

PRIVATE & CONFIDENTIAL

29th September 2022

BETSOL
Bengaluru, India

Dear Akshma Runda

Mobile: 8617734866

Email: AKSHMA.20201BCA0008@presidencyuniversity.in

EMPLOYMENT AGREEMENT

We are pleased to offer you employment as **Technical Support Associate** with BETSOL or any of its affiliates (including BETSOL LLC.) (Hereinafter referred to as "BETSOL") commencing on **Monday, 3rd July 2023**. The terms and conditions of employment are as follows:

Compensation

Your Cost to BETSOL will be **INR 29,167/- per month**. This brings your total compensation to **INR 3,50,000/- per annum**. Your total compensation will comprise of annual base salary, flexible benefits, bonus, gratuity and provident fund.

Note: Your employment with BETSOL is contingent on passing a pre-employment background check.

Allowances and Perquisites

Other monthly/annual allowances, reimbursements, benefits and perquisites applicable to you are described in the annexure to this letter. Detailed policies/procedures/rules and regulations governing the monthly/annual allowances, reimbursements, benefits and perquisites will be given to you in the employee handbook on the day of joining.

Annual Leave Entitlement

You will be entitled to 15 working days of Earned leave each year of service in addition to the 5 Restricted holidays and 9 Sick/Casual leaves. New employees are entitled to annual leave calculated on a pro-rated basis from the commencement date to the end of the fiscal year.


BETSOL shall, during the term of this Agreement, provide Employee with benefits and such benefits plan may be changed from time to time by BETSOL in accordance with standard health and welfare benefit policies.

Personal income Taxes

All your personal income taxes will be your personal responsibility irrespective of your citizenship. If you possess citizenship or permanent residency outside India, you will be responsible for all tax liability including those outside India.

Retirement Age

You shall be retired from the services of the Company on attaining the age of sixty (60) years and shall not have any claim to be continued in service thereafter. The actual date of retirement shall be the last working day of the calendar month in which your sixtieth birthday falls.


REGISTRAR


Probation

You will be on probation for a period of six months from the date of your joining. The six months of probationary period provides the Company an opportunity to observe and evaluate your performance and conduct.

During this probationary period, the Company may terminate employment immediately, with or without cause and with or without notice. This six month of probationary period is not a term of employment and is not intended, nor does it, impact the at will nature of the relationship between the Company and the employee.

Termination of Employment

You acknowledge and agree that your employment with BETSOL is subject to applicable law and the then applicable BETSOL's policies and procedures. Your employment may be terminated by the Company giving you 4 weeks written notice or by you giving 2 months written notice to BETSOL (applicable also during probation period). BETSOL reserves the right to pay you the salary (Monthly Gross Salary) in lieu of the said notice period. Here, the salary in reference shall mean monthly compensation.

If the employee has accepted a joining bonus from the company & submits the resignation before completing 12 months from the date of joining, the employee will be obligated to repay the joining bonus to the company.

In consideration of the training and enhancement of skill sets that the Employee will receive from the Company, the Employee agrees to serve in the employment of the Company for a minimum period of twelve (12) months (the "Minimum Term") from the date of the Employee reporting for work with the Company.

In the light of the loss that the Company will suffer if the Employee does not serve the Minimum Term, the Employee will be obligated to pay a sum of penalty (₹ 2,00,000 - Two Lakh Rupees) to the Company in lieu of recovering a percentage of the loss incurred by the Company.

Upon receipt of any notice of termination (i.e. resignation letter) from you, BETSOL may in its sole discretion relieve you of your duties before the expiry of the notice period by paying you the applicable pro-rated salary (Monthly Gross Salary) in lieu of the outstanding notice period. Further, BETSOL may (but is not obliged to) relieve you of your duties before the expiry of the notice period if you request to be so relieved and BETSOL agrees in its sole discretion to do so, subject always to your payment to BETSOL of an amount equivalent to the applicable pro-rated salary (Monthly Gross Salary) in lieu of the outstanding notice period.

Upon termination of employment with BETSOL, and regardless of the reason for such termination, you will promptly return to, or leave with BETSOL all documents, records, notebooks, computers, laptops, phones, sim cards, headsets, data cards, disks or other equipment or materials, including all copies, in your possession or control which contain any Confidential Information or any other information concerning BETSOL or any of its affiliates, or any of their respective products, intellectual property, services or clients.

In the event of termination, BETSOL reserves the right to recover from you or withhold any amount payable to you at the time of such termination or subsequently, any monies paid to you in advance by BETSOL or otherwise paid by BETSOL towards, including but not limited to, statutory charges including tax and expenses relating to relocation, travel, visas, immigration and attorneys' fees, recruitment fees, education incurred in connection with your employment and training by BETSOL.

Confidentiality Agreement

It is critical that BETSOL take steps to protect its business interest. This includes but not limited to intellectual property and confidential information and protection from competitors. Accordingly, you are required to sign the attached "Employee Agreement Regarding Intellectual Property, Confidential Information and Non- Competition". You may also be required to enter into further Confidentiality Agreements with the Company, as BETSOL may reasonably require.

Exclusive Employment

During the Employment Period, the Employee shall work exclusively for the Company and shall:

- (i) not accept executive responsibility, or any directorship, partnership or similar position in any other company / entity; and
- (ii) not indulge, carry on, participate and / or be involved in any business or activity either directly or indirectly, through any other entity, which will, in any manner, be in competition with the business, products or services marketed or provided by the Company.
- (iii) and not join employment with any of the Company's clients or customers or any other entity.

Others

You will be required at all times to comply with any and all instructions and regulations of BETSOL and that you will be personally liable for any loss caused to BETSOL by any illegal or dishonest conduct by you.

Payments and benefits under these plans and programs, as well as other payments referred to in this letter and attached documents, may be subject to India Salaries Tax. BETSOL reserves the right to discontinue or modify the compensation, incentive, benefit, perquisite plans, programs, or practices. Moreover, the very brief summaries contained herein are subject to the terms of such plans, programs and practices.

You will keep the management informed of any change in your residential address. In case of your inability to do so, any communication sent at the e-mail address available to the management will be deemed to have been served to you.

BETSOL shall have the right to assign this Agreement to any of its subsidiaries or affiliated companies.

We would appreciate if you will confirm acceptance of this offer by signing and returning to us the duplicate copy of this letter and the "Employee Agreement Regarding Intellectual Property, Confidential Information and Non- Competition" within 2 business days, failure of which may be treated as your decline of our offer.

We welcome you to BETSOL and wish you a rewarding career.

On behalf of
BETSOL

I agree and accept the offer on
the above terms and conditions

Neha Sawant
Manager – Human Resource Management


Akshma Shalini Runda (Oct 1, 2022 19:17 GMT+5.5)

Akshma Runda
ID No. / Passport No.: Encl.


REGISTRAR


**Employee Agreement Regarding Intellectual Property,
Confidential Information and Non-Competition**

IN CONSIDERATION of my employment by BETSOL or any of its affiliates (including BETSOL LLC) (hereinafter "BETSOL"), and my continued employment during such time as may be mutually agreeable, and of the opportunity to receive BETSOL private or proprietary information, and other good and valuable consideration:

1. I hereby assign to BETSOL or its designee all my rights, titles and interest in and to all "Intellectual Property", as defined below, made, created, developed, written or conceived by me during the period of such employment, whether during or outside of regular working hours, either solely or jointly with another, either in the course of such employment, or relating to the actual or anticipated business or research or development of BETSOL, or with the use of BETSOL's time, material, private or proprietary information, or facilities. As used in this Agreement, Intellectual Property means all (i) tangible and intangible work products, inventions, discoveries, designs, improvements, ideas, know-how, computer or other programs and related documentation, works of authorship, and business relationships and goodwill generated by me ("Work Product and Inventions"); and (ii) patents, copyrights, trademarks, trade secrets and other proprietary rights arising out of or related to the Work Product and Inventions.

I further understand and agree that the decision whether or not to commercialize or market any Intellectual Property developed by me solely or jointly with others is within BETSOL's sole benefit and that no payment will be due to me as a result of BETSOL's efforts to commercialize or market such Intellectual Property.

2. I will promptly disclose all Intellectual Property to BETSOL and without charge to BETSOL but at its expense, execute a specific assignment of title to BETSOL and do anything else reasonably necessary to enable BETSOL to secure a patent, copyright, or other form of protection for said Intellectual Property anywhere in the world.

3. I further agree that I will keep in confidence and will not, except as required in the conduct of BETSOL's business or as authorized in writing on behalf of BETSOL, publish, disclose, or use, during and after the period of my employment, any private or proprietary information which I may in any way acquire, learn, develop, or create by reason of my employment.

I further agree that I will not without the prior written consent of BETSOL, both during and for a period of three (3) months after termination for any reason of my employment with BETSOL, on behalf of any competitor of BETSOL:

- render any services relating to strategic planning, research and development, manufacturing, marketing, or selling with respect to any product, process, material or service which resembles, competes with, or is the same as a product, process, material or service of BETSOL about which I gained any proprietary or confidential information or on which I worked during the three (3) years prior to the termination of my employment, or
- render information about any customer of BETSOL about whom I gained any proprietary or confidential knowledge or with whom I worked during the three (3) years prior to the termination of my employment;

4. During my employment with BETSOL and for a period of one year thereafter, I will not hire any employees of BETSOL and I will not, directly or indirectly, solicit, induce, recruit or encourage any BETSOL Employees to terminate their employment with BETSOL, except as may be required in the performance of my duties for BETSOL;

5. On or prior to termination of my BETSOL employment, or at any time upon the specific request of BETSOL, I will return to BETSOL (and will not keep in my possession, recreate or deliver to anyone else) all (i) private, proprietary or confidential property or materials (in any form, including tangible or electronic) furnished to

or obtained by me in the course of my employment, and (ii) embodiments of Work Product and Inventions. I further agree that upon termination of employment with BETSOL, I will immediately inform BETSOL of the identity of my new employer (or the nature of self-employment) and of my new title and job responsibilities, and hereby authorize BETSOL to provide a copy of this Agreement to any new employer. Further I will provide such information as BETSOL may request to determine my compliance with the terms of this Agreement;

6. BETSOL is extremely mindful of the critical nature of third party proprietary information. Accordingly, I hereby represent that, during the course of my employment, I will not bring any such materials to BETSOL or expose any BETSOL employees to any such materials including, but not limited to, trade secrets, price lists, non-public organizational charts, pricing information, marketing plans, competitive analyses, and customer lists. Under no circumstances may any such information be used to further BETSOL in the marketplace. Additionally, any valid restrictions, covenants, or confidentiality agreements which I have previously agreed upon with former employers, must be adhered to in the course of my employment with BETSOL to the extent enforceable based on applicable law. To that end, I acknowledge that BETSOL has not, and will not, require, request, or induce me to violate the confidential interest of any third parties, including BETSOL's competition. In the event of any breach of this provision, I agree to indemnify & hold BETSOL harmless for any claims, actions, suits or proceedings arising thereto.

I further agree that I will not incorporate, or permit to be incorporated, any Prior Invention owned by me or in which I have an interest into an BETSOL product, process or machine without BETSOL's prior written consent. Notwithstanding the foregoing sentence, if, in the course of my employment with BETSOL, I incorporate into an BETSOL product, process or machine (a "Prior Invention") owned by me or in which I have an interest, BETSOL is hereby granted and shall have a nonexclusive, royalty-free, irrevocable, perpetual, worldwide license to make, have made, modify, use and sell such Prior Invention as part of or in connection with such product, process or machine.

7. I acknowledge that my breach of the obligations under this Agreement cannot be reasonably or adequately compensated in damages in an action at law. Accordingly, I agree that if I breach any of these covenants, BETSOL will have available, in addition to any other right or remedy available, the right to obtain an injunction from a court of competent jurisdiction restraining such breach or threatened breach and to specific performance of any such provision of this Agreement. I further agree that no bond or other security shall be required in obtaining such equitable relief and I hereby consent to the issuance of such injunction and to the ordering of specific performance.

8. If one of the provisions in this Agreement is determined, for any reason, to be invalid, illegal, or unenforceable in any respect, such invalidity, illegality or unenforceability will not affect any other provision of this Agreement and the remaining provisions shall continue with full force and effect. Also, if one or more provision of this Agreement shall be determined by any court to be too broad as to time, duration, geographical scope, activity, or subject, it will be construed by limiting and reducing it so as to be enforceable to the extent compatible with the applicable law.

9. This Agreement is binding upon my heirs, executors, administrators and other legal representatives and inures to the benefit of BETSOL, its successors and assigns. As between me and BETSOL, only BETSOL may assign its rights or obligations under this Agreement. All amendments must be in writing and signed by BETSOL and me.

10. I further agree that this Agreement does not constitute a contract of employment and that this Agreement does not constitute an offer or assurance of employment or any other affiliation with BETSOL, and I understand that, unless I have a separate written agreement providing otherwise, my employment is at will and either BETSOL or I can terminate my employment at any time for any reason.

Employee's Signature

Employee's Name (Print)

ID/Passport No.


Akshma Shalini Runda (Oct 1, 2022 19:17 GMT+5.5)

Akshma Shalini Runda

20201BCA0008

Annexure 1:

Salary Break Up			
	Particulars	Per Month	Per Annum
A.	Basic (i)(40% of CTC)	₹ 11,667	₹ 1,40,000
	Basket of Allowances (BOA)(ii)	₹ 14,289	₹ 1,71,466
	Base Salary(iii)=(i+ii) - Gross pay	₹ 25,956	₹ 3,11,466
B.	Provident Fund Employer's Contribution(12% of Basic) (iv)	₹ 1,400	₹ 16,800
	Gratuity (4.81% of Basic) (v)	₹ 561	₹ 6,734
	Medical Insurance Premium (vi)	₹ 1,250	₹ 15,000
	Retirals(iv)+(v)+(vi)	₹ 3,211	₹ 38,534
Cost to Company(CTC)		₹ 29,167	₹ 3,50,000
Standard Deduction:			
C	Provident Fund Employee Contribution(12% of Basic)	₹ 1,400	₹ 16,800
	Professional Tax	₹ 200	₹ 2,400
	Income Tax (as applicable)	₹ 0	₹ 0
	Total Standard Deduction	₹ 1,600	₹ 19,200

	Basket of Allowances (BOA)(ii):	Per Month	Per Annum
	HRA(40% of Basic)	₹ 4,667	₹ 56,000
	LTA (10% of Basic)	₹ 1,167	₹ 14,000
	Statutory Bonus	₹ 1,250	₹ 15,000
	Special Allowance	₹ 7,206	₹ 86,466
	Total	₹ 14,289	₹ 1,71,466

	Flexible Benefit Plan:	Per Month	Per Annum
	Telephone +Mobile + Internet	₹ 2,500	₹ 30,000
	Meal card (Max of Rs.1100 or Rs.2200)	₹ 2,200	₹ 26,400
	Professional Development Expenses	₹ 16,667	₹ 2,00,000
	Total	₹ 21,367	₹ 2,56,400

Deductible Components	Amount	
	Per Month	Comments
(PF) Employer Contribution	₹ 1,400	Not shown in payslip
(PF) Employee Contribution	₹ 1,400	Displayed in payslip
Gratuity	₹ 561	Not shown in payslip
Medical Insurance premium	₹ 1,250	Displayed in payslip
Professional Tax	₹ 200	Displayed in payslip
Total Deduction (excluding tax)	₹ 4,811	
Total Cost to Company (TCTC)	₹ 29,167	
Estimated Take Home Before Tax	₹ 24,356	

Annexure 2:
Insurance Benefits*

Insurance Cover	<p>Insurance: 4,00,000 Sum Insured (S.I.) which covers Employee + Dependent Spouse + 2 Dependent children (up to the age of 23) + 2 Dependent Parents (up to the age of 80) only</p> <p>Under the Base Policy Employee and dependent spouse can avail the Maternity benefits up to INR 50,000 with in Base policy S.I. With No 9 months awaiting periods.</p> <p>Room Rent:For Normal 2% of the base policy S.I. and Restriction Upto Rs.6500/- & for ICU 4% of the base policy S.I.-Restriction max upto Rs.10000/- Proportionate clause applicable in case insured opted for higher room rent than his eligibility.</p> <p>Co-Payment-20% Co-payment applicable for Parents only.</p>
ESIC	Employee drawing upto ₹ 21,000/- per month wages will be covered under Employee State Insurance Act, 1948 (ESIC)

Retirement Planning Benefits*

	Contribution	Benefit
Provident Fund & Voluntary Provident Fund (PF & VPF)	12% of basic contributed by both employer & employee towards PF will be deducted from Cost to Company. Optional employee contribution upto 88% of basic towards VPF.	Systematic savings, assured returns and opportunity to save tax within Sec 80C
Gratuity	4.81% of Basic salary as per the Payment of Gratuity Act 1972. Eligible after 5 years of employment	No tax on gratuity of up to INR 20,00,000

Allowances & Other Benefits*

	Contribution	Benefit
Leave Travel Allowance (LTA)	10% of Basic salary, availed twice during a 4-calendar year period.	Tax benefit
House Rent Allowance (HRA)	40% of Basic salary	Tax benefit
Statutory Bonus	Bonus / Statutory Bonus, if applicable as per The Payment of Bonus Act, 1965, shall be paid in 12 equal monthly instalments in advance. Statutory bonus is applicable to employees whose basic salary is less than Rs.21000/- per month.	NA

*The above limits are as per the current employee policy and are subject to change from time to time. For more details please refer to the policies detailed in Employee Hand Book.


 REGISTRAR


PRIVATE & CONFIDENTIAL

29th September 2022

BETSOL
Bengaluru, India

Dear Aryan Kataria

Mobile: 6299244563

Email: ARYAN.20201BCA0011@presidencyuniversity.in

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We welcome you to BETSOL and wish you a rewarding career.

On behalf of
BETSOL

I agree and accept the offer on
the above terms and conditions

Neha Sawant
Manager – Human Resource Management

ARYAN KATARIA
ARYAN KATARIA (Sep 30, 2022 15:31 GMT+5.5)

Aryan Kataria
ID No. / Passport No.: Encl.


REGISTRAR


**Employee Agreement Regarding Intellectual Property,
Confidential Information and Non-Competition**

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1. I hereby assign to BETSOL or its designee all my rights, titles and interest in and to all "Intellectual Property", as defined below, made, created, developed, written or conceived by me during the period of such employment, whether during or outside of regular working hours, either solely or jointly with another, either in the course of such employment, or relating to the actual or anticipated business or research or development of BETSOL, or with the use of BETSOL's time, material, private or proprietary information, or facilities. As used in this Agreement, Intellectual Property means all (i) tangible and intangible work products, inventions, discoveries, designs, improvements, ideas, know-how, computer or other programs and related documentation, works of authorship, and business relationships and goodwill generated by me ("Work Product and Inventions"); and (ii) patents, copyrights, trademarks, trade secrets and other proprietary rights arising out of or related to the Work Product and Inventions.

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5. On or prior to termination of my BETSOL employment, or at any time upon the specific request of BETSOL, I will return to BETSOL (and will not keep in my possession, recreate or deliver to anyone else) all (i) private, proprietary or confidential property or materials (in any form, including tangible or electronic) furnished to

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I further agree that I will not incorporate, or permit to be incorporated, any Prior Invention owned by me or in which I have an interest into an BETSOL product, process or machine without BETSOL's prior written consent. Notwithstanding the foregoing sentence, if, in the course of my employment with BETSOL, I incorporate into an BETSOL product, process or machine (a "Prior Invention") owned by me or in which I have an interest, BETSOL is hereby granted and shall have a nonexclusive, royalty-free, irrevocable, perpetual, worldwide license to make, have made, modify, use and sell such Prior Invention as part of or in connection with such product, process or machine.

7. I acknowledge that my breach of the obligations under this Agreement cannot be reasonably or adequately compensated in damages in an action at law. Accordingly, I agree that if I breach any of these covenants, BETSOL will have available, in addition to any other right or remedy available, the right to obtain an injunction from a court of competent jurisdiction restraining such breach or threatened breach and to specific performance of any such provision of this Agreement. I further agree that no bond or other security shall be required in obtaining such equitable relief and I hereby consent to the issuance of such injunction and to the ordering of specific performance.

8. If one of the provisions in this Agreement is determined, for any reason, to be invalid, illegal, or unenforceable in any respect, such invalidity, illegality or unenforceability will not affect any other provision of this Agreement and the remaining provisions shall continue with full force and effect. Also, if one or more provision of this Agreement shall be determined by any court to be too broad as to time, duration, geographical scope, activity, or subject, it will be construed by limiting and reducing it so as to be enforceable to the extent compatible with the applicable law.

9. This Agreement is binding upon my heirs, executors, administrators and other legal representatives and inures to the benefit of BETSOL, its successors and assigns. As between me and BETSOL, only BETSOL may assign its rights or obligations under this Agreement. All amendments must be in writing and signed by BETSOL and me.


10. I further agree that this Agreement does not constitute a contract of employment and that this Agreement does not constitute an offer or assurance of employment or any other affiliation with BETSOL, and I understand that, unless I have a separate written agreement providing otherwise, my employment is at will and either BETSOL or I can terminate my employment at any time for any reason.

Employee's Signature

Employee's Name (Print)

ID/Passport No.

ARYAN KATARIA
ARYAN KATARIA (Sep 30, 2022 15:31 GMT+5.5)


REGISTRAR


Annexure 1:

Salary Break Up			
	Particulars	Per Month	Per Annum
A.	Basic (i)(40% of CTC)	₹ 11,667	₹ 1,40,000
	Basket of Allowances (BOA)(ii)	₹ 14,289	₹ 1,71,466
	Base Salary(iii)=(i+ii) - Gross pay	₹ 25,956	₹ 3,11,466
B.	Provident Fund Employer's Contribution(12% of Basic) (iv)	₹ 1,400	₹ 16,800
	Gratuity (4.81% of Basic) (v)	₹ 561	₹ 6,734
	Medical Insurance Premium (vi)	₹ 1,250	₹ 15,000
	Retirals(iv)+(v)+(vi)	₹ 3,211	₹ 38,534
Cost to Company(CTC)		₹ 29,167	₹ 3,50,000
Standard Deduction:			
C	Provident Fund Employee Contribution(12% of Basic)	₹ 1,400	₹ 16,800
	Professional Tax	₹ 200	₹ 2,400
	Income Tax (as applicable)	₹ 0	₹ 0
	Total Standard Deduction	₹ 1,600	₹ 19,200

	Basket of Allowances (BOA)(ii):	Per Month	Per Annum
	HRA(40% of Basic)	₹ 4,667	₹ 56,000
	LTA (10% of Basic)	₹ 1,167	₹ 14,000
	Statutory Bonus	₹ 1,250	₹ 15,000
	Special Allowance	₹ 7,206	₹ 86,466
	Total	₹ 14,289	₹ 1,71,466

	Flexible Benefit Plan:	Per Month	Per Annum
	Telephone +Mobile + Internet	₹ 2,500	₹ 30,000
	Meal card (Max of Rs.1100 or Rs.2200)	₹ 2,200	₹ 26,400
	Professional Development Expenses	₹ 16,667	₹ 2,00,000
	Total	₹ 21,367	₹ 2,56,400

Deductible Components	Amount	
	Per Month	Comments
(PF) Employer Contribution	₹ 1,400	Not shown in payslip
(PF) Employee Contribution	₹ 1,400	Displayed in payslip
Gratuity	₹ 561	Not shown in payslip
Medical Insurance premium	₹ 1,250	Displayed in payslip
Professional Tax	₹ 200	Displayed in payslip
Total Deduction (excluding tax)	₹ 4,811	
Total Cost to Company (TCTC)	₹ 29,167	
Estimated Take Home Before Tax	₹ 24,356	

Annexure 2:
Insurance Benefits*

Insurance Cover	<p>Insurance: 4,00,000 Sum Insured (S.I.) which covers Employee + Dependent Spouse + 2 Dependent children (up to the age of 23) + 2 Dependent Parents (up to the age of 80) only</p> <p>Under the Base Policy Employee and dependent spouse can avail the Maternity benefits up to INR 50,000 with in Base policy S.I. With No 9 months awaiting periods.</p> <p>Room Rent:For Normal 2% of the base policy S.I. and Restriction Upto Rs.6500/- & for ICU 4% of the base policy S.I.-Restriction max upto Rs.10000/- Proportionate clause applicable in case insured opted for higher room rent than his eligibility.</p> <p>Co-Payment-20% Co-payment applicable for Parents only.</p>
ESIC	Employee drawing upto ₹ 21,000/- per month wages will be covered under Employee State Insurance Act, 1948 (ESIC)

Retirement Planning Benefits*

	Contribution	Benefit
Provident Fund & Voluntary Provident Fund (PF & VPF)	12% of basic contributed by both employer & employee towards PF will be deducted from Cost to Company. Optional employee contribution upto 88% of basic towards VPF.	Systematic savings, assured returns and opportunity to save tax within Sec 80C
Gratuity	4.81% of Basic salary as per the Payment of Gratuity Act 1972. Eligible after 5 years of employment	No tax on gratuity of up to INR 20,00,000

Allowances & Other Benefits*

	Contribution	Benefit
Leave Travel Allowance (LTA)	10% of Basic salary, availed twice during a 4-calendar year period.	Tax benefit
House Rent Allowance (HRA)	40% of Basic salary	Tax benefit
Statutory Bonus	Bonus / Statutory Bonus, if applicable as per The Payment of Bonus Act, 1965, shall be paid in 12 equal monthly instalments in advance. Statutory bonus is applicable to employees whose basic salary is less than Rs.21000/- per month.	NA

*The above limits are as per the current employee policy and are subject to change from time to time. For more details please refer to the policies detailed in Employee Hand Book.


 REGISTRAR


PRIVATE & CONFIDENTIAL

29th September 2022

BETSOL
Bengaluru, India

Dear Soibam Khagemba Singh

Mobile: 8902071971

Email: KHAGEMBA.20201BCA0035@presidencyuniversity.in

EMPLOYMENT AGREEMENT

We are pleased to offer you employment as **Technical Support Associate** with BETSOL or any of its affiliates (including BETSOL LLC.) (Hereinafter referred to as "BETSOL") commencing on **Monday, 3rd July 2023**. The terms and conditions of employment are as follows:

Compensation

Your Cost to BETSOL will be **INR 29,167/- per month**. This brings your total compensation to **INR 3,50,000/- per annum**. Your total compensation will comprise of annual base salary, flexible benefits, bonus, gratuity and provident fund.

Note: Your employment with BETSOL is contingent on passing a pre-employment background check.

Allowances and Perquisites

Other monthly/annual allowances, reimbursements, benefits and perquisites applicable to you are described in the annexure to this letter. Detailed policies/procedures/rules and regulations governing the monthly/annual allowances, reimbursements, benefits and perquisites will be given to you in the employee handbook on the day of joining.

Annual Leave Entitlement

You will be entitled to 15 working days of Earned leave each year of service in addition to the 5 Restricted holidays and 9 Sick/Casual leaves. New employees are entitled to annual leave calculated on a pro-rated basis from the commencement date to the end of the fiscal year.

BETSOL shall, during the term of this Agreement, provide Employee with benefits and such benefits plan may be changed from time to time by BETSOL in accordance with standard health and welfare benefit policies.

Personal income Taxes

All your personal income taxes will be your personal responsibility irrespective of your citizenship. If you possess citizenship or permanent residency outside India, you will be responsible for all tax liability including those outside India.

Retirement Age

You shall be retired from the services of the Company on attaining the age of sixty (60) years and shall not have any claim to be continued in service thereafter. The actual date of retirement shall be the last working day of the calendar month in which your sixtieth birthday falls.


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Probation

You will be on probation for a period of six months from the date of your joining. The six months of probationary period provides the Company an opportunity to observe and evaluate your performance and conduct.

During this probationary period, the Company may terminate employment immediately, with or without cause and with or without notice. This six month of probationary period is not a term of employment and is not intended, nor does it, impact the at will nature of the relationship between the Company and the employee.

Termination of Employment

You acknowledge and agree that your employment with BETSOL is subject to applicable law and the then applicable BETSOL's policies and procedures. Your employment may be terminated by the Company giving you 4 weeks written notice or by you giving 2 months written notice to BETSOL (applicable also during probation period). BETSOL reserves the right to pay you the salary (Monthly Gross Salary) in lieu of the said notice period. Here, the salary in reference shall mean monthly compensation.

If the employee has accepted a joining bonus from the company & submits the resignation before completing 12 months from the date of joining, the employee will be obligated to repay the joining bonus to the company.


In consideration of the training and enhancement of skill sets that the Employee will receive from the Company, the Employee agrees to serve in the employment of the Company for a minimum period of twelve (12) months (the "Minimum Term") from the date of the Employee reporting for work with the Company.

In the light of the loss that the Company will suffer if the Employee does not serve the Minimum Term, the Employee will be obligated to pay a sum of penalty (₹ 2,00,000 – Two Lakh Rupees) to the Company in lieu of recovering a percentage of the loss incurred by the Company.

Upon receipt of any notice of termination (i.e. resignation letter) from you, BETSOL may in its sole discretion relieve you of your duties before the expiry of the notice period by paying you the applicable pro-rated salary (Monthly Gross Salary) in lieu of the outstanding notice period. Further, BETSOL may (but is not obliged to) relieve you of your duties before the expiry of the notice period if you request to be so relieved and BETSOL agrees in its sole discretion to do so, subject always to your payment to BETSOL of an amount equivalent to the applicable pro-rated salary (Monthly Gross Salary) in lieu of the outstanding notice period.

Upon termination of employment with BETSOL, and regardless of the reason for such termination, you will promptly return to, or leave with BETSOL all documents, records, notebooks, computers, laptops, phones, sim cards, headsets, data cards, disks or other equipment or materials, including all copies, in your possession or control which contain any Confidential Information or any other information concerning BETSOL or any of its affiliates, or any of their respective products, intellectual property, services or clients.

In the event of termination, BETSOL reserves the right to recover from you or withhold any amount payable to you at the time of such termination or subsequently, any monies paid to you in advance by BETSOL or otherwise paid by BETSOL towards, including but not limited to, statutory charges including tax and expenses relating to relocation, travel, visas, immigration and attorneys' fees, recruitment fees, education incurred in connection with your employment and training by BETSOL.


REGISTRAR

Registrar
BANGALORE

Confidentiality Agreement

It is critical that BETSOL take steps to protect its business interest. This includes but not limited to intellectual property and confidential information and protection from competitors. Accordingly, you are required to sign the attached "Employee Agreement Regarding Intellectual Property, Confidential Information and Non- Competition". You may also be required to enter into further Confidentiality Agreements with the Company, as BETSOL may reasonably require.

Exclusive Employment

During the Employment Period, the Employee shall work exclusively for the Company and shall:

- (i) not accept executive responsibility, or any directorship, partnership or similar position in any other company / entity; and
- (ii) not indulge, carry on, participate and / or be involved in any business or activity either directly or indirectly, through any other entity, which will, in any manner, be in competition with the business, products or services marketed or provided by the Company.
- (iii) and not join employment with any of the Company's clients or customers or any other entity.

Others

You will be required at all times to comply with any and all instructions and regulations of BETSOL and that you will be personally liable for any loss caused to BETSOL by any illegal or dishonest conduct by you.

Payments and benefits under these plans and programs, as well as other payments referred to in this letter and attached documents, may be subject to India Salaries Tax. BETSOL reserves the right to discontinue or modify the compensation, incentive, benefit, perquisite plans, programs, or practices. Moreover, the very brief summaries contained herein are subject to the terms of such plans, programs and practices.

You will keep the management informed of any change in your residential address. In case of your inability to do so, any communication sent at the e-mail address available to the management will be deemed to have been served to you.

BETSOL shall have the right to assign this Agreement to any of its subsidiaries or affiliated companies.

We would appreciate if you will confirm acceptance of this offer by signing and returning to us the duplicate copy of this letter and the "Employee Agreement Regarding Intellectual Property, Confidential Information and Non- Competition" within 2 business days, failure of which may be treated as your decline of our offer.

We welcome you to BETSOL and wish you a rewarding career.

On behalf of
BETSOL

I agree and accept the offer on
the above terms and conditions

Neha Sawant
Manager – Human Resource Management

Student
ID No. / Passport No.: Encl.

Sawant
REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

**Employee Agreement Regarding Intellectual Property,
Confidential Information and Non-Competition**

IN CONSIDERATION of my employment by BETSOL or any of its affiliates (including BETSOL LLC) (hereinafter "BETSOL"), and my continued employment during such time as may be mutually agreeable, and of the opportunity to receive BETSOL private or proprietary information, and other good and valuable consideration:

1. I hereby assign to BETSOL or its designee all my rights, titles and interest in and to all "Intellectual Property", as defined below, made, created, developed, written or conceived by me during the period of such employment, whether during or outside of regular working hours, either solely or jointly with another, either in the course of such employment, or relating to the actual or anticipated business or research or development of BETSOL, or with the use of BETSOL's time, material, private or proprietary information, or facilities. As used in this Agreement, Intellectual Property means all (i) tangible and intangible work products, inventions, discoveries, designs, improvements, ideas, know-how, computer or other programs and related documentation, works of authorship, and business relationships and goodwill generated by me ("Work Product and Inventions"); and (ii) patents, copyrights, trademarks, trade secrets and other proprietary rights arising out of or related to the Work Product and Inventions.

I further understand and agree that the decision whether or not to commercialize or market any Intellectual Property developed by me solely or jointly with others is within BETSOL's sole benefit and that no payment will be due to me as a result of BETSOL's efforts to commercialize or market such Intellectual Property.

2. I will promptly disclose all Intellectual Property to BETSOL and without charge to BETSOL but at its expense, execute a specific assignment of title to BETSOL and do anything else reasonably necessary to enable BETSOL to secure a patent, copyright, or other form of protection for said Intellectual Property anywhere in the world.


3. I further agree that I will keep in confidence and will not, except as required in the conduct of BETSOL's business or as authorized in writing on behalf of BETSOL, publish, disclose, or use, during and after the period of my employment, any private or proprietary information which I may in any way acquire, learn, develop, or create by reason of my employment.

I further agree that I will not without the prior written consent of BETSOL, both during and for a period of three (3) months after termination for any reason of my employment with BETSOL, on behalf of any competitor of BETSOL:

- render any services relating to strategic planning, research and development, manufacturing, marketing, or selling with respect to any product, process, material or service which resembles, competes with, or is the same as a product, process, material or service of BETSOL about which I gained any proprietary or confidential information or on which I worked during the three (3) years prior to the termination of my employment, or
- render information about any customer of BETSOL about whom I gained any proprietary or confidential knowledge or with whom I worked during the three (3) years prior to the termination of my employment;

4. During my employment with BETSOL and for a period of one year thereafter, I will not hire any employees of BETSOL and I will not, directly or indirectly, solicit, induce, recruit or encourage any BETSOL Employees to terminate their employment with BETSOL, except as may be required in the performance of my duties for BETSOL;

5. On or prior to termination of my BETSOL employment, or at any time upon the specific request of BETSOL, I will return to BETSOL (and will not keep in my possession, recreate or deliver to anyone else) all (i) private, proprietary or confidential property or materials (in any form, including tangible or electronic) furnished to


REGISTRAR


or obtained by me in the course of my employment, and (ii) embodiments of Work Product and Inventions. I further agree that upon termination of employment with BETSOL, I will immediately inform BETSOL of the identity of my new employer (or the nature of self-employment) and of my new title and job responsibilities, and hereby authorize BETSOL to provide a copy of this Agreement to any new employer. Further I will provide such information as BETSOL may request to determine my compliance with the terms of this Agreement;

6. BETSOL is extremely mindful of the critical nature of third party proprietary information. Accordingly, I hereby represent that, during the course of my employment, I will not bring any such materials to BETSOL or expose any BETSOL employees to any such materials including, but not limited to, trade secrets, price lists, non-public organizational charts, pricing information, marketing plans, competitive analyses, and customer lists. Under no circumstances may any such information be used to further BETSOL in the marketplace. Additionally, any valid restrictions, covenants, or confidentiality agreements which I have previously agreed upon with former employers, must be adhered to in the course of my employment with BETSOL to the extent enforceable based on applicable law. To that end, I acknowledge that BETSOL has not, and will not, require, request, or induce me to violate the confidential interest of any third parties, including BETSOL's competition. In the event of any breach of this provision, I agree to indemnify & hold BETSOL harmless for any claims, actions, suits or proceedings arising thereto.

I further agree that I will not incorporate, or permit to be incorporated, any Prior Invention owned by me or in which I have an interest into an BETSOL product, process or machine without BETSOL's prior written consent. Notwithstanding the foregoing sentence, if, in the course of my employment with BETSOL, I incorporate into an BETSOL product, process or machine (a "Prior Invention") owned by me or in which I have an interest, BETSOL is hereby granted and shall have a nonexclusive, royalty-free, irrevocable, perpetual, worldwide license to make, have made, modify, use and sell such Prior Invention as part of or in connection with such product, process or machine.

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Employee's Signature

Employee's Name (Print)

ID/Passport No.

Jane
REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

Annexure 1:

Salary Break Up			
	Particulars	Per Month	Per Annum
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Annexure 2:
Insurance Benefits*

Insurance Cover	<p>Insurance: 4,00,000 Sum Insured (S.I.) which covers Employee + Dependent Spouse + 2 Dependent children (up to the age of 23) + 2 Dependent Parents (up to the age of 80) only</p> <p>Under the Base Policy Employee and dependent spouse can avail the Maternity benefits up to INR 50,000 with in Base policy S.I. With No 9 months awaiting periods.</p> <p>Room Rent:For Normal 2% of the base policy S.I. and Restriction Upto Rs.6500/- & for ICU 4% of the base policy S.I.-Restriction max upto Rs.10000/- Proportionate clause applicable in case insured opted for higher room rent than his eligibility. Co-Payment-20% Co-payment applicable for Parents only.</p>
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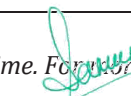

Retirement Planning Benefits*

	Contribution	Benefit
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 REGISTRAR


PRIVATE & CONFIDENTIAL

29th September 2022

BETSOL
Bengaluru, India

Dear Sahil Kashyap R

Mobile: 8095478662

Email: SAHIL.20201BCA0057@presidencyuniversity.in

EMPLOYMENT AGREEMENT

We are pleased to offer you employment as **Technical Support Associate** with BETSOL or any of its affiliates (including BETSOL LLC.) (Hereinafter referred to as "BETSOL") commencing on **Monday, 3rd July 2023**. The terms and conditions of employment are as follows:

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REGISTRAR


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In the event of termination, BETSOL reserves the right to recover from you or withhold any amount payable to you at the time of such termination or subsequently, any monies paid to you in advance by BETSOL or otherwise paid by BETSOL towards, including but not limited to, statutory charges including tax and expenses relating to relocation, travel, visas, immigration and attorneys' fees, recruitment fees, education incurred in connection with your employment and training by BETSOL.


REGISTRAR 
Registrar
BANGALORE

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Exclusive Employment

During the Employment Period, the Employee shall work exclusively for the Company and shall:

- (i) not accept executive responsibility, or any directorship, partnership or similar position in any other company / entity; and
- (ii) not indulge, carry on, participate and / or be involved in any business or activity either directly or indirectly, through any other entity, which will, in any manner, be in competition with the business, products or services marketed or provided by the Company.
- (iii) and not join employment with any of the Company's clients or customers or any other entity.

Others

You will be required at all times to comply with any and all instructions and regulations of BETSOL and that you will be personally liable for any loss caused to BETSOL by any illegal or dishonest conduct by you.

Payments and benefits under these plans and programs, as well as other payments referred to in this letter and attached documents, may be subject to India Salaries Tax. BETSOL reserves the right to discontinue or modify the compensation, incentive, benefit, perquisite plans, programs, or practices. Moreover, the very brief summaries contained herein are subject to the terms of such plans, programs and practices.

You will keep the management informed of any change in your residential address. In case of your inability to do so, any communication sent at the e-mail address available to the management will be deemed to have been served to you.

BETSOL shall have the right to assign this Agreement to any of its subsidiaries or affiliated companies.

We would appreciate if you will confirm acceptance of this offer by signing and returning to us the duplicate copy of this letter and the "Employee Agreement Regarding Intellectual Property, Confidential Information and Non- Competition" within 2 business days, failure of which may be treated as your decline of our offer.

We welcome you to BETSOL and wish you a rewarding career.

On behalf of
BETSOL

I agree and accept the offer on
the above terms and conditions

Neha Sawant
Manager – Human Resource Management

Student
ID No. / Passport No.: Encl.

Sawant
REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

**Employee Agreement Regarding Intellectual Property,
Confidential Information and Non-Competition**

IN CONSIDERATION of my employment by BETSOL or any of its affiliates (including BETSOL LLC) (hereinafter "BETSOL"), and my continued employment during such time as may be mutually agreeable, and of the opportunity to receive BETSOL private or proprietary information, and other good and valuable consideration:

1. I hereby assign to BETSOL or its designee all my rights, titles and interest in and to all "Intellectual Property", as defined below, made, created, developed, written or conceived by me during the period of such employment, whether during or outside of regular working hours, either solely or jointly with another, either in the course of such employment, or relating to the actual or anticipated business or research or development of BETSOL, or with the use of BETSOL's time, material, private or proprietary information, or facilities. As used in this Agreement, Intellectual Property means all (i) tangible and intangible work products, inventions, discoveries, designs, improvements, ideas, know-how, computer or other programs and related documentation, works of authorship, and business relationships and goodwill generated by me ("Work Product and Inventions"); and (ii) patents, copyrights, trademarks, trade secrets and other proprietary rights arising out of or related to the Work Product and Inventions.

I further understand and agree that the decision whether or not to commercialize or market any Intellectual Property developed by me solely or jointly with others is within BETSOL's sole benefit and that no payment will be due to me as a result of BETSOL's efforts to commercialize or market such Intellectual Property.

2. I will promptly disclose all Intellectual Property to BETSOL and without charge to BETSOL but at its expense, execute a specific assignment of title to BETSOL and do anything else reasonably necessary to enable BETSOL to secure a patent, copyright, or other form of protection for said Intellectual Property anywhere in the world.

3. I further agree that I will keep in confidence and will not, except as required in the conduct of BETSOL's business or as authorized in writing on behalf of BETSOL, publish, disclose, or use, during and after the period of my employment, any private or proprietary information which I may in any way acquire, learn, develop, or create by reason of my employment.

I further agree that I will not without the prior written consent of BETSOL, both during and for a period of three (3) months after termination for any reason of my employment with BETSOL, on behalf of any competitor of BETSOL:

- render any services relating to strategic planning, research and development, manufacturing, marketing, or selling with respect to any product, process, material or service which resembles, competes with, or is the same as a product, process, material or service of BETSOL about which I gained any proprietary or confidential information or on which I worked during the three (3) years prior to the termination of my employment, or
- render information about any customer of BETSOL about whom I gained any proprietary or confidential knowledge or with whom I worked during the three (3) years prior to the termination of my employment;

4. During my employment with BETSOL and for a period of one year thereafter, I will not hire any employees of BETSOL and I will not, directly or indirectly, solicit, induce, recruit or encourage any BETSOL Employees to terminate their employment with BETSOL, except as may be required in the performance of my duties for BETSOL;

5. On or prior to termination of my BETSOL employment, or at any time upon the specific request of BETSOL, I will return to BETSOL (and will not keep in my possession, recreate or deliver to anyone else) all (i) private, proprietary or confidential property or materials (in any form, including tangible or electronic) furnished to


REGISTRAR

Registrar
BANGALORE

or obtained by me in the course of my employment, and (ii) embodiments of Work Product and Inventions. I further agree that upon termination of employment with BETSOL, I will immediately inform BETSOL of the identity of my new employer (or the nature of self-employment) and of my new title and job responsibilities, and hereby authorize BETSOL to provide a copy of this Agreement to any new employer. Further I will provide such information as BETSOL may request to determine my compliance with the terms of this Agreement;

6. BETSOL is extremely mindful of the critical nature of third party proprietary information. Accordingly, I hereby represent that, during the course of my employment, I will not bring any such materials to BETSOL or expose any BETSOL employees to any such materials including, but not limited to, trade secrets, price lists, non-public organizational charts, pricing information, marketing plans, competitive analyses, and customer lists. Under no circumstances may any such information be used to further BETSOL in the marketplace. Additionally, any valid restrictions, covenants, or confidentiality agreements which I have previously agreed upon with former employers, must be adhered to in the course of my employment with BETSOL to the extent enforceable based on applicable law. To that end, I acknowledge that BETSOL has not, and will not, require, request, or induce me to violate the confidential interest of any third parties, including BETSOL's competition. In the event of any breach of this provision, I agree to indemnify & hold BETSOL harmless for any claims, actions, suits or proceedings arising thereto.

I further agree that I will not incorporate, or permit to be incorporated, any Prior Invention owned by me or in which I have an interest into an BETSOL product, process or machine without BETSOL's prior written consent. Notwithstanding the foregoing sentence, if, in the course of my employment with BETSOL, I incorporate into an BETSOL product, process or machine (a "Prior Invention") owned by me or in which I have an interest, BETSOL is hereby granted and shall have a nonexclusive, royalty-free, irrevocable, perpetual, worldwide license to make, have made, modify, use and sell such Prior Invention as part of or in connection with such product, process or machine.

7. I acknowledge that my breach of the obligations under this Agreement cannot be reasonably or adequately compensated in damages in an action at law. Accordingly, I agree that if I breach any of these covenants, BETSOL will have available, in addition to any other right or remedy available, the right to obtain an injunction from a court of competent jurisdiction restraining such breach or threatened breach and to specific performance of any such provision of this Agreement. I further agree that no bond or other security shall be required in obtaining such equitable relief and I hereby consent to the issuance of such injunction and to the ordering of specific performance.

8. If one of the provisions in this Agreement is determined, for any reason, to be invalid, illegal, or unenforceable in any respect, such invalidity, illegality or unenforceability will not affect any other provision of this Agreement and the remaining provisions shall continue with full force and effect. Also, if one or more provision of this Agreement shall be determined by any court to be too broad as to time, duration, geographical scope, activity, or subject, it will be construed by limiting and reducing it so as to be enforceable to the extent compatible with the applicable law.

9. This Agreement is binding upon my heirs, executors, administrators and other legal representatives and inures to the benefit of BETSOL, its successors and assigns. As between me and BETSOL, only BETSOL may assign its rights or obligations under this Agreement. All amendments must be in writing and signed by BETSOL and me.

10. I further agree that this Agreement does not constitute a contract of employment and that this Agreement does not constitute an offer or assurance of employment or any other affiliation with BETSOL, and I understand that, unless I have a separate written agreement providing otherwise, my employment is at will and either BETSOL or I can terminate my employment at any time for any reason.

Employee's Signature

Employee's Name (Print)

ID/Passport No.

Jane
REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

Annexure 1:

Salary Break Up			
	Particulars	Per Month	Per Annum
A.	Basic (i)(40% of CTC)	₹ 11,667	₹ 1,40,000
	Basket of Allowances (BOA)(ii)	₹ 14,289	₹ 1,71,466
	Base Salary(iii)=(i+ii) - Gross pay	₹ 25,956	₹ 3,11,466
B.	Provident Fund Employer's Contribution(12% of Basic) (iv)	₹ 1,400	₹ 16,800
	Gratuity (4.81% of Basic) (v)	₹ 561	₹ 6,734
	Medical Insurance Premium (vi)	₹ 1,250	₹ 15,000
	Retirals(iv)+(v)+(vi)	₹ 3,211	₹ 38,534
Cost to Company(CTC)		₹ 29,167	₹ 3,50,000
Standard Deduction:			
C	Provident Fund Employee Contribution(12% of Basic)	₹ 1,400	₹ 16,800
	Professional Tax	₹ 200	₹ 2,400
	Income Tax (as applicable)	₹ 0	₹ 0
	Total Standard Deduction	₹ 1,600	₹ 19,200

	Basket of Allowances (BOA)(ii):	Per Month	Per Annum
	HRA(40% of Basic)	₹ 4,667	₹ 56,000
	LTA (10% of Basic)	₹ 1,167	₹ 14,000
	Statutory Bonus	₹ 1,250	₹ 15,000
	Special Allowance	₹ 7,206	₹ 86,466
	Total	₹ 14,289	₹ 1,71,466

	Flexible Benefit Plan:	Per Month	Per Annum
	Telephone +Mobile + Internet	₹ 2,500	₹ 30,000
	Meal card (Max of Rs.1100 or Rs.2200)	₹ 2,200	₹ 26,400
	Professional Development Expenses	₹ 16,667	₹ 2,00,000
	Total	₹ 21,367	₹ 2,56,400

Deductable Components	Amount	
	Per Month	Comments
(PF) Employer Contribution	₹ 1,400	Not shown in payslip
(PF) Employee Contribution	₹ 1,400	Displayed in payslip
Gratuity	₹ 561	Not shown in payslip
Medical Insurance premium	₹ 1,250	Displayed in payslip
Professional Tax	₹ 200	Displayed in payslip
Total Deduction (excluding tax)	₹ 4,811	
Total Cost to Company (TCTC)	₹ 29,167	
Estimated Take Home Before Tax	₹ 24,356	

Annexure 2:
Insurance Benefits*

Insurance Cover	<p>Insurance: 4,00,000 Sum Insured (S.I.) which covers Employee + Dependent Spouse + 2 Dependent children (up to the age of 23) + 2 Dependent Parents (up to the age of 80) only</p> <p>Under the Base Policy Employee and dependent spouse can avail the Maternity benefits up to INR 50,000 with in Base policy S.I. With No 9 months awaiting periods.</p> <p>Room Rent:For Normal 2% of the base policy S.I. and Restriction Upto Rs.6500/- & for ICU 4% of the base policy S.I.-Restriction max upto Rs.10000/- Proportionate clause applicable in case insured opted for higher room rent than his eligibility. Co-Payment-20% Co-payment applicable for Parents only.</p>
ESIC	Employee drawing upto ₹ 21,000/- per month wages will be covered under Employee State Insurance Act, 1948 (ESIC)

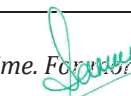

Retirement Planning Benefits*

	Contribution	Benefit
Provident Fund & Voluntary Provident Fund (PF & VPF)	12% of basic contributed by both employer & employee towards PF will be deducted from Cost to Company. Optional employee contribution upto 88% of basic towards VPF.	Systematic savings, assured returns and opportunity to save tax within Sec 80C
Gratuity	4.81% of Basic salary as per the Payment of Gratuity Act 1972. Eligible after 5 years of employment	No tax on gratuity of up to INR 20,00,000

Allowances & Other Benefits*

	Contribution	Benefit
Leave Travel Allowance (LTA)	10% of Basic salary, availed twice during a 4-calendar year period.	Tax benefit
House Rent Allowance (HRA)	40% of Basic salary	Tax benefit
Statutory Bonus	Bonus / Statutory Bonus, if applicable as per The Payment of Bonus Act, 1965, shall be paid in 12 equal monthly instalments in advance. Statutory bonus is applicable to employees whose basic salary is less than Rs.21000/- per month.	NA

*The above limits are as per the current employee policy and are subject to change from time to time. For more details please refer to the policies detailed in Employee Hand Book.


 REGISTRAR


PRIVATE & CONFIDENTIAL

29th September 2022

BETSOL
Bengaluru, India

Dear Shaganti Srikanth Reddy

Mobile: 6300401218

Email: SHAGANTI.20201BCA0062@presidencyuniversity.in

EMPLOYMENT AGREEMENT

We are pleased to offer you employment as **Technical Support Associate** with BETSOL or any of its affiliates (including BETSOL LLC.) (Hereinafter referred to as "BETSOL") commencing on **Monday, 3rd July 2023**. The terms and conditions of employment are as follows:

Compensation

Your Cost to BETSOL will be **INR 29,167/- per month**. This brings your total compensation to **INR 3,50,000/- per annum**. Your total compensation will comprise of annual base salary, flexible benefits, bonus, gratuity and provident fund.

Note: Your employment with BETSOL is contingent on passing a pre-employment background check.

Allowances and Perquisites

Other monthly/annual allowances, reimbursements, benefits and perquisites applicable to you are described in the annexure to this letter. Detailed policies/procedures/rules and regulations governing the monthly/annual allowances, reimbursements, benefits and perquisites will be given to you in the employee handbook on the day of joining.

Annual Leave Entitlement

You will be entitled to 15 working days of Earned leave each year of service in addition to the 5 Restricted holidays and 9 Sick/Casual leaves. New employees are entitled to annual leave calculated on a pro-rated basis from the commencement date to the end of the fiscal year.

BETSOL shall, during the term of this Agreement, provide Employee with benefits and such benefits plan may be changed from time to time by BETSOL in accordance with standard health and welfare benefit policies.

Personal income Taxes

All your personal income taxes will be your personal responsibility irrespective of your citizenship. If you possess citizenship or permanent residency outside India, you will be responsible for all tax liability including those outside India.

Retirement Age

You shall be retired from the services of the Company on attaining the age of sixty (60) years and shall not have any claim to be continued in service thereafter. The actual date of retirement shall be the last working day of the calendar month in which your sixtieth birthday falls.


REGISTRAR


Probation

You will be on probation for a period of six months from the date of your joining. The six months of probationary period provides the Company an opportunity to observe and evaluate your performance and conduct.

During this probationary period, the Company may terminate employment immediately, with or without cause and with or without notice. This six month of probationary period is not a term of employment and is not intended, nor does it, impact the at will nature of the relationship between the Company and the employee.

Termination of Employment

You acknowledge and agree that your employment with BETSOL is subject to applicable law and the then applicable BETSOL's policies and procedures. Your employment may be terminated by the Company giving you 4 weeks written notice or by you giving 2 months written notice to BETSOL (applicable also during probation period). BETSOL reserves the right to pay you the salary (Monthly Gross Salary) in lieu of the said notice period. Here, the salary in reference shall mean monthly compensation.

If the employee has accepted a joining bonus from the company & submits the resignation before completing 12 months from the date of joining, the employee will be obligated to repay the joining bonus to the company.

In consideration of the training and enhancement of skill sets that the Employee will receive from the Company, the Employee agrees to serve in the employment of the Company for a minimum period of twelve (12) months (the "Minimum Term") from the date of the Employee reporting for work with the Company.

In the light of the loss that the Company will suffer if the Employee does not serve the Minimum Term, the Employee will be obligated to pay a sum of penalty (₹ 2,00,000 – Two Lakh Rupees) to the Company in lieu of recovering a percentage of the loss incurred by the Company.

Upon receipt of any notice of termination (i.e. resignation letter) from you, BETSOL may in its sole discretion relieve you of your duties before the expiry of the notice period by paying you the applicable pro-rated salary (Monthly Gross Salary) in lieu of the outstanding notice period. Further, BETSOL may (but is not obliged to) relieve you of your duties before the expiry of the notice period if you request to be so relieved and BETSOL agrees in its sole discretion to do so, subject always to your payment to BETSOL of an amount equivalent to the applicable pro-rated salary (Monthly Gross Salary) in lieu of the outstanding notice period.

Upon termination of employment with BETSOL, and regardless of the reason for such termination, you will promptly return to, or leave with BETSOL all documents, records, notebooks, computers, laptops, phones, sim cards, headsets, data cards, disks or other equipment or materials, including all copies, in your possession or control which contain any Confidential Information or any other information concerning BETSOL or any of its affiliates, or any of their respective products, intellectual property, services or clients.

In the event of termination, BETSOL reserves the right to recover from you or withhold any amount payable to you at the time of such termination or subsequently, any monies paid to you in advance by BETSOL or otherwise paid by BETSOL towards, including but not limited to, statutory charges including tax and expenses relating to relocation, travel, visas, immigration and attorneys' fees, recruitment fees, education incurred in connection with your employment and training by BETSOL.

Confidentiality Agreement

It is critical that BETSOL take steps to protect its business interest. This includes but not limited to intellectual property and confidential information and protection from competitors. Accordingly, you are required to sign the attached "Employee Agreement Regarding Intellectual Property, Confidential Information and Non- Competition". You may also be required to enter into further Confidentiality Agreements with the Company, as BETSOL may reasonably require.

Exclusive Employment

During the Employment Period, the Employee shall work exclusively for the Company and shall:

- (i) not accept executive responsibility, or any directorship, partnership or similar position in any other company / entity; and
- (ii) not indulge, carry on, participate and / or be involved in any business or activity either directly or indirectly, through any other entity, which will, in any manner, be in competition with the business, products or services marketed or provided by the Company.
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We would appreciate if you will confirm acceptance of this offer by signing and returning to us the duplicate copy of this letter and the "Employee Agreement Regarding Intellectual Property, Confidential Information and Non- Competition" within 2 business days, failure of which may be treated as your decline of our offer.

We welcome you to BETSOL and wish you a rewarding career.

On behalf of
BETSOL

I agree and accept the offer on
the above terms and conditions

Neha Sawant
Manager – Human Resource Management


SRIKANTH REDDY (Oct 1, 2022 00:16 GMT+5.5)

Shaganti Srikanth Reddy
ID No. / Passport No.: Encl.


REGISTRAR


**Employee Agreement Regarding Intellectual Property,
Confidential Information and Non-Competition**

IN CONSIDERATION of my employment by BETSOL or any of its affiliates (including BETSOL LLC) (hereinafter "BETSOL"), and my continued employment during such time as may be mutually agreeable, and of the opportunity to receive BETSOL private or proprietary information, and other good and valuable consideration:

1. I hereby assign to BETSOL or its designee all my rights, titles and interest in and to all "Intellectual Property", as defined below, made, created, developed, written or conceived by me during the period of such employment, whether during or outside of regular working hours, either solely or jointly with another, either in the course of such employment, or relating to the actual or anticipated business or research or development of BETSOL, or with the use of BETSOL's time, material, private or proprietary information, or facilities. As used in this Agreement, Intellectual Property means all (i) tangible and intangible work products, inventions, discoveries, designs, improvements, ideas, know-how, computer or other programs and related documentation, works of authorship, and business relationships and goodwill generated by me ("Work Product and Inventions"); and (ii) patents, copyrights, trademarks, trade secrets and other proprietary rights arising out of or related to the Work Product and Inventions.

I further understand and agree that the decision whether or not to commercialize or market any Intellectual Property developed by me solely or jointly with others is within BETSOL's sole benefit and that no payment will be due to me as a result of BETSOL's efforts to commercialize or market such Intellectual Property.

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- render any services relating to strategic planning, research and development, manufacturing, marketing, or selling with respect to any product, process, material or service which resembles, competes with, or is the same as a product, process, material or service of BETSOL about which I gained any proprietary or confidential information or on which I worked during the three (3) years prior to the termination of my employment, or
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REGISTRAR


or obtained by me in the course of my employment, and (ii) embodiments of Work Product and Inventions. I further agree that upon termination of employment with BETSOL, I will immediately inform BETSOL of the identity of my new employer (or the nature of self-employment) and of my new title and job responsibilities, and hereby authorize BETSOL to provide a copy of this Agreement to any new employer. Further I will provide such information as BETSOL may request to determine my compliance with the terms of this Agreement;

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Employee's Signature

Employee's Name (Print)

ID/Passport No.


SRIKANTH REDDY (Oct 1, 2022 00:16 GMT+5.5)

SHAGANTI SRIKANTH REDDY


REGISTRAR


Annexure 1:

Salary Break Up			
	Particulars	Per Month	Per Annum
A.	Basic (i)(40% of CTC)	₹ 11,667	₹ 1,40,000
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Annexure 2:
Insurance Benefits*

Insurance Cover	<p>Insurance: 4,00,000 Sum Insured (S.I.) which covers Employee + Dependent Spouse + 2 Dependent children (up to the age of 23) + 2 Dependent Parents (up to the age of 80) only</p> <p>Under the Base Policy Employee and dependent spouse can avail the Maternity benefits up to INR 50,000 with in Base policy S.I. With No 9 months awaiting periods.</p> <p>Room Rent:For Normal 2% of the base policy S.I. and Restriction Upto Rs.6500/- & for ICU 4% of the base policy S.I.-Restriction max upto Rs.10000/- Proportionate clause applicable in case insured opted for higher room rent than his eligibility.</p> <p>Co-Payment-20% Co-payment applicable for Parents only.</p>
ESIC	Employee drawing upto ₹ 21,000/- per month wages will be covered under Employee State Insurance Act, 1948 (ESIC)

Retirement Planning Benefits*

	Contribution	Benefit
Provident Fund & Voluntary Provident Fund (PF & VPF)	12% of basic contributed by both employer & employee towards PF will be deducted from Cost to Company. Optional employee contribution upto 88% of basic towards VPF.	Systematic savings, assured returns and opportunity to save tax within Sec 80C
Gratuity	4.81% of Basic salary as per the Payment of Gratuity Act 1972. Eligible after 5 years of employment	No tax on gratuity of up to INR 20,00,000

Allowances & Other Benefits*

	Contribution	Benefit
Leave Travel Allowance (LTA)	10% of Basic salary, availed twice during a 4-calendar year period.	Tax benefit
House Rent Allowance (HRA)	40% of Basic salary	Tax benefit
Statutory Bonus	Bonus / Statutory Bonus, if applicable as per The Payment of Bonus Act, 1965, shall be paid in 12 equal monthly instalments in advance. Statutory bonus is applicable to employees whose basic salary is less than Rs.21000/- per month.	NA

*The above limits are as per the current employee policy and are subject to change from time to time. For more details please refer to the policies detailed in Employee Hand Book.


 REGISTRAR


PRIVATE & CONFIDENTIAL

29th September 2022

BETSOL
Bengaluru, India

Dear Adithya Binu

Mobile: 9633140508

Email: ADITHYA.20201BCG0003@presidencyuniversity.in

EMPLOYMENT AGREEMENT

We are pleased to offer you employment as **Technical Support Associate** with BETSOL or any of its affiliates (including BETSOL LLC.) (Hereinafter referred to as "BETSOL") commencing on **Monday, 3rd July 2023**. The terms and conditions of employment are as follows:

Compensation

Your Cost to BETSOL will be **INR 29,167/- per month**. This brings your total compensation to **INR 3,50,000/- per annum**. Your total compensation will comprise of annual base salary, flexible benefits, bonus, gratuity and provident fund.

Note: Your employment with BETSOL is contingent on passing a pre-employment background check.

Allowances and Perquisites

Other monthly/annual allowances, reimbursements, benefits and perquisites applicable to you are described in the annexure to this letter. Detailed policies/procedures/rules and regulations governing the monthly/annual allowances, reimbursements, benefits and perquisites will be given to you in the employee handbook on the day of joining.

Annual Leave Entitlement

You will be entitled to 15 working days of Earned leave each year of service in addition to the 5 Restricted holidays and 9 Sick/Casual leaves. New employees are entitled to annual leave calculated on a pro-rated basis from the commencement date to the end of the fiscal year.

BETSOL shall, during the term of this Agreement, provide Employee with benefits and such benefits plan may be changed from time to time by BETSOL in accordance with standard health and welfare benefit policies.

Personal income Taxes

All your personal income taxes will be your personal responsibility irrespective of your citizenship. If you possess citizenship or permanent residency outside India, you will be responsible for all tax liability including those outside India.

Retirement Age

You shall be retired from the services of the Company on attaining the age of sixty (60) years and shall not have any claim to be continued in service thereafter. The actual date of retirement shall be the last working day of the calendar month in which your sixtieth birthday falls.


REGISTRAR


Probation

You will be on probation for a period of six months from the date of your joining. The six months of probationary period provides the Company an opportunity to observe and evaluate your performance and conduct.

During this probationary period, the Company may terminate employment immediately, with or without cause and with or without notice. This six month of probationary period is not a term of employment and is not intended, nor does it, impact the at will nature of the relationship between the Company and the employee.

Termination of Employment

You acknowledge and agree that your employment with BETSOL is subject to applicable law and the then applicable BETSOL's policies and procedures. Your employment may be terminated by the Company giving you 4 weeks written notice or by you giving 2 months written notice to BETSOL (applicable also during probation period). BETSOL reserves the right to pay you the salary (Monthly Gross Salary) in lieu of the said notice period. Here, the salary in reference shall mean monthly compensation.

If the employee has accepted a joining bonus from the company & submits the resignation before completing 12 months from the date of joining, the employee will be obligated to repay the joining bonus to the company.


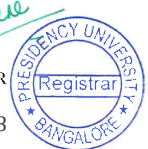
In consideration of the training and enhancement of skill sets that the Employee will receive from the Company, the Employee agrees to serve in the employment of the Company for a minimum period of twelve (12) months (the "Minimum Term") from the date of the Employee reporting for work with the Company.

In the light of the loss that the Company will suffer if the Employee does not serve the Minimum Term, the Employee will be obligated to pay a sum of penalty (₹ 2,00,000 – Two Lakh Rupees) to the Company in lieu of recovering a percentage of the loss incurred by the Company.

Upon receipt of any notice of termination (i.e. resignation letter) from you, BETSOL may in its sole discretion relieve you of your duties before the expiry of the notice period by paying you the applicable pro-rated salary (Monthly Gross Salary) in lieu of the outstanding notice period. Further, BETSOL may (but is not obliged to) relieve you of your duties before the expiry of the notice period if you request to be so relieved and BETSOL agrees in its sole discretion to do so, subject always to your payment to BETSOL of an amount equivalent to the applicable pro-rated salary (Monthly Gross Salary) in lieu of the outstanding notice period.

Upon termination of employment with BETSOL, and regardless of the reason for such termination, you will promptly return to, or leave with BETSOL all documents, records, notebooks, computers, laptops, phones, sim cards, headsets, data cards, disks or other equipment or materials, including all copies, in your possession or control which contain any Confidential Information or any other information concerning BETSOL or any of its affiliates, or any of their respective products, intellectual property, services or clients.

In the event of termination, BETSOL reserves the right to recover from you or withhold any amount payable to you at the time of such termination or subsequently, any monies paid to you in advance by BETSOL or otherwise paid by BETSOL towards, including but not limited to, statutory charges including tax and expenses relating to relocation, travel, visas, immigration and attorneys' fees, recruitment fees, education incurred in connection with your employment and training by BETSOL.


REGISTRAR


Confidentiality Agreement

It is critical that BETSOL take steps to protect its business interest. This includes but not limited to intellectual property and confidential information and protection from competitors. Accordingly, you are required to sign the attached "Employee Agreement Regarding Intellectual Property, Confidential Information and Non- Competition". You may also be required to enter into further Confidentiality Agreements with the Company, as BETSOL may reasonably require.

Exclusive Employment

During the Employment Period, the Employee shall work exclusively for the Company and shall:

- (i) not accept executive responsibility, or any directorship, partnership or similar position in any other company / entity; and
- (ii) not indulge, carry on, participate and / or be involved in any business or activity either directly or indirectly, through any other entity, which will, in any manner, be in competition with the business, products or services marketed or provided by the Company.
- (iii) and not join employment with any of the Company's clients or customers or any other entity.

Others

You will be required at all times to comply with any and all instructions and regulations of BETSOL and that you will be personally liable for any loss caused to BETSOL by any illegal or dishonest conduct by you.

Payments and benefits under these plans and programs, as well as other payments referred to in this letter and attached documents, may be subject to India Salaries Tax. BETSOL reserves the right to discontinue or modify the compensation, incentive, benefit, perquisite plans, programs, or practices. Moreover, the very brief summaries contained herein are subject to the terms of such plans, programs and practices.

You will keep the management informed of any change in your residential address. In case of your inability to do so, any communication sent at the e-mail address available to the management will be deemed to have been served to you.

BETSOL shall have the right to assign this Agreement to any of its subsidiaries or affiliated companies.

We would appreciate if you will confirm acceptance of this offer by signing and returning to us the duplicate copy of this letter and the "Employee Agreement Regarding Intellectual Property, Confidential Information and Non- Competition" within 2 business days, failure of which may be treated as your decline of our offer.

We welcome you to BETSOL and wish you a rewarding career.

On behalf of
BETSOL

I agree and accept the offer on
the above terms and conditions

Neha Sawant
Manager – Human Resource Management

Student
ID No. / Passport No.: Encl.

Sawant
REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

**Employee Agreement Regarding Intellectual Property,
Confidential Information and Non-Competition**

IN CONSIDERATION of my employment by BETSOL or any of its affiliates (including BETSOL LLC) (hereinafter "BETSOL"), and my continued employment during such time as may be mutually agreeable, and of the opportunity to receive BETSOL private or proprietary information, and other good and valuable consideration:

1. I hereby assign to BETSOL or its designee all my rights, titles and interest in and to all "Intellectual Property", as defined below, made, created, developed, written or conceived by me during the period of such employment, whether during or outside of regular working hours, either solely or jointly with another, either in the course of such employment, or relating to the actual or anticipated business or research or development of BETSOL, or with the use of BETSOL's time, material, private or proprietary information, or facilities. As used in this Agreement, Intellectual Property means all (i) tangible and intangible work products, inventions, discoveries, designs, improvements, ideas, know-how, computer or other programs and related documentation, works of authorship, and business relationships and goodwill generated by me ("Work Product and Inventions"); and (ii) patents, copyrights, trademarks, trade secrets and other proprietary rights arising out of or related to the Work Product and Inventions.

I further understand and agree that the decision whether or not to commercialize or market any Intellectual Property developed by me solely or jointly with others is within BETSOL's sole benefit and that no payment will be due to me as a result of BETSOL's efforts to commercialize or market such Intellectual Property.

2. I will promptly disclose all Intellectual Property to BETSOL and without charge to BETSOL but at its expense, execute a specific assignment of title to BETSOL and do anything else reasonably necessary to enable BETSOL to secure a patent, copyright, or other form of protection for said Intellectual Property anywhere in the world.

3. I further agree that I will keep in confidence and will not, except as required in the conduct of BETSOL's business or as authorized in writing on behalf of BETSOL, publish, disclose, or use, during and after the period of my employment, any private or proprietary information which I may in any way acquire, learn, develop, or create by reason of my employment.

I further agree that I will not without the prior written consent of BETSOL, both during and for a period of three (3) months after termination for any reason of my employment with BETSOL, on behalf of any competitor of BETSOL:

- render any services relating to strategic planning, research and development, manufacturing, marketing, or selling with respect to any product, process, material or service which resembles, competes with, or is the same as a product, process, material or service of BETSOL about which I gained any proprietary or confidential information or on which I worked during the three (3) years prior to the termination of my employment, or
- render information about any customer of BETSOL about whom I gained any proprietary or confidential knowledge or with whom I worked during the three (3) years prior to the termination of my employment;

4. During my employment with BETSOL and for a period of one year thereafter, I will not hire any employees of BETSOL and I will not, directly or indirectly, solicit, induce, recruit or encourage any BETSOL Employees to terminate their employment with BETSOL, except as may be required in the performance of my duties for BETSOL;

5. On or prior to termination of my BETSOL employment, or at any time upon the specific request of BETSOL, I will return to BETSOL (and will not keep in my possession, recreate or deliver to anyone else) all (i) private, proprietary or confidential property or materials (in any form, including tangible or electronic) furnished to


REGISTRAR


or obtained by me in the course of my employment, and (ii) embodiments of Work Product and Inventions. I further agree that upon termination of employment with BETSOL, I will immediately inform BETSOL of the identity of my new employer (or the nature of self-employment) and of my new title and job responsibilities, and hereby authorize BETSOL to provide a copy of this Agreement to any new employer. Further I will provide such information as BETSOL may request to determine my compliance with the terms of this Agreement;

6. BETSOL is extremely mindful of the critical nature of third party proprietary information. Accordingly, I hereby represent that, during the course of my employment, I will not bring any such materials to BETSOL or expose any BETSOL employees to any such materials including, but not limited to, trade secrets, price lists, non-public organizational charts, pricing information, marketing plans, competitive analyses, and customer lists. Under no circumstances may any such information be used to further BETSOL in the marketplace. Additionally, any valid restrictions, covenants, or confidentiality agreements which I have previously agreed upon with former employers, must be adhered to in the course of my employment with BETSOL to the extent enforceable based on applicable law. To that end, I acknowledge that BETSOL has not, and will not, require, request, or induce me to violate the confidential interest of any third parties, including BETSOL's competition. In the event of any breach of this provision, I agree to indemnify & hold BETSOL harmless for any claims, actions, suits or proceedings arising thereto.

I further agree that I will not incorporate, or permit to be incorporated, any Prior Invention owned by me or in which I have an interest into an BETSOL product, process or machine without BETSOL's prior written consent. Notwithstanding the foregoing sentence, if, in the course of my employment with BETSOL, I incorporate into an BETSOL product, process or machine (a "Prior Invention") owned by me or in which I have an interest, BETSOL is hereby granted and shall have a nonexclusive, royalty-free, irrevocable, perpetual, worldwide license to make, have made, modify, use and sell such Prior Invention as part of or in connection with such product, process or machine.

7. I acknowledge that my breach of the obligations under this Agreement cannot be reasonably or adequately compensated in damages in an action at law. Accordingly, I agree that if I breach any of these covenants, BETSOL will have available, in addition to any other right or remedy available, the right to obtain an injunction from a court of competent jurisdiction restraining such breach or threatened breach and to specific performance of any such provision of this Agreement. I further agree that no bond or other security shall be required in obtaining such equitable relief and I hereby consent to the issuance of such injunction and to the ordering of specific performance.

8. If one of the provisions in this Agreement is determined, for any reason, to be invalid, illegal, or unenforceable in any respect, such invalidity, illegality or unenforceability will not affect any other provision of this Agreement and the remaining provisions shall continue with full force and effect. Also, if one or more provision of this Agreement shall be determined by any court to be too broad as to time, duration, geographical scope, activity, or subject, it will be construed by limiting and reducing it so as to be enforceable to the extent compatible with the applicable law.

9. This Agreement is binding upon my heirs, executors, administrators and other legal representatives and inures to the benefit of BETSOL, its successors and assigns. As between me and BETSOL, only BETSOL may assign its rights or obligations under this Agreement. All amendments must be in writing and signed by BETSOL and me.

10. I further agree that this Agreement does not constitute a contract of employment and that this Agreement does not constitute an offer or assurance of employment or any other affiliation with BETSOL, and I understand that, unless I have a separate written agreement providing otherwise, my employment is at will and either BETSOL or I can terminate my employment at any time for any reason.

Employee's Signature

Employee's Name (Print)

ID/Passport No.

Jane
REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

Annexure 1:

Salary Break Up			
	Particulars	Per Month	Per Annum
A.	Basic (i)(40% of CTC)	₹ 11,667	₹ 1,40,000
	Basket of Allowances (BOA)(ii)	₹ 14,289	₹ 1,71,466
	Base Salary(iii)=(i+ii) - Gross pay	₹ 25,956	₹ 3,11,466
B.	Provident Fund Employer's Contribution(12% of Basic) (iv)	₹ 1,400	₹ 16,800
	Gratuity (4.81% of Basic) (v)	₹ 561	₹ 6,734
	Medical Insurance Premium (vi)	₹ 1,250	₹ 15,000
	Retirals(iv)+(v)+(vi)	₹ 3,211	₹ 38,534
	Cost to Company(CTC)	₹ 29,167	₹ 3,50,000
	Standard Deduction:		
C	Provident Fund Employee Contribution(12% of Basic)	₹ 1,400	₹ 16,800
	Professional Tax	₹ 200	₹ 2,400
	Income Tax (as applicable)	₹ 0	₹ 0
	Total Standard Deduction	₹ 1,600	₹ 19,200

	Basket of Allowances (BOA)(ii):	Per Month	Per Annum
	HRA(40% of Basic)	₹ 4,667	₹ 56,000
	LTA (10% of Basic)	₹ 1,167	₹ 14,000
	Statutory Bonus	₹ 1,250	₹ 15,000
	Special Allowance	₹ 7,206	₹ 86,466
	Total	₹ 14,289	₹ 1,71,466

	Flexible Benefit Plan:	Per Month	Per Annum
	Telephone +Mobile + Internet	₹ 2,500	₹ 30,000
	Meal card (Max of Rs.1100 or Rs.2200)	₹ 2,200	₹ 26,400
	Professional Development Expenses	₹ 16,667	₹ 2,00,000
	Total	₹ 21,367	₹ 2,56,400

Deductable Components	Amount	
	Per Month	Comments
(PF) Employer Contribution	₹ 1,400	Not shown in payslip
(PF) Employee Contribution	₹ 1,400	Displayed in payslip
Gratuity	₹ 561	Not shown in payslip
Medical Insurance premium	₹ 1,250	Displayed in payslip
Professional Tax	₹ 200	Displayed in payslip
Total Deduction (excluding tax)	₹ 4,811	
Total Cost to Company (TCTC)	₹ 29,167	
Estimated Take Home Before Tax	₹ 24,356	

Annexure 2:
Insurance Benefits*

Insurance Cover	<p>Insurance: 4,00,000 Sum Insured (S.I.) which covers Employee + Dependent Spouse + 2 Dependent children (up to the age of 23) + 2 Dependent Parents (up to the age of 80) only</p> <p>Under the Base Policy Employee and dependent spouse can avail the Maternity benefits up to INR 50,000 with in Base policy S.I. With No 9 months awaiting periods.</p> <p>Room Rent:For Normal 2% of the base policy S.I. and Restriction Upto Rs.6500/- & for ICU 4% of the base policy S.I.-Restriction max upto Rs.10000/- Proportionate clause applicable in case insured opted for higher room rent than his eligibility. Co-Payment-20% Co-payment applicable for Parents only.</p>
ESIC	Employee drawing upto ₹ 21,000/- per month wages will be covered under Employee State Insurance Act, 1948 (ESIC)

Retirement Planning Benefits*

	Contribution	Benefit
Provident Fund & Voluntary Provident Fund (PF & VPF)	12% of basic contributed by both employer & employee towards PF will be deducted from Cost to Company. Optional employee contribution upto 88% of basic towards VPF.	Systematic savings, assured returns and opportunity to save tax within Sec 80C
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*The above limits are as per the current employee policy and are subject to change from time to time. For more details please refer to the policies detailed in Employee Hand Book.

[Signature]
REGISTRAR
PRESIDENT UNIVERSITY
BANGALORE

PRIVATE & CONFIDENTIAL

29th September 2022

BETSOL
Bengaluru, India

Dear Kohinoor Suthar

Mobile: 7878143967

Email: KOHINOOR.20201BCG0011@presidencyuniversity.in

EMPLOYMENT AGREEMENT

We are pleased to offer you employment as **Technical Support Associate** with BETSOL or any of its affiliates (including BETSOL LLC.) (Hereinafter referred to as "BETSOL") commencing on **Monday, 3rd July 2023**. The terms and conditions of employment are as follows:

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BANGALORE

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In the event of termination, BETSOL reserves the right to recover from you or withhold any amount payable to you at the time of such termination or subsequently, any monies paid to you in advance by BETSOL or otherwise paid by BETSOL towards, including but not limited to, statutory charges including tax and expenses relating to relocation, travel, visas, immigration and attorneys' fees, recruitment fees, education incurred in connection with your employment and training by BETSOL.


REGISTRAR

Registrar
BANGALORE

Confidentiality Agreement

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BETSOL shall have the right to assign this Agreement to any of its subsidiaries or affiliated companies.

We would appreciate if you will confirm acceptance of this offer by signing and returning to us the duplicate copy of this letter and the "Employee Agreement Regarding Intellectual Property, Confidential Information and Non- Competition" within 2 business days, failure of which may be treated as your decline of our offer.

We welcome you to BETSOL and wish you a rewarding career.

On behalf of
BETSOL

I agree and accept the offer on
the above terms and conditions

Neha Sawant
Manager – Human Resource Management

Student
ID No. / Passport No.: Encl.

Sawant
REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

**Employee Agreement Regarding Intellectual Property,
Confidential Information and Non-Competition**

IN CONSIDERATION of my employment by BETSOL or any of its affiliates (including BETSOL LLC) (hereinafter "BETSOL"), and my continued employment during such time as may be mutually agreeable, and of the opportunity to receive BETSOL private or proprietary information, and other good and valuable consideration:

1. I hereby assign to BETSOL or its designee all my rights, titles and interest in and to all "Intellectual Property", as defined below, made, created, developed, written or conceived by me during the period of such employment, whether during or outside of regular working hours, either solely or jointly with another, either in the course of such employment, or relating to the actual or anticipated business or research or development of BETSOL, or with the use of BETSOL's time, material, private or proprietary information, or facilities. As used in this Agreement, Intellectual Property means all (i) tangible and intangible work products, inventions, discoveries, designs, improvements, ideas, know-how, computer or other programs and related documentation, works of authorship, and business relationships and goodwill generated by me ("Work Product and Inventions"); and (ii) patents, copyrights, trademarks, trade secrets and other proprietary rights arising out of or related to the Work Product and Inventions.

I further understand and agree that the decision whether or not to commercialize or market any Intellectual Property developed by me solely or jointly with others is within BETSOL's sole benefit and that no payment will be due to me as a result of BETSOL's efforts to commercialize or market such Intellectual Property.

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- render information about any customer of BETSOL about whom I gained any proprietary or confidential knowledge or with whom I worked during the three (3) years prior to the termination of my employment;

4. During my employment with BETSOL and for a period of one year thereafter, I will not hire any employees of BETSOL and I will not, directly or indirectly, solicit, induce, recruit or encourage any BETSOL Employees to terminate their employment with BETSOL, except as may be required in the performance of my duties for BETSOL;

5. On or prior to termination of my BETSOL employment, or at any time upon the specific request of BETSOL, I will return to BETSOL (and will not keep in my possession, recreate or deliver to anyone else) all (i) private, proprietary or confidential property or materials (in any form, including tangible or electronic) furnished to


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BANGALORE

or obtained by me in the course of my employment, and (ii) embodiments of Work Product and Inventions. I further agree that upon termination of employment with BETSOL, I will immediately inform BETSOL of the identity of my new employer (or the nature of self-employment) and of my new title and job responsibilities, and hereby authorize BETSOL to provide a copy of this Agreement to any new employer. Further I will provide such information as BETSOL may request to determine my compliance with the terms of this Agreement;

6. BETSOL is extremely mindful of the critical nature of third party proprietary information. Accordingly, I hereby represent that, during the course of my employment, I will not bring any such materials to BETSOL or expose any BETSOL employees to any such materials including, but not limited to, trade secrets, price lists, non-public organizational charts, pricing information, marketing plans, competitive analyses, and customer lists. Under no circumstances may any such information be used to further BETSOL in the marketplace. Additionally, any valid restrictions, covenants, or confidentiality agreements which I have previously agreed upon with former employers, must be adhered to in the course of my employment with BETSOL to the extent enforceable based on applicable law. To that end, I acknowledge that BETSOL has not, and will not, require, request, or induce me to violate the confidential interest of any third parties, including BETSOL's competition. In the event of any breach of this provision, I agree to indemnify & hold BETSOL harmless for any claims, actions, suits or proceedings arising thereto.

I further agree that I will not incorporate, or permit to be incorporated, any Prior Invention owned by me or in which I have an interest into an BETSOL product, process or machine without BETSOL's prior written consent. Notwithstanding the foregoing sentence, if, in the course of my employment with BETSOL, I incorporate into an BETSOL product, process or machine (a "Prior Invention") owned by me or in which I have an interest, BETSOL is hereby granted and shall have a nonexclusive, royalty-free, irrevocable, perpetual, worldwide license to make, have made, modify, use and sell such Prior Invention as part of or in connection with such product, process or machine.

7. I acknowledge that my breach of the obligations under this Agreement cannot be reasonably or adequately compensated in damages in an action at law. Accordingly, I agree that if I breach any of these covenants, BETSOL will have available, in addition to any other right or remedy available, the right to obtain an injunction from a court of competent jurisdiction restraining such breach or threatened breach and to specific performance of any such provision of this Agreement. I further agree that no bond or other security shall be required in obtaining such equitable relief and I hereby consent to the issuance of such injunction and to the ordering of specific performance.

8. If one of the provisions in this Agreement is determined, for any reason, to be invalid, illegal, or unenforceable in any respect, such invalidity, illegality or unenforceability will not affect any other provision of this Agreement and the remaining provisions shall continue with full force and effect. Also, if one or more provision of this Agreement shall be determined by any court to be too broad as to time, duration, geographical scope, activity, or subject, it will be construed by limiting and reducing it so as to be enforceable to the extent compatible with the applicable law.

9. This Agreement is binding upon my heirs, executors, administrators and other legal representatives and inures to the benefit of BETSOL, its successors and assigns. As between me and BETSOL, only BETSOL may assign its rights or obligations under this Agreement. All amendments must be in writing and signed by BETSOL and me.

10. I further agree that this Agreement does not constitute a contract of employment and that this Agreement does not constitute an offer or assurance of employment or any other affiliation with BETSOL, and I understand that, unless I have a separate written agreement providing otherwise, my employment is at will and either BETSOL or I can terminate my employment at any time for any reason.

Employee's Signature

Employee's Name (Print)

ID/Passport No.

Jane
REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

Annexure 1:

Salary Break Up			
	Particulars	Per Month	Per Annum
A.	Basic (i)(40% of CTC)	₹ 11,667	₹ 1,40,000
	Basket of Allowances (BOA)(ii)	₹ 14,289	₹ 1,71,466
	Base Salary(iii)=(i+ii) - Gross pay	₹ 25,956	₹ 3,11,466
B.	Provident Fund Employer's Contribution(12% of Basic) (iv)	₹ 1,400	₹ 16,800
	Gratuity (4.81% of Basic) (v)	₹ 561	₹ 6,734
	Medical Insurance Premium (vi)	₹ 1,250	₹ 15,000
	Retirals(iv)+(v)+(vi)	₹ 3,211	₹ 38,534
Cost to Company(CTC)		₹ 29,167	₹ 3,50,000
Standard Deduction:			
C	Provident Fund Employee Contribution(12% of Basic)	₹ 1,400	₹ 16,800
	Professional Tax	₹ 200	₹ 2,400
	Income Tax (as applicable)	₹ 0	₹ 0
	Total Standard Deduction	₹ 1,600	₹ 19,200

	Basket of Allowances (BOA)(ii):	Per Month	Per Annum
	HRA(40% of Basic)	₹ 4,667	₹ 56,000
	LTA (10% of Basic)	₹ 1,167	₹ 14,000
	Statutory Bonus	₹ 1,250	₹ 15,000
	Special Allowance	₹ 7,206	₹ 86,466
	Total	₹ 14,289	₹ 1,71,466

	Flexible Benefit Plan:	Per Month	Per Annum
	Telephone +Mobile + Internet	₹ 2,500	₹ 30,000
	Meal card (Max of Rs.1100 or Rs.2200)	₹ 2,200	₹ 26,400
	Professional Development Expenses	₹ 16,667	₹ 2,00,000
	Total	₹ 21,367	₹ 2,56,400

Deductable Components	Amount	
	Per Month	Comments
(PF) Employer Contribution	₹ 1,400	Not shown in payslip
(PF) Employee Contribution	₹ 1,400	Displayed in payslip
Gratuity	₹ 561	Not shown in payslip
Medical Insurance premium	₹ 1,250	Displayed in payslip
Professional Tax	₹ 200	Displayed in payslip
Total Deduction (excluding tax)	₹ 4,811	
Total Cost to Company (TCTC)	₹ 29,167	
Estimated Take Home Before Tax	₹ 24,356	

Annexure 2:
Insurance Benefits*

Insurance Cover	<p>Insurance: 4,00,000 Sum Insured (S.I.) which covers Employee + Dependent Spouse + 2 Dependent children (up to the age of 23) + 2 Dependent Parents (up to the age of 80) only</p> <p>Under the Base Policy Employee and dependent spouse can avail the Maternity benefits up to INR 50,000 with in Base policy S.I. With No 9 months awaiting periods.</p> <p>Room Rent:For Normal 2% of the base policy S.I. and Restriction Upto Rs.6500/- & for ICU 4% of the base policy S.I.-Restriction max upto Rs.10000/- Proportionate clause applicable in case insured opted for higher room rent than his eligibility. Co-Payment-20% Co-payment applicable for Parents only.</p>
ESIC	Employee drawing upto ₹ 21,000/- per month wages will be covered under Employee State Insurance Act, 1948 (ESIC)

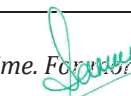
Retirement Planning Benefits*

	Contribution	Benefit
Provident Fund & Voluntary Provident Fund (PF & VPF)	12% of basic contributed by both employer & employee towards PF will be deducted from Cost to Company. Optional employee contribution upto 88% of basic towards VPF.	Systematic savings, assured returns and opportunity to save tax within Sec 80C
Gratuity	4.81% of Basic salary as per the Payment of Gratuity Act 1972. Eligible after 5 years of employment	No tax on gratuity of up to INR 20,00,000

Allowances & Other Benefits*

	Contribution	Benefit
Leave Travel Allowance (LTA)	10% of Basic salary, availed twice during a 4-calendar year period.	Tax benefit
House Rent Allowance (HRA)	40% of Basic salary	Tax benefit
Statutory Bonus	Bonus / Statutory Bonus, if applicable as per The Payment of Bonus Act, 1965, shall be paid in 12 equal monthly instalments in advance. Statutory bonus is applicable to employees whose basic salary is less than Rs.21000/- per month.	NA

*The above limits are as per the current employee policy and are subject to change from time to time. For more details please refer to the policies detailed in Employee Hand Book.

REGISTRAR

 REGISTRAR

PRIVATE & CONFIDENTIAL

29th September 2022

BETSOL
Bengaluru, India

Dear Suhail Khan Sulaiman

Mobile: 6282673864

Email: SUHAIL.20201BCG0022@presidencyuniversity.in

EMPLOYMENT AGREEMENT

We are pleased to offer you employment as **Technical Support Associate** with BETSOL or any of its affiliates (including BETSOL LLC.) (Hereinafter referred to as "BETSOL") commencing on **Monday, 3rd July 2023**. The terms and conditions of employment are as follows:

Compensation

Your Cost to BETSOL will be **INR 29,167/- per month**. This brings your total compensation to **INR 3,50,000/- per annum**. Your total compensation will comprise of annual base salary, flexible benefits, bonus, gratuity and provident fund.

Note: Your employment with BETSOL is contingent on passing a pre-employment background check.

Allowances and Perquisites

Other monthly/annual allowances, reimbursements, benefits and perquisites applicable to you are described in the annexure to this letter. Detailed policies/procedures/rules and regulations governing the monthly/annual allowances, reimbursements, benefits and perquisites will be given to you in the employee handbook on the day of joining.

Annual Leave Entitlement

You will be entitled to 15 working days of Earned leave each year of service in addition to the 5 Restricted holidays and 9 Sick/Casual leaves. New employees are entitled to annual leave calculated on a pro-rated basis from the commencement date to the end of the fiscal year.

BETSOL shall, during the term of this Agreement, provide Employee with benefits and such benefits plan may be changed from time to time by BETSOL in accordance with standard health and welfare benefit policies.

Personal income Taxes

All your personal income taxes will be your personal responsibility irrespective of your citizenship. If you possess citizenship or permanent residency outside India, you will be responsible for all tax liability including those outside India.

Retirement Age

You shall be retired from the services of the Company on attaining the age of sixty (60) years and shall not have any claim to be continued in service thereafter. The actual date of retirement shall be the last working day of the calendar month in which your sixtieth birthday falls.


REGISTRAR


Probation

You will be on probation for a period of six months from the date of your joining. The six months of probationary period provides the Company an opportunity to observe and evaluate your performance and conduct.

During this probationary period, the Company may terminate employment immediately, with or without cause and with or without notice. This six month of probationary period is not a term of employment and is not intended, nor does it, impact the at will nature of the relationship between the Company and the employee.

Termination of Employment

You acknowledge and agree that your employment with BETSOL is subject to applicable law and the then applicable BETSOL's policies and procedures. Your employment may be terminated by the Company giving you 4 weeks written notice or by you giving 2 months written notice to BETSOL (applicable also during probation period). BETSOL reserves the right to pay you the salary (Monthly Gross Salary) in lieu of the said notice period. Here, the salary in reference shall mean monthly compensation.

If the employee has accepted a joining bonus from the company & submits the resignation before completing 12 months from the date of joining, the employee will be obligated to repay the joining bonus to the company.

In consideration of the training and enhancement of skill sets that the Employee will receive from the Company, the Employee agrees to serve in the employment of the Company for a minimum period of twelve (12) months (the "Minimum Term") from the date of the Employee reporting for work with the Company.

In the light of the loss that the Company will suffer if the Employee does not serve the Minimum Term, the Employee will be obligated to pay a sum of penalty (₹ 2,00,000 – Two Lakh Rupees) to the Company in lieu of recovering a percentage of the loss incurred by the Company.

Upon receipt of any notice of termination (i.e. resignation letter) from you, BETSOL may in its sole discretion relieve you of your duties before the expiry of the notice period by paying you the applicable pro-rated salary (Monthly Gross Salary) in lieu of the outstanding notice period. Further, BETSOL may (but is not obliged to) relieve you of your duties before the expiry of the notice period if you request to be so relieved and BETSOL agrees in its sole discretion to do so, subject always to your payment to BETSOL of an amount equivalent to the applicable pro-rated salary (Monthly Gross Salary) in lieu of the outstanding notice period.

Upon termination of employment with BETSOL, and regardless of the reason for such termination, you will promptly return to, or leave with BETSOL all documents, records, notebooks, computers, laptops, phones, sim cards, headsets, data cards, disks or other equipment or materials, including all copies, in your possession or control which contain any Confidential Information or any other information concerning BETSOL or any of its affiliates, or any of their respective products, intellectual property, services or clients.

In the event of termination, BETSOL reserves the right to recover from you or withhold any amount payable to you at the time of such termination or subsequently, any monies paid to you in advance by BETSOL or otherwise paid by BETSOL towards, including but not limited to, statutory charges including tax and expenses relating to relocation, travel, visas, immigration and attorneys' fees, recruitment fees, education incurred in connection with your employment and training by BETSOL.


REGISTRAR


Confidentiality Agreement

It is critical that BETSOL take steps to protect its business interest. This includes but not limited to intellectual property and confidential information and protection from competitors. Accordingly, you are required to sign the attached "Employee Agreement Regarding Intellectual Property, Confidential Information and Non- Competition". You may also be required to enter into further Confidentiality Agreements with the Company, as BETSOL may reasonably require.

Exclusive Employment

During the Employment Period, the Employee shall work exclusively for the Company and shall:

- (i) not accept executive responsibility, or any directorship, partnership or similar position in any other company / entity; and
- (ii) not indulge, carry on, participate and / or be involved in any business or activity either directly or indirectly, through any other entity, which will, in any manner, be in competition with the business, products or services marketed or provided by the Company.
- (iii) and not join employment with any of the Company's clients or customers or any other entity.

Others

You will be required at all times to comply with any and all instructions and regulations of BETSOL and that you will be personally liable for any loss caused to BETSOL by any illegal or dishonest conduct by you.

Payments and benefits under these plans and programs, as well as other payments referred to in this letter and attached documents, may be subject to India Salaries Tax. BETSOL reserves the right to discontinue or modify the compensation, incentive, benefit, perquisite plans, programs, or practices. Moreover, the very brief summaries contained herein are subject to the terms of such plans, programs and practices.

You will keep the management informed of any change in your residential address. In case of your inability to do so, any communication sent at the e-mail address available to the management will be deemed to have been served to you.

BETSOL shall have the right to assign this Agreement to any of its subsidiaries or affiliated companies.

We would appreciate if you will confirm acceptance of this offer by signing and returning to us the duplicate copy of this letter and the "Employee Agreement Regarding Intellectual Property, Confidential Information and Non- Competition" within 2 business days, failure of which may be treated as your decline of our offer.

We welcome you to BETSOL and wish you a rewarding career.

On behalf of
BETSOL

I agree and accept the offer on
the above terms and conditions

Neha Sawant
Manager – Human Resource Management

Student
ID No. / Passport No.: Encl.

Sawant
REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

**Employee Agreement Regarding Intellectual Property,
Confidential Information and Non-Competition**

IN CONSIDERATION of my employment by BETSOL or any of its affiliates (including BETSOL LLC) (hereinafter "BETSOL"), and my continued employment during such time as may be mutually agreeable, and of the opportunity to receive BETSOL private or proprietary information, and other good and valuable consideration:

1. I hereby assign to BETSOL or its designee all my rights, titles and interest in and to all "Intellectual Property", as defined below, made, created, developed, written or conceived by me during the period of such employment, whether during or outside of regular working hours, either solely or jointly with another, either in the course of such employment, or relating to the actual or anticipated business or research or development of BETSOL, or with the use of BETSOL's time, material, private or proprietary information, or facilities. As used in this Agreement, Intellectual Property means all (i) tangible and intangible work products, inventions, discoveries, designs, improvements, ideas, know-how, computer or other programs and related documentation, works of authorship, and business relationships and goodwill generated by me ("Work Product and Inventions"); and (ii) patents, copyrights, trademarks, trade secrets and other proprietary rights arising out of or related to the Work Product and Inventions.

I further understand and agree that the decision whether or not to commercialize or market any Intellectual Property developed by me solely or jointly with others is within BETSOL's sole benefit and that no payment will be due to me as a result of BETSOL's efforts to commercialize or market such Intellectual Property.

2. I will promptly disclose all Intellectual Property to BETSOL and without charge to BETSOL but at its expense, execute a specific assignment of title to BETSOL and do anything else reasonably necessary to enable BETSOL to secure a patent, copyright, or other form of protection for said Intellectual Property anywhere in the world.


3. I further agree that I will keep in confidence and will not, except as required in the conduct of BETSOL's business or as authorized in writing on behalf of BETSOL, publish, disclose, or use, during and after the period of my employment, any private or proprietary information which I may in any way acquire, learn, develop, or create by reason of my employment.

I further agree that I will not without the prior written consent of BETSOL, both during and for a period of three (3) months after termination for any reason of my employment with BETSOL, on behalf of any competitor of BETSOL:

- render any services relating to strategic planning, research and development, manufacturing, marketing, or selling with respect to any product, process, material or service which resembles, competes with, or is the same as a product, process, material or service of BETSOL about which I gained any proprietary or confidential information or on which I worked during the three (3) years prior to the termination of my employment, or
- render information about any customer of BETSOL about whom I gained any proprietary or confidential knowledge or with whom I worked during the three (3) years prior to the termination of my employment;

4. During my employment with BETSOL and for a period of one year thereafter, I will not hire any employees of BETSOL and I will not, directly or indirectly, solicit, induce, recruit or encourage any BETSOL Employees to terminate their employment with BETSOL, except as may be required in the performance of my duties for BETSOL;

5. On or prior to termination of my BETSOL employment, or at any time upon the specific request of BETSOL, I will return to BETSOL (and will not keep in my possession, recreate or deliver to anyone else) all (i) private, proprietary or confidential property or materials (in any form, including tangible or electronic) furnished to


REGISTRAR

Registrar
BANGALORE

or obtained by me in the course of my employment, and (ii) embodiments of Work Product and Inventions. I further agree that upon termination of employment with BETSOL, I will immediately inform BETSOL of the identity of my new employer (or the nature of self-employment) and of my new title and job responsibilities, and hereby authorize BETSOL to provide a copy of this Agreement to any new employer. Further I will provide such information as BETSOL may request to determine my compliance with the terms of this Agreement;

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Employee's Name (Print)

ID/Passport No.

Jane
REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

Annexure 1:

Salary Break Up			
	Particulars	Per Month	Per Annum
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Estimated Take Home Before Tax	₹ 24,356	

Annexure 2:
Insurance Benefits*

Insurance Cover	<p>Insurance: 4,00,000 Sum Insured (S.I.) which covers Employee + Dependent Spouse + 2 Dependent children (up to the age of 23) + 2 Dependent Parents (up to the age of 80) only</p> <p>Under the Base Policy Employee and dependent spouse can avail the Maternity benefits up to INR 50,000 with in Base policy S.I. With No 9 months awaiting periods.</p> <p>Room Rent:For Normal 2% of the base policy S.I. and Restriction Upto Rs.6500/- & for ICU 4% of the base policy S.I.-Restriction max upto Rs.10000/- Proportionate clause applicable in case insured opted for higher room rent than his eligibility. Co-Payment-20% Co-payment applicable for Parents only.</p>
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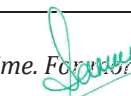

Retirement Planning Benefits*

	Contribution	Benefit
Provident Fund & Voluntary Provident Fund (PF & VPF)	12% of basic contributed by both employer & employee towards PF will be deducted from Cost to Company. Optional employee contribution upto 88% of basic towards VPF.	Systematic savings, assured returns and opportunity to save tax within Sec 80C
Gratuity	4.81% of Basic salary as per the Payment of Gratuity Act 1972. Eligible after 5 years of employment	No tax on gratuity of up to INR 20,00,000

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*The above limits are as per the current employee policy and are subject to change from time to time. For more details please refer to the policies detailed in Employee Hand Book.


 REGISTRAR


Dear **Somshekar S,**

Congratulations!!

Thank you for your participation in the '**Campus Recruitment Program**'. We are happy of your selection and pleased to offer you an opportunity to join us for the position of **Associate Developer Software** at Great West Global Business Services India Pvt. Ltd ("Great West Global" or "Company"). Your place of work would be Bangalore and the same is subject to change based on the business requirements

Your annual Total Fixed Pay would amount to **INR 500,000** INR. Your bonus reward opportunity will be 8% of your earned Total Fixed Pay. Annual Bonus Program awards are contingent on a variety of factors including individual and Company performance and will be determined by the Company in its sole discretion.

Your employment with Great West Global is contingent upon successful completion of the following conditions:

- A) The Company shall conduct background checks which may include your work history, education details, criminal history, and other information as required by company policy, client requirements and applicable laws as per normal process and procedures.
- B) You are required to complete your current academic course with an aggregate of 50% in the first attempt in the current academic year with no backlogs

Subject to satisfactory completion of the above conditions and at the sole discretion of the Company, you will be formally offered to join Great West Global Business Services India Pvt. Ltd.

Our formal Offer letter for Employment will be handed over to you on or prior to the date of joining. Kindly accept this offer, by signing in the space provided below and return it to us as token of your acceptance. In case of any queries please feel free to contact **Ms. Deepa Sharma on deepa.sharma@empower.com**

We once again like to congratulate you on your selection and welcome you to Great West Global Business Services India Pvt. Ltd. Family. We look forward to a long and mutually rewarding association.

Sincerely,

For Great West Global Business Services India Pvt. Ltd.

Authorized Signatory

Name:

Name of the College/Institute:

Date:

Signature:

**Great West Global Business Services
India Private Limited –
Serving Empower and Putnam**

Embassy Tech Village SEZ, 1st Floor, Block 2A Building
West Tower, Sarjapur Outer Ring Road Devarabisanahalli,
Bangalore 560103

CIN - U74900KA2014FTC077522

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

Dear **Usman Ghani Khan H,**

Congratulations!!

Thank you for your participation in the '**Campus Recruitment Program**'. We are happy of your selection and pleased to offer you an opportunity to join us for the position of **Associate Developer Software** at Great West Global Business Services India Pvt. Ltd ("Great West Global" or "Company"). Your place of work would be Bangalore and the same is subject to change based on the business requirements

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Subject to satisfactory completion of the above conditions and at the sole discretion of the Company, you will be formally offered to join Great West Global Business Services India Pvt. Ltd.

Our formal Offer letter for Employment will be handed over to you on or prior to the date of joining. Kindly accept this offer, by signing in the space provided below and return it to us as token of your acceptance. In case of any queries please feel free to contact **Ms. Deepa Sharma on deepa.sharma@empower.com**

We once again like to congratulate you on your selection and welcome you to Great West Global Business Services India Pvt. Ltd. Family. We look forward to a long and mutually rewarding association.

Sincerely,

For Great West Global Business Services India Pvt. Ltd.

Authorized Signatory

Name:

Name of the College/Institute:

Date:

Signature:

**Great West Global Business Services
India Private Limited –
Serving Empower and Putnam**

Embassy Tech Village SEZ, 1st Floor, Block 2A Building
West Tower, Sarjapur Outer Ring Road Devarabisanahalli,
Bangalore 560103

CIN - U74900KA2014FTC077522



To,
Jayashree S,
Bangalore

Dear Ms. Jayashree S,

Thank you for your time and effort in attending the interview with **Indegene Private Limited (formerly Indegene Lifesystems Private Limited)**. We extend this offer and the opportunity it presents with great confidence in your abilities. You have made a very favorable impression with everyone you met, and we are excited with the prospect of you joining our Company.

We are pleased to offer you the position of **Trainee Web Developer** in our Company as detailed below:

Your appointment is effective from the date of joining, which is tentatively **28, April, 2023**. Basis business need, the DOJ is subject to change [preponed/postponed] and the same would be intimated atleast 2 weeks in advance. The offer shall stand continue to remain valid till new DOJ in such cases. You will be based at our **Bangalore - Manyata Tech Park** Office detailed appointment letter shall be issued to you upon joining.

- 1. Band, Level & Department: A: Level 1 People Practice & Operations**
- 2. Scope of Training:** The scope of your Training will be broadly as per the Training and Development guidelines as mentioned during our discussion. You will also render such other services under the direction of your superiors, consistent with your overall Training assignments, as may be necessary to meet our requirement from time to time. It is understood that you will attend to all Training assignments on priority. You will be assessed at the end of the twelve month term on assigned parameters with a condition that you need to meet the expected standards of certification. Based on your performance and the organizational needs, you may be absorbed on full-time employment with the company.
- 3. Training Period:** Your Training Period will be for a period of twelve months (12 months), starting with effect from **28, April, 2023**. During this period your total Compensation will be **Rs. 320,000 p.a. (Rupees Three Lakhs Twenty Thousand only per annum)** as explained in Annexure A. At the end of the period, it will automatically come to an end, unless we extend it for a further period in writing.



Indegene Private Limited, Aspen Block G4, 3rd Floor,
Manyata Embassy Business Park, Outer Ring Road,
Nagawara, Bengaluru - 560 045, India

Phone: +91 80 4674 4567, +91 80 4644 7777
www.indegene.com

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4. **Training Bond:** The company will be incurring costs towards your training and you would therefore need to sign a training bond for an amount of Rs. **35,000/-** for 12 months. In case you decide to leave the company at any time during the bond period, you will need to pay the entire training amount due to the company.
5. **Rules & Procedures:** You will be governed by the Company's rules, regulations, administrative procedures in force from time to time on matters such as working hours, festival holidays, weekly offs, leaves and other administrative policies.
6. **Timings:** We work from **Monday to Friday, 9:00 AM to 6:30 PM**, during which your presence in the office is mandatory. Please note that you may be required to undertake shift duties / work extended hours as required by the Company depending upon the Training needs/assignments assigned to completion, business requirements / policies and exigencies of work.
7. **Leave -** You will be eligible for 1 day leave for every completed Training Month during your training period.
8. **Appraisal:** You will be taken on rolls as a full-time employee on successful completion of 1 year traineeship with the company. You will then fall into the subsequent review cycle running at that time and be eligible for salary review as per the guidelines. Compensation guidelines can be changed as per the company policy.
9. **Background Verification: This Offer/Appointment shall, at all times, be subject to your successful clearing of the background verification (BGV) process.** BGV will be conducted in areas including your education, prior employment (s), criminal records and such other areas as may be required by client projects by Indegene or third-party agency appointed by Indegene either prior or post your joining. It is important for you to submit the documents specified below at any point in time (pre or post joining) for process compliance, and submission of the documents would be considered as your consent to execute the BGV process.
 1. You are required to submit the following documents:
 - a. Educational proofs - Convocation Certificate / Final Marksheet
 - b. Professional proofs-
 - i. Relieving letters and experience certificates
 - ii. Pay slips from previous employer before joining
 - c. Such other documents as may be necessary as per client project requirements.
 2. You may have to undergo a drug test or any other medical tests that would be arranged by Indegene as per the client project requirements.

If any of the statements/documents/reference details provided by you is found to be inaccurate or false, or if any feedback during the reference check is found to be negative, or if you were found to be convicted in any


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criminal offence, Indegene will have the authority to nullify your offer / appointment and terminate your employment with immediate effect from the detection of such occurrence without any prior notice.

JOINING FORMALITIES:

At the time of joining, it is mandatory for you to submit the documents mentioned below:

1. **Photo identity & address proof** - photocopy of driving license, Aadhar card, passport, any other government issued ID/address proof.
2. **Educational certificates / Final marksheet** - photocopies along with the originals for verification.
3. **Pay slips** from the previous employer.
4. **Relieving letter(s)** from the last two employers.

Note: If you have been employed before, a clear relieving letter from your last employer is to be made available to us at the time of your joining service before your appointment takes effect. The company has offered you based on your representations/experience. In the event of your failure to provide us with a relieving letter, you agree to indemnify and keep the company indemnified from and against any and all claims that may arise in this regard.

5. Photographs:

- a) Self: four passport-size photographs.
- b) Postcard-size group photo with complete family (dependent parents, spouse, children) if applicable for ESI Benefits (see annexure A)

6. PAN card - Photocopy.


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ACCEPTANCE OF OFFER

By accepting this offer, you hereby acknowledge and agree that the provisions herein are contingent on the successful completion of the background verification proceedings, which may include the use of an external agency to check your prior employment, education and criminal records. If any of the statements you provided during the course of your interview, in the details of your resume or any other documents you provided, are found to be inaccurate or false, it may result in nullification of this offer and corresponding termination of your employment with our Company.

Your compensation details are confidential and you may discuss it only with the HR team, in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our Company.

This offer is valid for **1 day**. In order to accept it, you must do the following, after which period this offer shall **lapse** automatically.

1. Reply to this mail, stating your acceptance.
2. Inform any company with whom you have a contractual relationship (whether as an employee or a contractor) about termination of the relationship
3. Please note you may not work for any other Company or freelance while with Indegene Private Limited (formerly Indegene Lifesystems Private Limited).

ACCEPTANCE

I, **Ms. Jayashree S**, hereby **accept** the position and terms and conditions of employment offered. I understand that any material misrepresentation by me of my qualifications, credentials, or personal record may result in my immediate dismissal upon discovery by the Company. I shall join the company on **28, April, 2023**.

Please sign your acceptance _____

Date: _____

Jayashree S
 REGISTRAR
 REGISTRAR
 PRESIDENCY UNIVERSITY
 BANGALORE

ANNEXURE A

Please find below the Cost to Company breakup, which we would like to offer you

Components	Annual Salary	Per Month Salary
Basic	1,46,000	12,167
Flexible Benefit Components (FBC)	45,557	3,796
* Personal Pay		
* Other Flexible Components (OFC)		
HRA	21,900	1,825
Communication	12,000	1,000
Sub Total 1	2,25,457	18,788
Retiral Components		
Provident Fund	22,320	1,860
Gratuity	7,023	585
Sub Total 2	29,343	2,445
Other Components		
*Statutory Bonus/ Ex-gratia	37,200	3,100
Sub Total 3	37,200	3,100
Fixed CTC	2,92,000	24,333
Annual Payout	12,000	1,000
Variable Pay - On a rating of 3	16,000	1,333
Cost to Company (CTC)	3,20,000	26,667
Deductions		
Employee Provident Fund	22,320	1,860
Retirals		
Employer Provident Fund	22,320	1,860
Gratuity	7,023	585
Total	51,663	4,305
Net Take home (without TDS)	2,40,337	20,028



Note:

- **Provident Fund (PF)*:**

PF is contributed at 12% of wages, subject to a minimum wage rate from time to time.

- **Statutory Bonus/ Ex-gratia*:**

Statutory Bonus/ Ex-gratia is calculated at 20% of wages, subject to a minimum wage rate from time to time and it is paid out on a monthly basis.

- **Gratuity*:**

Gratuity is applicable as per the Gratuity Act. It is payable on separation from the services of the company on completion of 5 years of continuous service and is computed on your last drawn basic salary.

- **Flexible Benefit Components (FBC)*:**

Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

- i. Choose from a bouquet of allowances or benefits like Fuel Reimbursement, Drivers Salary, Professional Development Course, Food Coupons and Leave Travel Allowance (LTA) etc. to reduce your overall tax liability.
- ii. Redefine your salary structure within prescribed guidelines to optimize your earnings

Note - FBC is provided at the discretion of the management and it can also be withdrawn at any time or it can be subject to changes as per statutory and tax guidelines.

- **Communication (for official usage):**

This allowance is allocated for the mobile and internet charges that you would incur **towards maintenance of mobile / data card / devices such as dongle, wi-fi routers for call / internet connectivity at home for official usage and** will be paid as per the company process on monthly basis.

- **Variable Pay:**

Variable Pay is an important component of the total remuneration package, driven by individual performance and payable upon the organization and the department meeting the stated goals and yourself getting an annual average rating of 3 (normalized). As per the Performance Management System of the company, you will be eligible for a Variable Pay of **Rs. 16,000/-p.a. (Rupees Sixteen Thousand only per annum)** (TDS will be applicable as per the IT rules). The Variable Pay would be payable biannually, which would be subject to your being on the payrolls

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BANGALORE



of the company at the time of payment. Employees who have resigned/ serving their notice pay, will not be entitled for a Variable Pay. The Company reserves the right to modify the variable pay scheme at its discretion from time to time.

- **Statutory Obligations/Contributions:**

You will be governed by statutory rules and regulations as per the Country's/State Legislation's & Company's policy. Appropriate recoveries will be implemented towards any statutory liabilities arising on your account. Any payment by way of statutory obligations or otherwise that may arise in future will be adjusted against the amount of your cost to the company (CTC). All statutory payments shall be calculated on the basis of basic salary or as per statutory/IT guidelines applicable to you from time to time.

- i. You will be required to join/continue to be a member of the Staff Provident Fund, be bound by the rules and entitled to its benefits.
- ii. You will be eligible for gratuity as per the Gratuity Act, payable on completion of 5 years.
- iii. ESI will be applicable based on your CTC.

- **Annual Payout:**

As a part of the compensation structure, a part of the CTC for the first 2 years would be payable to you as an annual payout. The annual payout of **Rs. 12,000/-** (TDS will be applicable as per the IT rules) would be payable to you twice; i.e. on completion of the 12th month & 24th month anniversary from your date of joining. The annual payout component if extended shall be confirmed in writing, else it will be distributed in the compensation mix as per the policy either in July or January with adjustment of balance payable. The payment of this component would be subject to your being on the payrolls of the company at the time of the payment.


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Other Benefits

- **Mediclaime Insurance:**

Employee only, would be covered under the Mediclaime Insurance for a maximum sum of **Rs. 2,00,000/- (Rupees Two Lakh only per annum)**. As per the Company policy, the Company would bear the total premium. The Company reserves the right to increase the amount recovered based on the increasing healthcare/insurance premiums.

- **Personal Accident Insurance:**

You will be covered under the Personal Accident Insurance, which is a minimum of **Rs. 15,00,000/- (Rupees Fifteen Lakhs Only)** or maximum of Annual CTC. The company would bear the total premium cost.

- **Life Insurance:**

You will be covered under the Group Term policy (Life Insurance) under the Free Cover Limit without insisting on Health Declarations and Medical Reports which is a minimum of **Rs. 15,00,000/- (Rupees Fifteen Lakhs Only)** or maximum of 1.5 times of the Annual CTC.

With best wishes,



Bina Patil
Vice President – Human Resources



REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

To,
Marlene Mabel Young,
Bangalore

Dear Ms. Marlene Mabel Young,

Thank you for your time and effort in attending the interview with **Indegene Private Limited (formerly Indegene Lifesystems Private Limited)**. We extend this offer and the opportunity it presents with great confidence in your abilities. You have made a very favorable impression with everyone you met, and we are excited with the prospect of you joining our Company.

We are pleased to offer you the position of **Trainee Web Developer** in our Company as detailed below:

Your appointment is effective from the date of joining, which is tentatively **28, April, 2023**. Basis business need, the DOJ is subject to change [preponed/postponed] and the same would be intimated atleast 2 weeks in advance. The offer shall stand continue to remain valid till new DOJ in such cases. You will be based at our **Bangalore - Manyata Tech Park** Office detailed appointment letter shall be issued to you upon joining.

- 1. Band, Level & Department: A: Level 1 People Practice & Operations**
- 2. Scope of Training:** The scope of your Training will be broadly as per the Training and Development guidelines as mentioned during our discussion. You will also render such other services under the direction of your superiors, consistent with your overall Training assignments, as may be necessary to meet our requirement from time to time. It is understood that you will attend to all Training assignments on priority. You will be assessed at the end of the twelve month term on assigned parameters with a condition that you need to meet the expected standards of certification. Based on your performance and the organizational needs, you may be absorbed on full-time employment with the company.
- 3. Training Period:** Your Training Period will be for a period of twelve months (12 months), starting with effect from **28, April, 2023**. During this period your total Compensation will be **Rs. 320,000 p.a. (Rupees Three Lakhs Twenty Thousand only per annum)** as explained in Annexure A. At the end of the period, it will automatically come to an end, unless we extend it for a further period in writing.



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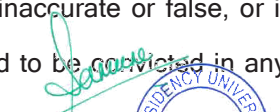

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4. **Training Bond:** The company will be incurring costs towards your training and you would therefore need to sign a training bond for an amount of Rs. **35,000/-** for 12 months. In case you decide to leave the company at any time during the bond period, you will need to pay the entire training amount due to the company.
5. **Rules & Procedures:** You will be governed by the Company's rules, regulations, administrative procedures in force from time to time on matters such as working hours, festival holidays, weekly offs, leaves and other administrative policies.
6. **Timings:** We work from **Monday to Friday, 9:00 AM to 6:30 PM**, during which your presence in the office is mandatory. Please note that you may be required to undertake shift duties / work extended hours as required by the Company depending upon the Training needs/assignments assigned to completion, business requirements / policies and exigencies of work.
7. **Leave -** You will be eligible for 1 day leave for every completed Training Month during your training period.
8. **Appraisal:** You will be taken on rolls as a full-time employee on successful completion of 1 year traineeship with the company. You will then fall into the subsequent review cycle running at that time and be eligible for salary review as per the guidelines. Compensation guidelines can be changed as per the company policy.
9. **Background Verification: This Offer/Appointment shall, at all times, be subject to your successful clearing of the background verification (BGV) process.** BGV will be conducted in areas including your education, prior employment (s), criminal records and such other areas as may be required by client projects by Indegene or third-party agency appointed by Indegene either prior or post your joining. It is important for you to submit the documents specified below at any point in time (pre or post joining) for process compliance, and submission of the documents would be considered as your consent to execute the BGV process.
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 - c. Such other documents as may be necessary as per client project requirements.
 2. You may have to undergo a drug test or any other medical tests that would be arranged by Indegene as per the client project requirements.

If any of the statements/documents/reference details provided by you is found to be inaccurate or false, or if any feedback during the reference check is found to be negative, or if you were found to be convicted in any


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criminal offence, Indegene will have the authority to nullify your offer / appointment and terminate your employment with immediate effect from the detection of such occurrence without any prior notice.

JOINING FORMALITIES:

At the time of joining, it is mandatory for you to submit the documents mentioned below:



1. **Photo identity & address proof** - photocopy of driving license, Aadhar card, passport, any other government issued ID/address proof.
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5. Photographs:

- a) Self: four passport-size photographs.
- b) Postcard-size group photo with complete family (dependent parents, spouse, children) if applicable for ESI Benefits (see annexure A)

6. PAN card - Photocopy.


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ACCEPTANCE OF OFFER

By accepting this offer, you hereby acknowledge and agree that the provisions herein are contingent on the successful completion of the background verification proceedings, which may include the use of an external agency to check your prior employment, education and criminal records. If any of the statements you provided during the course of your interview, in the details of your resume or any other documents you provided, are found to be inaccurate or false, it may result in nullification of this offer and corresponding termination of your employment with our Company.

Your compensation details are confidential and you may discuss it only with the HR team, in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our Company.

This offer is valid for **1 day**. In order to accept it, you must do the following, after which period this offer shall **lapse** automatically.

1. Reply to this mail, stating your acceptance.
2. Inform any company with whom you have a contractual relationship (whether as an employee or a contractor) about termination of the relationship
3. Please note you may not work for any other Company or freelance while with Indegene Private Limited (formerly Indegene Lifesystems Private Limited).

ACCEPTANCE

I, **Ms. Marlene Mabel Young**, hereby **accept** the position and terms and conditions of employment offered. I understand that any material misrepresentation by me of my qualifications, credentials, or personal record may result in my immediate dismissal upon discovery by the Company. I shall join the company on **28, April, 2023**.

Please sign your acceptance _____

Date: _____

Marlene Mabel Young
 REGISTRAR
 REGISTRAR
 PRESIDENCY UNIVERSITY
 BANGALORE

ANNEXURE A

Please find below the Cost to Company breakup, which we would like to offer you

Components	Annual Salary	Per Month Salary
Basic	1,46,000	12,167
Flexible Benefit Components (FBC)	45,557	3,796
* Personal Pay		
* Other Flexible Components (OFC)		
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Employer Provident Fund	22,320	1,860
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Total	51,663	4,305
Net Take home (without TDS)	2,40,337	20,028



Note:

- **Provident Fund (PF)*:**

PF is contributed at 12% of wages, subject to a minimum wage rate from time to time.

- **Statutory Bonus/ Ex-gratia*:**

Statutory Bonus/ Ex-gratia is calculated at 20% of wages, subject to a minimum wage rate from time to time and it is paid out on a monthly basis.

- **Gratuity*:**

Gratuity is applicable as per the Gratuity Act. It is payable on separation from the services of the company on completion of 5 years of continuous service and is computed on your last drawn basic salary.

- **Flexible Benefit Components (FBC)*:**

Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

- i. Choose from a bouquet of allowances or benefits like Fuel Reimbursement, Drivers Salary, Professional Development Course, Food Coupons and Leave Travel Allowance (LTA) etc. to reduce your overall tax liability.
- ii. Redefine your salary structure within prescribed guidelines to optimize your earnings

Note - FBC is provided at the discretion of the management and it can also be withdrawn at any time or it can be subject to changes as per statutory and tax guidelines.

- **Communication (for official usage):**

This allowance is allocated for the mobile and internet charges that you would incur **towards maintenance of mobile / data card / devices such as dongle, wi-fi routers for call / internet connectivity at home for official usage and** will be paid as per the company process on monthly basis.

- **Variable Pay:**

Variable Pay is an important component of the total remuneration package, driven by individual performance and payable upon the organization and the department meeting the stated goals and yourself getting an annual average rating of 3 (normalized). As per the Performance Management System of the company, you will be eligible for a Variable Pay of **Rs. 16,000/-p.a. (Rupees Sixteen Thousand only per annum)** (TDS will be applicable as per the IT rules). The Variable Pay would be payable biannually, which would be subject to your being on the payrolls


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of the company at the time of payment. Employees who have resigned/ serving their notice pay, will not be entitled for a Variable Pay. The Company reserves the right to modify the variable pay scheme at its discretion from time to time.

- **Statutory Obligations/Contributions:**

You will be governed by statutory rules and regulations as per the Country's/State Legislation's & Company's policy. Appropriate recoveries will be implemented towards any statutory liabilities arising on your account. Any payment by way of statutory obligations or otherwise that may arise in future will be adjusted against the amount of your cost to the company (CTC). All statutory payments shall be calculated on the basis of basic salary or as per statutory/IT guidelines applicable to you from time to time.

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- **Annual Payout:**

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Other Benefits

- **Mediclaime Insurance:**

Employee only, would be covered under the Mediclaime Insurance for a maximum sum of **Rs. 2,00,000/- (Rupees Two Lakh only per annum)**. As per the Company policy, the Company would bear the total premium. The Company reserves the right to increase the amount recovered based on the increasing healthcare/insurance premiums.

- **Personal Accident Insurance:**

You will be covered under the Personal Accident Insurance, which is a minimum of **Rs. 15,00,000/- (Rupees Fifteen Lakhs Only)** or maximum of Annual CTC. The company would bear the total premium cost.

- **Life Insurance:**

You will be covered under the Group Term policy (Life Insurance) under the Free Cover Limit without insisting on Health Declarations and Medical Reports which is a minimum of **Rs. 15,00,000/- (Rupees Fifteen Lakhs Only)** or maximum of 1.5 times of the Annual CTC.

With best wishes,



Bina Patil
Vice President – Human Resources



REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

To,
Mohammed Anfal,
Bangalore

Dear Mr. Mohammed Anfal,

Thank you for your time and effort in attending the interview with **Indegene Private Limited (formerly Indegene Lifesystems Private Limited)**. We extend this offer and the opportunity it presents with great confidence in your abilities. You have made a very favorable impression with everyone you met, and we are excited with the prospect of you joining our Company.

We are pleased to offer you the position of **Trainee Web Developer** in our Company as detailed below:

Your appointment is effective from the date of joining, which is tentatively **28, April, 2023**. Basis business need, the DOJ is subject to change [preponed/postponed] and the same would be intimated atleast 2 weeks in advance. The offer shall stand continue to remain valid till new DOJ in such cases. You will be based at our **Bangalore - Manyata Tech Park** Office detailed appointment letter shall be issued to you upon joining.

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- 2. Scope of Training:** The scope of your Training will be broadly as per the Training and Development guidelines as mentioned during our discussion. You will also render such other services under the direction of your superiors, consistent with your overall Training assignments, as may be necessary to meet our requirement from time to time. It is understood that you will attend to all Training assignments on priority. You will be assessed at the end of the twelve month term on assigned parameters with a condition that you need to meet the expected standards of certification. Based on your performance and the organizational needs, you may be absorbed on full-time employment with the company.
- 3. Training Period:** Your Training Period will be for a period of twelve months (12 months), starting with effect from **28, April, 2023**. During this period your total Compensation will be **Rs. 320,000 p.a. (Rupees Three Lakhs Twenty Thousand only per annum)** as explained in Annexure A. At the end of the period, it will automatically come to an end, unless we extend it for a further period in writing.



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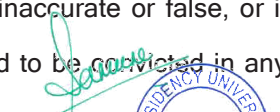

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4. **Training Bond:** The company will be incurring costs towards your training and you would therefore need to sign a training bond for an amount of Rs. **35,000/-** for 12 months. In case you decide to leave the company at any time during the bond period, you will need to pay the entire training amount due to the company.
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6. **Timings:** We work from **Monday to Friday, 9:00 AM to 6:30 PM**, during which your presence in the office is mandatory. Please note that you may be required to undertake shift duties / work extended hours as required by the Company depending upon the Training needs/assignments assigned to completion, business requirements / policies and exigencies of work.
7. **Leave -** You will be eligible for 1 day leave for every completed Training Month during your training period.
8. **Appraisal:** You will be taken on rolls as a full-time employee on successful completion of 1 year traineeship with the company. You will then fall into the subsequent review cycle running at that time and be eligible for salary review as per the guidelines. Compensation guidelines can be changed as per the company policy.
9. **Background Verification: This Offer/Appointment shall, at all times, be subject to your successful clearing of the background verification (BGV) process.** BGV will be conducted in areas including your education, prior employment (s), criminal records and such other areas as may be required by client projects by Indegene or third-party agency appointed by Indegene either prior or post your joining. It is important for you to submit the documents specified below at any point in time (pre or post joining) for process compliance, and submission of the documents would be considered as your consent to execute the BGV process.
 1. You are required to submit the following documents:
 - a. Educational proofs - Convocation Certificate / Final Marksheet
 - b. Professional proofs-
 - i. Relieving letters and experience certificates
 - ii. Pay slips from previous employer before joining
 - c. Such other documents as may be necessary as per client project requirements.
 2. You may have to undergo a drug test or any other medical tests that would be arranged by Indegene as per the client project requirements.

If any of the statements/documents/reference details provided by you is found to be inaccurate or false, or if any feedback during the reference check is found to be negative, or if you were found to be convicted in any


REGISTRAR


criminal offence, Indegene will have the authority to nullify your offer / appointment and terminate your employment with immediate effect from the detection of such occurrence without any prior notice.

JOINING FORMALITIES:

At the time of joining, it is mandatory for you to submit the documents mentioned below:

1. **Photo identity & address proof** - photocopy of driving license, Aadhar card, passport, any other government issued ID/address proof.
2. **Educational certificates / Final marksheet** - photocopies along with the originals for verification.
3. **Pay slips** from the previous employer.
4. **Relieving letter(s)** from the last two employers.

Note: If you have been employed before, a clear relieving letter from your last employer is to be made available to us at the time of your joining service before your appointment takes effect. The company has offered you based on your representations/experience. In the event of your failure to provide us with a relieving letter, you agree to indemnify and keep the company indemnified from and against any and all claims that may arise in this regard.

5. Photographs:

- a) Self: four passport-size photographs.
- b) Postcard-size group photo with complete family (dependent parents, spouse, children) if applicable for ESI Benefits (see annexure A)

6. PAN card - Photocopy.


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ACCEPTANCE OF OFFER

By accepting this offer, you hereby acknowledge and agree that the provisions herein are contingent on the successful completion of the background verification proceedings, which may include the use of an external agency to check your prior employment, education and criminal records. If any of the statements you provided during the course of your interview, in the details of your resume or any other documents you provided, are found to be inaccurate or false, it may result in nullification of this offer and corresponding termination of your employment with our Company.

Your compensation details are confidential and you may discuss it only with the HR team, in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our Company.

This offer is valid for **1 day**. In order to accept it, you must do the following, after which period this offer shall **lapse** automatically.


1. Reply to this mail, stating your acceptance.
2. Inform any company with whom you have a contractual relationship (whether as an employee or a contractor) about termination of the relationship
3. Please note you may not work for any other Company or freelance while with Indegene Private Limited (formerly Indegene Lifesystems Private Limited).

ACCEPTANCE

I, **Mr. Mohammed Anfal**, hereby **accept** the position and terms and conditions of employment offered. I understand that any material misrepresentation by me of my qualifications, credentials, or personal record may result in my immediate dismissal upon discovery by the Company. I shall join the company on **28, April, 2023**.

Please sign your acceptance _____

Date: _____


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ANNEXURE A

Please find below the Cost to Company breakup, which we would like to offer you

Components	Annual Salary	Per Month Salary
Basic	1,46,000	12,167
Flexible Benefit Components (FBC)	45,557	3,796
* Personal Pay		
* Other Flexible Components (OFC)		
HRA	21,900	1,825
Communication	12,000	1,000
Sub Total 1	2,25,457	18,788
Retiral Components		
Provident Fund	22,320	1,860
Gratuity	7,023	585
Sub Total 2	29,343	2,445
Other Components		
*Statutory Bonus/ Ex-gratia	37,200	3,100
Sub Total 3	37,200	3,100
Fixed CTC	2,92,000	24,333
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Variable Pay - On a rating of 3	16,000	1,333
Cost to Company (CTC)	3,20,000	26,667
Deductions		
Employee Provident Fund	22,320	1,860
Retirals		
Employer Provident Fund	22,320	1,860
Gratuity	7,023	585
Total	51,663	4,305
Net Take home (without TDS)	2,40,337	20,028



Note:

- **Provident Fund (PF)*:**

PF is contributed at 12% of wages, subject to a minimum wage rate from time to time.

- **Statutory Bonus/ Ex-gratia*:**

Statutory Bonus/ Ex-gratia is calculated at 20% of wages, subject to a minimum wage rate from time to time and it is paid out on a monthly basis.

- **Gratuity*:**

Gratuity is applicable as per the Gratuity Act. It is payable on separation from the services of the company on completion of 5 years of continuous service and is computed on your last drawn basic salary.

- **Flexible Benefit Components (FBC)*:**

Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

- i. Choose from a bouquet of allowances or benefits like Fuel Reimbursement, Drivers Salary, Professional Development Course, Food Coupons and Leave Travel Allowance (LTA) etc. to reduce your overall tax liability.
- ii. Redefine your salary structure within prescribed guidelines to optimize your earnings

Note - FBC is provided at the discretion of the management and it can also be withdrawn at any time or it can be subject to changes as per statutory and tax guidelines.

- **Communication (for official usage):**

This allowance is allocated for the mobile and internet charges that you would incur **towards maintenance of mobile / data card / devices such as dongle, wi-fi routers for call / internet connectivity at home for official usage and** will be paid as per the company process on monthly basis.

- **Variable Pay:**

Variable Pay is an important component of the total remuneration package, driven by individual performance and payable upon the organization and the department meeting the stated goals and yourself getting an annual average rating of 3 (normalized). As per the Performance Management System of the company, you will be eligible for a Variable Pay of **Rs. 16,000/-p.a. (Rupees Sixteen Thousand only per annum)** (TDS will be applicable as per the IT rules). The Variable Pay would be payable biannually, which would be subject to your being on the payrolls


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of the company at the time of payment. Employees who have resigned/ serving their notice pay, will not be entitled for a Variable Pay. The Company reserves the right to modify the variable pay scheme at its discretion from time to time.


- **Statutory Obligations/Contributions:**

You will be governed by statutory rules and regulations as per the Country's/State Legislation's & Company's policy. Appropriate recoveries will be implemented towards any statutory liabilities arising on your account. Any payment by way of statutory obligations or otherwise that may arise in future will be adjusted against the amount of your cost to the company (CTC). All statutory payments shall be calculated on the basis of basic salary or as per statutory/IT guidelines applicable to you from time to time.

- i. You will be required to join/continue to be a member of the Staff Provident Fund, be bound by the rules and entitled to its benefits.
- ii. You will be eligible for gratuity as per the Gratuity Act, payable on completion of 5 years.
- iii. ESI will be applicable based on your CTC.

- **Annual Payout:**

As a part of the compensation structure, a part of the CTC for the first 2 years would be payable to you as an annual payout. The annual payout of **Rs. 12,000/-** (TDS will be applicable as per the IT rules) would be payable to you twice; i.e. on completion of the 12th month & 24th month anniversary from your date of joining. The annual payout component if extended shall be confirmed in writing, else it will be distributed in the compensation mix as per the policy either in July or January with adjustment of balance payable. The payment of this component would be subject to your being on the payrolls of the company at the time of the payment.


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Other Benefits

- **Mediclaime Insurance:**

Employee only, would be covered under the Mediclaime Insurance for a maximum sum of **Rs. 2,00,000/- (Rupees Two Lakh only per annum)**. As per the Company policy, the Company would bear the total premium. The Company reserves the right to increase the amount recovered based on the increasing healthcare/insurance premiums.

- **Personal Accident Insurance:**

You will be covered under the Personal Accident Insurance, which is a minimum of **Rs. 15,00,000/- (Rupees Fifteen Lakhs Only)** or maximum of Annual CTC. The company would bear the total premium cost.

- **Life Insurance:**

You will be covered under the Group Term policy (Life Insurance) under the Free Cover Limit without insisting on Health Declarations and Medical Reports which is a minimum of **Rs. 15,00,000/- (Rupees Fifteen Lakhs Only)** or maximum of 1.5 times of the Annual CTC.

With best wishes,



Bina Patil
Vice President – Human Resources


REGISTRAR

REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

To,
Posina Likhitha,
Bangalore

Dear Ms. Posina Likhitha,

Thank you for your time and effort in attending the interview with **Indegene Private Limited (formerly Indegene Lifesystems Private Limited)**. We extend this offer and the opportunity it presents with great confidence in your abilities. You have made a very favorable impression with everyone you met, and we are excited with the prospect of you joining our Company.

We are pleased to offer you the position of **Trainee Web Developer** in our Company as detailed below:

Your appointment is effective from the date of joining, which is tentatively **28, April, 2023**. Basis business need, the DOJ is subject to change [preponed/postponed] and the same would be intimated atleast 2 weeks in advance. The offer shall stand continue to remain valid till new DOJ in such cases. You will be based at our **Bangalore - Manyata Tech Park** Office detailed appointment letter shall be issued to you upon joining.

- 1. Band, Level & Department: A: Level 1 People Practice & Operations**
- 2. Scope of Training:** The scope of your Training will be broadly as per the Training and Development guidelines as mentioned during our discussion. You will also render such other services under the direction of your superiors, consistent with your overall Training assignments, as may be necessary to meet our requirement from time to time. It is understood that you will attend to all Training assignments on priority. You will be assessed at the end of the twelve month term on assigned parameters with a condition that you need to meet the expected standards of certification. Based on your performance and the organizational needs, you may be absorbed on full-time employment with the company.
- 3. Training Period:** Your Training Period will be for a period of twelve months (12 months), starting with effect from **28, April, 2023**. During this period your total Compensation will be **Rs. 320,000 p.a. (Rupees Three Lakhs Twenty Thousand only per annum)** as explained in Annexure A. At the end of the period, it will automatically come to an end, unless we extend it for a further period in writing.



Indegene Private Limited, Aspen Block G4, 3rd Floor,
Manyata Embassy Business Park, Outer Ring Road,
Nagawara, Bengaluru - 560 045, India

Phone: +91 80 4674 4567, +91 80 4644 7777
www.indegene.com

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4. **Training Bond:** The company will be incurring costs towards your training and you would therefore need to sign a training bond for an amount of Rs. **35,000/-** for 12 months. In case you decide to leave the company at any time during the bond period, you will need to pay the entire training amount due to the company.
5. **Rules & Procedures:** You will be governed by the Company's rules, regulations, administrative procedures in force from time to time on matters such as working hours, festival holidays, weekly offs, leaves and other administrative policies.
6. **Timings:** We work from **Monday to Friday, 9:00 AM to 6:30 PM**, during which your presence in the office is mandatory. Please note that you may be required to undertake shift duties / work extended hours as required by the Company depending upon the Training needs/assignments assigned to completion, business requirements / policies and exigencies of work.
7. **Leave -** You will be eligible for 1 day leave for every completed Training Month during your training period.
8. **Appraisal:** You will be taken on rolls as a full-time employee on successful completion of 1 year traineeship with the company. You will then fall into the subsequent review cycle running at that time and be eligible for salary review as per the guidelines. Compensation guidelines can be changed as per the company policy.
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If any of the statements/documents/reference details provided by you is found to be inaccurate or false, or if any feedback during the reference check is found to be negative, or if you were found to be convicted in any


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Note: If you have been employed before, a clear relieving letter from your last employer is to be made available to us at the time of your joining service before your appointment takes effect. The company has offered you based on your representations/experience. In the event of your failure to provide us with a relieving letter, you agree to indemnify and keep the company indemnified from and against any and all claims that may arise in this regard.

5. Photographs:

- a) Self: four passport-size photographs.
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6. PAN card - Photocopy.


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ACCEPTANCE OF OFFER

By accepting this offer, you hereby acknowledge and agree that the provisions herein are contingent on the successful completion of the background verification proceedings, which may include the use of an external agency to check your prior employment, education and criminal records. If any of the statements you provided during the course of your interview, in the details of your resume or any other documents you provided, are found to be inaccurate or false, it may result in nullification of this offer and corresponding termination of your employment with our Company.

Your compensation details are confidential and you may discuss it only with the HR team, in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our Company.

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1. Reply to this mail, stating your acceptance.
2. Inform any company with whom you have a contractual relationship (whether as an employee or a contractor) about termination of the relationship
3. Please note you may not work for any other Company or freelance while with Indegene Private Limited (formerly Indegene Lifesystems Private Limited).

ACCEPTANCE

I, **Ms. Posina Likhitha**, hereby **accept** the position and terms and conditions of employment offered. I understand that any material misrepresentation by me of my qualifications, credentials, or personal record may result in my immediate dismissal upon discovery by the Company. I shall join the company on **28, April, 2023**.

Please sign your acceptance _____

Date: _____

Posina
 REGISTRAR
 REGISTRAR
 PRESIDENCY UNIVERSITY
 BANGALORE

ANNEXURE A

Please find below the Cost to Company breakup, which we would like to offer you

Components	Annual Salary	Per Month Salary
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Flexible Benefit Components (FBC)	45,557	3,796
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- i. Choose from a bouquet of allowances or benefits like Fuel Reimbursement, Drivers Salary, Professional Development Course, Food Coupons and Leave Travel Allowance (LTA) etc. to reduce your overall tax liability.
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This allowance is allocated for the mobile and internet charges that you would incur **towards maintenance of mobile / data card / devices such as dongle, wi-fi routers for call / internet connectivity at home for official usage and** will be paid as per the company process on monthly basis.

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of the company at the time of payment. Employees who have resigned/ serving their notice pay, will not be entitled for a Variable Pay. The Company reserves the right to modify the variable pay scheme at its discretion from time to time.

- **Statutory Obligations/Contributions:**

You will be governed by statutory rules and regulations as per the Country's/State Legislation's & Company's policy. Appropriate recoveries will be implemented towards any statutory liabilities arising on your account. Any payment by way of statutory obligations or otherwise that may arise in future will be adjusted against the amount of your cost to the company (CTC). All statutory payments shall be calculated on the basis of basic salary or as per statutory/IT guidelines applicable to you from time to time.

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As a part of the compensation structure, a part of the CTC for the first 2 years would be payable to you as an annual payout. The annual payout of **Rs. 12,000/-** (TDS will be applicable as per the IT rules) would be payable to you twice; i.e. on completion of the 12th month & 24th month anniversary from your date of joining. The annual payout component if extended shall be confirmed in writing, else it will be distributed in the compensation mix as per the policy either in July or January with adjustment of balance payable. The payment of this component would be subject to your being on the payrolls of the company at the time of the payment.


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Employee only, would be covered under the Mediclaime Insurance for a maximum sum of **Rs. 2,00,000/- (Rupees Two Lakh only per annum)**. As per the Company policy, the Company would bear the total premium. The Company reserves the right to increase the amount recovered based on the increasing healthcare/insurance premiums.

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- **Life Insurance:**

You will be covered under the Group Term policy (Life Insurance) under the Free Cover Limit without insisting on Health Declarations and Medical Reports which is a minimum of **Rs. 15,00,000/- (Rupees Fifteen Lakhs Only)** or maximum of 1.5 times of the Annual CTC.

With best wishes,



Bina Patil
Vice President – Human Resources


REGISTRAR

REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

To,
Syeda Farheen,
Bangalore

Dear Ms. Syeda Farheen,

Thank you for your time and effort in attending the interview with **Indegene Private Limited (formerly Indegene Lifesystems Private Limited)**. We extend this offer and the opportunity it presents with great confidence in your abilities. You have made a very favorable impression with everyone you met, and we are excited with the prospect of you joining our Company.

We are pleased to offer you the position of **Trainee Web Developer** in our Company as detailed below:

Your appointment is effective from the date of joining, which is tentatively **28, April, 2023**. Basis business need, the DOJ is subject to change [preponed/postponed] and the same would be intimated atleast 2 weeks in advance. The offer shall stand continue to remain valid till new DOJ in such cases. You will be based at our **Bangalore - Manyata Tech Park** Office detailed appointment letter shall be issued to you upon joining.

- 1. Band, Level & Department: A: Level 1 People Practice & Operations**
- 2. Scope of Training:** The scope of your Training will be broadly as per the Training and Development guidelines as mentioned during our discussion. You will also render such other services under the direction of your superiors, consistent with your overall Training assignments, as may be necessary to meet our requirement from time to time. It is understood that you will attend to all Training assignments on priority. You will be assessed at the end of the twelve month term on assigned parameters with a condition that you need to meet the expected standards of certification. Based on your performance and the organizational needs, you may be absorbed on full-time employment with the company.
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Indegene Private Limited, Aspen Block G4, 3rd Floor,
Manyata Embassy Business Park, Outer Ring Road,
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Phone: +91 80 4674 4567, +91 80 4644 7777
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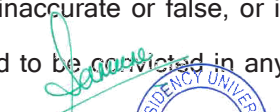

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4. **Training Bond:** The company will be incurring costs towards your training and you would therefore need to sign a training bond for an amount of Rs. **35,000/-** for 12 months. In case you decide to leave the company at any time during the bond period, you will need to pay the entire training amount due to the company.
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6. **Timings:** We work from **Monday to Friday, 9:00 AM to 6:30 PM**, during which your presence in the office is mandatory. Please note that you may be required to undertake shift duties / work extended hours as required by the Company depending upon the Training needs/assignments assigned to completion, business requirements / policies and exigencies of work.
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 2. You may have to undergo a drug test or any other medical tests that would be arranged by Indegene as per the client project requirements.

If any of the statements/documents/reference details provided by you is found to be inaccurate or false, or if any feedback during the reference check is found to be negative, or if you were found to be convicted in any


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criminal offence, Indegene will have the authority to nullify your offer / appointment and terminate your employment with immediate effect from the detection of such occurrence without any prior notice.

JOINING FORMALITIES:

At the time of joining, it is mandatory for you to submit the documents mentioned below:

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Note: If you have been employed before, a clear relieving letter from your last employer is to be made available to us at the time of your joining service before your appointment takes effect. The company has offered you based on your representations/experience. In the event of your failure to provide us with a relieving letter, you agree to indemnify and keep the company indemnified from and against any and all claims that may arise in this regard.

5. Photographs:

- a) Self: four passport-size photographs.
- b) Postcard-size group photo with complete family (dependent parents, spouse, children) if applicable for ESI Benefits (see annexure A)

6. PAN card - Photocopy.


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ACCEPTANCE OF OFFER

By accepting this offer, you hereby acknowledge and agree that the provisions herein are contingent on the successful completion of the background verification proceedings, which may include the use of an external agency to check your prior employment, education and criminal records. If any of the statements you provided during the course of your interview, in the details of your resume or any other documents you provided, are found to be inaccurate or false, it may result in nullification of this offer and corresponding termination of your employment with our Company.

Your compensation details are confidential and you may discuss it only with the HR team, in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our Company.

This offer is valid for **1 day**. In order to accept it, you must do the following, after which period this offer shall **lapse** automatically.

1. Reply to this mail, stating your acceptance.
2. Inform any company with whom you have a contractual relationship (whether as an employee or a contractor) about termination of the relationship
3. Please note you may not work for any other Company or freelance while with Indegene Private Limited (formerly Indegene Lifesystems Private Limited).

ACCEPTANCE

I, **Ms. Syeda Farheen**, hereby **accept** the position and terms and conditions of employment offered. I understand that any material misrepresentation by me of my qualifications, credentials, or personal record may result in my immediate dismissal upon discovery by the Company. I shall join the company on **28, April, 2023**.

Please sign your acceptance _____

Date: _____


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Ver

ANNEXURE A

Please find below the Cost to Company breakup, which we would like to offer you

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Annual Payout	12,000	1,000
Variable Pay - On a rating of 3	16,000	1,333
Cost to Company (CTC)	3,20,000	26,667
Deductions		
Employee Provident Fund	22,320	1,860
Retirals		
Employer Provident Fund	22,320	1,860
Gratuity	7,023	585
Total	51,663	4,305
Net Take home (without TDS)	2,40,337	20,028



Note:

- **Provident Fund (PF)*:**

PF is contributed at 12% of wages, subject to a minimum wage rate from time to time.

- **Statutory Bonus/ Ex-gratia*:**

Statutory Bonus/ Ex-gratia is calculated at 20% of wages, subject to a minimum wage rate from time to time and it is paid out on a monthly basis.

- **Gratuity*:**

Gratuity is applicable as per the Gratuity Act. It is payable on separation from the services of the company on completion of 5 years of continuous service and is computed on your last drawn basic salary.

- **Flexible Benefit Components (FBC)*:**

Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

- i. Choose from a bouquet of allowances or benefits like Fuel Reimbursement, Drivers Salary, Professional Development Course, Food Coupons and Leave Travel Allowance (LTA) etc. to reduce your overall tax liability.
- ii. Redefine your salary structure within prescribed guidelines to optimize your earnings

Note - FBC is provided at the discretion of the management and it can also be withdrawn at any time or it can be subject to changes as per statutory and tax guidelines.

- **Communication (for official usage):**

This allowance is allocated for the mobile and internet charges that you would incur **towards maintenance of mobile / data card / devices such as dongle, wi-fi routers for call / internet connectivity at home for official usage and** will be paid as per the company process on monthly basis.

- **Variable Pay:**

Variable Pay is an important component of the total remuneration package, driven by individual performance and payable upon the organization and the department meeting the stated goals and yourself getting an annual average rating of 3 (normalized). As per the Performance Management System of the company, you will be eligible for a Variable Pay of **Rs. 16,000/-p.a. (Rupees Sixteen Thousand only per annum)** (TDS will be applicable as per the IT rules). The Variable Pay would be payable biannually, which would be subject to your being on the payrolls


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of the company at the time of payment. Employees who have resigned/ serving their notice pay, will not be entitled for a Variable Pay. The Company reserves the right to modify the variable pay scheme at its discretion from time to time.


- **Statutory Obligations/Contributions:**

You will be governed by statutory rules and regulations as per the Country's/State Legislation's & Company's policy. Appropriate recoveries will be implemented towards any statutory liabilities arising on your account. Any payment by way of statutory obligations or otherwise that may arise in future will be adjusted against the amount of your cost to the company (CTC). All statutory payments shall be calculated on the basis of basic salary or as per statutory/IT guidelines applicable to you from time to time.

- i. You will be required to join/continue to be a member of the Staff Provident Fund, be bound by the rules and entitled to its benefits.
- ii. You will be eligible for gratuity as per the Gratuity Act, payable on completion of 5 years.
- iii. ESI will be applicable based on your CTC.

- **Annual Payout:**

As a part of the compensation structure, a part of the CTC for the first 2 years would be payable to you as an annual payout. The annual payout of **Rs. 12,000/-** (TDS will be applicable as per the IT rules) would be payable to you twice; i.e. on completion of the 12th month & 24th month anniversary from your date of joining. The annual payout component if extended shall be confirmed in writing, else it will be distributed in the compensation mix as per the policy either in July or January with adjustment of balance payable. The payment of this component would be subject to your being on the payrolls of the company at the time of the payment.


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Other Benefits

- **Mediclaime Insurance:**

Employee only, would be covered under the Mediclaime Insurance for a maximum sum of **Rs. 2,00,000/- (Rupees Two Lakh only per annum)**. As per the Company policy, the Company would bear the total premium. The Company reserves the right to increase the amount recovered based on the increasing healthcare/insurance premiums.

- **Personal Accident Insurance:**

You will be covered under the Personal Accident Insurance, which is a minimum of **Rs. 15,00,000/- (Rupees Fifteen Lakhs Only)** or maximum of Annual CTC. The company would bear the total premium cost.


- **Life Insurance:**

You will be covered under the Group Term policy (Life Insurance) under the Free Cover Limit without insisting on Health Declarations and Medical Reports which is a minimum of **Rs. 15,00,000/- (Rupees Fifteen Lakhs Only)** or maximum of 1.5 times of the Annual CTC.

With best wishes,



Bina Patil
Vice President – Human Resources


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PRESIDENCY UNIVERSITY
BANGALORE

To,
Vikasitha M,
Bangalore

Dear Ms. Vikasitha M,

Thank you for your time and effort in attending the interview with **Indegene Private Limited (formerly Indegene Lifesystems Private Limited)**. We extend this offer and the opportunity it presents with great confidence in your abilities. You have made a very favorable impression with everyone you met, and we are excited with the prospect of you joining our Company.

We are pleased to offer you the position of **Trainee Web Developer** in our Company as detailed below:

Your appointment is effective from the date of joining, which is tentatively **28, April, 2023**. Basis business need, the DOJ is subject to change [preponed/postponed] and the same would be intimated atleast 2 weeks in advance. The offer shall stand continue to remain valid till new DOJ in such cases. You will be based at our **Bangalore - Manyata Tech Park** Office detailed appointment letter shall be issued to you upon joining.

- 1. Band, Level & Department: A: Level 1 People Practice & Operations**
- 2. Scope of Training:** The scope of your Training will be broadly as per the Training and Development guidelines as mentioned during our discussion. You will also render such other services under the direction of your superiors, consistent with your overall Training assignments, as may be necessary to meet our requirement from time to time. It is understood that you will attend to all Training assignments on priority. You will be assessed at the end of the twelve month term on assigned parameters with a condition that you need to meet the expected standards of certification. Based on your performance and the organizational needs, you may be absorbed on full-time employment with the company.
- 3. Training Period:** Your Training Period will be for a period of twelve months (12 months), starting with effect from **28, April, 2023**. During this period your total Compensation will be **Rs. 320,000 p.a. (Rupees Three Lakhs Twenty Thousand only per annum)** as explained in Annexure A. At the end of the period, it will automatically come to an end, unless we extend it for a further period in writing.



Indegene Private Limited, Aspen Block G4, 3rd Floor,
Manyata Embassy Business Park, Outer Ring Road,
Nagawara, Bengaluru - 560 045, India

Phone: +91 80 4674 4567, +91 80 4644 7777
www.indegene.com

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- 4. **Training Bond:** The company will be incurring costs towards your training and you would therefore need to sign a training bond for an amount of Rs. **35,000/-** for 12 months. In case you decide to leave the company at any time during the bond period, you will need to pay the entire training amount due to the company.
- 5. **Rules & Procedures:** You will be governed by the Company's rules, regulations, administrative procedures in force from time to time on matters such as working hours, festival holidays, weekly offs, leaves and other administrative policies.
- 6. **Timings:** We work from **Monday to Friday, 9:00 AM to 6:30 PM**, during which your presence in the office is mandatory. Please note that you may be required to undertake shift duties / work extended hours as required by the Company depending upon the Training needs/assignments assigned to completion, business requirements / policies and exigencies of work.
- 7. **Leave -** You will be eligible for 1 day leave for every completed Training Month during your training period.
- 8. **Appraisal:** You will be taken on rolls as a full-time employee on successful completion of 1 year traineeship with the company. You will then fall into the subsequent review cycle running at that time and be eligible for salary review as per the guidelines. Compensation guidelines can be changed as per the company policy.
- 9. **Background Verification: This Offer/Appointment shall, at all times, be subject to your successful clearing of the background verification (BGV) process.** BGV will be conducted in areas including your education, prior employment (s), criminal records and such other areas as may be required by client projects by Indegene or third-party agency appointed by Indegene either prior or post your joining. It is important for you to submit the documents specified below at any point in time (pre or post joining) for process compliance, and submission of the documents would be considered as your consent to execute the BGV process.

- 1. You are required to submit the following documents:
 - a. Educational proofs - Convocation Certificate / Final Marksheet
 - b. Professional proofs-
 - i. Relieving letters and experience certificates
 - ii. Pay slips from previous employer before joining
 - c. Such other documents as may be necessary as per client project requirements.
- 2. You may have to undergo a drug test or any other medical tests that would be arranged by Indegene as per the client project requirements.

If any of the statements/documents/reference details provided by you is found to be inaccurate or false, or if any feedback during the reference check is found to be negative, or if you were found to be convicted in any



criminal offence, Indegene will have the authority to nullify your offer / appointment and terminate your employment with immediate effect from the detection of such occurrence without any prior notice.

JOINING FORMALITIES:

At the time of joining, it is mandatory for you to submit the documents mentioned below:

1. **Photo identity & address proof** - photocopy of driving license, Aadhar card, passport, any other government issued ID/address proof.
2. **Educational certificates / Final marksheet** - photocopies along with the originals for verification.
3. **Pay slips** from the previous employer.
4. **Relieving letter(s)** from the last two employers.

Note: If you have been employed before, a clear relieving letter from your last employer is to be made available to us at the time of your joining service before your appointment takes effect. The company has offered you based on your representations/experience. In the event of your failure to provide us with a relieving letter, you agree to indemnify and keep the company indemnified from and against any and all claims that may arise in this regard.

5. Photographs:

- a) Self: four passport-size photographs.
- b) Postcard-size group photo with complete family (dependent parents, spouse, children) if applicable for ESI Benefits (see annexure A)

6. PAN card - Photocopy.


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ACCEPTANCE OF OFFER

By accepting this offer, you hereby acknowledge and agree that the provisions herein are contingent on the successful completion of the background verification proceedings, which may include the use of an external agency to check your prior employment, education and criminal records. If any of the statements you provided during the course of your interview, in the details of your resume or any other documents you provided, are found to be inaccurate or false, it may result in nullification of this offer and corresponding termination of your employment with our Company.

Your compensation details are confidential and you may discuss it only with the HR team, in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our Company.

This offer is valid for **1 day**. In order to accept it, you must do the following, after which period this offer shall **lapse** automatically.

1. Reply to this mail, stating your acceptance.
2. Inform any company with whom you have a contractual relationship (whether as an employee or a contractor) about termination of the relationship
3. Please note you may not work for any other Company or freelance while with Indegene Private Limited (formerly Indegene Lifesystems Private Limited).

ACCEPTANCE

I, **Ms. Vikasitha M**, hereby **accept** the position and terms and conditions of employment offered. I understand that any material misrepresentation by me of my qualifications, credentials, or personal record may result in my immediate dismissal upon discovery by the Company. I shall join the company on **28, April, 2023**.

Please sign your acceptance _____

Date: _____


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ANNEXURE A

Please find below the Cost to Company breakup, which we would like to offer you

Components	Annual Salary	Per Month Salary
Basic	1,46,000	12,167
Flexible Benefit Components (FBC)	45,557	3,796
* Personal Pay		
* Other Flexible Components (OFC)		
HRA	21,900	1,825
Communication	12,000	1,000
Sub Total 1	2,25,457	18,788
Retiral Components		
Provident Fund	22,320	1,860
Gratuity	7,023	585
Sub Total 2	29,343	2,445
Other Components		
*Statutory Bonus/ Ex-gratia	37,200	3,100
Sub Total 3	37,200	3,100
Fixed CTC	2,92,000	24,333
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of the company at the time of payment. Employees who have resigned/ serving their notice pay, will not be entitled for a Variable Pay. The Company reserves the right to modify the variable pay scheme at its discretion from time to time.

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With best wishes,



Bina Patil
Vice President – Human Resources



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PRESIDENCY UNIVERSITY
BANGALORE

To,
Vivek Shekhar,
Bangalore

Dear Mr. Vivek Shekhar,

Thank you for your time and effort in attending the interview with **Indegene Private Limited (formerly Indegene Lifesystems Private Limited)**. We extend this offer and the opportunity it presents with great confidence in your abilities. You have made a very favorable impression with everyone you met, and we are excited with the prospect of you joining our Company.

We are pleased to offer you the position of **Trainee Web Developer** in our Company as detailed below:

Your appointment is effective from the date of joining, which is tentatively **28, April, 2023**. Basis business need, the DOJ is subject to change [preponed/postponed] and the same would be intimated atleast 2 weeks in advance. The offer shall stand continue to remain valid till new DOJ in such cases. You will be based at our **Bangalore - Manyata Tech Park** Office detailed appointment letter shall be issued to you upon joining.

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- 2. Scope of Training:** The scope of your Training will be broadly as per the Training and Development guidelines as mentioned during our discussion. You will also render such other services under the direction of your superiors, consistent with your overall Training assignments, as may be necessary to meet our requirement from time to time. It is understood that you will attend to all Training assignments on priority. You will be assessed at the end of the twelve month term on assigned parameters with a condition that you need to meet the expected standards of certification. Based on your performance and the organizational needs, you may be absorbed on full-time employment with the company.
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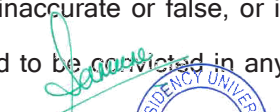

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4. **Training Bond:** The company will be incurring costs towards your training and you would therefore need to sign a training bond for an amount of Rs. **35,000/-** for 12 months. In case you decide to leave the company at any time during the bond period, you will need to pay the entire training amount due to the company.
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If any of the statements/documents/reference details provided by you is found to be inaccurate or false, or if any feedback during the reference check is found to be negative, or if you were found to be convicted in any


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- a) Self: four passport-size photographs.
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6. PAN card - Photocopy.


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ACCEPTANCE OF OFFER

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ACCEPTANCE

I, **Mr. Vivek Shekhar**, hereby **accept** the position and terms and conditions of employment offered. I understand that any material misrepresentation by me of my qualifications, credentials, or personal record may result in my immediate dismissal upon discovery by the Company. I shall join the company on **28, April, 2023**.

Please sign your acceptance _____

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ANNEXURE A

Please find below the Cost to Company breakup, which we would like to offer you

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You will be governed by statutory rules and regulations as per the Country's/State Legislation's & Company's policy. Appropriate recoveries will be implemented towards any statutory liabilities arising on your account. Any payment by way of statutory obligations or otherwise that may arise in future will be adjusted against the amount of your cost to the company (CTC). All statutory payments shall be calculated on the basis of basic salary or as per statutory/IT guidelines applicable to you from time to time.

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Employee only, would be covered under the Mediclaime Insurance for a maximum sum of **Rs. 2,00,000/- (Rupees Two Lakh only per annum)**. As per the Company policy, the Company would bear the total premium. The Company reserves the right to increase the amount recovered based on the increasing healthcare/insurance premiums.

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With best wishes,



Bina Patil
Vice President – Human Resources



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PRESIDENCY UNIVERSITY
BANGALORE

To,
Yaseen Umer,
Bangalore

Dear Mr. Yaseen Umer,

Thank you for your time and effort in attending the interview with **Indegene Private Limited (formerly Indegene Lifesystems Private Limited)**. We extend this offer and the opportunity it presents with great confidence in your abilities. You have made a very favorable impression with everyone you met, and we are excited with the prospect of you joining our Company.

We are pleased to offer you the position of **Trainee Web Developer** in our Company as detailed below:

Your appointment is effective from the date of joining, which is tentatively **28, April, 2023**. Basis business need, the DOJ is subject to change [preponed/postponed] and the same would be intimated atleast 2 weeks in advance. The offer shall stand continue to remain valid till new DOJ in such cases. You will be based at our **Bangalore - Manyata Tech Park** Office detailed appointment letter shall be issued to you upon joining.

- 1. Band, Level & Department: A: Level 1 People Practice & Operations**
- 2. Scope of Training:** The scope of your Training will be broadly as per the Training and Development guidelines as mentioned during our discussion. You will also render such other services under the direction of your superiors, consistent with your overall Training assignments, as may be necessary to meet our requirement from time to time. It is understood that you will attend to all Training assignments on priority. You will be assessed at the end of the twelve month term on assigned parameters with a condition that you need to meet the expected standards of certification. Based on your performance and the organizational needs, you may be absorbed on full-time employment with the company.
- 3. Training Period:** Your Training Period will be for a period of twelve months (12 months), starting with effect from **28, April, 2023**. During this period your total Compensation will be **Rs. 320,000 p.a. (Rupees Three Lakhs Twenty Thousand only per annum)** as explained in Annexure A. At the end of the period, it will automatically come to an end, unless we extend it for a further period in writing.



Indegene Private Limited, Aspen Block G4, 3rd Floor,
Manyata Embassy Business Park, Outer Ring Road,
Nagawara, Bengaluru - 560 045, India

Phone: +91 80 4674 4567, +91 80 4644 7777
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- 4. **Training Bond:** The company will be incurring costs towards your training and you would therefore need to sign a training bond for an amount of Rs. **35,000/-** for 12 months. In case you decide to leave the company at any time during the bond period, you will need to pay the entire training amount due to the company.
- 5. **Rules & Procedures:** You will be governed by the Company's rules, regulations, administrative procedures in force from time to time on matters such as working hours, festival holidays, weekly offs, leaves and other administrative policies.
- 6. **Timings:** We work from **Monday to Friday, 9:00 AM to 6:30 PM**, during which your presence in the office is mandatory. Please note that you may be required to undertake shift duties / work extended hours as required by the Company depending upon the Training needs/assignments assigned to completion, business requirements / policies and exigencies of work.
- 7. **Leave -** You will be eligible for 1 day leave for every completed Training Month during your training period.
- 8. **Appraisal:** You will be taken on rolls as a full-time employee on successful completion of 1 year traineeship with the company. You will then fall into the subsequent review cycle running at that time and be eligible for salary review as per the guidelines. Compensation guidelines can be changed as per the company policy.
- 9. **Background Verification: This Offer/Appointment shall, at all times, be subject to your successful clearing of the background verification (BGV) process.** BGV will be conducted in areas including your education, prior employment (s), criminal records and such other areas as may be required by client projects by Indegene or third-party agency appointed by Indegene either prior or post your joining. It is important for you to submit the documents specified below at any point in time (pre or post joining) for process compliance, and submission of the documents would be considered as your consent to execute the BGV process.

- 1. You are required to submit the following documents:
 - a. Educational proofs - Convocation Certificate / Final Marksheet
 - b. Professional proofs-
 - i. Relieving letters and experience certificates
 - ii. Pay slips from previous employer before joining
 - c. Such other documents as may be necessary as per client project requirements.
- 2. You may have to undergo a drug test or any other medical tests that would be arranged by Indegene as per the client project requirements.

If any of the statements/documents/reference details provided by you is found to be inaccurate or false, or if any feedback during the reference check is found to be negative, or if you were found to be convicted in any



criminal offence, Indegene will have the authority to nullify your offer / appointment and terminate your employment with immediate effect from the detection of such occurrence without any prior notice.

JOINING FORMALITIES:

At the time of joining, it is mandatory for you to submit the documents mentioned below:

1. **Photo identity & address proof** - photocopy of driving license, Aadhar card, passport, any other government issued ID/address proof.
2. **Educational certificates / Final marksheet** - photocopies along with the originals for verification.
3. **Pay slips** from the previous employer.
4. **Relieving letter(s)** from the last two employers.

Note: If you have been employed before, a clear relieving letter from your last employer is to be made available to us at the time of your joining service before your appointment takes effect. The company has offered you based on your representations/experience. In the event of your failure to provide us with a relieving letter, you agree to indemnify and keep the company indemnified from and against any and all claims that may arise in this regard.

5. Photographs:

- a) Self: four passport-size photographs.
- b) Postcard-size group photo with complete family (dependent parents, spouse, children) if applicable for ESI Benefits (see annexure A)

6. PAN card - Photocopy.


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ACCEPTANCE OF OFFER

By accepting this offer, you hereby acknowledge and agree that the provisions herein are contingent on the successful completion of the background verification proceedings, which may include the use of an external agency to check your prior employment, education and criminal records. If any of the statements you provided during the course of your interview, in the details of your resume or any other documents you provided, are found to be inaccurate or false, it may result in nullification of this offer and corresponding termination of your employment with our Company.

Your compensation details are confidential and you may discuss it only with the HR team, in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our Company.

This offer is valid for **1 day**. In order to accept it, you must do the following, after which period this offer shall **lapse** automatically.

1. Reply to this mail, stating your acceptance.
2. Inform any company with whom you have a contractual relationship (whether as an employee or a contractor) about termination of the relationship
3. Please note you may not work for any other Company or freelance while with Indegene Private Limited (formerly Indegene Lifesystems Private Limited).

ACCEPTANCE

I, **Mr. Yaseen Umer**, hereby **accept** the position and terms and conditions of employment offered. I understand that any material misrepresentation by me of my qualifications, credentials, or personal record may result in my immediate dismissal upon discovery by the Company. I shall join the company on **28, April, 2023**.

Please sign your acceptance _____

Date: _____


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ANNEXURE A

Please find below the Cost to Company breakup, which we would like to offer you

Components	Annual Salary	Per Month Salary
Basic	1,46,000	12,167
Flexible Benefit Components (FBC)	45,557	3,796
* Personal Pay		
* Other Flexible Components (OFC)		
HRA	21,900	1,825
Communication	12,000	1,000
Sub Total 1	2,25,457	18,788
Retiral Components		
Provident Fund	22,320	1,860
Gratuity	7,023	585
Sub Total 2	29,343	2,445
Other Components		
*Statutory Bonus/ Ex-gratia	37,200	3,100
Sub Total 3	37,200	3,100
Fixed CTC	2,92,000	24,333
Annual Payout	12,000	1,000
Variable Pay - On a rating of 3	16,000	1,333
Cost to Company (CTC)	3,20,000	26,667
Deductions		
Employee Provident Fund	22,320	1,860
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Employer Provident Fund	22,320	1,860
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Total	51,663	4,305
Net Take home (without TDS)	2,40,337	20,028



Note:

- **Provident Fund (PF)*:**

PF is contributed at 12% of wages, subject to a minimum wage rate from time to time.

- **Statutory Bonus/ Ex-gratia*:**

Statutory Bonus/ Ex-gratia is calculated at 20% of wages, subject to a minimum wage rate from time to time and it is paid out on a monthly basis.

- **Gratuity*:**

Gratuity is applicable as per the Gratuity Act. It is payable on separation from the services of the company on completion of 5 years of continuous service and is computed on your last drawn basic salary.

- **Flexible Benefit Components (FBC)*:**

Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

- i. Choose from a bouquet of allowances or benefits like Fuel Reimbursement, Drivers Salary, Professional Development Course, Food Coupons and Leave Travel Allowance (LTA) etc. to reduce your overall tax liability.
- ii. Redefine your salary structure within prescribed guidelines to optimize your earnings

Note - FBC is provided at the discretion of the management and it can also be withdrawn at any time or it can be subject to changes as per statutory and tax guidelines.

- **Communication (for official usage):**

This allowance is allocated for the mobile and internet charges that you would incur **towards maintenance of mobile / data card / devices such as dongle, wi-fi routers for call / internet connectivity at home for official usage and** will be paid as per the company process on monthly basis.

- **Variable Pay:**

Variable Pay is an important component of the total remuneration package, driven by individual performance and payable upon the organization and the department meeting the stated goals and yourself getting an annual average rating of 3 (normalized). As per the Performance Management System of the company, you will be eligible for a Variable Pay of **Rs. 16,000/-p.a. (Rupees Sixteen Thousand only per annum)** (TDS will be applicable as per the IT rules). The Variable Pay would be payable biannually, which would be subject to your being on the payrolls


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of the company at the time of payment. Employees who have resigned/ serving their notice pay, will not be entitled for a Variable Pay. The Company reserves the right to modify the variable pay scheme at its discretion from time to time.

- **Statutory Obligations/Contributions:**

You will be governed by statutory rules and regulations as per the Country's/State Legislation's & Company's policy. Appropriate recoveries will be implemented towards any statutory liabilities arising on your account. Any payment by way of statutory obligations or otherwise that may arise in future will be adjusted against the amount of your cost to the company (CTC). All statutory payments shall be calculated on the basis of basic salary or as per statutory/IT guidelines applicable to you from time to time.

- i. You will be required to join/continue to be a member of the Staff Provident Fund, be bound by the rules and entitled to its benefits.
- ii. You will be eligible for gratuity as per the Gratuity Act, payable on completion of 5 years.
- iii. ESI will be applicable based on your CTC.

- **Annual Payout:**

As a part of the compensation structure, a part of the CTC for the first 2 years would be payable to you as an annual payout. The annual payout of **Rs. 12,000/-** (TDS will be applicable as per the IT rules) would be payable to you twice; i.e. on completion of the 12th month & 24th month anniversary from your date of joining. The annual payout component if extended shall be confirmed in writing, else it will be distributed in the compensation mix as per the policy either in July or January with adjustment of balance payable. The payment of this component would be subject to your being on the payrolls of the company at the time of the payment.


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Other Benefits

- **Mediclaime Insurance:**

Employee only, would be covered under the Mediclaime Insurance for a maximum sum of **Rs. 2,00,000/- (Rupees Two Lakh only per annum)**. As per the Company policy, the Company would bear the total premium. The Company reserves the right to increase the amount recovered based on the increasing healthcare/insurance premiums.

- **Personal Accident Insurance:**

You will be covered under the Personal Accident Insurance, which is a minimum of **Rs. 15,00,000/- (Rupees Fifteen Lakhs Only)** or maximum of Annual CTC. The company would bear the total premium cost.

- **Life Insurance:**

You will be covered under the Group Term policy (Life Insurance) under the Free Cover Limit without insisting on Health Declarations and Medical Reports which is a minimum of **Rs. 15,00,000/- (Rupees Fifteen Lakhs Only)** or maximum of 1.5 times of the Annual CTC.

With best wishes,



Bina Patil
Vice President – Human Resources


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PRESIDENCY UNIVERSITY
BANGALORE

To,
P Vaishnavi,
Bangalore

Dear Ms. P Vaishnavi,

Thank you for your time and effort in attending the interview with **Indegene Private Limited (formerly Indegene Lifesystems Private Limited)**. We extend this offer and the opportunity it presents with great confidence in your abilities. You have made a very favorable impression with everyone you met, and we are excited with the prospect of you joining our Company.

We are pleased to offer you the position of **Trainee Web Developer** in our Company as detailed below:

Your appointment is effective from the date of joining, which is tentatively **28, April, 2023**. Basis business need, the DOJ is subject to change [preponed/postponed] and the same would be intimated atleast 2 weeks in advance. The offer shall stand continue to remain valid till new DOJ in such cases. You will be based at our **Bangalore - Manyata Tech Park** Office detailed appointment letter shall be issued to you upon joining.

- 1. Band, Level & Department: A: Level 1 People Practice & Operations**
- 2. Scope of Training:** The scope of your Training will be broadly as per the Training and Development guidelines as mentioned during our discussion. You will also render such other services under the direction of your superiors, consistent with your overall Training assignments, as may be necessary to meet our requirement from time to time. It is understood that you will attend to all Training assignments on priority. You will be assessed at the end of the twelve month term on assigned parameters with a condition that you need to meet the expected standards of certification. Based on your performance and the organizational needs, you may be absorbed on full-time employment with the company.
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4. **Training Bond:** The company will be incurring costs towards your training and you would therefore need to sign a training bond for an amount of Rs. **35,000/-** for 12 months. In case you decide to leave the company at any time during the bond period, you will need to pay the entire training amount due to the company.

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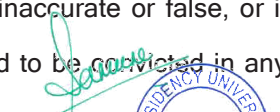

6. **Timings:** We work from **Monday to Friday, 9:00 AM to 6:30 PM**, during which your presence in the office is mandatory. Please note that you may be required to undertake shift duties / work extended hours as required by the Company depending upon the Training needs/assignments assigned to completion, business requirements / policies and exigencies of work.

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ACCEPTANCE OF OFFER

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1. Reply to this mail, stating your acceptance.
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3. Please note you may not work for any other Company or freelance while with Indegene Private Limited (formerly Indegene Lifesystems Private Limited).

ACCEPTANCE

I, **Ms. P Vaishnavi**, hereby **accept** the position and terms and conditions of employment offered. I understand that any material misrepresentation by me of my qualifications, credentials, or personal record may result in my immediate dismissal upon discovery by the Company. I shall join the company on **28, April, 2023**.

Please sign your acceptance _____

Date: _____


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ANNEXURE A

Please find below the Cost to Company breakup, which we would like to offer you

Components	Annual Salary	Per Month Salary
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of the company at the time of payment. Employees who have resigned/ serving their notice pay, will not be entitled for a Variable Pay. The Company reserves the right to modify the variable pay scheme at its discretion from time to time.

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Other Benefits

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You will be covered under the Group Term policy (Life Insurance) under the Free Cover Limit without insisting on Health Declarations and Medical Reports which is a minimum of **Rs. 15,00,000/- (Rupees Fifteen Lakhs Only)** or maximum of 1.5 times of the Annual CTC.

With best wishes,



Bina Patil
Vice President – Human Resources


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PRESIDENCY UNIVERSITY
BANGALORE

To,
Rohith S,
Bangalore

Dear Mr. Rohith S,

Thank you for your time and effort in attending the interview with **Indegene Private Limited (formerly Indegene Lifesystems Private Limited)**. We extend this offer and the opportunity it presents with great confidence in your abilities. You have made a very favorable impression with everyone you met, and we are excited with the prospect of you joining our Company.

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2. **Educational certificates / Final marksheet** - photocopies along with the originals for verification.
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4. **Relieving letter(s)** from the last two employers.

Note: If you have been employed before, a clear relieving letter from your last employer is to be made available to us at the time of your joining service before your appointment takes effect. The company has offered you based on your representations/experience. In the event of your failure to provide us with a relieving letter, you agree to indemnify and keep the company indemnified from and against any and all claims that may arise in this regard.

5. Photographs:

- a) Self: four passport-size photographs.
- b) Postcard-size group photo with complete family (dependent parents, spouse, children) if applicable for ESI Benefits (see annexure A)

6. PAN card - Photocopy.


REGISTRAR




ACCEPTANCE OF OFFER

By accepting this offer, you hereby acknowledge and agree that the provisions herein are contingent on the successful completion of the background verification proceedings, which may include the use of an external agency to check your prior employment, education and criminal records. If any of the statements you provided during the course of your interview, in the details of your resume or any other documents you provided, are found to be inaccurate or false, it may result in nullification of this offer and corresponding termination of your employment with our Company.

Your compensation details are confidential and you may discuss it only with the HR team, in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our Company.

This offer is valid for **1 day**. In order to accept it, you must do the following, after which period this offer shall **lapse** automatically.

1. Reply to this mail, stating your acceptance.
2. Inform any company with whom you have a contractual relationship (whether as an employee or a contractor) about termination of the relationship
3. Please note you may not work for any other Company or freelance while with Indegene Private Limited (formerly Indegene Lifesystems Private Limited).

ACCEPTANCE

I, **Mr. Rohith S**, hereby **accept** the position and terms and conditions of employment offered. I understand that any material misrepresentation by me of my qualifications, credentials, or personal record may result in my immediate dismissal upon discovery by the Company. I shall join the company on **28, April, 2023**.

Please sign your acceptance _____

Date: _____

Janus
 REGISTRAR
 REGISTRAR
 PRESIDENCY UNIVERSITY
 BANGALORE

ANNEXURE A

Please find below the Cost to Company breakup, which we would like to offer you

Components	Annual Salary	Per Month Salary
Basic	1,46,000	12,167
Flexible Benefit Components (FBC)	45,557	3,796
* Personal Pay		
* Other Flexible Components (OFC)		
HRA	21,900	1,825
Communication	12,000	1,000
Sub Total 1	2,25,457	18,788
Retiral Components		
Provident Fund	22,320	1,860
Gratuity	7,023	585
Sub Total 2	29,343	2,445
Other Components		
*Statutory Bonus/ Ex-gratia	37,200	3,100
Sub Total 3	37,200	3,100
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Annual Payout	12,000	1,000
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Cost to Company (CTC)	3,20,000	26,667
Deductions		
Employee Provident Fund	22,320	1,860
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Employer Provident Fund	22,320	1,860
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Total	51,663	4,305
Net Take home (without TDS)	2,40,337	20,028



Note:

- **Provident Fund (PF)*:**

PF is contributed at 12% of wages, subject to a minimum wage rate from time to time.

- **Statutory Bonus/ Ex-gratia*:**

Statutory Bonus/ Ex-gratia is calculated at 20% of wages, subject to a minimum wage rate from time to time and it is paid out on a monthly basis.

- **Gratuity*:**

Gratuity is applicable as per the Gratuity Act. It is payable on separation from the services of the company on completion of 5 years of continuous service and is computed on your last drawn basic salary.

- **Flexible Benefit Components (FBC)*:**

Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

- i. Choose from a bouquet of allowances or benefits like Fuel Reimbursement, Drivers Salary, Professional Development Course, Food Coupons and Leave Travel Allowance (LTA) etc. to reduce your overall tax liability.
- ii. Redefine your salary structure within prescribed guidelines to optimize your earnings

Note - FBC is provided at the discretion of the management and it can also be withdrawn at any time or it can be subject to changes as per statutory and tax guidelines.

- **Communication (for official usage):**

This allowance is allocated for the mobile and internet charges that you would incur **towards maintenance of mobile / data card / devices such as dongle, wi-fi routers for call / internet connectivity at home for official usage and** will be paid as per the company process on monthly basis.

- **Variable Pay:**

Variable Pay is an important component of the total remuneration package, driven by individual performance and payable upon the organization and the department meeting the stated goals and yourself getting an annual average rating of 3 (normalized). As per the Performance Management System of the company, you will be eligible for a Variable Pay of **Rs. 16,000/-p.a. (Rupees Sixteen Thousand only per annum)** (TDS will be applicable as per the IT rules). The Variable Pay would be payable biannually, which would be subject to your being on the payrolls


REGISTRAR




of the company at the time of payment. Employees who have resigned/ serving their notice pay, will not be entitled for a Variable Pay. The Company reserves the right to modify the variable pay scheme at its discretion from time to time.

- **Statutory Obligations/Contributions:**

You will be governed by statutory rules and regulations as per the Country's/State Legislation's & Company's policy. Appropriate recoveries will be implemented towards any statutory liabilities arising on your account. Any payment by way of statutory obligations or otherwise that may arise in future will be adjusted against the amount of your cost to the company (CTC). All statutory payments shall be calculated on the basis of basic salary or as per statutory/IT guidelines applicable to you from time to time.

- i. You will be required to join/continue to be a member of the Staff Provident Fund, be bound by the rules and entitled to its benefits.
- ii. You will be eligible for gratuity as per the Gratuity Act, payable on completion of 5 years.
- iii. ESI will be applicable based on your CTC.

- **Annual Payout:**

As a part of the compensation structure, a part of the CTC for the first 2 years would be payable to you as an annual payout. The annual payout of **Rs. 12,000/-** (TDS will be applicable as per the IT rules) would be payable to you twice; i.e. on completion of the 12th month & 24th month anniversary from your date of joining. The annual payout component if extended shall be confirmed in writing, else it will be distributed in the compensation mix as per the policy either in July or January with adjustment of balance payable. The payment of this component would be subject to your being on the payrolls of the company at the time of the payment.


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Other Benefits

- **Mediclaime Insurance:**

Employee only, would be covered under the Mediclaime Insurance for a maximum sum of **Rs. 2,00,000/- (Rupees Two Lakh only per annum)**. As per the Company policy, the Company would bear the total premium. The Company reserves the right to increase the amount recovered based on the increasing healthcare/insurance premiums.

- **Personal Accident Insurance:**

You will be covered under the Personal Accident Insurance, which is a minimum of **Rs. 15,00,000/- (Rupees Fifteen Lakhs Only)** or maximum of Annual CTC. The company would bear the total premium cost.

- **Life Insurance:**

You will be covered under the Group Term policy (Life Insurance) under the Free Cover Limit without insisting on Health Declarations and Medical Reports which is a minimum of **Rs. 15,00,000/- (Rupees Fifteen Lakhs Only)** or maximum of 1.5 times of the Annual CTC.

With best wishes,



Bina Patil
Vice President – Human Resources



REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

To,
Nitish Kumar,
Bangalore

Dear Mr. Nitish Kumar,

Thank you for your time and effort in attending the interview with **Indegene Private Limited (formerly Indegene Lifesystems Private Limited)**. We extend this offer and the opportunity it presents with great confidence in your abilities. You have made a very favorable impression with everyone you met, and we are excited with the prospect of you joining our Company.

We are pleased to offer you the position of **Trainee Web Developer** in our Company as detailed below:

Your appointment is effective from the date of joining, which is tentatively **28, April, 2023**. Basis business need, the DOJ is subject to change [preponed/postponed] and the same would be intimated atleast 2 weeks in advance. The offer shall stand continue to remain valid till new DOJ in such cases. You will be based at our **Bangalore - Manyata Tech Park** Office detailed appointment letter shall be issued to you upon joining.

- 1. Band, Level & Department: A: Level 1 People Practice & Operations**
- 2. Scope of Training:** The scope of your Training will be broadly as per the Training and Development guidelines as mentioned during our discussion. You will also render such other services under the direction of your superiors, consistent with your overall Training assignments, as may be necessary to meet our requirement from time to time. It is understood that you will attend to all Training assignments on priority. You will be assessed at the end of the twelve month term on assigned parameters with a condition that you need to meet the expected standards of certification. Based on your performance and the organizational needs, you may be absorbed on full-time employment with the company.
- 3. Training Period:** Your Training Period will be for a period of twelve months (12 months), starting with effect from **28, April, 2023**. During this period your total Compensation will be **Rs. 320,000 p.a. (Rupees Three Lakhs Twenty Thousand only per annum)** as explained in Annexure A. At the end of the period, it will automatically come to an end, unless we extend it for a further period in writing.



Indegene Private Limited, Aspen Block G4, 3rd Floor,
Manyata Embassy Business Park, Outer Ring Road,
Nagawara, Bengaluru - 560 045, India

Phone: +91 80 4674 4567, +91 80 4644 7777
www.indegene.com

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4. **Training Bond:** The company will be incurring costs towards your training and you would therefore need to sign a training bond for an amount of Rs. **35,000/-** for 12 months. In case you decide to leave the company at any time during the bond period, you will need to pay the entire training amount due to the company.
5. **Rules & Procedures:** You will be governed by the Company's rules, regulations, administrative procedures in force from time to time on matters such as working hours, festival holidays, weekly offs, leaves and other administrative policies.
6. **Timings:** We work from **Monday to Friday, 9:00 AM to 6:30 PM**, during which your presence in the office is mandatory. Please note that you may be required to undertake shift duties / work extended hours as required by the Company depending upon the Training needs/assignments assigned to completion, business requirements / policies and exigencies of work.
7. **Leave -** You will be eligible for 1 day leave for every completed Training Month during your training period.
8. **Appraisal:** You will be taken on rolls as a full-time employee on successful completion of 1 year traineeship with the company. You will then fall into the subsequent review cycle running at that time and be eligible for salary review as per the guidelines. Compensation guidelines can be changed as per the company policy.
9. **Background Verification: This Offer/Appointment shall, at all times, be subject to your successful clearing of the background verification (BGV) process.** BGV will be conducted in areas including your education, prior employment (s), criminal records and such other areas as may be required by client projects by Indegene or third-party agency appointed by Indegene either prior or post your joining. It is important for you to submit the documents specified below at any point in time (pre or post joining) for process compliance, and submission of the documents would be considered as your consent to execute the BGV process.

1. You are required to submit the following documents:
 - a. Educational proofs - Convocation Certificate / Final Marksheet
 - b. Professional proofs-
 - i. Relieving letters and experience certificates
 - ii. Pay slips from previous employer before joining
 - c. Such other documents as may be necessary as per client project requirements.
2. You may have to undergo a drug test or any other medical tests that would be arranged by Indegene as per the client project requirements.

If any of the statements/documents/reference details provided by you is found to be inaccurate or false, or if any feedback during the reference check is found to be negative, or if you were found to be convicted in any



criminal offence, Indegene will have the authority to nullify your offer / appointment and terminate your employment with immediate effect from the detection of such occurrence without any prior notice.

JOINING FORMALITIES:

At the time of joining, it is mandatory for you to submit the documents mentioned below:

1. **Photo identity & address proof** - photocopy of driving license, Aadhar card, passport, any other government issued ID/address proof.
2. **Educational certificates / Final marksheet** - photocopies along with the originals for verification.
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Note: If you have been employed before, a clear relieving letter from your last employer is to be made available to us at the time of your joining service before your appointment takes effect. The company has offered you based on your representations/experience. In the event of your failure to provide us with a relieving letter, you agree to indemnify and keep the company indemnified from and against any and all claims that may arise in this regard.

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- a) Self: four passport-size photographs.
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ACCEPTANCE OF OFFER

By accepting this offer, you hereby acknowledge and agree that the provisions herein are contingent on the successful completion of the background verification proceedings, which may include the use of an external agency to check your prior employment, education and criminal records. If any of the statements you provided during the course of your interview, in the details of your resume or any other documents you provided, are found to be inaccurate or false, it may result in nullification of this offer and corresponding termination of your employment with our Company.

Your compensation details are confidential and you may discuss it only with the HR team, in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our Company.

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1. Reply to this mail, stating your acceptance.
2. Inform any company with whom you have a contractual relationship (whether as an employee or a contractor) about termination of the relationship
3. Please note you may not work for any other Company or freelance while with Indegene Private Limited (formerly Indegene Lifesystems Private Limited).

ACCEPTANCE

I, **Mr. Nitish Kumar**, hereby **accept** the position and terms and conditions of employment offered. I understand that any material misrepresentation by me of my qualifications, credentials, or personal record may result in my immediate dismissal upon discovery by the Company. I shall join the company on **28, April, 2023**.

Please sign your acceptance _____

Date: _____

Nitish Kumar
 REGISTRAR
 REGISTRAR
 PRESIDENCY UNIVERSITY
 BANGALORE

ANNEXURE A

Please find below the Cost to Company breakup, which we would like to offer you

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of the company at the time of payment. Employees who have resigned/ serving their notice pay, will not be entitled for a Variable Pay. The Company reserves the right to modify the variable pay scheme at its discretion from time to time.

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You will be covered under the Group Term policy (Life Insurance) under the Free Cover Limit without insisting on Health Declarations and Medical Reports which is a minimum of **Rs. 15,00,000/- (Rupees Fifteen Lakhs Only)** or maximum of 1.5 times of the Annual CTC.

With best wishes,



Bina Patil
Vice President – Human Resources



REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

To,
Sana Iram,
Bangalore

Dear Ms. Sana Iram,

Thank you for your time and effort in attending the interview with **Indegene Private Limited (formerly Indegene Lifesystems Private Limited)**. We extend this offer and the opportunity it presents with great confidence in your abilities. You have made a very favorable impression with everyone you met, and we are excited with the prospect of you joining our Company.

We are pleased to offer you the position of **Trainee Web Developer** in our Company as detailed below:

Your appointment is effective from the date of joining, which is tentatively **28, April, 2023**. Basis business need, the DOJ is subject to change [preponed/postponed] and the same would be intimated atleast 2 weeks in advance. The offer shall stand continue to remain valid till new DOJ in such cases. You will be based at our **Bangalore - Manyata Tech Park** Office detailed appointment letter shall be issued to you upon joining.

- 1. Band, Level & Department: A: Level 1 People Practice & Operations**
- 2. Scope of Training:** The scope of your Training will be broadly as per the Training and Development guidelines as mentioned during our discussion. You will also render such other services under the direction of your superiors, consistent with your overall Training assignments, as may be necessary to meet our requirement from time to time. It is understood that you will attend to all Training assignments on priority. You will be assessed at the end of the twelve month term on assigned parameters with a condition that you need to meet the expected standards of certification. Based on your performance and the organizational needs, you may be absorbed on full-time employment with the company.
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Manyata Embassy Business Park, Outer Ring Road,
Nagawara, Bengaluru - 560 045, India

Phone: +91 80 4674 4567, +91 80 4644 7777
www.indegene.com

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4. **Training Bond:** The company will be incurring costs towards your training and you would therefore need to sign a training bond for an amount of Rs. **35,000/-** for 12 months. In case you decide to leave the company at any time during the bond period, you will need to pay the entire training amount due to the company.
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If any of the statements/documents/reference details provided by you is found to be inaccurate or false, or if any feedback during the reference check is found to be negative, or if you were found to be convicted in any



criminal offence, Indegene will have the authority to nullify your offer / appointment and terminate your employment with immediate effect from the detection of such occurrence without any prior notice.

JOINING FORMALITIES:

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- a) Self: four passport-size photographs.
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REGISTRAR




ACCEPTANCE OF OFFER

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ACCEPTANCE

I, **Ms. Sana Iram**, hereby **accept** the position and terms and conditions of employment offered. I understand that any material misrepresentation by me of my qualifications, credentials, or personal record may result in my immediate dismissal upon discovery by the Company. I shall join the company on **28, April, 2023**.

Please sign your acceptance _____

Date: _____

Sana Iram
 REGISTRAR
 PRESIDENCY UNIVERSITY
 REGISTRAR
 BANGALORE

ANNEXURE A

Please find below the Cost to Company breakup, which we would like to offer you

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- ii. Redefine your salary structure within prescribed guidelines to optimize your earnings

Note - FBC is provided at the discretion of the management and it can also be withdrawn at any time or it can be subject to changes as per statutory and tax guidelines.

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This allowance is allocated for the mobile and internet charges that you would incur **towards maintenance of mobile / data card / devices such as dongle, wi-fi routers for call / internet connectivity at home for official usage and** will be paid as per the company process on monthly basis.

- **Variable Pay:**

Variable Pay is an important component of the total remuneration package, driven by individual performance and payable upon the organization and the department meeting the stated goals and yourself getting an annual average rating of 3 (normalized). As per the Performance Management System of the company, you will be eligible for a Variable Pay of **Rs. 16,000/-p.a. (Rupees Sixteen Thousand only per annum)** (TDS will be applicable as per the IT rules). The Variable Pay would be payable biannually, which would be subject to your being on the payrolls

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BANGALORE



of the company at the time of payment. Employees who have resigned/ serving their notice pay, will not be entitled for a Variable Pay. The Company reserves the right to modify the variable pay scheme at its discretion from time to time.

- **Statutory Obligations/Contributions:**

You will be governed by statutory rules and regulations as per the Country's/State Legislation's & Company's policy. Appropriate recoveries will be implemented towards any statutory liabilities arising on your account. Any payment by way of statutory obligations or otherwise that may arise in future will be adjusted against the amount of your cost to the company (CTC). All statutory payments shall be calculated on the basis of basic salary or as per statutory/IT guidelines applicable to you from time to time.

- i. You will be required to join/continue to be a member of the Staff Provident Fund, be bound by the rules and entitled to its benefits.
- ii. You will be eligible for gratuity as per the Gratuity Act, payable on completion of 5 years.
- iii. ESI will be applicable based on your CTC.

- **Annual Payout:**

As a part of the compensation structure, a part of the CTC for the first 2 years would be payable to you as an annual payout. The annual payout of **Rs. 12,000/-** (TDS will be applicable as per the IT rules) would be payable to you twice; i.e. on completion of the 12th month & 24th month anniversary from your date of joining. The annual payout component if extended shall be confirmed in writing, else it will be distributed in the compensation mix as per the policy either in July or January with adjustment of balance payable. The payment of this component would be subject to your being on the payrolls of the company at the time of the payment.


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Other Benefits

- **Mediclaime Insurance:**

Employee only, would be covered under the Mediclaime Insurance for a maximum sum of **Rs. 2,00,000/- (Rupees Two Lakh only per annum)**. As per the Company policy, the Company would bear the total premium. The Company reserves the right to increase the amount recovered based on the increasing healthcare/insurance premiums.

- **Personal Accident Insurance:**

You will be covered under the Personal Accident Insurance, which is a minimum of **Rs. 15,00,000/- (Rupees Fifteen Lakhs Only)** or maximum of Annual CTC. The company would bear the total premium cost.

- **Life Insurance:**

You will be covered under the Group Term policy (Life Insurance) under the Free Cover Limit without insisting on Health Declarations and Medical Reports which is a minimum of **Rs. 15,00,000/- (Rupees Fifteen Lakhs Only)** or maximum of 1.5 times of the Annual CTC.

With best wishes,



Bina Patil
Vice President – Human Resources



REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

To,
Shain Sethi,
Bangalore

Dear Mr. Shain Sethi,

Thank you for your time and effort in attending the interview with **Indegene Private Limited (formerly Indegene Lifesystems Private Limited)**. We extend this offer and the opportunity it presents with great confidence in your abilities. You have made a very favorable impression with everyone you met, and we are excited with the prospect of you joining our Company.

We are pleased to offer you the position of **Trainee Web Developer** in our Company as detailed below:

Your appointment is effective from the date of joining, which is tentatively **28, April, 2023**. Basis business need, the DOJ is subject to change [preponed/postponed] and the same would be intimated atleast 2 weeks in advance. The offer shall stand continue to remain valid till new DOJ in such cases. You will be based at our **Bangalore - Manyata Tech Park** Office detailed appointment letter shall be issued to you upon joining.

- 1. Band, Level & Department: A: Level 1 People Practice & Operations**
- 2. Scope of Training:** The scope of your Training will be broadly as per the Training and Development guidelines as mentioned during our discussion. You will also render such other services under the direction of your superiors, consistent with your overall Training assignments, as may be necessary to meet our requirement from time to time. It is understood that you will attend to all Training assignments on priority. You will be assessed at the end of the twelve month term on assigned parameters with a condition that you need to meet the expected standards of certification. Based on your performance and the organizational needs, you may be absorbed on full-time employment with the company.
- 3. Training Period:** Your Training Period will be for a period of twelve months (12 months), starting with effect from **28, April, 2023**. During this period your total Compensation will be **Rs. 320,000 p.a. (Rupees Three Lakhs Twenty Thousand only per annum)** as explained in Annexure A. At the end of the period, it will automatically come to an end, unless we extend it for a further period in writing.



Indegene Private Limited, Aspen Block G4, 3rd Floor,
Manyata Embassy Business Park, Outer Ring Road,
Nagawara, Bengaluru - 560 045, India

Phone: +91 80 4674 4567, +91 80 4644 7777
www.indegene.com

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- 4. **Training Bond:** The company will be incurring costs towards your training and you would therefore need to sign a training bond for an amount of Rs. **35,000/-** for 12 months. In case you decide to leave the company at any time during the bond period, you will need to pay the entire training amount due to the company.
- 5. **Rules & Procedures:** You will be governed by the Company's rules, regulations, administrative procedures in force from time to time on matters such as working hours, festival holidays, weekly offs, leaves and other administrative policies.
- 6. **Timings:** We work from **Monday to Friday, 9:00 AM to 6:30 PM**, during which your presence in the office is mandatory. Please note that you may be required to undertake shift duties / work extended hours as required by the Company depending upon the Training needs/assignments assigned to completion, business requirements / policies and exigencies of work.
- 7. **Leave -** You will be eligible for 1 day leave for every completed Training Month during your training period.
- 8. **Appraisal:** You will be taken on rolls as a full-time employee on successful completion of 1 year traineeship with the company. You will then fall into the subsequent review cycle running at that time and be eligible for salary review as per the guidelines. Compensation guidelines can be changed as per the company policy.
- 9. **Background Verification: This Offer/Appointment shall, at all times, be subject to your successful clearing of the background verification (BGV) process.** BGV will be conducted in areas including your education, prior employment (s), criminal records and such other areas as may be required by client projects by Indegene or third-party agency appointed by Indegene either prior or post your joining. It is important for you to submit the documents specified below at any point in time (pre or post joining) for process compliance, and submission of the documents would be considered as your consent to execute the BGV process.

- 1. You are required to submit the following documents:
 - a. Educational proofs - Convocation Certificate / Final Marksheet
 - b. Professional proofs-
 - i. Relieving letters and experience certificates
 - ii. Pay slips from previous employer before joining
 - c. Such other documents as may be necessary as per client project requirements.
- 2. You may have to undergo a drug test or any other medical tests that would be arranged by Indegene as per the client project requirements.

If any of the statements/documents/reference details provided by you is found to be inaccurate or false, or if any feedback during the reference check is found to be negative, or if you were found to be convicted in any



criminal offence, Indegene will have the authority to nullify your offer / appointment and terminate your employment with immediate effect from the detection of such occurrence without any prior notice.

JOINING FORMALITIES:

At the time of joining, it is mandatory for you to submit the documents mentioned below:

1. **Photo identity & address proof** - photocopy of driving license, Aadhar card, passport, any other government issued ID/address proof.
2. **Educational certificates / Final marksheet** - photocopies along with the originals for verification.
3. **Pay slips** from the previous employer.
4. **Relieving letter(s)** from the last two employers.

Note: If you have been employed before, a clear relieving letter from your last employer is to be made available to us at the time of your joining service before your appointment takes effect. The company has offered you based on your representations/experience. In the event of your failure to provide us with a relieving letter, you agree to indemnify and keep the company indemnified from and against any and all claims that may arise in this regard.

5. Photographs:

- a) Self: four passport-size photographs.
- b) Postcard-size group photo with complete family (dependent parents, spouse, children) if applicable for ESI Benefits (see annexure A)

6. PAN card - Photocopy.


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ACCEPTANCE OF OFFER

By accepting this offer, you hereby acknowledge and agree that the provisions herein are contingent on the successful completion of the background verification proceedings, which may include the use of an external agency to check your prior employment, education and criminal records. If any of the statements you provided during the course of your interview, in the details of your resume or any other documents you provided, are found to be inaccurate or false, it may result in nullification of this offer and corresponding termination of your employment with our Company.

Your compensation details are confidential and you may discuss it only with the HR team, in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our Company.

This offer is valid for **1 day**. In order to accept it, you must do the following, after which period this offer shall **lapse** automatically.

1. Reply to this mail, stating your acceptance.
2. Inform any company with whom you have a contractual relationship (whether as an employee or a contractor) about termination of the relationship
3. Please note you may not work for any other Company or freelance while with Indegene Private Limited (formerly Indegene Lifesystems Private Limited).

ACCEPTANCE

I, **Mr. Shain Sethi**, hereby **accept** the position and terms and conditions of employment offered. I understand that any material misrepresentation by me of my qualifications, credentials, or personal record may result in my immediate dismissal upon discovery by the Company. I shall join the company on **28, April, 2023**.

Please sign your acceptance _____

Date: _____

Shain Sethi
 REGISTRAR
 REGISTRAR
 PRESIDENCY UNIVERSITY
 BANGALORE

ANNEXURE A

Please find below the Cost to Company breakup, which we would like to offer you

Components	Annual Salary	Per Month Salary
Basic	1,46,000	12,167
Flexible Benefit Components (FBC)	45,557	3,796
* Personal Pay		
* Other Flexible Components (OFC)		
HRA	21,900	1,825
Communication	12,000	1,000
Sub Total 1	2,25,457	18,788
Retiral Components		
Provident Fund	22,320	1,860
Gratuity	7,023	585
Sub Total 2	29,343	2,445
Other Components		
*Statutory Bonus/ Ex-gratia	37,200	3,100
Sub Total 3	37,200	3,100
Fixed CTC	2,92,000	24,333
Annual Payout	12,000	1,000
Variable Pay - On a rating of 3	16,000	1,333
Cost to Company (CTC)	3,20,000	26,667
Deductions		
Employee Provident Fund	22,320	1,860
Retirals		
Employer Provident Fund	22,320	1,860
Gratuity	7,023	585
Total	51,663	4,305
Net Take home (without TDS)	2,40,337	20,028



Note:

- **Provident Fund (PF)*:**

PF is contributed at 12% of wages, subject to a minimum wage rate from time to time.

- **Statutory Bonus/ Ex-gratia*:**

Statutory Bonus/ Ex-gratia is calculated at 20% of wages, subject to a minimum wage rate from time to time and it is paid out on a monthly basis.

- **Gratuity*:**

Gratuity is applicable as per the Gratuity Act. It is payable on separation from the services of the company on completion of 5 years of continuous service and is computed on your last drawn basic salary.

- **Flexible Benefit Components (FBC)*:**

Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

- i. Choose from a bouquet of allowances or benefits like Fuel Reimbursement, Drivers Salary, Professional Development Course, Food Coupons and Leave Travel Allowance (LTA) etc. to reduce your overall tax liability.
- ii. Redefine your salary structure within prescribed guidelines to optimize your earnings

Note - FBC is provided at the discretion of the management and it can also be withdrawn at any time or it can be subject to changes as per statutory and tax guidelines.

- **Communication (for official usage):**

This allowance is allocated for the mobile and internet charges that you would incur **towards maintenance of mobile / data card / devices such as dongle, wi-fi routers for call / internet connectivity at home for official usage and** will be paid as per the company process on monthly basis.

- **Variable Pay:**

Variable Pay is an important component of the total remuneration package, driven by individual performance and payable upon the organization and the department meeting the stated goals and yourself getting an annual average rating of 3 (normalized). As per the Performance Management System of the company, you will be eligible for a Variable Pay of **Rs. 16,000/-p.a. (Rupees Sixteen Thousand only per annum)** (TDS will be applicable as per the IT rules). The Variable Pay would be payable biannually, which would be subject to your being on the payrolls

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BANGALORE



of the company at the time of payment. Employees who have resigned/ serving their notice pay, will not be entitled for a Variable Pay. The Company reserves the right to modify the variable pay scheme at its discretion from time to time.


- **Statutory Obligations/Contributions:**

You will be governed by statutory rules and regulations as per the Country's/State Legislation's & Company's policy. Appropriate recoveries will be implemented towards any statutory liabilities arising on your account. Any payment by way of statutory obligations or otherwise that may arise in future will be adjusted against the amount of your cost to the company (CTC). All statutory payments shall be calculated on the basis of basic salary or as per statutory/IT guidelines applicable to you from time to time.

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As a part of the compensation structure, a part of the CTC for the first 2 years would be payable to you as an annual payout. The annual payout of **Rs. 12,000/-** (TDS will be applicable as per the IT rules) would be payable to you twice; i.e. on completion of the 12th month & 24th month anniversary from your date of joining. The annual payout component if extended shall be confirmed in writing, else it will be distributed in the compensation mix as per the policy either in July or January with adjustment of balance payable. The payment of this component would be subject to your being on the payrolls of the company at the time of the payment.


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Other Benefits

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Employee only, would be covered under the Mediclaime Insurance for a maximum sum of **Rs. 2,00,000/- (Rupees Two Lakh only per annum)**. As per the Company policy, the Company would bear the total premium. The Company reserves the right to increase the amount recovered based on the increasing healthcare/insurance premiums.

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You will be covered under the Personal Accident Insurance, which is a minimum of **Rs. 15,00,000/- (Rupees Fifteen Lakhs Only)** or maximum of Annual CTC. The company would bear the total premium cost.

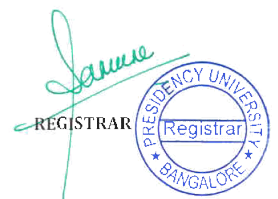
- **Life Insurance:**

You will be covered under the Group Term policy (Life Insurance) under the Free Cover Limit without insisting on Health Declarations and Medical Reports which is a minimum of **Rs. 15,00,000/- (Rupees Fifteen Lakhs Only)** or maximum of 1.5 times of the Annual CTC.

With best wishes,



Bina Patil
Vice President – Human Resources



REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

To,
Viranchi Shukla,
Bangalore

Dear Mr. Viranchi Shukla,

Thank you for your time and effort in attending the interview with **Indegene Private Limited (formerly Indegene Lifesystems Private Limited)**. We extend this offer and the opportunity it presents with great confidence in your abilities. You have made a very favorable impression with everyone you met, and we are excited with the prospect of you joining our Company.

We are pleased to offer you the position of **Trainee Web Developer** in our Company as detailed below:

Your appointment is effective from the date of joining, which is tentatively **28, April, 2023**. Basis business need, the DOJ is subject to change [preponed/postponed] and the same would be intimated atleast 2 weeks in advance. The offer shall stand continue to remain valid till new DOJ in such cases. You will be based at our **Bangalore - Manyata Tech Park** Office detailed appointment letter shall be issued to you upon joining.

- 1. Band, Level & Department: A: Level 1 People Practice & Operations**
- 2. Scope of Training:** The scope of your Training will be broadly as per the Training and Development guidelines as mentioned during our discussion. You will also render such other services under the direction of your superiors, consistent with your overall Training assignments, as may be necessary to meet our requirement from time to time. It is understood that you will attend to all Training assignments on priority. You will be assessed at the end of the twelve month term on assigned parameters with a condition that you need to meet the expected standards of certification. Based on your performance and the organizational needs, you may be absorbed on full-time employment with the company.
- 3. Training Period:** Your Training Period will be for a period of twelve months (12 months), starting with effect from **28, April, 2023**. During this period your total Compensation will be **Rs. 320,000 p.a. (Rupees Three Lakhs Twenty Thousand only per annum)** as explained in Annexure A. At the end of the period, it will automatically come to an end, unless we extend it for a further period in writing.



Indegene Private Limited, Aspen Block G4, 3rd Floor,
Manyata Embassy Business Park, Outer Ring Road,
Nagawara, Bengaluru - 560 045, India

Phone: +91 80 4674 4567, +91 80 4644 7777
www.indegene.com

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4. **Training Bond:** The company will be incurring costs towards your training and you would therefore need to sign a training bond for an amount of Rs. **35,000/-** for 12 months. In case you decide to leave the company at any time during the bond period, you will need to pay the entire training amount due to the company.
5. **Rules & Procedures:** You will be governed by the Company's rules, regulations, administrative procedures in force from time to time on matters such as working hours, festival holidays, weekly offs, leaves and other administrative policies.
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 2. You may have to undergo a drug test or any other medical tests that would be arranged by Indegene as per the client project requirements.

If any of the statements/documents/reference details provided by you is found to be inaccurate or false, or if any feedback during the reference check is found to be negative, or if you were found to be convicted in any


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criminal offence, Indegene will have the authority to nullify your offer / appointment and terminate your employment with immediate effect from the detection of such occurrence without any prior notice.

JOINING FORMALITIES:

At the time of joining, it is mandatory for you to submit the documents mentioned below:

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Note: If you have been employed before, a clear relieving letter from your last employer is to be made available to us at the time of your joining service before your appointment takes effect. The company has offered you based on your representations/experience. In the event of your failure to provide us with a relieving letter, you agree to indemnify and keep the company indemnified from and against any and all claims that may arise in this regard.

5. Photographs:

- a) Self: four passport-size photographs.
- b) Postcard-size group photo with complete family (dependent parents, spouse, children) if applicable for ESI Benefits (see annexure A)

6. PAN card - Photocopy.


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ACCEPTANCE OF OFFER

By accepting this offer, you hereby acknowledge and agree that the provisions herein are contingent on the successful completion of the background verification proceedings, which may include the use of an external agency to check your prior employment, education and criminal records. If any of the statements you provided during the course of your interview, in the details of your resume or any other documents you provided, are found to be inaccurate or false, it may result in nullification of this offer and corresponding termination of your employment with our Company.

Your compensation details are confidential and you may discuss it only with the HR team, in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our Company.

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1. Reply to this mail, stating your acceptance.
2. Inform any company with whom you have a contractual relationship (whether as an employee or a contractor) about termination of the relationship
3. Please note you may not work for any other Company or freelance while with Indegene Private Limited (formerly Indegene Lifesystems Private Limited).

ACCEPTANCE

I, **Mr. Viranchi Shukla**, hereby **accept** the position and terms and conditions of employment offered. I understand that any material misrepresentation by me of my qualifications, credentials, or personal record may result in my immediate dismissal upon discovery by the Company. I shall join the company on **28, April, 2023**.

Please sign your acceptance _____

Date: _____

Viranchi Shukla
 REGISTRAR
 REGISTRAR
 PRESIDENCY UNIVERSITY
 BANGALORE

ANNEXURE A

Please find below the Cost to Company breakup, which we would like to offer you

Components	Annual Salary	Per Month Salary
Basic	1,46,000	12,167
Flexible Benefit Components (FBC)	45,557	3,796
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Note:

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of the company at the time of payment. Employees who have resigned/ serving their notice pay, will not be entitled for a Variable Pay. The Company reserves the right to modify the variable pay scheme at its discretion from time to time.


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You will be governed by statutory rules and regulations as per the Country's/State Legislation's & Company's policy. Appropriate recoveries will be implemented towards any statutory liabilities arising on your account. Any payment by way of statutory obligations or otherwise that may arise in future will be adjusted against the amount of your cost to the company (CTC). All statutory payments shall be calculated on the basis of basic salary or as per statutory/IT guidelines applicable to you from time to time.

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- iii. ESI will be applicable based on your CTC.

- **Annual Payout:**

As a part of the compensation structure, a part of the CTC for the first 2 years would be payable to you as an annual payout. The annual payout of **Rs. 12,000/-** (TDS will be applicable as per the IT rules) would be payable to you twice; i.e. on completion of the 12th month & 24th month anniversary from your date of joining. The annual payout component if extended shall be confirmed in writing, else it will be distributed in the compensation mix as per the policy either in July or January with adjustment of balance payable. The payment of this component would be subject to your being on the payrolls of the company at the time of the payment.


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Other Benefits

- **Mediclaime Insurance:**

Employee only, would be covered under the Mediclaime Insurance for a maximum sum of **Rs. 2,00,000/- (Rupees Two Lakh only per annum)**. As per the Company policy, the Company would bear the total premium. The Company reserves the right to increase the amount recovered based on the increasing healthcare/insurance premiums.

- **Personal Accident Insurance:**

You will be covered under the Personal Accident Insurance, which is a minimum of **Rs. 15,00,000/- (Rupees Fifteen Lakhs Only)** or maximum of Annual CTC. The company would bear the total premium cost.

- **Life Insurance:**

You will be covered under the Group Term policy (Life Insurance) under the Free Cover Limit without insisting on Health Declarations and Medical Reports which is a minimum of **Rs. 15,00,000/- (Rupees Fifteen Lakhs Only)** or maximum of 1.5 times of the Annual CTC.

With best wishes,



Bina Patil
Vice President – Human Resources


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BANGALORE



The Pearl, 1537, 5th Main Rd, Rajiv
Gandhi Nagar, Sector 7,
HSR Layout, Bengaluru -560102
[https://maps.app.goo.gl/9G9pNv
JmeXFhXxCr5](https://maps.app.goo.gl/9G9pNvJmeXFhXxCr5)
ashish@Codeyoung.com

Employment Offer and Employment Agreement

10th February 2023,

Dear Nishanth,

Further to your recent interview, conditional on and subject to no adverse findings arising from any of the employee background verification checks, required to be carried out by the Organization, I am pleased to offer you the following employment with Codeyoung. This offer letter upon written acceptance by you shall be deemed as Employment Agreement. Your date of joining is **21st June 2023**.


1. BACKGROUND CHECKS AND REFERENCE CHECKS

During the term of your employment, you may also be subject to the same / similar / other background verification checks being repeated at such intervals as may be determined solely by the Company. In the event that there are any adverse findings that arise during the course of or as a result of such background verification checks, you may be subject to disciplinary proceedings up to and including but not limited to termination of your employment.

For the purpose of obtaining your present employer's reference, you agree that your written acceptance will constitute your permission to write for reference checks.

2. Probation/ Training

You will be on probation for a period of 2 months during which your performance shall be reviewed by the Company. The stipend during the probation is INR 20000/month (Twenty Thousand per month). In case of unsatisfactory performance your probation may be ended or extended subject to additional conditions. Upon successful completion of probation period without any extension and by meeting the expected targets you shall be deemed to have been confirmed in the services of the Company unless otherwise communicated to you in writing by Company.


REGISTRAR


JOB TITLE: Inside Sales Specialist

As a term of your employment from time to time you may be required to undertake such other duties as may be commensurate with the business needs in the Company.

3. COMPENSATION

Your remuneration shall be as per Annexure titled “Compensation”

Salary is subject to Income Tax and other statutory deductions and will be paid into a bank account indicated by you.

You will receive a monthly pay statement detailing gross pay and deductions. Any subsequent changes to your salary will be highlighted on that statement.

Periodically your performance will be reviewed. If a performance award (bonus) is applicable, it will usually be paid subject to your performance appraisal, ratings and company performance and other such criteria at payout intervals determined by the Company.

In the event of an Income tax liability or any other tax liability or any statutory charges arising as a result of your employment with the Company, these will be borne by yourselves and Company shall in no event be liable for payment of these taxes or any other charges of this nature for the period of your employment or after cessation of your employment with Company.

4. SALARY REVISIONS

The Company may undertake periodic review of salaries, and will notify of any amendments, which are to be applied. Such reviews will take due consideration of, amongst other things, inflationary, deflationary, market and other economic pressures impacting the company and the staff.

5. DEDUCTIONS FROM PAY

When your employment ends, if the number of annual leaves you have taken exceeds your entitlement, an appropriate deduction will be made from your full and final payout. Any leave balance outstanding in your name may be encashed subject to the Leave encashment Policy applicable. If you are summarily dismissed, or you leave the Company without giving due notice under your contract of employment, your entitlement to holiday pay ends with the date of termination.


REGISTRAR




6. HOURS OF WORK

Your usual working hours shall be 10pm to 7am, however in interest of business such hours may be extended. Work days are from Tuesday to Sunday, with Monday being a week off. The timings and work days are subject to change based on the management's decision.

7. ADDITIONAL HOURS

Subject to your role qualifying for overtime under applicable statutory provisions, if occasions arise when you may be required to work additional hours beyond normal hours.

8. PLACE OF WORK AND MOBILITY

Your usual location of work will be **Bangalore**. However, you may be required from time to time to work at or from any office or location of the Company or within different companies affiliated to Codeyoung. A change of your place of residence may be required from time to time and you may be transferred from one city to another for business needs of the Company. In case of transfer, your transfer shall be subject to Relocation Policy.

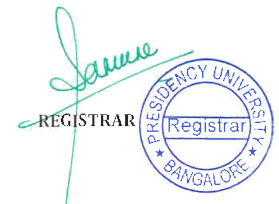
9. RETIREMENT

Normal retirement in the company is at age 58. Your employment will terminate automatically at the end of the month in which your 58th birthday occurs, unless you are otherwise advised by individual notice. You may also be retired earlier if found to be medically unfit or suffer any other incapacity that may impact the effective performance of your services.

10. RULES AND REGULATIONS

Codeyoung, is a business based on integrity and mutual trust. In order to maintain and safeguard the trust and confidence of customers and the public certain ethical principles and standards of conduct have to be maintained.

In addition to any requirement under the Code of Conduct , you are also required as a condition of continued employment to disclose to Codeyoung immediately and without any delay, any instance of you being arrested or charged or convicted of any criminal offence(s) and / or being declared bankrupt during the course of your employment. Failure to disclose such information may result in disciplinary proceedings up to and including but not limited to termination of employment .





Other specific rules and regulations will be notified by the Company from time to time. Policies, Code of Conduct, rules and regulations may be amended from time to time. You are required to keep yourself updated of such changes

11. CONFIDENTIALITY

As a condition of employment, you are required to sign and return the Non-Disclosure Agreement in Annexure that pledges confidentiality on all business matters appertaining to the Codeyoung, its subsidiaries, the company, and its customers. A breach of confidentiality is a material breach and may result in disciplinary proceedings including but not limited to injunction, termination of employment or claims of damages.

12. PROTECTION OF PERSONAL DATA

The Codeyoung adopts industry standard software for maintenance of employee and customer data and Personal data of employees and customer data. Such data may be processed for human resources administration purposes, including payroll administration, career development, performance and health and safety administration and such business and operational needs. In order to process your personal data, the Company needs your consent. A format of such consent is enclosed with this letter. We request you to read and confirm your consent and return the Consent to us. Access to information systems and your personal data will be protected in accordance with our standard practices.

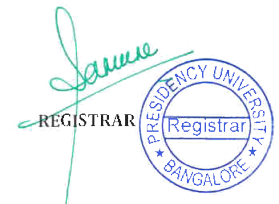
13. USE OF SOFTWARE AND SYSTEMS ACCESS

You are required to follow policies, rules and procedures laid down by the Company in this letter and those subsequently notified by the Company

14. DATA PROTECTION

Under the Company's policies, you have a responsibility to ensure that all personal data, confidential information you process or possess, is kept protected. Unauthorized disclosure of personal data of any one, yourself, your colleagues, vendors or customers is a material breach and may result in disciplinary action including but not limited to termination of employment and other actions as may be necessary under the applicable laws governing data protection. Therefore, you must ensure that you do the following in addition to all other guidance regarding data protection you may receive from the Company from time to time:

- Do not disclose personal data without authority



- Do not access information or systems not directly relevant to each task
- Do not treat personal data carelessly
- lock all printouts away when not in use
- Do not disclose your computer password to any unauthorized person.

Under the Company's policies, it is important that the Company's internal, restricted or highly restricted personal records are maintained as accurately as possible. Hence, you must notify the Company in writing of any change in your personal circumstances, such as your address, marital status, birth of children, attainment of professional qualifications, and so forth.

15. TERMINATION OF YOUR EMPLOYMENT BY THE COMPANY

Post confirmation, except where your employment is terminated on the grounds of misconduct, breach of employment terms or policies, breach of laws, you are entitled to a prior notice of termination of **1 month** from the Company, or pay in lieu of notice period.

In the event of misconduct, breach of policies, Code of Conduct, involvement in any criminal activity of sexual harassment incident or similar such reasons, the notice period of one month shall not apply and services may require to be terminated at shorter notice.

Notice of Termination may be handed to you personally, by email or sent to your last recorded address. The Company reserves the right to ask that you no longer work at your office location for the duration of your notice period in case circumstances so require.

16. TERMINATION OF EMPLOYMENT BY YOU

During probation, you are required to give the company at least one calendar months' notice in writing. Post confirmation, you are required to give the company a minimum of **2 months'** notice in writing. Where notice period as per terms of employment is not served, pay in lieu of notice period would be reduced from the final settlement dues to the employee. Upon immediate termination of employment by you, you will have to compensate by paying up to an amount equal to 2 month's salary to the Company in lieu of the notice period.

17. A RETURN OF ASSETS UPON END OF YOUR ENGAGEMENT

You shall immediately return all computers, software, access cards, work deliverables, completed or work in progress and any other Codeyoung provided property upon your end of employment. You shall not make any copies of work products or software or retain any


REGISTRAR




of Codeyoung assets in your possession after your employment with Codeyoung comes to an end. You understand that a breach of this obligation entitles Codeyoung to take civil and criminal actions as applicable for recovery of its assets.

18. INTELLECTUAL PROPERTY RIGHTS IN DELIVERABLES

In consideration of your employment, you agree and hereby assign all intellectual property rights copyrights, patents, trademarks, design rights or any other proprietary right and moral rights assignable to Codeyoung in all deliverables you create in the course of your employment including but not limited to software codes, reports, algorithms, analysis etc. You shall not retain any copies of the same in your personal computer or mail systems. You understand that intellectual property is a vital asset for Codeyoung and any wrongful disclosure or handling of the same shall result in irreparable loss and injury to Codeyoung and allow Codeyoung to prosecute a legal action, claim damages or injunctions. You shall not use third party's proprietary material or their intellectual property without appropriate authorisations and licenses to produce your work deliverables for Codeyoung.

19. INDEMNIFICATIONS



You understand that breaching actions of yours such as breach of confidentiality, breach of applicable laws, breach of data protection obligations, breach of intellectual property rights may cause Codeyoung financial, reputational or goodwill loss, hence you shall at all times indemnify Codeyoung, its directors, third parties and employees from and against any claims, losses or damages arising from your breaches or unlawful activities.

20. NON -SOLICITATION

You shall not directly or indirectly induce, influence, coerce, solicit away any of Codeyoung's customers or employees. This restriction applies during your tenure with Codeyoung and for a duration of two years after termination of your engagement with Codeyoung, regardless of the reason for termination of your engagement with Codeyoung.

21. AMENDMENTS

The Company reserves the right to amend the terms and conditions related to employment, the policies, the rules and regulations applicable to employees. Such changes would be communicated through an internal communication to the employees at large. Such changes


REGISTRAR
The seal of the Registrar of Presidency University, Bangalore. It is a circular blue stamp with the text 'PRESIDENCY UNIVERSITY' at the top, 'Registrar' in the center, and 'BANGALORE' at the bottom, flanked by two stars.



shall be deemed to be part of your employment conditions. All enclosures herewith are deemed part of your employment agreement with the Company.

22. EXCLUSIVE JURISDICTION

Your employment and conditions of employment are exclusively governed by the laws of India and the courts of Bangalore shall have the exclusive jurisdiction on any dispute arising on matters related to your employment.

23. SEVERABILITY

If any part of this agreement is held invalid, void or unenforceable, the remainder of the terms shall continue to be fully enforceable minus the portion which is not enforceable.


REGISTRAR Registrar
PRESIDENCY UNIVERSITY
BANGALORE



CONFIRMATION OF ACCEPTANCE

We request you to complete and return the copy of this letter as a token of written acceptance of this offer. If we do not receive a written acceptance as above from you within 3 days from the date of this letter, we shall assume that you do not wish to take up this offer of employment and our offer will lapse automatically . We sincerely hope that you will accept this appointment and look forward to having you onboard.

Yours sincerely,

Shailendra Dhakad

Director

Codeyoung

Shailendra Dhakad
REGISTRAR Registrar
PRESIDENCY UNIVERSITY
BANGALORE



HR 2.01 F5 -- Acceptance of Software and Systems usage.

To

Codeyoung

(“The

company”)

The Company forbids the use of unauthorized software on any company equipment or the use of authorized software on any personal or non-company issued equipment. The Company forbids unauthorized access, or any unauthorized attempt to access, any data maintained on any computer systems.

Unauthorized software comprises any software that is not on the Codeyoung IT list of approved software or which has not been procured via the authorized procurement channels and includes any unsolicited software, demonstration software that has not been previously checked by Codeyoung IT security or an authorized agency of Codeyoung IT security, and any software that is delivered in such a way that it may have been tampered with.

Unless the prior specific approval of senior management is obtained, the use of unauthorized software on Company equipment or other breach of the above will be viewed as gross misconduct and an extremely serious violation of the Company’s regulations, which may lead to disciplinary action including but not limited to termination , or other appropriate action as necessary by the Company.

I confirm that I have read and understood the above conditions on the use of unauthorized software and systems. I also understand that the Company may from time to time notify amendments or additional conditions or Policies governing access, use and protection of data, systems and software and I agree to abide by them in full compliance thereof.

Name:

Date:



Signature:

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

HR 2.01 F6 – Data Protection Declaration

To: Codeyoung (“Codeyoung”)

1. I, the undersigned, make this declaration in my capacity as an employee of Codeyoung, and as a condition of being assigned by Codeyoung to perform certain services for Codeyoung and any of its direct or indirect subsidiaries (individually a “Data Controller” and together the “Data Controllers”).
2. I hereby and solemnly undertake that I will at all times maintain strict confidentiality with regard to, and will not for my own or anyone else’s use (whether for profit or not) make copies of or notes about, any and all matters of a confidential nature or the Personal Data of anyone including but not limited to name, age, preferences, medical or health status or any other information which is reasonably deemed Personal in nature or deemed personal data by law concerning any of the Data Controllers, their customers, the state of their accounts or any other matter relating to the affairs of a Data Controller and its customers except where required by law to disclose such information or with the prior written permission of the Data Controller or the person to whom any duty of confidentiality is owed. Should I be required by law to make such a disclosure, I shall so far as lawful promptly inform the Codeyoung of such a requirement.
3. I undertake to deliver up to Codeyoung all and any records in any medium which I may hold at the end of my assignment in performing services for any of the Data Controllers.
4. I hereby confirm that I have read or viewed, and will confirm during the period of my assignment in performing services for any of the Data Controllers with, the following rules or requirements (as the same may be amended from time to time):
5. Codeyoung policies and standards concerning Information Technology and Information Technology Security.: In this respect I understand that the loading or use of software not supplied and authorized by Codeyoung on Codeyoung computer systems and/or the loading or use of Codeyoung Group's software on any other equipment is strictly forbidden;
 - a. Codeyoung staff training video on data protection;
 - b. Security procedures specific to the building where I am to carry out my assignment; and
 - c. Codeyoung staff handbook.


REGISTRAR




6. I also confirm that I shall read or view, and will confirm during the period of my assignment in performing services for any of the Data Controllers with, any other rules or requirements (whether in relation to the data protection legislation referred to in paragraph 4(b) above or otherwise) advised to me by Codeyoung.

I confirm that I have read and understood the above conditions . I also understand that the Company may from time to time notify amendments or additional conditions related to the subject matter above and I agree to abide by them in full compliance thereof.

SIGNATURE

DATE

Jane
REGISTRAR Registrar
PRESIDENCY UNIVERSITY
BANGALORE



DECLARATION OF ABSENCE OF PROCEEDINGS

I hereby confirm that:

I have never been convicted of a criminal offence involving fraud or dishonesty; and

I have never been declared bankrupt.

Signed _____

Name _____

Codeyoung Dept. / Job title_

Date _____

Sanne
REGISTRAR Registrar
PRESIDENCY UNIVERSITY
BANGALORE

INFORMATION SYSTEMS USAGE - TERMS AND CONDITIONS

1. Usage of or access to the Internet, computer and software 'equipment' wherever situated in Codeyoung premises or those made available by Codeyoung, its customers or business partners is to be conducted in a business-like and professional manner. Use of Email and computer systems are provided for Codeyoung's business matters only. Any breach is subject to disciplinary procedure, up to and including revocation of access privileges and termination of employment.

Internet and Email access is not to be used for the following purposes, which are expressly forbidden: solicitation of correspondence unrelated to business activities, illegal, libellous or offensive messages, prejudice or harassment whether racial, sexual or of any other kind, action prejudicial to another's business, his reputation or his Internet access (flaming, spamming etc.), for download of pornography, games software or other salacious or frivolous material, for obtaining or purchasing executable (exe) software without specific prior approval or video, audio or music material, nor for participation in news - groups, use-groups or chat-rooms, nor for issuance of any form of formally unauthorized business advice.

2. No legal commitment by Email on behalf of any member of Codeyoung, or for the conclusion of any form of commercial contractual agreement; nor for communication of any advertising/marketing material without prior approval of an authorized person must be made.

3. The user shall respect and abide by all applicable laws, including confidentiality, copyright and data protection laws. In particular the user must not copy or transmit to third parties the works of others without their permission as this may infringe copyright.

4. Hard copies must be taken of any electronic mail messages which need to be retained for regulatory or other legal purposes, as advised by the Compliance function. Comment – Codeyoung Management to assess if they like to retain this practice.

5. The user must not import files or messages without ensuring that they have first been scanned for viruses.

6. The user will bear in mind at all times that electronic mail messages, however confidential or damaging, may have to be disclosed in court proceedings or investigations.

7. Codeyoung is entitled at any time to examine the computer systems and/or download details of and/or monitor any usage of any kind by the user of the Internet including, without limitation, any Email messages, whether or not created by the user, the content of any pages downloaded and any mechanisms which record the user's use of the Internet.



I,

The user acknowledges receipt of the above conditions (which I have read and understood). I accept, and agree to comply with, all the matters referred to in them. I understand that failure to do so may result in disciplinary action against me. I also understand that the Company may from time to time notify amendments or additional conditions related to the subject matter above and I agree to abide by them in full compliance thereof.

SIGNATURE

DATE

Sanne
REGISTRAR Registrar
PRESIDENCY UNIVERSITY
BANGALORE



HR 2.01 F10 – Data Consent Form

Personal data - Consent

In consideration of being evaluated for employment by Codeyoung, for purposes of pre - employment, during employment and post-employment processing of my personal data

I hereby expressly agree and consent as follows:

Codeyoung or its authorized agents or service providers or third parties including platforms

or

aggregators may collect, process and disclose my personal information/data to verify the accuracy of the information I have provided in my application form or during my recruitment process, by conducting appropriate background checks. In this regard, Codeyoung may, amongst other, obtain a personal credit report, conduct a criminal record search, and contact the persons I have appointed as personal references during my recruitment.

I understand and agree that:

My personal information/data may be processed, analysed and accessed by or on behalf of Codeyoung by third parties whether based in India or other locations, where there may be less stringent data protection laws than in India.

Codeyoung shall protect my Personal Data in accordance with the applicable laws by using industry standard security and protection protocols.

At any time Codeyoung or its authorized agents or service providers may request, collect, process and disclose my personal information/data for processing my salary, health insurance, employee benefits, for employment or other intranet or internet portals or platforms and other such operations lawfully necessary.

Date:

Signature:

Name


REGISTRAR

Registrar
PRESIDENCY UNIVERSITY
BANGALORE

HR 2.01 F10 – Data Consent Form

THE CTC PROVIDED BY THE COMPANY WILL BE **INR 7,36,000 per annum**. INR 4,36,000 is fixed (per annum) and INR 3,00,000 is the variable (per annum). The variable is based on the performance (achieving the targets) and is paid out on a monthly basis as per the existing incentive structure at that point in time.

Full Breakdown of fixed CTC will be given below .

- Subject to deductions for Employee’s contribution to PF, Professional Tax, Income Tax and other statutory deductions that may be applicable
- EPFO guidelines for International Worker applicable.
- Any other relevant Compensation & Benefits related matter shall be governed by the service rules and policies in force and applicable from time to time.
- As per IT Act, it is mandatory for all individuals working in India whose receipts are subject to deduction of tax at source (the deductee) to furnish his/ her PAN details to the deductor (Company), failing which the deductor (Company) w.e.f. April 2010 will deduct Tax at Source at rates higher than normal as per norms.

S.No.	Salary	Annual	Monthly
1	Basic Salary	₹206,300	₹17,192
2	House Rent Allowance	₹82,520	₹6,877
3	LTA	₹20,630	₹1,719
4	Special Allowances	₹67,046	₹5,587
5	Night Allowance	₹36,104	₹3,001
	Gross Salary	₹412,600	₹34,383
	Employer Contribution to PF	₹23,400	₹1,950
A	CTC Total	436000	36333
	Deductions		
1	Professional Tax	₹2,400	₹200
2	Provident Fund	₹21,600	₹1,800
B	Total Deductions	₹24,000	₹2,000
A - B	Net Salary	₹388,600	₹32,383

With regards,
Shailendra Dhakad
Director
Codeyoung

Date: ~~XXXXXXXXXX~~ 2/2/2023.

Name: Ashish P Anto

We are pleased to offer you the position of an Advisor at 24/7 Customer Private Limited.

Your **Date of Joining** with the organization will be on subject to successful completion of Background verification process.

As discussed during the interview process, and confirmed by you –

1. Your starting Cost to the Company will be INR _____ /- Per Annum the offer will also have details of benefits like PF, Insurance, medical, gratuity, Broadband and other perks like Subsidized cafeteria, Transport etc. will be explained during joining.
2. You will have 9 hrs. Shift including breaks with 2 weekly offs & you are expected to work from office as per the organization needs.

We are excited to have you join our team! For any further queries or clarification please reach out to FARAZ ANWAR at FARAZ.ANWAR@247.ai or 9831240055.

Sincerely,

Brian Alfred Dsouza

AVP- Recruitment

24/7 Customer Private Limited



[24]7.ai

* Please note this is a Letter of Intent & detailed offer letter will be shared on successful completion of background verification process.

Document Checklist

1. Education certificates

- X Class & PUC / XII Class pass certificate
- Degree / Highest qualification certificates
- In case, the Degree certificate is not available, all the years / semester's mark sheets and provisional certificate needs to be provided mandatorily as a supplementary document proof for education certificate.

Note: All mark sheets should be supported with provisional or final certificate.

2. Experience certificate

- Previous employment experience certificate & last 3 months pay slip
- Service letter / Relieving letters & last 3 months pay slip.

Note: If you have left the previous organization recently (i.e. within 45 days/ are still in employment), please submit the appointment letter copy, last three month's pay slips (containing company name) and past 3 months bank statement with the salary credit.

On joining 247 post your background verification, we require your relieving letter/ proof of employment within 60 days of joining. This has to be submitted to your HR ER.

3. ID Proof & Age Proof

- Aadhar Card
- Pan Card
- 10th Certificate

4. Address Proof

- Aadhar Card
- Rent agreement
- Electricity Bill

* Please note this is a Letter of Intent & detailed offer letter will be shared on successful completion of background verification process.



Date: 2/3/23.

Name: Bhargav Krishna Srivastav Chopala.

We are pleased to offer you the position of an Advisor at 24/7 Customer Private Limited.

Your Date of Joining with the organization will be on subject to successful completion of Background verification process.

As discussed during the interview process, and confirmed by you –

1. Your starting Cost to the Company will be INR _____ /- Per Annum the offer will also have details of benefits like PF, Insurance, medical, gratuity, Broadband and other perks like Subsidized cafeteria, Transport etc. will be explained during joining.
2. You will have 9 hrs. Shift including breaks with 2 weekly offs & you are expected to work from office as per the organization needs.

We are excited to have you join our team! For any further queries or clarification please reach out to Faraz at FARAZ.ANWAR@247.ai or 9831240055

Sincerely, Anwar.

Brian Alfred Dsouza

AVP- Recruitment

24/7 Customer Private Limited



[24]7.ai

* Please note this is a Letter of Intent & detailed offer letter will be shared on successful completion of background verification process.

Document Checklist

1. Education certificates

- X Class & PUC / XII Class pass certificate
- Degree / Highest qualification certificates
- In case, the Degree certificate is not available, all the years / semester's mark sheets and provisional certificate needs to be provided mandatorily as a supplementary document proof for education certificate.

Note: All mark sheets should be supported with provisional or final certificate.

2. Experience certificate

- Previous employment experience certificate & last 3 months pay slip
- Service letter / Relieving letters & last 3 months pay slip.

Note: If you have left the previous organization recently (i.e. within 45 days/ are still in employment), please submit the appointment letter copy, last three month's pay slips (containing company name) and past 3 months bank statement with the salary credit.

On joining 247 post your background verification, we require your relieving letter/ proof of employment within 60 days of joining. This has to be submitted to your HR ER.

3. ID Proof & Age Proof

- Aadhar Card
- Pan Card
- 10th Certificate

4. Address Proof

- Aadhar Card
- Rent agreement
- Electricity Bill

* Please note this is a Letter of Intent & detailed offer letter will be shared on successful completion of background verification process.



OL No: TN11350

Date : 19 April 2023

Dear **A ARCHANA SINGH**,

Our hiring team was positively excited to get to know you over the interview call. It is our pleasure to offer you a position with **TEACHNOOK** as an **Academic Counsellor**.

We believe you will be an excellent addition to our team and are very much looking forward to having you onboard.

The following confirms our arrangements regarding your employment with **TEACHNOOK**:

Date of Joining : 26 June 2023

Training Period : **26 June 2023 to 5 July 2023**

OJT Start Date: **6 July 2023**

OJT End Date: **5 January 2024**

Location of Training: Bangalore

Stipend: INR **15000** Per Month

Incentives : INR **10000**

Target: **180000** INR per month.

Pre - Placement Offer :- **4 to 6 LPA (After Completion of Training)**

I have read and understood the terms and conditions and I accept this offer, as set forth above, with Teachnook, and will report on **26 June 2023**.

SIGNATURE: _____

(Candidate's Signature)

DATE: _____

Training Policy

- Acceptance of this offer shows that you agree and are ready to perform the given responsibilities with due care and diligence; and in compliance with the management norms.
- The acceptance of this offer also shows your enthusiasm to work on a 9 hour shift from 11 am to 8pm (including breaks). You will be entitled to one day weekly off.
- During the training period you will receive all the benefits that are entitled for trainees.
- At any time if you wish to discontinue the training due to personal reasons , you will have to follow the company's resignation procedures.
 - Resignation procedure includes:- 1 month of notice period. In case, you won't be able to serve the notice period you would be required to pay a compensation equal to 1 month stipend and you can be relieved from the company.
- All your information will be safe and confidential with Teachnook. Similarly, all the information acquired during the course of your employment shall remain confidential and you shall refrain from using it for your own purpose or from disclosing it to any third party.
- Upon conclusion of your employment, you will immediately return all of its property, equipment and documents including electronically stored information.
- You will have to cooperate with and follow all policies and practices of Teachnook for both yours and Teachnook's development.
- Post successful completion of the Training tenure, you will be prone to exciting pre-placement offers from Teachnook.
- The stipend cycle will start along with your OJT.

Please indicate your acceptance of this offer by signing below.

We at Teachnook extend a warm welcome to you and look forward to a mutually beneficial experience.

SIGNATURE: _____

(Candidate's Signature)

DATE: _____

TEACHNOOK EDUTECH

14th Cross Rd, 5th Phase, Sector 6, HSR Layout,
Bengaluru, Karnataka 560102

Mob: +91 90190 30545 hr@teachnook.com


REGISTRAR


ANNEXURE

As a part of the joining process, you are requested to carry with you the following documents on the day of joining.

Photocopies of

- 1 coloured copy of Offer Letter.
- SSLC (X Std) Marks Card & 12th Marks Card.
- Degree / Diploma/ Highest qualification certificate along with marks card (any semester).
- 2 passport size photographs.
- PAN Card, Voter ID & Driving Licence Scanned Copy.
- Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.
- Fully vaccinated report. (Covid Vaccination)

Please bring the original documents either education certificates / mark sheets (10th or 12th) or Government issued ID Card (Driving Licence/ PAN Card) for verification.

SIGNATURE: _____

(Candidate's Signature)

DATE: _____

OL No: TN10097

Date : 27 March 2023

Dear **Abhishek Kumar**,

Our hiring team was positively excited to get to know you over the interview call. It is our pleasure to offer you a position with **TEACHNOOK** as an **Academic Counsellor**.

We believe you will be an excellent addition to our team and are very much looking forward to having you onboard.

The following confirms our arrangements regarding your employment with TEACHNOOK:

Date of Joining : 24 July 2023

Training Period : **24 July 2023 to 02 August 2023**

OJT Start Date: **03 August 2023**

OJT End Date: **02 February 2024**

Location of Training: Bangalore

Stipend: INR **15000** Per Month

Incentives : INR **10000**

Target: **180000** INR per month.

Pre - Placement Offer :- **4 to 6 LPA (After Completion of Training)**

I have read and understood the terms and conditions and I accept this offer, as set forth above, with Teachnook, and will report on **24 July 2023**.

SIGNATURE: _____

(Candidate's Signature)

DATE: _____

Training Policy

- Acceptance of this offer shows that you agree and are ready to perform the given responsibilities with due care and diligence; and in compliance with the management norms.
- The acceptance of this offer also shows your enthusiasm to work on a 9 hour shift from 11 am to 8pm (including breaks). You will be entitled to one day weekly off.
- During the training period you will receive all the benefits that are entitled for trainees.
- At any time if you wish to discontinue the training due to personal reasons , you will have to follow the company's resignation procedures.
 - Resignation procedure includes:- 1 month of notice period. In case, you won't be able to serve the notice period you would be required to pay a compensation equal to 1 month stipend and you can be relieved from the company.
- All your information will be safe and confidential with Teachnook. Similarly, all the information acquired during the course of your employment shall remain confidential and you shall refrain from using it for your own purpose or from disclosing it to any third party.
- Upon conclusion of your employment, you will immediately return all of its property, equipment and documents including electronically stored information.
- You will have to cooperate with and follow all policies and practices of Teachnook for both yours and Teachnook's development.
- Post successful completion of the Training tenure, you will be prone to exciting pre-placement offers from Teachnook.
- The stipend cycle will start along with your OJT.

Please indicate your acceptance of this offer by signing below.

We at Teachnook extend a warm welcome to you and look forward to a mutually beneficial experience.

SIGNATURE: _____

DATE: _____

(Candidate's Signature)

TEACHNOOK EDUTECH

14th Cross Rd, 5th Phase, Sector 6, HSR Layout,
Bengaluru, Karnataka 560102

Mob: +91 90190 30545 hr@teachnook.com


REGISTRAR


ANNEXURE

As a part of the joining process, you are requested to carry with you the following documents on the day of joining.

Photocopies of

- 1 coloured copy of Offer Letter.
- SSLC (X Std) Marks Card & 12th Marks Card.
- Degree / Diploma/ Highest qualification certificate along with marks card (any semester).
- 2 passport size photographs.
- PAN Card, Voter ID & Driving Licence Scanned Copy.
- Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.
- Fully vaccinated report. (Covid Vaccination)

Please bring the original documents either education certificates / mark sheets (10th or 12th) or Government issued ID Card (Driving Licence/ PAN Card) for verification.

SIGNATURE: _____

(Candidate's Signature)

DATE: _____

OL No: TN10098

Date : 27 March 2023

Dear **Khushi Agarwal**,

Our hiring team was positively excited to get to know you over the interview call. It is our pleasure to offer you a position with **TEACHNOOK** as an **Academic Counsellor**.

We believe you will be an excellent addition to our team and are very much looking forward to having you onboard.

The following confirms our arrangements regarding your employment with TEACHNOOK:

Date of Joining : 24 July 2023

Training Period : **24 July 2023 to 02 August 2023**

OJT Start Date: **03 August 2023**

OJT End Date: **02 February 2024**

Location of Training: Bangalore

Stipend: INR **15000** Per Month

Incentives : INR **10000**

Target: **180000** INR per month.

Pre - Placement Offer :- **4 to 6 LPA (After Completion of Training)**

I have read and understood the terms and conditions and I accept this offer, as set forth above, with Teachnook, and will report on **24 July 2023**.

SIGNATURE: _____

(Candidate's Signature)

DATE: _____

Training Policy

- Acceptance of this offer shows that you agree and are ready to perform the given responsibilities with due care and diligence; and in compliance with the management norms.
- The acceptance of this offer also shows your enthusiasm to work on a 9 hour shift from 11 am to 8pm (including breaks). You will be entitled to one day weekly off.
- During the training period you will receive all the benefits that are entitled for trainees.
- At any time if you wish to discontinue the training due to personal reasons , you will have to follow the company's resignation procedures.
 - Resignation procedure includes:- 1 month of notice period. In case, you won't be able to serve the notice period you would be required to pay a compensation equal to 1 month stipend and you can be relieved from the company.
- All your information will be safe and confidential with Teachnook. Similarly, all the information acquired during the course of your employment shall remain confidential and you shall refrain from using it for your own purpose or from disclosing it to any third party.
- Upon conclusion of your employment, you will immediately return all of its property, equipment and documents including electronically stored information.
- You will have to cooperate with and follow all policies and practices of Teachnook for both yours and Teachnook's development.
- Post successful completion of the Training tenure, you will be prone to exciting pre-placement offers from Teachnook.
- The stipend cycle will start along with your OJT.

Please indicate your acceptance of this offer by signing below.

We at Teachnook extend a warm welcome to you and look forward to a mutually beneficial experience.

SIGNATURE: _____

DATE: _____

(Candidate's Signature)

TEACHNOOK EDUTECH

14th Cross Rd, 5th Phase, Sector 6, HSR Layout,
Bengaluru, Karnataka 560102

Mob: +91 90190 30545 hr@teachnook.com



ANNEXURE

As a part of the joining process, you are requested to carry with you the following documents on the day of joining.

Photocopies of

- 1 coloured copy of Offer Letter.
- SSLC (X Std) Marks Card & 12th Marks Card.
- Degree / Diploma/ Highest qualification certificate along with marks card (any semester).
- 2 passport size photographs.
- PAN Card, Voter ID & Driving Licence Scanned Copy.
- Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.
- Fully vaccinated report. (Covid Vaccination)

Please bring the original documents either education certificates / mark sheets (10th or 12th) or Government issued ID Card (Driving Licence/ PAN Card) for verification.

SIGNATURE: _____

(Candidate's Signature)

DATE: _____

OL No: TN10099

Date : 27 March 2023

Dear **Akshat Aryan**,

Our hiring team was positively excited to get to know you over the interview call. It is our pleasure to offer you a position with **TEACHNOOK** as an **Academic Counsellor**.

We believe you will be an excellent addition to our team and are very much looking forward to having you onboard.

The following confirms our arrangements regarding your employment with **TEACHNOOK**:

Date of Joining : 24 July 2023

Training Period : **24 July 2023 to 02 August 2023**

OJT Start Date: **03 August 2023**

OJT End Date: **02 February 2024**

Location of Training: Bangalore

Stipend: INR **15000** Per Month

Incentives : INR **10000**

Target: **180000** INR per month.

Pre - Placement Offer :- **4 to 6 LPA (After Completion of Training)**

I have read and understood the terms and conditions and I accept this offer, as set forth above, with Teachnook, and will report on **24 July 2023**.

SIGNATURE: _____

DATE: _____

(Candidate's Signature)

Training Policy

- Acceptance of this offer shows that you agree and are ready to perform the given responsibilities with due care and diligence; and in compliance with the management norms.
- The acceptance of this offer also shows your enthusiasm to work on a 9 hour shift from 11 am to 8pm (including breaks). You will be entitled to one day weekly off.
- During the training period you will receive all the benefits that are entitled for trainees.
- At any time if you wish to discontinue the training due to personal reasons , you will have to follow the company's resignation procedures.
 - Resignation procedure includes:- 1 month of notice period. In case, you won't be able to serve the notice period you would be required to pay a compensation equal to 1 month stipend and you can be relieved from the company.
- All your information will be safe and confidential with Teachnook. Similarly, all the information acquired during the course of your employment shall remain confidential and you shall refrain from using it for your own purpose or from disclosing it to any third party.
- Upon conclusion of your employment, you will immediately return all of its property, equipment and documents including electronically stored information.
- You will have to cooperate with and follow all policies and practices of Teachnook for both yours and Teachnook's development.
- Post successful completion of the Training tenure, you will be prone to exciting pre-placement offers from Teachnook.
- The stipend cycle will start along with your OJT.

Please indicate your acceptance of this offer by signing below.

We at Teachnook extend a warm welcome to you and look forward to a mutually beneficial experience.

SIGNATURE: _____

DATE: _____

(Candidate's Signature)

TEACHNOOK EDUTECH

14th Cross Rd, 5th Phase, Sector 6, HSR Layout,
Bengaluru, Karnataka 560102

Mob: +91 90190 30545 hr@teachnook.com


REGISTRAR


ANNEXURE

As a part of the joining process, you are requested to carry with you the following documents on the day of joining.

Photocopies of

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- 2 passport size photographs.
- PAN Card, Voter ID & Driving Licence Scanned Copy.
- Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.
- Fully vaccinated report. (Covid Vaccination)

Please bring the original documents either education certificates / mark sheets (10th or 12th) or Government issued ID Card (Driving Licence/ PAN Card) for verification.

SIGNATURE: _____

(Candidate's Signature)

DATE: _____

OL No: TN10100

Date : 27 March 2023

Dear **Dakshayini L G**,

Our hiring team was positively excited to get to know you over the interview call. It is our pleasure to offer you a position with **TEACHNOOK** as an **Academic Counsellor**.

We believe you will be an excellent addition to our team and are very much looking forward to having you onboard.

The following confirms our arrangements regarding your employment with **TEACHNOOK**:

Date of Joining : 24 July 2023

Training Period : **24 July 2023 to 02 August 2023**

OJT Start Date: **03 August 2023**

OJT End Date: **02 February 2024**

Location of Training: Bangalore

Stipend: INR **15000** Per Month

Incentives : INR **10000**

Target: **180000** INR per month.

Pre - Placement Offer :- **4 to 6 LPA (After Completion of Training)**

I have read and understood the terms and conditions and I accept this offer, as set forth above, with Teachnook, and will report on **24 July 2023**.

SIGNATURE: _____

(Candidate's Signature)

DATE: _____

Training Policy

- Acceptance of this offer shows that you agree and are ready to perform the given responsibilities with due care and diligence; and in compliance with the management norms.
- The acceptance of this offer also shows your enthusiasm to work on a 9 hour shift from 11 am to 8pm (including breaks). You will be entitled to one day weekly off.
- During the training period you will receive all the benefits that are entitled for trainees.
- At any time if you wish to discontinue the training due to personal reasons , you will have to follow the company's resignation procedures.
 - Resignation procedure includes:- 1 month of notice period. In case, you won't be able to serve the notice period you would be required to pay a compensation equal to 1 month stipend and you can be relieved from the company.
- All your information will be safe and confidential with Teachnook. Similarly, all the information acquired during the course of your employment shall remain confidential and you shall refrain from using it for your own purpose or from disclosing it to any third party.
- Upon conclusion of your employment, you will immediately return all of its property, equipment and documents including electronically stored information.
- You will have to cooperate with and follow all policies and practices of Teachnook for both yours and Teachnook's development.
- Post successful completion of the Training tenure, you will be prone to exciting pre-placement offers from Teachnook.
- The stipend cycle will start along with your OJT.

Please indicate your acceptance of this offer by signing below.

We at Teachnook extend a warm welcome to you and look forward to a mutually beneficial experience.

SIGNATURE: _____

DATE: _____

(Candidate's Signature)

TEACHNOOK EDUTECH

14th Cross Rd, 5th Phase, Sector 6, HSR Layout,
Bengaluru, Karnataka 560102

Mob: +91 90190 30545 hr@teachnook.com


REGISTRAR


ANNEXURE

As a part of the joining process, you are requested to carry with you the following documents on the day of joining.

Photocopies of

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- SSLC (X Std) Marks Card & 12th Marks Card.
- Degree / Diploma/ Highest qualification certificate along with marks card (any semester).
- 2 passport size photographs.
- PAN Card, Voter ID & Driving Licence Scanned Copy.
- Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.
- Fully vaccinated report. (Covid Vaccination)

Please bring the original documents either education certificates / mark sheets (10th or 12th) or Government issued ID Card (Driving Licence/ PAN Card) for verification.

SIGNATURE: _____

(Candidate's Signature)

DATE: _____

OL No: TN10101

Date : 27 March 2023

Dear **Harshita Khushu**,

Our hiring team was positively excited to get to know you over the interview call. It is our pleasure to offer you a position with **TEACHNOOK** as an **Academic Counsellor**.

We believe you will be an excellent addition to our team and are very much looking forward to having you onboard.

The following confirms our arrangements regarding your employment with **TEACHNOOK**:

Date of Joining : 24 July 2023

Training Period : **24 July 2023 to 02 August 2023**

OJT Start Date: **03 August 2023**

OJT End Date: **02 February 2024**

Location of Training: Bangalore

Stipend: INR **15000** Per Month

Incentives : INR **10000**

Target: **180000** INR per month.

Pre - Placement Offer :- **4 to 6 LPA (After Completion of Training)**

I have read and understood the terms and conditions and I accept this offer, as set forth above, with Teachnook, and will report on **24 July 2023**.

SIGNATURE: _____

DATE: _____

(Candidate's Signature)

Training Policy

- Acceptance of this offer shows that you agree and are ready to perform the given responsibilities with due care and diligence; and in compliance with the management norms.
- The acceptance of this offer also shows your enthusiasm to work on a 9 hour shift from 11 am to 8pm (including breaks). You will be entitled to one day weekly off.
- During the training period you will receive all the benefits that are entitled for trainees.
- At any time if you wish to discontinue the training due to personal reasons , you will have to follow the company's resignation procedures.
 - Resignation procedure includes:- 1 month of notice period. In case, you won't be able to serve the notice period you would be required to pay a compensation equal to 1 month stipend and you can be relieved from the company.
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- Upon conclusion of your employment, you will immediately return all of its property, equipment and documents including electronically stored information.
- You will have to cooperate with and follow all policies and practices of Teachnook for both yours and Teachnook's development.
- Post successful completion of the Training tenure, you will be prone to exciting pre-placement offers from Teachnook.
- The stipend cycle will start along with your OJT.

Please indicate your acceptance of this offer by signing below.

We at Teachnook extend a warm welcome to you and look forward to a mutually beneficial experience.

SIGNATURE: _____

(Candidate's Signature)

DATE: _____

TEACHNOOK EDUTECH

14th Cross Rd, 5th Phase, Sector 6, HSR Layout,
Bengaluru, Karnataka 560102

Mob: +91 90190 30545 hr@teachnook.com



ANNEXURE

As a part of the joining process, you are requested to carry with you the following documents on the day of joining.

Photocopies of

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- SSLC (X Std) Marks Card & 12th Marks Card.
- Degree / Diploma/ Highest qualification certificate along with marks card (any semester).
- 2 passport size photographs.
- PAN Card, Voter ID & Driving Licence Scanned Copy.
- Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.
- Fully vaccinated report. (Covid Vaccination)

Please bring the original documents either education certificates / mark sheets (10th or 12th) or Government issued ID Card (Driving Licence/ PAN Card) for verification.

SIGNATURE: _____

(Candidate's Signature)

DATE: _____

OL No: TN10102

Date : 27 March 2023

Dear **Vishwajith H,**

Our hiring team was positively excited to get to know you over the interview call. It is our pleasure to offer you a position with **TEACHNOOK** as an **Academic Counsellor**.

We believe you will be an excellent addition to our team and are very much looking forward to having you onboard.

The following confirms our arrangements regarding your employment with TEACHNOOK:

Date of Joining : 24 July 2023

Training Period : **24 July 2023 to 02 August 2023**

OJT Start Date: **03 August 2023**

OJT End Date: **02 February 2024**

Location of Training: Bangalore

Stipend: INR **15000** Per Month

Incentives : INR **10000**

Target: **180000** INR per month.

Pre - Placement Offer :- **4 to 6 LPA (After Completion of Training)**

I have read and understood the terms and conditions and I accept this offer, as set forth above, with Teachnook, and will report on **24 July 2023**.

SIGNATURE: _____

DATE: _____

(Candidate's Signature)

Training Policy

- Acceptance of this offer shows that you agree and are ready to perform the given responsibilities with due care and diligence; and in compliance with the management norms.
- The acceptance of this offer also shows your enthusiasm to work on a 9 hour shift from 11 am to 8pm (including breaks). You will be entitled to one day weekly off.
- During the training period you will receive all the benefits that are entitled for trainees.
- At any time if you wish to discontinue the training due to personal reasons , you will have to follow the company's resignation procedures.
 - Resignation procedure includes:- 1 month of notice period. In case, you won't be able to serve the notice period you would be required to pay a compensation equal to 1 month stipend and you can be relieved from the company.
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- You will have to cooperate with and follow all policies and practices of Teachnook for both yours and Teachnook's development.
- Post successful completion of the Training tenure, you will be prone to exciting pre-placement offers from Teachnook.
- The stipend cycle will start along with your OJT.

Please indicate your acceptance of this offer by signing below.

We at Teachnook extend a warm welcome to you and look forward to a mutually beneficial experience.

SIGNATURE: _____

DATE: _____

(Candidate's Signature)

TEACHNOOK EDUTECH

14th Cross Rd, 5th Phase, Sector 6, HSR Layout,
Bengaluru, Karnataka 560102

Mob: +91 90190 30545 hr@teachnook.com



ANNEXURE

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Photocopies of

- 1 coloured copy of Offer Letter.
- SSLC (X Std) Marks Card & 12th Marks Card.
- Degree / Diploma/ Highest qualification certificate along with marks card (any semester).
- 2 passport size photographs.
- PAN Card, Voter ID & Driving Licence Scanned Copy.
- Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.
- Fully vaccinated report. (Covid Vaccination)

Please bring the original documents either education certificates / mark sheets (10th or 12th) or Government issued ID Card (Driving Licence/ PAN Card) for verification.

SIGNATURE: _____

(Candidate's Signature)

DATE: _____

OL No: TN10103

Date : 27 March 2023

Dear **Bhavani V**,

Our hiring team was positively excited to get to know you over the interview call. It is our pleasure to offer you a position with **TEACHNOOK** as an **Academic Counsellor**.

We believe you will be an excellent addition to our team and are very much looking forward to having you onboard.

The following confirms our arrangements regarding your employment with TEACHNOOK:

Date of Joining : 24 July 2023

Training Period : **24 July 2023 to 02 August 2023**

OJT Start Date: **03 August 2023**

OJT End Date: **02 February 2024**

Location of Training: Bangalore

Stipend: INR **15000** Per Month

Incentives : INR **10000**

Target: **180000** INR per month.

Pre - Placement Offer :- **4 to 6 LPA (After Completion of Training)**

I have read and understood the terms and conditions and I accept this offer, as set forth above, with Teachnook, and will report on **24 July 2023**.

SIGNATURE: _____

DATE: _____

(Candidate's Signature)

Training Policy

- Acceptance of this offer shows that you agree and are ready to perform the given responsibilities with due care and diligence; and in compliance with the management norms.
- The acceptance of this offer also shows your enthusiasm to work on a 9 hour shift from 11 am to 8pm (including breaks). You will be entitled to one day weekly off.
- During the training period you will receive all the benefits that are entitled for trainees.
- At any time if you wish to discontinue the training due to personal reasons , you will have to follow the company's resignation procedures.
 - Resignation procedure includes:- 1 month of notice period. In case, you won't be able to serve the notice period you would be required to pay a compensation equal to 1 month stipend and you can be relieved from the company.
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- You will have to cooperate with and follow all policies and practices of Teachnook for both yours and Teachnook's development.
- Post successful completion of the Training tenure, you will be prone to exciting pre-placement offers from Teachnook.
- The stipend cycle will start along with your OJT.

Please indicate your acceptance of this offer by signing below.

We at Teachnook extend a warm welcome to you and look forward to a mutually beneficial experience.

SIGNATURE: _____

DATE: _____

(Candidate's Signature)

TEACHNOOK EDUTECH

14th Cross Rd, 5th Phase, Sector 6, HSR Layout,
Bengaluru, Karnataka 560102

Mob: +91 90190 30545 hr@teachnook.com



ANNEXURE

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Photocopies of

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- 2 passport size photographs.
- PAN Card, Voter ID & Driving Licence Scanned Copy.
- Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.
- Fully vaccinated report. (Covid Vaccination)

Please bring the original documents either education certificates / mark sheets (10th or 12th) or Government issued ID Card (Driving Licence/ PAN Card) for verification.

SIGNATURE: _____

(Candidate's Signature)

DATE: _____

OL No: TN10104

Date : 27 March 2023

Dear **Manish R Kumar**,

Our hiring team was positively excited to get to know you over the interview call. It is our pleasure to offer you a position with **TEACHNOOK** as an **Academic Counsellor**.

We believe you will be an excellent addition to our team and are very much looking forward to having you onboard.

The following confirms our arrangements regarding your employment with **TEACHNOOK**:

Date of Joining : 24 July 2023

Training Period : **24 July 2023 to 02 August 2023**

OJT Start Date: **03 August 2023**

OJT End Date: **02 February 2024**

Location of Training: Bangalore

Stipend: INR **15000** Per Month

Incentives : INR **10000**

Target: **180000** INR per month.

Pre - Placement Offer :- **4 to 6 LPA (After Completion of Training)**

I have read and understood the terms and conditions and I accept this offer, as set forth above, with Teachnook, and will report on **24 July 2023**.

SIGNATURE: _____

DATE: _____

(Candidate's Signature)

Training Policy

- Acceptance of this offer shows that you agree and are ready to perform the given responsibilities with due care and diligence; and in compliance with the management norms.
- The acceptance of this offer also shows your enthusiasm to work on a 9 hour shift from 11 am to 8pm (including breaks). You will be entitled to one day weekly off.
- During the training period you will receive all the benefits that are entitled for trainees.
- At any time if you wish to discontinue the training due to personal reasons , you will have to follow the company's resignation procedures.
 - Resignation procedure includes:- 1 month of notice period. In case, you won't be able to serve the notice period you would be required to pay a compensation equal to 1 month stipend and you can be relieved from the company.
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- You will have to cooperate with and follow all policies and practices of Teachnook for both yours and Teachnook's development.
- Post successful completion of the Training tenure, you will be prone to exciting pre-placement offers from Teachnook.
- The stipend cycle will start along with your OJT.

Please indicate your acceptance of this offer by signing below.

We at Teachnook extend a warm welcome to you and look forward to a mutually beneficial experience.

SIGNATURE: _____

(Candidate's Signature)

DATE: _____

ANNEXURE

As a part of the joining process, you are requested to carry with you the following documents on the day of joining.

Photocopies of

- 1 coloured copy of Offer Letter.
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- Degree / Diploma/ Highest qualification certificate along with marks card (any semester).
- 2 passport size photographs.
- PAN Card, Voter ID & Driving Licence Scanned Copy.
- Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.
- Fully vaccinated report. (Covid Vaccination)

Please bring the original documents either education certificates / mark sheets (10th or 12th) or Government issued ID Card (Driving Licence/ PAN Card) for verification.

SIGNATURE: _____

(Candidate's Signature)

DATE: _____

OL No: TN10105

Date : 27 March 2023

Dear **Mohammed Jiyad Thankayathil**,

Our hiring team was positively excited to get to know you over the interview call. It is our pleasure to offer you a position with **TEACHNOOK** as an **Academic Counsellor**.

We believe you will be an excellent addition to our team and are very much looking forward to having you onboard.

The following confirms our arrangements regarding your employment with **TEACHNOOK**:

Date of Joining : 24 July 2023

Training Period : **24 July 2023 to 02 August 2023**

OJT Start Date: **03 August 2023**

OJT End Date: **02 February 2024**

Location of Training: Bangalore

Stipend: INR **15000** Per Month

Incentives : INR **10000**

Target: **180000** INR per month.

Pre - Placement Offer :- **4 to 6 LPA (After Completion of Training)**

I have read and understood the terms and conditions and I accept this offer, as set forth above, with Teachnook, and will report on **24 July 2023**.

SIGNATURE: _____

DATE: _____

(Candidate's Signature)

Training Policy

- Acceptance of this offer shows that you agree and are ready to perform the given responsibilities with due care and diligence; and in compliance with the management norms.
- The acceptance of this offer also shows your enthusiasm to work on a 9 hour shift from 11 am to 8pm (including breaks). You will be entitled to one day weekly off.
- During the training period you will receive all the benefits that are entitled for trainees.
- At any time if you wish to discontinue the training due to personal reasons , you will have to follow the company's resignation procedures.
 - Resignation procedure includes:- 1 month of notice period. In case, you won't be able to serve the notice period you would be required to pay a compensation equal to 1 month stipend and you can be relieved from the company.
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- Post successful completion of the Training tenure, you will be prone to exciting pre-placement offers from Teachnook.
- The stipend cycle will start along with your OJT.

Please indicate your acceptance of this offer by signing below.

We at Teachnook extend a warm welcome to you and look forward to a mutually beneficial experience.

SIGNATURE: _____

DATE: _____

(Candidate's Signature)

TEACHNOOK EDUTECH

14th Cross Rd, 5th Phase, Sector 6, HSR Layout,
Bengaluru, Karnataka 560102

Mob: +91 90190 30545 hr@teachnook.com



ANNEXURE

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Photocopies of

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- 2 passport size photographs.
- PAN Card, Voter ID & Driving Licence Scanned Copy.
- Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.
- Fully vaccinated report. (Covid Vaccination)

Please bring the original documents either education certificates / mark sheets (10th or 12th) or Government issued ID Card (Driving Licence/ PAN Card) for verification.

SIGNATURE: _____

(Candidate's Signature)

DATE: _____

OL No: TN10039

Date : 27 March 2023

Dear **MANAS RANJAN CHOUDHARY**,

Our hiring team was positively excited to get to know you over the interview call. It is our pleasure to offer you a position with **TEACHNOOK** as an **Academic Counsellor**.

We believe you will be an excellent addition to our team and are very much looking forward to having you onboard.

The following confirms our arrangements regarding your employment with **TEACHNOOK**:

Date of Joining : 24 July 2023

Training Period : **24 July 2023 to 2 August 2023**

OJT Start Date: **3 August 2023**

OJT End Date: **2 February 2024**

Location of Training: Bangalore

Stipend: **INR 15000** Per Month

Incentives : **INR 10000**

Target: **180000** INR per month.

Pre - Placement Offer :- **4 to 6 LPA (After Completion of Training)**

I have read and understood the terms and conditions and I accept this offer, as set forth above, with Teachnook, and will report on **24 July 2023**.

SIGNATURE: Manas RanJan Choudhary
(Candidate's Signature)

DATE: 27 - 03 - 23

TEACHNOOK EDUTECH

14th Cross Rd, 5th Phase, Sector 6, HSR Layout,
Bengaluru, Karnataka 560102
Mob: +91 90190 30545 hr@teachnook.com



Training Policy

- Acceptance of this offer shows that you agree and are ready to perform the given responsibilities with due care and diligence; and in compliance with the management norms.
- The acceptance of this offer also shows your enthusiasm to work on a 9 hour shift from 11 am to 8pm (including breaks). You will be entitled to one day weekly off.
- During the training period you will receive all the benefits that are entitled for trainees.
- At any time if you wish to discontinue the training due to personal reasons , you will have to follow the company's resignation procedures.
 - Resignation procedure includes:- 1 month of notice period. In case, you won't be able to serve the notice period you would be required to pay a compensation equal to 1 month stipend and you can be relieved from the company.
- All your information will be safe and confidential with Teachnook. Similarly, all the information acquired during the course of your employment shall remain confidential and you shall refrain from using it for your own purpose or from disclosing it to any third party.
- Upon conclusion of your employment, you will immediately return all of its property, equipment and documents including electronically stored information.
- You will have to cooperate with and follow all policies and practices of Teachnook for both yours and Teachnook's development.
- Post successful completion of the Training tenure, you will be prone to exciting pre-placement offers from Teachnook.
- The stipend cycle will start along with your OJT.

Please indicate your acceptance of this offer by signing below.

We at Teachnook extend a warm welcome to you and look forward to a mutually beneficial experience.

SIGNATURE: Manas RanJan Choudhary
(Candidate's Signature)

DATE: 27-03-23

TEACHNOOK EDUTECH

14th Cross Rd, 5th Phase, Sector 6, HSR Layout,
Bengaluru, Karnataka 560102

Mob: +91 90190 30545 hr@teachnook.com

Manu
REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

ANNEXURE

As a part of the joining process, you are requested to carry with you the following documents on the day of joining.

Photocopies of

- 1 coloured copy of Offer Letter.
- SSLC (X Std) Marks Card & 12th Marks Card.
- Degree / Diploma/ Highest qualification certificate along with marks card (any semester).
- 2 passport size photographs.
- PAN Card, Voter ID & Driving Licence Scanned Copy.
- Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.
- Fully vaccinated report. (Covid Vaccination)

Please bring the original documents either education certificates / mark sheets (10th or 12th) or Government issued ID Card (Driving Licence/ PAN Card) for verification.



SIGNATURE: Manas Ranjan Choudhary
(Candidate's Signature)

DATE: 27-03-23

TEACHNOOK EDUTECH

14th Cross Rd, 5th Phase, Sector 6, HSR Layout,
Bengaluru, Karnataka 560102

Mob: +91 90190 30545 hr@teachnook.com


REGISTRAR


OL No: TN10106

Date : 27 March 2023

Dear **Sandhya S**,

Our hiring team was positively excited to get to know you over the interview call. It is our pleasure to offer you a position with **TEACHNOOK** as an **Academic Counsellor**.

We believe you will be an excellent addition to our team and are very much looking forward to having you onboard.

The following confirms our arrangements regarding your employment with TEACHNOOK:

Date of Joining : 24 July 2023

Training Period : **24 July 2023 to 02 August 2023**

OJT Start Date: **03 August 2023**

OJT End Date: **02 February 2024**

Location of Training: Bangalore

Stipend: INR **15000** Per Month

Incentives : INR **10000**

Target: **180000** INR per month.

Pre - Placement Offer :- **4 to 6 LPA (After Completion of Training)**

I have read and understood the terms and conditions and I accept this offer, as set forth above, with Teachnook, and will report on **24 July 2023**.

SIGNATURE: _____

(Candidate's Signature)

DATE: _____

Training Policy

- Acceptance of this offer shows that you agree and are ready to perform the given responsibilities with due care and diligence; and in compliance with the management norms.
- The acceptance of this offer also shows your enthusiasm to work on a 9 hour shift from 11 am to 8pm (including breaks). You will be entitled to one day weekly off.
- During the training period you will receive all the benefits that are entitled for trainees.
- At any time if you wish to discontinue the training due to personal reasons , you will have to follow the company's resignation procedures.
 - Resignation procedure includes:- 1 month of notice period. In case, you won't be able to serve the notice period you would be required to pay a compensation equal to 1 month stipend and you can be relieved from the company.
- All your information will be safe and confidential with Teachnook. Similarly, all the information acquired during the course of your employment shall remain confidential and you shall refrain from using it for your own purpose or from disclosing it to any third party.
- Upon conclusion of your employment, you will immediately return all of its property, equipment and documents including electronically stored information.
- You will have to cooperate with and follow all policies and practices of Teachnook for both yours and Teachnook's development.
- Post successful completion of the Training tenure, you will be prone to exciting pre-placement offers from Teachnook.
- The stipend cycle will start along with your OJT.

Please indicate your acceptance of this offer by signing below.

We at Teachnook extend a warm welcome to you and look forward to a mutually beneficial experience.

SIGNATURE: _____

DATE: _____

(Candidate's Signature)

TEACHNOOK EDUTECH

14th Cross Rd, 5th Phase, Sector 6, HSR Layout,
Bengaluru, Karnataka 560102

Mob: +91 90190 30545 hr@teachnook.com


REGISTRAR


ANNEXURE

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Photocopies of

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- 2 passport size photographs.
- PAN Card, Voter ID & Driving Licence Scanned Copy.
- Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.
- Fully vaccinated report. (Covid Vaccination)

Please bring the original documents either education certificates / mark sheets (10th or 12th) or Government issued ID Card (Driving Licence/ PAN Card) for verification.

SIGNATURE: _____

(Candidate's Signature)

DATE: _____

OL No: TN10107

Date : 27 March 2023

Dear **Aaditya Pradeep Chandrasekhar**,

Our hiring team was positively excited to get to know you over the interview call. It is our pleasure to offer you a position with **TEACHNOOK** as an **Academic Counsellor**.

We believe you will be an excellent addition to our team and are very much looking forward to having you onboard.

The following confirms our arrangements regarding your employment with TEACHNOOK:

Date of Joining : 24 July 2023

Training Period : **24 July 2023 to 02 August 2023**

OJT Start Date: **03 August 2023**

OJT End Date: **02 February 2024**

Location of Training: Bangalore

Stipend: INR **15000** Per Month

Incentives : INR **10000**

Target: **180000** INR per month.

Pre - Placement Offer :- **4 to 6 LPA (After Completion of Training)**

I have read and understood the terms and conditions and I accept this offer, as set forth above, with Teachnook, and will report on **24 July 2023**.

SIGNATURE: _____

DATE: _____

(Candidate's Signature)

Training Policy

- Acceptance of this offer shows that you agree and are ready to perform the given responsibilities with due care and diligence; and in compliance with the management norms.
- The acceptance of this offer also shows your enthusiasm to work on a 9 hour shift from 11 am to 8pm (including breaks). You will be entitled to one day weekly off.
- During the training period you will receive all the benefits that are entitled for trainees.
- At any time if you wish to discontinue the training due to personal reasons , you will have to follow the company's resignation procedures.
 - Resignation procedure includes:- 1 month of notice period. In case, you won't be able to serve the notice period you would be required to pay a compensation equal to 1 month stipend and you can be relieved from the company.
- All your information will be safe and confidential with Teachnook. Similarly, all the information acquired during the course of your employment shall remain confidential and you shall refrain from using it for your own purpose or from disclosing it to any third party.
- Upon conclusion of your employment, you will immediately return all of its property, equipment and documents including electronically stored information.
- You will have to cooperate with and follow all policies and practices of Teachnook for both yours and Teachnook's development.
- Post successful completion of the Training tenure, you will be prone to exciting pre-placement offers from Teachnook.
- The stipend cycle will start along with your OJT.

Please indicate your acceptance of this offer by signing below.

We at Teachnook extend a warm welcome to you and look forward to a mutually beneficial experience.

SIGNATURE: _____

DATE: _____

(Candidate's Signature)

TEACHNOOK EDUTECH

14th Cross Rd, 5th Phase, Sector 6, HSR Layout,
Bengaluru, Karnataka 560102

Mob: +91 90190 30545 hr@teachnook.com



ANNEXURE

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Photocopies of

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- Fully vaccinated report. (Covid Vaccination)

Please bring the original documents either education certificates / mark sheets (10th or 12th) or Government issued ID Card (Driving Licence/ PAN Card) for verification.

SIGNATURE: _____

(Candidate's Signature)

DATE: _____

OL No: TN10108

Date : 27 March 2023

Dear **Yadhu Krishna K,**

Our hiring team was positively excited to get to know you over the interview call. It is our pleasure to offer you a position with **TEACHNOOK** as an **Academic Counsellor**.

We believe you will be an excellent addition to our team and are very much looking forward to having you onboard.

The following confirms our arrangements regarding your employment with TEACHNOOK:

Date of Joining : 24 July 2023

Training Period : **24 July 2023 to 02 August 2023**

OJT Start Date: **03 August 2023**

OJT End Date: **02 February 2024**

Location of Training: Bangalore

Stipend: INR **15000** Per Month

Incentives : INR **10000**

Target: **180000** INR per month.

Pre - Placement Offer :- **4 to 6 LPA (After Completion of Training)**

I have read and understood the terms and conditions and I accept this offer, as set forth above, with Teachnook, and will report on **24 July 2023**.

SIGNATURE: _____

(Candidate's Signature)

DATE: _____

Training Policy

- Acceptance of this offer shows that you agree and are ready to perform the given responsibilities with due care and diligence; and in compliance with the management norms.
- The acceptance of this offer also shows your enthusiasm to work on a 9 hour shift from 11 am to 8pm (including breaks). You will be entitled to one day weekly off.
- During the training period you will receive all the benefits that are entitled for trainees.
- At any time if you wish to discontinue the training due to personal reasons , you will have to follow the company's resignation procedures.
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- All your information will be safe and confidential with Teachnook. Similarly, all the information acquired during the course of your employment shall remain confidential and you shall refrain from using it for your own purpose or from disclosing it to any third party.
- Upon conclusion of your employment, you will immediately return all of its property, equipment and documents including electronically stored information.
- You will have to cooperate with and follow all policies and practices of Teachnook for both yours and Teachnook's development.
- Post successful completion of the Training tenure, you will be prone to exciting pre-placement offers from Teachnook.
- The stipend cycle will start along with your OJT.

Please indicate your acceptance of this offer by signing below.

We at Teachnook extend a warm welcome to you and look forward to a mutually beneficial experience.

SIGNATURE: _____

DATE: _____

(Candidate's Signature)

TEACHNOOK EDUTECH

14th Cross Rd, 5th Phase, Sector 6, HSR Layout,
Bengaluru, Karnataka 560102

Mob: +91 90190 30545 hr@teachnook.com



ANNEXURE

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- Fully vaccinated report. (Covid Vaccination)

Please bring the original documents either education certificates / mark sheets (10th or 12th) or Government issued ID Card (Driving Licence/ PAN Card) for verification.

SIGNATURE: _____

(Candidate's Signature)

DATE: _____

OL No: TN10036

Date : 27 March 2023

Dear **NIRANJANA D**,

Our hiring team was positively excited to get to know you over the interview call. It is our pleasure to offer you a position with **TEACHNOOK** as an **Academic Counsellor**.

We believe you will be an excellent addition to our team and are very much looking forward to having you onboard.

The following confirms our arrangements regarding your employment with TEACHNOOK:

Date of Joining : 24 July 2023

Training Period : **24 July 2023 to 2 August 2023**

OJT Start Date: **3 August 2023**

OJT End Date: **2 February 2024**

Location of Training: Bangalore

Stipend: INR **15000** Per Month

Incentives : INR **10000**

Target: **180000** INR per month.

Pre - Placement Offer :- **4 to 6 LPA (After Completion of Training)**

I have read and understood the terms and conditions and I accept this offer, as set forth above, with Teachnook, and will report on **24 July 2023**.

SIGNATURE: _____

(Candidate's Signature)

DATE: _____

Training Policy

- Acceptance of this offer shows that you agree and are ready to perform the given responsibilities with due care and diligence; and in compliance with the management norms.
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- Post successful completion of the Training tenure, you will be prone to exciting pre-placement offers from Teachnook.
- The stipend cycle will start along with your OJT.

Please indicate your acceptance of this offer by signing below.

We at Teachnook extend a warm welcome to you and look forward to a mutually beneficial experience.

SIGNATURE: _____

DATE: _____

(Candidate's Signature)

TEACHNOOK EDUTECH

14th Cross Rd, 5th Phase, Sector 6, HSR Layout,
Bengaluru, Karnataka 560102

Mob: +91 90190 30545 hr@teachnook.com


REGISTRAR


ANNEXURE

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- Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.
- Fully vaccinated report. (Covid Vaccination)

Please bring the original documents either education certificates / mark sheets (10th or 12th) or Government issued ID Card (Driving Licence/ PAN Card) for verification.

SIGNATURE: _____
(Candidate's Signature)

DATE: _____

EMPLOYMENT AGREEMENT

Date: 07-Feb-2023

RITESH KUMAR

Appointment: Business Development Associate

Dear RITESH KUMAR,

At the outset, we welcome you to **Skillvertex** and wish you an enriching tenure with us. With reference to your application and subsequent Offer Letter, we are pleased to appoint you as **Business Development Associate** in our Company with effect from **03-April-2023**, subject to the following terms and conditions. This offer of appointment is valid until **11-Feb-2023** for acceptance. If we do not hear from you by **11-Feb-2023** i.e., the date on which validity of the offer expires, this offer of appointment shall be treated as withdrawn. This Employment Agreement supersedes and replaces all other communications made to you prior to the date of issue of this contract.

1. Title and duties- Business Development Associate

You will perform such duties and exercise such powers as the Company may from time to time require of you and your role will primarily entail curating & managing educational content for the Company that includes but is not limited to verifying the accuracy of content, proofreading for errors, appropriately fixing any errors in educational content, creating & developing questions & assessment papers when necessary, categorization of questions along with any other content processing activities. You acknowledge that your designation, as stated above, may be changed at the discretion of the Company depending on the work assigned to you, including at the time of promotion and progression within the Company. Your appointment shall also be subject to such statues and legal regulations as are applicable and are in force now and/or any such modifications or enactments that may come into force from time to time.

2. Place of work

You will be based in Bangalore, India. However, the Company reserves the right at any time to require you to work at any other division or location of the Company or its clients, or be transferred to any branch office, subsidiaries and associate companies, situated anywhere in India or abroad, whether existing or, which may be set up in future without notice. These assignments will be agreed with you in advance and will fall within the scope of work set out in this contract. In such case, all transfer facilities applicable per the Company's then existing policies will be made available to you.

3. Probation

You will be placed on probation for a period of 3-6 months i.e., once the 10 days of unpaid OJT has been completed from your date of joining. During the probation period you are eligible for a remuneration of **INR 25,000 Thousand (INR 15,000 FIXED + INR 10,000 INCENTIVES)**. Your Probation Period can be extended, through a written letter provided from the Company, in case the Company is not satisfied with your performance.

4. Hours of work

We estimate that under your contract you will be required to work **Six (6) days**, fifty-four (54) hours out of the normal working week. However, you will, in addition, work such hours and days as may be necessary or appropriate from time to time to carry out your duties properly and effectively. Further, during your employment with the Company, you are expected to devote your entire time and attention to the Company's affairs and refrain from directly or indirectly engaging in any other business that will potentially conflict with the business of the Company and Your role.

5. Emoluments and taxes

- i. Your gross annual Cost to Company (CTC) will be **INR 6,00,000 (Six lakhs only)**, with a fixed compensation of **INR 3,60,000 (Three Lakhs and Sixty Thousand only)** per annum (before all customary payroll deductions), payable monthly in accordance with the Company's customary payroll practices and an annual performance bonus of **INR 2,40,000 (Two Lakhs and Forty Thousand only)** subject to achievement of input and output parameters in accordance with the Company's customary payroll practices.
- ii. Your individual remuneration is strictly between yourself and the Company. It has been determined based on numerous factors such as your job, skills-specific background, and professional merit. This information and any changes made therein should be treated as personal and confidential.
- ii. You shall be solely responsible for paying any taxes, direct or indirect, state or local, whether payable in India or elsewhere which may result from the remuneration paid to you pursuant to your employment hereunder. You will not be eligible for any paid salary structure if you do not complete 24 days of your working period in the organisation. In total The Company is entitled to deduct from your remuneration, income tax, other taxes and levies which it is liable to deduct at source as applicable

6. Notice Periods

Subject to Clause 7 below, during the Probation Period, this Employment Agreement may be terminated by the Company by giving you not less than fifteen (15) days' notice in writing. During the Probation Period, if you wish to terminate this Employment Agreement, you can do so by providing the Company not less than forty five (45) days' notice in writing. Thereafter, this Employment Agreement will continue until terminated by either party giving to the other not less than forty-five (45) days' notice in writing. The tenure for the notice period starts from the date of acceptance of the resignation letter by your reporting manager. Company may, in its discretion, terminate the Employment Agreement before the expiry of the notice period, on such terms and conditions as may be decided by the Company, by making a payment of basic salary equivalent to the notice period. If you are absent for a continuous period of ten (10) days without leave or without obtaining your manager's approval, your employment will be immediately terminated by the Company for cause and without notice, in which case, you will be liable to pay to the Company an amount equal to your then current gross salary for a period of forty five (45) days in lieu of the notice required to be provided by you.

7. Termination and suspension

1. The Company may also terminate this Employment Agreement immediately, and with no liability to make any further payment (other than in respect of amounts accrued due at the date of termination) to you, if you:
 - i. commit any serious or repeated breach of any of your obligations under this Employment Agreement;
 - ii. are responsible for any gross negligence in the performance of your duties, intentional non-performance or mis-performance of such duties, or refuse to abide by the orders of reporting managers, supervisors or refuse to comply with lawful directives of the Company;
 - iii. are guilty of serious misconduct which, in the Company's reasonable opinion, has damaged or may damage the business or affairs of the Company;
 - iv. are guilty of conduct which, in the Company's reasonable opinion, brings or is likely to bring you or the Company into disrepute;
 - v. are convicted of any crime involving moral turpitude; vi. are in breach any of the Company's policies and procedures;
 - vi. Willfully cause damage to Company property.

This Clause shall not restrict any other right the Company may have (whether at common law or otherwise) to terminate this Employment Agreement summarily. Any delay by the Company in exercising its rights under this Clause shall not constitute a waiver of those rights.

2. Where notice of termination has been served by either party whether in accordance with Clause 6, this Clause 7 or otherwise, the Company shall be under no obligation to provide work for or assign any duties to you for the whole or any part of the relevant notice period and may require you:
 - i. not to enter any premises of the Company; and/or
 - ii. to refrain from business contact with any customers, clients or other employees of the Company.
3. The Company may in its absolute discretion suspend you from your contract, on full salary, at any time during this Employment Agreement including during any period in which the Company is carrying out an investigation into any of your acts or defaults (or alleged or suspected acts or defaults) or where it does not require you to enter its premises and continue working on assignments under Clause 7.2 above. All applicable Clauses within this Employment Agreement shall remain in full force and effect during any period of suspension under this Clause. You will also continue to be bound by duties of good faith and fidelity to the Company during any such period of suspension.
4. Upon termination of this Employment Agreement for whatever reason, you will deliver to the Company all computer devices, laptops, machines, books, documents, papers, materials and other property relating to the business of the Company which may then be in your possession or under your power or control.

8. Restraint on activities

You will not, at any time after termination of your contract, for whatever reason, represent yourself as being in any way connected with the affairs of the Company.

9. Post Termination

1. NON-SOLICITATION

- i. You shall not and shall not attempt to, either personally, or through an agent or firm, directly or indirectly, during your employment and after the termination of this Employment Agreement for the period of twelve (12) months by whatever means solicit or attempt to solicit any business from any of the Company's Customers, Customer Prospects, or Vendors.
- ii. You shall not and shall not attempt to, either personally, or through an agent or firm, directly or indirectly, during your employment and after the termination of this Employment Agreement for the period of twelve (12) months by whatever means recruit, solicit, or induce, or attempt to recruit, solicit, or induce, any employee, director, iii. shareholder or consultant of the Company, to terminate their employment relationship with the Company.

2. NON-COMPETE

For a period of twelve (12) months after the termination of this Employment Agreement by whatever means, you shall not without the prior written consent of the Company, work for, or consult with, any company, firm or person which is in direct competition with the Company or Company customer, customer prospect, Company partner or a vendor of the Company.

10. Publication

You shall not, during the tenure of your employment with the Company or at any time thereafter, either personally or through a third party, directly or indirectly, refer to or publish any information about, or of the Company, or defame the Company by making any derogatory statements about the Company, in any form of social media or public forums or otherwise. Breach of this Clause will entitle the Company to terminate this Employment Agreement with immediate effect and with no liability to make any further payment (other than in respect of amounts accrued due at the date of termination) to you or to pursue any legal action against you, as applicable, in the event of your breach of this Clause post leaving the employment of the Company. Further, notwithstanding the above, you acknowledge that any post, comment, opinion etc. published by you on any matter in any forum, including social media, is your personal view and that the Company shall have no liability or responsibility for the same whatsoever.

11. Confidentiality

The Company requires all employees to execute a Non-Disclosure Agreement ("NDA") to protect the rights of its employees and also that of the Company while dealing with confidential information, documents, etc. The said NDA forms part of this Employment Agreement and is applicable to you. You are required to read, understand and sign the enclosed NDA in acknowledgement of your acceptance of the conditions therein.

12. Intellectual property

You agree to execute an Intellectual Property Assignment and Transfer Agreement ("IP Assignment Agreement") in favour of the Company. The said IP Assignment Agreement forms part of this Employment Agreement. You are required to read, understand and sign the enclosed IP Assignment Agreement in acknowledgement of your acceptance of the conditions therein.

13. Notices

Notice under these terms and conditions will be treated as having been given if sent by ordinary registered post, by you to the Company's registered office or by the Company to you at your last known address on file with the Company, and will be deemed to be given on the day when it would ordinarily be delivered after such posting. It is your responsibility to notify the Company of any changes in your personal information within three (3) working days of such change being effective.

14. Retirement

You will retire from the services of the Company on attaining the age of superannuation [58 years].

15. Conditions

The offer under this Employment Agreement is conditional upon satisfactory completion of our pre-employment screening process, which includes, but is not limited to, verification of your application materials, education and employment history, references which are satisfactory to us from your previous employer(s) etc. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any noncompete obligations or other restrictive clauses with any previous employer). If, after you have started work, we are informed that you have not (in our sole discretion) satisfactorily completed pre-employment screening, or if it is found at any time during your employment with the Company that any information furnished by you is incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services with immediate effect and with no liability to make any further payment (other than in respect of amounts accrued due at the date of termination) to you. During your employment with the Company, you explicitly agree to adhere to and be governed by all the current policies and procedures of the Company, as may be applicable to you.

16. Rules of the company in force and governing law

- i. You will abide by all the rules and regulations of the Company which are in force from time to time and the Company shall have the right to vary or modify any or all of the above terms and conditions which shall be binding on you.
- ii. This Employment Agreement shall be governed by the laws of India, with the courts in Bangalore assuming exclusive jurisdiction on all matters hereunder.

17. Leave Entitlement

Full-time employees are eligible for 24 days leave per year. Additional leave entitlements include Maternity, Paternity and Bereavement leave.

18. BYOD Framework

The Company has adopted a BYOD framework so you are required to arrange your own device (laptop / desktop) to carry out the duties on the job.

We are delighted to have you as part of our team. To confirm your acceptance of this Employment Agreement on the terms and conditions specified herein, please sign in the space specified below.



Dinesh Singh
Head of Human Resource
SkillVertex

I accept the above-mentioned terms and conditions.

Signature: _____

Name (in Capitals): _____

Place & Date: _____

ANNEXURE

S. No.	PARTICULARS
1.	<ul style="list-style-type: none">● Professional / Educational Certificates.● Payslip of Last 3 Months of previous employment (if applicable).● Relieving Letter from Previous Served Company (if applicable).● Graduation Certificate.● Other relevant educational certifications.
2.	Coloured Scanned Copy of Photographs.
3.	PAN Card and Aadhar card Scanned Copy.
4.	Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.



Offer letter

Dear
MOHAMMED FARHAAN PASHA

Bangalore

Further to your recent interview, conditional on and subject to no adverse findings arising from any of the employee background verification checks, required to be carried out by the Organization, we are pleased to offer you the following employment as **Sales-Manger** with **Studique.com**, with a commencement date of **09/05/2023**. Please report to the undersigned on **09/05/2023, at 11:00 am**.

Your annual CTC (Cost to Company) will be **INR 216000/-** based on the terms and conditions stated herein. Variable is up to **INR 200000**.

This offer letter upon written acceptance by you shall be deemed as an Employment Agreement.

1. BACKGROUND CHECKS AND REFERENCE CHECKS

a. During the term of your employment, you may also be subject to the same / similar / other background verification checks being repeated at such intervals as may be determined solely by the Company. In the event that there are any adverse findings that arise during the course of or as a result of such background verification checks, you may be subject to disciplinary proceedings up to and including but not limited to termination of your employment. For the purpose of obtaining your present employer's reference, you agree that your written acceptance will constitute your permission to write for reference checks.

2. PROBATION

a. You will be on probation for a period of 15 days during which your performance shall be reviewed by the Company. In case of unsatisfactory performance your probation may be ended or extended subject to additional conditions.

b. Upon successful completion of the probation period without any extension you shall be deemed to have been confirmed in the services of the Company as permanent Employee automatic.

c. Upon your successful completion of probation period and becoming a regular employee, at any point in time if you wish to leave the company due to reasons of your own, you will have to serve one month of notice period and in the event that the notice period is not served you will be required to pay compensation amounting to 1 month's salary total pay.


3. JOB TITLE: Sales-Manger

As a term of your employment from time to time you may be required to undertake such other duties as they may be commensurate with the business needs of the Company.

4. COMPENSATION

a. Your remuneration shall be as per Annexure titled "Annexure-1".

- Salary is subject to Income Tax and other statutory deductions and will be paid into a bank account indicated by you.
- You will receive a monthly pay statement detailing gross pay and deductions. Any subsequent changes to your salary will be highlighted in that statement.


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- Periodically your performance will be reviewed. If a performance award (bonus) is applicable, it will usually be paid subject to your performance appraisal, ratings and company performance and other such criteria at payout intervals determined by the Company.
- In the event of an Income tax liability or any other tax liability or any statutory charges arising as a result of your employment with the Company, these will be borne by yourself, and Company shall in no event be liable for payment of these taxes or any other charges of this nature for the period of your employment or after cessation of your employment with the Company.

5. SALARY REVISIONS

- The Company may undertake a periodic review of salaries and will notify you of any amendments which are to be applied. Such reviews will take due consideration of, amongst other things, inflationary, deflationary, market and other economic pressures impacting the company and the staff.

6. DEDUCTIONS FROM PAY

- When your employment ends, if the number of annual leaves you have taken exceeds your entitlement, an appropriate deduction will be made from your full and final payout.
- Any leave balance outstanding in your name may be encashed subject to the Leave encashment Policy applicable.
- If you are summarily dismissed, or you leave the Company without giving due notice under your contract of employment, your entitlement to holiday pay ends with the date of termination.

7. HOURS OF WORK

- Your usual working hours shall be 8 hours excluding the breaks. However, you may be required to put in additional hours as and when there is a business requirement.
- The business working days of the Company 6 Days a week. For any Shift working, the Company shall inform you reasonably in advance.

8. ADDITIONAL HOURS

- Subject to your role qualifying for overtime under applicable statutory provisions if occasions so arise when you may be required to work additional hours beyond normal hours.

9. LEAVES

- The Company's holiday year runs from the first day of January to the last day of December in the same year.
- In a Year, you are entitled to total 15 days of earned leave, including 3 day privilege leaves, 6 days of casual leave and 6 days of sickleave. This should be informed and approved by HR, AVP & VP/Head of the Department 15 days prior to the leaves.
- b.** Please refer to the detailed Leave Policy upon joining.
- No salary will be paid for periods of unauthorized absence. Unauthorized absence for a period of more than 3 days shall result in termination of employment on grounds of abandonment of employment.
- Subject to conditions prescribed by the law, Maternity Leave for a period of 6 months shall be available to women employees who have worked for a period of minimum of 80 days.

10. PLACE OF WORK AND MOBILITY

- Your usual location of work will be **Bangalore**. However, you may be required from time to time to work at or from any office or location of the Company or within different companies


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affiliated to **Studique.com**. A change of your place of residence may be required from time to time and you may be transferred from one city to another for the business needs of the Company. In case of transfer, your transfer shall be subject to the Relocation Policy.

11. RETIREMENT

- Normal retirement in the company is at age 58. Your employment will terminate automatically at the end of the month in which your 58th birthday occurs, unless you are otherwise advised by individual notice. You may also be retired earlier if found to be medically unfit or suffer any other incapacity that may impact on the effective performance of your services.

12. RULES AND REGULATIONS

- **Studique.com** is a business based on integrity and mutual trust. To maintain and safeguard the trust and confidence of customers and the public certain ethical principles and standards of conduct have to be maintained.
- In addition to any requirement under the Code of Conduct, you are also required as a condition of continued employment to disclose to Studique.com immediately and without any delay, any instance of you being arrested or charged or convicted of any criminal offence(s) and / or being declared bankrupt during the course of your employment. Failure to disclose such information may result in disciplinary proceedings up to and including but not limited to termination of employment.
- b. Other specific rules and regulations will be notified by the Company from time to time.
- Policies, Code of Conduct, rules, and regulations may be amended from time to time. You are required to keep yourself updated on such changes.

13. CONFIDENTIALITY

- As a condition of employment, you are required to sign and return the Non-Disclosure Agreement in Annexure that pledges confidentiality on all business matters pertaining to **Studique.com**, its subsidiaries, the company, and its customers. A breach of confidentiality is a material breach and may result in disciplinary proceedings including but not limited to injunction, termination of employment or claims of damages.

14. PROTECTION OF PERSONAL DATA

- **Studique.com** adopts industry standard software for maintenance of employee and customer data and Personal data of employees and customer data. Such data may be processed for human resources administration purposes, including payroll administration, career development, performance and health and safety administration and such business and operational needs.
- In order to process your personal data, the Company needs your consent. A format of such consent is enclosed with this letter.
- We request you to read and confirm your consent and return the Consent to us. Access to information systems and your personal data will be protected in accordance with our standard practices.

15. USE OF SOFTWARE AND SYSTEMS ACCESS

- You are required to follow policies, rules and procedures laid down by the Company in this letter and those subsequently notified by the Company.


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16. DATA PROTECTION

- Under the Company's policies, you have a responsibility to ensure that all personal data, confidential information you process or process, is kept protected. Unauthorized disclosure of personal data of anyone, yourself, your colleagues, vendors, or customers is a material breach and may result in disciplinary action including but not limited to termination of employment and other actions as may be necessary under the applicable laws governing data protection. Therefore, you must ensure that you do the following in addition to all other guidance regarding data protection you may receive from the Company from time to time.
- b.** Do not disclose personal data without authority
- Do not access information or systems not directly relevant to each task Do not treat personal data carelessly
- c.** Lock all printouts away when not in use
- d.** Do not disclose your computer password to any unauthorized person.
- Under the Company's policies, it is important that the Company's internal, restricted, or highly restricted personal records are maintained as accurately as possible. Hence, you must notify the Company in writing of any change in your personal circumstances, such as your address, marital status, birth of children, attainment of professional qualifications, and so forth.

17. Performance Improvement Plan

During this period, you are required to adhere and deliver the KPI (Key performance indicators) which will be communicated to you as and when this is being implemented

18. TERMINATION OF YOUR EMPLOYMENT BY THE COMPANY

- Post confirmation, you may be terminated on the grounds of misconduct, breach of employment terms or policies, breach of laws.
- In the event of misconduct, breach of policies, Code of Conduct, involvement in any criminal activity of sexual harassment incident or similar such reasons, the notice period of one month shall not apply and services may require to be terminated at shorter notice.
- Notice of Termination may be handed to you personally, by email or sent to your last recorded address. The Company reserves the right to ask that you no longer work at your office location for the duration of your notice period in case circumstances so require.

19. TERMINATION OF EMPLOYMENT BY YOU

- During probation, you are required to give the company at least 15 days notice in writing. Post confirmation, you are required to give the company a minimum of **1 months'** notice in writing. Where a notice period as per terms of employment is not served, pay in lieu of notice period would be reduced from the final settlement dues to the employee.
- **Violation during Notice Period:** During notice period you are expected to adhere to all the KPIs and perform to the best of your abilities. In the event that the KPIs are not met, the work and compensation will be considered null and void during the notice period and the compensation as per clause 19.a will have to be paid by you.
- **Corollary:** If during the notice period, you fail to achieve the KPIs – you have an option to move to as "Pay per Conversion" model wherein you will be eligible to receive 50% of the revenue generated and received on behalf of the company.

20. RETURN OF ASSETS UPON END OF YOUR ENGAGEMENT

- You shall immediately return all computers, software, access cards, work deliverables, completed or work in progress and any other Studique.com provided property upon your end of employment. You shall not make any copies of work products or software or retain any of Studique.com assets in your possession after your employment with Studique.com comes to an end. You understand that a breach of this obligation entitles Studique.com to take civil and criminal actions as applicable for recovery of its assets.





21. INTELLECTUAL PROPERTY RIGHTS IN DELIVERABLES

- In consideration of your employment, you agree and hereby assign all intellectual property rights copyrights, patents, trademarks, design rights or any other proprietary right and moral rights assignable to **Studique.com** in all deliverables you create in the course of your employment including but not limited to software codes, reports, algorithms, analysis etc.
- b. You shall not retain any copies of the same in your personal computer or mail systems.
- You understand that intellectual property is a vital asset for **Studique.com** and any wrongful disclosure or handling of the same shall result in irreparable loss and injury to **Studique.com** and allow Studique.com to prosecute a legal action, claim damages or injunctions.
- You shall not use third party's proprietary material or their intellectual property without appropriate authorizations and licenses to produce your work deliverables for **Studique.com**.

22. INDEMNIFICATIONS

- You understand that breaching actions of yours such as breach of confidentiality, breach of applicable laws, breach of data protection obligations, breach of intellectual property rights may cause **Studique.com** financial, reputational or goodwill loss, hence you shall at all times indemnify Studique.com, its directors, third parties and employees from and against any claims, losses or damages arising from your breaches or unlawful activities.

23. NON-SOLICITATION

- You shall not directly or indirectly induce, influence, coerce, solicit any of **Studique.com**'s customers or employees. This restriction applies during your tenure with **Studique.com** and for a duration of two years after termination of your engagement with **Studique.com**, regardless of the reason for termination of your engagement with **Studique.com**.

24. AMENDMENTS

- The Company reserves the right to amend the terms and conditions related to employment, the policies, the rules, and regulations applicable to employees. Such changes would be communicated through internal communication to the employees at large. Such changes shall be deemed to be part of your employment conditions. All enclosures herewith are deemed part of your employment agreement with the Company.

25. EXCLUSIVE JURISDICTION

- Your employment and conditions of employment are exclusively governed by the laws of India and the courts of Bangalore shall have the exclusive jurisdiction on any dispute arising on matters related to your employment.

26. SEVERABILITY

- If any part of this agreement is held invalid, void, or unenforceable, the remainder of the terms shall continue to be fully enforceable minus the portion which is not enforceable.

27. Addendum for Sales Teams

- The minimum target to be achieved for every calendar month will be 3X of your Cost to Company, if this target is not achieved you will automatically move to pay per performance model wherein you will receive 70% of the revenue generated for the Company.

Sanku
REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE



Studique.com
15th Cross Rd, PWD Quarters,
1st Sector, HSR Layout,
Bengaluru, Karnataka 560102

hr.es@edustation.co.in

- **Please note there will be 2 weeks of training of which 1 week will be unpaid and post the 2nd week it is mandatory for you to clear the certification.**
- You will be assigned basic target for you to achieve for you to get certified.
- If you do not clear the certification, you may be asked to leave the organization and the organization is not liable to pay any compensation for the training period and if you wish to continue with your job, you will be automatically moved to a consultant role and your pay-out will be paid as per 70% of revenue collected.

CONFIRMATION OF ACCEPTANCE

We request you to complete and return a copy of this letter as a token of written acceptance of this offer. If we do not receive a written acceptance as above from you within **7** days of the date of this letter, we shall assume that you do not wish to take up this offer of employment and our offer will lapse automatically. We sincerely hope that you will accept this appointment and look forward to having you onboard.

Yours sincerely,
Human Resource
Studique.com


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ANNEXURE-1

Subject to deductions for Employee's contribution to PF, Professional Tax, Income Tax and other statutory deductions that may be applicable.

- EPFO guidelines for International Worker applicable.
- Any other relevant Compensation & Benefits related matter shall be governed by the service rules and policies in force and applicable from time to time.
- As per IT Act, it is mandatory for all individuals working in India whose receipts are subject to deduction of tax at source (the deducted) to furnish his/her PAN details to the diductor (Company), failing which the diductor (Company) w.e.f. April 2010 will deduct Tax at Source at rates higher than normal as per norms.

Sl no	Salary Breakup	Total	Monthly
1	Basic Salary	1,08,000.00	9,000.00
2	Dearness Allowance	32,400.00	2,700.00
3	House Rent Allowance	54,000.00	4,500.00
4	Special Allowance	21,600.00	1,800.00
	Gross Salary	2,16,000.00	18,000.00
1	Professional Tax	2,400.00	200.00
2	Income tax - TDS	-	-
	Total Deductions	2,400.00	200.00
	Net Salary	2,13,600.00	17,800.00

Yours sincerely,
Human Resource
Studique.com


REGISTRAR




Offer letter

Dear
KARUMURU KIRANMAYEE KEERTHI

Bangalore

Further to your recent interview, conditional on and subject to no adverse findings arising from any of the employee background verification checks, required to be carried out by the Organization, we are pleased to offer you the following employment as **Sales-Manger** with **Studique.com**, with a commencement date of **09/05/2023**. Please report to the undersigned on **09/05/2023, at 11:00 am**.

Your annual CTC (Cost to Company) will be **INR 216000/-** based on the terms and conditions stated herein. Variable is up to **INR 200000**.

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a. You will be on probation for a period of 15 days during which your performance shall be reviewed by the Company. In case of unsatisfactory performance your probation may be ended or extended subject to additional conditions.

b. Upon successful completion of the probation period without any extension you shall be deemed to have been confirmed in the services of the Company as permanent Employee automatic.

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- You are required to follow policies, rules and procedures laid down by the Company in this letter and those subsequently notified by the Company.


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- Under the Company's policies, you have a responsibility to ensure that all personal data, confidential information you process or process, is kept protected. Unauthorized disclosure of personal data of anyone, yourself, your colleagues, vendors, or customers is a material breach and may result in disciplinary action including but not limited to termination of employment and other actions as may be necessary under the applicable laws governing data protection. Therefore, you must ensure that you do the following in addition to all other guidance regarding data protection you may receive from the Company from time to time.
- b.** Do not disclose personal data without authority
- Do not access information or systems not directly relevant to each task Do not treat personal data carelessly
- c.** Lock all printouts away when not in use
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- Under the Company's policies, it is important that the Company's internal, restricted, or highly restricted personal records are maintained as accurately as possible. Hence, you must notify the Company in writing of any change in your personal circumstances, such as your address, marital status, birth of children, attainment of professional qualifications, and so forth.

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During this period, you are required to adhere and deliver the KPI (Key performance indicators) which will be communicated to you as and when this is being implemented

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- Post confirmation, you may be terminated on the grounds of misconduct, breach of employment terms or policies, breach of laws.
- In the event of misconduct, breach of policies, Code of Conduct, involvement in any criminal activity of sexual harassment incident or similar such reasons, the notice period of one month shall not apply and services may require to be terminated at shorter notice.
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- During probation, you are required to give the company at least 15 days notice in writing. Post confirmation, you are required to give the company a minimum of **1 months'** notice in writing. Where a notice period as per terms of employment is not served, pay in lieu of notice period would be reduced from the final settlement dues to the employee.
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- **Corollary:** If during the notice period, you fail to achieve the KPIs – you have an option to move to as "Pay per Conversion" model wherein you will be eligible to receive 50% of the revenue generated and received on behalf of the company.

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21. INTELLECTUAL PROPERTY RIGHTS IN DELIVERABLES

- In consideration of your employment, you agree and hereby assign all intellectual property rights copyrights, patents, trademarks, design rights or any other proprietary right and moral rights assignable to **Studique.com** in all deliverables you create in the course of your employment including but not limited to software codes, reports, algorithms, analysis etc.
- b. You shall not retain any copies of the same in your personal computer or mail systems.
- You understand that intellectual property is a vital asset for **Studique.com** and any wrongful disclosure or handling of the same shall result in irreparable loss and injury to **Studique.com** and allow Studique.com to prosecute a legal action, claim damages or injunctions.
- You shall not use third party's proprietary material or their intellectual property without appropriate authorizations and licenses to produce your work deliverables for **Studique.com**.

22. INDEMNIFICATIONS

- You understand that breaching actions of yours such as breach of confidentiality, breach of applicable laws, breach of data protection obligations, breach of intellectual property rights may cause **Studique.com** financial, reputational or goodwill loss, hence you shall at all times indemnify Studique.com, its directors, third parties and employees from and against any claims, losses or damages arising from your breaches or unlawful activities.

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- You shall not directly or indirectly induce, influence, coerce, solicit any of **Studique.com**'s customers or employees. This restriction applies during your tenure with **Studique.com** and for a duration of two years after termination of your engagement with **Studique.com**, regardless of the reason for termination of your engagement with **Studique.com**.

24. AMENDMENTS

- The Company reserves the right to amend the terms and conditions related to employment, the policies, the rules, and regulations applicable to employees. Such changes would be communicated through internal communication to the employees at large. Such changes shall be deemed to be part of your employment conditions. All enclosures herewith are deemed part of your employment agreement with the Company.

25. EXCLUSIVE JURISDICTION

- Your employment and conditions of employment are exclusively governed by the laws of India and the courts of Bangalore shall have the exclusive jurisdiction on any dispute arising on matters related to your employment.

26. SEVERABILITY

- If any part of this agreement is held invalid, void, or unenforceable, the remainder of the terms shall continue to be fully enforceable minus the portion which is not enforceable.

27. Addendum for Sales Teams

- The minimum target to be achieved for every calendar month will be 3X of your Cost to Company, if this target is not achieved you will automatically move to pay per performance model wherein you will receive 70% of the revenue generated for the Company.

Sanku
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PRESIDENCY UNIVERSITY
BANGALORE



Studique.com

15th Cross Rd, PWD Quarters,

1st Sector, HSR Layout,

Bengaluru, Karnataka 560102

hr.es@edustation.co.in

- **Please note there will be 2 weeks of training of which 1 week will be unpaid and post the 2nd week it is mandatory for you to clear the certification.**
- You will be assigned basic target for you to achieve for you to get certified.
- If you do not clear the certification, you may be asked to leave the organization and the organization is not liable to pay any compensation for the training period and if you wish to continue with your job, you will be automatically moved to a consultant role and your pay-out will be paid as per 70% of revenue collected.

CONFIRMATION OF ACCEPTANCE

We request you to complete and return a copy of this letter as a token of written acceptance of this offer. If we do not receive a written acceptance as above from you within **7** days of the date of this letter, we shall assume that you do not wish to take up this offer of employment and our offer will lapse automatically. We sincerely hope that you will accept this appointment and look forward to having you onboard.

Yours sincerely,
Human Resource
Studique.com


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ANNEXURE-1

Subject to deductions for Employee's contribution to PF, Professional Tax, Income Tax and other statutory deductions that may be applicable.

- EPFO guidelines for International Worker applicable.
- Any other relevant Compensation & Benefits related matter shall be governed by the service rules and policies in force and applicable from time to time.
- As per IT Act, it is mandatory for all individuals working in India whose receipts are subject to deduction of tax at source (the deducted) to furnish his/her PAN details to the diductor (Company), failing which the diductor (Company) w.e.f. April 2010 will deduct Tax at Source at rates higher than normal as per norms.

Sl no	Salary Breakup	Total	Monthly
1	Basic Salary	1,08,000.00	9,000.00
2	Dearness Allowance	32,400.00	2,700.00
3	House Rent Allowance	54,000.00	4,500.00
4	Special Allowance	21,600.00	1,800.00
	Gross Salary	2,16,000.00	18,000.00
1	Professional Tax	2,400.00	200.00
2	Income tax - TDS	-	-
	Total Deductions	2,400.00	200.00
	Net Salary	2,13,600.00	17,800.00

Yours sincerely,
Human Resource
Studique.com


REGISTRAR


9-Mar-2023

To,

Syed Mudassir Hussain

RE: Offer of Internship

Dear **Syed Mudassir Hussain,**

We are pleased to extend your Internship with ANAROCK Group Business Services Pvt. Ltd, on the terms and conditions as per attached and as follows:

1. Your internship will be for a period of (6 months) six months starting from **3-Apr-23** till **30-Sept-23**. You will be based in **Bangalore**, and you will be reporting to **Arun Balaji**.
2. You will be paid a monthly Stipend of **INR 15,000/- (Indian Rupees Fifteen Thousand)** on or before 10th of every month. After successful completion of your internship, based on your performance, you will be offered the role of Associate- Sales with an annual fixed base salary of INR 4 lakhs + Variable.
3. **PAN card** is one of the mandatory documents to be furnished by you for the purpose of your internship with us. In the event you do not furnish the PAN details, as per the applicable law, 20% towards TDS would be deducted from the monthly Stipend amount payable to you and the said deduction is irreversible.
4. During the tenure of internship, you will not be entitled to any of the company/ staff welfare/ employee benefits.
5. Your normal working days will be from Monday to Sunday with an eligibility to take 1 day off in a given week with a prior intimation to your respective team lead. The minimum working hours will be 9 hours and the shift timings will be notified by your respective team lead from time to time, as per the business requirement. However, due to business exigencies, you may be required to work beyond the normal working hours for which, you will not be paid any overtime salary.
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7. The internship period may be extended at the end LWD depending on mutual requirement and agreement.
8. Company reserves all the rights to terminate the internship at any point of time with or without assigning any reason.
9. You must not, at any time during your period of your internship (except if required under law) or after expiry or termination thereof, divulge to any third party or otherwise make use of any trade secret or confidential information, which comes to your knowledge relating to the business of the company. You will ensure to prevent use or disclosure of such confidential information by third parties.

For the avoidance of doubt 'confidential information' includes, but is not restricted to, all documentary and other information relating to the Company's business, either in hard or soft copy, including in particular client lists, details of the company's finances, clients or suppliers, staff of the Company and its Directors or Managers. It also includes all information in respect of which the Company is bound by an obligation of confidentiality to a third party and any information that is marked, or you are told, or which ANAROCK Group Business Services Pvt. Ltd. in any manner indicates, is confidential.

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13. You hereby unconditionally indemnify the Company against any claim, loss, damage, litigation, costs etc. suffered by the Company consequent to or occasioned by your breach or alleged breach of any of the terms of this engagement.
14. It is an essential condition of your employment that you must comply with all Company's existing, reviewed and new policies and procedures. Any breach of the said policies or procedures may lead to disciplinary action including but not limited to termination.
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In case the above terms are acceptable to you, kindly acknowledge the duplicate copy of the letter and return the same as a token of acceptance.

Thanking you and looking forward to a fruitful association with you.
Yours sincerely,



Sukhdeep Aurora
Chief People officer – Anarock Group

I,....., accept the above terms and conditions of internship with ANAROCK Group Business Services Pvt Ltd.

Signature..... Date

REGISTERED OFFICE

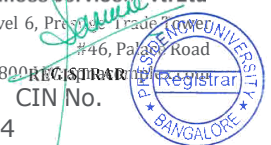
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9-Mar-2023

To,

Bhardwaj Ashwin Kumar Umesh

RE: Offer of Internship

Dear **Bhardwaj Ashwin Kumar Umesh,**

We are pleased to extend your Internship with ANAROCK Group Business Services Pvt. Ltd, on the terms and conditions as per attached and as follows:

1. Your internship will be for a period of (6 months) six months starting from **3-Apr-23** till **30-Sept-23**. You will be based in **Bangalore**, and you will be reporting to **Arun Balaji**.
2. You will be paid a monthly Stipend of **INR 15,000/- (Indian Rupees Fifteen Thousand)** on or before 10th of every month. After successful completion of your internship, based on your performance, you will be offered the role of Associate- Sales with an annual fixed base salary of INR 4 lakhs + Variable.
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In case the above terms are acceptable to you, kindly acknowledge the duplicate copy of the letter and return the same as a token of acceptance.

Thanking you and looking forward to a fruitful association with you.
Yours sincerely,



Sukhdeep Aurora
Chief People officer – Anarock Group

I,....., accept the above terms and conditions of internship with ANAROCK Group Business Services Pvt Ltd.

Signature..... Date

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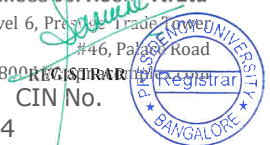
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9-Mar-2023

To,

Farhan Ahmed

RE: Offer of Internship

Dear **Farhan Ahmed,**

We are pleased to extend your Internship with ANAROCK Group Business Services Pvt. Ltd, on the terms and conditions as per attached and as follows:

1. Your internship will be for a period of (6 months) six months starting from **3-Apr-23** till **30-Sept-23**. You will be based in **Bangalore**, and you will be reporting to **Arun Balaji**.
2. You will be paid a monthly Stipend of **INR 15,000/- (Indian Rupees Fifteen Thousand)** on or before 10th of every month. After successful completion of your internship, based on your performance, you will be offered the role of Associate- Sales with an annual fixed base salary of INR 4 lakhs + Variable.
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In case the above terms are acceptable to you, kindly acknowledge the duplicate copy of the letter and return the same as a token of acceptance.

Thanking you and looking forward to a fruitful association with you.
Yours sincerely,



Sukhdeep Aurora
Chief People officer – Anarock Group

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Signature..... Date

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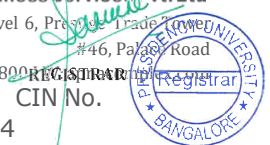
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9-Mar-2023

To,

Yarram Reddy Kankshitha

RE: Offer of Internship

Dear **Yarram Reddy Kankshitha,**

We are pleased to extend your Internship with ANAROCK Group Business Services Pvt. Ltd, on the terms and conditions as per attached and as follows:

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Sukhdeep Aurora
Chief People officer – Anarock Group

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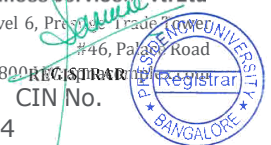
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9-Mar-2023

To,

K Hemanth

RE: Offer of Internship

Dear **K Hemanth**,

We are pleased to extend your Internship with ANAROCK Group Business Services Pvt. Ltd, on the terms and conditions as per attached and as follows:

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Sukhdeep Aurora
Chief People officer – Anarock Group

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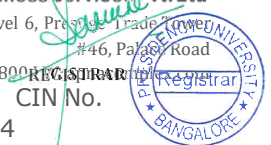
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Mumbai 400 051 | T: +91 22 42934293 | W: apnacomplex.com
CIN No. U74999MH2017PTC303404

REGIONAL OFFICE

ANAROCK Group Business Services Pvt. Ltd

Level 6, Prestige Trade Tower
#46, Palace Road
Bengaluru 560001 | T: +91 8067923800
CIN No. U74999MH2017PTC303404



9-Mar-2023

To,

Aniket Kumar Singh

RE: Offer of Internship

Dear **Aniket Kumar Singh,**

We are pleased to extend your Internship with ANAROCK Group Business Services Pvt. Ltd, on the terms and conditions as per attached and as follows:

1. Your internship will be for a period of (6 months) six months starting from **3-Apr-23** till **30-Sept-23**. You will be based in **Bangalore**, and you will be reporting to **Arun Balaji**.
2. You will be paid a monthly Stipend of **INR 15,000/- (Indian Rupees Fifteen Thousand)** on or before 10th of every month. After successful completion of your internship, based on your performance, you will be offered the role of Associate- Sales with an annual fixed base salary of INR 4 lakhs + Variable.
3. **PAN card** is one of the mandatory documents to be furnished by you for the purpose of your internship with us. In the event you do not furnish the PAN details, as per the applicable law, 20% towards TDS would be deducted from the monthly Stipend amount payable to you and the said deduction is irreversible.
4. During the tenure of internship, you will not be entitled to any of the company/ staff welfare/ employee benefits.
5. Your normal working days will be from Monday to Sunday with an eligibility to take 1 day off in a given week with a prior intimation to your respective team lead. The minimum working hours will be 9 hours and the shift timings will be notified by your respective team lead from time to time, as per the business requirement. However, due to business exigencies, you may be required to work beyond the normal working hours for which, you will not be paid any overtime salary.
6. You will need to put your best efforts in discharging the jobs assigned to you from time to time by your manager and you will not be entitled for any paid leaves during your internship. There will be applicable deduction in the stipend if in case you take leaves during the internship period.
7. The internship period may be extended at the end LWD depending on mutual requirement and agreement.
8. Company reserves all the rights to terminate the internship at any point of time with or without assigning any reason.
9. You must not, at any time during your period of your internship (except if required under law) or after expiry or termination thereof, divulge to any third party or otherwise make use of any trade secret or confidential information, which comes to your knowledge relating to the business of the company. You will ensure to prevent use or disclosure of such confidential information by third parties.

For the avoidance of doubt 'confidential information' includes, but is not restricted to, all documentary and other information relating to the Company's business, either in hard or soft copy, including in particular client lists, details of the company's finances, clients or suppliers, staff of the Company and its Directors or Managers. It also includes all information in respect of which the Company is bound by an obligation of confidentiality to a third party and any information that is marked, or you are told, or which ANAROCK Group Business Services Pvt. Ltd. in any manner indicates, is confidential.

10. Upon expiry or termination of the Internship you will return to the Company all the papers, documents and any other property that might come into your possession during the internship with the Company, and you will not retain any copies or extracts thereof.
11. In the event of your expiry or termination of this internship, you will be required to confirm in writing that you have returned all confidential information and property belonging to the Company, and that you have not retained any copies or circulated any copy to third parties, and that you have no further access to copies. These restrictions will cease to apply

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to information or knowledge which you are required to disclose by law, or which comes into the public domain otherwise than through unauthorized disclosure by you.

12. You understand and agree that all the work products / deliverables derived by you during the Term of the internship period shall be deemed to be treated as "work made for hire". You undertake to irrevocable assign all Intellectual Property rights, title and ownership in the said work products / deliverables in our favour.
13. You hereby unconditionally indemnify the Company against any claim, loss, damage, litigation, costs etc. suffered by the Company consequent to or occasioned by your breach or alleged breach of any of the terms of this engagement.
14. It is an essential condition of your employment that you must comply with all Company's existing, reviewed and new policies and procedures. Any breach of the said policies or procedures may lead to disciplinary action including but not limited to termination.
15. The Company has an IT Policy, which covers the acceptable use of these systems, which you may be required to access at some stage in the course of your employment with ANAROCK Group Business Services Pvt. Ltd. You are required adhere to the Internet / E-mail Acceptable Use Policy as part of your conditions of internship.
16. It is ANAROCK Group Business Services Pvt. Ltd. policy to prohibit in our workplace any conduct, which constitutes sexual harassment. The Company has a policy on sexual harassment. It guarantees to deal with allegations of harassment seriously, promptly and in confidence and undertakes to protect from victimization of those individual who complain about sexual harassment.

In case the above terms are acceptable to you, kindly acknowledge the duplicate copy of the letter and return the same as a token of acceptance.

Thanking you and looking forward to a fruitful association with you.
Yours sincerely,



Sukhdeep Aurora
Chief People officer – Anarock Group

I,....., accept the above terms and conditions of internship with ANAROCK Group Business Services Pvt Ltd.

Signature..... Date

REGISTERED OFFICE

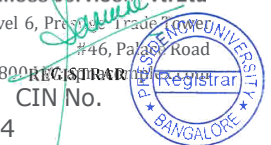
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9-Mar-2023

To,

Utkarsh Kumar

RE: Offer of Internship

Dear **Utkarsh Kumar,**

We are pleased to extend your Internship with ANAROCK Group Business Services Pvt. Ltd, on the terms and conditions as per attached and as follows:

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In case the above terms are acceptable to you, kindly acknowledge the duplicate copy of the letter and return the same as a token of acceptance.

Thanking you and looking forward to a fruitful association with you.
Yours sincerely,



Sukhdeep Aurora
Chief People officer – Anarock Group

I,....., accept the above terms and conditions of internship with ANAROCK Group Business Services Pvt Ltd.

Signature..... Date

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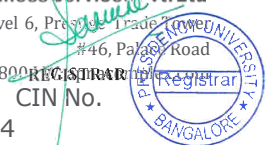
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9-Mar-2023

To,

Rudresh G

RE: Offer of Internship

Dear **Rudresh G**,

We are pleased to extend your Internship with ANAROCK Group Business Services Pvt. Ltd, on the terms and conditions as per attached and as follows:

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In case the above terms are acceptable to you, kindly acknowledge the duplicate copy of the letter and return the same as a token of acceptance.

Thanking you and looking forward to a fruitful association with you.
Yours sincerely,



Sukhdeep Aurora
Chief People officer – Anarock Group

I,....., accept the above terms and conditions of internship with ANAROCK Group Business Services Pvt Ltd.

Signature..... Date

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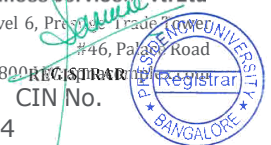
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9-Mar-2023

To,

Radhunandan

RE: Offer of Internship

Dear **Radhunandan**,

We are pleased to extend your Internship with ANAROCK Group Business Services Pvt. Ltd, on the terms and conditions as per attached and as follows:

1. Your internship will be for a period of (6 months) six months starting from **3-Apr-23** till **30-Sept-23**. You will be based in **Bangalore**, and you will be reporting to **Arun Balaji**.
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Yours sincerely,



Sukhdeep Aurora
Chief People officer – Anarock Group

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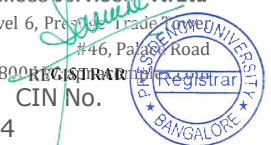
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9-Mar-2023

To,

Gajjala Vamsi

RE: Offer of Internship

Dear **Gajjala Vamsi**,

We are pleased to extend your Internship with ANAROCK Group Business Services Pvt. Ltd, on the terms and conditions as per attached and as follows:

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16. It is ANAROCK Group Business Services Pvt. Ltd. policy to prohibit in our workplace any conduct, which constitutes sexual harassment. The Company has a policy on sexual harassment. It guarantees to deal with allegations of harassment seriously, promptly and in confidence and undertakes to protect from victimization of those individual who complain about sexual harassment.

In case the above terms are acceptable to you, kindly acknowledge the duplicate copy of the letter and return the same as a token of acceptance.

Thanking you and looking forward to a fruitful association with you.
Yours sincerely,



Sukhdeep Aurora
Chief People officer – Anarock Group

I,....., accept the above terms and conditions of internship with ANAROCK Group Business Services Pvt Ltd.

Signature..... Date

REGISTERED OFFICE

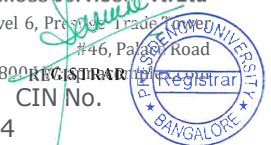
ANAROCK Group Business Services Pvt. Ltd.

1002 -10th Floor, B Wing, One BKC, G Block, BKC, Bandra (E)
Mumbai 400 051 | T: +91 22 42934293 | W: apnacomplex.com
CIN No. U74999MH2017PTC303404

REGIONAL OFFICE

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#46, Palace Road
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CIN No. U74999MH2017PTC303404



9-Mar-2023

To,

Rajeshwari Sahani

RE: Offer of Internship

Dear **Rajeshwari Sahani,**

We are pleased to extend your Internship with ANAROCK Group Business Services Pvt. Ltd, on the terms and conditions as per attached and as follows:

1. Your internship will be for a period of (6 months) six months starting from **3-Apr-23** till **30-Sept-23**. You will be based in **Bangalore**, and you will be reporting to **Arun Balaji**.
2. You will be paid a monthly Stipend of **INR 15,000/- (Indian Rupees Fifteen Thousand)** on or before 10th of every month. After successful completion of your internship, based on your performance, you will be offered the role of Associate- Sales with an annual fixed base salary of INR 4 lakhs + Variable.
3. **PAN card** is one of the mandatory documents to be furnished by you for the purpose of your internship with us. In the event you do not furnish the PAN details, as per the applicable law, 20% towards TDS would be deducted from the monthly Stipend amount payable to you and the said deduction is irreversible.
4. During the tenure of internship, you will not be entitled to any of the company/ staff welfare/ employee benefits.
5. Your normal working days will be from Monday to Sunday with an eligibility to take 1 day off in a given week with a prior intimation to your respective team lead. The minimum working hours will be 9 hours and the shift timings will be notified by your respective team lead from time to time, as per the business requirement. However, due to business exigencies, you may be required to work beyond the normal working hours for which, you will not be paid any overtime salary.
6. You will need to put your best efforts in discharging the jobs assigned to you from time to time by your manager and you will not be entitled for any paid leaves during your internship. There will be applicable deduction in the stipend if in case you take leaves during the internship period.
7. The internship period may be extended at the end LWD depending on mutual requirement and agreement.
8. Company reserves all the rights to terminate the internship at any point of time with or without assigning any reason.
9. You must not, at any time during your period of your internship (except if required under law) or after expiry or termination thereof, divulge to any third party or otherwise make use of any trade secret or confidential information, which comes to your knowledge relating to the business of the company. You will ensure to prevent use or disclosure of such confidential information by third parties.

For the avoidance of doubt 'confidential information' includes, but is not restricted to, all documentary and other information relating to the Company's business, either in hard or soft copy, including in particular client lists, details of the company's finances, clients or suppliers, staff of the Company and its Directors or Managers. It also includes all information in respect of which the Company is bound by an obligation of confidentiality to a third party and any information that is marked, or you are told, or which ANAROCK Group Business Services Pvt. Ltd. in any manner indicates, is confidential.

10. Upon expiry or termination of the Internship you will return to the Company all the papers, documents and any other property that might come into your possession during the internship with the Company, and you will not retain any copies or extracts thereof.
11. In the event of your expiry or termination of this internship, you will be required to confirm in writing that you have returned all confidential information and property belonging to the Company, and that you have not retained any copies or circulated any copy to third parties, and that you have no further access to copies. These restrictions will cease to apply

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to information or knowledge which you are required to disclose by law, or which comes into the public domain otherwise than through unauthorized disclosure by you.

- 12. You understand and agree that all the work products / deliverables derived by you during the Term of the internship period shall be deemed to be treated as "work made for hire". You undertake to irrevocable assign all Intellectual Property rights, title and ownership in the said work products / deliverables in our favour.
- 13. You hereby unconditionally indemnify the Company against any claim, loss, damage, litigation, costs etc. suffered by the Company consequent to or occasioned by your breach or alleged breach of any of the terms of this engagement.
- 14. It is an essential condition of your employment that you must comply with all Company's existing, reviewed and new policies and procedures. Any breach of the said policies or procedures may lead to disciplinary action including but not limited to termination.
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In case the above terms are acceptable to you, kindly acknowledge the duplicate copy of the letter and return the same as a token of acceptance.

Thanking you and looking forward to a fruitful association with you.
Yours sincerely,

Sukhdeep Aurora
Chief People officer – Anarock Group

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Signature..... Date

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9-Mar-2023

To,

Khyati Komre

RE: Offer of Internship

Dear **Khyati Komre,**

We are pleased to extend your Internship with ANAROCK Group Business Services Pvt. Ltd, on the terms and conditions as per attached and as follows:

1. Your internship will be for a period of (6 months) six months starting from **3-Apr-23** till **30-Sept-23**. You will be based in **Bangalore**, and you will be reporting to **Arun Balaji**.
2. You will be paid a monthly Stipend of **INR 15,000/- (Indian Rupees Fifteen Thousand)** on or before 10th of every month. After successful completion of your internship, based on your performance, you will be offered the role of Associate- Sales with an annual fixed base salary of INR 4 lakhs + Variable.
3. **PAN card** is one of the mandatory documents to be furnished by you for the purpose of your internship with us. In the event you do not furnish the PAN details, as per the applicable law, 20% towards TDS would be deducted from the monthly Stipend amount payable to you and the said deduction is irreversible.
4. During the tenure of internship, you will not be entitled to any of the company/ staff welfare/ employee benefits.
5. Your normal working days will be from Monday to Sunday with an eligibility to take 1 day off in a given week with a prior intimation to your respective team lead. The minimum working hours will be 9 hours and the shift timings will be notified by your respective team lead from time to time, as per the business requirement. However, due to business exigencies, you may be required to work beyond the normal working hours for which, you will not be paid any overtime salary.
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7. The internship period may be extended at the end LWD depending on mutual requirement and agreement.
8. Company reserves all the rights to terminate the internship at any point of time with or without assigning any reason.
9. You must not, at any time during your period of your internship (except if required under law) or after expiry or termination thereof, divulge to any third party or otherwise make use of any trade secret or confidential information, which comes to your knowledge relating to the business of the company. You will ensure to prevent use or disclosure of such confidential information by third parties.

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13. You hereby unconditionally indemnify the Company against any claim, loss, damage, litigation, costs etc. suffered by the Company consequent to or occasioned by your breach or alleged breach of any of the terms of this engagement.
14. It is an essential condition of your employment that you must comply with all Company's existing, reviewed and new policies and procedures. Any breach of the said policies or procedures may lead to disciplinary action including but not limited to termination.
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In case the above terms are acceptable to you, kindly acknowledge the duplicate copy of the letter and return the same as a token of acceptance.

Thanking you and looking forward to a fruitful association with you.
Yours sincerely,



Sukhdeep Aurora
Chief People officer – Anarock Group

I,....., accept the above terms and conditions of internship with ANAROCK Group Business Services Pvt Ltd.

Signature..... Date

REGISTERED OFFICE

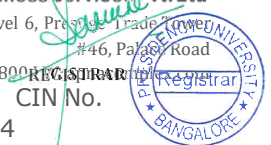
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9-Mar-2023

To,

Ruthvik C Reddy

RE: Offer of Internship

Dear **Ruthvik C Reddy**,

We are pleased to extend your Internship with ANAROCK Group Business Services Pvt. Ltd, on the terms and conditions as per attached and as follows:

1. Your internship will be for a period of (6 months) six months starting from **3-Apr-23** till **30-Sept-23**. You will be based in **Bangalore**, and you will be reporting to **Arun Balaji**.
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In case the above terms are acceptable to you, kindly acknowledge the duplicate copy of the letter and return the same as a token of acceptance.

Thanking you and looking forward to a fruitful association with you.
Yours sincerely,



Sukhdeep Aurora
Chief People officer – Anarock Group

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Signature..... Date

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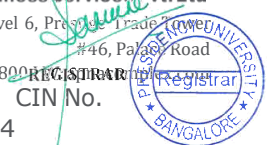
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9-Mar-2023

To,

Ishita Rathod

RE: Offer of Internship

Dear **Ishita Rathod**,

We are pleased to extend your Internship with ANAROCK Group Business Services Pvt. Ltd, on the terms and conditions as per attached and as follows:

1. Your internship will be for a period of (6 months) six months starting from **3-Apr-23** till **30-Sept-23**. You will be based in **Bangalore**, and you will be reporting to **Arun Balaji**.
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Thanking you and looking forward to a fruitful association with you.

Yours sincerely,



Sukhdeep Aurora
Chief People officer – Anarock Group

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Signature..... Date

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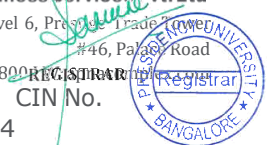
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9-Mar-2023

To,

Deon Mathew Sabu

RE: Offer of Internship

Dear **Deon Mathew Sabu**,

We are pleased to extend your Internship with ANAROCK Group Business Services Pvt. Ltd, on the terms and conditions as per attached and as follows:

1. Your internship will be for a period of (6 months) six months starting from **3-Apr-23** till **30-Sept-23**. You will be based in **Bangalore**, and you will be reporting to **Arun Balaji**.
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U74999MH2017PTC303404



to information or knowledge which you are required to disclose by law, or which comes into the public domain otherwise than through unauthorized disclosure by you.

12. You understand and agree that all the work products / deliverables derived by you during the Term of the internship period shall be deemed to be treated as "work made for hire". You undertake to irrevocable assign all Intellectual Property rights, title and ownership in the said work products / deliverables in our favour.
13. You hereby unconditionally indemnify the Company against any claim, loss, damage, litigation, costs etc. suffered by the Company consequent to or occasioned by your breach or alleged breach of any of the terms of this engagement.
14. It is an essential condition of your employment that you must comply with all Company's existing, reviewed and new policies and procedures. Any breach of the said policies or procedures may lead to disciplinary action including but not limited to termination.
15. The Company has an IT Policy, which covers the acceptable use of these systems, which you may be required to access at some stage in the course of your employment with ANAROCK Group Business Services Pvt. Ltd. You are required adhere to the Internet / E-mail Acceptable Use Policy as part of your conditions of internship.
16. It is ANAROCK Group Business Services Pvt. Ltd. policy to prohibit in our workplace any conduct, which constitutes sexual harassment. The Company has a policy on sexual harassment. It guarantees to deal with allegations of harassment seriously, promptly and in confidence and undertakes to protect from victimization of those individual who complain about sexual harassment.

In case the above terms are acceptable to you, kindly acknowledge the duplicate copy of the letter and return the same as a token of acceptance.

Thanking you and looking forward to a fruitful association with you.
Yours sincerely,



Sukhdeep Aurora
Chief People officer – Anarock Group

I,....., accept the above terms and conditions of internship with ANAROCK Group Business Services Pvt Ltd.

Signature..... Date

REGISTERED OFFICE

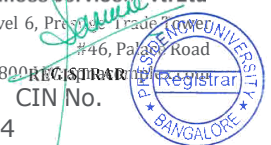
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9-Mar-2023

To,

B Vigness

RE: Offer of Internship

Dear **B Vigness**,

We are pleased to extend your Internship with ANAROCK Group Business Services Pvt. Ltd, on the terms and conditions as per attached and as follows:

1. Your internship will be for a period of (6 months) six months starting from **3-Apr-23** till **30-Sept-23**. You will be based in **Bangalore**, and you will be reporting to **Arun Balaji**.
2. You will be paid a monthly Stipend of **INR 15,000/- (Indian Rupees Fifteen Thousand)** on or before 10th of every month. After successful completion of your internship, based on your performance, you will be offered the role of Associate- Sales with an annual fixed base salary of INR 4 lakhs + Variable.
3. **PAN card** is one of the mandatory documents to be furnished by you for the purpose of your internship with us. In the event you do not furnish the PAN details, as per the applicable law, 20% towards TDS would be deducted from the monthly Stipend amount payable to you and the said deduction is irreversible.
4. During the tenure of internship, you will not be entitled to any of the company/ staff welfare/ employee benefits.
5. Your normal working days will be from Monday to Sunday with an eligibility to take 1 day off in a given week with a prior intimation to your respective team lead. The minimum working hours will be 9 hours and the shift timings will be notified by your respective team lead from time to time, as per the business requirement. However, due to business exigencies, you may be required to work beyond the normal working hours for which, you will not be paid any overtime salary.
6. You will need to put your best efforts in discharging the jobs assigned to you from time to time by your manager and you will not be entitled for any paid leaves during your internship. There will be applicable deduction in the stipend if in case you take leaves during the internship period.
7. The internship period may be extended at the end LWD depending on mutual requirement and agreement.
8. Company reserves all the rights to terminate the internship at any point of time with or without assigning any reason.
9. You must not, at any time during your period of your internship (except if required under law) or after expiry or termination thereof, divulge to any third party or otherwise make use of any trade secret or confidential information, which comes to your knowledge relating to the business of the company. You will ensure to prevent use or disclosure of such confidential information by third parties.

For the avoidance of doubt 'confidential information' includes, but is not restricted to, all documentary and other information relating to the Company's business, either in hard or soft copy, including in particular client lists, details of the company's finances, clients or suppliers, staff of the Company and its Directors or Managers. It also includes all information in respect of which the Company is bound by an obligation of confidentiality to a third party and any information that is marked, or you are told, or which ANAROCK Group Business Services Pvt. Ltd. in any manner indicates, is confidential.

10. Upon expiry or termination of the Internship you will return to the Company all the papers, documents and any other property that might come into your possession during the internship with the Company, and you will not retain any copies or extracts thereof.
11. In the event of your expiry or termination of this internship, you will be required to confirm in writing that you have returned all confidential information and property belonging to the Company, and that you have not retained any copies or circulated any copy to third parties, and that you have no further access to copies. These restrictions will cease to apply

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In case the above terms are acceptable to you, kindly acknowledge the duplicate copy of the letter and return the same as a token of acceptance.

Thanking you and looking forward to a fruitful association with you.
Yours sincerely,



Sukhdeep Aurora
Chief People officer – Anarock Group

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Signature..... Date

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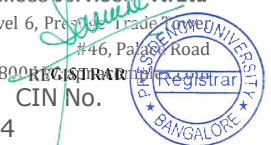
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9-Mar-2023

To,

Yash Sharma

RE: Offer of Internship

Dear **Yash Sharma**,

We are pleased to extend your Internship with ANAROCK Group Business Services Pvt. Ltd, on the terms and conditions as per attached and as follows:

1. Your internship will be for a period of (6 months) six months starting from **3-Apr-23** till **30-Sept-23**. You will be based in **Bangalore**, and you will be reporting to **Arun Balaji**.
2. You will be paid a monthly Stipend of **INR 15,000/- (Indian Rupees Fifteen Thousand)** on or before 10th of every month. After successful completion of your internship, based on your performance, you will be offered the role of Associate- Sales with an annual fixed base salary of INR 4 lakhs + Variable.
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Thanking you and looking forward to a fruitful association with you.
Yours sincerely,



Sukhdeep Aurora
Chief People officer – Anarock Group

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Signature..... Date

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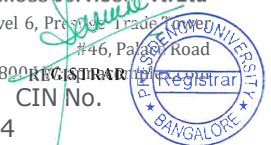
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9-Mar-2023

To,

Suraj U

RE: Offer of Internship

Dear **Suraj U**,

We are pleased to extend your Internship with ANAROCK Group Business Services Pvt. Ltd, on the terms and conditions as per attached and as follows:

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In case the above terms are acceptable to you, kindly acknowledge the duplicate copy of the letter and return the same as a token of acceptance.

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Yours sincerely,



Sukhdeep Aurora
Chief People officer – Anarock Group

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Signature..... Date

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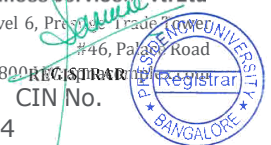
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9-Mar-2023

To,

Satyajit Borgohain

RE: Offer of Internship

Dear **Satyajit Borgohain,**

We are pleased to extend your Internship with ANAROCK Group Business Services Pvt. Ltd, on the terms and conditions as per attached and as follows:

1. Your internship will be for a period of (6 months) six months starting from **3-Apr-23** till **30-Sept-23**. You will be based in **Bangalore**, and you will be reporting to **Arun Balaji**.
2. You will be paid a monthly Stipend of **INR 15,000/- (Indian Rupees Fifteen Thousand)** on or before 10th of every month. After successful completion of your internship, based on your performance, you will be offered the role of Associate- Sales with an annual fixed base salary of INR 4 lakhs + Variable.
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Sukhdeep Aurora
Chief People officer – Anarock Group

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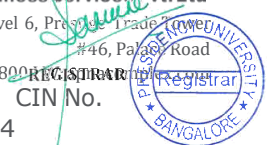
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9-Mar-2023

To,

Vedant Sharma

RE: Offer of Internship

Dear **Vedant Sharma**,

We are pleased to extend your Internship with ANAROCK Group Business Services Pvt. Ltd, on the terms and conditions as per attached and as follows:

1. Your internship will be for a period of (6 months) six months starting from **3-Apr-23** till **30-Sept-23**. You will be based in **Bangalore**, and you will be reporting to **Arun Balaji**.
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REGISTERED OFFICE

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CIN No. U74999MH2017PTC303404

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ANAROCK Group Business Services Pvt. Ltd

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13. You hereby unconditionally indemnify the Company against any claim, loss, damage, litigation, costs etc. suffered by the Company consequent to or occasioned by your breach or alleged breach of any of the terms of this engagement.
14. It is an essential condition of your employment that you must comply with all Company's existing, reviewed and new policies and procedures. Any breach of the said policies or procedures may lead to disciplinary action including but not limited to termination.
15. The Company has an IT Policy, which covers the acceptable use of these systems, which you may be required to access at some stage in the course of your employment with ANAROCK Group Business Services Pvt. Ltd. You are required adhere to the Internet / E-mail Acceptable Use Policy as part of your conditions of internship.
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In case the above terms are acceptable to you, kindly acknowledge the duplicate copy of the letter and return the same as a token of acceptance.

Thanking you and looking forward to a fruitful association with you.
Yours sincerely,



Sukhdeep Aurora
Chief People officer – Anarock Group

I,....., accept the above terms and conditions of internship with ANAROCK Group Business Services Pvt Ltd.

Signature..... Date

REGISTERED OFFICE

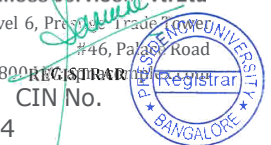
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9-Mar-2023

To,

Srajan Patel

RE: Offer of Internship

Dear **Srajan Patel**,

We are pleased to extend your Internship with ANAROCK Group Business Services Pvt. Ltd, on the terms and conditions as per attached and as follows:

1. Your internship will be for a period of (6 months) six months starting from **3-Apr-23** till **30-Sept-23**. You will be based in **Bangalore**, and you will be reporting to **Arun Balaji**.
2. You will be paid a monthly Stipend of **INR 15,000/- (Indian Rupees Fifteen Thousand)** on or before 10th of every month. After successful completion of your internship, based on your performance, you will be offered the role of Associate- Sales with an annual fixed base salary of INR 4 lakhs + Variable.
3. **PAN card** is one of the mandatory documents to be furnished by you for the purpose of your internship with us. In the event you do not furnish the PAN details, as per the applicable law, 20% towards TDS would be deducted from the monthly Stipend amount payable to you and the said deduction is irreversible.
4. During the tenure of internship, you will not be entitled to any of the company/ staff welfare/ employee benefits.
5. Your normal working days will be from Monday to Sunday with an eligibility to take 1 day off in a given week with a prior intimation to your respective team lead. The minimum working hours will be 9 hours and the shift timings will be notified by your respective team lead from time to time, as per the business requirement. However, due to business exigencies, you may be required to work beyond the normal working hours for which, you will not be paid any overtime salary.
6. You will need to put your best efforts in discharging the jobs assigned to you from time to time by your manager and you will not be entitled for any paid leaves during your internship. There will be applicable deduction in the stipend if in case you take leaves during the internship period.
7. The internship period may be extended at the end LWD depending on mutual requirement and agreement.
8. Company reserves all the rights to terminate the internship at any point of time with or without assigning any reason.
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In case the above terms are acceptable to you, kindly acknowledge the duplicate copy of the letter and return the same as a token of acceptance.

Thanking you and looking forward to a fruitful association with you.
Yours sincerely,



Sukhdeep Aurora
Chief People officer – Anarock Group

I,....., accept the above terms and conditions of internship with ANAROCK Group Business Services Pvt Ltd.

Signature..... Date

REGISTERED OFFICE

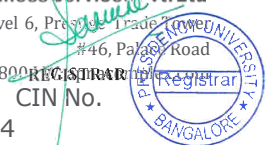
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9-Mar-2023

To,

Aditya Chowdhury

RE: Offer of Internship

Dear **Aditya Chowdhury**,

We are pleased to extend your Internship with ANAROCK Group Business Services Pvt. Ltd, on the terms and conditions as per attached and as follows:

1. Your internship will be for a period of (6 months) six months starting from **3-Apr-23** till **30-Sept-23**. You will be based in **Bangalore**, and you will be reporting to **Arun Balaji**.
2. You will be paid a monthly Stipend of **INR 15,000/- (Indian Rupees Fifteen Thousand)** on or before 10th of every month. After successful completion of your internship, based on your performance, you will be offered the role of Associate- Sales with an annual fixed base salary of INR 4 lakhs + Variable.
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In case the above terms are acceptable to you, kindly acknowledge the duplicate copy of the letter and return the same as a token of acceptance.

Thanking you and looking forward to a fruitful association with you.
Yours sincerely,



Sukhdeep Aurora
Chief People officer – Anarock Group

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Signature..... Date

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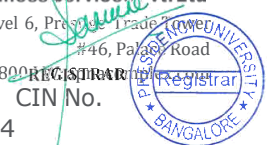
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9-Mar-2023

To,

Tanay Deshmukh

RE: Offer of Internship

Dear **Tanay Deshmukh,**

We are pleased to extend your Internship with ANAROCK Group Business Services Pvt. Ltd, on the terms and conditions as per attached and as follows:

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In case the above terms are acceptable to you, kindly acknowledge the duplicate copy of the letter and return the same as a token of acceptance.

Thanking you and looking forward to a fruitful association with you.
Yours sincerely,



Sukhdeep Aurora
Chief People officer – Anarock Group

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Signature..... Date

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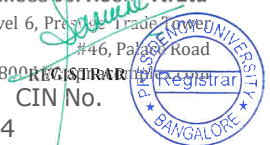
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9-Mar-2023

To,

Preetham G Gowda

RE: Offer of Internship

Dear **Preetham G Gowda**,

We are pleased to extend your Internship with ANAROCK Group Business Services Pvt. Ltd, on the terms and conditions as per attached and as follows:

1. Your internship will be for a period of (6 months) six months starting from **3-Apr-23** till **30-Sept-23**. You will be based in **Bangalore**, and you will be reporting to **Arun Balaji**.
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Yours sincerely,



Sukhdeep Aurora
Chief People officer – Anarock Group

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Signature..... Date

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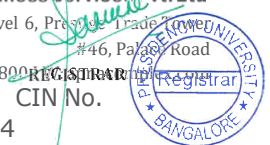
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9-Mar-2023

To,

Abhishek Gowda K

RE: Offer of Internship

Dear **Abhishek Gowda K,**

We are pleased to extend your Internship with ANAROCK Group Business Services Pvt. Ltd, on the terms and conditions as per attached and as follows:

1. Your internship will be for a period of (6 months) six months starting from **3-Apr-23** till **30-Sept-23**. You will be based in **Bangalore**, and you will be reporting to **Arun Balaji**.
2. You will be paid a monthly Stipend of **INR 15,000/- (Indian Rupees Fifteen Thousand)** on or before 10th of every month. After successful completion of your internship, based on your performance, you will be offered the role of Associate- Sales with an annual fixed base salary of INR 4 lakhs + Variable.
3. **PAN card** is one of the mandatory documents to be furnished by you for the purpose of your internship with us. In the event you do not furnish the PAN details, as per the applicable law, 20% towards TDS would be deducted from the monthly Stipend amount payable to you and the said deduction is irreversible.
4. During the tenure of internship, you will not be entitled to any of the company/ staff welfare/ employee benefits.
5. Your normal working days will be from Monday to Sunday with an eligibility to take 1 day off in a given week with a prior intimation to your respective team lead. The minimum working hours will be 9 hours and the shift timings will be notified by your respective team lead from time to time, as per the business requirement. However, due to business exigencies, you may be required to work beyond the normal working hours for which, you will not be paid any overtime salary.
6. You will need to put your best efforts in discharging the jobs assigned to you from time to time by your manager and you will not be entitled for any paid leaves during your internship. There will be applicable deduction in the stipend if in case you take leaves during the internship period.
7. The internship period may be extended at the end LWD depending on mutual requirement and agreement.
8. Company reserves all the rights to terminate the internship at any point of time with or without assigning any reason.
9. You must not, at any time during your period of your internship (except if required under law) or after expiry or termination thereof, divulge to any third party or otherwise make use of any trade secret or confidential information, which comes to your knowledge relating to the business of the company. You will ensure to prevent use or disclosure of such confidential information by third parties.

For the avoidance of doubt 'confidential information' includes, but is not restricted to, all documentary and other information relating to the Company's business, either in hard or soft copy, including in particular client lists, details of the company's finances, clients or suppliers, staff of the Company and its Directors or Managers. It also includes all information in respect of which the Company is bound by an obligation of confidentiality to a third party and any information that is marked, or you are told, or which ANAROCK Group Business Services Pvt. Ltd. in any manner indicates, is confidential.

10. Upon expiry or termination of the Internship you will return to the Company all the papers, documents and any other property that might come into your possession during the internship with the Company, and you will not retain any copies or extracts thereof.
11. In the event of your expiry or termination of this internship, you will be required to confirm in writing that you have returned all confidential information and property belonging to the Company, and that you have not retained any copies or circulated any copy to third parties, and that you have no further access to copies. These restrictions will cease to apply

REGISTERED OFFICE

ANAROCK Group Business Services Pvt. Ltd.

1002 -10th Floor, B Wing, One BKC, G Block, BKC, Bandra (E)

Mumbai 400 051 | T: +91 22 42934293 | W: apnacomplex.com

CIN No. U74999MH2017PTC303404

REGIONAL OFFICE

ANAROCK Group Business Services Pvt. Ltd

Level 6, Prestige Trade Tower

#46, Palace Road

Bengaluru 560001 | T: +91 8067923800

CIN No.

U74999MH2017PTC303404



to information or knowledge which you are required to disclose by law, or which comes into the public domain otherwise than through unauthorized disclosure by you.

12. You understand and agree that all the work products / deliverables derived by you during the Term of the internship period shall be deemed to be treated as "work made for hire". You undertake to irrevocable assign all Intellectual Property rights, title and ownership in the said work products / deliverables in our favour.
13. You hereby unconditionally indemnify the Company against any claim, loss, damage, litigation, costs etc. suffered by the Company consequent to or occasioned by your breach or alleged breach of any of the terms of this engagement.
14. It is an essential condition of your employment that you must comply with all Company's existing, reviewed and new policies and procedures. Any breach of the said policies or procedures may lead to disciplinary action including but not limited to termination.
15. The Company has an IT Policy, which covers the acceptable use of these systems, which you may be required to access at some stage in the course of your employment with ANAROCK Group Business Services Pvt. Ltd. You are required adhere to the Internet / E-mail Acceptable Use Policy as part of your conditions of internship.
16. It is ANAROCK Group Business Services Pvt. Ltd. policy to prohibit in our workplace any conduct, which constitutes sexual harassment. The Company has a policy on sexual harassment. It guarantees to deal with allegations of harassment seriously, promptly and in confidence and undertakes to protect from victimization of those individual who complain about sexual harassment.

In case the above terms are acceptable to you, kindly acknowledge the duplicate copy of the letter and return the same as a token of acceptance.

Thanking you and looking forward to a fruitful association with you.
Yours sincerely,



Sukhdeep Aurora
Chief People officer – Anarock Group

I,....., accept the above terms and conditions of internship with ANAROCK Group Business Services Pvt Ltd.

Signature..... Date

REGISTERED OFFICE

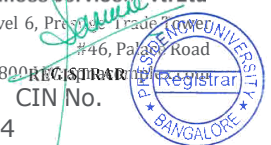
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CIN No. U74999MH2017PTC303404



Requisition ID # 2506

Resume ID # 31297

04 January 2023

To,

Ashwin Joseph

Pullayil House¹, Vadakumpuram, N Paravoor, Aluva, Ernakulam, Kerala - 683521

Dear Ashwin,

Congratulations! We are pleased to inform that you have successfully completed the selection process conducted by Indegene Private Limited. At Indegene, success is the outcome of choice and expectations, more than a matter of circumstances and we are delighted that you have chosen us. We are confident that you will add value through your role and strengthen our values by living the Indegene culture credo. We look forward to a long-term relationship and wishing you all the success with us.

This letter is to confirm that we intend to offer you employment on the following terms and conditions:

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Please acknowledge this letter of intent on the duplicate copy of the same in token of your acceptance.

With best wishes,

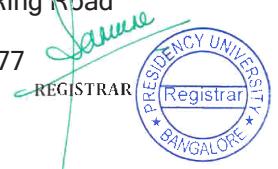


Bina Patil

Vice President – Human Resources



Indegene Private Limited, Aspen Block G4, 3rd Floor,
Manvata Embassy Business Park, Outer Ring Road
Nagawara Bengaluru-560045, India
Phone: +91 80 4674 4567, +91 8046447777
www.indegene.com



Requisition ID # 2507

Resume ID # 31298

04 January 2023

To,

Patel Meet Jagdish

No. A-4503, Omkar Alta Monte, Western Express Highway, Mumbai Suburban,
Maharashtra - 400097

Dear Jagdish,

Congratulations! We are pleased to inform that you have successfully completed the selection process conducted by Indegene Private Limited. At Indegene, success is the outcome of choice and expectations, more than a matter of circumstances and we are delighted that you have chosen us. We are confident that you will add value through your role and strengthen our values by living the Indegene culture credo. We look forward to a long-term relationship and wishing you all the success with us.

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With best wishes,



Bina Patil

Vice President – Human Resources



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Requisition ID # 2508

Resume ID # 31299

04 January 2023

To,

Junaid Naseer Shaik

Pathanpora Nonlari, Shairabad, Baramulla, Jammu & Kashmir - 193121

Dear Junaid,

Congratulations! We are pleased to inform that you have successfully completed the selection process conducted by Indegene Private Limited. At Indegene, success is the outcome of choice and expectations, more than a matter of circumstances and we are delighted that you have chosen us. We are confident that you will add value through your role and strengthen our values by living the Indegene culture credo. We look forward to a long-term relationship and wishing you all the success with us.

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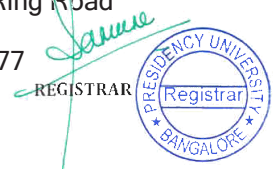


Bina Patil

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Requisition ID # 2509

Resume ID # 31300

04 January 2023

To,

Abdullah Nasser Abdulrahman Bahein
Naseem Dis Umm Almuminin, Safiah Road, Saudi Arabia - 7151

Dear Abdullah,

Congratulations! We are pleased to inform that you have successfully completed the selection process conducted by Indegene Private Limited. At Indegene, success is the outcome of choice and expectations, more than a matter of circumstances and we are delighted that you have chosen us. We are confident that you will add value through your role and strengthen our values by living the Indegene culture credo. We look forward to a long-term relationship and wishing you all the success with us.

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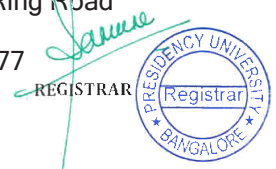


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Requisition ID # 2510

Resume ID # 31301

04 January 2023

To,

Bharath K V

12Th Cross, Bhuvaneshwari Nagar, Doddaballapur, Bangalore Rural, Karnataka

Dear Bharath,

Congratulations! We are pleased to inform that you have successfully completed the selection process conducted by Indegene Private Limited. At Indegene, success is the outcome of choice and expectations, more than a matter of circumstances and we are delighted that you have chosen us. We are confident that you will add value through your role and strengthen our values by living the Indegene culture credo. We look forward to a long-term relationship and wishing you all the success with us.

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With best wishes,



Bina Patil

Vice President – Human Resources



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www.indegene.com



Requisition ID # 2511

Resume ID # 31302

04 January 2023

To,

Joel Baby

Indikuzha House, Payyampally (P), Wayanad(D), Kerala - 670646

Dear Joel,

Congratulations! We are pleased to inform that you have successfully completed the selection process conducted by Indegene Private Limited. At Indegene, success is the outcome of choice and expectations, more than a matter of circumstances and we are delighted that you have chosen us. We are confident that you will add value through your role and strengthen our values by living the Indegene culture credo. We look forward to a long-term relationship and wishing you all the success with us.

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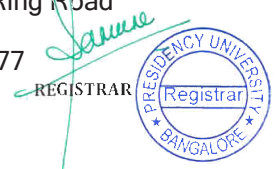


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Requisition ID # 2512

Resume ID # 31303

04 January 2023

To,

Kushagra Guglani

172/A, New Colony, Gurgaon, Arjun Nagar, Gurugram, Haryana - 122001

Dear Kushagra,

Congratulations! We are pleased to inform that you have successfully completed the selection process conducted by Indegene Private Limited. At Indegene, success is the outcome of choice and expectations, more than a matter of circumstances and we are delighted that you have chosen us. We are confident that you will add value through your role and strengthen our values by living the Indegene culture credo. We look forward to a long-term relationship and wishing you all the success with us.

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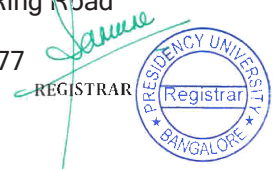


Bina Patil

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Requisition ID # 2513

Resume ID # 31304

04 January 2023

To,

N G Thesii William

District Council, Senapati, Manipur - 795106

Dear Thesii,

Congratulations! We are pleased to inform that you have successfully completed the selection process conducted by Indegene Private Limited. At Indegene, success is the outcome of choice and expectations, more than a matter of circumstances and we are delighted that you have chosen us. We are confident that you will add value through your role and strengthen our values by living the Indegene culture credo. We look forward to a long-term relationship and wishing you all the success with us.

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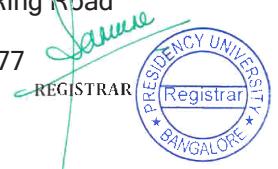


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Requisition ID # 2514

Resume ID # 31305

04 January 2023

To,

Kancharla Chandu Prasad

No. 4-8-276, Ramachandrapuram, Nawab Pet, Nellore, Andhra Pradesh - 524002

Dear Chandu,

Congratulations! We are pleased to inform that you have successfully completed the selection process conducted by Indegene Private Limited. At Indegene, success is the outcome of choice and expectations, more than a matter of circumstances and we are delighted that you have chosen us. We are confident that you will add value through your role and strengthen our values by living the Indegene culture credo. We look forward to a long-term relationship and wishing you all the success with us.

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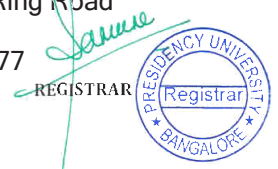


Bina Patil

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Requisition ID # 2515

Resume ID # 31306

04 January 2023

To,

Yash Tolani

Maharaj Nagar, Near Satyam Diagnostics Center, Lakhimpur - Kheri, Uttar Pradesh - 262701

Dear Yash,

Congratulations! We are pleased to inform that you have successfully completed the selection process conducted by Indegene Private Limited. At Indegene, success is the outcome of choice and expectations, more than a matter of circumstances and we are delighted that you have chosen us. We are confident that you will add value through your role and strengthen our values by living the Indegene culture credo. We look forward to a long-term relationship and wishing you all the success with us.

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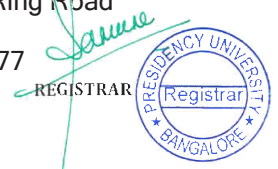


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Requisition ID # 2516

Resume ID # 31307

04 January 2023

To,

Guru Guntla Bhavya Sree
Ananthapur, Andhra Pradesh - 515004

Dear Bhavya,

Congratulations! We are pleased to inform that you have successfully completed the selection process conducted by Indegene Private Limited. At Indegene, success is the outcome of choice and expectations, more than a matter of circumstances and we are delighted that you have chosen us. We are confident that you will add value through your role and strengthen our values by living the Indegene culture credo. We look forward to a long-term relationship and wishing you all the success with us.

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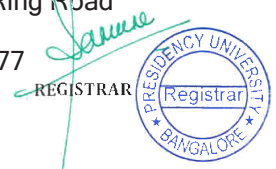


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Dated: 06-01-2023

To,
Mr. Vishwas M S
Presidency University,

Dear Vishwas M S,

Congratulations! We are delighted to make you an offer as **Junior Engineer- Software** at our Bangalore office. Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **01.06.2023**.

Probation and Confirmation

You will be on probation for a period of 6 months from the date of your appointment. Upon completion of this period, based on a confirmation recommendation report, your services will be confirmed as a permanent employee.

Leave

You are entitled to 22 days of Leave in a Financial Year.

Compensation and Benefits

Your Total CTC will be **INR 360004/- per annum**. The break-up of your salary has been provided in the Compensation Details sheet in Annexure – I

Notice Period

Termination of employment by either party shall be 90 days' notice period. You shall be relieved from the organization only on serving the 90 days' notice period. The notice period may not be offset by unused leave. However, the organization holds the right to relieve an employee before completion of the 90 days' notice period due to whatever reasons, in which case the employee has to buy out the un-served notice period days on a pro-rata basis equivalent to the employee's monthly gross salary. The final decision making of relieving lies with Head-HR.

During employment, at any point of time under certain circumstances the company shall have the right to terminate your appointment by giving 90 days' notice or salary in lieu of the same period. In such case, salary would include only monthly Basic plus HRA.

If your actions at any time constitute a serious breach of Technoforte's standards of behavior or there are any specific observations related to your work which are escalated then Technoforte may end this contract and terminate your employment immediately without any compensation.


REGISTRAR


Background Checks

The Company may, at its discretion conduct background checks prior to or after your expected joining date to validate your identity, the address provided by you, your education details and details of your prior work experience if any, and to conduct any criminal checks. You expressly consent to the Company conducting such background checks. In this connection, you are required to furnish the documents listed in Offer Annexure for India.

If you fail to submit the necessary documents as required by the Company within the specified time period or if the Company is not satisfied, with the outcome of the background checks, the Company, in its sole discretion, reserves the right to withdraw this offer without notice and compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

Other Terms and Conditions

You shall be required to sign certain mandatory agreements, including but not limited to the Confidentiality, Intellectual Property Rights, the Code of Business Conduct and Ethics and your employment shall be governed by all the rules and regulations, as amended from time to time, of the Company as applicable to your employment with us.

This agreement shall be governed by the laws of India and you hereby agree to the exclusive jurisdiction of the courts in Bangalore, India.

As a token of your acceptance of this offer, please send us a duly signed duplicate copies of the letter and all the accompanying annexures.

We welcome you to the Technoforte family and wish you a rewarding career over the years to come.

Yours Sincerely,



Priti Sharma
Head – HR Department

DECLARATION

I have read, understood and agree to the terms and conditions as set forth in this offer letter.

Signature:

Date:



Total Remuneration Work Sheet		
Name	: Vishwas M S	
Position	: Jr. Engineer – Software	
Date Of Joining	: 01.06.2023	
Location	: Bangalore	
Your Compensation and Benefits package (All Figures in Rupees)		
	Monthly	Annual
Basic	15000	180000
HRA	4363	52356
Conveyance	3818	45812
Variable Allowance	2384	28608
Medical Allowance	1704	20452
Gross	27269	327228
Company Contribution of PF	1898	22776
Loyalty Allowance		10000
Total Cost to Company		360004

You are also entitled to the following additional benefits:

*Round the clock Personal Accident Insurance coverage of Rs.5,00,000 per annum

*Gratuity, on separation after 05 years of continuous service, payable as per Payment of Gratuity Act

* Group Medical Insurance coverage of Rs.1,00,000 per annum for employee, spouse & 02 children




 REGISTRAR


Dated: 06-01-2023

To,
Mr. Gowni Ranjith Reddy
Presidency University,

Dear Gowni Ranjith Reddy,

Congratulations! We are delighted to make you an offer as **Junior Engineer- Software** at our Bangalore office. Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **01.06.2023**.

Probation and Confirmation

You will be on probation for a period of 6 months from the date of your appointment. Upon completion of this period, based on a confirmation recommendation report, your services will be confirmed as a permanent employee.

Leave

You are entitled to 22 days of Leave in a Financial Year.

Compensation and Benefits

Your Total CTC will be **INR 360004/- per annum**. The break-up of your salary has been provided in the Compensation Details sheet in Annexure – I

Notice Period

Termination of employment by either party shall be 90 days' notice period. You shall be relieved from the organization only on serving the 90 days' notice period. The notice period may not be offset by unused leave. However, the organization holds the right to relieve an employee before completion of the 90 days' notice period due to whatever reasons, in which case the employee has to buy out the un-served notice period days on a pro-rata basis equivalent to the employee's monthly gross salary. The final decision making of relieving lies with Head-HR.

During employment, at any point of time under certain circumstances the company shall have the right to terminate your appointment by giving 90 days' notice or salary in lieu of the same period. In such case, salary would include only monthly Basic plus HRA.

If your actions at any time constitute a serious breach of Technoforte's standards of behavior or there are any specific observations related to your work which are escalated then Technoforte may end this contract and terminate your employment immediately without any compensation.


REGISTRAR


Background Checks

The Company may, at its discretion conduct background checks prior to or after your expected joining date to validate your identity, the address provided by you, your education details and details of your prior work experience if any, and to conduct any criminal checks. You expressly consent to the Company conducting such background checks. In this connection, you are required to furnish the documents listed in Offer Annexure for India.

If you fail to submit the necessary documents as required by the Company within the specified time period or if the Company is not satisfied, with the outcome of the background checks, the Company, in its sole discretion, reserves the right to withdraw this offer without notice and compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

Other Terms and Conditions

You shall be required to sign certain mandatory agreements, including but not limited to the Confidentiality, Intellectual Property Rights, the Code of Business Conduct and Ethics and your employment shall be governed by all the rules and regulations, as amended from time to time, of the Company as applicable to your employment with us.

This agreement shall be governed by the laws of India and you hereby agree to the exclusive jurisdiction of the courts in Bangalore, India.

As a token of your acceptance of this offer, please send us a duly signed duplicate copies of the letter and all the accompanying annexures.

We welcome you to the Technoforte family and wish you a rewarding career over the years to come.

Yours Sincerely,



Priti Sharma
Head – HR Department

DECLARATION

I have read, understood and agree to the terms and conditions as set forth in this offer letter.

Signature:

Date:



Total Remuneration Work Sheet		
Name	: Gowni Ranjith Reddy	
Position	: Jr. Engineer – Software	
Date Of Joining	: 01.06.2023	
Location	: Bangalore	
Your Compensation and Benefits package (All Figures in Rupees)		
	Monthly	Annual
Basic	15000	180000
HRA	4363	52356
Conveyance	3818	45812
Variable Allowance	2384	28608
Medical Allowance	1704	20452
Gross	27269	327228
Company Contribution of PF	1898	22776
Loyalty Allowance		10000
Total Cost to Company		360004

You are also entitled to the following additional benefits:

*Round the clock Personal Accident Insurance coverage of Rs.5,00,000 per annum

*Gratuity, on separation after 05 years of continuous service, payable as per Payment of Gratuity Act

* Group Medical Insurance coverage of Rs.1,00,000 per annum for employee, spouse & 02 children




 REGISTRAR


Dated: 06-01-2023

To,
Mr. Abishek M
Presidency University,

Dear Abishek M,

Congratulations! We are delighted to make you an offer as **Junior Engineer- Software** at our Bangalore office. Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **01.06.2023**.

Probation and Confirmation

You will be on probation for a period of 6 months from the date of your appointment. Upon completion of this period, based on a confirmation recommendation report, your services will be confirmed as a permanent employee.

Leave

You are entitled to 22 days of Leave in a Financial Year.

Compensation and Benefits

Your Total CTC will be **INR 360004/- per annum**. The break-up of your salary has been provided in the Compensation Details sheet in Annexure – I

Notice Period

Termination of employment by either party shall be 90 days' notice period. You shall be relieved from the organization only on serving the 90 days' notice period. The notice period may not be offset by unused leave. However, the organization holds the right to relieve an employee before completion of the 90 days' notice period due to whatever reasons, in which case the employee has to buy out the un-served notice period days on a pro-rata basis equivalent to the employee's monthly gross salary. The final decision making of relieving lies with Head-HR.

During employment, at any point of time under certain circumstances the company shall have the right to terminate your appointment by giving 90 days' notice or salary in lieu of the same period. In such case, salary would include only monthly Basic plus HRA.

If your actions at any time constitute a serious breach of Technoforte's standards of behavior or there are any specific observations related to your work which are escalated then Technoforte may end this contract and terminate your employment immediately without any compensation.


REGISTRAR


Background Checks

The Company may, at its discretion conduct background checks prior to or after your expected joining date to validate your identity, the address provided by you, your education details and details of your prior work experience if any, and to conduct any criminal checks. You expressly consent to the Company conducting such background checks. In this connection, you are required to furnish the documents listed in Offer Annexure for India.

If you fail to submit the necessary documents as required by the Company within the specified time period or if the Company is not satisfied, with the outcome of the background checks, the Company, in its sole discretion, reserves the right to withdraw this offer without notice and compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

Other Terms and Conditions

You shall be required to sign certain mandatory agreements, including but not limited to the Confidentiality, Intellectual Property Rights, the Code of Business Conduct and Ethics and your employment shall be governed by all the rules and regulations, as amended from time to time, of the Company as applicable to your employment with us.

This agreement shall be governed by the laws of India and you hereby agree to the exclusive jurisdiction of the courts in Bangalore, India.

As a token of your acceptance of this offer, please send us a duly signed duplicate copies of the letter and all the accompanying annexures.

We welcome you to the Technoforte family and wish you a rewarding career over the years to come.

Yours Sincerely,



Priti Sharma
Head – HR Department

DECLARATION

I have read, understood and agree to the terms and conditions as set forth in this offer letter.

Signature:

Date:



Total Remuneration Work Sheet		
Name	: Abishek M	
Position	: Jr. Engineer – Software	
Date Of Joining	: 01.06.2023	
Location	: Bangalore	
Your Compensation and Benefits package (All Figures in Rupees)		
	Monthly	Annual
Basic	15000	180000
HRA	4363	52356
Conveyance	3818	45812
Variable Allowance	2384	28608
Medical Allowance	1704	20452
Gross	27269	327228
Company Contribution of PF	1898	22776
Loyalty Allowance		10000
Total Cost to Company		360004

You are also entitled to the following additional benefits:

*Round the clock Personal Accident Insurance coverage of Rs.5,00,000 per annum

*Gratuity, on separation after 05 years of continuous service, payable as per Payment of Gratuity Act

* Group Medical Insurance coverage of Rs.1,00,000 per annum for employee, spouse & 02 children




 REGISTRAR


Dated: 06-01-2023

To,
Mr. Rohit Raj
Presidency University,

Dear Rohit Raj,

Congratulations! We are delighted to make you an offer as **Junior Engineer- Software** at our Bangalore office. Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **01.06.2023**.

Probation and Confirmation

You will be on probation for a period of 6 months from the date of your appointment. Upon completion of this period, based on a confirmation recommendation report, your services will be confirmed as a permanent employee.

Leave

You are entitled to 22 days of Leave in a Financial Year.

Compensation and Benefits

Your Total CTC will be **INR 360004/- per annum**. The break-up of your salary has been provided in the Compensation Details sheet in Annexure – I

Notice Period

Termination of employment by either party shall be 90 days' notice period. You shall be relieved from the organization only on serving the 90 days' notice period. The notice period may not be offset by unused leave. However, the organization holds the right to relieve an employee before completion of the 90 days' notice period due to whatever reasons, in which case the employee has to buy out the un-served notice period days on a pro-rata basis equivalent to the employee's monthly gross salary. The final decision making of relieving lies with Head-HR.

During employment, at any point of time under certain circumstances the company shall have the right to terminate your appointment by giving 90 days' notice or salary in lieu of the same period. In such case, salary would include only monthly Basic plus HRA.

If your actions at any time constitute a serious breach of Technoforte's standards of behavior or there are any specific observations related to your work which are escalated then Technoforte may end this contract and terminate your employment immediately without any compensation.


REGISTRAR


Background Checks

The Company may, at its discretion conduct background checks prior to or after your expected joining date to validate your identity, the address provided by you, your education details and details of your prior work experience if any, and to conduct any criminal checks. You expressly consent to the Company conducting such background checks. In this connection, you are required to furnish the documents listed in Offer Annexure for India.

If you fail to submit the necessary documents as required by the Company within the specified time period or if the Company is not satisfied, with the outcome of the background checks, the Company, in its sole discretion, reserves the right to withdraw this offer without notice and compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

Other Terms and Conditions

You shall be required to sign certain mandatory agreements, including but not limited to the Confidentiality, Intellectual Property Rights, the Code of Business Conduct and Ethics and your employment shall be governed by all the rules and regulations, as amended from time to time, of the Company as applicable to your employment with us.

This agreement shall be governed by the laws of India and you hereby agree to the exclusive jurisdiction of the courts in Bangalore, India.

As a token of your acceptance of this offer, please send us a duly signed duplicate copies of the letter and all the accompanying annexures.

We welcome you to the Technoforte family and wish you a rewarding career over the years to come.

Yours Sincerely,



Priti Sharma
Head – HR Department

DECLARATION

I have read, understood and agree to the terms and conditions as set forth in this offer letter.

Signature:

Date:



Total Remuneration Work Sheet		
Name	: Rohit Raj	
Position	: Jr. Engineer – Software	
Date Of Joining	: 01.06.2023	
Location	: Bangalore	
Your Compensation and Benefits package (All Figures in Rupees)		
	Monthly	Annual
Basic	15000	180000
HRA	4363	52356
Conveyance	3818	45812
Variable Allowance	2384	28608
Medical Allowance	1704	20452
Gross	27269	327228
Company Contribution of PF	1898	22776
Loyalty Allowance		10000
Total Cost to Company		360004

You are also entitled to the following additional benefits:

*Round the clock Personal Accident Insurance coverage of Rs.5,00,000 per annum

*Gratuity, on separation after 05 years of continuous service, payable as per Payment of Gratuity Act

* Group Medical Insurance coverage of Rs.1,00,000 per annum for employee, spouse & 02 children





 REGISTRAR

Dated: 06-01-2023

To,
Mr. Thummalapalli Manoj
Presidency University,

Dear Thummalapalli Manoj,

Congratulations! We are delighted to make you an offer as **Junior Engineer- Software** at our Bangalore office. Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **01.06.2023**.

Probation and Confirmation

You will be on probation for a period of 6 months from the date of your appointment. Upon completion of this period, based on a confirmation recommendation report, your services will be confirmed as a permanent employee.

Leave

You are entitled to 22 days of Leave in a Financial Year.

Compensation and Benefits

Your Total CTC will be **INR 360004/- per annum**. The break-up of your salary has been provided in the Compensation Details sheet in Annexure – I

Notice Period

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This agreement shall be governed by the laws of India and you hereby agree to the exclusive jurisdiction of the courts in Bangalore, India.

As a token of your acceptance of this offer, please send us a duly signed duplicate copies of the letter and all the accompanying annexures.

We welcome you to the Technoforte family and wish you a rewarding career over the years to come.

Yours Sincerely,



Priti Sharma
Head – HR Department

DECLARATION

I have read, understood and agree to the terms and conditions as set forth in this offer letter.

Signature:

Date:



Total Remuneration Work Sheet		
Name	: Thummalapalli Manoj	
Position	: Jr. Engineer – Software	
Date Of Joining	: 01.06.2023	
Location	: Bangalore	
Your Compensation and Benefits package (All Figures in Rupees)		
	Monthly	Annual
Basic	15000	180000
HRA	4363	52356
Conveyance	3818	45812
Variable Allowance	2384	28608
Medical Allowance	1704	20452
Gross	27269	327228
Company Contribution of PF	1898	22776
Loyalty Allowance		10000
Total Cost to Company		360004

You are also entitled to the following additional benefits:

*Round the clock Personal Accident Insurance coverage of Rs.5,00,000 per annum

*Gratuity, on separation after 05 years of continuous service, payable as per Payment of Gratuity Act

* Group Medical Insurance coverage of Rs.1,00,000 per annum for employee, spouse & 02 children




 REGISTRAR
