forward to the opportunity to work with you in an atmosphere that is successful and mutually challenging and rewarding.

Sincerely,

*Srikanth B.G*

*Director*

*Univision Technology Consulting Pvt. Ltd.*

I HEREBY CERTIFY that I have read and have fully understood the foregoing terms and conditions of my employment with the Company and that I accept the same completely.  
With the signature below, I accept this offer for employment.

\_\_\_\_\_  
Name

\_\_\_\_\_  
Date

*Sanne*  
REGISTRAR  
PRESIDENCY UNIVERSITY  
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**OFFER LETTER**

Date 24<sup>th</sup> June 2021

Dear **Mr. Vignesh Raj M,**

We are pleased to inform you that we are engaging your services as **Embedded Software Engineer** effective from **28<sup>th</sup> June 2021**. The following are the conditions of your employment with this Company:

1. You shall be entering in to the contract for a period of **Two (2) years** commencing from **28<sup>th</sup> June 2021 as your first day of work with the Company**. During your employment, you will undergo on job Training for the period of **Six (6) months** in order to develop the skill sets required to work on the in-house projects, Client projects or any other requirement so stated by the organization time and again.

Post your on job training, Company reserve the rights to deploy to any of the Internal or onsite and offshore projects based on the requirement at that point in time. You agree to be assigned to any work or work station or branch of the Company for such periods as may be determined by the Company and whenever the service requires such assignments.

During your Training period you will be paid Stipend of Rs. **10,000 (Ten thousand only)** per month. If any time, during the Training the employee does not show the expected performance or remains absent without prior permission or misbehaves, his/her service can be terminated by giving One Day's Notice or by making payment of one day in lieu of notice

If the performance is not found satisfactory after completing the Training of 6 Months, either his/her training period can be extended by another 15 days or service can be terminated by giving One Day's Notice based on the management discretion. During such an extension he/she would be paid Stipend of Rs. 10,000 (Ten thousand only) on a prorata basis.

2. You shall be signing a Service Bond of Two (2) years with the company in view of the cost incurred by the Company in respect of process of selection, training, deployment etc.

3. The Company shall pay following Fixed salary slabs during his/her employment of the Contract Period

- a) **Training period of First 6 months - Rs. 10,000 (Ten Thousand only)**
- b) **7th Month onwards - Rs. 3,00,000 CTC (Three lakh only) based on the performance**

From then on there will be annual increment based on the Performance as decided by the management.

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The above amount includes all the statutory deductions as per the companies act. If the employee completes 2 (two) years period successfully as decided by the company, then he will be absorbed in a suitable grade as per Organization's rule.

4. That during the period of his/her employment, the Employee shall be bound to observe and abide by all terms and conditions and stipulations hereinafter contained as also by such other rules and regulations as may be framed by the Company from time to time to be observed by or to be applicable to the Employees of his class.

5. That in the event of the Employee leaving the services of the Company before the Expiry of the period of the Contract, as also in the event of the Employee making it obligatory or necessary or expedient on the part of the Company to terminate his services for any reason of whatsoever nature and for things mentioned in paragraph 4 above, the employee shall be liable to pay **Rs. 3,00,000 (Three Lakh only)** to the Parent Company as sum equivalent to Training Expenses incurred by the company. Employee agrees to pay the same without any proof of actual damages suffered by the Company to which his services may have been transferred, being required to be produced and such payments shall always be independent of and not in lieu of any other compensation or damages that the Employees may have rendered herself liable to pay to Company or any of the Companies or concerns as above said, by reason of his having committed breach of any of the conditions herein before contained by reason of his having caused any damages or injury to the Company or concern to which his services might have been transferred, by his conduct or omissions while in employment, the Employee, further agrees that, the Company shall have lien on all amounts due to the Employees from the Company in respect of the damages aforesaid and the Company shall be entitled to exercise the same and to set the said amounts off against such damages without reference to the Employee.

6. That it shall be competent to the Company to transfer the services of the Employee to any other Company or Firm or concern to which the Management of this Company deem it necessary or fit to transfer and in the event of such other Company or Firm or Concern and shall be entitled to the continuity of the services under these presents and shall be entitled to all the amenities or benefits which may be in force in such Company, Company or concern to which his services may be transferred.

7. You are required to comply with the all existing rules, regulations and policies of the Company as well as those which may hereafter be issued, including but not limited to those governing order and discipline, honesty, safety and security, work assignments and standard operating procedures, use of Company properties and access to matters of confidentiality, and such other rules deemed necessary in the conduct of our business;

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9. In case you intend to resign from the Company and breach the bond by paying the said amount mentioned paragraph 5, you are required to notify the Company at least Three (3) months prior Notice to the effectivity of your resignation, otherwise, failure on your part to do so will render you liable for damages. However, it is within the sole discretion of the Company whether or not to accept such resignation earlier than the expiration of said period.

10. You will be eligible for Leave and Holidays as per the policy guidelines of the company, which may be liable to change from time to time.

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We look forward to the opportunity to work with you in an atmosphere that is successful and mutually challenging and rewarding.

Sincerely,

*Srikanth B.G*

*Director*

*Univision Technology Consulting Pvt. Ltd.*

I HEREBY CERTIFY that I have read and have fully understood the foregoing terms and conditions of my employment with the Company and that I accept the same completely.  
With the signature below, I accept this offer for employment.

\_\_\_\_\_  
Name

\_\_\_\_\_  
Date

*Sanne*  
REGISTRAR  
PRESIDENCY UNIVERSITY  
BANGALORE





**OFFER LETTER**

Date 24<sup>th</sup> June 2021

Dear **Mr. Anirudh N,**

We are pleased to inform you that we are engaging your services as **Embedded Software Engineer** effective from **28<sup>th</sup> June 2021**. The following are the conditions of your employment with this Company:

1. You shall be entering in to the contract for a period of **Two (2) years** commencing from **28<sup>th</sup> June 2021 as your first day of work with the Company**. During your employment, you will undergo on job Training for the period of **Six (6) months** in order to develop the skill sets required to work on the in-house projects, Client projects or any other requirement so stated by the organization time and again.

Post your on job training, Company reserve the rights to deploy to any of the Internal or onsite and offshore projects based on the requirement at that point in time. You agree to be assigned to any work or work station or branch of the Company for such periods as may be determined by the Company and whenever the service requires such assignments.

During your Training period you will be paid Stipend of Rs. **10,000 (Ten thousand only)** per month. If any time, during the Training the employee does not show the expected performance or remains absent without prior permission or misbehaves, his/her service can be terminated by giving One Day's Notice or by making payment of one day in lieu of notice

If the performance is not found satisfactory after completing the Training of 6 Months, either his/her training period can be extended by another 15 days or service can be terminated by giving One Day's Notice based on the management discretion. During such an extension he/she would be paid Stipend of Rs. 10,000 (Ten thousand only) on a prorata basis.

2. You shall be signing a Service Bond of Two (2) years with the company in view of the cost incurred by the Company in respect of process of selection, training, deployment etc.

3. The Company shall pay following Fixed salary slabs during his/her employment of the Contract Period

- a) **Training period of First 6 months - Rs. 10,000 (Ten Thousand only)**
- b) **7th Month onwards - Rs. 3,00,000 CTC (Three lakh only) based on the performance**

From then on there will be annual increment based on the Performance as decided by the management.

  
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The above amount includes all the statutory deductions as per the companies act. If the employee completes 2 (two) years period successfully as decided by the company, then he will be absorbed in a suitable grade as per Organization's rule.

4. That during the period of his/her employment, the Employee shall be bound to observe and abide by all terms and conditions and stipulations hereinafter contained as also by such other rules and regulations as may be framed by the Company from time to time to be observed by or to be applicable to the Employees of his class.

5. That in the event of the Employee leaving the services of the Company before the Expiry of the period of the Contract, as also in the event of the Employee making it obligatory or necessary or expedient on the part of the Company to terminate his services for any reason of whatsoever nature and for things mentioned in paragraph 4 above, the employee shall be liable to pay **Rs. 3,00,000 (Three Lakh only)** to the Parent Company as sum equivalent to Training Expenses incurred by the company. Employee agrees to pay the same without any proof of actual damages suffered by the Company to which his services may have been transferred, being required to be produced and such payments shall always be independent of and not in lieu of any other compensation or damages that the Employees may have rendered herself liable to pay to Company or any of the Companies or concerns as above said, by reason of his having committed breach of any of the conditions herein before contained by reason of his having caused any damages or injury to the Company or concern to which his services might have been transferred, by his conduct or omissions while in employment, the Employee, further agrees that, the Company shall have lien on all amounts due to the Employees from the Company in respect of the damages aforesaid and the Company shall be entitled to exercise the same and to set the said amounts off against such damages without reference to the Employee.

6. That it shall be competent to the Company to transfer the services of the Employee to any other Company or Firm or concern to which the Management of this Company deem it necessary or fit to transfer and in the event of such other Company or Firm or Concern and shall be entitled to the continuity of the services under these presents and shall be entitled to all the amenities or benefits which may be in force in such Company, Company or concern to which his services may be transferred.

7. You are required to comply with the all existing rules, regulations and policies of the Company as well as those which may hereafter be issued, including but not limited to those governing order and discipline, honesty, safety and security, work assignments and standard operating procedures, use of Company properties and access to matters of confidentiality, and such other rules deemed necessary in the conduct of our business;

*Sanna*  
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9. In case you intend to resign from the Company and breach the bond by paying the said amount mentioned paragraph 5, you are required to notify the Company at least Three (3) months prior Notice to the effectivity of your resignation, otherwise, failure on your part to do so will render you liable for damages. However, it is within the sole discretion of the Company whether or not to accept such resignation earlier than the expiration of said period.

10. You will be eligible for Leave and Holidays as per the policy guidelines of the company, which may be liable to change from time to time.

As a member of *Our Organization* team, we would ask for your commitment to deliver outstanding quality and results that exceed client expectations Internal, onsite and offshore projects. In addition, we expect your personal accountability in all the products, actions, advice and results that you provide as a representative of *Our Organization*. In return, we are committed to providing you with every opportunity to learn, grow and stretch to the highest level of your ability and potential.

We look forward to the opportunity to work with you in an atmosphere that is successful and mutually challenging and rewarding.

Sincerely,

*Srikanth B.G*

*Director*

*Univision Technology Consulting Pvt. Ltd.*

I HEREBY CERTIFY that I have read and have fully understood the foregoing terms and conditions of my employment with the Company and that I accept the same completely.  
With the signature below, I accept this offer for employment.

\_\_\_\_\_  
Name

\_\_\_\_\_  
Date

*Sanne*  
REGISTRAR  
PRESIDENCY UNIVERSITY  
BANGALORE



**OFFER LETTER**

Date 24<sup>th</sup> June 2021

Dear **Mr. Suman S,**

We are pleased to inform you that we are engaging your services as **Embedded Software Engineer** effective from **28<sup>th</sup> June 2021**. The following are the conditions of your employment with this Company:

1. You shall be entering in to the contract for a period of **Two (2) years** commencing from **28<sup>th</sup> June 2021 as your first day of work with the Company**. During your employment, you will undergo on job Training for the period of **Six (6) months** in order to develop the skill sets required to work on the in-house projects, Client projects or any other requirement so stated by the organization time and again.

Post your on job training, Company reserve the rights to deploy to any of the Internal or onsite and offshore projects based on the requirement at that point in time. You agree to be assigned to any work or work station or branch of the Company for such periods as may be determined by the Company and whenever the service requires such assignments.

During your Training period you will be paid Stipend of Rs. **10,000 (Ten thousand only)** per month. If any time, during the Training the employee does not show the expected performance or remains absent without prior permission or misbehaves, his/her service can be terminated by giving One Day's Notice or by making payment of one day in lieu of notice

If the performance is not found satisfactory after completing the Training of 6 Months, either his/her training period can be extended by another 15 days or service can be terminated by giving One Day's Notice based on the management discretion. During such an extension he/she would be paid Stipend of Rs. 10,000 (Ten thousand only) on a prorata basis.

2. You shall be signing a Service Bond of Two (2) years with the company in view of the cost incurred by the Company in respect of process of selection, training, deployment etc.

3. The Company shall pay following Fixed salary slabs during his/her employment of the Contract Period

- a) **Training period of First 6 months - Rs. 10,000 (Ten Thousand only)**
- b) **7th Month onwards - Rs. 3,00,000 CTC (Three lakh only) based on the performance**

From then on there will be annual increment based on the Performance as decided by the management.

*Suman S*  
REGISTRAR  
PRESIDENCY UNIVERSITY  
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The above amount includes all the statutory deductions as per the companies act. If the employee completes 2 (two) years period successfully as decided by the company, then he will be absorbed in a suitable grade as per Organization's rule.

4. That during the period of his/her employment, the Employee shall be bound to observe and abide by all terms and conditions and stipulations hereinafter contained as also by such other rules and regulations as may be framed by the Company from time to time to be observed by or to be applicable to the Employees of his class.

5. That in the event of the Employee leaving the services of the Company before the Expiry of the period of the Contract, as also in the event of the Employee making it obligatory or necessary or expedient on the part of the Company to terminate his services for any reason of whatsoever nature and for things mentioned in paragraph 4 above, the employee shall be liable to pay **Rs. 3,00,000 (Three Lakh only)** to the Parent Company as sum equivalent to Training Expenses incurred by the company. Employee agrees to pay the same without any proof of actual damages suffered by the Company to which his services may have been transferred, being required to be produced and such payments shall always be independent of and not in lieu of any other compensation or damages that the Employees may have rendered herself liable to pay to Company or any of the Companies or concerns as above said, by reason of his having committed breach of any of the conditions herein before contained by reason of his having caused any damages or injury to the Company or concern to which his services might have been transferred, by his conduct or omissions while in employment, the Employee, further agrees that, the Company shall have lien on all amounts due to the Employees from the Company in respect of the damages aforesaid and the Company shall be entitled to exercise the same and to set the said amounts off against such damages without reference to the Employee.

6. That it shall be competent to the Company to transfer the services of the Employee to any other Company or Firm or concern to which the Management of this Company deem it necessary or fit to transfer and in the event of such other Company or Firm or Concern and shall be entitled to the continuity of the services under these presents and shall be entitled to all the amenities or benefits which may be in force in such Company, Company or concern to which his services may be transferred.

7. You are required to comply with the all existing rules, regulations and policies of the Company as well as those which may hereafter be issued, including but not limited to those governing order and discipline, honesty, safety and security, work assignments and standard operating procedures, use of Company properties and access to matters of confidentiality, and such other rules deemed necessary in the conduct of our business;

*Sanna*  
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We look forward to the opportunity to work with you in an atmosphere that is successful and mutually challenging and rewarding.

Sincerely,

*Srikanth B.G*

*Director*

*Univision Technology Consulting Pvt. Ltd.*

I HEREBY CERTIFY that I have read and have fully understood the foregoing terms and conditions of my employment with the Company and that I accept the same completely.  
With the signature below, I accept this offer for employment.

\_\_\_\_\_  
Name

\_\_\_\_\_  
Date

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**OFFER LETTER**

Date 24<sup>th</sup> June 2021

Dear **Mr. Mohammed Junaid**,

We are pleased to inform you that we are engaging your services as **Embedded Software Engineer** effective from **28<sup>th</sup> June 2021**. The following are the conditions of your employment with this Company:

1. You shall be entering in to the contract for a period of **Two (2) years** commencing from **28<sup>th</sup> June 2021 as your first day of work with the Company**. During your employment, you will undergo on job Training for the period of **Six (6) months** in order to develop the skill sets required to work on the in-house projects, Client projects or any other requirement so stated by the organization time and again.

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REGISTRAR  


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4. That during the period of his/her employment, the Employee shall be bound to observe and abide by all terms and conditions and stipulations hereinafter contained as also by such other rules and regulations as may be framed by the Company from time to time to be observed by or to be applicable to the Employees of his class.

5. That in the event of the Employee leaving the services of the Company before the Expiry of the period of the Contract, as also in the event of the Employee making it obligatory or necessary or expedient on the part of the Company to terminate his services for any reason of whatsoever nature and for things mentioned in paragraph 4 above, the employee shall be liable to pay **Rs. 3,00,000 (Three Lakh only)** to the Parent Company as sum equivalent to Training Expenses incurred by the company. Employee agrees to pay the same without any proof of actual damages suffered by the Company to which his services may have been transferred, being required to be produced and such payments shall always be independent of and not in lieu of any other compensation or damages that the Employees may have rendered herself liable to pay to Company or any of the Companies or concerns as above said, by reason of his having committed breach of any of the conditions herein before contained by reason of his having caused any damages or injury to the Company or concern to which his services might have been transferred, by his conduct or omissions while in employment, the Employee, further agrees that, the Company shall have lien on all amounts due to the Employees from the Company in respect of the damages aforesaid and the Company shall be entitled to exercise the same and to set the said amounts off against such damages without reference to the Employee.

6. That it shall be competent to the Company to transfer the services of the Employee to any other Company or Firm or concern to which the Management of this Company deem it necessary or fit to transfer and in the event of such other Company or Firm or Concern and shall be entitled to the continuity of the services under these presents and shall be entitled to all the amenities or benefits which may be in force in such Company, Company or concern to which his services may be transferred.

7. You are required to comply with the all existing rules, regulations and policies of the Company as well as those which may hereafter be issued, including but not limited to those governing order and discipline, honesty, safety and security, work assignments and standard operating procedures, use of Company properties and access to matters of confidentiality, and such other rules deemed necessary in the conduct of our business;

*Sanna*  
REGISTRAR  
PRESIDENCY UNIVERSITY  
BANGALORE

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📄 CIN: U72100KA2015PTC078659

8. You agree that all record and documents of the Company and all information pertaining to its business and/or its affairs and that of its customers are absolutely confidential and unauthorized disclosure or reproduction of the same will not be made by you at any time during or after your employment. You agree that any breach of confidentiality will constitute sufficient ground for immediate termination of your employment for cause and/or civil and criminal liability.

9. In case you intend to resign from the Company and breach the bond by paying the said amount mentioned paragraph 5, you are required to notify the Company at least Three (3) months prior Notice to the effectivity of your resignation, otherwise, failure on your part to do so will render you liable for damages. However, it is within the sole discretion of the Company whether or not to accept such resignation earlier than the expiration of said period.

10. You will be eligible for Leave and Holidays as per the policy guidelines of the company, which may be liable to change from time to time.

As a member of *Our Organization* team, we would ask for your commitment to deliver outstanding quality and results that exceed client expectations Internal, onsite and offshore projects. In addition, we expect your personal accountability in all the products, actions, advice and results that you provide as a representative of *Our Organization*. In return, we are committed to providing you with every opportunity to learn, grow and stretch to the highest level of your ability and potential.

We look forward to the opportunity to work with you in an atmosphere that is successful and mutually challenging and rewarding.

Sincerely,

*Srikanth B.G*

*Director*

*Univision Technology Consulting Pvt. Ltd.*

I HEREBY CERTIFY that I have read and have fully understood the foregoing terms and conditions of my employment with the Company and that I accept the same completely.  
With the signature below, I accept this offer for employment.

\_\_\_\_\_  
Name

\_\_\_\_\_  
Date

*Sanne*  
REGISTRAR  
PRESIDENCY UNIVERSITY  
BANGALORE





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**OFFER LETTER**

Date 24<sup>th</sup> June 2021

Dear **Mr. Sujith A,**

We are pleased to inform you that we are engaging your services as **Embedded Software Engineer** effective from **28<sup>th</sup> June 2021**. The following are the conditions of your employment with this Company:

1. You shall be entering in to the contract for a period of **Two (2) years** commencing from **28<sup>th</sup> June 2021 as your first day of work with the Company**. During your employment, you will undergo on job Training for the period of **Six (6) months** in order to develop the skill sets required to work on the in-house projects, Client projects or any other requirement so stated by the organization time and again.

Post your on job training, Company reserve the rights to deploy to any of the Internal or onsite and offshore projects based on the requirement at that point in time. You agree to be assigned to any work or work station or branch of the Company for such periods as may be determined by the Company and whenever the service requires such assignments.

During your Training period you will be paid Stipend of Rs. **10,000 (Ten thousand only)** per month. If any time, during the Training the employee does not show the expected performance or remains absent without prior permission or misbehaves, his/her service can be terminated by giving One Day's Notice or by making payment of one day in lieu of notice

If the performance is not found satisfactory after completing the Training of 6 Months, either his/her training period can be extended by another 15 days or service can be terminated by giving One Day's Notice based on the management discretion. During such an extension he/she would be paid Stipend of Rs. 10,000 (Ten thousand only) on a prorata basis.

2. You shall be signing a Service Bond of Two (2) years with the company in view of the cost incurred by the Company in respect of process of selection, training, deployment etc.

3. The Company shall pay following Fixed salary slabs during his/her employment of the Contract Period

- a) **Training period of First 6 months - Rs. 10,000 (Ten Thousand only)**
- b) **7th Month onwards - Rs. 3,00,000 CTC (Three lakh only) based on the performance**

From then on there will be annual increment based on the Performance as decided by the management.

*Sujith A*  
REGISTRAR  
PRESIDENCY UNIVERSITY  
BANGALORE

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The above amount includes all the statutory deductions as per the companies act. If the employee completes 2 (two) years period successfully as decided by the company, then he will be absorbed in a suitable grade as per Organization's rule.

4. That during the period of his/her employment, the Employee shall be bound to observe and abide by all terms and conditions and stipulations hereinafter contained as also by such other rules and regulations as may be framed by the Company from time to time to be observed by or to be applicable to the Employees of his class.

5. That in the event of the Employee leaving the services of the Company before the Expiry of the period of the Contract, as also in the event of the Employee making it obligatory or necessary or expedient on the part of the Company to terminate his services for any reason of whatsoever nature and for things mentioned in paragraph 4 above, the employee shall be liable to pay **Rs. 3,00,000 (Three Lakh only)** to the Parent Company as sum equivalent to Training Expenses incurred by the company. Employee agrees to pay the same without any proof of actual damages suffered by the Company to which his services may have been transferred, being required to be produced and such payments shall always be independent of and not in lieu of any other compensation or damages that the Employees may have rendered herself liable to pay to Company or any of the Companies or concerns as above said, by reason of his having committed breach of any of the conditions herein before contained by reason of his having caused any damages or injury to the Company or concern to which his services might have been transferred, by his conduct or omissions while in employment, the Employee, further agrees that, the Company shall have lien on all amounts due to the Employees from the Company in respect of the damages aforesaid and the Company shall be entitled to exercise the same and to set the said amounts off against such damages without reference to the Employee.

6. That it shall be competent to the Company to transfer the services of the Employee to any other Company or Firm or concern to which the Management of this Company deem it necessary or fit to transfer and in the event of such other Company or Firm or Concern and shall be entitled to the continuity of the services under these presents and shall be entitled to all the amenities or benefits which may be in force in such Company, Company or concern to which his services may be transferred.

7. You are required to comply with the all existing rules, regulations and policies of the Company as well as those which may hereafter be issued, including but not limited to those governing order and discipline, honesty, safety and security, work assignments and standard operating procedures, use of Company properties and access to matters of confidentiality, and such other rules deemed necessary in the conduct of our business;

*Sanna*  
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9. In case you intend to resign from the Company and breach the bond by paying the said amount mentioned paragraph 5, you are required to notify the Company at least Three (3) months prior Notice to the effectivity of your resignation, otherwise, failure on your part to do so will render you liable for damages. However, it is within the sole discretion of the Company whether or not to accept such resignation earlier than the expiration of said period.

10. You will be eligible for Leave and Holidays as per the policy guidelines of the company, which may be liable to change from time to time.

As a member of *Our Organization* team, we would ask for your commitment to deliver outstanding quality and results that exceed client expectations Internal, onsite and offshore projects. In addition, we expect your personal accountability in all the products, actions, advice and results that you provide as a representative of *Our Organization*. In return, we are committed to providing you with every opportunity to learn, grow and stretch to the highest level of your ability and potential.

We look forward to the opportunity to work with you in an atmosphere that is successful and mutually challenging and rewarding.

Sincerely,

*Srikanth B.G*

*Director*

*Univision Technology Consulting Pvt. Ltd.*

I HEREBY CERTIFY that I have read and have fully understood the foregoing terms and conditions of my employment with the Company and that I accept the same completely.  
With the signature below, I accept this offer for employment.

\_\_\_\_\_  
Name

\_\_\_\_\_  
Date

*Sanne*  
REGISTRAR  
PRESIDENCY UNIVERSITY  
BANGALORE



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**OFFER LETTER**

Date 24<sup>th</sup> June 2021

Dear **Mr. Shivakumar G,**

We are pleased to inform you that we are engaging your services as **Embedded Software Engineer** effective from **28<sup>th</sup> June 2021**. The following are the conditions of your employment with this Company:

1. You shall be entering in to the contract for a period of **Two (2) years** commencing from **28<sup>th</sup> June 2021 as your first day of work with the Company**. During your employment, you will undergo on job Training for the period of **Six (6) months** in order to develop the skill sets required to work on the in-house projects, Client projects or any other requirement so stated by the organization time and again.

Post your on job training, Company reserve the rights to deploy to any of the Internal or onsite and offshore projects based on the requirement at that point in time. You agree to be assigned to any work or work station or branch of the Company for such periods as may be determined by the Company and whenever the service requires such assignments.

During your Training period you will be paid Stipend of Rs. **10,000 (Ten thousand only)** per month. If any time, during the Training the employee does not show the expected performance or remains absent without prior permission or misbehaves, his/her service can be terminated by giving One Day's Notice or by making payment of one day in lieu of notice

If the performance is not found satisfactory after completing the Training of 6 Months, either his/her training period can be extended by another 15 days or service can be terminated by giving One Day's Notice based on the management discretion. During such an extension he/she would be paid Stipend of Rs. 10,000 (Ten thousand only) on a prorata basis.

2. You shall be signing a Service Bond of Two (2) years with the company in view of the cost incurred by the Company in respect of process of selection, training, deployment etc.

3. The Company shall pay following Fixed salary slabs during his/her employment of the Contract Period

- a) **Training period of First 6 months - Rs. 10,000 (Ten Thousand only)**
- b) **7th Month onwards - Rs. 3,00,000 CTC (Three lakh only) based on the performance**

From then on there will be annual increment based on the Performance as decided by the management.

*Shivakumar*  
REGISTRAR  
PRESIDENCY UNIVERSITY  
BANGALORE

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The above amount includes all the statutory deductions as per the companies act. If the employee completes 2 (two) years period successfully as decided by the company, then he will be absorbed in a suitable grade as per Organization's rule.

4. That during the period of his/her employment, the Employee shall be bound to observe and abide by all terms and conditions and stipulations hereinafter contained as also by such other rules and regulations as may be framed by the Company from time to time to be observed by or to be applicable to the Employees of his class.

5. That in the event of the Employee leaving the services of the Company before the Expiry of the period of the Contract, as also in the event of the Employee making it obligatory or necessary or expedient on the part of the Company to terminate his services for any reason of whatsoever nature and for things mentioned in paragraph 4 above, the employee shall be liable to pay **Rs. 3,00,000 (Three Lakh only)** to the Parent Company as sum equivalent to Training Expenses incurred by the company. Employee agrees to pay the same without any proof of actual damages suffered by the Company to which his services may have been transferred, being required to be produced and such payments shall always be independent of and not in lieu of any other compensation or damages that the Employees may have rendered herself liable to pay to Company or any of the Companies or concerns as above said, by reason of his having committed breach of any of the conditions herein before contained by reason of his having caused any damages or injury to the Company or concern to which his services might have been transferred, by his conduct or omissions while in employment, the Employee, further agrees that, the Company shall have lien on all amounts due to the Employees from the Company in respect of the damages aforesaid and the Company shall be entitled to exercise the same and to set the said amounts off against such damages without reference to the Employee.

6. That it shall be competent to the Company to transfer the services of the Employee to any other Company or Firm or concern to which the Management of this Company deem it necessary or fit to transfer and in the event of such other Company or Firm or Concern and shall be entitled to the continuity of the services under these presents and shall be entitled to all the amenities or benefits which may be in force in such Company, Company or concern to which his services may be transferred.

7. You are required to comply with the all existing rules, regulations and policies of the Company as well as those which may hereafter be issued, including but not limited to those governing order and discipline, honesty, safety and security, work assignments and standard operating procedures, use of Company properties and access to matters of confidentiality, and such other rules deemed necessary in the conduct of our business;

*Sanna*  
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9. In case you intend to resign from the Company and breach the bond by paying the said amount mentioned paragraph 5, you are required to notify the Company at least Three (3) months prior Notice to the effectivity of your resignation, otherwise, failure on your part to do so will render you liable for damages. However, it is within the sole discretion of the Company whether or not to accept such resignation earlier than the expiration of said period.

10. You will be eligible for Leave and Holidays as per the policy guidelines of the company, which may be liable to change from time to time.

As a member of *Our Organization* team, we would ask for your commitment to deliver outstanding quality and results that exceed client expectations Internal, onsite and offshore projects. In addition, we expect your personal accountability in all the products, actions, advice and results that you provide as a representative of *Our Organization*. In return, we are committed to providing you with every opportunity to learn, grow and stretch to the highest level of your ability and potential.

We look forward to the opportunity to work with you in an atmosphere that is successful and mutually challenging and rewarding.

Sincerely,

*Srikanth B.G*

*Director*

*Univision Technology Consulting Pvt. Ltd.*

I HEREBY CERTIFY that I have read and have fully understood the foregoing terms and conditions of my employment with the Company and that I accept the same completely.  
With the signature below, I accept this offer for employment.

\_\_\_\_\_  
Name

\_\_\_\_\_  
Date

*Sanne*  
REGISTRAR  
PRESIDENCY UNIVERSITY  
BANGALORE



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**OFFER LETTER**

*Date 24<sup>th</sup> June 2021*

Dear **Mr. Vinayaka C H**,

We are pleased to inform you that we are engaging your services as **Embedded Software Engineer** effective from **28<sup>th</sup> June 2021**. The following are the conditions of your employment with this Company:

1. You shall be entering in to the contract for a period of **Two (2) years** commencing from **28<sup>th</sup> June 2021 as your first day of work with the Company**. During your employment, you will undergo on job Training for the period of **Six (6) months** in order to develop the skill sets required to work on the in-house projects, Client projects or any other requirement so stated by the organization time and again.

Post your on job training, Company reserve the rights to deploy to any of the Internal or onsite and offshore projects based on the requirement at that point in time. You agree to be assigned to any work or work station or branch of the Company for such periods as may be determined by the Company and whenever the service requires such assignments.

During your Training period you will be paid Stipend of Rs. **10,000 (Ten thousand only)** per month. If any time, during the Training the employee does not show the expected performance or remains absent without prior permission or misbehaves, his/her service can be terminated by giving One Day's Notice or by making payment of one day in lieu of notice

If the performance is not found satisfactory after completing the Training of 6 Months, either his/her training period can be extended by another 15 days or service can be terminated by giving One Day's Notice based on the management discretion. During such an extension he/she would be paid Stipend of Rs. 10,000 (Ten thousand only) on a prorata basis.

2. You shall be signing a Service Bond of Two (2) years with the company in view of the cost incurred by the Company in respect of process of selection, training, deployment etc.

3. The Company shall pay following Fixed salary slabs during his/her employment of the Contract Period

- a) **Training period of First 6 months - Rs. 10,000 (Ten Thousand only)**
- b) **7th Month onwards - Rs. 3,00,000 CTC (Three lakh only) based on the performance**

From then on there will be annual increment based on the Performance as decided by the management.

*Srinivas*  
REGISTRAR  


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The above amount includes all the statutory deductions as per the companies act. If the employee completes 2 (two) years period successfully as decided by the company, then he will be absorbed in a suitable grade as per Organization's rule.

4. That during the period of his/her employment, the Employee shall be bound to observe and abide by all terms and conditions and stipulations hereinafter contained as also by such other rules and regulations as may be framed by the Company from time to time to be observed by or to be applicable to the Employees of his class.

5. That in the event of the Employee leaving the services of the Company before the Expiry of the period of the Contract, as also in the event of the Employee making it obligatory or necessary or expedient on the part of the Company to terminate his services for any reason of whatsoever nature and for things mentioned in paragraph 4 above, the employee shall be liable to pay **Rs. 3,00,000 (Three Lakh only)** to the Parent Company as sum equivalent to Training Expenses incurred by the company. Employee agrees to pay the same without any proof of actual damages suffered by the Company to which his services may have been transferred, being required to be produced and such payments shall always be independent of and not in lieu of any other compensation or damages that the Employees may have rendered herself liable to pay to Company or any of the Companies or concerns as above said, by reason of his having committed breach of any of the conditions herein before contained by reason of his having caused any damages or injury to the Company or concern to which his services might have been transferred, by his conduct or omissions while in employment, the Employee, further agrees that, the Company shall have lien on all amounts due to the Employees from the Company in respect of the damages aforesaid and the Company shall be entitled to exercise the same and to set the said amounts off against such damages without reference to the Employee.

6. That it shall be competent to the Company to transfer the services of the Employee to any other Company or Firm or concern to which the Management of this Company deem it necessary or fit to transfer and in the event of such other Company or Firm or Concern and shall be entitled to the continuity of the services under these presents and shall be entitled to all the amenities or benefits which may be in force in such Company, Company or concern to which his services may be transferred.

7. You are required to comply with the all existing rules, regulations and policies of the Company as well as those which may hereafter be issued, including but not limited to those governing order and discipline, honesty, safety and security, work assignments and standard operating procedures, use of Company properties and access to matters of confidentiality, and such other rules deemed necessary in the conduct of our business;

*Sanna*  
REGISTRAR  
PRESIDENCY UNIVERSITY  
BANGALORE

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We look forward to the opportunity to work with you in an atmosphere that is successful and mutually challenging and rewarding.

Sincerely,

*Srikanth B.G*

*Director*

*Univision Technology Consulting Pvt. Ltd.*

I HEREBY CERTIFY that I have read and have fully understood the foregoing terms and conditions of my employment with the Company and that I accept the same completely.  
With the signature below, I accept this offer for employment.

\_\_\_\_\_  
Name

\_\_\_\_\_  
Date

*Sanne*  
REGISTRAR  
PRESIDENCY UNIVERSITY  
BANGALORE



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**OFFER LETTER**

*Date 24<sup>th</sup> June 2021*

Dear **Mr. Sanjay Y Arkasali**,

We are pleased to inform you that we are engaging your services as **Embedded Software Engineer** effective from **28<sup>th</sup> June 2021**. The following are the conditions of your employment with this Company:

1. You shall be entering in to the contract for a period of **Two (2) years** commencing from **28<sup>th</sup> June 2021 as your first day of work with the Company**. During your employment, you will undergo on job Training for the period of **Six (6) months** in order to develop the skill sets required to work on the in-house projects, Client projects or any other requirement so stated by the organization time and again.

Post your on job training, Company reserve the rights to deploy to any of the Internal or onsite and offshore projects based on the requirement at that point in time. You agree to be assigned to any work or work station or branch of the Company for such periods as may be determined by the Company and whenever the service requires such assignments.

During your Training period you will be paid Stipend of Rs. **10,000 (Ten thousand only)** per month. If any time, during the Training the employee does not show the expected performance or remains absent without prior permission or misbehaves, his/her service can be terminated by giving One Day's Notice or by making payment of one day in lieu of notice

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- a) **Training period of First 6 months - Rs. 10,000 (Ten Thousand only)**
- b) **7th Month onwards - Rs. 3,00,000 CTC (Three lakh only) based on the performance**

From then on there will be annual increment based on the Performance as decided by the management.

*Sanjay*  
REGISTRAR  
PRESIDENCY UNIVERSITY  
BANGALORE

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The above amount includes all the statutory deductions as per the companies act. If the employee completes 2 (two) years period successfully as decided by the company, then he will be absorbed in a suitable grade as per Organization's rule.

4. That during the period of his/her employment, the Employee shall be bound to observe and abide by all terms and conditions and stipulations hereinafter contained as also by such other rules and regulations as may be framed by the Company from time to time to be observed by or to be applicable to the Employees of his class.

5. That in the event of the Employee leaving the services of the Company before the Expiry of the period of the Contract, as also in the event of the Employee making it obligatory or necessary or expedient on the part of the Company to terminate his services for any reason of whatsoever nature and for things mentioned in paragraph 4 above, the employee shall be liable to pay **Rs. 3,00,000 (Three Lakh only)** to the Parent Company as sum equivalent to Training Expenses incurred by the company. Employee agrees to pay the same without any proof of actual damages suffered by the Company to which his services may have been transferred, being required to be produced and such payments shall always be independent of and not in lieu of any other compensation or damages that the Employees may have rendered herself liable to pay to Company or any of the Companies or concerns as above said, by reason of his having committed breach of any of the conditions herein before contained by reason of his having caused any damages or injury to the Company or concern to which his services might have been transferred, by his conduct or omissions while in employment, the Employee, further agrees that, the Company shall have lien on all amounts due to the Employees from the Company in respect of the damages aforesaid and the Company shall be entitled to exercise the same and to set the said amounts off against such damages without reference to the Employee.

6. That it shall be competent to the Company to transfer the services of the Employee to any other Company or Firm or concern to which the Management of this Company deem it necessary or fit to transfer and in the event of such other Company or Firm or Concern and shall be entitled to the continuity of the services under these presents and shall be entitled to all the amenities or benefits which may be in force in such Company, Company or concern to which his services may be transferred.

7. You are required to comply with the all existing rules, regulations and policies of the Company as well as those which may hereafter be issued, including but not limited to those governing order and discipline, honesty, safety and security, work assignments and standard operating procedures, use of Company properties and access to matters of confidentiality, and such other rules deemed necessary in the conduct of our business;

*Sanna*  
REGISTRAR  
PRESIDENCY UNIVERSITY  
BANGALORE

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📄 GSTIN: 29AABCU7842E125  
📄 CIN: U72100KA2015PTC078659

8. You agree that all record and documents of the Company and all information pertaining to its business and/or its affairs and that of its customers are absolutely confidential and unauthorized disclosure or reproduction of the same will not be made by you at any time during or after your employment. You agree that any breach of confidentiality will constitute sufficient ground for immediate termination of your employment for cause and/or civil and criminal liability.

9. In case you intend to resign from the Company and breach the bond by paying the said amount mentioned paragraph 5, you are required to notify the Company at least Three (3) months prior Notice to the effectivity of your resignation, otherwise, failure on your part to do so will render you liable for damages. However, it is within the sole discretion of the Company whether or not to accept such resignation earlier than the expiration of said period.

10. You will be eligible for Leave and Holidays as per the policy guidelines of the company, which may be liable to change from time to time.

As a member of *Our Organization* team, we would ask for your commitment to deliver outstanding quality and results that exceed client expectations Internal, onsite and offshore projects. In addition, we expect your personal accountability in all the products, actions, advice and results that you provide as a representative of *Our Organization*. In return, we are committed to providing you with every opportunity to learn, grow and stretch to the highest level of your ability and potential.

We look forward to the opportunity to work with you in an atmosphere that is successful and mutually challenging and rewarding.

Sincerely,

*Srikanth B.G*

*Director*

*Univision Technology Consulting Pvt. Ltd.*

I HEREBY CERTIFY that I have read and have fully understood the foregoing terms and conditions of my employment with the Company and that I accept the same completely.  
With the signature below, I accept this offer for employment.

\_\_\_\_\_  
Name

\_\_\_\_\_  
Date

*Sanne*  
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BANGALORE





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**OFFER LETTER**

*Date 24<sup>th</sup> June 2021*

Dear **Mr. Allagadda Rakesh Reddy**,

We are pleased to inform you that we are engaging your services as **Embedded Software Engineer** effective from **28<sup>th</sup> June 2021**. The following are the conditions of your employment with this Company:

1. You shall be entering in to the contract for a period of **Two (2) years** commencing from **28<sup>th</sup> June 2021 as your first day of work with the Company**. During your employment, you will undergo on job Training for the period of **Six (6) months** in order to develop the skill sets required to work on the in-house projects, Client projects or any other requirement so stated by the organization time and again.

Post your on job training, Company reserve the rights to deploy to any of the Internal or onsite and offshore projects based on the requirement at that point in time. You agree to be assigned to any work or work station or branch of the Company for such periods as may be determined by the Company and whenever the service requires such assignments.

During your Training period you will be paid Stipend of Rs. **10,000 (Ten thousand only)** per month. If any time, during the Training the employee does not show the expected performance or remains absent without prior permission or misbehaves, his/her service can be terminated by giving One Day's Notice or by making payment of one day in lieu of notice

If the performance is not found satisfactory after completing the Training of 6 Months, either his/her training period can be extended by another 15 days or service can be terminated by giving One Day's Notice based on the management discretion. During such an extension he/she would be paid Stipend of Rs. 10,000 (Ten thousand only) on a prorata basis.

2. You shall be signing a Service Bond of Two (2) years with the company in view of the cost incurred by the Company in respect of process of selection, training, deployment etc.

3. The Company shall pay following Fixed salary slabs during his/her employment of the Contract Period

- a) **Training period of First 6 months - Rs. 10,000 (Ten Thousand only)**
- b) **7th Month onwards - Rs. 3,00,000 CTC (Three lakh only) based on the performance**

From then on there will be annual increment based on the Performance as decided by the management.

*Sarav*  
REGISTRAR  
PRESIDENCY UNIVERSITY  
BANGALORE

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4. That during the period of his/her employment, the Employee shall be bound to observe and abide by all terms and conditions and stipulations hereinafter contained as also by such other rules and regulations as may be framed by the Company from time to time to be observed by or to be applicable to the Employees of his class.

5. That in the event of the Employee leaving the services of the Company before the Expiry of the period of the Contract, as also in the event of the Employee making it obligatory or necessary or expedient on the part of the Company to terminate his services for any reason of whatsoever nature and for things mentioned in paragraph 4 above, the employee shall be liable to pay **Rs. 3,00,000 (Three Lakh only)** to the Parent Company as sum equivalent to Training Expenses incurred by the company. Employee agrees to pay the same without any proof of actual damages suffered by the Company to which his services may have been transferred, being required to be produced and such payments shall always be independent of and not in lieu of any other compensation or damages that the Employees may have rendered herself liable to pay to Company or any of the Companies or concerns as above said, by reason of his having committed breach of any of the conditions herein before contained by reason of his having caused any damages or injury to the Company or concern to which his services might have been transferred, by his conduct or omissions while in employment, the Employee, further agrees that, the Company shall have lien on all amounts due to the Employees from the Company in respect of the damages aforesaid and the Company shall be entitled to exercise the same and to set the said amounts off against such damages without reference to the Employee.

6. That it shall be competent to the Company to transfer the services of the Employee to any other Company or Firm or concern to which the Management of this Company deem it necessary or fit to transfer and in the event of such other Company or Firm or Concern and shall be entitled to the continuity of the services under these presents and shall be entitled to all the amenities or benefits which may be in force in such Company, Company or concern to which his services may be transferred.

7. You are required to comply with the all existing rules, regulations and policies of the Company as well as those which may hereafter be issued, including but not limited to those governing order and discipline, honesty, safety and security, work assignments and standard operating procedures, use of Company properties and access to matters of confidentiality, and such other rules deemed necessary in the conduct of our business;

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As a member of *Our Organization* team, we would ask for your commitment to deliver outstanding quality and results that exceed client expectations Internal, onsite and offshore projects. In addition, we expect your personal accountability in all the products, actions, advice and results that you provide as a representative of *Our Organization*. In return, we are committed to providing you with every opportunity to learn, grow and stretch to the highest level of your ability and potential.

We look forward to the opportunity to work with you in an atmosphere that is successful and mutually challenging and rewarding.

Sincerely,

*Srikanth B.G*

*Director*

*Univision Technology Consulting Pvt. Ltd.*

I HEREBY CERTIFY that I have read and have fully understood the foregoing terms and conditions of my employment with the Company and that I accept the same completely.  
With the signature below, I accept this offer for employment.

\_\_\_\_\_  
Name

\_\_\_\_\_  
Date

*Sanne*  
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PRESIDENCY UNIVERSITY  
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**OFFER LETTER**

Date 24<sup>th</sup> June 2021

Dear **Mr. Satish M,**

We are pleased to inform you that we are engaging your services as **Embedded Software Engineer** effective from **28<sup>th</sup> June 2021**. The following are the conditions of your employment with this Company:

1. You shall be entering in to the contract for a period of **Two (2) years** commencing from **28<sup>th</sup> June 2021 as your first day of work with the Company**. During your employment, you will undergo on job Training for the period of **Six (6) months** in order to develop the skill sets required to work on the in-house projects, Client projects or any other requirement so stated by the organization time and again.

Post your on job training, Company reserve the rights to deploy to any of the Internal or onsite and offshore projects based on the requirement at that point in time. You agree to be assigned to any work or work station or branch of the Company for such periods as may be determined by the Company and whenever the service requires such assignments.

During your Training period you will be paid Stipend of Rs. **10,000 (Ten thousand only)** per month. If any time, during the Training the employee does not show the expected performance or remains absent without prior permission or misbehaves, his/her service can be terminated by giving One Day's Notice or by making payment of one day in lieu of notice

If the performance is not found satisfactory after completing the Training of 6 Months, either his/her training period can be extended by another 15 days or service can be terminated by giving One Day's Notice based on the management discretion. During such an extension he/she would be paid Stipend of Rs. 10,000 (Ten thousand only) on a prorata basis.

2. You shall be signing a Service Bond of Two (2) years with the company in view of the cost incurred by the Company in respect of process of selection, training, deployment etc.

3. The Company shall pay following Fixed salary slabs during his/her employment of the Contract Period

- a) **Training period of First 6 months - Rs. 10,000 (Ten Thousand only)**
- b) **7th Month onwards - Rs. 3,00,000 CTC (Three lakh only) based on the performance**

From then on there will be annual increment based on the Performance as decided by the management.

  
REGISTRAR  


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4. That during the period of his/her employment, the Employee shall be bound to observe and abide by all terms and conditions and stipulations hereinafter contained as also by such other rules and regulations as may be framed by the Company from time to time to be observed by or to be applicable to the Employees of his class.

5. That in the event of the Employee leaving the services of the Company before the Expiry of the period of the Contract, as also in the event of the Employee making it obligatory or necessary or expedient on the part of the Company to terminate his services for any reason of whatsoever nature and for things mentioned in paragraph 4 above, the employee shall be liable to pay **Rs. 3,00,000 (Three Lakh only)** to the Parent Company as sum equivalent to Training Expenses incurred by the company. Employee agrees to pay the same without any proof of actual damages suffered by the Company to which his services may have been transferred, being required to be produced and such payments shall always be independent of and not in lieu of any other compensation or damages that the Employees may have rendered herself liable to pay to Company or any of the Companies or concerns as above said, by reason of his having committed breach of any of the conditions herein before contained by reason of his having caused any damages or injury to the Company or concern to which his services might have been transferred, by his conduct or omissions while in employment, the Employee, further agrees that, the Company shall have lien on all amounts due to the Employees from the Company in respect of the damages aforesaid and the Company shall be entitled to exercise the same and to set the said amounts off against such damages without reference to the Employee.

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9. In case you intend to resign from the Company and breach the bond by paying the said amount mentioned paragraph 5, you are required to notify the Company at least Three (3) months prior Notice to the effectivity of your resignation, otherwise, failure on your part to do so will render you liable for damages. However, it is within the sole discretion of the Company whether or not to accept such resignation earlier than the expiration of said period.

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We look forward to the opportunity to work with you in an atmosphere that is successful and mutually challenging and rewarding.

Sincerely,

*Srikanth B.G*

*Director*

*Univision Technology Consulting Pvt. Ltd.*

I HEREBY CERTIFY that I have read and have fully understood the foregoing terms and conditions of my employment with the Company and that I accept the same completely.  
With the signature below, I accept this offer for employment.

\_\_\_\_\_  
Name

\_\_\_\_\_  
Date

*Sanne*  
REGISTRAR  
PRESIDENCY UNIVERSITY  
Registrar  
BANGALORE



**OFFER LETTER**

Date 24<sup>th</sup> June 2021

Dear **Mr. B T Pruthvi**,

We are pleased to inform you that we are engaging your services as **Embedded Software Engineer** effective from **28<sup>th</sup> June 2021**. The following are the conditions of your employment with this Company:

1. You shall be entering in to the contract for a period of **Two (2) years** commencing from **28<sup>th</sup> June 2021 as your first day of work with the Company**. During your employment, you will undergo on job Training for the period of **Six (6) months** in order to develop the skill sets required to work on the in-house projects, Client projects or any other requirement so stated by the organization time and again.

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During your Training period you will be paid Stipend of Rs. **10,000 (Ten thousand only)** per month. If any time, during the Training the employee does not show the expected performance or remains absent without prior permission or misbehaves, his/her service can be terminated by giving One Day's Notice or by making payment of one day in lieu of notice

If the performance is not found satisfactory after completing the Training of 6 Months, either his/her training period can be extended by another 15 days or service can be terminated by giving One Day's Notice based on the management discretion. During such an extension he/she would be paid Stipend of Rs. 10,000 (Ten thousand only) on a prorata basis.

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3. The Company shall pay following Fixed salary slabs during his/her employment of the Contract Period

- a) **Training period of First 6 months - Rs. 10,000 (Ten Thousand only)**
- b) **7th Month onwards - Rs. 3,00,000 CTC (Three lakh only) based on the performance**

From then on there will be annual increment based on the Performance as decided by the management.

  
REGISTRAR  






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*Sanna*  
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We look forward to the opportunity to work with you in an atmosphere that is successful and mutually challenging and rewarding.

Sincerely,

*Srikanth B.G*

*Director*

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I HEREBY CERTIFY that I have read and have fully understood the foregoing terms and conditions of my employment with the Company and that I accept the same completely.  
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\_\_\_\_\_  
Name

\_\_\_\_\_  
Date

*Sanne*  
REGISTRAR  
PRESIDENCY UNIVERSITY  
BANGALORE





**OFFER LETTER**

Date 24<sup>th</sup> June 2021

Dear **Mr. N Wilson Paul**,

We are pleased to inform you that we are engaging your services as **Embedded Software Engineer** effective from **28<sup>th</sup> June 2021**. The following are the conditions of your employment with this Company:

1. You shall be entering in to the contract for a period of **Two (2) years** commencing from **28<sup>th</sup> June 2021 as your first day of work with the Company**. During your employment, you will undergo on job Training for the period of **Six (6) months** in order to develop the skill sets required to work on the in-house projects, Client projects or any other requirement so stated by the organization time and again.

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REGISTRAR  




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4. That during the period of his/her employment, the Employee shall be bound to observe and abide by all terms and conditions and stipulations hereinafter contained as also by such other rules and regulations as may be framed by the Company from time to time to be observed by or to be applicable to the Employees of his class.

5. That in the event of the Employee leaving the services of the Company before the Expiry of the period of the Contract, as also in the event of the Employee making it obligatory or necessary or expedient on the part of the Company to terminate his services for any reason of whatsoever nature and for things mentioned in paragraph 4 above, the employee shall be liable to pay **Rs. 3,00,000 (Three Lakh only)** to the Parent Company as sum equivalent to Training Expenses incurred by the company. Employee agrees to pay the same without any proof of actual damages suffered by the Company to which his services may have been transferred, being required to be produced and such payments shall always be independent of and not in lieu of any other compensation or damages that the Employees may have rendered herself liable to pay to Company or any of the Companies or concerns as above said, by reason of his having committed breach of any of the conditions herein before contained by reason of his having caused any damages or injury to the Company or concern to which his services might have been transferred, by his conduct or omissions while in employment, the Employee, further agrees that, the Company shall have lien on all amounts due to the Employees from the Company in respect of the damages aforesaid and the Company shall be entitled to exercise the same and to set the said amounts off against such damages without reference to the Employee.

6. That it shall be competent to the Company to transfer the services of the Employee to any other Company or Firm or concern to which the Management of this Company deem it necessary or fit to transfer and in the event of such other Company or Firm or Concern and shall be entitled to the continuity of the services under these presents and shall be entitled to all the amenities or benefits which may be in force in such Company, Company or concern to which his services may be transferred.

7. You are required to comply with the all existing rules, regulations and policies of the Company as well as those which may hereafter be issued, including but not limited to those governing order and discipline, honesty, safety and security, work assignments and standard operating procedures, use of Company properties and access to matters of confidentiality, and such other rules deemed necessary in the conduct of our business;

*Sanna*  
REGISTRAR  
PRESIDENCY UNIVERSITY  
BANGALORE

**UNIVISION TECHNOLOGY CONSULTING PVT. LTD.**

#473, Swathi Towers, 3rd Floor, RBI Layout, JP Nagar 7th Phase, Bangalore - 560078  
www.univisiontechnocon.com



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Technology Consulting Pvt. Ltd.  
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☎ 080 4890 9199  
✉ contact@univisiontechnocon.com  
📄 GSTIN: 29AAABCU7842E125  
📄 CIN: U72100KA2015PTC078659

8. You agree that all record and documents of the Company and all information pertaining to its business and/or its affairs and that of its customers are absolutely confidential and unauthorized disclosure or reproduction of the same will not be made by you at any time during or after your employment. You agree that any breach of confidentiality will constitute sufficient ground for immediate termination of your employment for cause and/or civil and criminal liability.

9. In case you intend to resign from the Company and breach the bond by paying the said amount mentioned paragraph 5, you are required to notify the Company at least Three (3) months prior Notice to the effectivity of your resignation, otherwise, failure on your part to do so will render you liable for damages. However, it is within the sole discretion of the Company whether or not to accept such resignation earlier than the expiration of said period.

10. You will be eligible for Leave and Holidays as per the policy guidelines of the company, which may be liable to change from time to time.

As a member of *Our Organization* team, we would ask for your commitment to deliver outstanding quality and results that exceed client expectations Internal, onsite and offshore projects. In addition, we expect your personal accountability in all the products, actions, advice and results that you provide as a representative of *Our Organization*. In return, we are committed to providing you with every opportunity to learn, grow and stretch to the highest level of your ability and potential.

We look forward to the opportunity to work with you in an atmosphere that is successful and mutually challenging and rewarding.

Sincerely,

*Srikanth B.G*

*Director*

*Univision Technology Consulting Pvt. Ltd.*

I HEREBY CERTIFY that I have read and have fully understood the foregoing terms and conditions of my employment with the Company and that I accept the same completely.  
With the signature below, I accept this offer for employment.

\_\_\_\_\_  
Name

\_\_\_\_\_  
Date

*Sanne*  
REGISTRAR  
PRESIDENCY UNIVERSITY  
BANGALORE



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**OFFER LETTER**

Date 24<sup>th</sup> June 2021

Dear **Mr. Narreddy Vamsi Dhar Reddy**,

We are pleased to inform you that we are engaging your services as **Embedded Software Engineer** effective from **28<sup>th</sup> June 2021**. The following are the conditions of your employment with this Company:

1. You shall be entering in to the contract for a period of **Two (2) years** commencing from **28<sup>th</sup> June 2021 as your first day of work with the Company**. During your employment, you will undergo on job Training for the period of **Six (6) months** in order to develop the skill sets required to work on the in-house projects, Client projects or any other requirement so stated by the organization time and again.

Post your on job training, Company reserve the rights to deploy to any of the Internal or onsite and offshore projects based on the requirement at that point in time. You agree to be assigned to any work or work station or branch of the Company for such periods as may be determined by the Company and whenever the service requires such assignments.

During your Training period you will be paid Stipend of Rs. **10,000 (Ten thousand only)** per month. If any time, during the Training the employee does not show the expected performance or remains absent without prior permission or misbehaves, his/her service can be terminated by giving One Day's Notice or by making payment of one day in lieu of notice

If the performance is not found satisfactory after completing the Training of 6 Months, either his/her training period can be extended by another 15 days or service can be terminated by giving One Day's Notice based on the management discretion. During such an extension he/she would be paid Stipend of Rs. 10,000 (Ten thousand only) on a prorata basis.

2. You shall be signing a Service Bond of Two (2) years with the company in view of the cost incurred by the Company in respect of process of selection, training, deployment etc.

3. The Company shall pay following Fixed salary slabs during his/her employment of the Contract Period

- a) **Training period of First 6 months - Rs. 10,000 (Ten Thousand only)**
- b) **7th Month onwards - Rs. 3,00,000 CTC (Three lakh only) based on the performance**

From then on there will be annual increment based on the Performance as decided by the management.

*Sarav*  
REGISTRAR  
PRESIDENCY UNIVERSITY  
BANGALORE

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The above amount includes all the statutory deductions as per the companies act. If the employee completes 2 (two) years period successfully as decided by the company, then he will be absorbed in a suitable grade as per Organization's rule.

4. That during the period of his/her employment, the Employee shall be bound to observe and abide by all terms and conditions and stipulations hereinafter contained as also by such other rules and regulations as may be framed by the Company from time to time to be observed by or to be applicable to the Employees of his class.

5. That in the event of the Employee leaving the services of the Company before the Expiry of the period of the Contract, as also in the event of the Employee making it obligatory or necessary or expedient on the part of the Company to terminate his services for any reason of whatsoever nature and for things mentioned in paragraph 4 above, the employee shall be liable to pay **Rs. 3,00,000 (Three Lakh only)** to the Parent Company as sum equivalent to Training Expenses incurred by the company. Employee agrees to pay the same without any proof of actual damages suffered by the Company to which his services may have been transferred, being required to be produced and such payments shall always be independent of and not in lieu of any other compensation or damages that the Employees may have rendered herself liable to pay to Company or any of the Companies or concerns as above said, by reason of his having committed breach of any of the conditions herein before contained by reason of his having caused any damages or injury to the Company or concern to which his services might have been transferred, by his conduct or omissions while in employment, the Employee, further agrees that, the Company shall have lien on all amounts due to the Employees from the Company in respect of the damages aforesaid and the Company shall be entitled to exercise the same and to set the said amounts off against such damages without reference to the Employee.

6. That it shall be competent to the Company to transfer the services of the Employee to any other Company or Firm or concern to which the Management of this Company deem it necessary or fit to transfer and in the event of such other Company or Firm or Concern and shall be entitled to the continuity of the services under these presents and shall be entitled to all the amenities or benefits which may be in force in such Company, Company or concern to which his services may be transferred.

7. You are required to comply with the all existing rules, regulations and policies of the Company as well as those which may hereafter be issued, including but not limited to those governing order and discipline, honesty, safety and security, work assignments and standard operating procedures, use of Company properties and access to matters of confidentiality, and such other rules deemed necessary in the conduct of our business;

*Sanna*  
REGISTRAR  
PRESIDENCY UNIVERSITY  
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8. You agree that all record and documents of the Company and all information pertaining to its business and/or its affairs and that of its customers are absolutely confidential and unauthorized disclosure or reproduction of the same will not be made by you at any time during or after your employment. You agree that any breach of confidentiality will constitute sufficient ground for immediate termination of your employment for cause and/or civil and criminal liability.

9. In case you intend to resign from the Company and breach the bond by paying the said amount mentioned paragraph 5, you are required to notify the Company at least Three (3) months prior Notice to the effectivity of your resignation, otherwise, failure on your part to do so will render you liable for damages. However, it is within the sole discretion of the Company whether or not to accept such resignation earlier than the expiration of said period.

10. You will be eligible for Leave and Holidays as per the policy guidelines of the company, which may be liable to change from time to time.

As a member of *Our Organization* team, we would ask for your commitment to deliver outstanding quality and results that exceed client expectations Internal, onsite and offshore projects. In addition, we expect your personal accountability in all the products, actions, advice and results that you provide as a representative of *Our Organization*. In return, we are committed to providing you with every opportunity to learn, grow and stretch to the highest level of your ability and potential.

We look forward to the opportunity to work with you in an atmosphere that is successful and mutually challenging and rewarding.

Sincerely,

*Srikanth B.G*

*Director*

*Univision Technology Consulting Pvt. Ltd.*

I HEREBY CERTIFY that I have read and have fully understood the foregoing terms and conditions of my employment with the Company and that I accept the same completely.  
With the signature below, I accept this offer for employment.

\_\_\_\_\_  
Name

\_\_\_\_\_  
Date

*Sanne*  
REGISTRAR  
PRESIDENCY UNIVERSITY  
BANGALORE



Dear **Anjali V**,

**Subject:** Appointment in the position of **Operations Executive**

With reference to your application and the subsequent interview you had with us, we are pleased to confirm your appointment for the above-said position in **Edupolis Technologies Pvt. Ltd. (Unschool)** subject to the following terms and conditions.

#### AGREEMENT CUM APPOINTMENT LETTER

THIS AGREEMENT is made on the **9th of April 2021** between

**Edupolis Technologies Pvt Ltd.**, a company registered under the Companies Act, 2013 having its registered office at **Hyderabad** (hereinafter called the “**Company**”) of the one part;

and **Anjali V**

(Hereinafter called the “**Employee**”) of the other part.

#### WHEREAS

The Company is desirous of appointing **Anjali V** as its Operations Executive and the Employee has agreed to accept the appointment on the terms and conditions outlined herein below.

NOW, THIS AGREEMENT WITNESSES as follows:

1. The monthly salary package of the Employee will be as per the terms mentioned in this letter. Based on the periodic reviews the Employee’s compensation package may differ as per the compensation policy applicable to other employees of the Employee’s category in the respective department.
2. The Employee shall perform such duties and exercise such powers, that may from time to time be assigned to or vested in him/her by the Company.
3. 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.
4. The Employee shall confirm and comply with the directions of the Board of Directors of the Company from time to time. The Employee shall faithfully serve the Company to the best of his/her abilities and shall make his/her utmost endeavour to promote the interests of the Company.
5. You will be working from **Hyderabad** from the office location.
6. The Company may terminate this agreement at any time before the expiry of the stipulated term by giving one month’s prior notice in writing to the Employee. Without prejudice to anything contained herein, the Company can terminate the Employee’s contract any time if the Employee-

*Jameer*  
Registrar  
UNIVERSITY OF APPLIED SCIENCES  
BANGALORE



- Commits any material or persistent breach of any of the provisions contained herein.
- Be guilty of any default, misconduct or neglect in the discharge of his/ her duties affecting the business of the Company.

### 1. WORKING HOURS:

The standard working hours for the Employee will be 11:30 AM to 8:30 PM, 5-6 days in a week. In view of the Employee's position in the Company, the Employee shall effectively perform to ensure results and will be expected to work beyond the standard working hours to achieve the results, whenever the job so requires. Additionally, the Company may implement staggered work shifts, in rare cases of necessity. In such an event, the Employee shall abide by the change in the standard working hours as may be notified by the Company to accommodate such staggered shifts.

### 2. DATE OF JOINING:

As per discussions, the Employee will report to the Company on **19th April 2021** at Office - **Address:** 2nd Floor, SNP towers, Janardhana hills, Serlingampally, Gachibowli, 500032

### 3. LEAVE:

The Employee will be entitled to a total 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 where not more than one day of leave can be redeemed per month. 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 the Employee.

### 4. NOTICE PERIOD; TERMINATION:

a) During the internship or the extended probation period, the Company may terminate the contract of employment by giving written notice to the other party. The Company reserves the right to terminate the employment by giving 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 the Employee, a **notice period of 45 days (1.5 months)** is applicable.

b) In the event the termination is initiated by the Employee without adhering to the notice period, the Company reserves the right to recover from the Employee upto 3 months' salary which is based on annual fixed compensation, in lieu of breaking the notice period contract which is established a period of 1.5 months, subject to the release date being approved by the Company.

c) Even when the termination is initiated by the Employee, in case of breach, the Company may, at its discretion, relieve the Employee from a date it may deem fit, at any time before expiration of the notice period (1.5 months from the date of acceptance of resignation by the Company). The Company will agree to the release date and salary payment in lieu of notice period. However, during the notice period, the Employee shall cooperate with the Company in ensuring smooth and proper hand-over of the Employee's responsibilities, failing, which the Company shall be, authorised to withhold/ forfeit the Employee's dues.

d) The Company may also terminate/ suspend the Employee's services immediately at its discretion at any time without giving any notice or amount in lieu of notice, if it has been alleged and prima facie established through preliminary internal enquiry that the Employee has 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 breach of terms and conditions outlined in this contract of employment including the Company's policies, or
- (v) any activity leading to loss of business for the Company.

e) The Company also expects that the Employee voluntarily discloses details of any of the above acts to the Company at the time of joining or during the Employee's employment with the Company, as applicable, based on which the Company may terminate/ suspend the Employee's services at its discretion at any time immediately upon providing a written notice to the Employee.

## 6. BASKET OF ALLOWANCES (BOA)

The Basket of Allowances will be paid to the Employee as part of the Employee's salary every month. The components are as follows: Basic Pay, HRA, Internet, Special Allowance and Provident Fund. The Employee has the flexibility of changing the amounts under each of the above mentioned heads, within his/ her BOA, according to the Employee's preferences and income tax plan.

## 7. NON DISCLOSURE AGREEMENT

During the Employee's employment, the Employee 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 appointment, the Employee acknowledges that all of this information must be kept strictly confidential, and should not be used for the Employee's own purposes or disclosed to anyone outside the Company, unless authorised in writing by the Company. In addition, the Employee agrees that, upon the termination of the employment (for any reason whatsoever), the Employee will immediately return to the Company, all of its property, equipment, and documents, including but not limited to electronically stored information. The Employee agrees 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 the employment with the Company.

## 8. NON COMPETE AND NON SOLICITATION

The Employee undertakes, agrees and covenants with the Company that for a period of **6 (six) 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 the competitive activity of the Employee set forth in this contract are mainly to protect the value of the Company due to the 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.



## 10. EARNINGS

During the 1st 6 months, the employee is paid a stipend of up to 15,000 INR starting from 7,500 INR (performance-based).

Refer below for the split-up of the salary structure for the full-time role (after the internship period) as an Operations Executive at Edupolis Technologies Pvt Ltd. (Unschool).

Name	DOJ	Designation
Anjali V	19th April 2021	Operations Executive

Components	Per month (INR)	Annual (INR)
Base Salary	8,000	96,000
HRA	6,000	72,000
Telephone and Internet	2,000	24,000
Special Allowances	7,200	86,400
Provident Fund	1,800	21,600
<b>Total</b>	<b>25,000</b>	<b>3,00,000</b>
<b>Deductions:</b>		
PF Employee	1,800	
PF Employer	1,800	
PT	200	
<b>Take home</b>	<b>21,200</b>	

  
REGISTRAR  


Incentives upto 2L per annum (based on performance) will be paid out quarterly to the employee.

A Certificate and a Letter of Recommendation (LoR) will also be written in the Employee's favour by the Co-Founder, if the Employee excels in his/ her role.

We hope you have a great learning experience with us and grow in the process of this role.

Thanking you.

Yours faithfully,  
for Edupolis Technologies Pvt Ltd (Unschool)



Rahul Varma  
Co-Founder and CEO  
Unschool.

Authorised Signatory

I hereby accept the aforesaid position and terms and conditions of employment set forth above.

Signed: \_\_\_\_\_

Date: \_\_\_\_\_

Name: \_\_\_\_\_



REGISTRAR Registrar  
PRESIDENCY UNIVERSITY  
BANGALORE



Dear **Ajaya Kumara T R**,

**Subject:** Appointment in the position of **Operations Executive**

With reference to your application and the subsequent interview you had with us, we are pleased to confirm your appointment for the above-said position in **Edupolis Technologies Pvt. Ltd. (Unschool)** subject to the following terms and conditions.

#### AGREEMENT CUM APPOINTMENT LETTER

THIS AGREEMENT is made on the **9th of April 2021** between

**Edupolis Technologies Pvt Ltd.**, a company registered under the Companies Act, 2013 having its registered office at **Hyderabad** (hereinafter called the “**Company**”) of the one part;

and **Ajaya Kumara T R**

(Hereinafter called the “**Employee**”) of the other part.

#### WHEREAS

The Company is desirous of appointing **Ajaya Kumara T R** as its Operations Executive and the Employee has agreed to accept the appointment on the terms and conditions outlined herein below.

NOW, THIS AGREEMENT WITNESSES as follows:

1. The monthly salary package of the Employee will be as per the terms mentioned in this letter. Based on the periodic reviews the Employee’s compensation package may differ as per the compensation policy applicable to other employees of the Employee’s category in the respective department.
2. The Employee shall perform such duties and exercise such powers, that may from time to time be assigned to or vested in him/her by the Company.
3. 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.
4. The Employee shall confirm and comply with the directions of the Board of Directors of the Company from time to time. The Employee shall faithfully serve the Company to the best of his/her abilities and shall make his/her utmost endeavour to promote the interests of the Company.
5. You will be working from **Hyderabad** from the office location.
6. The Company may terminate this agreement at any time before the expiry of the stipulated term by giving one month’s prior notice in writing to the Employee. Without prejudice to anything contained herein, the Company can terminate the Employee’s contract any time if the Employee-



- Commits any material or persistent breach of any of the provisions contained herein.
- Be guilty of any default, misconduct or neglect in the discharge of his/ her duties affecting the business of the Company.

### 1. WORKING HOURS:

The standard working hours for the Employee will be 11:30 AM to 8:30 PM, 5-6 days in a week. In view of the Employee's position in the Company, the Employee shall effectively perform to ensure results and will be expected to work beyond the standard working hours to achieve the results, whenever the job so requires. Additionally, the Company may implement staggered work shifts, in rare cases of necessity. In such an event, the Employee shall abide by the change in the standard working hours as may be notified by the Company to accommodate such staggered shifts.

### 2. DATE OF JOINING:

As per discussions, the Employee will report to the Company on **19th April 2021** at Office - **Address:** 2nd Floor, SNP towers, Janardhana hills, Serlingampally, Gachibowli, 500032

### 3. LEAVE:

The Employee will be entitled to a total 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 where not more than one day of leave can be redeemed per month. 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 the Employee.

### 4. NOTICE PERIOD; TERMINATION:

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b) In the event the termination is initiated by the Employee without adhering to the notice period, the Company reserves the right to recover from the Employee upto 3 months' salary which is based on annual fixed compensation, in lieu of breaking the notice period contract which is established a period of 1.5 months, subject to the release date being approved by the Company.

c) Even when the termination is initiated by the Employee, in case of breach, the Company may, at its discretion, relieve the Employee from a date it may deem fit, at any time before expiration of the notice period (1.5 months from the date of acceptance of resignation by the Company). The Company will agree to the release date and salary payment in lieu of notice period. However, during the notice period, the Employee shall cooperate with the Company in ensuring smooth and proper hand-over of the Employee's responsibilities, failing, which the Company shall be, authorised to withhold/ forfeit the Employee's dues.

d) The Company may also terminate/ suspend the Employee's services immediately at its discretion at any time without giving any notice or amount in lieu of notice, if it has been alleged and prima facie established through preliminary internal enquiry that the Employee has 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 breach of terms and conditions outlined in this contract of employment including the Company's policies, or
- (v) any activity leading to loss of business for the Company.

e) The Company also expects that the Employee voluntarily discloses details of any of the above acts to the Company at the time of joining or during the Employee's employment with the Company, as applicable, based on which the Company may terminate/ suspend the Employee's services at its discretion at any time immediately upon providing a written notice to the Employee.

## 6. BASKET OF ALLOWANCES (BOA)

The Basket of Allowances will be paid to the Employee as part of the Employee's salary every month. The components are as follows: Basic Pay, HRA, Internet, Special Allowance and Provident Fund. The Employee has the flexibility of changing the amounts under each of the above mentioned heads, within his/ her BOA, according to the Employee's preferences and income tax plan.

## 7. NON DISCLOSURE AGREEMENT

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## 8. NON COMPETE AND NON SOLICITATION

The Employee undertakes, agrees and covenants with the Company that for a period of **6 (six) 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 the competitive activity of the Employee set forth in this contract are mainly to protect the value of the Company due to the 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.



## 10. EARNINGS

During the 1st 6 months, the employee is paid a stipend of up to 15,000 INR starting from 7,500 INR (performance-based).

Refer below for the split-up of the salary structure for the full-time role (after the internship period) as an Operations Executive at Edupolis Technologies Pvt Ltd. (Unschool).

Name	DOJ	Designation
Ajaya Kumara T R	19th April 2021	Operations Executive

Components	Per month (INR)	Annual (INR)
Base Salary	8,000	96,000
HRA	6,000	72,000
Telephone and Internet	2,000	24,000
Special Allowances	7,200	86,400
Provident Fund	1,800	21,600
<b>Total</b>	<b>25,000</b>	<b>3,00,000</b>
<b>Deductions:</b>		
PF Employee	1,800	
PF Employer	1,800	
PT	200	
<b>Take home</b>	<b>21,200</b>	

  
REGISTRAR  
  
Registrar  
BANGALORE

Incentives upto 2L per annum (based on performance) will be paid out quarterly to the employee.

A Certificate and a Letter of Recommendation (LoR) will also be written in the Employee's favour by the Co-Founder, if the Employee excels in his/ her role.

We hope you have a great learning experience with us and grow in the process of this role.

Thanking you.

Yours faithfully,  
for Edupolis Technologies Pvt Ltd (Unschool)



Rahul Varma  
Co-Founder and CEO  
Unschool.

Authorised Signatory

I hereby accept the aforesaid position and terms and conditions of employment set forth above.

Signed: \_\_\_\_\_

Date: \_\_\_\_\_

Name: \_\_\_\_\_

  
REGISTRAR  
  
Registrar  
PRESIDENCY UNIVERSITY  
BANGALORE



Dear **Gaganika K**,

**Subject:** Appointment in the position of **Operations Executive**

With reference to your application and the subsequent interview you had with us, we are pleased to confirm your appointment for the above-said position in **Edupolis Technologies Pvt. Ltd. (Unschool)** subject to the following terms and conditions.

#### AGREEMENT CUM APPOINTMENT LETTER

THIS AGREEMENT is made on the **9th of April 2021** between

**Edupolis Technologies Pvt Ltd.**, a company registered under the Companies Act, 2013 having its registered office at **Hyderabad** (hereinafter called the "**Company**") of the one part;

and **Gaganika K**

(Hereinafter called the "**Employee**") of the other part.

#### WHEREAS

The Company is desirous of appointing **Gaganika K** as its Operations Executive and the Employee has agreed to accept the appointment on the terms and conditions outlined herein below.

NOW, THIS AGREEMENT WITNESSES as follows:

1. The monthly salary package of the Employee will be as per the terms mentioned in this letter. Based on the periodic reviews the Employee's compensation package may differ as per the compensation policy applicable to other employees of the Employee's category in the respective department.
2. The Employee shall perform such duties and exercise such powers, that may from time to time be assigned to or vested in him/her by the Company.
3. 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.
4. The Employee shall confirm and comply with the directions of the Board of Directors of the Company from time to time. The Employee shall faithfully serve the Company to the best of his/her abilities and shall make his/her utmost endeavour to promote the interests of the Company.
5. You will be working from **Hyderabad** from the office location.
6. The Company may terminate this agreement at any time before the expiry of the stipulated term by giving one month's prior notice in writing to the Employee. Without prejudice to anything contained herein, the Company can terminate the Employee's contract any time if the Employee-



- Commits any material or persistent breach of any of the provisions contained herein.
- Be guilty of any default, misconduct or neglect in the discharge of his/ her duties affecting the business of the Company.

### 1. WORKING HOURS:

The standard working hours for the Employee will be 11:30 AM to 8:30 PM, 5-6 days in a week. In view of the Employee's position in the Company, the Employee shall effectively perform to ensure results and will be expected to work beyond the standard working hours to achieve the results, whenever the job so requires. Additionally, the Company may implement staggered work shifts, in rare cases of necessity. In such an event, the Employee shall abide by the change in the standard working hours as may be notified by the Company to accommodate such staggered shifts.

### 2. DATE OF JOINING:

As per discussions, the Employee will report to the Company on **19th April 2021** at Office - **Address:** 2nd Floor, SNP towers, Janardhana hills, Serlingampally, Gachibowli, 500032

### 3. LEAVE:

The Employee will be entitled to a total 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 where not more than one day of leave can be redeemed per month. 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 the Employee.

### 4. NOTICE PERIOD; TERMINATION:

a) During the internship or the extended probation period, the Company may terminate the contract of employment by giving written notice to the other party. The Company reserves the right to terminate the employment by giving 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 the Employee, a **notice period of 45 days (1.5 months)** is applicable.

b) In the event the termination is initiated by the Employee without adhering to the notice period, the Company reserves the right to recover from the Employee upto 3 months' salary which is based on annual fixed compensation, in lieu of breaking the notice period contract which is established a period of 1.5 months, subject to the release date being approved by the Company.

c) Even when the termination is initiated by the Employee, in case of breach, the Company may, at its discretion, relieve the Employee from a date it may deem fit, at any time before expiration of the notice period (1.5 months from the date of acceptance of resignation by the Company). The Company will agree to the release date and salary payment in lieu of notice period. However, during the notice period, the Employee shall cooperate with the Company in ensuring smooth and proper hand-over of the Employee's responsibilities, failing, which the Company shall be, authorised to withhold/ forfeit the Employee's dues.

d) The Company may also terminate/ suspend the Employee's services immediately at its discretion at any time without giving any notice or amount in lieu of notice, if it has been alleged and prima facie established through preliminary internal enquiry that the Employee has 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 breach of terms and conditions outlined in this contract of employment including the Company's policies, or
- (v) any activity leading to loss of business for the Company.

e) The Company also expects that the Employee voluntarily discloses details of any of the above acts to the Company at the time of joining or during the Employee's employment with the Company, as applicable, based on which the Company may terminate/ suspend the Employee's services at its discretion at any time immediately upon providing a written notice to the Employee.

## 6. BASKET OF ALLOWANCES (BOA)

The Basket of Allowances will be paid to the Employee as part of the Employee's salary every month. The components are as follows: Basic Pay, HRA, Internet, Special Allowance and Provident Fund. The Employee has the flexibility of changing the amounts under each of the above mentioned heads, within his/ her BOA, according to the Employee's preferences and income tax plan.

## 7. NON DISCLOSURE AGREEMENT

During the Employee's employment, the Employee 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 appointment, the Employee acknowledges that all of this information must be kept strictly confidential, and should not be used for the Employee's own purposes or disclosed to anyone outside the Company, unless authorised in writing by the Company. In addition, the Employee agrees that, upon the termination of the employment (for any reason whatsoever), the Employee will immediately return to the Company, all of its property, equipment, and documents, including but not limited to electronically stored information. The Employee agrees 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 the employment with the Company.

## 8. NON COMPETE AND NON SOLICITATION

The Employee undertakes, agrees and covenants with the Company that for a period of **6 (six) 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 the competitive activity of the Employee set forth in this contract are mainly to protect the value of the Company due to the 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.



## 10. EARNINGS

During the 1st 6 months, the employee is paid a stipend of up to 15,000 INR starting from 7,500 INR (performance-based).

Refer below for the split-up of the salary structure for the full-time role (after the internship period) as an Operations Executive at Edupolis Technologies Pvt Ltd. (Unschool).

Name	DOJ	Designation
Gaganika K	19th April 2021	Operations Executive

Components	Per month (INR)	Annual (INR)
Base Salary	8,000	96,000
HRA	6,000	72,000
Telephone and Internet	2,000	24,000
Special Allowances	7,200	86,400
Provident Fund	1,800	21,600
<b>Total</b>	<b>25,000</b>	<b>3,00,000</b>
<b>Deductions:</b>		
PF Employee	1,800	
PF Employer	1,800	
PT	200	
<b>Take home</b>	<b>21,200</b>	

  
REGISTRAR  
  
Registrar  
BANGALORE

Incentives upto 2L per annum (based on performance) will be paid out quarterly to the employee.

A Certificate and a Letter of Recommendation (LoR) will also be written in the Employee's favour by the Co-Founder, if the Employee excels in his/ her role.

We hope you have a great learning experience with us and grow in the process of this role.

Thanking you.

Yours faithfully,  
for Edupolis Technologies Pvt Ltd (Unschool)



Rahul Varma  
Co-Founder and CEO  
Unschool.

Authorised Signatory

I hereby accept the aforesaid position and terms and conditions of employment set forth above.

Signed: \_\_\_\_\_

Date: \_\_\_\_\_

Name: \_\_\_\_\_



REGISTRAR Registrar  
PRESIDENCY UNIVERSITY  
BANGALORE





Dear **Vishruth V**,

**Subject:** Appointment in the position of **Operations Executive**

With reference to your application and the subsequent interview you had with us, we are pleased to confirm your appointment for the above-said position in **Edupolis Technologies Pvt. Ltd. (Unschool)** subject to the following terms and conditions.

**AGREEMENT CUM APPOINTMENT LETTER**

THIS AGREEMENT is made on the **9th of April 2021** between

**Edupolis Technologies Pvt Ltd.**, a company registered under the Companies Act, 2013 having its registered office at **Hyderabad** (hereinafter called the "**Company**") of the one part;

and **Vishruth V**

(Hereinafter called the "**Employee**") of the other part.

**WHEREAS**

The Company is desirous of appointing **Vishruth V** as its Operations Executive and the Employee has agreed to accept the appointment on the terms and conditions outlined herein below.

NOW, THIS AGREEMENT WITNESSES as follows:

1. The monthly salary package of the Employee will be as per the terms mentioned in this letter. Based on the periodic reviews the Employee's compensation package may differ as per the compensation policy applicable to other employees of the Employee's category in the respective department.
2. The Employee shall perform such duties and exercise such powers, that may from time to time be assigned to or vested in him/her by the Company.
3. 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.
4. The Employee shall confirm and comply with the directions of the Board of Directors of the Company from time to time. The Employee shall faithfully serve the Company to the best of his/her abilities and shall make his/her utmost endeavour to promote the interests of the Company.
5. You will be working from **Hyderabad** from the office location.
6. The Company may terminate this agreement at any time before the expiry of the stipulated term by giving one month's prior notice in writing to the Employee. Without prejudice to anything contained herein, the Company can terminate the Employee's contract any time if the Employee-

*Jameer*  
Registrar  
UNIVERSITY OF APPLIED SCIENCES  
BANGALORE

- Commits any material or persistent breach of any of the provisions contained herein.
- Be guilty of any default, misconduct or neglect in the discharge of his/ her duties affecting the business of the Company.

### 1. WORKING HOURS:

The standard working hours for the Employee will be 11:30 AM to 8:30 PM, 5-6 days in a week. In view of the Employee's position in the Company, the Employee shall effectively perform to ensure results and will be expected to work beyond the standard working hours to achieve the results, whenever the job so requires. Additionally, the Company may implement staggered work shifts, in rare cases of necessity. In such an event, the Employee shall abide by the change in the standard working hours as may be notified by the Company to accommodate such staggered shifts.

### 2. DATE OF JOINING:

As per discussions, the Employee will report to the Company on **19th April 2021** at Office - **Address:** 2nd Floor, SNP towers, Janardhana hills, Serlingampally, Gachibowli, 500032

### 3. LEAVE:

The Employee will be entitled to a total 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 where not more than one day of leave can be redeemed per month. 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 the Employee.

### 4. NOTICE PERIOD; TERMINATION:

a) During the internship or the extended probation period, the Company may terminate the contract of employment by giving written notice to the other party. The Company reserves the right to terminate the employment by giving 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 the Employee, a **notice period of 45 days (1.5 months)** is applicable.

b) In the event the termination is initiated by the Employee without adhering to the notice period, the Company reserves the right to recover from the Employee upto 3 months' salary which is based on annual fixed compensation, in lieu of breaking the notice period contract which is established a period of 1.5 months, subject to the release date being approved by the Company.

c) Even when the termination is initiated by the Employee, in case of breach, the Company may, at its discretion, relieve the Employee from a date it may deem fit, at any time before expiration of the notice period (1.5 months from the date of acceptance of resignation by the Company). The Company will agree to the release date and salary payment in lieu of notice period. However, during the notice period, the Employee shall cooperate with the Company in ensuring smooth and proper hand-over of the Employee's responsibilities, failing, which the Company shall be, authorised to withhold/ forfeit the Employee's dues.

d) The Company may also terminate/ suspend the Employee's services immediately at its discretion at any time without giving any notice or amount in lieu of notice, if it has been alleged and prima facie established through preliminary internal enquiry that the Employee has 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 breach of terms and conditions outlined in this contract of employment including the Company's policies, or
- (v) any activity leading to loss of business for the Company.

e) The Company also expects that the Employee voluntarily discloses details of any of the above acts to the Company at the time of joining or during the Employee's employment with the Company, as applicable, based on which the Company may terminate/ suspend the Employee's services at its discretion at any time immediately upon providing a written notice to the Employee.

## 6. BASKET OF ALLOWANCES (BOA)

The Basket of Allowances will be paid to the Employee as part of the Employee's salary every month. The components are as follows: Basic Pay, HRA, Internet, Special Allowance and Provident Fund. The Employee has the flexibility of changing the amounts under each of the above mentioned heads, within his/ her BOA, according to the Employee's preferences and income tax plan.

## 7. NON DISCLOSURE AGREEMENT

During the Employee's employment, the Employee 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 appointment, the Employee acknowledges that all of this information must be kept strictly confidential, and should not be used for the Employee's own purposes or disclosed to anyone outside the Company, unless authorised in writing by the Company. In addition, the Employee agrees that, upon the termination of the employment (for any reason whatsoever), the Employee will immediately return to the Company, all of its property, equipment, and documents, including but not limited to electronically stored information. The Employee agrees 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 the employment with the Company.

## 8. NON COMPETE AND NON SOLICITATION

The Employee undertakes, agrees and covenants with the Company that for a period of **6 (six) 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 the competitive activity of the Employee set forth in this contract are mainly to protect the value of the Company due to the 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.

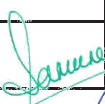
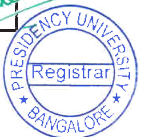
## 10. EARNINGS

During the 1st 6 months, the employee is paid a stipend of up to 15,000 INR starting from 7,500 INR (performance-based).

Refer below for the split-up of the salary structure for the full-time role (after the internship period) as an Operations Executive at Edupolis Technologies Pvt Ltd. (Unschool).

Name	DOJ	Designation
Vishruth V	19th April 2021	Operations Executive

Components	Per month (INR)	Annual (INR)
Base Salary	8,000	96,000
HRA	6,000	72,000
Telephone and Internet	2,000	24,000
Special Allowances	7,200	86,400
Provident Fund	1,800	21,600
<b>Total</b>	<b>25,000</b>	<b>3,00,000</b>
<b>Deductions:</b>		
PF Employee	1,800	
PF Employer	1,800	
PT	200	
<b>Take home</b>	<b>21,200</b>	

  
 REGISTRAR  


Incentives upto 2L per annum (based on performance) will be paid out quarterly to the employee.

A Certificate and a Letter of Recommendation (LoR) will also be written in the Employee's favour by the Co-Founder, if the Employee excels in his/ her role.

We hope you have a great learning experience with us and grow in the process of this role.

Thanking you.

Yours faithfully,  
for Edupolis Technologies Pvt Ltd (Unschool)



Rahul Varma  
Co-Founder and CEO  
Unschool.

Authorised Signatory

I hereby accept the aforesaid position and terms and conditions of employment set forth above.

Signed: \_\_\_\_\_

Date: \_\_\_\_\_

Name: \_\_\_\_\_

  
REGISTRAR  
  
Registrar  
PRESIDENCY UNIVERSITY  
BANGALORE



Dear **Mahantesh**,

**Subject:** Appointment in the position of **Operations Executive**

With reference to your application and the subsequent interview you had with us, we are pleased to confirm your appointment for the above-said position in **Edupolis Technologies Pvt. Ltd. (Unschool)** subject to the following terms and conditions.

#### AGREEMENT CUM APPOINTMENT LETTER

THIS AGREEMENT is made on the **9th of April 2021** between

**Edupolis Technologies Pvt Ltd.**, a company registered under the Companies Act, 2013 having its registered office at **Hyderabad** (hereinafter called the "**Company**") of the one part;

and **Mahantesh**

(Hereinafter called the "**Employee**") of the other part.

#### WHEREAS

The Company is desirous of appointing **Mahantesh** as its Operations Executive and the Employee has agreed to accept the appointment on the terms and conditions outlined herein below.

NOW, THIS AGREEMENT WITNESSES as follows:

1. The monthly salary package of the Employee will be as per the terms mentioned in this letter. Based on the periodic reviews the Employee's compensation package may differ as per the compensation policy applicable to other employees of the Employee's category in the respective department.
2. The Employee shall perform such duties and exercise such powers, that may from time to time be assigned to or vested in him/her by the Company.
3. 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.
4. The Employee shall confirm and comply with the directions of the Board of Directors of the Company from time to time. The Employee shall faithfully serve the Company to the best of his/her abilities and shall make his/her utmost endeavour to promote the interests of the Company.
5. You will be working from **Hyderabad** from the office location.
6. The Company may terminate this agreement at any time before the expiry of the stipulated term by giving one month's prior notice in writing to the Employee. Without prejudice to anything contained herein, the Company can terminate the Employee's contract any time if the Employee-



- Commits any material or persistent breach of any of the provisions contained herein.
- Be guilty of any default, misconduct or neglect in the discharge of his/ her duties affecting the business of the Company.

### 1. WORKING HOURS:

The standard working hours for the Employee will be 11:30 AM to 8:30 PM, 5-6 days in a week. In view of the Employee's position in the Company, the Employee shall effectively perform to ensure results and will be expected to work beyond the standard working hours to achieve the results, whenever the job so requires. Additionally, the Company may implement staggered work shifts, in rare cases of necessity. In such an event, the Employee shall abide by the change in the standard working hours as may be notified by the Company to accommodate such staggered shifts.

### 2. DATE OF JOINING:

As per discussions, the Employee will report to the Company on **19th April 2021** at Office - **Address:** 2nd Floor, SNP towers, Janardhana hills, Serlingampally, Gachibowli, 500032

### 3. LEAVE:

The Employee will be entitled to a total 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 where not more than one day of leave can be redeemed per month. 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 the Employee.

### 4. NOTICE PERIOD; TERMINATION:

a) During the internship or the extended probation period, the Company may terminate the contract of employment by giving written notice to the other party. The Company reserves the right to terminate the employment by giving 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 the Employee, a **notice period of 45 days (1.5 months)** is applicable.

b) In the event the termination is initiated by the Employee without adhering to the notice period, the Company reserves the right to recover from the Employee upto 3 months' salary which is based on annual fixed compensation, in lieu of breaking the notice period contract which is established a period of 1.5 months, subject to the release date being approved by the Company.

c) Even when the termination is initiated by the Employee, in case of breach, the Company may, at its discretion, relieve the Employee from a date it may deem fit, at any time before expiration of the notice period (1.5 months from the date of acceptance of resignation by the Company). The Company will agree to the release date and salary payment in lieu of notice period. However, during the notice period, the Employee shall cooperate with the Company in ensuring smooth and proper hand-over of the Employee's responsibilities, failing, which the Company shall be, authorised to withhold/ forfeit the Employee's dues.

d) The Company may also terminate/ suspend the Employee's services immediately at its discretion at any time without giving any notice or amount in lieu of notice, if it has been alleged and prima facie established through preliminary internal enquiry that the Employee has 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 breach of terms and conditions outlined in this contract of employment including the Company's policies, or
- (v) any activity leading to loss of business for the Company.

e) The Company also expects that the Employee voluntarily discloses details of any of the above acts to the Company at the time of joining or during the Employee's employment with the Company, as applicable, based on which the Company may terminate/ suspend the Employee's services at its discretion at any time immediately upon providing a written notice to the Employee.

## 6. BASKET OF ALLOWANCES (BOA)

The Basket of Allowances will be paid to the Employee as part of the Employee's salary every month. The components are as follows: Basic Pay, HRA, Internet, Special Allowance and Provident Fund. The Employee has the flexibility of changing the amounts under each of the above mentioned heads, within his/ her BOA, according to the Employee's preferences and income tax plan.

## 7. NON DISCLOSURE AGREEMENT

During the Employee's employment, the Employee 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 appointment, the Employee acknowledges that all of this information must be kept strictly confidential, and should not be used for the Employee's own purposes or disclosed to anyone outside the Company, unless authorised in writing by the Company. In addition, the Employee agrees that, upon the termination of the employment (for any reason whatsoever), the Employee will immediately return to the Company, all of its property, equipment, and documents, including but not limited to electronically stored information. The Employee agrees 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 the employment with the Company.

## 8. NON COMPETE AND NON SOLICITATION

The Employee undertakes, agrees and covenants with the Company that for a period of **6 (six) 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 the competitive activity of the Employee set forth in this contract are mainly to protect the value of the Company due to the 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.



## 10. EARNINGS

During the 1st 6 months, the employee is paid a stipend of up to 15,000 INR starting from 7,500 INR (performance-based).

Refer below for the split-up of the salary structure for the full-time role (after the internship period) as an Operations Executive at Edupolis Technologies Pvt Ltd. (Unschool).

Name	DOJ	Designation
Mahantesh	19th April 2021	Operations Executive

Components	Per month (INR)	Annual (INR)
Base Salary	8,000	96,000
HRA	6,000	72,000
Telephone and Internet	2,000	24,000
Special Allowances	7,200	86,400
Provident Fund	1,800	21,600
<b>Total</b>	<b>25,000</b>	<b>3,00,000</b>
<b>Deductions:</b>		
PF Employee	1,800	
PF Employer	1,800	
PT	200	
<b>Take home</b>	<b>21,200</b>	

  
REGISTRAR  


Incentives upto 2L per annum (based on performance) will be paid out quarterly to the employee.

A Certificate and a Letter of Recommendation (LoR) will also be written in the Employee's favour by the Co-Founder, if the Employee excels in his/ her role.

We hope you have a great learning experience with us and grow in the process of this role.

Thanking you.

Yours faithfully,  
for Edupolis Technologies Pvt Ltd (Unschool)



Rahul Varma  
Co-Founder and CEO  
Unschool.

Authorised Signatory

I hereby accept the aforesaid position and terms and conditions of employment set forth above.

Signed: \_\_\_\_\_

Date: \_\_\_\_\_

Name: \_\_\_\_\_

  
REGISTRAR Registrar  
PRESIDENCY UNIVERSITY  
BANGALORE



Dear **Md Syed Shansha Ali**,

**Subject:** Appointment in the position of **Operations Executive**

With reference to your application and the subsequent interview you had with us, we are pleased to confirm your appointment for the above-said position in **Edupolis Technologies Pvt. Ltd. (Unschool)** subject to the following terms and conditions.

#### AGREEMENT CUM APPOINTMENT LETTER

THIS AGREEMENT is made on the **9th of April 2021** between

**Edupolis Technologies Pvt Ltd.**, a company registered under the Companies Act, 2013 having its registered office at **Hyderabad** (hereinafter called the “**Company**”) of the one part;

and **Md Syed Shansha Ali**

(Hereinafter called the “**Employee**”) of the other part.

#### WHEREAS

The Company is desirous of appointing **Md Syed Shansha Ali** as its Operations Executive and the Employee has agreed to accept the appointment on the terms and conditions outlined herein below.

NOW, THIS AGREEMENT WITNESSES as follows:

1. The monthly salary package of the Employee will be as per the terms mentioned in this letter. Based on the periodic reviews the Employee’s compensation package may differ as per the compensation policy applicable to other employees of the Employee’s category in the respective department.
2. The Employee shall perform such duties and exercise such powers, that may from time to time be assigned to or vested in him/her by the Company.
3. 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.
4. The Employee shall confirm and comply with the directions of the Board of Directors of the Company from time to time. The Employee shall faithfully serve the Company to the best of his/her abilities and shall make his/her utmost endeavour to promote the interests of the Company.
5. You will be working from **Hyderabad** from the office location.
6. The Company may terminate this agreement at any time before the expiry of the stipulated term by giving one month’s prior notice in writing to the Employee. Without prejudice to anything contained herein, the Company can terminate the Employee’s contract any time if the Employee-



- Commits any material or persistent breach of any of the provisions contained herein.
- Be guilty of any default, misconduct or neglect in the discharge of his/ her duties affecting the business of the Company.

### 1. WORKING HOURS:

The standard working hours for the Employee will be 11:30 AM to 8:30 PM, 5-6 days in a week. In view of the Employee's position in the Company, the Employee shall effectively perform to ensure results and will be expected to work beyond the standard working hours to achieve the results, whenever the job so requires. Additionally, the Company may implement staggered work shifts, in rare cases of necessity. In such an event, the Employee shall abide by the change in the standard working hours as may be notified by the Company to accommodate such staggered shifts.

### 2. DATE OF JOINING:

As per discussions, the Employee will report to the Company on **19th April 2021** at Office - **Address:** 2nd Floor, SNP towers, Janardhana hills, Serlingampally, Gachibowli, 500032

### 3. LEAVE:

The Employee will be entitled to a total 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 where not more than one day of leave can be redeemed per month. 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 the Employee.

### 4. NOTICE PERIOD; TERMINATION:

a) During the internship or the extended probation period, the Company may terminate the contract of employment by giving written notice to the other party. The Company reserves the right to terminate the employment by giving 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 the Employee, a **notice period of 45 days (1.5 months)** is applicable.

b) In the event the termination is initiated by the Employee without adhering to the notice period, the Company reserves the right to recover from the Employee upto 3 months' salary which is based on annual fixed compensation, in lieu of breaking the notice period contract which is established a period of 1.5 months, subject to the release date being approved by the Company.

c) Even when the termination is initiated by the Employee, in case of breach, the Company may, at its discretion, relieve the Employee from a date it may deem fit, at any time before expiration of the notice period (1.5 months from the date of acceptance of resignation by the Company). The Company will agree to the release date and salary payment in lieu of notice period. However, during the notice period, the Employee shall cooperate with the Company in ensuring smooth and proper hand-over of the Employee's responsibilities, failing, which the Company shall be, authorised to withhold/ forfeit the Employee's dues.

d) The Company may also terminate/ suspend the Employee's services immediately at its discretion at any time without giving any notice or amount in lieu of notice, if it has been alleged and prima facie established through preliminary internal enquiry that the Employee has 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 breach of terms and conditions outlined in this contract of employment including the Company's policies, or
- (v) any activity leading to loss of business for the Company.

e) The Company also expects that the Employee voluntarily discloses details of any of the above acts to the Company at the time of joining or during the Employee's employment with the Company, as applicable, based on which the Company may terminate/ suspend the Employee's services at its discretion at any time immediately upon providing a written notice to the Employee.

## 6. BASKET OF ALLOWANCES (BOA)

The Basket of Allowances will be paid to the Employee as part of the Employee's salary every month. The components are as follows: Basic Pay, HRA, Internet, Special Allowance and Provident Fund. The Employee has the flexibility of changing the amounts under each of the above mentioned heads, within his/ her BOA, according to the Employee's preferences and income tax plan.

## 7. NON DISCLOSURE AGREEMENT

During the Employee's employment, the Employee 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 appointment, the Employee acknowledges that all of this information must be kept strictly confidential, and should not be used for the Employee's own purposes or disclosed to anyone outside the Company, unless authorised in writing by the Company. In addition, the Employee agrees that, upon the termination of the employment (for any reason whatsoever), the Employee will immediately return to the Company, all of its property, equipment, and documents, including but not limited to electronically stored information. The Employee agrees 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 the employment with the Company.

## 8. NON COMPETE AND NON SOLICITATION

The Employee undertakes, agrees and covenants with the Company that for a period of **6 (six) 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 the competitive activity of the Employee set forth in this contract are mainly to protect the value of the Company due to the 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.



## 10. EARNINGS

During the 1st 6 months, the employee is paid a stipend of up to 15,000 INR starting from 7,500 INR (performance-based).

Refer below for the split-up of the salary structure for the full-time role (after the internship period) as an Operations Executive at Edupolis Technologies Pvt Ltd. (Unschool).

Name	DOJ	Designation
Md Syed Shansha Ali	19th April 2021	Operations Executive

Components	Per month (INR)	Annual (INR)
Base Salary	8,000	96,000
HRA	6,000	72,000
Telephone and Internet	2,000	24,000
Special Allowances	7,200	86,400
Provident Fund	1,800	21,600
<b>Total</b>	<b>25,000</b>	<b>3,00,000</b>
<b>Deductions:</b>		
PF Employee	1,800	
PF Employer	1,800	
PT	200	
<b>Take home</b>	<b>21,200</b>	

  
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BANGALORE

Incentives upto 2L per annum (based on performance) will be paid out quarterly to the employee.



A Certificate and a Letter of Recommendation (LoR) will also be written in the Employee's favour by the Co-Founder, if the Employee excels in his/ her role.

We hope you have a great learning experience with us and grow in the process of this role.

Thanking you.

Yours faithfully,  
for Edupolis Technologies Pvt Ltd (Unschool)



Rahul Varma  
Co-Founder and CEO  
Unschool.

Authorised Signatory

I hereby accept the aforesaid position and terms and conditions of employment set forth above.

Signed: \_\_\_\_\_

Date: \_\_\_\_\_

Name: \_\_\_\_\_



REGISTRAR



Presidency University  
Registrar  
Bangalore



Dear **Rathod Pawan Vijay**,

**Subject:** Appointment in the position of **Operations Executive**

With reference to your application and the subsequent interview you had with us, we are pleased to confirm your appointment for the above-said position in **Edupolis Technologies Pvt. Ltd. (Unschool)** subject to the following terms and conditions.

#### AGREEMENT CUM APPOINTMENT LETTER

THIS AGREEMENT is made on the **9th of April 2021** between

**Edupolis Technologies Pvt Ltd.**, a company registered under the Companies Act, 2013 having its registered office at **Hyderabad** (hereinafter called the “**Company**”) of the one part;

and **Rathod Pawan Vijay**

(Hereinafter called the “**Employee**”) of the other part.

#### WHEREAS

The Company is desirous of appointing **Rathod Pawan Vijay** as its Operations Executive and the Employee has agreed to accept the appointment on the terms and conditions outlined herein below.

NOW, THIS AGREEMENT WITNESSES as follows:

1. The monthly salary package of the Employee will be as per the terms mentioned in this letter. Based on the periodic reviews the Employee’s compensation package may differ as per the compensation policy applicable to other employees of the Employee’s category in the respective department.
2. The Employee shall perform such duties and exercise such powers, that may from time to time be assigned to or vested in him/her by the Company.
3. 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.
4. The Employee shall confirm and comply with the directions of the Board of Directors of the Company from time to time. The Employee shall faithfully serve the Company to the best of his/her abilities and shall make his/her utmost endeavour to promote the interests of the Company.
5. You will be working from **Hyderabad** from the office location.
6. The Company may terminate this agreement at any time before the expiry of the stipulated term by giving one month’s prior notice in writing to the Employee. Without prejudice to anything contained herein, the Company can terminate the Employee’s contract any time if the Employee-

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Registrar  
UNIVERSITY OF APPLIED SCIENCES  
BANGALORE

- Commits any material or persistent breach of any of the provisions contained herein.
- Be guilty of any default, misconduct or neglect in the discharge of his/ her duties affecting the business of the Company.

### 1. WORKING HOURS:

The standard working hours for the Employee will be 11:30 AM to 8:30 PM, 5-6 days in a week. In view of the Employee's position in the Company, the Employee shall effectively perform to ensure results and will be expected to work beyond the standard working hours to achieve the results, whenever the job so requires. Additionally, the Company may implement staggered work shifts, in rare cases of necessity. In such an event, the Employee shall abide by the change in the standard working hours as may be notified by the Company to accommodate such staggered shifts.

### 2. DATE OF JOINING:

As per discussions, the Employee will report to the Company on **19th April 2021** at Office - **Address:** 2nd Floor, SNP towers, Janardhana hills, Serlingampally, Gachibowli, 500032

### 3. LEAVE:

The Employee will be entitled to a total 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 where not more than one day of leave can be redeemed per month. 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 the Employee.

### 4. NOTICE PERIOD; TERMINATION:

a) During the internship or the extended probation period, the Company may terminate the contract of employment by giving written notice to the other party. The Company reserves the right to terminate the employment by giving 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 the Employee, a **notice period of 45 days (1.5 months)** is applicable.

b) In the event the termination is initiated by the Employee without adhering to the notice period, the Company reserves the right to recover from the Employee upto 3 months' salary which is based on annual fixed compensation, in lieu of breaking the notice period contract which is established a period of 1.5 months, subject to the release date being approved by the Company.

c) Even when the termination is initiated by the Employee, in case of breach, the Company may, at its discretion, relieve the Employee from a date it may deem fit, at any time before expiration of the notice period (1.5 months from the date of acceptance of resignation by the Company). The Company will agree to the release date and salary payment in lieu of notice period. However, during the notice period, the Employee shall cooperate with the Company in ensuring smooth and proper hand-over of the Employee's responsibilities, failing, which the Company shall be, authorised to withhold/ forfeit the Employee's dues.

d) The Company may also terminate/ suspend the Employee's services immediately at its discretion at any time without giving any notice or amount in lieu of notice, if it has been alleged and prima facie established through preliminary internal enquiry that the Employee has 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 breach of terms and conditions outlined in this contract of employment including the Company's policies, or
- (v) any activity leading to loss of business for the Company.

e) The Company also expects that the Employee voluntarily discloses details of any of the above acts to the Company at the time of joining or during the Employee's employment with the Company, as applicable, based on which the Company may terminate/ suspend the Employee's services at its discretion at any time immediately upon providing a written notice to the Employee.

## 6. BASKET OF ALLOWANCES (BOA)

The Basket of Allowances will be paid to the Employee as part of the Employee's salary every month. The components are as follows: Basic Pay, HRA, Internet, Special Allowance and Provident Fund. The Employee has the flexibility of changing the amounts under each of the above mentioned heads, within his/ her BOA, according to the Employee's preferences and income tax plan.

## 7. NON DISCLOSURE AGREEMENT

During the Employee's employment, the Employee 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 appointment, the Employee acknowledges that all of this information must be kept strictly confidential, and should not be used for the Employee's own purposes or disclosed to anyone outside the Company, unless authorised in writing by the Company. In addition, the Employee agrees that, upon the termination of the employment (for any reason whatsoever), the Employee will immediately return to the Company, all of its property, equipment, and documents, including but not limited to electronically stored information. The Employee agrees 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 the employment with the Company.

## 8. NON COMPETE AND NON SOLICITATION

The Employee undertakes, agrees and covenants with the Company that for a period of **6 (six) 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 the competitive activity of the Employee set forth in this contract are mainly to protect the value of the Company due to the 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.



## 10. EARNINGS

During the 1st 6 months, the employee is paid a stipend of up to 15,000 INR starting from 7,500 INR (performance-based).

Refer below for the split-up of the salary structure for the full-time role (after the internship period) as an Operations Executive at Edupolis Technologies Pvt Ltd. (Unschool).

Name	DOJ	Designation
Rathod Pawan Vijay	19th April 2021	Operations Executive

Components	Per month (INR)	Annual (INR)
Base Salary	8,000	96,000
HRA	6,000	72,000
Telephone and Internet	2,000	24,000
Special Allowances	7,200	86,400
Provident Fund	1,800	21,600
<b>Total</b>	<b>25,000</b>	<b>3,00,000</b>
<b>Deductions:</b>		
PF Employee	1,800	
PF Employer	1,800	
PT	200	
<b>Take home</b>	<b>21,200</b>	

  
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Registrar  
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Incentives upto 2L per annum (based on performance) will be paid out quarterly to the employee.

A Certificate and a Letter of Recommendation (LoR) will also be written in the Employee's favour by the Co-Founder, if the Employee excels in his/ her role.

We hope you have a great learning experience with us and grow in the process of this role.

Thanking you.

Yours faithfully,  
for Edupolis Technologies Pvt Ltd (Unschool)



Rahul Varma  
Co-Founder and CEO  
Unschool.

Authorised Signatory

I hereby accept the aforesaid position and terms and conditions of employment set forth above.

Signed: \_\_\_\_\_

Date: \_\_\_\_\_

Name: \_\_\_\_\_

  
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PRESIDENCY UNIVERSITY  
BANGALORE



Dear **Shreyas N**,

**Subject:** Appointment in the position of **Operations Executive**

With reference to your application and the subsequent interview you had with us, we are pleased to confirm your appointment for the above-said position in **Edupolis Technologies Pvt. Ltd. (Unschool)** subject to the following terms and conditions.

#### AGREEMENT CUM APPOINTMENT LETTER

THIS AGREEMENT is made on the **9th of April 2021** between

**Edupolis Technologies Pvt Ltd.**, a company registered under the Companies Act, 2013 having its registered office at **Hyderabad** (hereinafter called the "**Company**") of the one part;

and **Shreyas N**

(Hereinafter called the "**Employee**") of the other part.

#### WHEREAS

The Company is desirous of appointing **Shreyas N** as its Operations Executive and the Employee has agreed to accept the appointment on the terms and conditions outlined herein below.

NOW, THIS AGREEMENT WITNESSES as follows:

1. The monthly salary package of the Employee will be as per the terms mentioned in this letter. Based on the periodic reviews the Employee's compensation package may differ as per the compensation policy applicable to other employees of the Employee's category in the respective department.
2. The Employee shall perform such duties and exercise such powers, that may from time to time be assigned to or vested in him/her by the Company.
3. 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.
4. The Employee shall confirm and comply with the directions of the Board of Directors of the Company from time to time. The Employee shall faithfully serve the Company to the best of his/her abilities and shall make his/her utmost endeavour to promote the interests of the Company.
5. You will be working from **Hyderabad** from the office location.
6. The Company may terminate this agreement at any time before the expiry of the stipulated term by giving one month's prior notice in writing to the Employee. Without prejudice to anything contained herein, the Company can terminate the Employee's contract any time if the Employee-





- Commits any material or persistent breach of any of the provisions contained herein.
- Be guilty of any default, misconduct or neglect in the discharge of his/ her duties affecting the business of the Company.

### 1. WORKING HOURS:

The standard working hours for the Employee will be 11:30 AM to 8:30 PM, 5-6 days in a week. In view of the Employee's position in the Company, the Employee shall effectively perform to ensure results and will be expected to work beyond the standard working hours to achieve the results, whenever the job so requires. Additionally, the Company may implement staggered work shifts, in rare cases of necessity. In such an event, the Employee shall abide by the change in the standard working hours as may be notified by the Company to accommodate such staggered shifts.

### 2. DATE OF JOINING:

As per discussions, the Employee will report to the Company on **19th April 2021** at Office - **Address:** 2nd Floor, SNP towers, Janardhana hills, Serlingampally, Gachibowli, 500032

### 3. LEAVE:

The Employee will be entitled to a total 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 where not more than one day of leave can be redeemed per month. 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 the Employee.

### 4. NOTICE PERIOD; TERMINATION:

a) During the internship or the extended probation period, the Company may terminate the contract of employment by giving written notice to the other party. The Company reserves the right to terminate the employment by giving 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 the Employee, a **notice period of 45 days (1.5 months)** is applicable.

b) In the event the termination is initiated by the Employee without adhering to the notice period, the Company reserves the right to recover from the Employee upto 3 months' salary which is based on annual fixed compensation, in lieu of breaking the notice period contract which is established a period of 1.5 months, subject to the release date being approved by the Company.

c) Even when the termination is initiated by the Employee, in case of breach, the Company may, at its discretion, relieve the Employee from a date it may deem fit, at any time before expiration of the notice period (1.5 months from the date of acceptance of resignation by the Company). The Company will agree to the release date and salary payment in lieu of notice period. However, during the notice period, the Employee shall cooperate with the Company in ensuring smooth and proper hand-over of the Employee's responsibilities, failing, which the Company shall be, authorised to withhold/ forfeit the Employee's dues.

d) The Company may also terminate/ suspend the Employee's services immediately at its discretion at any time without giving any notice or amount in lieu of notice, if it has been alleged and prima facie established through preliminary internal enquiry that the Employee has 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 breach of terms and conditions outlined in this contract of employment including the Company's policies, or
- (v) any activity leading to loss of business for the Company.

e) The Company also expects that the Employee voluntarily discloses details of any of the above acts to the Company at the time of joining or during the Employee's employment with the Company, as applicable, based on which the Company may terminate/ suspend the Employee's services at its discretion at any time immediately upon providing a written notice to the Employee.

## 6. BASKET OF ALLOWANCES (BOA)

The Basket of Allowances will be paid to the Employee as part of the Employee's salary every month. The components are as follows: Basic Pay, HRA, Internet, Special Allowance and Provident Fund. The Employee has the flexibility of changing the amounts under each of the above mentioned heads, within his/ her BOA, according to the Employee's preferences and income tax plan.

## 7. NON DISCLOSURE AGREEMENT

During the Employee's employment, the Employee 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 appointment, the Employee acknowledges that all of this information must be kept strictly confidential, and should not be used for the Employee's own purposes or disclosed to anyone outside the Company, unless authorised in writing by the Company. In addition, the Employee agrees that, upon the termination of the employment (for any reason whatsoever), the Employee will immediately return to the Company, all of its property, equipment, and documents, including but not limited to electronically stored information. The Employee agrees 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 the employment with the Company.

## 8. NON COMPETE AND NON SOLICITATION

The Employee undertakes, agrees and covenants with the Company that for a period of **6 (six) 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 the competitive activity of the Employee set forth in this contract are mainly to protect the value of the Company due to the 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.

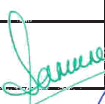
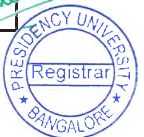
## 10. EARNINGS

During the 1st 6 months, the employee is paid a stipend of up to 15,000 INR starting from 7,500 INR (performance-based).

Refer below for the split-up of the salary structure for the full-time role (after the internship period) as an Operations Executive at Edupolis Technologies Pvt Ltd. (Unschool).

Name	DOJ	Designation
Shreyas N	19th April 2021	Operations Executive

Components	Per month (INR)	Annual (INR)
Base Salary	8,000	96,000
HRA	6,000	72,000
Telephone and Internet	2,000	24,000
Special Allowances	7,200	86,400
Provident Fund	1,800	21,600
<b>Total</b>	<b>25,000</b>	<b>3,00,000</b>
<b>Deductions:</b>		
PF Employee	1,800	
PF Employer	1,800	
PT	200	
<b>Take home</b>	<b>21,200</b>	

  
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Incentives upto 2L per annum (based on performance) will be paid out quarterly to the employee.

A Certificate and a Letter of Recommendation (LoR) will also be written in the Employee's favour by the Co-Founder, if the Employee excels in his/ her role.

We hope you have a great learning experience with us and grow in the process of this role.

Thanking you.

Yours faithfully,  
for Edupolis Technologies Pvt Ltd (Unschool)



Rahul Varma  
Co-Founder and CEO  
Unschool.

Authorised Signatory

I hereby accept the aforesaid position and terms and conditions of employment set forth above.

Signed: \_\_\_\_\_

Date: \_\_\_\_\_

Name: \_\_\_\_\_

  
REGISTRAR  
  
Registrar  
PRESIDENCY UNIVERSITY  
BANGALORE



Dear **Charan Kumar G**,

**Subject:** Appointment in the position of **Operations Executive**

With reference to your application and the subsequent interview you had with us, we are pleased to confirm your appointment for the above-said position in **Edupolis Technologies Pvt. Ltd. (Unschool)** subject to the following terms and conditions.

#### AGREEMENT CUM APPOINTMENT LETTER

THIS AGREEMENT is made on the **9th of April 2021** between

**Edupolis Technologies Pvt Ltd.**, a company registered under the Companies Act, 2013 having its registered office at **Hyderabad** (hereinafter called the “**Company**”) of the one part;

and **Charan Kumar G**

(Hereinafter called the “**Employee**”) of the other part.

#### WHEREAS

The Company is desirous of appointing **Charan Kumar G** as its Operations Executive and the Employee has agreed to accept the appointment on the terms and conditions outlined herein below.

NOW, THIS AGREEMENT WITNESSES as follows:

1. The monthly salary package of the Employee will be as per the terms mentioned in this letter. Based on the periodic reviews the Employee’s compensation package may differ as per the compensation policy applicable to other employees of the Employee’s category in the respective department.
2. The Employee shall perform such duties and exercise such powers, that may from time to time be assigned to or vested in him/her by the Company.
3. 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.
4. The Employee shall confirm and comply with the directions of the Board of Directors of the Company from time to time. The Employee shall faithfully serve the Company to the best of his/her abilities and shall make his/her utmost endeavour to promote the interests of the Company.
5. You will be working from **Hyderabad** from the office location.
6. The Company may terminate this agreement at any time before the expiry of the stipulated term by giving one month’s prior notice in writing to the Employee. Without prejudice to anything contained herein, the Company can terminate the Employee’s contract any time if the Employee-



- Commits any material or persistent breach of any of the provisions contained herein.
- Be guilty of any default, misconduct or neglect in the discharge of his/ her duties affecting the business of the Company.

### 1. WORKING HOURS:

The standard working hours for the Employee will be 11:30 AM to 8:30 PM, 5-6 days in a week. In view of the Employee's position in the Company, the Employee shall effectively perform to ensure results and will be expected to work beyond the standard working hours to achieve the results, whenever the job so requires. Additionally, the Company may implement staggered work shifts, in rare cases of necessity. In such an event, the Employee shall abide by the change in the standard working hours as may be notified by the Company to accommodate such staggered shifts.

### 2. DATE OF JOINING:

As per discussions, the Employee will report to the Company on **19th April 2021** at Office - **Address:** 2nd Floor, SNP towers, Janardhana hills, Serlingampally, Gachibowli, 500032

### 3. LEAVE:

The Employee will be entitled to a total 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 where not more than one day of leave can be redeemed per month. 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 the Employee.

### 4. NOTICE PERIOD; TERMINATION:

a) During the internship or the extended probation period, the Company may terminate the contract of employment by giving written notice to the other party. The Company reserves the right to terminate the employment by giving 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 the Employee, a **notice period of 45 days (1.5 months)** is applicable.

b) In the event the termination is initiated by the Employee without adhering to the notice period, the Company reserves the right to recover from the Employee upto 3 months' salary which is based on annual fixed compensation, in lieu of breaking the notice period contract which is established a period of 1.5 months, subject to the release date being approved by the Company.

c) Even when the termination is initiated by the Employee, in case of breach, the Company may, at its discretion, relieve the Employee from a date it may deem fit, at any time before expiration of the notice period (1.5 months from the date of acceptance of resignation by the Company). The Company will agree to the release date and salary payment in lieu of notice period. However, during the notice period, the Employee shall cooperate with the Company in ensuring smooth and proper hand-over of the Employee's responsibilities, failing, which the Company shall be, authorised to withhold/ forfeit the Employee's dues.

d) The Company may also terminate/ suspend the Employee's services immediately at its discretion at any time without giving any notice or amount in lieu of notice, if it has been alleged and prima facie established through preliminary internal enquiry that the Employee has 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 breach of terms and conditions outlined in this contract of employment including the Company's policies, or
- (v) any activity leading to loss of business for the Company.

e) The Company also expects that the Employee voluntarily discloses details of any of the above acts to the Company at the time of joining or during the Employee's employment with the Company, as applicable, based on which the Company may terminate/ suspend the Employee's services at its discretion at any time immediately upon providing a written notice to the Employee.

## 6. BASKET OF ALLOWANCES (BOA)

The Basket of Allowances will be paid to the Employee as part of the Employee's salary every month. The components are as follows: Basic Pay, HRA, Internet, Special Allowance and Provident Fund. The Employee has the flexibility of changing the amounts under each of the above mentioned heads, within his/ her BOA, according to the Employee's preferences and income tax plan.

## 7. NON DISCLOSURE AGREEMENT

During the Employee's employment, the Employee 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 appointment, the Employee acknowledges that all of this information must be kept strictly confidential, and should not be used for the Employee's own purposes or disclosed to anyone outside the Company, unless authorised in writing by the Company. In addition, the Employee agrees that, upon the termination of the employment (for any reason whatsoever), the Employee will immediately return to the Company, all of its property, equipment, and documents, including but not limited to electronically stored information. The Employee agrees 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 the employment with the Company.

## 8. NON COMPETE AND NON SOLICITATION

The Employee undertakes, agrees and covenants with the Company that for a period of **6 (six) 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 the competitive activity of the Employee set forth in this contract are mainly to protect the value of the Company due to the 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.

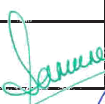
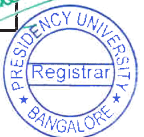
## 10. EARNINGS

During the 1st 6 months, the employee is paid a stipend of up to 15,000 INR starting from 7,500 INR (performance-based).

Refer below for the split-up of the salary structure for the full-time role (after the internship period) as an Operations Executive at Edupolis Technologies Pvt Ltd. (Unschool).

Name	DOJ	Designation
Charan Kumar G	19th April 2021	Operations Executive

Components	Per month (INR)	Annual (INR)
Base Salary	8,000	96,000
HRA	6,000	72,000
Telephone and Internet	2,000	24,000
Special Allowances	7,200	86,400
Provident Fund	1,800	21,600
<b>Total</b>	<b>25,000</b>	<b>3,00,000</b>
<b>Deductions:</b>		
PF Employee	1,800	
PF Employer	1,800	
PT	200	
<b>Take home</b>	<b>21,200</b>	

  
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Registrar  
BANGALORE

Incentives upto 2L per annum (based on performance) will be paid out quarterly to the employee.

A Certificate and a Letter of Recommendation (LoR) will also be written in the Employee's favour by the Co-Founder, if the Employee excels in his/ her role.

We hope you have a great learning experience with us and grow in the process of this role.

Thanking you.

Yours faithfully,  
for Edupolis Technologies Pvt Ltd (Unschool)



Rahul Varma  
Co-Founder and CEO  
Unschool.

Authorised Signatory

I hereby accept the aforesaid position and terms and conditions of employment set forth above.

Signed: \_\_\_\_\_

Date: \_\_\_\_\_

Name: \_\_\_\_\_

  
REGISTRAR Registrar  
PRESIDENCY UNIVERSITY  
BANGALORE



Dear **Arun Ramachandrappa Nayak**,

**Subject:** Appointment in the position of **Operations Executive**

With reference to your application and the subsequent interview you had with us, we are pleased to confirm your appointment for the above-said position in **Edupolis Technologies Pvt. Ltd. (Unschool)** subject to the following terms and conditions.

#### AGREEMENT CUM APPOINTMENT LETTER

THIS AGREEMENT is made on the **9th of April 2021** between

**Edupolis Technologies Pvt Ltd.**, a company registered under the Companies Act, 2013 having its registered office at **Hyderabad** (hereinafter called the “**Company**”) of the one part;

and **Arun Ramachandrappa Nayak**

(Hereinafter called the “**Employee**”) of the other part.

#### WHEREAS

The Company is desirous of appointing **Arun Ramachandrappa Nayak** as its Operations Executive and the Employee has agreed to accept the appointment on the terms and conditions outlined herein below.

NOW, THIS AGREEMENT WITNESSES as follows:

1. The monthly salary package of the Employee will be as per the terms mentioned in this letter. Based on the periodic reviews the Employee’s compensation package may differ as per the compensation policy applicable to other employees of the Employee’s category in the respective department.
2. The Employee shall perform such duties and exercise such powers, that may from time to time be assigned to or vested in him/her by the Company.
3. 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.
4. The Employee shall confirm and comply with the directions of the Board of Directors of the Company from time to time. The Employee shall faithfully serve the Company to the best of his/her abilities and shall make his/her utmost endeavour to promote the interests of the Company.
5. You will be working from **Hyderabad** from the office location.
6. The Company may terminate this agreement at any time before the expiry of the stipulated term by giving one month’s prior notice in writing to the Employee. Without prejudice to anything contained herein, the Company can terminate the Employee’s contract any time if the Employee-

*Jame*  
Registrar  
UNIVERSITY OF BANGALORE

- Commits any material or persistent breach of any of the provisions contained herein.
- Be guilty of any default, misconduct or neglect in the discharge of his/ her duties affecting the business of the Company.

### 1. WORKING HOURS:

The standard working hours for the Employee will be 11:30 AM to 8:30 PM, 5-6 days in a week. In view of the Employee's position in the Company, the Employee shall effectively perform to ensure results and will be expected to work beyond the standard working hours to achieve the results, whenever the job so requires. Additionally, the Company may implement staggered work shifts, in rare cases of necessity. In such an event, the Employee shall abide by the change in the standard working hours as may be notified by the Company to accommodate such staggered shifts.

### 2. DATE OF JOINING:

As per discussions, the Employee will report to the Company on **19th April 2021** at Office - **Address:** 2nd Floor, SNP towers, Janardhana hills, Serlingampally, Gachibowli, 500032

### 3. LEAVE:

The Employee will be entitled to a total 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 where not more than one day of leave can be redeemed per month. 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 the Employee.

### 4. NOTICE PERIOD; TERMINATION:

a) During the internship or the extended probation period, the Company may terminate the contract of employment by giving written notice to the other party. The Company reserves the right to terminate the employment by giving 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 the Employee, a **notice period of 45 days (1.5 months)** is applicable.

b) In the event the termination is initiated by the Employee without adhering to the notice period, the Company reserves the right to recover from the Employee upto 3 months' salary which is based on annual fixed compensation, in lieu of breaking the notice period contract which is established a period of 1.5 months, subject to the release date being approved by the Company.

c) Even when the termination is initiated by the Employee, in case of breach, the Company may, at its discretion, relieve the Employee from a date it may deem fit, at any time before expiration of the notice period (1.5 months from the date of acceptance of resignation by the Company). The Company will agree to the release date and salary payment in lieu of notice period. However, during the notice period, the Employee shall cooperate with the Company in ensuring smooth and proper hand-over of the Employee's responsibilities, failing, which the Company shall be, authorised to withhold/ forfeit the Employee's dues.

d) The Company may also terminate/ suspend the Employee's services immediately at its discretion at any time without giving any notice or amount in lieu of notice, if it has been alleged and prima facie established through preliminary internal enquiry that the Employee has 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 breach of terms and conditions outlined in this contract of employment including the Company's policies, or
- (v) any activity leading to loss of business for the Company.

e) The Company also expects that the Employee voluntarily discloses details of any of the above acts to the Company at the time of joining or during the Employee's employment with the Company, as applicable, based on which the Company may terminate/ suspend the Employee's services at its discretion at any time immediately upon providing a written notice to the Employee.

## 6. BASKET OF ALLOWANCES (BOA)

The Basket of Allowances will be paid to the Employee as part of the Employee's salary every month. The components are as follows: Basic Pay, HRA, Internet, Special Allowance and Provident Fund. The Employee has the flexibility of changing the amounts under each of the above mentioned heads, within his/ her BOA, according to the Employee's preferences and income tax plan.

## 7. NON DISCLOSURE AGREEMENT

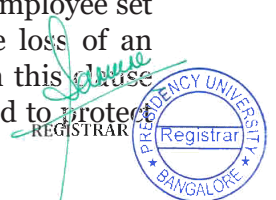
During the Employee's employment, the Employee may have access to trade secrets or confidential business information belonging to the Company (including, but not limited to “source code”, “graphical assets”, “source repositories”, “technical documentation”, “development binaries”, “company internet accounts”, etc.). By accepting this appointment, the Employee acknowledges that all of this information must be kept strictly confidential, and should not be used for the Employee's own purposes or disclosed to anyone outside the Company, unless authorised in writing by the Company. In addition, the Employee agrees that, upon the termination of the employment (for any reason whatsoever), the Employee will immediately return to the Company, all of its property, equipment, and documents, including but not limited to electronically stored information. The Employee agrees 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 the employment with the Company.

## 8. NON COMPETE AND NON SOLICITATION

The Employee undertakes, agrees and covenants with the Company that for a period of **6 (six) 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 the competitive activity of the Employee set forth in this contract are mainly to protect the value of the Company due to the 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.



## 10. EARNINGS

During the 1st 6 months, the employee is paid a stipend of up to 15,000 INR starting from 7,500 INR (performance-based).

Refer below for the split-up of the salary structure for the full-time role (after the internship period) as an Operations Executive at Edupolis Technologies Pvt Ltd. (Unschool).

Name	DOJ	Designation
Arun Ramachandrapa Nayak	19th April 2021	Operations Executive

Components	Per month (INR)	Annual (INR)
Base Salary	8,000	96,000
HRA	6,000	72,000
Telephone and Internet	2,000	24,000
Special Allowances	7,200	86,400
Provident Fund	1,800	21,600
<b>Total</b>	<b>25,000</b>	<b>3,00,000</b>
<b>Deductions:</b>		
PF Employee	1,800	
PF Employer	1,800	
PT	200	
<b>Take home</b>	<b>21,200</b>	

  
REGISTRAR  


Incentives upto 2L per annum (based on performance) will be paid out quarterly to the employee.

A Certificate and a Letter of Recommendation (LoR) will also be written in the Employee's favour by the Co-Founder, if the Employee excels in his/ her role.

We hope you have a great learning experience with us and grow in the process of this role.

Thanking you.

Yours faithfully,  
for Edupolis Technologies Pvt Ltd (Unschool)



Rahul Varma  
Co-Founder and CEO  
Unschool.

Authorised Signatory

I hereby accept the aforesaid position and terms and conditions of employment set forth above.

Signed: \_\_\_\_\_

Date: \_\_\_\_\_

Name: \_\_\_\_\_

  
REGISTRAR Registrar  
PRESIDENCY UNIVERSITY  
BANGALORE





Dear **Sachith B L Gowda**,

**Subject:** Appointment in the position of **Operations Executive**

With reference to your application and the subsequent interview you had with us, we are pleased to confirm your appointment for the above-said position in **Edupolis Technologies Pvt. Ltd. (Unschool)** subject to the following terms and conditions.

#### AGREEMENT CUM APPOINTMENT LETTER

THIS AGREEMENT is made on the **9th of April 2021** between

**Edupolis Technologies Pvt Ltd.**, a company registered under the Companies Act, 2013 having its registered office at **Hyderabad** (hereinafter called the “**Company**”) of the one part;

and **Sachith B L Gowda**

(Hereinafter called the “**Employee**”) of the other part.

#### WHEREAS

The Company is desirous of appointing **Sachith B L Gowda** as its Operations Executive and the Employee has agreed to accept the appointment on the terms and conditions outlined herein below.

NOW, THIS AGREEMENT WITNESSES as follows:

1. The monthly salary package of the Employee will be as per the terms mentioned in this letter. Based on the periodic reviews the Employee’s compensation package may differ as per the compensation policy applicable to other employees of the Employee’s category in the respective department.
2. The Employee shall perform such duties and exercise such powers, that may from time to time be assigned to or vested in him/her by the Company.
3. 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.
4. The Employee shall confirm and comply with the directions of the Board of Directors of the Company from time to time. The Employee shall faithfully serve the Company to the best of his/her abilities and shall make his/her utmost endeavour to promote the interests of the Company.
5. You will be working from **Hyderabad** from the office location.
6. The Company may terminate this agreement at any time before the expiry of the stipulated term by giving one month’s prior notice in writing to the Employee. Without prejudice to anything contained herein, the Company can terminate the Employee’s contract any time if the Employee-



- Commits any material or persistent breach of any of the provisions contained herein.
- Be guilty of any default, misconduct or neglect in the discharge of his/ her duties affecting the business of the Company.

### 1. WORKING HOURS:

The standard working hours for the Employee will be 11:30 AM to 8:30 PM, 5-6 days in a week. In view of the Employee's position in the Company, the Employee shall effectively perform to ensure results and will be expected to work beyond the standard working hours to achieve the results, whenever the job so requires. Additionally, the Company may implement staggered work shifts, in rare cases of necessity. In such an event, the Employee shall abide by the change in the standard working hours as may be notified by the Company to accommodate such staggered shifts.

### 2. DATE OF JOINING:

As per discussions, the Employee will report to the Company on **19th April 2021** at Office - **Address:** 2nd Floor, SNP towers, Janardhana hills, Serlingampally, Gachibowli, 500032

### 3. LEAVE:

The Employee will be entitled to a total 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 where not more than one day of leave can be redeemed per month. 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 the Employee.

### 4. NOTICE PERIOD; TERMINATION:

a) During the internship or the extended probation period, the Company may terminate the contract of employment by giving written notice to the other party. The Company reserves the right to terminate the employment by giving 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 the Employee, a **notice period of 45 days (1.5 months)** is applicable.

b) In the event the termination is initiated by the Employee without adhering to the notice period, the Company reserves the right to recover from the Employee upto 3 months' salary which is based on annual fixed compensation, in lieu of breaking the notice period contract which is established a period of 1.5 months, subject to the release date being approved by the Company.

c) Even when the termination is initiated by the Employee, in case of breach, the Company may, at its discretion, relieve the Employee from a date it may deem fit, at any time before expiration of the notice period (1.5 months from the date of acceptance of resignation by the Company). The Company will agree to the release date and salary payment in lieu of notice period. However, during the notice period, the Employee shall cooperate with the Company in ensuring smooth and proper hand-over of the Employee's responsibilities, failing, which the Company shall be, authorised to withhold/ forfeit the Employee's dues.

d) The Company may also terminate/ suspend the Employee's services immediately at its discretion at any time without giving any notice or amount in lieu of notice, if it has been alleged and prima facie established through preliminary internal enquiry that the Employee has 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 breach of terms and conditions outlined in this contract of employment including the Company's policies, or
- (v) any activity leading to loss of business for the Company.

e) The Company also expects that the Employee voluntarily discloses details of any of the above acts to the Company at the time of joining or during the Employee's employment with the Company, as applicable, based on which the Company may terminate/ suspend the Employee's services at its discretion at any time immediately upon providing a written notice to the Employee.

## 6. BASKET OF ALLOWANCES (BOA)

The Basket of Allowances will be paid to the Employee as part of the Employee's salary every month. The components are as follows: Basic Pay, HRA, Internet, Special Allowance and Provident Fund. The Employee has the flexibility of changing the amounts under each of the above mentioned heads, within his/ her BOA, according to the Employee's preferences and income tax plan.

## 7. NON DISCLOSURE AGREEMENT

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## 8. NON COMPETE AND NON SOLICITATION

The Employee undertakes, agrees and covenants with the Company that for a period of **6 (six) 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 the competitive activity of the Employee set forth in this contract are mainly to protect the value of the Company due to the 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.


## 10. EARNINGS

During the 1st 6 months, the employee is paid a stipend of up to 15,000 INR starting from 7,500 INR (performance-based).

Refer below for the split-up of the salary structure for the full-time role (after the internship period) as an Operations Executive at Edupolis Technologies Pvt Ltd. (Unschool).

Name	DOJ	Designation
Sachith B L Gowda	19th April 2021	Operations Executive

Components	Per month (INR)	Annual (INR)
Base Salary	8,000	96,000
HRA	6,000	72,000
Telephone and Internet	2,000	24,000
Special Allowances	7,200	86,400
Provident Fund	1,800	21,600
<b>Total</b>	<b>25,000</b>	<b>3,00,000</b>
<b>Deductions:</b>		
PF Employee	1,800	
PF Employer	1,800	
PT	200	
<b>Take home</b>	<b>21,200</b>	

  
REGISTRAR  
PRESIDENCY UNIVERSITY  
BANGALORE

Incentives upto 2L per annum (based on performance) will be paid out quarterly to the employee.

A Certificate and a Letter of Recommendation (LoR) will also be written in the Employee's favour by the Co-Founder, if the Employee excels in his/ her role.

We hope you have a great learning experience with us and grow in the process of this role.

Thanking you.

Yours faithfully,  
for Edupolis Technologies Pvt Ltd (Unschool)



Rahul Varma  
Co-Founder and CEO  
Unschool.

Authorised Signatory

I hereby accept the aforesaid position and terms and conditions of employment set forth above.

Signed: \_\_\_\_\_

Date: \_\_\_\_\_

Name: \_\_\_\_\_

  
REGISTRAR Registrar  
PRESIDENCY UNIVERSITY  
BANGALORE



Dear **Mohamed Maaz**,

**Subject:** Appointment in the position of **Operations Executive**

With reference to your application and the subsequent interview you had with us, we are pleased to confirm your appointment for the above-said position in **Edupolis Technologies Pvt. Ltd. (Unschool)** subject to the following terms and conditions.

#### AGREEMENT CUM APPOINTMENT LETTER

THIS AGREEMENT is made on the **9th of April 2021** between

**Edupolis Technologies Pvt Ltd.**, a company registered under the Companies Act, 2013 having its registered office at **Hyderabad** (hereinafter called the “**Company**”) of the one part;

and **Mohamed Maaz**

(Hereinafter called the “**Employee**”) of the other part.

#### WHEREAS

The Company is desirous of appointing **Mohamed Maaz** as its Operations Executive and the Employee has agreed to accept the appointment on the terms and conditions outlined herein below.

NOW, THIS AGREEMENT WITNESSES as follows:

1. The monthly salary package of the Employee will be as per the terms mentioned in this letter. Based on the periodic reviews the Employee’s compensation package may differ as per the compensation policy applicable to other employees of the Employee’s category in the respective department.
2. The Employee shall perform such duties and exercise such powers, that may from time to time be assigned to or vested in him/her by the Company.
3. 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.
4. The Employee shall confirm and comply with the directions of the Board of Directors of the Company from time to time. The Employee shall faithfully serve the Company to the best of his/her abilities and shall make his/her utmost endeavour to promote the interests of the Company.
5. You will be working from **Hyderabad** from the office location.
6. The Company may terminate this agreement at any time before the expiry of the stipulated term by giving one month’s prior notice in writing to the Employee. Without prejudice to anything contained herein, the Company can terminate the Employee’s contract any time if the Employee-



- Commits any material or persistent breach of any of the provisions contained herein.
- Be guilty of any default, misconduct or neglect in the discharge of his/ her duties affecting the business of the Company.

### 1. WORKING HOURS:

The standard working hours for the Employee will be 11:30 AM to 8:30 PM, 5-6 days in a week. In view of the Employee's position in the Company, the Employee shall effectively perform to ensure results and will be expected to work beyond the standard working hours to achieve the results, whenever the job so requires. Additionally, the Company may implement staggered work shifts, in rare cases of necessity. In such an event, the Employee shall abide by the change in the standard working hours as may be notified by the Company to accommodate such staggered shifts.

### 2. DATE OF JOINING:

As per discussions, the Employee will report to the Company on **19th April 2021** at Office - **Address:** 2nd Floor, SNP towers, Janardhana hills, Serlingampally, Gachibowli, 500032

### 3. LEAVE:

The Employee will be entitled to a total 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 where not more than one day of leave can be redeemed per month. 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 the Employee.

### 4. NOTICE PERIOD; TERMINATION:

a) During the internship or the extended probation period, the Company may terminate the contract of employment by giving written notice to the other party. The Company reserves the right to terminate the employment by giving 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 the Employee, a **notice period of 45 days (1.5 months)** is applicable.

b) In the event the termination is initiated by the Employee without adhering to the notice period, the Company reserves the right to recover from the Employee upto 3 months' salary which is based on annual fixed compensation, in lieu of breaking the notice period contract which is established a period of 1.5 months, subject to the release date being approved by the Company.

c) Even when the termination is initiated by the Employee, in case of breach, the Company may, at its discretion, relieve the Employee from a date it may deem fit, at any time before expiration of the notice period (1.5 months from the date of acceptance of resignation by the Company). The Company will agree to the release date and salary payment in lieu of notice period. However, during the notice period, the Employee shall cooperate with the Company in ensuring smooth and proper hand-over of the Employee's responsibilities, failing, which the Company shall be, authorised to withhold/ forfeit the Employee's dues.

d) The Company may also terminate/ suspend the Employee's services immediately at its discretion at any time without giving any notice or amount in lieu of notice, if it has been alleged and prima facie established through preliminary internal enquiry that the Employee has 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 breach of terms and conditions outlined in this contract of employment including the Company's policies, or
- (v) any activity leading to loss of business for the Company.

e) The Company also expects that the Employee voluntarily discloses details of any of the above acts to the Company at the time of joining or during the Employee's employment with the Company, as applicable, based on which the Company may terminate/ suspend the Employee's services at its discretion at any time immediately upon providing a written notice to the Employee.

## 6. BASKET OF ALLOWANCES (BOA)

The Basket of Allowances will be paid to the Employee as part of the Employee's salary every month. The components are as follows: Basic Pay, HRA, Internet, Special Allowance and Provident Fund. The Employee has the flexibility of changing the amounts under each of the above mentioned heads, within his/ her BOA, according to the Employee's preferences and income tax plan.

## 7. NON DISCLOSURE AGREEMENT

During the Employee's employment, the Employee 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 appointment, the Employee acknowledges that all of this information must be kept strictly confidential, and should not be used for the Employee's own purposes or disclosed to anyone outside the Company, unless authorised in writing by the Company. In addition, the Employee agrees that, upon the termination of the employment (for any reason whatsoever), the Employee will immediately return to the Company, all of its property, equipment, and documents, including but not limited to electronically stored information. The Employee agrees 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 the employment with the Company.

## 8. NON COMPETE AND NON SOLICITATION

The Employee undertakes, agrees and covenants with the Company that for a period of **6 (six) 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 the competitive activity of the Employee set forth in this contract are mainly to protect the value of the Company due to the 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.

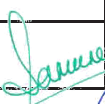
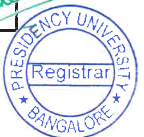
## 10. EARNINGS

During the 1st 6 months, the employee is paid a stipend of up to 15,000 INR starting from 7,500 INR (performance-based).

Refer below for the split-up of the salary structure for the full-time role (after the internship period) as an Operations Executive at Edupolis Technologies Pvt Ltd. (Unschool).

Name	DOJ	Designation
Mohamed Maaz	19th April 2021	Operations Executive

Components	Per month (INR)	Annual (INR)
Base Salary	8,000	96,000
HRA	6,000	72,000
Telephone and Internet	2,000	24,000
Special Allowances	7,200	86,400
Provident Fund	1,800	21,600
<b>Total</b>	<b>25,000</b>	<b>3,00,000</b>
<b>Deductions:</b>		
PF Employee	1,800	
PF Employer	1,800	
PT	200	
<b>Take home</b>	<b>21,200</b>	

  
REGISTRAR  


Incentives upto 2L per annum (based on performance) will be paid out quarterly to the employee.

A Certificate and a Letter of Recommendation (LoR) will also be written in the Employee's favour by the Co-Founder, if the Employee excels in his/ her role.

We hope you have a great learning experience with us and grow in the process of this role.

Thanking you.

Yours faithfully,  
for Edupolis Technologies Pvt Ltd (Unschool)



Rahul Varma  
Co-Founder and CEO  
Unschool.

Authorised Signatory

I hereby accept the aforesaid position and terms and conditions of employment set forth above.

Signed: \_\_\_\_\_

Date: \_\_\_\_\_

Name: \_\_\_\_\_





Dear **Abhishek K S**,

**Subject:** Appointment in the position of **Operations Executive**

With reference to your application and the subsequent interview you had with us, we are pleased to confirm your appointment for the above-said position in **Edupolis Technologies Pvt. Ltd. (Unschool)** subject to the following terms and conditions.

#### AGREEMENT CUM APPOINTMENT LETTER

THIS AGREEMENT is made on the **9th of April 2021** between

**Edupolis Technologies Pvt Ltd.**, a company registered under the Companies Act, 2013 having its registered office at **Hyderabad** (hereinafter called the “**Company**”) of the one part;

and **Abhishek K S**

(Hereinafter called the “**Employee**”) of the other part.

#### WHEREAS

The Company is desirous of appointing **Abhishek K S** as its Operations Executive and the Employee has agreed to accept the appointment on the terms and conditions outlined herein below.

NOW, THIS AGREEMENT WITNESSES as follows:

1. The monthly salary package of the Employee will be as per the terms mentioned in this letter. Based on the periodic reviews the Employee’s compensation package may differ as per the compensation policy applicable to other employees of the Employee’s category in the respective department.
2. The Employee shall perform such duties and exercise such powers, that may from time to time be assigned to or vested in him/her by the Company.
3. 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.
4. The Employee shall confirm and comply with the directions of the Board of Directors of the Company from time to time. The Employee shall faithfully serve the Company to the best of his/her abilities and shall make his/her utmost endeavour to promote the interests of the Company.
5. You will be working from **Hyderabad** from the office location.
6. The Company may terminate this agreement at any time before the expiry of the stipulated term by giving one month’s prior notice in writing to the Employee. Without prejudice to anything contained herein, the Company can terminate the Employee’s contract any time if the Employee-



- Commits any material or persistent breach of any of the provisions contained herein.
- Be guilty of any default, misconduct or neglect in the discharge of his/ her duties affecting the business of the Company.

### 1. WORKING HOURS:

The standard working hours for the Employee will be 11:30 AM to 8:30 PM, 5-6 days in a week. In view of the Employee's position in the Company, the Employee shall effectively perform to ensure results and will be expected to work beyond the standard working hours to achieve the results, whenever the job so requires. Additionally, the Company may implement staggered work shifts, in rare cases of necessity. In such an event, the Employee shall abide by the change in the standard working hours as may be notified by the Company to accommodate such staggered shifts.

### 2. DATE OF JOINING:

As per discussions, the Employee will report to the Company on **19th April 2021** at Office - **Address:** 2nd Floor, SNP towers, Janardhana hills, Serlingampally, Gachibowli, 500032

### 3. LEAVE:

The Employee will be entitled to a total 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 where not more than one day of leave can be redeemed per month. 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 the Employee.

### 4. NOTICE PERIOD; TERMINATION:

a) During the internship or the extended probation period, the Company may terminate the contract of employment by giving written notice to the other party. The Company reserves the right to terminate the employment by giving 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 the Employee, a **notice period of 45 days (1.5 months)** is applicable.

b) In the event the termination is initiated by the Employee without adhering to the notice period, the Company reserves the right to recover from the Employee upto 3 months' salary which is based on annual fixed compensation, in lieu of breaking the notice period contract which is established a period of 1.5 months, subject to the release date being approved by the Company.

c) Even when the termination is initiated by the Employee, in case of breach, the Company may, at its discretion, relieve the Employee from a date it may deem fit, at any time before expiration of the notice period (1.5 months from the date of acceptance of resignation by the Company). The Company will agree to the release date and salary payment in lieu of notice period. However, during the notice period, the Employee shall cooperate with the Company in ensuring smooth and proper hand-over of the Employee's responsibilities, failing, which the Company shall be, authorised to withhold/ forfeit the Employee's dues.

d) The Company may also terminate/ suspend the Employee's services immediately at its discretion at any time without giving any notice or amount in lieu of notice, if it has been alleged and prima facie established through preliminary internal enquiry that the Employee has 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 breach of terms and conditions outlined in this contract of employment including the Company's policies, or
- (v) any activity leading to loss of business for the Company.

e) The Company also expects that the Employee voluntarily discloses details of any of the above acts to the Company at the time of joining or during the Employee's employment with the Company, as applicable, based on which the Company may terminate/ suspend the Employee's services at its discretion at any time immediately upon providing a written notice to the Employee.

## 6. BASKET OF ALLOWANCES (BOA)

The Basket of Allowances will be paid to the Employee as part of the Employee's salary every month. The components are as follows: Basic Pay, HRA, Internet, Special Allowance and Provident Fund. The Employee has the flexibility of changing the amounts under each of the above mentioned heads, within his/ her BOA, according to the Employee's preferences and income tax plan.

## 7. NON DISCLOSURE AGREEMENT

During the Employee's employment, the Employee 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 appointment, the Employee acknowledges that all of this information must be kept strictly confidential, and should not be used for the Employee's own purposes or disclosed to anyone outside the Company, unless authorised in writing by the Company. In addition, the Employee agrees that, upon the termination of the employment (for any reason whatsoever), the Employee will immediately return to the Company, all of its property, equipment, and documents, including but not limited to electronically stored information. The Employee agrees 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 the employment with the Company.

## 8. NON COMPETE AND NON SOLICITATION

The Employee undertakes, agrees and covenants with the Company that for a period of **6 (six) 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 the competitive activity of the Employee set forth in this contract are mainly to protect the value of the Company due to the 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.



## 10. EARNINGS

During the 1st 6 months, the employee is paid a stipend of up to 15,000 INR starting from 7,500 INR (performance-based).

Refer below for the split-up of the salary structure for the full-time role (after the internship period) as an Operations Executive at Edupolis Technologies Pvt Ltd. (Unschool).

Name	DOJ	Designation
Abhishek K S	19th April 2021	Operations Executive

Components	Per month (INR)	Annual (INR)
Base Salary	8,000	96,000
HRA	6,000	72,000
Telephone and Internet	2,000	24,000
Special Allowances	7,200	86,400
Provident Fund	1,800	21,600
<b>Total</b>	<b>25,000</b>	<b>3,00,000</b>
<b>Deductions:</b>		
PF Employee	1,800	
PF Employer	1,800	
PT	200	
<b>Take home</b>	<b>21,200</b>	

  
REGISTRAR  


Incentives upto 2L per annum (based on performance) will be paid out quarterly to the employee.



A Certificate and a Letter of Recommendation (LoR) will also be written in the Employee's favour by the Co-Founder, if the Employee excels in his/ her role.

We hope you have a great learning experience with us and grow in the process of this role.

Thanking you.

Yours faithfully,  
for Edupolis Technologies Pvt Ltd (Unschool)



Rahul Varma  
Co-Founder and CEO  
Unschool.

Authorised Signatory

I hereby accept the aforesaid position and terms and conditions of employment set forth above.

Signed: \_\_\_\_\_

Date: \_\_\_\_\_

Name: \_\_\_\_\_

  
REGISTRAR Registrar  
PRESIDENCY UNIVERSITY  
BANGALORE



Dear **Syed Sameer**,

**Subject:** Appointment in the position of **Operations Executive**

With reference to your application and the subsequent interview you had with us, we are pleased to confirm your appointment for the above-said position in **Edupolis Technologies Pvt. Ltd. (Unschool)** subject to the following terms and conditions.

#### AGREEMENT CUM APPOINTMENT LETTER

THIS AGREEMENT is made on the **9th of April 2021** between

**Edupolis Technologies Pvt Ltd.**, a company registered under the Companies Act, 2013 having its registered office at **Hyderabad** (hereinafter called the "**Company**") of the one part;

and **Syed Sameer**

(Hereinafter called the "**Employee**") of the other part.

#### WHEREAS

The Company is desirous of appointing **Syed Sameer** as its Operations Executive and the Employee has agreed to accept the appointment on the terms and conditions outlined herein below.

NOW, THIS AGREEMENT WITNESSES as follows:

1. The monthly salary package of the Employee will be as per the terms mentioned in this letter. Based on the periodic reviews the Employee's compensation package may differ as per the compensation policy applicable to other employees of the Employee's category in the respective department.
2. The Employee shall perform such duties and exercise such powers, that may from time to time be assigned to or vested in him/her by the Company.
3. 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.
4. The Employee shall confirm and comply with the directions of the Board of Directors of the Company from time to time. The Employee shall faithfully serve the Company to the best of his/her abilities and shall make his/her utmost endeavour to promote the interests of the Company.
5. You will be working from **Hyderabad** from the office location.
6. The Company may terminate this agreement at any time before the expiry of the stipulated term by giving one month's prior notice in writing to the Employee. Without prejudice to anything contained herein, the Company can terminate the Employee's contract any time if the Employee-



- Commits any material or persistent breach of any of the provisions contained herein.
- Be guilty of any default, misconduct or neglect in the discharge of his/ her duties affecting the business of the Company.

### 1. WORKING HOURS:

The standard working hours for the Employee will be 11:30 AM to 8:30 PM, 5-6 days in a week. In view of the Employee's position in the Company, the Employee shall effectively perform to ensure results and will be expected to work beyond the standard working hours to achieve the results, whenever the job so requires. Additionally, the Company may implement staggered work shifts, in rare cases of necessity. In such an event, the Employee shall abide by the change in the standard working hours as may be notified by the Company to accommodate such staggered shifts.

### 2. DATE OF JOINING:

As per discussions, the Employee will report to the Company on **19th April 2021** at Office - **Address:** 2nd Floor, SNP towers, Janardhana hills, Serlingampally, Gachibowli, 500032

### 3. LEAVE:

The Employee will be entitled to a total 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 where not more than one day of leave can be redeemed per month. 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 the Employee.

### 4. NOTICE PERIOD; TERMINATION:

a) During the internship or the extended probation period, the Company may terminate the contract of employment by giving written notice to the other party. The Company reserves the right to terminate the employment by giving 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 the Employee, a **notice period of 45 days (1.5 months)** is applicable.

b) In the event the termination is initiated by the Employee without adhering to the notice period, the Company reserves the right to recover from the Employee upto 3 months' salary which is based on annual fixed compensation, in lieu of breaking the notice period contract which is established a period of 1.5 months, subject to the release date being approved by the Company.

c) Even when the termination is initiated by the Employee, in case of breach, the Company may, at its discretion, relieve the Employee from a date it may deem fit, at any time before expiration of the notice period (1.5 months from the date of acceptance of resignation by the Company). The Company will agree to the release date and salary payment in lieu of notice period. However, during the notice period, the Employee shall cooperate with the Company in ensuring smooth and proper hand-over of the Employee's responsibilities, failing, which the Company shall be, authorised to withhold/ forfeit the Employee's dues.

d) The Company may also terminate/ suspend the Employee's services immediately at its discretion at any time without giving any notice or amount in lieu of notice, if it has been alleged and prima facie established through preliminary internal enquiry that the Employee has 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 breach of terms and conditions outlined in this contract of employment including the Company's policies, or
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## 6. BASKET OF ALLOWANCES (BOA)

The Basket of Allowances will be paid to the Employee as part of the Employee's salary every month. The components are as follows: Basic Pay, HRA, Internet, Special Allowance and Provident Fund. The Employee has the flexibility of changing the amounts under each of the above mentioned heads, within his/ her BOA, according to the Employee's preferences and income tax plan.

## 7. NON DISCLOSURE AGREEMENT

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## 8. NON COMPETE AND NON SOLICITATION

The Employee undertakes, agrees and covenants with the Company that for a period of **6 (six) 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 the competitive activity of the Employee set forth in this contract are mainly to protect the value of the Company due to the 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.

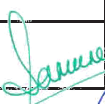
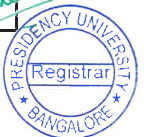
## 10. EARNINGS

During the 1st 6 months, the employee is paid a stipend of up to 15,000 INR starting from 7,500 INR (performance-based).

Refer below for the split-up of the salary structure for the full-time role (after the internship period) as an Operations Executive at Edupolis Technologies Pvt Ltd. (Unschool).

Name	DOJ	Designation
Syed Sameer	19th April 2021	Operations Executive

Components	Per month (INR)	Annual (INR)
Base Salary	8,000	96,000
HRA	6,000	72,000
Telephone and Internet	2,000	24,000
Special Allowances	7,200	86,400
Provident Fund	1,800	21,600
<b>Total</b>	<b>25,000</b>	<b>3,00,000</b>
<b>Deductions:</b>		
PF Employee	1,800	
PF Employer	1,800	
PT	200	
<b>Take home</b>	<b>21,200</b>	

  
 REGISTRAR  


Incentives upto 2L per annum (based on performance) will be paid out quarterly to the employee.

A Certificate and a Letter of Recommendation (LoR) will also be written in the Employee's favour by the Co-Founder, if the Employee excels in his/ her role.

We hope you have a great learning experience with us and grow in the process of this role.

Thanking you.

Yours faithfully,  
for Edupolis Technologies Pvt Ltd (Unschool)



Rahul Varma  
Co-Founder and CEO  
Unschool.

Authorised Signatory

I hereby accept the aforesaid position and terms and conditions of employment set forth above.

Signed: \_\_\_\_\_

Date: \_\_\_\_\_

Name: \_\_\_\_\_

  
REGISTRAR  
  
Registrar  
PRESIDENCY UNIVERSITY  
BANGALORE



Dear **Bharath C**,

**Subject:** Appointment in the position of **Operations Executive**

With reference to your application and the subsequent interview you had with us, we are pleased to confirm your appointment for the above-said position in **Edupolis Technologies Pvt. Ltd. (Unschool)** subject to the following terms and conditions.

#### AGREEMENT CUM APPOINTMENT LETTER

THIS AGREEMENT is made on the **9th of April 2021** between

**Edupolis Technologies Pvt Ltd.**, a company registered under the Companies Act, 2013 having its registered office at **Hyderabad** (hereinafter called the “**Company**”) of the one part;

and **Bharath C**

(Hereinafter called the “**Employee**”) of the other part.

#### WHEREAS

The Company is desirous of appointing **Bharath C** as its Operations Executive and the Employee has agreed to accept the appointment on the terms and conditions outlined herein below.

NOW, THIS AGREEMENT WITNESSES as follows:

1. The monthly salary package of the Employee will be as per the terms mentioned in this letter. Based on the periodic reviews the Employee’s compensation package may differ as per the compensation policy applicable to other employees of the Employee’s category in the respective department.
2. The Employee shall perform such duties and exercise such powers, that may from time to time be assigned to or vested in him/her by the Company.
3. 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.
4. The Employee shall confirm and comply with the directions of the Board of Directors of the Company from time to time. The Employee shall faithfully serve the Company to the best of his/her abilities and shall make his/her utmost endeavour to promote the interests of the Company.
5. You will be working from **Hyderabad** from the office location.
6. The Company may terminate this agreement at any time before the expiry of the stipulated term by giving one month’s prior notice in writing to the Employee. Without prejudice to anything contained herein, the Company can terminate the Employee’s contract any time if the Employee-





- Commits any material or persistent breach of any of the provisions contained herein.
- Be guilty of any default, misconduct or neglect in the discharge of his/ her duties affecting the business of the Company.

### 1. WORKING HOURS:

The standard working hours for the Employee will be 11:30 AM to 8:30 PM, 5-6 days in a week. In view of the Employee's position in the Company, the Employee shall effectively perform to ensure results and will be expected to work beyond the standard working hours to achieve the results, whenever the job so requires. Additionally, the Company may implement staggered work shifts, in rare cases of necessity. In such an event, the Employee shall abide by the change in the standard working hours as may be notified by the Company to accommodate such staggered shifts.

### 2. DATE OF JOINING:

As per discussions, the Employee will report to the Company on **19th April 2021** at Office - **Address:** 2nd Floor, SNP towers, Janardhana hills, Serlingampally, Gachibowli, 500032

### 3. LEAVE:

The Employee will be entitled to a total 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 where not more than one day of leave can be redeemed per month. 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 the Employee.

### 4. NOTICE PERIOD; TERMINATION:

a) During the internship or the extended probation period, the Company may terminate the contract of employment by giving written notice to the other party. The Company reserves the right to terminate the employment by giving 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 the Employee, a **notice period of 45 days (1.5 months)** is applicable.

b) In the event the termination is initiated by the Employee without adhering to the notice period, the Company reserves the right to recover from the Employee upto 3 months' salary which is based on annual fixed compensation, in lieu of breaking the notice period contract which is established a period of 1.5 months, subject to the release date being approved by the Company.

c) Even when the termination is initiated by the Employee, in case of breach, the Company may, at its discretion, relieve the Employee from a date it may deem fit, at any time before expiration of the notice period (1.5 months from the date of acceptance of resignation by the Company). The Company will agree to the release date and salary payment in lieu of notice period. However, during the notice period, the Employee shall cooperate with the Company in ensuring smooth and proper hand-over of the Employee's responsibilities, failing, which the Company shall be, authorised to withhold/ forfeit the Employee's dues.

d) The Company may also terminate/ suspend the Employee's services immediately at its discretion at any time without giving any notice or amount in lieu of notice, if it has been alleged and prima facie established through preliminary internal enquiry that the Employee has 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 breach of terms and conditions outlined in this contract of employment including the Company's policies, or
- (v) any activity leading to loss of business for the Company.

e) The Company also expects that the Employee voluntarily discloses details of any of the above acts to the Company at the time of joining or during the Employee's employment with the Company, as applicable, based on which the Company may terminate/ suspend the Employee's services at its discretion at any time immediately upon providing a written notice to the Employee.

## 6. BASKET OF ALLOWANCES (BOA)

The Basket of Allowances will be paid to the Employee as part of the Employee's salary every month. The components are as follows: Basic Pay, HRA, Internet, Special Allowance and Provident Fund. The Employee has the flexibility of changing the amounts under each of the above mentioned heads, within his/ her BOA, according to the Employee's preferences and income tax plan.

## 7. NON DISCLOSURE AGREEMENT

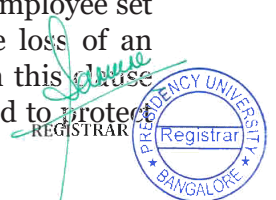
During the Employee's employment, the Employee may have access to trade secrets or confidential business information belonging to the Company (including, but not limited to “source code”, “graphical assets”, “source repositories”, “technical documentation”, “development binaries”, “company internet accounts”, etc.). By accepting this appointment, the Employee acknowledges that all of this information must be kept strictly confidential, and should not be used for the Employee's own purposes or disclosed to anyone outside the Company, unless authorised in writing by the Company. In addition, the Employee agrees that, upon the termination of the employment (for any reason whatsoever), the Employee will immediately return to the Company, all of its property, equipment, and documents, including but not limited to electronically stored information. The Employee agrees 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 the employment with the Company.

## 8. NON COMPETE AND NON SOLICITATION

The Employee undertakes, agrees and covenants with the Company that for a period of **6 (six) 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 the competitive activity of the Employee set forth in this contract are mainly to protect the value of the Company due to the 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.

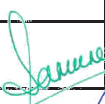
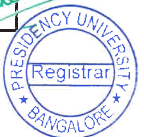
## 10. EARNINGS

During the 1st 6 months, the employee is paid a stipend of up to 15,000 INR starting from 7,500 INR (performance-based).

Refer below for the split-up of the salary structure for the full-time role (after the internship period) as an Operations Executive at Edupolis Technologies Pvt Ltd. (Unschool).

Name	DOJ	Designation
Bharath C	19th April 2021	Operations Executive

Components	Per month (INR)	Annual (INR)
Base Salary	8,000	96,000
HRA	6,000	72,000
Telephone and Internet	2,000	24,000
Special Allowances	7,200	86,400
Provident Fund	1,800	21,600
<b>Total</b>	<b>25,000</b>	<b>3,00,000</b>
<b>Deductions:</b>		
PF Employee	1,800	
PF Employer	1,800	
PT	200	
<b>Take home</b>	<b>21,200</b>	

  
REGISTRAR  


Incentives upto 2L per annum (based on performance) will be paid out quarterly to the employee.

A Certificate and a Letter of Recommendation (LoR) will also be written in the Employee's favour by the Co-Founder, if the Employee excels in his/ her role.

We hope you have a great learning experience with us and grow in the process of this role.

Thanking you.

Yours faithfully,  
for Edupolis Technologies Pvt Ltd (Unschool)



Rahul Varma  
Co-Founder and CEO  
Unschool.

Authorised Signatory

I hereby accept the aforesaid position and terms and conditions of employment set forth above.

Signed: \_\_\_\_\_

Date: \_\_\_\_\_

Name: \_\_\_\_\_





Dear **Kumar M**,

**Subject:** Appointment in the position of **Operations Executive**

With reference to your application and the subsequent interview you had with us, we are pleased to confirm your appointment for the above-said position in **Edupolis Technologies Pvt. Ltd. (Unschool)** subject to the following terms and conditions.

#### AGREEMENT CUM APPOINTMENT LETTER

THIS AGREEMENT is made on the **9th of April 2021** between

**Edupolis Technologies Pvt Ltd.**, a company registered under the Companies Act, 2013 having its registered office at **Hyderabad** (hereinafter called the "**Company**") of the one part;

and **Kumar M**

(Hereinafter called the "**Employee**") of the other part.

#### WHEREAS

The Company is desirous of appointing **Kumar M** as its Operations Executive and the Employee has agreed to accept the appointment on the terms and conditions outlined herein below.

NOW, THIS AGREEMENT WITNESSES as follows:

1. The monthly salary package of the Employee will be as per the terms mentioned in this letter. Based on the periodic reviews the Employee's compensation package may differ as per the compensation policy applicable to other employees of the Employee's category in the respective department.
2. The Employee shall perform such duties and exercise such powers, that may from time to time be assigned to or vested in him/her by the Company.
3. 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.
4. The Employee shall confirm and comply with the directions of the Board of Directors of the Company from time to time. The Employee shall faithfully serve the Company to the best of his/her abilities and shall make his/her utmost endeavour to promote the interests of the Company.
5. You will be working from **Hyderabad** from the office location.
6. The Company may terminate this agreement at any time before the expiry of the stipulated term by giving one month's prior notice in writing to the Employee. Without prejudice to anything contained herein, the Company can terminate the Employee's contract any time if the Employee-

*Jame*  
Registrar  
UNIVERSITY OF BANGALORE

- Commits any material or persistent breach of any of the provisions contained herein.
- Be guilty of any default, misconduct or neglect in the discharge of his/ her duties affecting the business of the Company.

### 1. WORKING HOURS:

The standard working hours for the Employee will be 11:30 AM to 8:30 PM, 5-6 days in a week. In view of the Employee's position in the Company, the Employee shall effectively perform to ensure results and will be expected to work beyond the standard working hours to achieve the results, whenever the job so requires. Additionally, the Company may implement staggered work shifts, in rare cases of necessity. In such an event, the Employee shall abide by the change in the standard working hours as may be notified by the Company to accommodate such staggered shifts.

### 2. DATE OF JOINING:

As per discussions, the Employee will report to the Company on **19th April 2021** at Office - **Address:** 2nd Floor, SNP towers, Janardhana hills, Serlingampally, Gachibowli, 500032

### 3. LEAVE:

The Employee will be entitled to a total 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 where not more than one day of leave can be redeemed per month. 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 the Employee.

### 4. NOTICE PERIOD; TERMINATION:

a) During the internship or the extended probation period, the Company may terminate the contract of employment by giving written notice to the other party. The Company reserves the right to terminate the employment by giving 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 the Employee, a **notice period of 45 days (1.5 months)** is applicable.

b) In the event the termination is initiated by the Employee without adhering to the notice period, the Company reserves the right to recover from the Employee upto 3 months' salary which is based on annual fixed compensation, in lieu of breaking the notice period contract which is established a period of 1.5 months, subject to the release date being approved by the Company.

c) Even when the termination is initiated by the Employee, in case of breach, the Company may, at its discretion, relieve the Employee from a date it may deem fit, at any time before expiration of the notice period (1.5 months from the date of acceptance of resignation by the Company). The Company will agree to the release date and salary payment in lieu of notice period. However, during the notice period, the Employee shall cooperate with the Company in ensuring smooth and proper hand-over of the Employee's responsibilities, failing, which the Company shall be, authorised to withhold/ forfeit the Employee's dues.

d) The Company may also terminate/ suspend the Employee's services immediately at its discretion at any time without giving any notice or amount in lieu of notice, if it has been alleged and prima facie established through preliminary internal enquiry that the Employee has 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 breach of terms and conditions outlined in this contract of employment including the Company's policies, or
- (v) any activity leading to loss of business for the Company.

e) The Company also expects that the Employee voluntarily discloses details of any of the above acts to the Company at the time of joining or during the Employee's employment with the Company, as applicable, based on which the Company may terminate/ suspend the Employee's services at its discretion at any time immediately upon providing a written notice to the Employee.

## 6. BASKET OF ALLOWANCES (BOA)

The Basket of Allowances will be paid to the Employee as part of the Employee's salary every month. The components are as follows: Basic Pay, HRA, Internet, Special Allowance and Provident Fund. The Employee has the flexibility of changing the amounts under each of the above mentioned heads, within his/ her BOA, according to the Employee's preferences and income tax plan.

## 7. NON DISCLOSURE AGREEMENT

During the Employee's employment, the Employee 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 appointment, the Employee acknowledges that all of this information must be kept strictly confidential, and should not be used for the Employee's own purposes or disclosed to anyone outside the Company, unless authorised in writing by the Company. In addition, the Employee agrees that, upon the termination of the employment (for any reason whatsoever), the Employee will immediately return to the Company, all of its property, equipment, and documents, including but not limited to electronically stored information. The Employee agrees 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 the employment with the Company.

## 8. NON COMPETE AND NON SOLICITATION

The Employee undertakes, agrees and covenants with the Company that for a period of **6 (six) 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 the competitive activity of the Employee set forth in this contract are mainly to protect the value of the Company due to the 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.

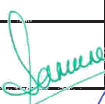
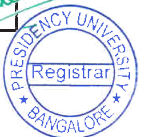
## 10. EARNINGS

During the 1st 6 months, the employee is paid a stipend of up to 15,000 INR starting from 7,500 INR (performance-based).

Refer below for the split-up of the salary structure for the full-time role (after the internship period) as an Operations Executive at Edupolis Technologies Pvt Ltd. (Unschool).

Name	DOJ	Designation
Kumar M	19th April 2021	Operations Executive

Components	Per month (INR)	Annual (INR)
Base Salary	8,000	96,000
HRA	6,000	72,000
Telephone and Internet	2,000	24,000
Special Allowances	7,200	86,400
Provident Fund	1,800	21,600
<b>Total</b>	<b>25,000</b>	<b>3,00,000</b>
<b>Deductions:</b>		
PF Employee	1,800	
PF Employer	1,800	
PT	200	
<b>Take home</b>	<b>21,200</b>	

  
 REGISTRAR  


Incentives upto 2L per annum (based on performance) will be paid out quarterly to the employee.

A Certificate and a Letter of Recommendation (LoR) will also be written in the Employee's favour by the Co-Founder, if the Employee excels in his/ her role.

We hope you have a great learning experience with us and grow in the process of this role.

Thanking you.

Yours faithfully,  
for Edupolis Technologies Pvt Ltd (Unschool)



Rahul Varma  
Co-Founder and CEO  
Unschool.

Authorised Signatory

I hereby accept the aforesaid position and terms and conditions of employment set forth above.

Signed: \_\_\_\_\_

Date: \_\_\_\_\_

Name: \_\_\_\_\_

  
REGISTRAR  
  
Registrar  
PRESIDENCY UNIVERSITY  
BANGALORE



Dear **Ravindra Reddy M S**,

**Subject:** Appointment in the position of **Operations Executive**

With reference to your application and the subsequent interview you had with us, we are pleased to confirm your appointment for the above-said position in **Edupolis Technologies Pvt. Ltd. (Unschool)** subject to the following terms and conditions.

#### AGREEMENT CUM APPOINTMENT LETTER

THIS AGREEMENT is made on the **9th of April 2021** between

**Edupolis Technologies Pvt Ltd.**, a company registered under the Companies Act, 2013 having its registered office at **Hyderabad** (hereinafter called the “**Company**”) of the one part;

and **Ravindra Reddy M S**

(Hereinafter called the “**Employee**”) of the other part.

#### WHEREAS

The Company is desirous of appointing **Ravindra Reddy M S** as its Operations Executive and the Employee has agreed to accept the appointment on the terms and conditions outlined herein below.

NOW, THIS AGREEMENT WITNESSES as follows:

1. The monthly salary package of the Employee will be as per the terms mentioned in this letter. Based on the periodic reviews the Employee’s compensation package may differ as per the compensation policy applicable to other employees of the Employee’s category in the respective department.
2. The Employee shall perform such duties and exercise such powers, that may from time to time be assigned to or vested in him/her by the Company.
3. 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.
4. The Employee shall confirm and comply with the directions of the Board of Directors of the Company from time to time. The Employee shall faithfully serve the Company to the best of his/her abilities and shall make his/her utmost endeavour to promote the interests of the Company.
5. You will be working from **Hyderabad** from the office location.
6. The Company may terminate this agreement at any time before the expiry of the stipulated term by giving one month’s prior notice in writing to the Employee. Without prejudice to anything contained herein, the Company can terminate the Employee’s contract any time if the Employee-

*Jame*  
Registrar  
UNIVERSITY OF BANGALORE

- Commits any material or persistent breach of any of the provisions contained herein.
- Be guilty of any default, misconduct or neglect in the discharge of his/ her duties affecting the business of the Company.

### 1. WORKING HOURS:

The standard working hours for the Employee will be 11:30 AM to 8:30 PM, 5-6 days in a week. In view of the Employee's position in the Company, the Employee shall effectively perform to ensure results and will be expected to work beyond the standard working hours to achieve the results, whenever the job so requires. Additionally, the Company may implement staggered work shifts, in rare cases of necessity. In such an event, the Employee shall abide by the change in the standard working hours as may be notified by the Company to accommodate such staggered shifts.

### 2. DATE OF JOINING:

As per discussions, the Employee will report to the Company on **19th April 2021** at Office - **Address:** 2nd Floor, SNP towers, Janardhana hills, Serlingampally, Gachibowli, 500032

### 3. LEAVE:

The Employee will be entitled to a total 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 where not more than one day of leave can be redeemed per month. 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 the Employee.

### 4. NOTICE PERIOD; TERMINATION:

a) During the internship or the extended probation period, the Company may terminate the contract of employment by giving written notice to the other party. The Company reserves the right to terminate the employment by giving 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 the Employee, a **notice period of 45 days (1.5 months)** is applicable.

b) In the event the termination is initiated by the Employee without adhering to the notice period, the Company reserves the right to recover from the Employee upto 3 months' salary which is based on annual fixed compensation, in lieu of breaking the notice period contract which is established a period of 1.5 months, subject to the release date being approved by the Company.

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## 6. BASKET OF ALLOWANCES (BOA)

The Basket of Allowances will be paid to the Employee as part of the Employee's salary every month. The components are as follows: Basic Pay, HRA, Internet, Special Allowance and Provident Fund. The Employee has the flexibility of changing the amounts under each of the above mentioned heads, within his/ her BOA, according to the Employee's preferences and income tax plan.

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## 8. NON COMPETE AND NON SOLICITATION

The Employee undertakes, agrees and covenants with the Company that for a period of **6 (six) 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 the competitive activity of the Employee set forth in this contract are mainly to protect the value of the Company due to the 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.



## 10. EARNINGS

During the 1st 6 months, the employee is paid a stipend of up to 15,000 INR starting from 7,500 INR (performance-based).

Refer below for the split-up of the salary structure for the full-time role (after the internship period) as an Operations Executive at Edupolis Technologies Pvt Ltd. (Unschool).

Name	DOJ	Designation
Ravindra Reddy M S	19th April 2021	Operations Executive

Components	Per month (INR)	Annual (INR)
Base Salary	8,000	96,000
HRA	6,000	72,000
Telephone and Internet	2,000	24,000
Special Allowances	7,200	86,400
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<b>Deductions:</b>		
PF Employee	1,800	
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REGISTRAR  
  
Registrar  
BANGALORE

Incentives upto 2L per annum (based on performance) will be paid out quarterly to the employee.

A Certificate and a Letter of Recommendation (LoR) will also be written in the Employee's favour by the Co-Founder, if the Employee excels in his/ her role.

We hope you have a great learning experience with us and grow in the process of this role.

Thanking you.

Yours faithfully,  
for Edupolis Technologies Pvt Ltd (Unschool)



Rahul Varma  
Co-Founder and CEO  
Unschool.

Authorised Signatory

I hereby accept the aforesaid position and terms and conditions of employment set forth above.

Signed: \_\_\_\_\_

Date: \_\_\_\_\_

Name: \_\_\_\_\_







Dear **Hithesh A M**,

**Subject:** Appointment in the position of **Operations Executive**

With reference to your application and the subsequent interview you had with us, we are pleased to confirm your appointment for the above-said position in **Edupolis Technologies Pvt. Ltd. (Unschool)** subject to the following terms and conditions.

#### AGREEMENT CUM APPOINTMENT LETTER

THIS AGREEMENT is made on the **9th of April 2021** between

**Edupolis Technologies Pvt Ltd.**, a company registered under the Companies Act, 2013 having its registered office at **Hyderabad** (hereinafter called the “**Company**”) of the one part;

and **Hithesh A M**

(Hereinafter called the “**Employee**”) of the other part.

#### WHEREAS

The Company is desirous of appointing **Hithesh A M** as its Operations Executive and the Employee has agreed to accept the appointment on the terms and conditions outlined herein below.

NOW, THIS AGREEMENT WITNESSES as follows:

1. The monthly salary package of the Employee will be as per the terms mentioned in this letter. Based on the periodic reviews the Employee’s compensation package may differ as per the compensation policy applicable to other employees of the Employee’s category in the respective department.
2. The Employee shall perform such duties and exercise such powers, that may from time to time be assigned to or vested in him/her by the Company.
3. 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.
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5. You will be working from **Hyderabad** from the office location.
6. The Company may terminate this agreement at any time before the expiry of the stipulated term by giving one month’s prior notice in writing to the Employee. Without prejudice to anything contained herein, the Company can terminate the Employee’s contract any time if the Employee-

*Jameer*  
Registrar  
K. J. Somaiya Institute of Management Studies & Research  
Bangalore

- Commits any material or persistent breach of any of the provisions contained herein.
- Be guilty of any default, misconduct or neglect in the discharge of his/ her duties affecting the business of the Company.

### 1. WORKING HOURS:

The standard working hours for the Employee will be 11:30 AM to 8:30 PM, 5-6 days in a week. In view of the Employee's position in the Company, the Employee shall effectively perform to ensure results and will be expected to work beyond the standard working hours to achieve the results, whenever the job so requires. Additionally, the Company may implement staggered work shifts, in rare cases of necessity. In such an event, the Employee shall abide by the change in the standard working hours as may be notified by the Company to accommodate such staggered shifts.

### 2. DATE OF JOINING:

As per discussions, the Employee will report to the Company on **19th April 2021** at Office - **Address:** 2nd Floor, SNP towers, Janardhana hills, Serlingampally, Gachibowli, 500032

### 3. LEAVE:

The Employee will be entitled to a total 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 where not more than one day of leave can be redeemed per month. 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 the Employee.

### 4. NOTICE PERIOD; TERMINATION:

a) During the internship or the extended probation period, the Company may terminate the contract of employment by giving written notice to the other party. The Company reserves the right to terminate the employment by giving 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 the Employee, a **notice period of 45 days (1.5 months)** is applicable.

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c) Even when the termination is initiated by the Employee, in case of breach, the Company may, at its discretion, relieve the Employee from a date it may deem fit, at any time before expiration of the notice period (1.5 months from the date of acceptance of resignation by the Company). The Company will agree to the release date and salary payment in lieu of notice period. However, during the notice period, the Employee shall cooperate with the Company in ensuring smooth and proper hand-over of the Employee's responsibilities, failing, which the Company shall be, authorised to withhold/ forfeit the Employee's dues.

d) The Company may also terminate/ suspend the Employee's services immediately at its discretion at any time without giving any notice or amount in lieu of notice, if it has been alleged and prima facie established through preliminary internal enquiry that the Employee has 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 breach of terms and conditions outlined in this contract of employment including the Company's policies, or
- (v) any activity leading to loss of business for the Company.

e) The Company also expects that the Employee voluntarily discloses details of any of the above acts to the Company at the time of joining or during the Employee's employment with the Company, as applicable, based on which the Company may terminate/ suspend the Employee's services at its discretion at any time immediately upon providing a written notice to the Employee.

## 6. BASKET OF ALLOWANCES (BOA)

The Basket of Allowances will be paid to the Employee as part of the Employee's salary every month. The components are as follows: Basic Pay, HRA, Internet, Special Allowance and Provident Fund. The Employee has the flexibility of changing the amounts under each of the above mentioned heads, within his/ her BOA, according to the Employee's preferences and income tax plan.

## 7. NON DISCLOSURE AGREEMENT

During the Employee's employment, the Employee 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 appointment, the Employee acknowledges that all of this information must be kept strictly confidential, and should not be used for the Employee's own purposes or disclosed to anyone outside the Company, unless authorised in writing by the Company. In addition, the Employee agrees that, upon the termination of the employment (for any reason whatsoever), the Employee will immediately return to the Company, all of its property, equipment, and documents, including but not limited to electronically stored information. The Employee agrees 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 the employment with the Company.

## 8. NON COMPETE AND NON SOLICITATION

The Employee undertakes, agrees and covenants with the Company that for a period of **6 (six) 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 the competitive activity of the Employee set forth in this contract are mainly to protect the value of the Company due to the 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.

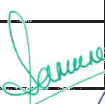
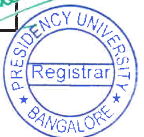
## 10. EARNINGS

During the 1st 6 months, the employee is paid a stipend of up to 15,000 INR starting from 7,500 INR (performance-based).

Refer below for the split-up of the salary structure for the full-time role (after the internship period) as an Operations Executive at Edupolis Technologies Pvt Ltd. (Unschool).

Name	DOJ	Designation
Hithesh A M	19th April 2021	Operations Executive

Components	Per month (INR)	Annual (INR)
Base Salary	8,000	96,000
HRA	6,000	72,000
Telephone and Internet	2,000	24,000
Special Allowances	7,200	86,400
Provident Fund	1,800	21,600
<b>Total</b>	<b>25,000</b>	<b>3,00,000</b>
<b>Deductions:</b>		
PF Employee	1,800	
PF Employer	1,800	
PT	200	
<b>Take home</b>	<b>21,200</b>	

  
REGISTRAR  


Incentives upto 2L per annum (based on performance) will be paid out quarterly to the employee.

A Certificate and a Letter of Recommendation (LoR) will also be written in the Employee's favour by the Co-Founder, if the Employee excels in his/ her role.

We hope you have a great learning experience with us and grow in the process of this role.

Thanking you.

Yours faithfully,  
for Edupolis Technologies Pvt Ltd (Unschool)



Rahul Varma  
Co-Founder and CEO  
Unschool.

Authorised Signatory

I hereby accept the aforesaid position and terms and conditions of employment set forth above.

Signed: \_\_\_\_\_

Date: \_\_\_\_\_

Name: \_\_\_\_\_

  
REGISTRAR Registrar  
PRESIDENCY UNIVERSITY  
BANGALORE



Dear **Jayanth B**,

**Subject:** Appointment in the position of **Operations Executive**

With reference to your application and the subsequent interview you had with us, we are pleased to confirm your appointment for the above-said position in **Edupolis Technologies Pvt. Ltd. (Unschool)** subject to the following terms and conditions.

#### AGREEMENT CUM APPOINTMENT LETTER

THIS AGREEMENT is made on the **9th of April 2021** between

**Edupolis Technologies Pvt Ltd.**, a company registered under the Companies Act, 2013 having its registered office at **Hyderabad** (hereinafter called the "**Company**") of the one part;

and **Jayanth B**

(Hereinafter called the "**Employee**") of the other part.

#### WHEREAS

The Company is desirous of appointing **Jayanth B** as its Operations Executive and the Employee has agreed to accept the appointment on the terms and conditions outlined herein below.

NOW, THIS AGREEMENT WITNESSES as follows:

1. The monthly salary package of the Employee will be as per the terms mentioned in this letter. Based on the periodic reviews the Employee's compensation package may differ as per the compensation policy applicable to other employees of the Employee's category in the respective department.
2. The Employee shall perform such duties and exercise such powers, that may from time to time be assigned to or vested in him/her by the Company.
3. 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.
4. The Employee shall confirm and comply with the directions of the Board of Directors of the Company from time to time. The Employee shall faithfully serve the Company to the best of his/her abilities and shall make his/her utmost endeavour to promote the interests of the Company.
5. You will be working from **Hyderabad** from the office location.
6. The Company may terminate this agreement at any time before the expiry of the stipulated term by giving one month's prior notice in writing to the Employee. Without prejudice to anything contained herein, the Company can terminate the Employee's contract any time if the Employee-

*Jayanth B*  
Registrar  
UNIVERSITY OF APPLIED SCIENCES  
BANGALORE

- Commits any material or persistent breach of any of the provisions contained herein.
- Be guilty of any default, misconduct or neglect in the discharge of his/ her duties affecting the business of the Company.

### 1. WORKING HOURS:

The standard working hours for the Employee will be 11:30 AM to 8:30 PM, 5-6 days in a week. In view of the Employee's position in the Company, the Employee shall effectively perform to ensure results and will be expected to work beyond the standard working hours to achieve the results, whenever the job so requires. Additionally, the Company may implement staggered work shifts, in rare cases of necessity. In such an event, the Employee shall abide by the change in the standard working hours as may be notified by the Company to accommodate such staggered shifts.

### 2. DATE OF JOINING:

As per discussions, the Employee will report to the Company on **19th April 2021** at Office - **Address:** 2nd Floor, SNP towers, Janardhana hills, Serlingampally, Gachibowli, 500032

### 3. LEAVE:

The Employee will be entitled to a total 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 where not more than one day of leave can be redeemed per month. 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 the Employee.

### 4. NOTICE PERIOD; TERMINATION:

a) During the internship or the extended probation period, the Company may terminate the contract of employment by giving written notice to the other party. The Company reserves the right to terminate the employment by giving 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 the Employee, a **notice period of 45 days (1.5 months)** is applicable.

b) In the event the termination is initiated by the Employee without adhering to the notice period, the Company reserves the right to recover from the Employee upto 3 months' salary which is based on annual fixed compensation, in lieu of breaking the notice period contract which is established a period of 1.5 months, subject to the release date being approved by the Company.

c) Even when the termination is initiated by the Employee, in case of breach, the Company may, at its discretion, relieve the Employee from a date it may deem fit, at any time before expiration of the notice period (1.5 months from the date of acceptance of resignation by the Company). The Company will agree to the release date and salary payment in lieu of notice period. However, during the notice period, the Employee shall cooperate with the Company in ensuring smooth and proper hand-over of the Employee's responsibilities, failing, which the Company shall be, authorised to withhold/ forfeit the Employee's dues.

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- (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 breach of terms and conditions outlined in this contract of employment including the Company's policies, or
- (v) any activity leading to loss of business for the Company.

e) The Company also expects that the Employee voluntarily discloses details of any of the above acts to the Company at the time of joining or during the Employee's employment with the Company, as applicable, based on which the Company may terminate/ suspend the Employee's services at its discretion at any time immediately upon providing a written notice to the Employee.

## 6. BASKET OF ALLOWANCES (BOA)

The Basket of Allowances will be paid to the Employee as part of the Employee's salary every month. The components are as follows: Basic Pay, HRA, Internet, Special Allowance and Provident Fund. The Employee has the flexibility of changing the amounts under each of the above mentioned heads, within his/ her BOA, according to the Employee's preferences and income tax plan.

## 7. NON DISCLOSURE AGREEMENT

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## 8. NON COMPETE AND NON SOLICITATION

The Employee undertakes, agrees and covenants with the Company that for a period of **6 (six) 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 the competitive activity of the Employee set forth in this contract are mainly to protect the value of the Company due to the 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.

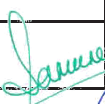
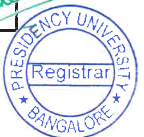
## 10. EARNINGS

During the 1st 6 months, the employee is paid a stipend of up to 15,000 INR starting from 7,500 INR (performance-based).

Refer below for the split-up of the salary structure for the full-time role (after the internship period) as an Operations Executive at Edupolis Technologies Pvt Ltd. (Unschool).

Name	DOJ	Designation
Jayanth B	19th April 2021	Operations Executive

Components	Per month (INR)	Annual (INR)
Base Salary	8,000	96,000
HRA	6,000	72,000
Telephone and Internet	2,000	24,000
Special Allowances	7,200	86,400
Provident Fund	1,800	21,600
<b>Total</b>	<b>25,000</b>	<b>3,00,000</b>
<b>Deductions:</b>		
PF Employee	1,800	
PF Employer	1,800	
PT	200	
<b>Take home</b>	<b>21,200</b>	

  
REGISTRAR  


Incentives upto 2L per annum (based on performance) will be paid out quarterly to the employee.

A Certificate and a Letter of Recommendation (LoR) will also be written in the Employee's favour by the Co-Founder, if the Employee excels in his/ her role.

We hope you have a great learning experience with us and grow in the process of this role.

Thanking you.

Yours faithfully,  
for Edupolis Technologies Pvt Ltd (Unschool)



Rahul Varma  
Co-Founder and CEO  
Unschool.

Authorised Signatory

I hereby accept the aforesaid position and terms and conditions of employment set forth above.

Signed: \_\_\_\_\_

Date: \_\_\_\_\_

Name: \_\_\_\_\_



REGISTRAR Registrar  
PRESIDENCY UNIVERSITY  
BANGALORE



Dear **K K Anudeep**,

**Subject:** Appointment in the position of **Operations Executive**

With reference to your application and the subsequent interview you had with us, we are pleased to confirm your appointment for the above-said position in **Edupolis Technologies Pvt. Ltd. (Unschool)** subject to the following terms and conditions.

#### AGREEMENT CUM APPOINTMENT LETTER

THIS AGREEMENT is made on the **9th of April 2021** between

**Edupolis Technologies Pvt Ltd.**, a company registered under the Companies Act, 2013 having its registered office at **Hyderabad** (hereinafter called the “**Company**”) of the one part;

and **K K Anudeep**

(Hereinafter called the “**Employee**”) of the other part.

#### WHEREAS

The Company is desirous of appointing **K K Anudeep** as its Operations Executive and the Employee has agreed to accept the appointment on the terms and conditions outlined herein below.

NOW, THIS AGREEMENT WITNESSES as follows:

1. The monthly salary package of the Employee will be as per the terms mentioned in this letter. Based on the periodic reviews the Employee’s compensation package may differ as per the compensation policy applicable to other employees of the Employee’s category in the respective department.
2. The Employee shall perform such duties and exercise such powers, that may from time to time be assigned to or vested in him/her by the Company.
3. 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.
4. The Employee shall confirm and comply with the directions of the Board of Directors of the Company from time to time. The Employee shall faithfully serve the Company to the best of his/her abilities and shall make his/her utmost endeavour to promote the interests of the Company.
5. You will be working from **Hyderabad** from the office location.
6. The Company may terminate this agreement at any time before the expiry of the stipulated term by giving one month’s prior notice in writing to the Employee. Without prejudice to anything contained herein, the Company can terminate the Employee’s contract any time if the Employee-



- Commits any material or persistent breach of any of the provisions contained herein.
- Be guilty of any default, misconduct or neglect in the discharge of his/ her duties affecting the business of the Company.

### 1. WORKING HOURS:

The standard working hours for the Employee will be 11:30 AM to 8:30 PM, 5-6 days in a week. In view of the Employee's position in the Company, the Employee shall effectively perform to ensure results and will be expected to work beyond the standard working hours to achieve the results, whenever the job so requires. Additionally, the Company may implement staggered work shifts, in rare cases of necessity. In such an event, the Employee shall abide by the change in the standard working hours as may be notified by the Company to accommodate such staggered shifts.

### 2. DATE OF JOINING:

As per discussions, the Employee will report to the Company on **19th April 2021** at Office - **Address:** 2nd Floor, SNP towers, Janardhana hills, Serlingampally, Gachibowli, 500032

### 3. LEAVE:

The Employee will be entitled to a total 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 where not more than one day of leave can be redeemed per month. 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 the Employee.

### 4. NOTICE PERIOD; TERMINATION:

a) During the internship or the extended probation period, the Company may terminate the contract of employment by giving written notice to the other party. The Company reserves the right to terminate the employment by giving 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 the Employee, a **notice period of 45 days (1.5 months)** is applicable.

b) In the event the termination is initiated by the Employee without adhering to the notice period, the Company reserves the right to recover from the Employee upto 3 months' salary which is based on annual fixed compensation, in lieu of breaking the notice period contract which is established a period of 1.5 months, subject to the release date being approved by the Company.

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## 8. NON COMPETE AND NON SOLICITATION

The Employee undertakes, agrees and covenants with the Company that for a period of **6 (six) 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 the competitive activity of the Employee set forth in this contract are mainly to protect the value of the Company due to the 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.

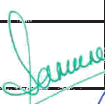
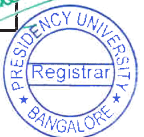
## 10. EARNINGS

During the 1st 6 months, the employee is paid a stipend of up to 15,000 INR starting from 7,500 INR (performance-based).

Refer below for the split-up of the salary structure for the full-time role (after the internship period) as an Operations Executive at Edupolis Technologies Pvt Ltd. (Unschool).

Name	DOJ	Designation
K K Anudeep	19th April 2021	Operations Executive

Components	Per month (INR)	Annual (INR)
Base Salary	8,000	96,000
HRA	6,000	72,000
Telephone and Internet	2,000	24,000
Special Allowances	7,200	86,400
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<b>Deductions:</b>		
PF Employee	1,800	
PF Employer	1,800	
PT	200	
<b>Take home</b>	<b>21,200</b>	

  
REGISTRAR  
  
Registrar  
BANGALORE

Incentives upto 2L per annum (based on performance) will be paid out quarterly to the employee.



A Certificate and a Letter of Recommendation (LoR) will also be written in the Employee's favour by the Co-Founder, if the Employee excels in his/ her role.

We hope you have a great learning experience with us and grow in the process of this role.

Thanking you.

Yours faithfully,  
for Edupolis Technologies Pvt Ltd (Unschool)



Rahul Varma  
Co-Founder and CEO  
Unschool.

Authorised Signatory

I hereby accept the aforesaid position and terms and conditions of employment set forth above.

Signed: \_\_\_\_\_

Date: \_\_\_\_\_

Name: \_\_\_\_\_





Dear **Rohit Payas**,

**Subject:** Appointment in the position of **Operations Executive**

With reference to your application and the subsequent interview you had with us, we are pleased to confirm your appointment for the above-said position in **Edupolis Technologies Pvt. Ltd. (Unschool)** subject to the following terms and conditions.

#### AGREEMENT CUM APPOINTMENT LETTER

THIS AGREEMENT is made on the **9th of April 2021** between

**Edupolis Technologies Pvt Ltd.**, a company registered under the Companies Act, 2013 having its registered office at **Hyderabad** (hereinafter called the “**Company**”) of the one part;

and **Rohit Payas**

(Hereinafter called the “**Employee**”) of the other part.

#### WHEREAS

The Company is desirous of appointing **Rohit Payas** as its Operations Executive and the Employee has agreed to accept the appointment on the terms and conditions outlined herein below.

NOW, THIS AGREEMENT WITNESSES as follows:

1. The monthly salary package of the Employee will be as per the terms mentioned in this letter. Based on the periodic reviews the Employee’s compensation package may differ as per the compensation policy applicable to other employees of the Employee’s category in the respective department.
2. The Employee shall perform such duties and exercise such powers, that may from time to time be assigned to or vested in him/her by the Company.
3. 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.
4. The Employee shall confirm and comply with the directions of the Board of Directors of the Company from time to time. The Employee shall faithfully serve the Company to the best of his/her abilities and shall make his/her utmost endeavour to promote the interests of the Company.
5. You will be working from **Hyderabad** from the office location.
6. The Company may terminate this agreement at any time before the expiry of the stipulated term by giving one month’s prior notice in writing to the Employee. Without prejudice to anything contained herein, the Company can terminate the Employee’s contract any time if the Employee-



- Commits any material or persistent breach of any of the provisions contained herein.
- Be guilty of any default, misconduct or neglect in the discharge of his/ her duties affecting the business of the Company.

### 1. WORKING HOURS:

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### 2. DATE OF JOINING:

As per discussions, the Employee will report to the Company on **19th April 2021** at Office - **Address:** 2nd Floor, SNP towers, Janardhana hills, Serlingampally, Gachibowli, 500032

### 3. LEAVE:

The Employee will be entitled to a total 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 where not more than one day of leave can be redeemed per month. 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 the Employee.

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b) In the event the termination is initiated by the Employee without adhering to the notice period, the Company reserves the right to recover from the Employee upto 3 months' salary which is based on annual fixed compensation, in lieu of breaking the notice period contract which is established a period of 1.5 months, subject to the release date being approved by the Company.

c) Even when the termination is initiated by the Employee, in case of breach, the Company may, at its discretion, relieve the Employee from a date it may deem fit, at any time before expiration of the notice period (1.5 months from the date of acceptance of resignation by the Company). The Company will agree to the release date and salary payment in lieu of notice period. However, during the notice period, the Employee shall cooperate with the Company in ensuring smooth and proper hand-over of the Employee's responsibilities, failing, which the Company shall be, authorised to withhold/ forfeit the Employee's dues.

d) The Company may also terminate/ suspend the Employee's services immediately at its discretion at any time without giving any notice or amount in lieu of notice, if it has been alleged and prima facie established through preliminary internal enquiry that the Employee has 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 breach of terms and conditions outlined in this contract of employment including the Company's policies, or
- (v) any activity leading to loss of business for the Company.

e) The Company also expects that the Employee voluntarily discloses details of any of the above acts to the Company at the time of joining or during the Employee's employment with the Company, as applicable, based on which the Company may terminate/ suspend the Employee's services at its discretion at any time immediately upon providing a written notice to the Employee.

## 6. BASKET OF ALLOWANCES (BOA)

The Basket of Allowances will be paid to the Employee as part of the Employee's salary every month. The components are as follows: Basic Pay, HRA, Internet, Special Allowance and Provident Fund. The Employee has the flexibility of changing the amounts under each of the above mentioned heads, within his/ her BOA, according to the Employee's preferences and income tax plan.

## 7. NON DISCLOSURE AGREEMENT

During the Employee's employment, the Employee 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 appointment, the Employee acknowledges that all of this information must be kept strictly confidential, and should not be used for the Employee's own purposes or disclosed to anyone outside the Company, unless authorised in writing by the Company. In addition, the Employee agrees that, upon the termination of the employment (for any reason whatsoever), the Employee will immediately return to the Company, all of its property, equipment, and documents, including but not limited to electronically stored information. The Employee agrees 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 the employment with the Company.

## 8. NON COMPETE AND NON SOLICITATION

The Employee undertakes, agrees and covenants with the Company that for a period of **6 (six) 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 the competitive activity of the Employee set forth in this contract are mainly to protect the value of the Company due to the 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.



## 10. EARNINGS

During the 1st 6 months, the employee is paid a stipend of up to 15,000 INR starting from 7,500 INR (performance-based).

Refer below for the split-up of the salary structure for the full-time role (after the internship period) as an Operations Executive at Edupolis Technologies Pvt Ltd. (Unschool).

Name	DOJ	Designation
Rohit Payas	19th April 2021	Operations Executive

Components	Per month (INR)	Annual (INR)
Base Salary	8,000	96,000
HRA	6,000	72,000
Telephone and Internet	2,000	24,000
Special Allowances	7,200	86,400
Provident Fund	1,800	21,600
<b>Total</b>	<b>25,000</b>	<b>3,00,000</b>
<b>Deductions:</b>		
PF Employee	1,800	
PF Employer	1,800	
PT	200	
<b>Take home</b>	<b>21,200</b>	

  
 REGISTRAR  


Incentives upto 2L per annum (based on performance) will be paid out quarterly to the employee.

A Certificate and a Letter of Recommendation (LoR) will also be written in the Employee's favour by the Co-Founder, if the Employee excels in his/ her role.

We hope you have a great learning experience with us and grow in the process of this role.

Thanking you.

Yours faithfully,  
for Edupolis Technologies Pvt Ltd (Unschool)



Rahul Varma  
Co-Founder and CEO  
Unschool.

Authorised Signatory

I hereby accept the aforesaid position and terms and conditions of employment set forth above.

Signed: \_\_\_\_\_

Date: \_\_\_\_\_

Name: \_\_\_\_\_

  
REGISTRAR Registrar  
PRESIDENCY UNIVERSITY  
BANGALORE



Dear **Mithun L H**,

**Subject:** Appointment in the position of **Operations Executive**

With reference to your application and the subsequent interview you had with us, we are pleased to confirm your appointment for the above-said position in **Edupolis Technologies Pvt. Ltd. (Unschool)** subject to the following terms and conditions.

#### AGREEMENT CUM APPOINTMENT LETTER

THIS AGREEMENT is made on the **9th of April 2021** between

**Edupolis Technologies Pvt Ltd.**, a company registered under the Companies Act, 2013 having its registered office at **Hyderabad** (hereinafter called the "**Company**") of the one part;

and **Mithun L H**

(Hereinafter called the "**Employee**") of the other part.

#### WHEREAS

The Company is desirous of appointing **Mithun L H** as its Operations Executive and the Employee has agreed to accept the appointment on the terms and conditions outlined herein below.

NOW, THIS AGREEMENT WITNESSES as follows:

1. The monthly salary package of the Employee will be as per the terms mentioned in this letter. Based on the periodic reviews the Employee's compensation package may differ as per the compensation policy applicable to other employees of the Employee's category in the respective department.
2. The Employee shall perform such duties and exercise such powers, that may from time to time be assigned to or vested in him/her by the Company.
3. 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.
4. The Employee shall confirm and comply with the directions of the Board of Directors of the Company from time to time. The Employee shall faithfully serve the Company to the best of his/her abilities and shall make his/her utmost endeavour to promote the interests of the Company.
5. You will be working from **Hyderabad** from the office location.
6. The Company may terminate this agreement at any time before the expiry of the stipulated term by giving one month's prior notice in writing to the Employee. Without prejudice to anything contained herein, the Company can terminate the Employee's contract any time if the Employee-





- Commits any material or persistent breach of any of the provisions contained herein.
- Be guilty of any default, misconduct or neglect in the discharge of his/ her duties affecting the business of the Company.

### 1. WORKING HOURS:

The standard working hours for the Employee will be 11:30 AM to 8:30 PM, 5-6 days in a week. In view of the Employee's position in the Company, the Employee shall effectively perform to ensure results and will be expected to work beyond the standard working hours to achieve the results, whenever the job so requires. Additionally, the Company may implement staggered work shifts, in rare cases of necessity. In such an event, the Employee shall abide by the change in the standard working hours as may be notified by the Company to accommodate such staggered shifts.

### 2. DATE OF JOINING:

As per discussions, the Employee will report to the Company on **19th April 2021** at Office - **Address:** 2nd Floor, SNP towers, Janardhana hills, Serlingampally, Gachibowli, 500032

### 3. LEAVE:

The Employee will be entitled to a total 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 where not more than one day of leave can be redeemed per month. 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 the Employee.

### 4. NOTICE PERIOD; TERMINATION:

a) During the internship or the extended probation period, the Company may terminate the contract of employment by giving written notice to the other party. The Company reserves the right to terminate the employment by giving 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 the Employee, a **notice period of 45 days (1.5 months)** is applicable.

b) In the event the termination is initiated by the Employee without adhering to the notice period, the Company reserves the right to recover from the Employee upto 3 months' salary which is based on annual fixed compensation, in lieu of breaking the notice period contract which is established a period of 1.5 months, subject to the release date being approved by the Company.

c) Even when the termination is initiated by the Employee, in case of breach, the Company may, at its discretion, relieve the Employee from a date it may deem fit, at any time before expiration of the notice period (1.5 months from the date of acceptance of resignation by the Company). The Company will agree to the release date and salary payment in lieu of notice period. However, during the notice period, the Employee shall cooperate with the Company in ensuring smooth and proper hand-over of the Employee's responsibilities, failing, which the Company shall be, authorised to withhold/ forfeit the Employee's dues.

d) The Company may also terminate/ suspend the Employee's services immediately at its discretion at any time without giving any notice or amount in lieu of notice, if it has been alleged and prima facie established through preliminary internal enquiry that the Employee has 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 breach of terms and conditions outlined in this contract of employment including the Company's policies, or
- (v) any activity leading to loss of business for the Company.

e) The Company also expects that the Employee voluntarily discloses details of any of the above acts to the Company at the time of joining or during the Employee's employment with the Company, as applicable, based on which the Company may terminate/ suspend the Employee's services at its discretion at any time immediately upon providing a written notice to the Employee.

## 6. BASKET OF ALLOWANCES (BOA)

The Basket of Allowances will be paid to the Employee as part of the Employee's salary every month. The components are as follows: Basic Pay, HRA, Internet, Special Allowance and Provident Fund. The Employee has the flexibility of changing the amounts under each of the above mentioned heads, within his/ her BOA, according to the Employee's preferences and income tax plan.

## 7. NON DISCLOSURE AGREEMENT

During the Employee's employment, the Employee 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 appointment, the Employee acknowledges that all of this information must be kept strictly confidential, and should not be used for the Employee's own purposes or disclosed to anyone outside the Company, unless authorised in writing by the Company. In addition, the Employee agrees that, upon the termination of the employment (for any reason whatsoever), the Employee will immediately return to the Company, all of its property, equipment, and documents, including but not limited to electronically stored information. The Employee agrees 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 the employment with the Company.

## 8. NON COMPETE AND NON SOLICITATION

The Employee undertakes, agrees and covenants with the Company that for a period of **6 (six) 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 the competitive activity of the Employee set forth in this contract are mainly to protect the value of the Company due to the 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.



## 10. EARNINGS

During the 1st 6 months, the employee is paid a stipend of up to 15,000 INR starting from 7,500 INR (performance-based).

Refer below for the split-up of the salary structure for the full-time role (after the internship period) as an Operations Executive at Edupolis Technologies Pvt Ltd. (Unschool).

Name	DOJ	Designation
Mithun L H	19th April 2021	Operations Executive

Components	Per month (INR)	Annual (INR)
Base Salary	8,000	96,000
HRA	6,000	72,000
Telephone and Internet	2,000	24,000
Special Allowances	7,200	86,400
Provident Fund	1,800	21,600
<b>Total</b>	<b>25,000</b>	<b>3,00,000</b>
<b>Deductions:</b>		
PF Employee	1,800	
PF Employer	1,800	
PT	200	
<b>Take home</b>	<b>21,200</b>	

  
REGISTRAR  
  
Registrar  
BANGALORE

Incentives upto 2L per annum (based on performance) will be paid out quarterly to the employee.

A Certificate and a Letter of Recommendation (LoR) will also be written in the Employee's favour by the Co-Founder, if the Employee excels in his/ her role.

We hope you have a great learning experience with us and grow in the process of this role.

Thanking you.

Yours faithfully,  
for Edupolis Technologies Pvt Ltd (Unschool)



Rahul Varma  
Co-Founder and CEO  
Unschool.

Authorised Signatory

I hereby accept the aforesaid position and terms and conditions of employment set forth above.

Signed: \_\_\_\_\_

Date: \_\_\_\_\_

Name: \_\_\_\_\_

  
REGISTRAR Registrar  
PRESIDENCY UNIVERSITY  
BANGALORE



Dear **Mohith R**,

**Subject:** Appointment in the position of **Operations Executive**

With reference to your application and the subsequent interview you had with us, we are pleased to confirm your appointment for the above-said position in **Edupolis Technologies Pvt. Ltd. (Unschool)** subject to the following terms and conditions.

#### AGREEMENT CUM APPOINTMENT LETTER

THIS AGREEMENT is made on the **9th of April 2021** between

**Edupolis Technologies Pvt Ltd.**, a company registered under the Companies Act, 2013 having its registered office at **Hyderabad** (hereinafter called the "**Company**") of the one part;

and **Mohith R**

(Hereinafter called the "**Employee**") of the other part.

#### WHEREAS

The Company is desirous of appointing **Mohith R** as its Operations Executive and the Employee has agreed to accept the appointment on the terms and conditions outlined herein below.

NOW, THIS AGREEMENT WITNESSES as follows:

1. The monthly salary package of the Employee will be as per the terms mentioned in this letter. Based on the periodic reviews the Employee's compensation package may differ as per the compensation policy applicable to other employees of the Employee's category in the respective department.
2. The Employee shall perform such duties and exercise such powers, that may from time to time be assigned to or vested in him/her by the Company.
3. 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.
4. The Employee shall confirm and comply with the directions of the Board of Directors of the Company from time to time. The Employee shall faithfully serve the Company to the best of his/her abilities and shall make his/her utmost endeavour to promote the interests of the Company.
5. You will be working from **Hyderabad** from the office location.
6. The Company may terminate this agreement at any time before the expiry of the stipulated term by giving one month's prior notice in writing to the Employee. Without prejudice to anything contained herein, the Company can terminate the Employee's contract any time if the Employee-



- Commits any material or persistent breach of any of the provisions contained herein.
- Be guilty of any default, misconduct or neglect in the discharge of his/ her duties affecting the business of the Company.

### 1. WORKING HOURS:

The standard working hours for the Employee will be 11:30 AM to 8:30 PM, 5-6 days in a week. In view of the Employee's position in the Company, the Employee shall effectively perform to ensure results and will be expected to work beyond the standard working hours to achieve the results, whenever the job so requires. Additionally, the Company may implement staggered work shifts, in rare cases of necessity. In such an event, the Employee shall abide by the change in the standard working hours as may be notified by the Company to accommodate such staggered shifts.

### 2. DATE OF JOINING:

As per discussions, the Employee will report to the Company on **19th April 2021** at Office - **Address:** 2nd Floor, SNP towers, Janardhana hills, Serlingampally, Gachibowli, 500032

### 3. LEAVE:

The Employee will be entitled to a total 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 where not more than one day of leave can be redeemed per month. 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 the Employee.

### 4. NOTICE PERIOD; TERMINATION:

a) During the internship or the extended probation period, the Company may terminate the contract of employment by giving written notice to the other party. The Company reserves the right to terminate the employment by giving 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 the Employee, a **notice period of 45 days (1.5 months)** is applicable.

b) In the event the termination is initiated by the Employee without adhering to the notice period, the Company reserves the right to recover from the Employee upto 3 months' salary which is based on annual fixed compensation, in lieu of breaking the notice period contract which is established a period of 1.5 months, subject to the release date being approved by the Company.

c) Even when the termination is initiated by the Employee, in case of breach, the Company may, at its discretion, relieve the Employee from a date it may deem fit, at any time before expiration of the notice period (1.5 months from the date of acceptance of resignation by the Company). The Company will agree to the release date and salary payment in lieu of notice period. However, during the notice period, the Employee shall cooperate with the Company in ensuring smooth and proper hand-over of the Employee's responsibilities, failing, which the Company shall be, authorised to withhold/ forfeit the Employee's dues.

d) The Company may also terminate/ suspend the Employee's services immediately at its discretion at any time without giving any notice or amount in lieu of notice, if it has been alleged and prima facie established through preliminary internal enquiry that the Employee has 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 breach of terms and conditions outlined in this contract of employment including the Company's policies, or
- (v) any activity leading to loss of business for the Company.

e) The Company also expects that the Employee voluntarily discloses details of any of the above acts to the Company at the time of joining or during the Employee's employment with the Company, as applicable, based on which the Company may terminate/ suspend the Employee's services at its discretion at any time immediately upon providing a written notice to the Employee.

## 6. BASKET OF ALLOWANCES (BOA)

The Basket of Allowances will be paid to the Employee as part of the Employee's salary every month. The components are as follows: Basic Pay, HRA, Internet, Special Allowance and Provident Fund. The Employee has the flexibility of changing the amounts under each of the above mentioned heads, within his/ her BOA, according to the Employee's preferences and income tax plan.

## 7. NON DISCLOSURE AGREEMENT

During the Employee's employment, the Employee 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 appointment, the Employee acknowledges that all of this information must be kept strictly confidential, and should not be used for the Employee's own purposes or disclosed to anyone outside the Company, unless authorised in writing by the Company. In addition, the Employee agrees that, upon the termination of the employment (for any reason whatsoever), the Employee will immediately return to the Company, all of its property, equipment, and documents, including but not limited to electronically stored information. The Employee agrees 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 the employment with the Company.

## 8. NON COMPETE AND NON SOLICITATION

The Employee undertakes, agrees and covenants with the Company that for a period of **6 (six) 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 the competitive activity of the Employee set forth in this contract are mainly to protect the value of the Company due to the 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.



## 10. EARNINGS

During the 1st 6 months, the employee is paid a stipend of up to 15,000 INR starting from 7,500 INR (performance-based).

Refer below for the split-up of the salary structure for the full-time role (after the internship period) as an Operations Executive at Edupolis Technologies Pvt Ltd. (Unschool).

Name	DOJ	Designation
Mohith R	19th April 2021	Operations Executive

Components	Per month (INR)	Annual (INR)
Base Salary	8,000	96,000
HRA	6,000	72,000
Telephone and Internet	2,000	24,000
Special Allowances	7,200	86,400
Provident Fund	1,800	21,600
<b>Total</b>	<b>25,000</b>	<b>3,00,000</b>
<b>Deductions:</b>		
PF Employee	1,800	
PF Employer	1,800	
PT	200	
<b>Take home</b>	<b>21,200</b>	

  
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Incentives upto 2L per annum (based on performance) will be paid out quarterly to the employee.

A Certificate and a Letter of Recommendation (LoR) will also be written in the Employee's favour by the Co-Founder, if the Employee excels in his/ her role.

We hope you have a great learning experience with us and grow in the process of this role.

Thanking you.

Yours faithfully,  
for Edupolis Technologies Pvt Ltd (Unschool)



Rahul Varma  
Co-Founder and CEO  
Unschool.

Authorised Signatory

I hereby accept the aforesaid position and terms and conditions of employment set forth above.

Signed: \_\_\_\_\_

Date: \_\_\_\_\_

Name: \_\_\_\_\_

  
REGISTRAR Registrar  
PRESIDENCY UNIVERSITY  
BANGALORE



Dear **Vinod Reddy**,

**Subject:** Appointment in the position of **Operations Executive**

With reference to your application and the subsequent interview you had with us, we are pleased to confirm your appointment for the above-said position in **Edupolis Technologies Pvt. Ltd. (Unschool)** subject to the following terms and conditions.

#### AGREEMENT CUM APPOINTMENT LETTER

THIS AGREEMENT is made on the **9th of April 2021** between

**Edupolis Technologies Pvt Ltd.**, a company registered under the Companies Act, 2013 having its registered office at **Hyderabad** (hereinafter called the “**Company**”) of the one part;

and **Vinod Reddy**

(Hereinafter called the “**Employee**”) of the other part.

#### WHEREAS

The Company is desirous of appointing **Vinod Reddy** as its Operations Executive and the Employee has agreed to accept the appointment on the terms and conditions outlined herein below.

NOW, THIS AGREEMENT WITNESSES as follows:

1. The monthly salary package of the Employee will be as per the terms mentioned in this letter. Based on the periodic reviews the Employee’s compensation package may differ as per the compensation policy applicable to other employees of the Employee’s category in the respective department.
2. The Employee shall perform such duties and exercise such powers, that may from time to time be assigned to or vested in him/her by the Company.
3. 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.
4. The Employee shall confirm and comply with the directions of the Board of Directors of the Company from time to time. The Employee shall faithfully serve the Company to the best of his/her abilities and shall make his/her utmost endeavour to promote the interests of the Company.
5. You will be working from **Hyderabad** from the office location.
6. The Company may terminate this agreement at any time before the expiry of the stipulated term by giving one month’s prior notice in writing to the Employee. Without prejudice to anything contained herein, the Company can terminate the Employee’s contract any time if the Employee-



- Commits any material or persistent breach of any of the provisions contained herein.
- Be guilty of any default, misconduct or neglect in the discharge of his/ her duties affecting the business of the Company.

### 1. WORKING HOURS:

The standard working hours for the Employee will be 11:30 AM to 8:30 PM, 5-6 days in a week. In view of the Employee's position in the Company, the Employee shall effectively perform to ensure results and will be expected to work beyond the standard working hours to achieve the results, whenever the job so requires. Additionally, the Company may implement staggered work shifts, in rare cases of necessity. In such an event, the Employee shall abide by the change in the standard working hours as may be notified by the Company to accommodate such staggered shifts.

### 2. DATE OF JOINING:

As per discussions, the Employee will report to the Company on **19th April 2021** at Office - **Address:** 2nd Floor, SNP towers, Janardhana hills, Serlingampally, Gachibowli, 500032

### 3. LEAVE:

The Employee will be entitled to a total 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 where not more than one day of leave can be redeemed per month. 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 the Employee.

### 4. NOTICE PERIOD; TERMINATION:

a) During the internship or the extended probation period, the Company may terminate the contract of employment by giving written notice to the other party. The Company reserves the right to terminate the employment by giving 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 the Employee, a **notice period of 45 days (1.5 months)** is applicable.

b) In the event the termination is initiated by the Employee without adhering to the notice period, the Company reserves the right to recover from the Employee upto 3 months' salary which is based on annual fixed compensation, in lieu of breaking the notice period contract which is established a period of 1.5 months, subject to the release date being approved by the Company.

c) Even when the termination is initiated by the Employee, in case of breach, the Company may, at its discretion, relieve the Employee from a date it may deem fit, at any time before expiration of the notice period (1.5 months from the date of acceptance of resignation by the Company). The Company will agree to the release date and salary payment in lieu of notice period. However, during the notice period, the Employee shall cooperate with the Company in ensuring smooth and proper hand-over of the Employee's responsibilities, failing, which the Company shall be, authorised to withhold/ forfeit the Employee's dues.

d) The Company may also terminate/ suspend the Employee's services immediately at its discretion at any time without giving any notice or amount in lieu of notice, if it has been alleged and prima facie established through preliminary internal enquiry that the Employee has 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 breach of terms and conditions outlined in this contract of employment including the Company's policies, or
- (v) any activity leading to loss of business for the Company.

e) The Company also expects that the Employee voluntarily discloses details of any of the above acts to the Company at the time of joining or during the Employee's employment with the Company, as applicable, based on which the Company may terminate/ suspend the Employee's services at its discretion at any time immediately upon providing a written notice to the Employee.

## 6. BASKET OF ALLOWANCES (BOA)

The Basket of Allowances will be paid to the Employee as part of the Employee's salary every month. The components are as follows: Basic Pay, HRA, Internet, Special Allowance and Provident Fund. The Employee has the flexibility of changing the amounts under each of the above mentioned heads, within his/ her BOA, according to the Employee's preferences and income tax plan.

## 7. NON DISCLOSURE AGREEMENT

During the Employee's employment, the Employee 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 appointment, the Employee acknowledges that all of this information must be kept strictly confidential, and should not be used for the Employee's own purposes or disclosed to anyone outside the Company, unless authorised in writing by the Company. In addition, the Employee agrees that, upon the termination of the employment (for any reason whatsoever), the Employee will immediately return to the Company, all of its property, equipment, and documents, including but not limited to electronically stored information. The Employee agrees 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 the employment with the Company.

## 8. NON COMPETE AND NON SOLICITATION

The Employee undertakes, agrees and covenants with the Company that for a period of **6 (six) 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 the competitive activity of the Employee set forth in this contract are mainly to protect the value of the Company due to the 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.

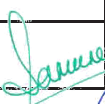
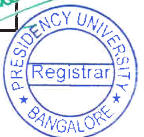
## 10. EARNINGS

During the 1st 6 months, the employee is paid a stipend of up to 15,000 INR starting from 7,500 INR (performance-based).

Refer below for the split-up of the salary structure for the full-time role (after the internship period) as an Operations Executive at Edupolis Technologies Pvt Ltd. (Unschool).

Name	DOJ	Designation
Vinod Reddy	19th April 2021	Operations Executive

Components	Per month (INR)	Annual (INR)
Base Salary	8,000	96,000
HRA	6,000	72,000
Telephone and Internet	2,000	24,000
Special Allowances	7,200	86,400
Provident Fund	1,800	21,600
<b>Total</b>	<b>25,000</b>	<b>3,00,000</b>
<b>Deductions:</b>		
PF Employee	1,800	
PF Employer	1,800	
PT	200	
<b>Take home</b>	<b>21,200</b>	

  
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Incentives upto 2L per annum (based on performance) will be paid out quarterly to the employee.

A Certificate and a Letter of Recommendation (LoR) will also be written in the Employee's favour by the Co-Founder, if the Employee excels in his/ her role.

We hope you have a great learning experience with us and grow in the process of this role.

Thanking you.

Yours faithfully,  
for Edupolis Technologies Pvt Ltd (Unschool)



Rahul Varma  
Co-Founder and CEO  
Unschool.

Authorised Signatory

I hereby accept the aforesaid position and terms and conditions of employment set forth above.

Signed: \_\_\_\_\_

Date: \_\_\_\_\_

Name: \_\_\_\_\_



REGISTRAR



Presidency University  
Registrar  
Bangalore





Dear **Pavan Kumar J K**,

**Subject:** Appointment in the position of **Operations Executive**

With reference to your application and the subsequent interview you had with us, we are pleased to confirm your appointment for the above-said position in **Edupolis Technologies Pvt. Ltd. (Unschool)** subject to the following terms and conditions.

#### AGREEMENT CUM APPOINTMENT LETTER

THIS AGREEMENT is made on the **9th of April 2021** between

**Edupolis Technologies Pvt Ltd.**, a company registered under the Companies Act, 2013 having its registered office at **Hyderabad** (hereinafter called the “**Company**”) of the one part;

and **Pavan Kumar J K**

(Hereinafter called the “**Employee**”) of the other part.

#### WHEREAS

The Company is desirous of appointing **Pavan Kumar J K** as its Operations Executive and the Employee has agreed to accept the appointment on the terms and conditions outlined herein below.

NOW, THIS AGREEMENT WITNESSES as follows:

1. The monthly salary package of the Employee will be as per the terms mentioned in this letter. Based on the periodic reviews the Employee’s compensation package may differ as per the compensation policy applicable to other employees of the Employee’s category in the respective department.
2. The Employee shall perform such duties and exercise such powers, that may from time to time be assigned to or vested in him/her by the Company.
3. 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.
4. The Employee shall confirm and comply with the directions of the Board of Directors of the Company from time to time. The Employee shall faithfully serve the Company to the best of his/her abilities and shall make his/her utmost endeavour to promote the interests of the Company.
5. You will be working from **Hyderabad** from the office location.
6. The Company may terminate this agreement at any time before the expiry of the stipulated term by giving one month’s prior notice in writing to the Employee. Without prejudice to anything contained herein, the Company can terminate the Employee’s contract any time if the Employee-



- Commits any material or persistent breach of any of the provisions contained herein.
- Be guilty of any default, misconduct or neglect in the discharge of his/ her duties affecting the business of the Company.

### 1. WORKING HOURS:

The standard working hours for the Employee will be 11:30 AM to 8:30 PM, 5-6 days in a week. In view of the Employee's position in the Company, the Employee shall effectively perform to ensure results and will be expected to work beyond the standard working hours to achieve the results, whenever the job so requires. Additionally, the Company may implement staggered work shifts, in rare cases of necessity. In such an event, the Employee shall abide by the change in the standard working hours as may be notified by the Company to accommodate such staggered shifts.

### 2. DATE OF JOINING:

As per discussions, the Employee will report to the Company on **19th April 2021** at Office - **Address:** 2nd Floor, SNP towers, Janardhana hills, Serlingampally, Gachibowli, 500032

### 3. LEAVE:

The Employee will be entitled to a total 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 where not more than one day of leave can be redeemed per month. 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 the Employee.

### 4. NOTICE PERIOD; TERMINATION:

a) During the internship or the extended probation period, the Company may terminate the contract of employment by giving written notice to the other party. The Company reserves the right to terminate the employment by giving 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 the Employee, a **notice period of 45 days (1.5 months)** is applicable.

b) In the event the termination is initiated by the Employee without adhering to the notice period, the Company reserves the right to recover from the Employee upto 3 months' salary which is based on annual fixed compensation, in lieu of breaking the notice period contract which is established a period of 1.5 months, subject to the release date being approved by the Company.

c) Even when the termination is initiated by the Employee, in case of breach, the Company may, at its discretion, relieve the Employee from a date it may deem fit, at any time before expiration of the notice period (1.5 months from the date of acceptance of resignation by the Company). The Company will agree to the release date and salary payment in lieu of notice period. However, during the notice period, the Employee shall cooperate with the Company in ensuring smooth and proper hand-over of the Employee's responsibilities, failing, which the Company shall be, authorised to withhold/ forfeit the Employee's dues.

d) The Company may also terminate/ suspend the Employee's services immediately at its discretion at any time without giving any notice or amount in lieu of notice, if it has been alleged and prima facie established through preliminary internal enquiry that the Employee has 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 breach of terms and conditions outlined in this contract of employment including the Company's policies, or
- (v) any activity leading to loss of business for the Company.

e) The Company also expects that the Employee voluntarily discloses details of any of the above acts to the Company at the time of joining or during the Employee's employment with the Company, as applicable, based on which the Company may terminate/ suspend the Employee's services at its discretion at any time immediately upon providing a written notice to the Employee.

## 6. BASKET OF ALLOWANCES (BOA)

The Basket of Allowances will be paid to the Employee as part of the Employee's salary every month. The components are as follows: Basic Pay, HRA, Internet, Special Allowance and Provident Fund. The Employee has the flexibility of changing the amounts under each of the above mentioned heads, within his/ her BOA, according to the Employee's preferences and income tax plan.

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## 8. NON COMPETE AND NON SOLICITATION

The Employee undertakes, agrees and covenants with the Company that for a period of **6 (six) 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 the competitive activity of the Employee set forth in this contract are mainly to protect the value of the Company due to the 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.

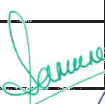
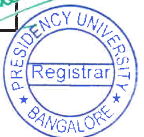
## 10. EARNINGS

During the 1st 6 months, the employee is paid a stipend of up to 15,000 INR starting from 7,500 INR (performance-based).

Refer below for the split-up of the salary structure for the full-time role (after the internship period) as an Operations Executive at Edupolis Technologies Pvt Ltd. (Unschool).

Name	DOJ	Designation
Pavan Kumar J K	19th April 2021	Operations Executive

Components	Per month (INR)	Annual (INR)
Base Salary	8,000	96,000
HRA	6,000	72,000
Telephone and Internet	2,000	24,000
Special Allowances	7,200	86,400
Provident Fund	1,800	21,600
<b>Total</b>	<b>25,000</b>	<b>3,00,000</b>
<b>Deductions:</b>		
PF Employee	1,800	
PF Employer	1,800	
PT	200	
<b>Take home</b>	<b>21,200</b>	

  
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Incentives upto 2L per annum (based on performance) will be paid out quarterly to the employee.

A Certificate and a Letter of Recommendation (LoR) will also be written in the Employee's favour by the Co-Founder, if the Employee excels in his/ her role.

We hope you have a great learning experience with us and grow in the process of this role.

Thanking you.

Yours faithfully,  
for Edupolis Technologies Pvt Ltd (Unschool)



Rahul Varma  
Co-Founder and CEO  
Unschool.

Authorised Signatory

I hereby accept the aforesaid position and terms and conditions of employment set forth above.

Signed: \_\_\_\_\_

Date: \_\_\_\_\_

Name: \_\_\_\_\_

  
REGISTRAR  
  
Registrar  
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BANGALORE



Dear **Pavankumar R**,

**Subject:** Appointment in the position of **Operations Executive**

With reference to your application and the subsequent interview you had with us, we are pleased to confirm your appointment for the above-said position in **Edupolis Technologies Pvt. Ltd. (Unschool)** subject to the following terms and conditions.

#### AGREEMENT CUM APPOINTMENT LETTER

THIS AGREEMENT is made on the **9th of April 2021** between

**Edupolis Technologies Pvt Ltd.**, a company registered under the Companies Act, 2013 having its registered office at **Hyderabad** (hereinafter called the "**Company**") of the one part;

and **Pavankumar R**

(Hereinafter called the "**Employee**") of the other part.

#### WHEREAS

The Company is desirous of appointing **Pavankumar R** as its Operations Executive and the Employee has agreed to accept the appointment on the terms and conditions outlined herein below.

NOW, THIS AGREEMENT WITNESSES as follows:

1. The monthly salary package of the Employee will be as per the terms mentioned in this letter. Based on the periodic reviews the Employee's compensation package may differ as per the compensation policy applicable to other employees of the Employee's category in the respective department.
2. The Employee shall perform such duties and exercise such powers, that may from time to time be assigned to or vested in him/her by the Company.
3. 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.
4. The Employee shall confirm and comply with the directions of the Board of Directors of the Company from time to time. The Employee shall faithfully serve the Company to the best of his/her abilities and shall make his/her utmost endeavour to promote the interests of the Company.
5. You will be working from **Hyderabad** from the office location.
6. The Company may terminate this agreement at any time before the expiry of the stipulated term by giving one month's prior notice in writing to the Employee. Without prejudice to anything contained herein, the Company can terminate the Employee's contract any time if the Employee-



- Commits any material or persistent breach of any of the provisions contained herein.
- Be guilty of any default, misconduct or neglect in the discharge of his/ her duties affecting the business of the Company.

### 1. WORKING HOURS:

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### 2. DATE OF JOINING:

As per discussions, the Employee will report to the Company on **19th April 2021** at Office - **Address:** 2nd Floor, SNP towers, Janardhana hills, Serlingampally, Gachibowli, 500032

### 3. LEAVE:

The Employee will be entitled to a total 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 where not more than one day of leave can be redeemed per month. 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 the Employee.

### 4. NOTICE PERIOD; TERMINATION:

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- (v) any activity leading to loss of business for the Company.

e) The Company also expects that the Employee voluntarily discloses details of any of the above acts to the Company at the time of joining or during the Employee's employment with the Company, as applicable, based on which the Company may terminate/ suspend the Employee's services at its discretion at any time immediately upon providing a written notice to the Employee.

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## 8. NON COMPETE AND NON SOLICITATION

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The Employee acknowledges that the restrictions on the competitive activity of the Employee set forth in this contract are mainly to protect the value of the Company due to the 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.

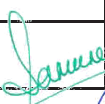
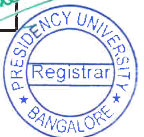
## 10. EARNINGS

During the 1st 6 months, the employee is paid a stipend of up to 15,000 INR starting from 7,500 INR (performance-based).

Refer below for the split-up of the salary structure for the full-time role (after the internship period) as an Operations Executive at Edupolis Technologies Pvt Ltd. (Unschool).

Name	DOJ	Designation
Pavankumar R	19th April 2021	Operations Executive

Components	Per month (INR)	Annual (INR)
Base Salary	8,000	96,000
HRA	6,000	72,000
Telephone and Internet	2,000	24,000
Special Allowances	7,200	86,400
Provident Fund	1,800	21,600
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<b>Deductions:</b>		
PF Employee	1,800	
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PT	200	
<b>Take home</b>	<b>21,200</b>	

  
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Incentives upto 2L per annum (based on performance) will be paid out quarterly to the employee.

A Certificate and a Letter of Recommendation (LoR) will also be written in the Employee's favour by the Co-Founder, if the Employee excels in his/ her role.

We hope you have a great learning experience with us and grow in the process of this role.

Thanking you.

Yours faithfully,  
for Edupolis Technologies Pvt Ltd (Unschool)



Rahul Varma  
Co-Founder and CEO  
Unschool.

Authorised Signatory

I hereby accept the aforesaid position and terms and conditions of employment set forth above.

Signed: \_\_\_\_\_

Date: \_\_\_\_\_

Name: \_\_\_\_\_

  
REGISTRAR  
  
Registrar  
PRESIDENCY UNIVERSITY  
BANGALORE



Dear **Arpit M C**,

**Subject:** Appointment in the position of **Operations Executive**

With reference to your application and the subsequent interview you had with us, we are pleased to confirm your appointment for the above-said position in **Edupolis Technologies Pvt. Ltd. (Unschool)** subject to the following terms and conditions.

#### AGREEMENT CUM APPOINTMENT LETTER

THIS AGREEMENT is made on the **9th of April 2021** between

**Edupolis Technologies Pvt Ltd.**, a company registered under the Companies Act, 2013 having its registered office at **Hyderabad** (hereinafter called the “**Company**”) of the one part;

and **Arpit M C**

(Hereinafter called the “**Employee**”) of the other part.

#### WHEREAS

The Company is desirous of appointing **Arpit M C** as its Operations Executive and the Employee has agreed to accept the appointment on the terms and conditions outlined herein below.

NOW, THIS AGREEMENT WITNESSES as follows:

1. The monthly salary package of the Employee will be as per the terms mentioned in this letter. Based on the periodic reviews the Employee’s compensation package may differ as per the compensation policy applicable to other employees of the Employee’s category in the respective department.
2. The Employee shall perform such duties and exercise such powers, that may from time to time be assigned to or vested in him/her by the Company.
3. 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.
4. The Employee shall confirm and comply with the directions of the Board of Directors of the Company from time to time. The Employee shall faithfully serve the Company to the best of his/her abilities and shall make his/her utmost endeavour to promote the interests of the Company.
5. You will be working from **Hyderabad** from the office location.
6. The Company may terminate this agreement at any time before the expiry of the stipulated term by giving one month’s prior notice in writing to the Employee. Without prejudice to anything contained herein, the Company can terminate the Employee’s contract any time if the Employee-



- Commits any material or persistent breach of any of the provisions contained herein.
- Be guilty of any default, misconduct or neglect in the discharge of his/ her duties affecting the business of the Company.

### 1. WORKING HOURS:

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### 2. DATE OF JOINING:

As per discussions, the Employee will report to the Company on **19th April 2021** at Office - **Address:** 2nd Floor, SNP towers, Janardhana hills, Serlingampally, Gachibowli, 500032

### 3. LEAVE:

The Employee will be entitled to a total 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 where not more than one day of leave can be redeemed per month. 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 the Employee.

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b) In the event the termination is initiated by the Employee without adhering to the notice period, the Company reserves the right to recover from the Employee upto 3 months' salary which is based on annual fixed compensation, in lieu of breaking the notice period contract which is established a period of 1.5 months, subject to the release date being approved by the Company.

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The Basket of Allowances will be paid to the Employee as part of the Employee's salary every month. The components are as follows: Basic Pay, HRA, Internet, Special Allowance and Provident Fund. The Employee has the flexibility of changing the amounts under each of the above mentioned heads, within his/ her BOA, according to the Employee's preferences and income tax plan.

## 7. NON DISCLOSURE AGREEMENT

During the Employee's employment, the Employee 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 appointment, the Employee acknowledges that all of this information must be kept strictly confidential, and should not be used for the Employee's own purposes or disclosed to anyone outside the Company, unless authorised in writing by the Company. In addition, the Employee agrees that, upon the termination of the employment (for any reason whatsoever), the Employee will immediately return to the Company, all of its property, equipment, and documents, including but not limited to electronically stored information. The Employee agrees 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 the employment with the Company.

## 8. NON COMPETE AND NON SOLICITATION

The Employee undertakes, agrees and covenants with the Company that for a period of **6 (six) 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 the competitive activity of the Employee set forth in this contract are mainly to protect the value of the Company due to the 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.



## 10. EARNINGS

During the 1st 6 months, the employee is paid a stipend of up to 15,000 INR starting from 7,500 INR (performance-based).

Refer below for the split-up of the salary structure for the full-time role (after the internship period) as an Operations Executive at Edupolis Technologies Pvt Ltd. (Unschool).

Name	DOJ	Designation
Arpit M C	19th April 2021	Operations Executive

Components	Per month (INR)	Annual (INR)
Base Salary	8,000	96,000
HRA	6,000	72,000
Telephone and Internet	2,000	24,000
Special Allowances	7,200	86,400
Provident Fund	1,800	21,600
<b>Total</b>	<b>25,000</b>	<b>3,00,000</b>
<b>Deductions:</b>		
PF Employee	1,800	
PF Employer	1,800	
PT	200	
<b>Take home</b>	<b>21,200</b>	

  
REGISTRAR  


Incentives upto 2L per annum (based on performance) will be paid out quarterly to the employee.



A Certificate and a Letter of Recommendation (LoR) will also be written in the Employee's favour by the Co-Founder, if the Employee excels in his/ her role.

We hope you have a great learning experience with us and grow in the process of this role.

Thanking you.

Yours faithfully,  
for Edupolis Technologies Pvt Ltd (Unschool)



Rahul Varma  
Co-Founder and CEO  
Unschool.

Authorised Signatory

I hereby accept the aforesaid position and terms and conditions of employment set forth above.

Signed: \_\_\_\_\_

Date: \_\_\_\_\_

Name: \_\_\_\_\_

  
REGISTRAR Registrar  
PRESIDENCY UNIVERSITY  
BANGALORE



Dear **M Mohamed Swalih Moopen**,

**Subject:** Appointment in the position of **Operations Executive**

With reference to your application and the subsequent interview you had with us, we are pleased to confirm your appointment for the above-said position in **Edupolis Technologies Pvt. Ltd. (Unschool)** subject to the following terms and conditions.

#### AGREEMENT CUM APPOINTMENT LETTER

THIS AGREEMENT is made on the **9th of April 2021** between

**Edupolis Technologies Pvt Ltd.**, a company registered under the Companies Act, 2013 having its registered office at **Hyderabad** (hereinafter called the “**Company**”) of the one part;

and **M Mohamed Swalih Moopen**

(Hereinafter called the “**Employee**”) of the other part.

#### WHEREAS

The Company is desirous of appointing **M Mohamed Swalih Moopen** as its Operations Executive and the Employee has agreed to accept the appointment on the terms and conditions outlined herein below.

NOW, THIS AGREEMENT WITNESSES as follows:

1. The monthly salary package of the Employee will be as per the terms mentioned in this letter. Based on the periodic reviews the Employee’s compensation package may differ as per the compensation policy applicable to other employees of the Employee’s category in the respective department.
2. The Employee shall perform such duties and exercise such powers, that may from time to time be assigned to or vested in him/her by the Company.
3. 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.
4. The Employee shall confirm and comply with the directions of the Board of Directors of the Company from time to time. The Employee shall faithfully serve the Company to the best of his/her abilities and shall make his/her utmost endeavour to promote the interests of the Company.
5. You will be working from **Hyderabad** from the office location.
6. The Company may terminate this agreement at any time before the expiry of the stipulated term by giving one month’s prior notice in writing to the Employee. Without prejudice to anything contained herein, the Company can terminate the Employee’s contract any time if the Employee-



- Commits any material or persistent breach of any of the provisions contained herein.
- Be guilty of any default, misconduct or neglect in the discharge of his/ her duties affecting the business of the Company.

### 1. WORKING HOURS:

The standard working hours for the Employee will be 11:30 AM to 8:30 PM, 5-6 days in a week. In view of the Employee's position in the Company, the Employee shall effectively perform to ensure results and will be expected to work beyond the standard working hours to achieve the results, whenever the job so requires. Additionally, the Company may implement staggered work shifts, in rare cases of necessity. In such an event, the Employee shall abide by the change in the standard working hours as may be notified by the Company to accommodate such staggered shifts.

### 2. DATE OF JOINING:

As per discussions, the Employee will report to the Company on **19th April 2021** at Office - **Address:** 2nd Floor, SNP towers, Janardhana hills, Serlingampally, Gachibowli, 500032

### 3. LEAVE:

The Employee will be entitled to a total 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 where not more than one day of leave can be redeemed per month. 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 the Employee.

### 4. NOTICE PERIOD; TERMINATION:

a) During the internship or the extended probation period, the Company may terminate the contract of employment by giving written notice to the other party. The Company reserves the right to terminate the employment by giving 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 the Employee, a **notice period of 45 days (1.5 months)** is applicable.

b) In the event the termination is initiated by the Employee without adhering to the notice period, the Company reserves the right to recover from the Employee upto 3 months' salary which is based on annual fixed compensation, in lieu of breaking the notice period contract which is established a period of 1.5 months, subject to the release date being approved by the Company.

c) Even when the termination is initiated by the Employee, in case of breach, the Company may, at its discretion, relieve the Employee from a date it may deem fit, at any time before expiration of the notice period (1.5 months from the date of acceptance of resignation by the Company). The Company will agree to the release date and salary payment in lieu of notice period. However, during the notice period, the Employee shall cooperate with the Company in ensuring smooth and proper hand-over of the Employee's responsibilities, failing, which the Company shall be, authorised to withhold/ forfeit the Employee's dues.

d) The Company may also terminate/ suspend the Employee's services immediately at its discretion at any time without giving any notice or amount in lieu of notice, if it has been alleged and prima facie established through preliminary internal enquiry that the Employee has 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 breach of terms and conditions outlined in this contract of employment including the Company's policies, or
- (v) any activity leading to loss of business for the Company.

e) The Company also expects that the Employee voluntarily discloses details of any of the above acts to the Company at the time of joining or during the Employee's employment with the Company, as applicable, based on which the Company may terminate/ suspend the Employee's services at its discretion at any time immediately upon providing a written notice to the Employee.

## 6. BASKET OF ALLOWANCES (BOA)

The Basket of Allowances will be paid to the Employee as part of the Employee's salary every month. The components are as follows: Basic Pay, HRA, Internet, Special Allowance and Provident Fund. The Employee has the flexibility of changing the amounts under each of the above mentioned heads, within his/ her BOA, according to the Employee's preferences and income tax plan.

## 7. NON DISCLOSURE AGREEMENT

During the Employee's employment, the Employee 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 appointment, the Employee acknowledges that all of this information must be kept strictly confidential, and should not be used for the Employee's own purposes or disclosed to anyone outside the Company, unless authorised in writing by the Company. In addition, the Employee agrees that, upon the termination of the employment (for any reason whatsoever), the Employee will immediately return to the Company, all of its property, equipment, and documents, including but not limited to electronically stored information. The Employee agrees 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 the employment with the Company.

## 8. NON COMPETE AND NON SOLICITATION

The Employee undertakes, agrees and covenants with the Company that for a period of **6 (six) 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 the competitive activity of the Employee set forth in this contract are mainly to protect the value of the Company due to the 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.

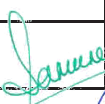
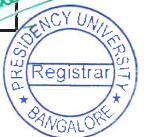
## 10. EARNINGS

During the 1st 6 months, the employee is paid a stipend of up to 15,000 INR starting from 7,500 INR (performance-based).

Refer below for the split-up of the salary structure for the full-time role (after the internship period) as an Operations Executive at Edupolis Technologies Pvt Ltd. (Unschool).

Name	DOJ	Designation
M Mohamed Swalih Moopen	19th April 2021	Operations Executive

Components	Per month (INR)	Annual (INR)
Base Salary	8,000	96,000
HRA	6,000	72,000
Telephone and Internet	2,000	24,000
Special Allowances	7,200	86,400
Provident Fund	1,800	21,600
<b>Total</b>	<b>25,000</b>	<b>3,00,000</b>
<b>Deductions:</b>		
PF Employee	1,800	
PF Employer	1,800	
PT	200	
<b>Take home</b>	<b>21,200</b>	

  
REGISTRAR  


Incentives upto 2L per annum (based on performance) will be paid out quarterly to the employee.

A Certificate and a Letter of Recommendation (LoR) will also be written in the Employee's favour by the Co-Founder, if the Employee excels in his/ her role.

We hope you have a great learning experience with us and grow in the process of this role.

Thanking you.

Yours faithfully,  
for Edupolis Technologies Pvt Ltd (Unschool)



Rahul Varma  
Co-Founder and CEO  
Unschool.

Authorised Signatory

I hereby accept the aforesaid position and terms and conditions of employment set forth above.

Signed: \_\_\_\_\_

Date: \_\_\_\_\_

Name: \_\_\_\_\_

  
REGISTRAR Registrar  
PRESIDENCY UNIVERSITY  
BANGALORE



Dear **Santhosha N**,

**Subject:** Appointment in the position of **Operations Executive**

With reference to your application and the subsequent interview you had with us, we are pleased to confirm your appointment for the above-said position in **Edupolis Technologies Pvt. Ltd. (Unschool)** subject to the following terms and conditions.

#### AGREEMENT CUM APPOINTMENT LETTER

THIS AGREEMENT is made on the **9th of April 2021** between

**Edupolis Technologies Pvt Ltd.**, a company registered under the Companies Act, 2013 having its registered office at **Hyderabad** (hereinafter called the “**Company**”) of the one part;

and **Santhosha N**

(Hereinafter called the “**Employee**”) of the other part.

#### WHEREAS

The Company is desirous of appointing **Santhosha N** as its Operations Executive and the Employee has agreed to accept the appointment on the terms and conditions outlined herein below.

NOW, THIS AGREEMENT WITNESSES as follows:

1. The monthly salary package of the Employee will be as per the terms mentioned in this letter. Based on the periodic reviews the Employee’s compensation package may differ as per the compensation policy applicable to other employees of the Employee’s category in the respective department.
2. The Employee shall perform such duties and exercise such powers, that may from time to time be assigned to or vested in him/her by the Company.
3. 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.
4. The Employee shall confirm and comply with the directions of the Board of Directors of the Company from time to time. The Employee shall faithfully serve the Company to the best of his/her abilities and shall make his/her utmost endeavour to promote the interests of the Company.
5. You will be working from **Hyderabad** from the office location.
6. The Company may terminate this agreement at any time before the expiry of the stipulated term by giving one month’s prior notice in writing to the Employee. Without prejudice to anything contained herein, the Company can terminate the Employee’s contract any time if the Employee-





- Commits any material or persistent breach of any of the provisions contained herein.
- Be guilty of any default, misconduct or neglect in the discharge of his/ her duties affecting the business of the Company.

### 1. WORKING HOURS:

The standard working hours for the Employee will be 11:30 AM to 8:30 PM, 5-6 days in a week. In view of the Employee's position in the Company, the Employee shall effectively perform to ensure results and will be expected to work beyond the standard working hours to achieve the results, whenever the job so requires. Additionally, the Company may implement staggered work shifts, in rare cases of necessity. In such an event, the Employee shall abide by the change in the standard working hours as may be notified by the Company to accommodate such staggered shifts.

### 2. DATE OF JOINING:

As per discussions, the Employee will report to the Company on **19th April 2021** at Office - **Address:** 2nd Floor, SNP towers, Janardhana hills, Serlingampally, Gachibowli, 500032

### 3. LEAVE:

The Employee will be entitled to a total 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 where not more than one day of leave can be redeemed per month. 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 the Employee.

### 4. NOTICE PERIOD; TERMINATION:

a) During the internship or the extended probation period, the Company may terminate the contract of employment by giving written notice to the other party. The Company reserves the right to terminate the employment by giving 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 the Employee, a **notice period of 45 days (1.5 months)** is applicable.

b) In the event the termination is initiated by the Employee without adhering to the notice period, the Company reserves the right to recover from the Employee upto 3 months' salary which is based on annual fixed compensation, in lieu of breaking the notice period contract which is established a period of 1.5 months, subject to the release date being approved by the Company.

c) Even when the termination is initiated by the Employee, in case of breach, the Company may, at its discretion, relieve the Employee from a date it may deem fit, at any time before expiration of the notice period (1.5 months from the date of acceptance of resignation by the Company). The Company will agree to the release date and salary payment in lieu of notice period. However, during the notice period, the Employee shall cooperate with the Company in ensuring smooth and proper hand-over of the Employee's responsibilities, failing, which the Company shall be, authorised to withhold/ forfeit the Employee's dues.

d) The Company may also terminate/ suspend the Employee's services immediately at its discretion at any time without giving any notice or amount in lieu of notice, if it has been alleged and prima facie established through preliminary internal enquiry that the Employee has 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 breach of terms and conditions outlined in this contract of employment including the Company's policies, or
- (v) any activity leading to loss of business for the Company.

e) The Company also expects that the Employee voluntarily discloses details of any of the above acts to the Company at the time of joining or during the Employee's employment with the Company, as applicable, based on which the Company may terminate/ suspend the Employee's services at its discretion at any time immediately upon providing a written notice to the Employee.

## 6. BASKET OF ALLOWANCES (BOA)

The Basket of Allowances will be paid to the Employee as part of the Employee's salary every month. The components are as follows: Basic Pay, HRA, Internet, Special Allowance and Provident Fund. The Employee has the flexibility of changing the amounts under each of the above mentioned heads, within his/ her BOA, according to the Employee's preferences and income tax plan.

## 7. NON DISCLOSURE AGREEMENT

During the Employee's employment, the Employee 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 appointment, the Employee acknowledges that all of this information must be kept strictly confidential, and should not be used for the Employee's own purposes or disclosed to anyone outside the Company, unless authorised in writing by the Company. In addition, the Employee agrees that, upon the termination of the employment (for any reason whatsoever), the Employee will immediately return to the Company, all of its property, equipment, and documents, including but not limited to electronically stored information. The Employee agrees 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 the employment with the Company.

## 8. NON COMPETE AND NON SOLICITATION

The Employee undertakes, agrees and covenants with the Company that for a period of **6 (six) 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 the competitive activity of the Employee set forth in this contract are mainly to protect the value of the Company due to the 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.



## 10. EARNINGS

During the 1st 6 months, the employee is paid a stipend of up to 15,000 INR starting from 7,500 INR (performance-based).

Refer below for the split-up of the salary structure for the full-time role (after the internship period) as an Operations Executive at Edupolis Technologies Pvt Ltd. (Unschool).

Name	DOJ	Designation
Santhosha N	19th April 2021	Operations Executive

Components	Per month (INR)	Annual (INR)
Base Salary	8,000	96,000
HRA	6,000	72,000
Telephone and Internet	2,000	24,000
Special Allowances	7,200	86,400
Provident Fund	1,800	21,600
<b>Total</b>	<b>25,000</b>	<b>3,00,000</b>
<b>Deductions:</b>		
PF Employee	1,800	
PF Employer	1,800	
PT	200	
<b>Take home</b>	<b>21,200</b>	

  
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Registrar  
BANGALORE

Incentives upto 2L per annum (based on performance) will be paid out quarterly to the employee.

A Certificate and a Letter of Recommendation (LoR) will also be written in the Employee's favour by the Co-Founder, if the Employee excels in his/ her role.

We hope you have a great learning experience with us and grow in the process of this role.

Thanking you.

Yours faithfully,  
for Edupolis Technologies Pvt Ltd (Unschool)



Rahul Varma  
Co-Founder and CEO  
Unschool.

Authorised Signatory

I hereby accept the aforesaid position and terms and conditions of employment set forth above.

Signed: \_\_\_\_\_

Date: \_\_\_\_\_

Name: \_\_\_\_\_

  
REGISTRAR Registrar  
PRESIDENCY UNIVERSITY  
BANGALORE



Dear **Akash Naik**,

**Subject:** Appointment in the position of **Operations Executive**

With reference to your application and the subsequent interview you had with us, we are pleased to confirm your appointment for the above-said position in **Edupolis Technologies Pvt. Ltd. (Unschool)** subject to the following terms and conditions.

#### AGREEMENT CUM APPOINTMENT LETTER

THIS AGREEMENT is made on the **9th of April 2021** between

**Edupolis Technologies Pvt Ltd.**, a company registered under the Companies Act, 2013 having its registered office at **Hyderabad** (hereinafter called the “**Company**”) of the one part;

and **Akash Naik**

(Hereinafter called the “**Employee**”) of the other part.

#### WHEREAS

The Company is desirous of appointing **Akash Naik** as its Operations Executive and the Employee has agreed to accept the appointment on the terms and conditions outlined herein below.

NOW, THIS AGREEMENT WITNESSES as follows:

1. The monthly salary package of the Employee will be as per the terms mentioned in this letter. Based on the periodic reviews the Employee’s compensation package may differ as per the compensation policy applicable to other employees of the Employee’s category in the respective department.
2. The Employee shall perform such duties and exercise such powers, that may from time to time be assigned to or vested in him/her by the Company.
3. 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.
4. The Employee shall confirm and comply with the directions of the Board of Directors of the Company from time to time. The Employee shall faithfully serve the Company to the best of his/her abilities and shall make his/her utmost endeavour to promote the interests of the Company.
5. You will be working from **Hyderabad** from the office location.
6. The Company may terminate this agreement at any time before the expiry of the stipulated term by giving one month’s prior notice in writing to the Employee. Without prejudice to anything contained herein, the Company can terminate the Employee’s contract any time if the Employee-



- Commits any material or persistent breach of any of the provisions contained herein.
- Be guilty of any default, misconduct or neglect in the discharge of his/ her duties affecting the business of the Company.

### 1. WORKING HOURS:

The standard working hours for the Employee will be 11:30 AM to 8:30 PM, 5-6 days in a week. In view of the Employee's position in the Company, the Employee shall effectively perform to ensure results and will be expected to work beyond the standard working hours to achieve the results, whenever the job so requires. Additionally, the Company may implement staggered work shifts, in rare cases of necessity. In such an event, the Employee shall abide by the change in the standard working hours as may be notified by the Company to accommodate such staggered shifts.

### 2. DATE OF JOINING:

As per discussions, the Employee will report to the Company on **19th April 2021** at Office - **Address:** 2nd Floor, SNP towers, Janardhana hills, Serlingampally, Gachibowli, 500032

### 3. LEAVE:

The Employee will be entitled to a total 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 where not more than one day of leave can be redeemed per month. 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 the Employee.

### 4. NOTICE PERIOD; TERMINATION:

a) During the internship or the extended probation period, the Company may terminate the contract of employment by giving written notice to the other party. The Company reserves the right to terminate the employment by giving 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 the Employee, a **notice period of 45 days (1.5 months)** is applicable.

b) In the event the termination is initiated by the Employee without adhering to the notice period, the Company reserves the right to recover from the Employee upto 3 months' salary which is based on annual fixed compensation, in lieu of breaking the notice period contract which is established a period of 1.5 months, subject to the release date being approved by the Company.

c) Even when the termination is initiated by the Employee, in case of breach, the Company may, at its discretion, relieve the Employee from a date it may deem fit, at any time before expiration of the notice period (1.5 months from the date of acceptance of resignation by the Company). The Company will agree to the release date and salary payment in lieu of notice period. However, during the notice period, the Employee shall cooperate with the Company in ensuring smooth and proper hand-over of the Employee's responsibilities, failing, which the Company shall be, authorised to withhold/ forfeit the Employee's dues.

d) The Company may also terminate/ suspend the Employee's services immediately at its discretion at any time without giving any notice or amount in lieu of notice, if it has been alleged and prima facie established through preliminary internal enquiry that the Employee has 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 breach of terms and conditions outlined in this contract of employment including the Company's policies, or
- (v) any activity leading to loss of business for the Company.

e) The Company also expects that the Employee voluntarily discloses details of any of the above acts to the Company at the time of joining or during the Employee's employment with the Company, as applicable, based on which the Company may terminate/ suspend the Employee's services at its discretion at any time immediately upon providing a written notice to the Employee.

## 6. BASKET OF ALLOWANCES (BOA)

The Basket of Allowances will be paid to the Employee as part of the Employee's salary every month. The components are as follows: Basic Pay, HRA, Internet, Special Allowance and Provident Fund. The Employee has the flexibility of changing the amounts under each of the above mentioned heads, within his/ her BOA, according to the Employee's preferences and income tax plan.

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## 8. NON COMPETE AND NON SOLICITATION

The Employee undertakes, agrees and covenants with the Company that for a period of **6 (six) 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 the competitive activity of the Employee set forth in this contract are mainly to protect the value of the Company due to the 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.


## 10. EARNINGS

During the 1st 6 months, the employee is paid a stipend of up to 15,000 INR starting from 7,500 INR (performance-based).

Refer below for the split-up of the salary structure for the full-time role (after the internship period) as an Operations Executive at Edupolis Technologies Pvt Ltd. (Unschool).

Name	DOJ	Designation
Akash Naik	19th April 2021	Operations Executive

Components	Per month (INR)	Annual (INR)
Base Salary	8,000	96,000
HRA	6,000	72,000
Telephone and Internet	2,000	24,000
Special Allowances	7,200	86,400
Provident Fund	1,800	21,600
<b>Total</b>	<b>25,000</b>	<b>3,00,000</b>
<b>Deductions:</b>		
PF Employee	1,800	
PF Employer	1,800	
PT	200	
<b>Take home</b>	<b>21,200</b>	

  
REGISTRAR  
PRESIDENCY UNIVERSITY  
BANGALORE

Incentives upto 2L per annum (based on performance) will be paid out quarterly to the employee.

A Certificate and a Letter of Recommendation (LoR) will also be written in the Employee's favour by the Co-Founder, if the Employee excels in his/ her role.

We hope you have a great learning experience with us and grow in the process of this role.

Thanking you.

Yours faithfully,  
for Edupolis Technologies Pvt Ltd (Unschool)



Rahul Varma  
Co-Founder and CEO  
Unschool.

Authorised Signatory

I hereby accept the aforesaid position and terms and conditions of employment set forth above.

Signed: \_\_\_\_\_

Date: \_\_\_\_\_

Name: \_\_\_\_\_



REGISTRAR





Dear **Gautham R**,

**Subject:** Appointment in the position of **Operations Executive**

With reference to your application and the subsequent interview you had with us, we are pleased to confirm your appointment for the above-said position in **Edupolis Technologies Pvt. Ltd. (Unschool)** subject to the following terms and conditions.

#### AGREEMENT CUM APPOINTMENT LETTER

THIS AGREEMENT is made on the **9th of April 2021** between

**Edupolis Technologies Pvt Ltd.**, a company registered under the Companies Act, 2013 having its registered office at **Hyderabad** (hereinafter called the “**Company**”) of the one part;

and **Gautham R**

(Hereinafter called the “**Employee**”) of the other part.

#### WHEREAS

The Company is desirous of appointing **Gautham R** as its Operations Executive and the Employee has agreed to accept the appointment on the terms and conditions outlined herein below.

NOW, THIS AGREEMENT WITNESSES as follows:

1. The monthly salary package of the Employee will be as per the terms mentioned in this letter. Based on the periodic reviews the Employee’s compensation package may differ as per the compensation policy applicable to other employees of the Employee’s category in the respective department.
2. The Employee shall perform such duties and exercise such powers, that may from time to time be assigned to or vested in him/her by the Company.
3. 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.
4. The Employee shall confirm and comply with the directions of the Board of Directors of the Company from time to time. The Employee shall faithfully serve the Company to the best of his/her abilities and shall make his/her utmost endeavour to promote the interests of the Company.
5. You will be working from **Hyderabad** from the office location.
6. The Company may terminate this agreement at any time before the expiry of the stipulated term by giving one month’s prior notice in writing to the Employee. Without prejudice to anything contained herein, the Company can terminate the Employee’s contract any time if the Employee-



- Commits any material or persistent breach of any of the provisions contained herein.
- Be guilty of any default, misconduct or neglect in the discharge of his/ her duties affecting the business of the Company.

### 1. WORKING HOURS:

The standard working hours for the Employee will be 11:30 AM to 8:30 PM, 5-6 days in a week. In view of the Employee's position in the Company, the Employee shall effectively perform to ensure results and will be expected to work beyond the standard working hours to achieve the results, whenever the job so requires. Additionally, the Company may implement staggered work shifts, in rare cases of necessity. In such an event, the Employee shall abide by the change in the standard working hours as may be notified by the Company to accommodate such staggered shifts.

### 2. DATE OF JOINING:

As per discussions, the Employee will report to the Company on **19th April 2021** at Office - **Address:** 2nd Floor, SNP towers, Janardhana hills, Serlingampally, Gachibowli, 500032

### 3. LEAVE:

The Employee will be entitled to a total 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 where not more than one day of leave can be redeemed per month. 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 the Employee.

### 4. NOTICE PERIOD; TERMINATION:

a) During the internship or the extended probation period, the Company may terminate the contract of employment by giving written notice to the other party. The Company reserves the right to terminate the employment by giving 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 the Employee, a **notice period of 45 days (1.5 months)** is applicable.

b) In the event the termination is initiated by the Employee without adhering to the notice period, the Company reserves the right to recover from the Employee upto 3 months' salary which is based on annual fixed compensation, in lieu of breaking the notice period contract which is established a period of 1.5 months, subject to the release date being approved by the Company.

c) Even when the termination is initiated by the Employee, in case of breach, the Company may, at its discretion, relieve the Employee from a date it may deem fit, at any time before expiration of the notice period (1.5 months from the date of acceptance of resignation by the Company). The Company will agree to the release date and salary payment in lieu of notice period. However, during the notice period, the Employee shall cooperate with the Company in ensuring smooth and proper hand-over of the Employee's responsibilities, failing, which the Company shall be, authorised to withhold/ forfeit the Employee's dues.

d) The Company may also terminate/ suspend the Employee's services immediately at its discretion at any time without giving any notice or amount in lieu of notice, if it has been alleged and prima facie established through preliminary internal enquiry that the Employee has 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 breach of terms and conditions outlined in this contract of employment including the Company's policies, or
- (v) any activity leading to loss of business for the Company.

e) The Company also expects that the Employee voluntarily discloses details of any of the above acts to the Company at the time of joining or during the Employee's employment with the Company, as applicable, based on which the Company may terminate/ suspend the Employee's services at its discretion at any time immediately upon providing a written notice to the Employee.

## 6. BASKET OF ALLOWANCES (BOA)

The Basket of Allowances will be paid to the Employee as part of the Employee's salary every month. The components are as follows: Basic Pay, HRA, Internet, Special Allowance and Provident Fund. The Employee has the flexibility of changing the amounts under each of the above mentioned heads, within his/ her BOA, according to the Employee's preferences and income tax plan.

## 7. NON DISCLOSURE AGREEMENT

During the Employee's employment, the Employee 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 appointment, the Employee acknowledges that all of this information must be kept strictly confidential, and should not be used for the Employee's own purposes or disclosed to anyone outside the Company, unless authorised in writing by the Company. In addition, the Employee agrees that, upon the termination of the employment (for any reason whatsoever), the Employee will immediately return to the Company, all of its property, equipment, and documents, including but not limited to electronically stored information. The Employee agrees 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 the employment with the Company.

## 8. NON COMPETE AND NON SOLICITATION

The Employee undertakes, agrees and covenants with the Company that for a period of **6 (six) 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 the competitive activity of the Employee set forth in this contract are mainly to protect the value of the Company due to the 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.

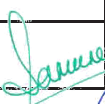
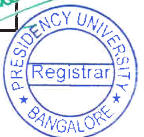
## 10. EARNINGS

During the 1st 6 months, the employee is paid a stipend of up to 15,000 INR starting from 7,500 INR (performance-based).

Refer below for the split-up of the salary structure for the full-time role (after the internship period) as an Operations Executive at Edupolis Technologies Pvt Ltd. (Unschool).

Name	DOJ	Designation
Gautham R	19th April 2021	Operations Executive

Components	Per month (INR)	Annual (INR)
Base Salary	8,000	96,000
HRA	6,000	72,000
Telephone and Internet	2,000	24,000
Special Allowances	7,200	86,400
Provident Fund	1,800	21,600
<b>Total</b>	<b>25,000</b>	<b>3,00,000</b>
<b>Deductions:</b>		
PF Employee	1,800	
PF Employer	1,800	
PT	200	
<b>Take home</b>	<b>21,200</b>	

  
REGISTRAR  


Incentives upto 2L per annum (based on performance) will be paid out quarterly to the employee.

A Certificate and a Letter of Recommendation (LoR) will also be written in the Employee's favour by the Co-Founder, if the Employee excels in his/ her role.

We hope you have a great learning experience with us and grow in the process of this role.

Thanking you.

Yours faithfully,  
for Edupolis Technologies Pvt Ltd (Unschool)



Rahul Varma  
Co-Founder and CEO  
Unschool.

Authorised Signatory

I hereby accept the aforesaid position and terms and conditions of employment set forth above.

Signed: \_\_\_\_\_

Date: \_\_\_\_\_

Name: \_\_\_\_\_

  
REGISTRAR Registrar  
PRESIDENCY UNIVERSITY  
BANGALORE





Dear **Srinath S**,

**Subject:** Appointment in the position of **Operations Executive**

With reference to your application and the subsequent interview you had with us, we are pleased to confirm your appointment for the above-said position in **Edupolis Technologies Pvt. Ltd. (Unschool)** subject to the following terms and conditions.

#### AGREEMENT CUM APPOINTMENT LETTER

THIS AGREEMENT is made on the **9th of April 2021** between

**Edupolis Technologies Pvt Ltd.**, a company registered under the Companies Act, 2013 having its registered office at **Hyderabad** (hereinafter called the "**Company**") of the one part;

and **Srinath S**

(Hereinafter called the "**Employee**") of the other part.

#### WHEREAS

The Company is desirous of appointing **Srinath S** as its Operations Executive and the Employee has agreed to accept the appointment on the terms and conditions outlined herein below.

NOW, THIS AGREEMENT WITNESSES as follows:

1. The monthly salary package of the Employee will be as per the terms mentioned in this letter. Based on the periodic reviews the Employee's compensation package may differ as per the compensation policy applicable to other employees of the Employee's category in the respective department.
2. The Employee shall perform such duties and exercise such powers, that may from time to time be assigned to or vested in him/her by the Company.
3. 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.
4. The Employee shall confirm and comply with the directions of the Board of Directors of the Company from time to time. The Employee shall faithfully serve the Company to the best of his/her abilities and shall make his/her utmost endeavour to promote the interests of the Company.
5. You will be working from **Hyderabad** from the office location.
6. The Company may terminate this agreement at any time before the expiry of the stipulated term by giving one month's prior notice in writing to the Employee. Without prejudice to anything contained herein, the Company can terminate the Employee's contract any time if the Employee-



- Commits any material or persistent breach of any of the provisions contained herein.
- Be guilty of any default, misconduct or neglect in the discharge of his/ her duties affecting the business of the Company.

### 1. WORKING HOURS:

The standard working hours for the Employee will be 11:30 AM to 8:30 PM, 5-6 days in a week. In view of the Employee's position in the Company, the Employee shall effectively perform to ensure results and will be expected to work beyond the standard working hours to achieve the results, whenever the job so requires. Additionally, the Company may implement staggered work shifts, in rare cases of necessity. In such an event, the Employee shall abide by the change in the standard working hours as may be notified by the Company to accommodate such staggered shifts.

### 2. DATE OF JOINING:

As per discussions, the Employee will report to the Company on **19th April 2021** at Office - **Address:** 2nd Floor, SNP towers, Janardhana hills, Serlingampally, Gachibowli, 500032

### 3. LEAVE:

The Employee will be entitled to a total 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 where not more than one day of leave can be redeemed per month. 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 the Employee.

### 4. NOTICE PERIOD; TERMINATION:

a) During the internship or the extended probation period, the Company may terminate the contract of employment by giving written notice to the other party. The Company reserves the right to terminate the employment by giving 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 the Employee, a **notice period of 45 days (1.5 months)** is applicable.

b) In the event the termination is initiated by the Employee without adhering to the notice period, the Company reserves the right to recover from the Employee upto 3 months' salary which is based on annual fixed compensation, in lieu of breaking the notice period contract which is established a period of 1.5 months, subject to the release date being approved by the Company.

c) Even when the termination is initiated by the Employee, in case of breach, the Company may, at its discretion, relieve the Employee from a date it may deem fit, at any time before expiration of the notice period (1.5 months from the date of acceptance of resignation by the Company). The Company will agree to the release date and salary payment in lieu of notice period. However, during the notice period, the Employee shall cooperate with the Company in ensuring smooth and proper hand-over of the Employee's responsibilities, failing, which the Company shall be, authorised to withhold/ forfeit the Employee's dues.

d) The Company may also terminate/ suspend the Employee's services immediately at its discretion at any time without giving any notice or amount in lieu of notice, if it has been alleged and prima facie established through preliminary internal enquiry that the Employee has 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 breach of terms and conditions outlined in this contract of employment including the Company's policies, or
- (v) any activity leading to loss of business for the Company.

e) The Company also expects that the Employee voluntarily discloses details of any of the above acts to the Company at the time of joining or during the Employee's employment with the Company, as applicable, based on which the Company may terminate/ suspend the Employee's services at its discretion at any time immediately upon providing a written notice to the Employee.

## 6. BASKET OF ALLOWANCES (BOA)

The Basket of Allowances will be paid to the Employee as part of the Employee's salary every month. The components are as follows: Basic Pay, HRA, Internet, Special Allowance and Provident Fund. The Employee has the flexibility of changing the amounts under each of the above mentioned heads, within his/ her BOA, according to the Employee's preferences and income tax plan.

## 7. NON DISCLOSURE AGREEMENT

During the Employee's employment, the Employee 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 appointment, the Employee acknowledges that all of this information must be kept strictly confidential, and should not be used for the Employee's own purposes or disclosed to anyone outside the Company, unless authorised in writing by the Company. In addition, the Employee agrees that, upon the termination of the employment (for any reason whatsoever), the Employee will immediately return to the Company, all of its property, equipment, and documents, including but not limited to electronically stored information. The Employee agrees 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 the employment with the Company.

## 8. NON COMPETE AND NON SOLICITATION

The Employee undertakes, agrees and covenants with the Company that for a period of **6 (six) 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 the competitive activity of the Employee set forth in this contract are mainly to protect the value of the Company due to the 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.



## 10. EARNINGS

During the 1st 6 months, the employee is paid a stipend of up to 15,000 INR starting from 7,500 INR (performance-based).

Refer below for the split-up of the salary structure for the full-time role (after the internship period) as an Operations Executive at Edupolis Technologies Pvt Ltd. (Unschool).

Name	DOJ	Designation
Srinath S	19th April 2021	Operations Executive

Components	Per month (INR)	Annual (INR)
Base Salary	8,000	96,000
HRA	6,000	72,000
Telephone and Internet	2,000	24,000
Special Allowances	7,200	86,400
Provident Fund	1,800	21,600
<b>Total</b>	<b>25,000</b>	<b>3,00,000</b>
<b>Deductions:</b>		
PF Employee	1,800	
PF Employer	1,800	
PT	200	
<b>Take home</b>	<b>21,200</b>	

  
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Incentives upto 2L per annum (based on performance) will be paid out quarterly to the employee.

A Certificate and a Letter of Recommendation (LoR) will also be written in the Employee's favour by the Co-Founder, if the Employee excels in his/ her role.

We hope you have a great learning experience with us and grow in the process of this role.

Thanking you.

Yours faithfully,  
for Edupolis Technologies Pvt Ltd (Unschool)



Rahul Varma  
Co-Founder and CEO  
Unschool.

Authorised Signatory

I hereby accept the aforesaid position and terms and conditions of employment set forth above.

Signed: \_\_\_\_\_

Date: \_\_\_\_\_

Name: \_\_\_\_\_

  
REGISTRAR Registrar  
PRESIDENCY UNIVERSITY  
BANGALORE



Dear **Junaid Ahmed**,

**Subject:** Appointment in the position of **Operations Executive**

With reference to your application and the subsequent interview you had with us, we are pleased to confirm your appointment for the above-said position in **Edupolis Technologies Pvt. Ltd. (Unschool)** subject to the following terms and conditions.

#### AGREEMENT CUM APPOINTMENT LETTER

THIS AGREEMENT is made on the **9th of April 2021** between

**Edupolis Technologies Pvt Ltd.**, a company registered under the Companies Act, 2013 having its registered office at **Hyderabad** (hereinafter called the "**Company**") of the one part;

and **Junaid Ahmed**

(Hereinafter called the "**Employee**") of the other part.

#### WHEREAS

The Company is desirous of appointing **Junaid Ahmed** as its Operations Executive and the Employee has agreed to accept the appointment on the terms and conditions outlined herein below.

NOW, THIS AGREEMENT WITNESSES as follows:

1. The monthly salary package of the Employee will be as per the terms mentioned in this letter. Based on the periodic reviews the Employee's compensation package may differ as per the compensation policy applicable to other employees of the Employee's category in the respective department.
2. The Employee shall perform such duties and exercise such powers, that may from time to time be assigned to or vested in him/her by the Company.
3. 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.
4. The Employee shall confirm and comply with the directions of the Board of Directors of the Company from time to time. The Employee shall faithfully serve the Company to the best of his/her abilities and shall make his/her utmost endeavour to promote the interests of the Company.
5. You will be working from **Hyderabad** from the office location.
6. The Company may terminate this agreement at any time before the expiry of the stipulated term by giving one month's prior notice in writing to the Employee. Without prejudice to anything contained herein, the Company can terminate the Employee's contract any time if the Employee-



- Commits any material or persistent breach of any of the provisions contained herein.
- Be guilty of any default, misconduct or neglect in the discharge of his/ her duties affecting the business of the Company.

### 1. WORKING HOURS:

The standard working hours for the Employee will be 11:30 AM to 8:30 PM, 5-6 days in a week. In view of the Employee's position in the Company, the Employee shall effectively perform to ensure results and will be expected to work beyond the standard working hours to achieve the results, whenever the job so requires. Additionally, the Company may implement staggered work shifts, in rare cases of necessity. In such an event, the Employee shall abide by the change in the standard working hours as may be notified by the Company to accommodate such staggered shifts.

### 2. DATE OF JOINING:

As per discussions, the Employee will report to the Company on **19th April 2021** at Office - **Address:** 2nd Floor, SNP towers, Janardhana hills, Serlingampally, Gachibowli, 500032

### 3. LEAVE:

The Employee will be entitled to a total 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 where not more than one day of leave can be redeemed per month. 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 the Employee.

### 4. NOTICE PERIOD; TERMINATION:

a) During the internship or the extended probation period, the Company may terminate the contract of employment by giving written notice to the other party. The Company reserves the right to terminate the employment by giving 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 the Employee, a **notice period of 45 days (1.5 months)** is applicable.

b) In the event the termination is initiated by the Employee without adhering to the notice period, the Company reserves the right to recover from the Employee upto 3 months' salary which is based on annual fixed compensation, in lieu of breaking the notice period contract which is established a period of 1.5 months, subject to the release date being approved by the Company.

c) Even when the termination is initiated by the Employee, in case of breach, the Company may, at its discretion, relieve the Employee from a date it may deem fit, at any time before expiration of the notice period (1.5 months from the date of acceptance of resignation by the Company). The Company will agree to the release date and salary payment in lieu of notice period. However, during the notice period, the Employee shall cooperate with the Company in ensuring smooth and proper hand-over of the Employee's responsibilities, failing, which the Company shall be, authorised to withhold/ forfeit the Employee's dues.

d) The Company may also terminate/ suspend the Employee's services immediately at its discretion at any time without giving any notice or amount in lieu of notice, if it has been alleged and prima facie established through preliminary internal enquiry that the Employee has 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 breach of terms and conditions outlined in this contract of employment including the Company's policies, or
- (v) any activity leading to loss of business for the Company.

e) The Company also expects that the Employee voluntarily discloses details of any of the above acts to the Company at the time of joining or during the Employee's employment with the Company, as applicable, based on which the Company may terminate/ suspend the Employee's services at its discretion at any time immediately upon providing a written notice to the Employee.

## 6. BASKET OF ALLOWANCES (BOA)

The Basket of Allowances will be paid to the Employee as part of the Employee's salary every month. The components are as follows: Basic Pay, HRA, Internet, Special Allowance and Provident Fund. The Employee has the flexibility of changing the amounts under each of the above mentioned heads, within his/ her BOA, according to the Employee's preferences and income tax plan.

## 7. NON DISCLOSURE AGREEMENT

During the Employee's employment, the Employee 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 appointment, the Employee acknowledges that all of this information must be kept strictly confidential, and should not be used for the Employee's own purposes or disclosed to anyone outside the Company, unless authorised in writing by the Company. In addition, the Employee agrees that, upon the termination of the employment (for any reason whatsoever), the Employee will immediately return to the Company, all of its property, equipment, and documents, including but not limited to electronically stored information. The Employee agrees 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 the employment with the Company.

## 8. NON COMPETE AND NON SOLICITATION

The Employee undertakes, agrees and covenants with the Company that for a period of **6 (six) 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 the competitive activity of the Employee set forth in this contract are mainly to protect the value of the Company due to the 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.

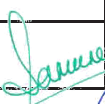
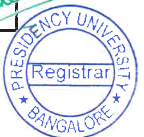
## 10. EARNINGS

During the 1st 6 months, the employee is paid a stipend of up to 15,000 INR starting from 7,500 INR (performance-based).

Refer below for the split-up of the salary structure for the full-time role (after the internship period) as an Operations Executive at Edupolis Technologies Pvt Ltd. (Unschool).

Name	DOJ	Designation
Junaid Ahmed	19th April 2021	Operations Executive

Components	Per month (INR)	Annual (INR)
Base Salary	8,000	96,000
HRA	6,000	72,000
Telephone and Internet	2,000	24,000
Special Allowances	7,200	86,400
Provident Fund	1,800	21,600
<b>Total</b>	<b>25,000</b>	<b>3,00,000</b>
<b>Deductions:</b>		
PF Employee	1,800	
PF Employer	1,800	
PT	200	
<b>Take home</b>	<b>21,200</b>	

  
REGISTRAR  


Incentives upto 2L per annum (based on performance) will be paid out quarterly to the employee.

A Certificate and a Letter of Recommendation (LoR) will also be written in the Employee's favour by the Co-Founder, if the Employee excels in his/ her role.

We hope you have a great learning experience with us and grow in the process of this role.

Thanking you.

Yours faithfully,  
for Edupolis Technologies Pvt Ltd (Unschool)



Rahul Varma  
Co-Founder and CEO  
Unschool.

Authorised Signatory

I hereby accept the aforesaid position and terms and conditions of employment set forth above.

Signed: \_\_\_\_\_

Date: \_\_\_\_\_

Name: \_\_\_\_\_



REGISTRAR Registrar  
PRESIDENCY UNIVERSITY  
BANGALORE



Dear **M Nagaraj**,

**Subject:** Appointment in the position of **Operations Executive**

With reference to your application and the subsequent interview you had with us, we are pleased to confirm your appointment for the above-said position in **Edupolis Technologies Pvt. Ltd. (Unschool)** subject to the following terms and conditions.

#### AGREEMENT CUM APPOINTMENT LETTER

THIS AGREEMENT is made on the **9th of April 2021** between

**Edupolis Technologies Pvt Ltd.**, a company registered under the Companies Act, 2013 having its registered office at **Hyderabad** (hereinafter called the "**Company**") of the one part;

and **M Nagaraj**

(Hereinafter called the "**Employee**") of the other part.

#### WHEREAS

The Company is desirous of appointing **M Nagaraj** as its Operations Executive and the Employee has agreed to accept the appointment on the terms and conditions outlined herein below.

NOW, THIS AGREEMENT WITNESSES as follows:

1. The monthly salary package of the Employee will be as per the terms mentioned in this letter. Based on the periodic reviews the Employee's compensation package may differ as per the compensation policy applicable to other employees of the Employee's category in the respective department.
2. The Employee shall perform such duties and exercise such powers, that may from time to time be assigned to or vested in him/her by the Company.
3. 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.
4. The Employee shall confirm and comply with the directions of the Board of Directors of the Company from time to time. The Employee shall faithfully serve the Company to the best of his/her abilities and shall make his/her utmost endeavour to promote the interests of the Company.
5. You will be working from **Hyderabad** from the office location.
6. The Company may terminate this agreement at any time before the expiry of the stipulated term by giving one month's prior notice in writing to the Employee. Without prejudice to anything contained herein, the Company can terminate the Employee's contract any time if the Employee-

*Jameer*  
Registrar  
UNIVERSITY OF APPLIED SCIENCES  
BANGALORE

- Commits any material or persistent breach of any of the provisions contained herein.
- Be guilty of any default, misconduct or neglect in the discharge of his/ her duties affecting the business of the Company.

### 1. WORKING HOURS:

The standard working hours for the Employee will be 11:30 AM to 8:30 PM, 5-6 days in a week. In view of the Employee's position in the Company, the Employee shall effectively perform to ensure results and will be expected to work beyond the standard working hours to achieve the results, whenever the job so requires. Additionally, the Company may implement staggered work shifts, in rare cases of necessity. In such an event, the Employee shall abide by the change in the standard working hours as may be notified by the Company to accommodate such staggered shifts.

### 2. DATE OF JOINING:

As per discussions, the Employee will report to the Company on **19th April 2021** at Office - **Address:** 2nd Floor, SNP towers, Janardhana hills, Serlingampally, Gachibowli, 500032

### 3. LEAVE:

The Employee will be entitled to a total 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 where not more than one day of leave can be redeemed per month. 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 the Employee.

### 4. NOTICE PERIOD; TERMINATION:

a) During the internship or the extended probation period, the Company may terminate the contract of employment by giving written notice to the other party. The Company reserves the right to terminate the employment by giving 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 the Employee, a **notice period of 45 days (1.5 months)** is applicable.

b) In the event the termination is initiated by the Employee without adhering to the notice period, the Company reserves the right to recover from the Employee upto 3 months' salary which is based on annual fixed compensation, in lieu of breaking the notice period contract which is established a period of 1.5 months, subject to the release date being approved by the Company.

c) Even when the termination is initiated by the Employee, in case of breach, the Company may, at its discretion, relieve the Employee from a date it may deem fit, at any time before expiration of the notice period (1.5 months from the date of acceptance of resignation by the Company). The Company will agree to the release date and salary payment in lieu of notice period. However, during the notice period, the Employee shall cooperate with the Company in ensuring smooth and proper hand-over of the Employee's responsibilities, failing, which the Company shall be, authorised to withhold/ forfeit the Employee's dues.

d) The Company may also terminate/ suspend the Employee's services immediately at its discretion at any time without giving any notice or amount in lieu of notice, if it has been alleged and prima facie established through preliminary internal enquiry that the Employee has 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 breach of terms and conditions outlined in this contract of employment including the Company's policies, or
- (v) any activity leading to loss of business for the Company.

e) The Company also expects that the Employee voluntarily discloses details of any of the above acts to the Company at the time of joining or during the Employee's employment with the Company, as applicable, based on which the Company may terminate/ suspend the Employee's services at its discretion at any time immediately upon providing a written notice to the Employee.

## 6. BASKET OF ALLOWANCES (BOA)

The Basket of Allowances will be paid to the Employee as part of the Employee's salary every month. The components are as follows: Basic Pay, HRA, Internet, Special Allowance and Provident Fund. The Employee has the flexibility of changing the amounts under each of the above mentioned heads, within his/ her BOA, according to the Employee's preferences and income tax plan.

## 7. NON DISCLOSURE AGREEMENT

During the Employee's employment, the Employee 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 appointment, the Employee acknowledges that all of this information must be kept strictly confidential, and should not be used for the Employee's own purposes or disclosed to anyone outside the Company, unless authorised in writing by the Company. In addition, the Employee agrees that, upon the termination of the employment (for any reason whatsoever), the Employee will immediately return to the Company, all of its property, equipment, and documents, including but not limited to electronically stored information. The Employee agrees 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 the employment with the Company.

## 8. NON COMPETE AND NON SOLICITATION

The Employee undertakes, agrees and covenants with the Company that for a period of **6 (six) 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 the competitive activity of the Employee set forth in this contract are mainly to protect the value of the Company due to the 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.



## 10. EARNINGS

During the 1st 6 months, the employee is paid a stipend of up to 15,000 INR starting from 7,500 INR (performance-based).

Refer below for the split-up of the salary structure for the full-time role (after the internship period) as an Operations Executive at Edupolis Technologies Pvt Ltd. (Unschool).

Name	DOJ	Designation
M Nagaraj	19th April 2021	Operations Executive

Components	Per month (INR)	Annual (INR)
Base Salary	8,000	96,000
HRA	6,000	72,000
Telephone and Internet	2,000	24,000
Special Allowances	7,200	86,400
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Registrar  
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Incentives upto 2L per annum (based on performance) will be paid out quarterly to the employee.



A Certificate and a Letter of Recommendation (LoR) will also be written in the Employee's favour by the Co-Founder, if the Employee excels in his/ her role.

We hope you have a great learning experience with us and grow in the process of this role.

Thanking you.

Yours faithfully,  
for Edupolis Technologies Pvt Ltd (Unschool)



Rahul Varma  
Co-Founder and CEO  
Unschool.

Authorised Signatory

I hereby accept the aforesaid position and terms and conditions of employment set forth above.

Signed: \_\_\_\_\_

Date: \_\_\_\_\_

Name: \_\_\_\_\_



REGISTRAR Registrar  
PRESIDENCY UNIVERSITY  
BANGALORE



Dear **Manju Yallappa Badannavar**,

**Subject:** Appointment in the position of **Operations Executive**

With reference to your application and the subsequent interview you had with us, we are pleased to confirm your appointment for the above-said position in **Edupolis Technologies Pvt. Ltd. (Unschool)** subject to the following terms and conditions.

#### AGREEMENT CUM APPOINTMENT LETTER

THIS AGREEMENT is made on the **9th of April 2021** between

**Edupolis Technologies Pvt Ltd.**, a company registered under the Companies Act, 2013 having its registered office at **Hyderabad** (hereinafter called the “**Company**”) of the one part;

and **Manju Yallappa Badannavar**

(Hereinafter called the “**Employee**”) of the other part.

#### WHEREAS

The Company is desirous of appointing **Manju Yallappa Badannavar** as its Operations Executive and the Employee has agreed to accept the appointment on the terms and conditions outlined herein below.

NOW, THIS AGREEMENT WITNESSES as follows:

1. The monthly salary package of the Employee will be as per the terms mentioned in this letter. Based on the periodic reviews the Employee’s compensation package may differ as per the compensation policy applicable to other employees of the Employee’s category in the respective department.
2. The Employee shall perform such duties and exercise such powers, that may from time to time be assigned to or vested in him/her by the Company.
3. 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.
4. The Employee shall confirm and comply with the directions of the Board of Directors of the Company from time to time. The Employee shall faithfully serve the Company to the best of his/her abilities and shall make his/her utmost endeavour to promote the interests of the Company.
5. You will be working from **Hyderabad** from the office location.
6. The Company may terminate this agreement at any time before the expiry of the stipulated term by giving one month’s prior notice in writing to the Employee. Without prejudice to anything contained herein, the Company can terminate the Employee’s contract any time if the Employee-

