

TERMINATION BY EMPLOYEE:

If you wish to leave the services of the Company, a clear written notice of 30 days has to be given to the Company. In case of failure to give such written notice within the prescribed time, you are bound to make good the loss suffered by the Company and any other charges/liabilities Company incurs consequent to the failure to give required written notice. However, due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period.

MORAL CONDUCT:

You shall not resort to or in any way abet any form of strike or coercion or physical duress in connection with any matter pertaining to your service or the service of any other employee.

ALTERNATIVE EMPLOYMENT:

You will be a whole time employee of the Company and will not engage yourself directly or indirectly in any other trade, business, profession or any other employment part time or full time anywhere in any capacity, either honorary or otherwise, whilst in the services of the Company. The findings of the management in this respect are final and binding. Breach of this condition shall lead to the termination of your services by the company without any notice or compensation.

COMPANY PROPERTIES IN YOUR POSSESSION:

You are expected to take proper care of company properties entrusted to you by the company.

In the event of your resignation/termination you are obliged to return all the company's property like access/ ID card, documents, machines, data, files and books etc., in your possession in good condition, or reimburse the value of the same. You shall also officially hand over your job responsibilities to your immediate supervisor or any other person nominated by the management for this purpose.

CHANGE OF ADDRESS:

Any change of residential address should be intimated to the department head in writing within 3 days from the date of such change. Your address as indicated shall be the correct address for sending all communications to you unless otherwise intimated in writing by you. Communications addressed to you at the above address shall be deemed to have been duly served.

CODE OF CONDUCT:

During your services with us, you are expected to behave and perform in a manner that preserves the Company's and its Client's values and commitments.

Any or all of the terms and conditions pertaining to your services with the Company may be modified or changed at the Company's discretion. In the event any terms/conditions are changed, the same shall be informed to you in writing.

PLACE OF EMPLOYMENT AND TRANSFER:

You acknowledge and agree that you may be assigned, or liable to be transferred or deputed from one place to another and / or from one department / unit to another or any other subsidiary /Associate Establishment/or their contractors and clients either existing or to be set up in future any where in India or abroad purely at the discretion of the management depending upon the needs and requirement of the company. On such assignment, transfer, or deputation you will be governed by the Rules and Regulations and other working /service conditions as applicable at the place of posting including to consent to add/or agree to certain other agreements.


REGISTRAR




PROBATION:

The Employee shall be on probation for a period of three (3) months from the date of joining. The Company shall be entitled to forthwith terminate the services of the Employee and this Agreement at any time during the probation period. The Company may in its sole discretion extend the Employee's probation period based on the Employee's performance, conduct and/or other factors as the company may deem fit. The Employee's probation period shall not be considered to be completed, unless the Employee's services are confirmed by the Company in writing by a Letter of Confirmation. Employee is not entitled for leaves during the probation period and leaves taken during probation will be considered as Loss of Pay.

DECLARATION:

This is to confirm that the documents and information provided by me to the Company for the purpose of my services are true and accurate to the best of my knowledge and belief. I also agree that the various terms and conditions set forth in this Agreement are fair, just and reasonable and I shall strictly adhere to the terms specified.

<hr/>	April 19, 2022 -----
Signature	Date





Name: Mudassir Ahmed N V

Address: #2/1, Zeenath Manzil, 3Rd Main Road, 2Nd Cross,
Rahamath Nagar, Bangalore, Karnataka - 560032,
India

Dear Mudassir Ahmed N V,

We are pleased to inform you that based on your application and the Subsequent interviews you had, you have been selected for the position of **Trainee Consultant-Talent Collaboration**.

Your joining date will be **Wednesday 20 April 2022**

On the first day of the employment, please report to:

Company Address: JoulestoWatts Business Solutions Pvt Ltd,
6th Floor, Vaswani Presidio, Panathur Main Road,
India

Reporting Time : 9:00 AM

You will be paid a gross annual salary of **Rs. 3,00,000/- (Three Lakhs only)**.

Your salary composition and other details are listed in the Employment Agreement annexed to this letter. Please indicate your acceptance to the Employment Agreement by signing and returning it within seven days from the date of this letter to the following address. Please retain the second copy for your records.

Joules to Watts Business Solutions Pvt. Ltd

3rd floor, Vaswani Presidio
Bangalore - 560103

I look forward to welcoming you in our organization.

Should you need any further clarifications, please feel free to contact us.

HR Signature

Candidate Signature

REGISTRAR

Joules to Watts Business Solutions Private Limited

3rd Floor, Vaswani Presidio, Panathur Main Road,
Off Outer Ring Road, Bangalore, Karnataka- 560103

www.joulestowatts.com

CIN : U74900KA2014PTC076748

EMPLOYMENT AGREEMENT

COMPENSATION STRUCTURE:

Your individual compensation is strictly between yourself and the Company. It has been determined based on various factors such as your job, skills, specific background and professional merit. This information and any changes therein should be treated as personal and confidential.

Your total annual CTC will be **Rs. 3,00,000/-** and its composition will be as follows:

	Head	Annual	Monthly
A	CTC	3,00,000.00	25,000.00
	Basic Salary	1,50,000.00	12,500.00
	House Rent Allowance (HRA)	60,000.00	5,000.00
	Stat Bonus	12,495.00	1,041.25
	Conveyance	9,205.00	767.08
	Medical	15,000.00	1,250.00
	Telephone	12,000.00	1,000.00
	Leave Travel Allowance (LTA)	12,500.00	1,041.67
	Total Gross	2,71,200.00	22,600.00
B	Deductions		
	PF Employer Contribution	21,600.00	1,800.00
	PF Employee Contribution	21,600.00	1,800.00
	Gratuity	7,200.00	600.00
A-B =	Net Take Home (Varies depending on Taxes)	2,47,200.00	20,600.00

1. Income Tax, Professional Tax and other applicable taxes shall be deducted from the salary on a monthly basis as per Government Policy.

The salary will be processed on 7th Working day of every month. However, if the 7th falls on a holiday, salary will be paid on the next working day. The monthly pay slips will be made available electronically.

If the joining date is after 20th of the month first salary will be processed along with the next payroll.

Salary will be disbursed on receipt of your PAN card number.


REGISTRAR




TIME SHEETS:

Shall send a hard copy/soft copy of the time sheets duly approved and signed by your Supervisor one business day in advance for processing salary every month to the following address:

Joules to Watts Business Solutions Pvt. Ltd
SJR I Park, Tower 4 Ground floor, Opposite to Satya Sai Hospital
EPIP Zone, Whitefield, Bangalore-560066

Delay in receiving the approved time sheets will result in a delay in payment of your salary.

STATUTORY BENEFITS:

You will be governed as per the respective acts of ESIC, PF, Bonus & Gratuity, as per the rules in force, from time to time.

BACKGROUND CHECK:

The Company reserves the right to verify the information furnished by you in your application for employment and through other documents. If it is found that you have misrepresented any information in your application for employment or have furnished any false information or have concealed / suppressed any relevant material facts, your services are liable to be terminated any time, without any notice or compensation in lieu thereof.

MEDICAL CHECK:

As per the Company policy, employees are required to undergo medical check on request at authorized medical centers and submit a duly certified copy of the medical certificate.

NO-SHOW:

Failure to report at the specified office on the **Wednesday 20 April 2022** shall be deemed as "No-Show". In such an event, the offer stands cancelled, and you shall be liable to pay one month's salary as penalty to the company for the loss suffered by the company.

JOB ROLES & RESPONSIBILITIES:

You shall be responsible for the performance of the functions expected of **Trainee Consultant-Talent Collaboration** and any additional functions and duties that may be assigned to you in connection with the business and operations of the Company.

You shall use the best of your efforts to promote, develop and extend the business of the Company and comply with the directions and regulations of the Company at all times, and in all respects.

REVIEW PERIOD:

Your performance will be reviewed to consider salary revision after 12 months from the date of joining.


REGISTRAR 

Joules to Watts Business Solutions Private Limited
3rd Floor, Vaswani Presidio, Panathur Main Road,
Off Outer Ring Road, Bangalore, Karnataka- 560103
www.joulestowatts.com
CIN : U74900KA2014PTC076748



ASSIGNMENT:

You shall acknowledge that the services to be rendered by you are unique and personal. During your service with the Company, you shall not assign any of the rights or delegate any of the duties or obligations under this Agreement without the prior written consent of the Company.

LEAVE:

You would be entitled to get maximum of 24 days of leaves per year. (pro rata bases)

HOLIDAYS:

As each region may have a different set of holidays, your holiday schedule will be governed by your office location.

DOCUMENTATION:

Upon being so required by the Company, you shall make, sign and execute all deeds, documents, and declarations as may be deemed necessary by the Company and/or its clients (including privacy and confidentiality agreements).

INDEMNITY:

You shall keep the Company indemnified for any damages, which the Company or its client may suffer due to any act/acts by you including breach of any terms of this agreement.

UN-AUTHORIZED ABSENCE:

Any absence for 3 consecutive business days without prior permission will be treated as un-authorized absence from the work. In such a case, the Company is entitled to terminate your services and/or seek compensation for any loss suffered by the Company or its Client due to such an absence.

CONFIDENTIALITY & NON DISCLOSURE:

You hereby acknowledge that by the reason of your services with the Company you will have access to records, documents, drawings, forms, reports, studies, memoranda, correspondence, manuals, plans, magnetic media and other information sources ("Confidential Material") and such Confidential Material constitutes the property of the Company and/or its clients, enables the Company and/or its clients to compete successfully in business and was acquired or created by the Company and/or its clients at substantial expense. In consideration of your services and the above disclosures, you agree that:

You will disclose to the Company all information, inventions, discoveries, products, systems, programs, documentation including improvements or modifications ("Proprietary Material"), relating to the Company and its clients which you acquired or developed during the term of your services with the Company and that such Proprietary Material is the sole property of the Company or its clients, regardless of whether or not its acquisition or development occurred during work hours, at the Company facilities, or with the Company property or personnel. You will not disclose any such Proprietary Material to any unauthorized person during or after the completion of services with the Company.

You will not remove from the Company premises and/or the premises of its clients any Confidential Material, except in the performance of your duties. Upon termination of your services or when called upon by the Company, you will surrender all such Confidential Material together with any other the Company property that have been provided to him/her by the Company and/or its clients.

You agree to comply with a supplementary agreement, when issued, between the Company and a client regarding privacy and confidentiality. Such agreement will be incorporated into this Agreement by reference, including improvements or modification. "Proprietary Material" relating to the Company and its clients which you acquired or developed during the term of your services with the Company and its client is the sole property of the Company or its clients, regardless of whether or not its acquisition or development occurred during work hours.



NON COMPETE & NON SOLICITATION:

You agree that during your services with the Company and continuing for a period of twelve (12) months after termination of your services with the Company, you:

- a) Will not individually or on behalf of or in conjunction with any other person or entity (except on behalf of the Company), directly or indirectly, solicit, sell to, or perform similar services as provided by or available from the Company, for any clients of the Company.
- b) Will not seek and obtain employment, training, or contract for employment or seek to serve as you or otherwise to clients of the Company, customers, accounts or prospects, without the written permission of the Company.
- c) Will not directly or indirectly solicit or hire or cause others to solicit or hire any other employee of the Company.
- d) Unless pre-approved by the Company in writing, you will not, during the period of this assignment, prepare, compile, submit or publish any articles or contribute to any other publication or television serials / films / video presentations or assist anyone directly or indirectly in this regard.

WAIVER:

A waiver by the Company of a breach of any provision of this Agreement by you shall not operate or be construed as a waiver or estoppel of any subsequent breach by you. No waiver shall be valid unless in writing and signed by an authorized officer of the Company.

JURISDICTION:

In case of any dispute arising out of the Agreement, it shall be subject to jurisdiction of appropriate Court of Bangalore, Karnataka, India.

LEAVING THE COMPANY WITHOUT SERVING NOTICE PERIOD:

If you wish to leave the services of the Company, a clear written notice of 30 days has to be given to the Company. In case of failure to give such written notice within the prescribed time, you are bound to make good the loss suffered by the Company and any other charges/liabilities Company incurs consequent to the failure to give required written notice.

However, due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period.

TERMINATION BY THE COMPANY:

The company may terminate your services with or without cause under the following conditions:

With Cause: The Company may, immediately and without notice, terminate your services with "Cause". The term "Cause" shall, as used in this Document, mean (1) the commission of a crime involving moral turpitude, theft, fraud or deceit; (2) conduct that has an adverse effect on the Company's reputation; (3) substantial or continued unwillingness or inability to perform duties assigned to the EMPLOYEE; (4) gross negligence or deliberate misconduct; (5) any material breach of terms and conditions specified in this letter; (6) Un-authorized absence from work for a period of three or more consecutive days without due consent or notifying your superior officer. (7) Providing any false information to the company.

Without Cause: (a) In the event that the employment is terminated without Cause, the EMPLOYEE will be provided with a 30 days written notice prior to such termination or paid severance pay in lieu thereof equivalent to the consolidated compensation package for a period of 30 days, calculated on the basis of the last basic salary.
(b) During probation period if the employment is terminated without Cause, the EMPLOYEE will be provided with 7 days prior written notice.

Joules to Watts
REGISTRAR


TERMINATION BY EMPLOYEE:

If you wish to leave the services of the Company, a clear written notice of 30 days has to be given to the Company. In case of failure to give such written notice within the prescribed time, you are bound to make good the loss suffered by the Company and any other charges/liabilities Company incurs consequent to the failure to give required written notice. However, due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period.

MORAL CONDUCT:

You shall not resort to or in any way abet any form of strike or coercion or physical duress in connection with any matter pertaining to your service or the service of any other employee.

ALTERNATIVE EMPLOYMENT:

You will be a whole time employee of the Company and will not engage yourself directly or indirectly in any other trade, business, profession or any other employment part time or full time anywhere in any capacity, either honorary or otherwise, whilst in the services of the Company. The findings of the management in this respect are final and binding. Breach of this condition shall lead to the termination of your services by the company without any notice or compensation.

COMPANY PROPERTIES IN YOUR POSSESSION:

You are expected to take proper care of company properties entrusted to you by the company.

In the event of your resignation/termination you are obliged to return all the company's property like access/ ID card, documents, machines, data, files and books etc., in your possession in good condition, or reimburse the value of the same. You shall also officially hand over your job responsibilities to your immediate supervisor or any other person nominated by the management for this purpose.

CHANGE OF ADDRESS:

Any change of residential address should be intimated to the department head in writing within 3 days from the date of such change. Your address as indicated shall be the correct address for sending all communications to you unless otherwise intimated in writing by you. Communications addressed to you at the above address shall be deemed to have been duly served.

CODE OF CONDUCT:

During your services with us, you are expected to behave and perform in a manner that preserves the Company's and its Client's values and commitments.

Any or all of the terms and conditions pertaining to your services with the Company may be modified or changed at the Company's discretion. In the event any terms/conditions are changed, the same shall be informed to you in writing.

PLACE OF EMPLOYMENT AND TRANSFER:

You acknowledge and agree that you may be assigned, or liable to be transferred or deputed from one place to another and / or from one department / unit to another or any other subsidiary /Associate Establishment/or their contractors and clients either existing or to be set up in future any where in India or abroad purely at the discretion of the management depending upon the needs and requirement of the company. On such assignment, transfer, or deputation you will be governed by the Rules and Regulations and other working /service conditions as applicable at the place of posting including to consent to add/or agree to certain other agreements.


REGISTRAR




PROBATION:

The Employee shall be on probation for a period of three (3) months from the date of joining. The Company shall be entitled to forthwith terminate the services of the Employee and this Agreement at any time during the probation period. The Company may in its sole discretion extend the Employee's probation period based on the Employee's performance, conduct and/or other factors as the company may deem fit. The Employee's probation period shall not be considered to be completed, unless the Employee's services are confirmed by the Company in writing by a Letter of Confirmation. Employee is not entitled for leaves during the probation period and leaves taken during probation will be considered as Loss of Pay.

DECLARATION:

This is to confirm that the documents and information provided by me to the Company for the purpose of my services are true and accurate to the best of my knowledge and belief. I also agree that the various terms and conditions set forth in this Agreement are fair, just and reasonable and I shall strictly adhere to the terms specified.

<hr/>	April 19, 2022 -----
Signature	Date



Joules to Watts Business Solutions Private Limited
3rd Floor, Vaswani Presidio, Panathur Main Road,
Off Outer Ring Road, Bangalore, Karnataka- 560103
www.joulestowatts.com
CIN : U74900KA2014PTC076748

Thrillophilia Offer Letter & Employment Agreement

Congratulations Abdul Azeez

Welcome to Thrillophilia!!!

We are excited to onboard you as a key resource in our journey to make traveling experiences seamless. We don't just offer a job, we offer a career. We have a collaboration-driven work culture and we are sure that you will have fun working with all our teams. Not many companies could promise you a job filled with adventure. We do!

You have been selected based on your potential and we look forward to growing together. We would like to mentor a talent like yourself and achieve higher milestones with you.

Thrillophilia is pleased to extend the offer for the position of **Operations Executive beginning March 10, 2022 to Abdul Azeez**. The purpose of this letter is to set forth our understanding of the terms of your employment with Thrillophilia including your job description and compensation. It is also important that you are inspired to remain with Thrillophilia over time and focus your energies on successfully and efficiently contributing to our company goals. Your responsibilities will be those outlined in the enclosed job description.

Looking forward to achieving new heights of success with you, and we are confident that your employment with Thrillophilia will prove mutually beneficial.

The Effective Date of this Agreement: **March 05, 2022**

This Agreement is by and between Thrillophilia Travel Solutions Pvt. Ltd.

Rituja Khunteta | Senior HR Executive

Rituja Khunteta

and

Abdul Azeez

Signature -

Sanne
REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

Compensation

CTC: INR 3,00,000

Fixed component per annum: INR 2,40,000

Variable component per annum: INR 60,000

*Tax Deductions, as applicable

Expenses on phone, travel, or anything else for company purposes will be reimbursed.

Confidentiality & Authorization to Work

As a condition of full-time employment, you will be requested to sign this document, which is also a Confidentiality Agreement. Anytime you breach or pass any kind of confidential information to friends, family or any other company could lead to immediate termination.

You should also note that you will be required

- Submit proof of citizenship
- 10-12 mark sheets
- 2 photographs
- Last degree mark sheets
- Permanent residency in India or authorization to work in India within three business days of your date of hire.

Terms and Conditions

1. At-Will Employment

If you choose to accept this offer, please understand your employment is “at-will,” voluntarily entered into, and is for at least one year period. Failing to serve for less than one year Thrillophilia has full rights to forfeit your bonus, performance incentives, variable component, and salary deductions over the last months of your service. You are free to resign at any time, for any reason, or for no reason. But you need to serve a notice period of two months, even if left during the probation period. Also, Thrillophilia is free to conclude its at-will employment relationship with you at any time, with or without cause.

2. Non-Competition During Employment

The Thrillophilia prohibits the Employee from participating in or planning to participate in a competitive business while employed by the Thrillophilia. During the employment term, the Employee shall not, in

Jane
UNIVERSITY REGISTRAR
BANGALORE

any fashion, participate or engage in any activity or other business competitive with the Thrillophilia's business. In addition, the Employee, while employed, shall not take any action without the Thrillophilia's prior written consent to establish, form, or become employed by a competing business on termination of employment by the Thrillophilia. The Employee's failure to comply with the provisions of the preceding sentence shall give the Thrillophilia the right to terminate any benefits or compensation that the Employee may be otherwise entitled to following termination of this Agreement.

3. Term of Employment

You shall be employed for the first three months on a probation basis, and based on his/her performance further action will be taken. After serving for three months, this Agreement is extended by mutual written consent of the parties. During the Probation period, due to non-performance, the company can terminate your employment by giving a two-week notice period.

4. Place of Employment

During the employment term, the base location of an Employee to perform the services would be **Jaipur**. The Employee acknowledges that the Thrillophilia may from time to time require the Employee to travel temporarily to other locations on the Thrillophilia's business.

5. Salary

The basic salary payable to the Employee shall be increased annually by employee performance and company performance. Once the employee puts in his resignation letter, then during the notice period, salary will not be paid and will be cleared during settlement. During the probation period, salaries will be paid on the 15th of the next month. Once an employee gets confirmed after successful completion of his notice period, salary for a month is paid by the 5th of the next month.

6. Incentives

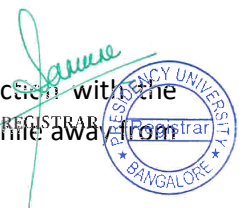
Employees will receive their Incentives on the basis of performance.

7. Leaves

You are entitled to 22 leaves (14 Paid Leaves + 8 Sick Leaves) in a year. In addition to these leaves, there will also be yearly holidays for all employees. However, during the Internship period, the employee cannot take any leave. Exceptional leaves can be granted based on manager discretion.

8. Expenses

Thrillophilia shall reimburse the Employee for reasonable expenses incurred in connection with the Employee's performance of his / her duties including travel expenses, food, and lodging while away from his base work location, pursuant to the Thrillophilia's reimbursement policies.



9. Employee's Right of Ownership

All inventions conceived or developed by the Employee during the term of this Agreement shall remain the property of Thrillophilia, provided, however, that as to all such inventions with the respect that the equipment, supplies, facilities, or trade secret information of the Thrillophilia was used, or that relate to the business of the Thrillophilia or to the Thrillophilia's actual or demonstrably anticipated research and development, or that result from any work performed by the Employee for the Thrillophilia shall remain the property of the Thrillophilia.

10. Employee Termination/Resignation

The employee will have to serve the company Thrillophilia for a period of one year to the minimum. If the employee wishes to terminate/resign before the completion of one year of his or her service with Thrillophilia, the employee will have to pay out an amount equal to his or her one-month compensation at Thrillophilia. In case a disassociation happens between the employee and the company within 30 days of the joining date, the company will not be liable to pay compensation for the days served.

The Employee will have to give Thrillophilia a two-month prior written notice of resignation whenever he chooses to resign. The Employee may retire after age 60 and upon proper notice.

11.1 Termination on Retirement. This Agreement shall be terminated by the Employee's voluntary retirement, that retirement shall be effective on the last day of any fiscal year, provided that the effective date of retirement occurs after the Employee's 60th birthday, and that the Employee gives the Thrillophilia six months' prior written notice.

11.2 The employment Agreement will automatically terminate if the Employee becomes permanently disabled.

11.3 Termination upon Death. If the employee dies during the period of employment this Agreement shall then be terminated. The employment Agreement may terminate upon proper notice after a merger or sale of assets by the Thrillophilia.

11.4 Termination or Assignment on Merger. In the event of a merger where the Thrillophilia is not the surviving entity, or of a sale of all or substantially all of the Thrillophilia's assets, the Thrillophilia may, at

its sole option (1) assign this Agreement and all rights and obligations under it to any business entity that succeeds to all or substantially all of the Thrillophilia's business through that merger or sale of assets, or

(2) on at least 30 days prior written notice to the Employee, terminate this Agreement effective on the date of the merger or sale of assets.


REGISTRAR


12. Non-Disclosure after Termination

After termination of employment, the Employee will still be prohibited for a period of five years from disclosing Thrillophilia's trade secrets and any confidential information. Because of his / her employment by the Thrillophilia, the Employee will have access to trade secrets and confidential information about the Thrillophilia, its products, its customers, and its methods of doing business. In consideration of his / her access to this information, the Employee agrees that for a period of five years after termination of his / her employment, he/she will not disclose such trade secrets or confidential information.

13. Entire Agreement

This Agreement contains the entire Agreement between the parties and supersedes all prior oral and written agreements, understandings, commitments, and practices between the parties. No amendments to this Agreement may be made except by a writing signed by both parties. By signing this agreement you ensure that you have read all the policies and agree to them.

14. Notices

Any notice to the Thrillophilia required or permitted under this Agreement shall be given in writing to the Thrillophilia, either by personal service or by registered or certified mail, postage prepaid, addressed to Abhishek Daga (Founder of Thrillophilia) at its then principal place of business. Any such notice to the Employee shall be given in a like manner and, if mailed, shall be addressed to the Employee at his / her home address then shown in the Thrillophilia's files. For the purpose of determining compliance with any time limit in this Agreement, a notice shall be deemed to have been duly given

(1) on the date of service, if served personally on the party to whom notice is to be given, or

(2) on the second business day after mailing, if mailed to the party to whom the notice is to be given in the manner provided in this section.

15. General Provisions

15.1 Governing Law & Jurisdiction. This agreement and the parties' actions under this Agreement shall be governed by and construed under the laws of the state of Rajasthan under Rajasthan state government Judiciary without reference to conflict of law principles. In the event of a lawsuit or any legal proceeding involving this Agreement, the Employee will have to pay the Thrillophilia costs and expenses, including reasonable attorney fees.

15.2 Costs of Litigation. In the event any action is brought to enforce this Agreement, the Employee shall be entitled to recover its costs of enforcement including, without limitation, attorneys' fees and court costs.


REGISTRAR


16. Force Majeure.

In the event that Employee is unable to perform any of its obligations under this Agreement because of any Act of God, strike, fire, flood, governmental acts, orders or restrictions, Internet system unavailability, system malfunctions, or any other reason where failure to perform is beyond the reasonable control and not caused by the negligence of the Employee (a "Force Majeure Event") if Thrillophilia has been so affected shall give notice immediately to Employee and Employee shall use its reasonable best efforts to resume performance. However, if the period of non-performance exceeds 30 days from receipt of notice of the Force Majeure Event, the Employee may be terminated and his assets like pending salary, sales incentive, bonus, etc can be forfeit, by giving written notice.

17. Confidentiality

Even after the termination of the Agreement, the Employee may still have certain responsibilities such as keeping information confidential for five years and he cannot share any business secrets of Thrillophilia. Any information related to compensation need not be disclosed or discussed with any colleague.

18. Survival of Certain Provisions.

The warranties and indemnification and confidentiality obligations set forth in the Agreement shall survive the termination of the Agreement by either party for any reason.

Understood, Agreed & Approved

We have carefully reviewed this contract and agree to and accept all of its terms and conditions. We are executing this Agreement as of the Effective Date above.

Agreed to and Accepted by :

Abdul Azeez

Date: 05/03/2022

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



Name: Raghavendra K

Address: Sanjeevni Layout Near Play Wood Factory
Lakshmipura 562162, Bangalore Rural,
Karnataka - 562162, India

Dear Raghavendra K,

We are pleased to inform you that based on your application and the Subsequent interviews you had, you have been selected for the position of **Trainee Consultant-Talent Collaboration**.

Your joining date will be **Wednesday 20 April 2022**

On the first day of the employment, please report to:

Company Address: JoulestoWatts Business Solutions Pvt Ltd,
6th Floor, Vaswani Presidio, Panathur Main Road,
India

Reporting Time : 9:00 AM

You will be paid a gross annual salary of **Rs. 3,00,000/- (Three Lakhs only)**.

Your salary composition and other details are listed in the Employment Agreement annexed to this letter. Please indicate your acceptance to the Employment Agreement by signing and returning it within seven days from the date of this letter to the following address. Please retain the second copy for your records.

Joules to Watts Business Solutions Pvt. Ltd

3rd floor, Vaswani Presidio
Bangalore - 560103

I look forward to welcoming you in our organization.

Should you need any further clarifications, please feel free to contact us.

HR Signature

Candidate Signature

Joules to Watts Business Solutions Private Limited

3rd Floor, Vaswani Presidio, Panathur Main Road,
Off Outer Ring Road, Bangalore, Karnataka- 560103

www.joulestowatts.com

CIN : U74900KA2014PTC076748

EMPLOYMENT AGREEMENT

COMPENSATION STRUCTURE:

Your individual compensation is strictly between yourself and the Company. It has been determined based on various factors such as your job, skills, specific background and professional merit. This information and any changes therein should be treated as personal and confidential.

Your total annual CTC will be **Rs. 3,00,000/-** and its composition will be as follows:

	Head	Annual	Monthly
A	CTC	3,00,000.00	25,000.00
	Basic Salary	1,50,000.00	12,500.00
	House Rent Allowance (HRA)	60,000.00	5,000.00
	Stat Bonus	12,495.00	1,041.25
	Conveyance	9,205.00	767.08
	Medical	15,000.00	1,250.00
	Telephone	12,000.00	1,000.00
	Leave Travel Allowance (LTA)	12,500.00	1,041.67
	Total Gross	2,71,200.00	22,600.00
B	Deductions		
	PF Employer Contribution	21,600.00	1,800.00
	PF Employee Contribution	21,600.00	1,800.00
	Gratuity	7,200.00	600.00
A-B =	Net Take Home (Varies depending on Taxes)	2,47,200.00	20,600.00

1. Income Tax, Professional Tax and other applicable taxes shall be deducted from the salary on a monthly basis as per Government Policy.

The salary will be processed on 7th Working day of every month. However, if the 7th falls on a holiday, salary will be paid on the next working day. The monthly pay slips will be made available electronically.

If the joining date is after 20th of the month first salary will be processed along with the next payroll.

Salary will be disbursed on receipt of your PAN card number.


REGISTRAR




TIME SHEETS:

Shall send a hard copy/soft copy of the time sheets duly approved and signed by your Supervisor one business day in advance for processing salary every month to the following address:

Joules to Watts Business Solutions Pvt. Ltd
SJR I Park, Tower 4 Ground floor, Opposite to Satya Sai Hospital
EPIP Zone, Whitefield, Bangalore-560066

Delay in receiving the approved time sheets will result in a delay in payment of your salary.

STATUTORY BENEFITS:

You will be governed as per the respective acts of ESIC, PF, Bonus & Gratuity, as per the rules in force, from time to time.

BACKGROUND CHECK:

The Company reserves the right to verify the information furnished by you in your application for employment and through other documents. If it is found that you have misrepresented any information in your application for employment or have furnished any false information or have concealed / suppressed any relevant material facts, your services are liable to be terminated any time, without any notice or compensation in lieu thereof.

MEDICAL CHECK:

As per the Company policy, employees are required to undergo medical check on request at authorized medical centers and submit a duly certified copy of the medical certificate.

NO-SHOW:

Failure to report at the specified office on the **Wednesday 20 April 2022** shall be deemed as "No-Show". In such an event, the offer stands cancelled, and you shall be liable to pay one month's salary as penalty to the company for the loss suffered by the company.

JOB ROLES & RESPONSIBILITIES:

You shall be responsible for the performance of the functions expected of **Trainee Consultant-Talent Collaboration** and any additional functions and duties that may be assigned to you in connection with the business and operations of the Company.

You shall use the best of your efforts to promote, develop and extend the business of the Company and comply with the directions and regulations of the Company at all times, and in all respects.

REVIEW PERIOD:

Your performance will be reviewed to consider salary revision after 12 months from the date of joining.


REGISTRAR 

Joules to Watts Business Solutions Private Limited
3rd Floor, Vaswani Presidio, Panathur Main Road,
Off Outer Ring Road, Bangalore, Karnataka- 560103
www.joulestowatts.com
CIN : U74900KA2014PTC076748



ASSIGNMENT:

You shall acknowledge that the services to be rendered by you are unique and personal. During your service with the Company, you shall not assign any of the rights or delegate any of the duties or obligations under this Agreement without the prior written consent of the Company.

LEAVE:

You would be entitled to get maximum of 24 days of leaves per year. (pro rata bases)

HOLIDAYS:

As each region may have a different set of holidays, your holiday schedule will be governed by your office location.

DOCUMENTATION:

Upon being so required by the Company, you shall make, sign and execute all deeds, documents, and declarations as may be deemed necessary by the Company and/or its clients (including privacy and confidentiality agreements).

INDEMNITY:

You shall keep the Company indemnified for any damages, which the Company or its client may suffer due to any act/acts by you including breach of any terms of this agreement.

UN-AUTHORIZED ABSENCE:

Any absence for 3 consecutive business days without prior permission will be treated as un-authorized absence from the work. In such a case, the Company is entitled to terminate your services and/or seek compensation for any loss suffered by the Company or its Client due to such an absence.

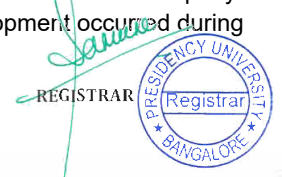
CONFIDENTIALITY & NON DISCLOSURE:

You hereby acknowledge that by the reason of your services with the Company you will have access to records, documents, drawings, forms, reports, studies, memoranda, correspondence, manuals, plans, magnetic media and other information sources ("Confidential Material") and such Confidential Material constitutes the property of the Company and/or its clients, enables the Company and/or its clients to compete successfully in business and was acquired or created by the Company and/or its clients at substantial expense. In consideration of your services and the above disclosures, you agree that:

You will disclose to the Company all information, inventions, discoveries, products, systems, programs, documentation including improvements or modifications ("Proprietary Material"), relating to the Company and its clients which you acquired or developed during the term of your services with the Company and that such Proprietary Material is the sole property of the Company or its clients, regardless of whether or not its acquisition or development occurred during work hours, at the Company facilities, or with the Company property or personnel. You will not disclose any such Proprietary Material to any unauthorized person during or after the completion of services with the Company.

You will not remove from the Company premises and/or the premises of its clients any Confidential Material, except in the performance of your duties. Upon termination of your services or when called upon by the Company, you will surrender all such Confidential Material together with any other the Company property that have been provided to him/her by the Company and/or its clients.

You agree to comply with a supplementary agreement, when issued, between the Company and a client regarding privacy and confidentiality. Such agreement will be incorporated into this Agreement by reference, including improvements or modification. "Proprietary Material" relating to the Company and its clients which you acquired or developed during the term of your services with the Company and its client is the sole property of the Company or its clients, regardless of whether or not its acquisition or development occurred during work hours.



NON COMPETE & NON SOLICITATION:

You agree that during your services with the Company and continuing for a period of twelve (12) months after termination of your services with the Company, you:

- a) Will not individually or on behalf of or in conjunction with any other person or entity (except on behalf of the Company), directly or indirectly, solicit, sell to, or perform similar services as provided by or available from the Company, for any clients of the Company.
- b) Will not seek and obtain employment, training, or contract for employment or seek to serve as you or otherwise to clients of the Company, customers, accounts or prospects, without the written permission of the Company.
- c) Will not directly or indirectly solicit or hire or cause others to solicit or hire any other employee of the Company.
- d) Unless pre-approved by the Company in writing, you will not, during the period of this assignment, prepare, compile, submit or publish any articles or contribute to any other publication or television serials / films / video presentations or assist anyone directly or indirectly in this regard.

WAIVER:

A waiver by the Company of a breach of any provision of this Agreement by you shall not operate or be construed as a waiver or estoppel of any subsequent breach by you. No waiver shall be valid unless in writing and signed by an authorized officer of the Company.

JURISDICTION:

In case of any dispute arising out of the Agreement, it shall be subject to jurisdiction of appropriate Court of Bangalore, Karnataka, India.

LEAVING THE COMPANY WITHOUT SERVING NOTICE PERIOD:

If you wish to leave the services of the Company, a clear written notice of 30 days has to be given to the Company. In case of failure to give such written notice within the prescribed time, you are bound to make good the loss suffered by the Company and any other charges/liabilities Company incurs consequent to the failure to give required written notice.

However, due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period.

TERMINATION BY THE COMPANY:

The company may terminate your services with or without cause under the following conditions:

With Cause: The Company may, immediately and without notice, terminate your services with "Cause". The term "Cause" shall, as used in this Document, mean (1) the commission of a crime involving moral turpitude, theft, fraud or deceit; (2) conduct that has an adverse effect on the Company's reputation; (3) substantial or continued unwillingness or inability to perform duties assigned to the EMPLOYEE; (4) gross negligence or deliberate misconduct; (5) any material breach of terms and conditions specified in this letter; (6) Un-authorized absence from work for a period of three or more consecutive days without due consent or notifying your superior officer. (7) Providing any false information to the company.

Without Cause: (a) In the event that the employment is terminated without Cause, the EMPLOYEE will be provided with a 30 days written notice prior to such termination or paid severance pay in lieu thereof equivalent to the consolidated compensation package for a period of 30 days, calculated on the basis of the last basic salary.

(b) During probation period if the employment is terminated without Cause, the EMPLOYEE will be provided with 7 days prior written notice.

Joules to Watts
REGISTRAR


Joules to Watts Business Solutions Private Limited

3rd Floor, Vaswani Presidio, Panathur Main Road,
Off Outer Ring Road, Bangalore, Karnataka- 560103

www.joulestowatts.com

CIN : U74900KA2014PTC076748

TERMINATION BY EMPLOYEE:

If you wish to leave the services of the Company, a clear written notice of 30 days has to be given to the Company. In case of failure to give such written notice within the prescribed time, you are bound to make good the loss suffered by the Company and any other charges/liabilities Company incurs consequent to the failure to give required written notice. However, due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period.

MORAL CONDUCT:

You shall not resort to or in any way abet any form of strike or coercion or physical duress in connection with any matter pertaining to your service or the service of any other employee.

ALTERNATIVE EMPLOYMENT:

You will be a whole time employee of the Company and will not engage yourself directly or indirectly in any other trade, business, profession or any other employment part time or full time anywhere in any capacity, either honorary or otherwise, whilst in the services of the Company. The findings of the management in this respect are final and binding. Breach of this condition shall lead to the termination of your services by the company without any notice or compensation.

COMPANY PROPERTIES IN YOUR POSSESSION:

You are expected to take proper care of company properties entrusted to you by the company.

In the event of your resignation/termination you are obliged to return all the company's property like access/ ID card, documents, machines, data, files and books etc., in your possession in good condition, or reimburse the value of the same. You shall also officially hand over your job responsibilities to your immediate supervisor or any other person nominated by the management for this purpose.

CHANGE OF ADDRESS:

Any change of residential address should be intimated to the department head in writing within 3 days from the date of such change. Your address as indicated shall be the correct address for sending all communications to you unless otherwise intimated in writing by you. Communications addressed to you at the above address shall be deemed to have been duly served.

CODE OF CONDUCT:

During your services with us, you are expected to behave and perform in a manner that preserves the Company's and its Client's values and commitments.

Any or all of the terms and conditions pertaining to your services with the Company may be modified or changed at the Company's discretion. In the event any terms/conditions are changed, the same shall be informed to you in writing.

PLACE OF EMPLOYMENT AND TRANSFER:

You acknowledge and agree that you may be assigned, or liable to be transferred or deputed from one place to another and / or from one department / unit to another or any other subsidiary /Associate Establishment/or their contractors and clients either existing or to be set up in future any where in India or abroad purely at the discretion of the management depending upon the needs and requirement of the company. On such assignment, transfer, or deputation you will be governed by the Rules and Regulations and other working /service conditions as applicable at the place of posting including to consent to add/or agree to certain other agreements.


REGISTRAR




PROBATION:

The Employee shall be on probation for a period of three (3) months from the date of joining. The Company shall be entitled to forthwith terminate the services of the Employee and this Agreement at any time during the probation period. The Company may in its sole discretion extend the Employee's probation period based on the Employee's performance, conduct and/or other factors as the company may deem fit. The Employee's probation period shall not be considered to be completed, unless the Employee's services are confirmed by the Company in writing by a Letter of Confirmation. Employee is not entitled for leaves during the probation period and leaves taken during probation will be considered as Loss of Pay.

DECLARATION:

This is to confirm that the documents and information provided by me to the Company for the purpose of my services are true and accurate to the best of my knowledge and belief. I also agree that the various terms and conditions set forth in this Agreement are fair, just and reasonable and I shall strictly adhere to the terms specified.

<hr/>	April 19, 2022 -----
Signature	Date





Name: Manish Gowda S

Address: No 29, 20Th Cross, Bhel Mini Colony, Pipeline Road, T Dasarahalli, Bengaluru, Bengaluru, Karnataka - 560057, India

Dear Manish Gowda S,

We are pleased to inform you that based on your application and the Subsequent interviews you had, you have been selected for the position of **Trainee Consultant-Talent Collaboration**.

Your joining date will be **Wednesday 20 April 2022**

On the first day of the employment, please report to:

Company Address: JoulestoWatts Business Solutions Pvt Ltd,
6th Floor, Vaswani Presidio, Panathur Main Road,
India

Reporting Time : 9:00 AM

You will be paid a gross annual salary of **Rs. 3,00,000/- (Three Lakhs only)**.

Your salary composition and other details are listed in the Employment Agreement annexed to this letter. Please indicate your acceptance to the Employment Agreement by signing and returning it within seven days from the date of this letter to the following address. Please retain the second copy for your records.

JoulestoWatts Business Solutions Pvt. Ltd

3rd floor, Vaswani Presidio
Bangalore - 560103

I look forward to welcoming you in our organization.

Should you need any further clarifications, please feel free to contact us.

HR Signature

Candidate Signature

JoulestoWatts Business Solutions Private Limited

3rd Floor, Vaswani Presidio, Panathur Main Road,
Off Outer Ring Road, Bangalore, Karnataka- 560103

www.joulestowatts.com

CIN : U74900KA2014PTC076748

EMPLOYMENT AGREEMENT

COMPENSATION STRUCTURE:

Your individual compensation is strictly between yourself and the Company. It has been determined based on various factors such as your job, skills, specific background and professional merit. This information and any changes therein should be treated as personal and confidential.

Your total annual CTC will be **Rs. 3,00,000/-** and its composition will be as follows:



	Head	Annual	Monthly
A	CTC	3,00,000.00	25,000.00
	Basic Salary	1,50,000.00	12,500.00
	House Rent Allowance (HRA)	60,000.00	5,000.00
	Stat Bonus	12,495.00	1,041.25
	Conveyance	9,205.00	767.08
	Medical	15,000.00	1,250.00
	Telephone	12,000.00	1,000.00
	Leave Travel Allowance (LTA)	12,500.00	1,041.67
	Total Gross	2,71,200.00	22,600.00
B	Deductions		
	PF Employer Contribution	21,600.00	1,800.00
	PF Employee Contribution	21,600.00	1,800.00
	Gratuity	7,200.00	600.00
A-B =	Net Take Home (Varies depending on Taxes)	2,47,200.00	20,600.00

1. Income Tax, Professional Tax and other applicable taxes shall be deducted from the salary on a monthly basis as per Government Policy.

The salary will be processed on 7th Working day of every month. However, if the 7th falls on a holiday, salary will be paid on the next working day. The monthly pay slips will be made available electronically.

If the joining date is after 20th of the month first salary will be processed along with the next payroll.

Salary will be disbursed on receipt of your PAN card number.


REGISTRAR




TIME SHEETS:

Shall send a hard copy/soft copy of the time sheets duly approved and signed by your Supervisor one business day in advance for processing salary every month to the following address:

Joules to Watts Business Solutions Pvt. Ltd
SJR I Park, Tower 4 Ground floor, Opposite to Satya Sai Hospital
EPIP Zone, Whitefield, Bangalore-560066

Delay in receiving the approved time sheets will result in a delay in payment of your salary.

STATUTORY BENEFITS:

You will be governed as per the respective acts of ESIC, PF, Bonus & Gratuity, as per the rules in force, from time to time.

BACKGROUND CHECK:

The Company reserves the right to verify the information furnished by you in your application for employment and through other documents. If it is found that you have misrepresented any information in your application for employment or have furnished any false information or have concealed / suppressed any relevant material facts, your services are liable to be terminated any time, without any notice or compensation in lieu thereof.

MEDICAL CHECK:

As per the Company policy, employees are required to undergo medical check on request at authorized medical centers and submit a duly certified copy of the medical certificate.

NO-SHOW:

Failure to report at the specified office on the **Wednesday 20 April 2022** shall be deemed as "No-Show". In such an event, the offer stands cancelled, and you shall be liable to pay one month's salary as penalty to the company for the loss suffered by the company.


JOB ROLES & RESPONSIBILITIES:

You shall be responsible for the performance of the functions expected of **Trainee Consultant-Talent Collaboration** and any additional functions and duties that may be assigned to you in connection with the business and operations of the Company.

You shall use the best of your efforts to promote, develop and extend the business of the Company and comply with the directions and regulations of the Company at all times, and in all respects.

REVIEW PERIOD:

Your performance will be reviewed to consider salary revision after 12 months from the date of joining.


REGISTRAR


Joules to Watts Business Solutions Private Limited
3rd Floor, Vaswani Presidio, Panathur Main Road,
Off Outer Ring Road, Bangalore, Karnataka- 560103
www.joulestowatts.com
CIN : U74900KA2014PTC076748



ASSIGNMENT:

You shall acknowledge that the services to be rendered by you are unique and personal. During your service with the Company, you shall not assign any of the rights or delegate any of the duties or obligations under this Agreement without the prior written consent of the Company.

LEAVE:

You would be entitled to get maximum of 24 days of leaves per year. (pro rata bases)

HOLIDAYS:

As each region may have a different set of holidays, your holiday schedule will be governed by your office location.

DOCUMENTATION:

Upon being so required by the Company, you shall make, sign and execute all deeds, documents, and declarations as may be deemed necessary by the Company and/or its clients (including privacy and confidentiality agreements).

INDEMNITY:

You shall keep the Company indemnified for any damages, which the Company or its client may suffer due to any act/acts by you including breach of any terms of this agreement.

UN-AUTHORIZED ABSENCE:

Any absence for 3 consecutive business days without prior permission will be treated as un-authorized absence from the work. In such a case, the Company is entitled to terminate your services and/or seek compensation for any loss suffered by the Company or its Client due to such an absence.

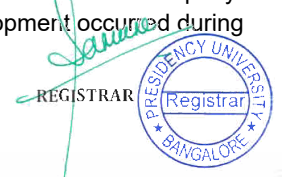
CONFIDENTIALITY & NON DISCLOSURE:

You hereby acknowledge that by the reason of your services with the Company you will have access to records, documents, drawings, forms, reports, studies, memoranda, correspondence, manuals, plans, magnetic media and other information sources ("Confidential Material") and such Confidential Material constitutes the property of the Company and/or its clients, enables the Company and/or its clients to compete successfully in business and was acquired or created by the Company and/or its clients at substantial expense. In consideration of your services and the above disclosures, you agree that:

You will disclose to the Company all information, inventions, discoveries, products, systems, programs, documentation including improvements or modifications ("Proprietary Material"), relating to the Company and its clients which you acquired or developed during the term of your services with the Company and that such Proprietary Material is the sole property of the Company or its clients, regardless of whether or not its acquisition or development occurred during work hours, at the Company facilities, or with the Company property or personnel. You will not disclose any such Proprietary Material to any unauthorized person during or after the completion of services with the Company.

You will not remove from the Company premises and/or the premises of its clients any Confidential Material, except in the performance of your duties. Upon termination of your services or when called upon by the Company, you will surrender all such Confidential Material together with any other the Company property that have been provided to him/her by the Company and/or its clients.

You agree to comply with a supplementary agreement, when issued, between the Company and a client regarding privacy and confidentiality. Such agreement will be incorporated into this Agreement by reference, including improvements or modification. "Proprietary Material" relating to the Company and its clients which you acquired or developed during the term of your services with the Company and its client is the sole property of the Company or its clients, regardless of whether or not its acquisition or development occurred during work hours.



NON COMPETE & NON SOLICITATION:

You agree that during your services with the Company and continuing for a period of twelve (12) months after termination of your services with the Company, you:

- a) Will not individually or on behalf of or in conjunction with any other person or entity (except on behalf of the Company), directly or indirectly, solicit, sell to, or perform similar services as provided by or available from the Company, for any clients of the Company.
- b) Will not seek and obtain employment, training, or contract for employment or seek to serve as you or otherwise to clients of the Company, customers, accounts or prospects, without the written permission of the Company.
- c) Will not directly or indirectly solicit or hire or cause others to solicit or hire any other employee of the Company.
- d) Unless pre-approved by the Company in writing, you will not, during the period of this assignment, prepare, compile, submit or publish any articles or contribute to any other publication or television serials / films / video presentations or assist anyone directly or indirectly in this regard.

WAIVER:

A waiver by the Company of a breach of any provision of this Agreement by you shall not operate or be construed as a waiver or estoppel of any subsequent breach by you. No waiver shall be valid unless in writing and signed by an authorized officer of the Company.

JURISDICTION:

In case of any dispute arising out of the Agreement, it shall be subject to jurisdiction of appropriate Court of Bangalore, Karnataka, India.

LEAVING THE COMPANY WITHOUT SERVING NOTICE PERIOD:

If you wish to leave the services of the Company, a clear written notice of 30 days has to be given to the Company. In case of failure to give such written notice within the prescribed time, you are bound to make good the loss suffered by the Company and any other charges/liabilities Company incurs consequent to the failure to give required written notice.

However, due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period.

TERMINATION BY THE COMPANY:

The company may terminate your services with or without cause under the following conditions:

With Cause: The Company may, immediately and without notice, terminate your services with "Cause". The term "Cause" shall, as used in this Document, mean (1) the commission of a crime involving moral turpitude, theft, fraud or deceit; (2) conduct that has an adverse effect on the Company's reputation; (3) substantial or continued unwillingness or inability to perform duties assigned to the EMPLOYEE; (4) gross negligence or deliberate misconduct; (5) any material breach of terms and conditions specified in this letter; (6) Un-authorized absence from work for a period of three or more consecutive days without due consent or notifying your superior officer. (7) Providing any false information to the company.

Without Cause: (a) In the event that the employment is terminated without Cause, the EMPLOYEE will be provided with a 30 days written notice prior to such termination or paid severance pay in lieu thereof equivalent to the consolidated compensation package for a period of 30 days, calculated on the basis of the last basic salary.

(b) During probation period if the employment is terminated without Cause, the EMPLOYEE will be provided with 7 days prior written notice.

Joules to Watts
REGISTRAR


Joules to Watts Business Solutions Private Limited

3rd Floor, Vaswani Presidio, Panathur Main Road,
Off Outer Ring Road, Bangalore, Karnataka- 560103

www.joulestowatts.com

CIN : U74900KA2014PTC076748

TERMINATION BY EMPLOYEE:

If you wish to leave the services of the Company, a clear written notice of 30 days has to be given to the Company. In case of failure to give such written notice within the prescribed time, you are bound to make good the loss suffered by the Company and any other charges/liabilities Company incurs consequent to the failure to give required written notice. However, due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period.

MORAL CONDUCT:

You shall not resort to or in any way abet any form of strike or coercion or physical duress in connection with any matter pertaining to your service or the service of any other employee.

ALTERNATIVE EMPLOYMENT:

You will be a whole time employee of the Company and will not engage yourself directly or indirectly in any other trade, business, profession or any other employment part time or full time anywhere in any capacity, either honorary or otherwise, whilst in the services of the Company. The findings of the management in this respect are final and binding. Breach of this condition shall lead to the termination of your services by the company without any notice or compensation.

COMPANY PROPERTIES IN YOUR POSSESSION:

You are expected to take proper care of company properties entrusted to you by the company.

In the event of your resignation/termination you are obliged to return all the company's property like access/ ID card, documents, machines, data, files and books etc., in your possession in good condition, or reimburse the value of the same. You shall also officially hand over your job responsibilities to your immediate supervisor or any other person nominated by the management for this purpose.

CHANGE OF ADDRESS:

Any change of residential address should be intimated to the department head in writing within 3 days from the date of such change. Your address as indicated shall be the correct address for sending all communications to you unless otherwise intimated in writing by you. Communications addressed to you at the above address shall be deemed to have been duly served.

CODE OF CONDUCT:

During your services with us, you are expected to behave and perform in a manner that preserves the Company's and its Client's values and commitments.

Any or all of the terms and conditions pertaining to your services with the Company may be modified or changed at the Company's discretion. In the event any terms/conditions are changed, the same shall be informed to you in writing.

PLACE OF EMPLOYMENT AND TRANSFER:

You acknowledge and agree that you may be assigned, or liable to be transferred or deputed from one place to another and / or from one department / unit to another or any other subsidiary /Associate Establishment/or their contractors and clients either existing or to be set up in future any where in India or abroad purely at the discretion of the management depending upon the needs and requirement of the company. On such assignment, transfer, or deputation you will be governed by the Rules and Regulations and other working /service conditions as applicable at the place of posting including to consent to add/or agree to certain other agreements.


REGISTRAR




PROBATION:

The Employee shall be on probation for a period of three (3) months from the date of joining. The Company shall be entitled to forthwith terminate the services of the Employee and this Agreement at any time during the probation period. The Company may in its sole discretion extend the Employee's probation period based on the Employee's performance, conduct and/or other factors as the company may deem fit. The Employee's probation period shall not be considered to be completed, unless the Employee's services are confirmed by the Company in writing by a Letter of Confirmation. Employee is not entitled for leaves during the probation period and leaves taken during probation will be considered as Loss of Pay.

DECLARATION:

This is to confirm that the documents and information provided by me to the Company for the purpose of my services are true and accurate to the best of my knowledge and belief. I also agree that the various terms and conditions set forth in this Agreement are fair, just and reasonable and I shall strictly adhere to the terms specified.

<hr/>	April 19, 2022 -----
Signature	Date





Name: Adarsh Patil

Address: 19-1-310/1 Shri Datta Nilaya, Near Bhavani
Temple Bhavani Colony Shivanagar South
Bidar, Karnataka - 585401, India

Dear Adarsh Patil,

We are pleased to inform you that based on your application and the Subsequent interviews you had, you have been selected for the position of **Trainee Consultant-Talent Collaboration**.

Your joining date will be **Wednesday 20 April 2022**

On the first day of the employment, please report to:

Company Address: JoulestoWatts Business Solutions Pvt Ltd,
6th Floor, Vaswani Presidio, Panathur Main Road,
India

Reporting Time : 9:00 AM

You will be paid a gross annual salary of **Rs. 3,00,000/- (Three Lakhs only)**.

Your salary composition and other details are listed in the Employment Agreement annexed to this letter. Please indicate your acceptance to the Employment Agreement by signing and returning it within seven days from the date of this letter to the following address. Please retain the second copy for your records.

JoulestoWatts Business Solutions Pvt. Ltd

3rd floor, Vaswani Presidio
Bangalore - 560103

I look forward to welcoming you in our organization.

Should you need any further clarifications, please feel free to contact us.

HR Signature

Candidate Signature

REGISTRAR
PRESIDENCY UNIVERSITY
Registrar
BANGALORE

JoulestoWatts Business Solutions Private Limited

3rd Floor, Vaswani Presidio, Panathur Main Road,
Off Outer Ring Road, Bangalore, Karnataka- 560103

www.joulestowatts.com

CIN : U74900KA2014PTC076748

EMPLOYMENT AGREEMENT

COMPENSATION STRUCTURE:

Your individual compensation is strictly between yourself and the Company. It has been determined based on various factors such as your job, skills, specific background and professional merit. This information and any changes therein should be treated as personal and confidential.

Your total annual CTC will be **Rs. 3,00,000/-** and its composition will be as follows:

	Head	Annual	Monthly
A	CTC	3,00,000.00	25,000.00
	Basic Salary	1,50,000.00	12,500.00
	House Rent Allowance (HRA)	60,000.00	5,000.00
	Stat Bonus	12,495.00	1,041.25
	Conveyance	9,205.00	767.08
	Medical	15,000.00	1,250.00
	Telephone	12,000.00	1,000.00
	Leave Travel Allowance (LTA)	12,500.00	1,041.67
	Total Gross	2,71,200.00	22,600.00
B	Deductions		
	PF Employer Contribution	21,600.00	1,800.00
	PF Employee Contribution	21,600.00	1,800.00
	Gratuity	7,200.00	600.00
A-B =	Net Take Home (Varies depending on Taxes)	2,47,200.00	20,600.00

1. Income Tax, Professional Tax and other applicable taxes shall be deducted from the salary on a monthly basis as per Government Policy.

The salary will be processed on 7th Working day of every month. However, if the 7th falls on a holiday, salary will be paid on the next working day. The monthly pay slips will be made available electronically.

If the joining date is after 20th of the month first salary will be processed along with the next payroll.

Salary will be disbursed on receipt of your PAN card number.


REGISTRAR




TIME SHEETS:

Shall send a hard copy/soft copy of the time sheets duly approved and signed by your Supervisor one business day in advance for processing salary every month to the following address:

Joules to Watts Business Solutions Pvt. Ltd
SJR I Park, Tower 4 Ground floor, Opposite to Satya Sai Hospital
EPIP Zone, Whitefield, Bangalore-560066

Delay in receiving the approved time sheets will result in a delay in payment of your salary.

STATUTORY BENEFITS:

You will be governed as per the respective acts of ESIC, PF, Bonus & Gratuity, as per the rules in force, from time to time.

BACKGROUND CHECK:

The Company reserves the right to verify the information furnished by you in your application for employment and through other documents. If it is found that you have misrepresented any information in your application for employment or have furnished any false information or have concealed / suppressed any relevant material facts, your services are liable to be terminated any time, without any notice or compensation in lieu thereof.

MEDICAL CHECK:

As per the Company policy, employees are required to undergo medical check on request at authorized medical centers and submit a duly certified copy of the medical certificate.

NO-SHOW:

Failure to report at the specified office on the **Wednesday 20 April 2022** shall be deemed as "No-Show". In such an event, the offer stands cancelled, and you shall be liable to pay one month's salary as penalty to the company for the loss suffered by the company.

JOB ROLES & RESPONSIBILITIES:

You shall be responsible for the performance of the functions expected of **Trainee Consultant-Talent Collaboration** and any additional functions and duties that may be assigned to you in connection with the business and operations of the Company.

You shall use the best of your efforts to promote, develop and extend the business of the Company and comply with the directions and regulations of the Company at all times, and in all respects.

REVIEW PERIOD:

Your performance will be reviewed to consider salary revision after 12 months from the date of joining.


REGISTRAR 

Joules to Watts Business Solutions Private Limited
3rd Floor, Vaswani Presidio, Panathur Main Road,
Off Outer Ring Road, Bangalore, Karnataka- 560103
www.joulestowatts.com
CIN : U74900KA2014PTC076748



ASSIGNMENT:

You shall acknowledge that the services to be rendered by you are unique and personal. During your service with the Company, you shall not assign any of the rights or delegate any of the duties or obligations under this Agreement without the prior written consent of the Company.

LEAVE:

You would be entitled to get maximum of 24 days of leaves per year. (pro rata bases)

HOLIDAYS:

As each region may have a different set of holidays, your holiday schedule will be governed by your office location.

DOCUMENTATION:

Upon being so required by the Company, you shall make, sign and execute all deeds, documents, and declarations as may be deemed necessary by the Company and/or its clients (including privacy and confidentiality agreements).

INDEMNITY:

You shall keep the Company indemnified for any damages, which the Company or its client may suffer due to any act/acts by you including breach of any terms of this agreement.

UN-AUTHORIZED ABSENCE:

Any absence for 3 consecutive business days without prior permission will be treated as un-authorized absence from the work. In such a case, the Company is entitled to terminate your services and/or seek compensation for any loss suffered by the Company or its Client due to such an absence.

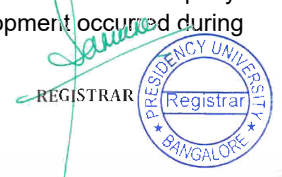
CONFIDENTIALITY & NON DISCLOSURE:

You hereby acknowledge that by the reason of your services with the Company you will have access to records, documents, drawings, forms, reports, studies, memoranda, correspondence, manuals, plans, magnetic media and other information sources ("Confidential Material") and such Confidential Material constitutes the property of the Company and/or its clients, enables the Company and/or its clients to compete successfully in business and was acquired or created by the Company and/or its clients at substantial expense. In consideration of your services and the above disclosures, you agree that:

You will disclose to the Company all information, inventions, discoveries, products, systems, programs, documentation including improvements or modifications ("Proprietary Material"), relating to the Company and its clients which you acquired or developed during the term of your services with the Company and that such Proprietary Material is the sole property of the Company or its clients, regardless of whether or not its acquisition or development occurred during work hours, at the Company facilities, or with the Company property or personnel. You will not disclose any such Proprietary Material to any unauthorized person during or after the completion of services with the Company.

You will not remove from the Company premises and/or the premises of its clients any Confidential Material, except in the performance of your duties. Upon termination of your services or when called upon by the Company, you will surrender all such Confidential Material together with any other the Company property that have been provided to him/her by the Company and/or its clients.

You agree to comply with a supplementary agreement, when issued, between the Company and a client regarding privacy and confidentiality. Such agreement will be incorporated into this Agreement by reference, including improvements or modification. "Proprietary Material" relating to the Company and its clients which you acquired or developed during the term of your services with the Company and its client is the sole property of the Company or its clients, regardless of whether or not its acquisition or development occurred during work hours.



NON COMPETE & NON SOLICITATION:

You agree that during your services with the Company and continuing for a period of twelve (12) months after termination of your services with the Company, you:

- a) Will not individually or on behalf of or in conjunction with any other person or entity (except on behalf of the Company), directly or indirectly, solicit, sell to, or perform similar services as provided by or available from the Company, for any clients of the Company.
- b) Will not seek and obtain employment, training, or contract for employment or seek to serve as you or otherwise to clients of the Company, customers, accounts or prospects, without the written permission of the Company.
- c) Will not directly or indirectly solicit or hire or cause others to solicit or hire any other employee of the Company.
- d) Unless pre-approved by the Company in writing, you will not, during the period of this assignment, prepare, compile, submit or publish any articles or contribute to any other publication or television serials / films / video presentations or assist anyone directly or indirectly in this regard.

WAIVER:

A waiver by the Company of a breach of any provision of this Agreement by you shall not operate or be construed as a waiver or estoppel of any subsequent breach by you. No waiver shall be valid unless in writing and signed by an authorized officer of the Company.

JURISDICTION:

In case of any dispute arising out of the Agreement, it shall be subject to jurisdiction of appropriate Court of Bangalore, Karnataka, India.

LEAVING THE COMPANY WITHOUT SERVING NOTICE PERIOD:

If you wish to leave the services of the Company, a clear written notice of 30 days has to be given to the Company. In case of failure to give such written notice within the prescribed time, you are bound to make good the loss suffered by the Company and any other charges/liabilities Company incurs consequent to the failure to give required written notice.

However, due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period.

TERMINATION BY THE COMPANY:

The company may terminate your services with or without cause under the following conditions:

With Cause: The Company may, immediately and without notice, terminate your services with "Cause". The term "Cause" shall, as used in this Document, mean (1) the commission of a crime involving moral turpitude, theft, fraud or deceit; (2) conduct that has an adverse effect on the Company's reputation; (3) substantial or continued unwillingness or inability to perform duties assigned to the EMPLOYEE; (4) gross negligence or deliberate misconduct; (5) any material breach of terms and conditions specified in this letter; (6) Un-authorized absence from work for a period of three or more consecutive days without due consent or notifying your superior officer. (7) Providing any false information to the company.

Without Cause: (a) In the event that the employment is terminated without Cause, the EMPLOYEE will be provided with a 30 days written notice prior to such termination or paid severance pay in lieu thereof equivalent to the consolidated compensation package for a period of 30 days, calculated on the basis of the last basic salary.

(b) During probation period if the employment is terminated without Cause, the EMPLOYEE will be provided with 7 days prior written notice.

Joules to Watts
REGISTRAR


Joules to Watts Business Solutions Private Limited

3rd Floor, Vaswani Presidio, Panathur Main Road,
Off Outer Ring Road, Bangalore, Karnataka- 560103

www.joulestowatts.com

CIN : U74900KA2014PTC076748

TERMINATION BY EMPLOYEE:

If you wish to leave the services of the Company, a clear written notice of 30 days has to be given to the Company. In case of failure to give such written notice within the prescribed time, you are bound to make good the loss suffered by the Company and any other charges/liabilities Company incurs consequent to the failure to give required written notice. However, due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period.

MORAL CONDUCT:

You shall not resort to or in any way abet any form of strike or coercion or physical duress in connection with any matter pertaining to your service or the service of any other employee.

ALTERNATIVE EMPLOYMENT:

You will be a whole time employee of the Company and will not engage yourself directly or indirectly in any other trade, business, profession or any other employment part time or full time anywhere in any capacity, either honorary or otherwise, whilst in the services of the Company. The findings of the management in this respect are final and binding. Breach of this condition shall lead to the termination of your services by the company without any notice or compensation.

COMPANY PROPERTIES IN YOUR POSSESSION:

You are expected to take proper care of company properties entrusted to you by the company.

In the event of your resignation/termination you are obliged to return all the company's property like access/ ID card, documents, machines, data, files and books etc., in your possession in good condition, or reimburse the value of the same. You shall also officially hand over your job responsibilities to your immediate supervisor or any other person nominated by the management for this purpose.

CHANGE OF ADDRESS:

Any change of residential address should be intimated to the department head in writing within 3 days from the date of such change. Your address as indicated shall be the correct address for sending all communications to you unless otherwise intimated in writing by you. Communications addressed to you at the above address shall be deemed to have been duly served.

CODE OF CONDUCT:

During your services with us, you are expected to behave and perform in a manner that preserves the Company's and its Client's values and commitments.

Any or all of the terms and conditions pertaining to your services with the Company may be modified or changed at the Company's discretion. In the event any terms/conditions are changed, the same shall be informed to you in writing.

PLACE OF EMPLOYMENT AND TRANSFER:

You acknowledge and agree that you may be assigned, or liable to be transferred or deputed from one place to another and / or from one department / unit to another or any other subsidiary /Associate Establishment/or their contractors and clients either existing or to be set up in future any where in India or abroad purely at the discretion of the management depending upon the needs and requirement of the company. On such assignment, transfer, or deputation you will be governed by the Rules and Regulations and other working /service conditions as applicable at the place of posting including to consent to add/or agree to certain other agreements.


REGISTRAR




PROBATION:

The Employee shall be on probation for a period of three (3) months from the date of joining. The Company shall be entitled to forthwith terminate the services of the Employee and this Agreement at any time during the probation period. The Company may in its sole discretion extend the Employee's probation period based on the Employee's performance, conduct and/or other factors as the company may deem fit. The Employee's probation period shall not be considered to be completed, unless the Employee's services are confirmed by the Company in writing by a Letter of Confirmation. Employee is not entitled for leaves during the probation period and leaves taken during probation will be considered as Loss of Pay.

DECLARATION:

This is to confirm that the documents and information provided by me to the Company for the purpose of my services are true and accurate to the best of my knowledge and belief. I also agree that the various terms and conditions set forth in this Agreement are fair, just and reasonable and I shall strictly adhere to the terms specified.

<hr/>	April 19, 2022 -----
Signature	Date





Name: Balaji Rao K

Address: 3Rd Block Maratha Brrdi, Malur Taluk Masthi
Kolar, Bangalore, Kolar, Karnataka - 563139, India

Dear Balaji Rao K,

We are pleased to inform you that based on your application and the Subsequent interviews you had, you have been selected for the position of **Trainee Consultant-Talent Collaboration**.

Your joining date will be **Wednesday 20 April 2022**

On the first day of the employment, please report to:

Company Address: JoulestoWatts Business Solutions Pvt Ltd,
6th Floor,Vaswani Presidio,Panathur Main Road,
India

Reporting Time : 9:00 AM

You will be paid a gross annual salary of **Rs. 3,00,000/- (Three Lakhs only)**.

Your salary composition and other details are listed in the Employment Agreement annexed to this letter. Please indicate your acceptance to the Employment Agreement by signing and returning it within seven days from the date of this letter to the following address. Please retain the second copy for your records.

Joules to Watts Business Solutions Pvt. Ltd

3rd floor, Vaswani Presidio
Bangalore - 560103

I look forward to welcoming you in our organization.

Should you need any further clarifications, please feel free to contact us.

HR Signature

Candidate Signature

Joules to Watts Business Solutions Private Limited

3rd Floor, Vaswani Presidio, Panathur Main Road,
Off Outer Ring Road, Bangalore, Karnataka- 560103

www.joulestowatts.com

CIN : U74900KA2014PTC076748

EMPLOYMENT AGREEMENT

COMPENSATION STRUCTURE:

Your individual compensation is strictly between yourself and the Company. It has been determined based on various factors such as your job, skills, specific background and professional merit. This information and any changes therein should be treated as personal and confidential.

Your total annual CTC will be **Rs. 3,00,000/-** and its composition will be as follows:

	Head	Annual	Monthly
A	CTC	3,00,000.00	25,000.00
	Basic Salary	1,50,000.00	12,500.00
	House Rent Allowance (HRA)	60,000.00	5,000.00
	Stat Bonus	12,495.00	1,041.25
	Conveyance	9,205.00	767.08
	Medical	15,000.00	1,250.00
	Telephone	12,000.00	1,000.00
	Leave Travel Allowance (LTA)	12,500.00	1,041.67
	Total Gross	2,71,200.00	22,600.00
B	Deductions		
	PF Employer Contribution	21,600.00	1,800.00
	PF Employee Contribution	21,600.00	1,800.00
	Gratuity	7,200.00	600.00
A-B =	Net Take Home (Varies depending on Taxes)	2,47,200.00	20,600.00

1. Income Tax, Professional Tax and other applicable taxes shall be deducted from the salary on a monthly basis as per Government Policy.

The salary will be processed on 7th Working day of every month. However, if the 7th falls on a holiday, salary will be paid on the next working day. The monthly pay slips will be made available electronically.

If the joining date is after 20th of the month first salary will be processed along with the next payroll.

Salary will be disbursed on receipt of your PAN card number.


REGISTRAR




TIME SHEETS:

Shall send a hard copy/soft copy of the time sheets duly approved and signed by your Supervisor one business day in advance for processing salary every month to the following address:

Joules to Watts Business Solutions Pvt. Ltd
SJR I Park, Tower 4 Ground floor, Opposite to Satya Sai Hospital
EPIP Zone, Whitefield, Bangalore-560066

Delay in receiving the approved time sheets will result in a delay in payment of your salary.

STATUTORY BENEFITS:

You will be governed as per the respective acts of ESIC, PF, Bonus & Gratuity, as per the rules in force, from time to time.

BACKGROUND CHECK:

The Company reserves the right to verify the information furnished by you in your application for employment and through other documents. If it is found that you have misrepresented any information in your application for employment or have furnished any false information or have concealed / suppressed any relevant material facts, your services are liable to be terminated any time, without any notice or compensation in lieu thereof.

MEDICAL CHECK:

As per the Company policy, employees are required to undergo medical check on request at authorized medical centers and submit a duly certified copy of the medical certificate.

NO-SHOW:

Failure to report at the specified office on the **Wednesday 20 April 2022** shall be deemed as "No-Show". In such an event, the offer stands cancelled, and you shall be liable to pay one month's salary as penalty to the company for the loss suffered by the company.

JOB ROLES & RESPONSIBILITIES:

You shall be responsible for the performance of the functions expected of **Trainee Consultant-Talent Collaboration** and any additional functions and duties that may be assigned to you in connection with the business and operations of the Company.

You shall use the best of your efforts to promote, develop and extend the business of the Company and comply with the directions and regulations of the Company at all times, and in all respects.

REVIEW PERIOD:

Your performance will be reviewed to consider salary revision after 12 months from the date of joining.


REGISTRAR 

Joules to Watts Business Solutions Private Limited
3rd Floor, Vaswani Presidio, Panathur Main Road,
Off Outer Ring Road, Bangalore, Karnataka- 560103
www.joulestowatts.com
CIN : U74900KA2014PTC076748



ASSIGNMENT:

You shall acknowledge that the services to be rendered by you are unique and personal. During your service with the Company, you shall not assign any of the rights or delegate any of the duties or obligations under this Agreement without the prior written consent of the Company.

LEAVE:

You would be entitled to get maximum of 24 days of leaves per year. (pro rata bases)

HOLIDAYS:

As each region may have a different set of holidays, your holiday schedule will be governed by your office location.

DOCUMENTATION:

Upon being so required by the Company, you shall make, sign and execute all deeds, documents, and declarations as may be deemed necessary by the Company and/or its clients (including privacy and confidentiality agreements).

INDEMNITY:

You shall keep the Company indemnified for any damages, which the Company or its client may suffer due to any act/acts by you including breach of any terms of this agreement.

UN-AUTHORIZED ABSENCE:

Any absence for 3 consecutive business days without prior permission will be treated as un-authorized absence from the work. In such a case, the Company is entitled to terminate your services and/or seek compensation for any loss suffered by the Company or its Client due to such an absence.

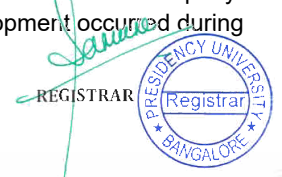
CONFIDENTIALITY & NON DISCLOSURE:

You hereby acknowledge that by the reason of your services with the Company you will have access to records, documents, drawings, forms, reports, studies, memoranda, correspondence, manuals, plans, magnetic media and other information sources ("Confidential Material") and such Confidential Material constitutes the property of the Company and/or its clients, enables the Company and/or its clients to compete successfully in business and was acquired or created by the Company and/or its clients at substantial expense. In consideration of your services and the above disclosures, you agree that:

You will disclose to the Company all information, inventions, discoveries, products, systems, programs, documentation including improvements or modifications ("Proprietary Material"), relating to the Company and its clients which you acquired or developed during the term of your services with the Company and that such Proprietary Material is the sole property of the Company or its clients, regardless of whether or not its acquisition or development occurred during work hours, at the Company facilities, or with the Company property or personnel. You will not disclose any such Proprietary Material to any unauthorized person during or after the completion of services with the Company.

You will not remove from the Company premises and/or the premises of its clients any Confidential Material, except in the performance of your duties. Upon termination of your services or when called upon by the Company, you will surrender all such Confidential Material together with any other the Company property that have been provided to him/her by the Company and/or its clients.

You agree to comply with a supplementary agreement, when issued, between the Company and a client regarding privacy and confidentiality. Such agreement will be incorporated into this Agreement by reference, including improvements or modification. "Proprietary Material" relating to the Company and its clients which you acquired or developed during the term of your services with the Company and its client is the sole property of the Company or its clients, regardless of whether or not its acquisition or development occurred during work hours.



NON COMPETE & NON SOLICITATION:

You agree that during your services with the Company and continuing for a period of twelve (12) months after termination of your services with the Company, you:

- a) Will not individually or on behalf of or in conjunction with any other person or entity (except on behalf of the Company), directly or indirectly, solicit, sell to, or perform similar services as provided by or available from the Company, for any clients of the Company.
- b) Will not seek and obtain employment, training, or contract for employment or seek to serve as you or otherwise to clients of the Company, customers, accounts or prospects, without the written permission of the Company.
- c) Will not directly or indirectly solicit or hire or cause others to solicit or hire any other employee of the Company.
- d) Unless pre-approved by the Company in writing, you will not, during the period of this assignment, prepare, compile, submit or publish any articles or contribute to any other publication or television serials / films / video presentations or assist anyone directly or indirectly in this regard.

WAIVER:

A waiver by the Company of a breach of any provision of this Agreement by you shall not operate or be construed as a waiver or estoppel of any subsequent breach by you. No waiver shall be valid unless in writing and signed by an authorized officer of the Company.

JURISDICTION:

In case of any dispute arising out of the Agreement, it shall be subject to jurisdiction of appropriate Court of Bangalore, Karnataka, India.

LEAVING THE COMPANY WITHOUT SERVING NOTICE PERIOD:

If you wish to leave the services of the Company, a clear written notice of 30 days has to be given to the Company. In case of failure to give such written notice within the prescribed time, you are bound to make good the loss suffered by the Company and any other charges/liabilities Company incurs consequent to the failure to give required written notice.

However, due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period.

TERMINATION BY THE COMPANY:

The company may terminate your services with or without cause under the following conditions:

With Cause: The Company may, immediately and without notice, terminate your services with "Cause". The term "Cause" shall, as used in this Document, mean (1) the commission of a crime involving moral turpitude, theft, fraud or deceit; (2) conduct that has an adverse effect on the Company's reputation; (3) substantial or continued unwillingness or inability to perform duties assigned to the EMPLOYEE; (4) gross negligence or deliberate misconduct; (5) any material breach of terms and conditions specified in this letter; (6) Un-authorized absence from work for a period of three or more consecutive days without due consent or notifying your superior officer. (7) Providing any false information to the company.

Without Cause: (a) In the event that the employment is terminated without Cause, the EMPLOYEE will be provided with a 30 days written notice prior to such termination or paid severance pay in lieu thereof equivalent to the consolidated compensation package for a period of 30 days, calculated on the basis of the last basic salary.

(b) During probation period if the employment is terminated without Cause, the EMPLOYEE will be provided with 7 days prior written notice.


REGISTRAR


Joules to Watts Business Solutions Private Limited

3rd Floor, Vaswani Presidio, Panathur Main Road,
Off Outer Ring Road, Bangalore, Karnataka- 560103

www.joulestowatts.com

CIN : U74900KA2014PTC076748

TERMINATION BY EMPLOYEE:

If you wish to leave the services of the Company, a clear written notice of 30 days has to be given to the Company. In case of failure to give such written notice within the prescribed time, you are bound to make good the loss suffered by the Company and any other charges/liabilities Company incurs consequent to the failure to give required written notice. However, due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period.

MORAL CONDUCT:

You shall not resort to or in any way abet any form of strike or coercion or physical duress in connection with any matter pertaining to your service or the service of any other employee.

ALTERNATIVE EMPLOYMENT:

You will be a whole time employee of the Company and will not engage yourself directly or indirectly in any other trade, business, profession or any other employment part time or full time anywhere in any capacity, either honorary or otherwise, whilst in the services of the Company. The findings of the management in this respect are final and binding. Breach of this condition shall lead to the termination of your services by the company without any notice or compensation.

COMPANY PROPERTIES IN YOUR POSSESSION:

You are expected to take proper care of company properties entrusted to you by the company.

In the event of your resignation/termination you are obliged to return all the company's property like access/ ID card, documents, machines, data, files and books etc., in your possession in good condition, or reimburse the value of the same. You shall also officially hand over your job responsibilities to your immediate supervisor or any other person nominated by the management for this purpose.

CHANGE OF ADDRESS:

Any change of residential address should be intimated to the department head in writing within 3 days from the date of such change. Your address as indicated shall be the correct address for sending all communications to you unless otherwise intimated in writing by you. Communications addressed to you at the above address shall be deemed to have been duly served.

CODE OF CONDUCT:

During your services with us, you are expected to behave and perform in a manner that preserves the Company's and its Client's values and commitments.

Any or all of the terms and conditions pertaining to your services with the Company may be modified or changed at the Company's discretion. In the event any terms/conditions are changed, the same shall be informed to you in writing.

PLACE OF EMPLOYMENT AND TRANSFER:

You acknowledge and agree that you may be assigned, or liable to be transferred or deputed from one place to another and / or from one department / unit to another or any other subsidiary /Associate Establishment/or their contractors and clients either existing or to be set up in future any where in India or abroad purely at the discretion of the management depending upon the needs and requirement of the company. On such assignment, transfer, or deputation you will be governed by the Rules and Regulations and other working /service conditions as applicable at the place of posting including to consent to add/or agree to certain other agreements.


REGISTRAR




PROBATION:

The Employee shall be on probation for a period of three (3) months from the date of joining. The Company shall be entitled to forthwith terminate the services of the Employee and this Agreement at any time during the probation period. The Company may in its sole discretion extend the Employee's probation period based on the Employee's performance, conduct and/or other factors as the company may deem fit. The Employee's probation period shall not be considered to be completed, unless the Employee's services are confirmed by the Company in writing by a Letter of Confirmation. Employee is not entitled for leaves during the probation period and leaves taken during probation will be considered as Loss of Pay.

DECLARATION:

This is to confirm that the documents and information provided by me to the Company for the purpose of my services are true and accurate to the best of my knowledge and belief. I also agree that the various terms and conditions set forth in this Agreement are fair, just and reasonable and I shall strictly adhere to the terms specified.

<hr/>	April 19, 2022 -----
Signature	Date



Joules to Watts Business Solutions Private Limited
3rd Floor, Vaswani Presidio, Panathur Main Road,
Off Outer Ring Road, Bangalore, Karnataka- 560103
www.joulestowatts.com
CIN : U74900KA2014PTC076748



Name: Chetan C

Address: 15/A, 5Th Cross 3Rd Main Someshwaranagar,
Yelhanka New Town Bangalore,
Karnataka - 560065, India

Dear Chetan C,

We are pleased to inform you that based on your application and the Subsequent interviews you had, you have been selected for the position of **Trainee Consultant-Talent Collaboration**.

Your joining date will be **Wednesday 20 April 2022**

On the first day of the employment, please report to:

Company Address: JoulestoWatts Business Solutions Pvt Ltd,
6th Floor, Vaswani Presidio, Panathur Main Road,
India

Reporting Time : 9:00 AM

You will be paid a gross annual salary of **Rs. 3,00,000/- (Three Lakhs only)**.

Your salary composition and other details are listed in the Employment Agreement annexed to this letter. Please indicate your acceptance to the Employment Agreement by signing and returning it within seven days from the date of this letter to the following address. Please retain the second copy for your records.

JoulestoWatts Business Solutions Pvt. Ltd

3rd floor, Vaswani Presidio
Bangalore - 560103

I look forward to welcoming you in our organization.

Should you need any further clarifications, please feel free to contact us.

HR Signature

Candidate Signature

JoulestoWatts Business Solutions Private Limited

3rd Floor, Vaswani Presidio, Panathur Main Road,
Off Outer Ring Road, Bangalore, Karnataka- 560103

www.joulestowatts.com

CIN : U74900KA2014PTC076748

EMPLOYMENT AGREEMENT

COMPENSATION STRUCTURE:

Your individual compensation is strictly between yourself and the Company. It has been determined based on various factors such as your job, skills, specific background and professional merit. This information and any changes therein should be treated as personal and confidential.

Your total annual CTC will be **Rs. 3,00,000/-** and its composition will be as follows:

	Head	Annual	Monthly
A	CTC	3,00,000.00	25,000.00
	Basic Salary	1,50,000.00	12,500.00
	House Rent Allowance (HRA)	60,000.00	5,000.00
	Stat Bonus	12,495.00	1,041.25
	Conveyance	9,205.00	767.08
	Medical	15,000.00	1,250.00
	Telephone	12,000.00	1,000.00
	Leave Travel Allowance (LTA)	12,500.00	1,041.67
	Total Gross	2,71,200.00	22,600.00
B	Deductions		
	PF Employer Contribution	21,600.00	1,800.00
	PF Employee Contribution	21,600.00	1,800.00
	Gratuity	7,200.00	600.00
A-B =	Net Take Home (Varies depending on Taxes)	2,47,200.00	20,600.00

1. Income Tax, Professional Tax and other applicable taxes shall be deducted from the salary on a monthly basis as per Government Policy.

The salary will be processed on 7th Working day of every month. However, if the 7th falls on a holiday, salary will be paid on the next working day. The monthly pay slips will be made available electronically.

If the joining date is after 20th of the month first salary will be processed along with the next payroll.

Salary will be disbursed on receipt of your PAN card number.


REGISTRAR




TIME SHEETS:

Shall send a hard copy/soft copy of the time sheets duly approved and signed by your Supervisor one business day in advance for processing salary every month to the following address:

Joules to Watts Business Solutions Pvt. Ltd
SJR I Park, Tower 4 Ground floor, Opposite to Satya Sai Hospital
EPIP Zone, Whitefield, Bangalore-560066

Delay in receiving the approved time sheets will result in a delay in payment of your salary.

STATUTORY BENEFITS:

You will be governed as per the respective acts of ESIC, PF, Bonus & Gratuity, as per the rules in force, from time to time.

BACKGROUND CHECK:

The Company reserves the right to verify the information furnished by you in your application for employment and through other documents. If it is found that you have misrepresented any information in your application for employment or have furnished any false information or have concealed / suppressed any relevant material facts, your services are liable to be terminated any time, without any notice or compensation in lieu thereof.

MEDICAL CHECK:

As per the Company policy, employees are required to undergo medical check on request at authorized medical centers and submit a duly certified copy of the medical certificate.

NO-SHOW:

Failure to report at the specified office on the **Wednesday 20 April 2022** shall be deemed as "No-Show". In such an event, the offer stands cancelled, and you shall be liable to pay one month's salary as penalty to the company for the loss suffered by the company.

JOB ROLES & RESPONSIBILITIES:

You shall be responsible for the performance of the functions expected of **Trainee Consultant-Talent Collaboration** and any additional functions and duties that may be assigned to you in connection with the business and operations of the Company.

You shall use the best of your efforts to promote, develop and extend the business of the Company and comply with the directions and regulations of the Company at all times, and in all respects.

REVIEW PERIOD:

Your performance will be reviewed to consider salary revision after 12 months from the date of joining.


REGISTRAR 

Joules to Watts Business Solutions Private Limited
3rd Floor, Vaswani Presidio, Panathur Main Road,
Off Outer Ring Road, Bangalore, Karnataka- 560103
www.joulestowatts.com
CIN : U74900KA2014PTC076748



ASSIGNMENT:

You shall acknowledge that the services to be rendered by you are unique and personal. During your service with the Company, you shall not assign any of the rights or delegate any of the duties or obligations under this Agreement without the prior written consent of the Company.

LEAVE:

You would be entitled to get maximum of 24 days of leaves per year. (pro rata bases)

HOLIDAYS:

As each region may have a different set of holidays, your holiday schedule will be governed by your office location.

DOCUMENTATION:

Upon being so required by the Company, you shall make, sign and execute all deeds, documents, and declarations as may be deemed necessary by the Company and/or its clients (including privacy and confidentiality agreements).

INDEMNITY:

You shall keep the Company indemnified for any damages, which the Company or its client may suffer due to any act/acts by you including breach of any terms of this agreement.

UN-AUTHORIZED ABSENCE:

Any absence for 3 consecutive business days without prior permission will be treated as un-authorized absence from the work. In such a case, the Company is entitled to terminate your services and/or seek compensation for any loss suffered by the Company or its Client due to such an absence.

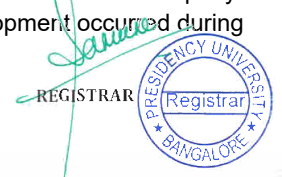
CONFIDENTIALITY & NON DISCLOSURE:

You hereby acknowledge that by the reason of your services with the Company you will have access to records, documents, drawings, forms, reports, studies, memoranda, correspondence, manuals, plans, magnetic media and other information sources ("Confidential Material") and such Confidential Material constitutes the property of the Company and/or its clients, enables the Company and/or its clients to compete successfully in business and was acquired or created by the Company and/or its clients at substantial expense. In consideration of your services and the above disclosures, you agree that:

You will disclose to the Company all information, inventions, discoveries, products, systems, programs, documentation including improvements or modifications ("Proprietary Material"), relating to the Company and its clients which you acquired or developed during the term of your services with the Company and that such Proprietary Material is the sole property of the Company or its clients, regardless of whether or not its acquisition or development occurred during work hours, at the Company facilities, or with the Company property or personnel. You will not disclose any such Proprietary Material to any unauthorized person during or after the completion of services with the Company.

You will not remove from the Company premises and/or the premises of its clients any Confidential Material, except in the performance of your duties. Upon termination of your services or when called upon by the Company, you will surrender all such Confidential Material together with any other the Company property that have been provided to him/her by the Company and/or its clients.

You agree to comply with a supplementary agreement, when issued, between the Company and a client regarding privacy and confidentiality. Such agreement will be incorporated into this Agreement by reference, including improvements or modification. "Proprietary Material" relating to the Company and its clients which you acquired or developed during the term of your services with the Company and its client is the sole property of the Company or its clients, regardless of whether or not its acquisition or development occurred during work hours.



NON COMPETE & NON SOLICITATION:

You agree that during your services with the Company and continuing for a period of twelve (12) months after termination of your services with the Company, you:

- a) Will not individually or on behalf of or in conjunction with any other person or entity (except on behalf of the Company), directly or indirectly, solicit, sell to, or perform similar services as provided by or available from the Company, for any clients of the Company.
- b) Will not seek and obtain employment, training, or contract for employment or seek to serve as you or otherwise to clients of the Company, customers, accounts or prospects, without the written permission of the Company.
- c) Will not directly or indirectly solicit or hire or cause others to solicit or hire any other employee of the Company.
- d) Unless pre-approved by the Company in writing, you will not, during the period of this assignment, prepare, compile, submit or publish any articles or contribute to any other publication or television serials / films / video presentations or assist anyone directly or indirectly in this regard.

WAIVER:

A waiver by the Company of a breach of any provision of this Agreement by you shall not operate or be construed as a waiver or estoppel of any subsequent breach by you. No waiver shall be valid unless in writing and signed by an authorized officer of the Company.

JURISDICTION:

In case of any dispute arising out of the Agreement, it shall be subject to jurisdiction of appropriate Court of Bangalore, Karnataka, India.

LEAVING THE COMPANY WITHOUT SERVING NOTICE PERIOD:

If you wish to leave the services of the Company, a clear written notice of 30 days has to be given to the Company. In case of failure to give such written notice within the prescribed time, you are bound to make good the loss suffered by the Company and any other charges/liabilities Company incurs consequent to the failure to give required written notice.

However, due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period.

TERMINATION BY THE COMPANY:

The company may terminate your services with or without cause under the following conditions:

With Cause: The Company may, immediately and without notice, terminate your services with "Cause". The term "Cause" shall, as used in this Document, mean (1) the commission of a crime involving moral turpitude, theft, fraud or deceit; (2) conduct that has an adverse effect on the Company's reputation; (3) substantial or continued unwillingness or inability to perform duties assigned to the EMPLOYEE; (4) gross negligence or deliberate misconduct; (5) any material breach of terms and conditions specified in this letter; (6) Un-authorized absence from work for a period of three or more consecutive days without due consent or notifying your superior officer. (7) Providing any false information to the company.

Without Cause: (a) In the event that the employment is terminated without Cause, the EMPLOYEE will be provided with a 30 days written notice prior to such termination or paid severance pay in lieu thereof equivalent to the consolidated compensation package for a period of 30 days, calculated on the basis of the last basic salary.

(b) During probation period if the employment is terminated without Cause, the EMPLOYEE will be provided with 7 days prior written notice.

Joules to Watts
REGISTRAR


Joules to Watts Business Solutions Private Limited

3rd Floor, Vaswani Presidio, Panathur Main Road,
Off Outer Ring Road, Bangalore, Karnataka- 560103

www.joulestowatts.com

CIN : U74900KA2014PTC076748

TERMINATION BY EMPLOYEE:

If you wish to leave the services of the Company, a clear written notice of 30 days has to be given to the Company. In case of failure to give such written notice within the prescribed time, you are bound to make good the loss suffered by the Company and any other charges/liabilities Company incurs consequent to the failure to give required written notice. However, due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period.

MORAL CONDUCT:

You shall not resort to or in any way abet any form of strike or coercion or physical duress in connection with any matter pertaining to your service or the service of any other employee.

ALTERNATIVE EMPLOYMENT:

You will be a whole time employee of the Company and will not engage yourself directly or indirectly in any other trade, business, profession or any other employment part time or full time anywhere in any capacity, either honorary or otherwise, whilst in the services of the Company. The findings of the management in this respect are final and binding. Breach of this condition shall lead to the termination of your services by the company without any notice or compensation.

COMPANY PROPERTIES IN YOUR POSSESSION:

You are expected to take proper care of company properties entrusted to you by the company.

In the event of your resignation/termination you are obliged to return all the company's property like access/ ID card, documents, machines, data, files and books etc., in your possession in good condition, or reimburse the value of the same. You shall also officially hand over your job responsibilities to your immediate supervisor or any other person nominated by the management for this purpose.

CHANGE OF ADDRESS:

Any change of residential address should be intimated to the department head in writing within 3 days from the date of such change. Your address as indicated shall be the correct address for sending all communications to you unless otherwise intimated in writing by you. Communications addressed to you at the above address shall be deemed to have been duly served.

CODE OF CONDUCT:

During your services with us, you are expected to behave and perform in a manner that preserves the Company's and its Client's values and commitments.

Any or all of the terms and conditions pertaining to your services with the Company may be modified or changed at the Company's discretion. In the event any terms/conditions are changed, the same shall be informed to you in writing.

PLACE OF EMPLOYMENT AND TRANSFER:

You acknowledge and agree that you may be assigned, or liable to be transferred or deputed from one place to another and / or from one department / unit to another or any other subsidiary /Associate Establishment/or their contractors and clients either existing or to be set up in future any where in India or abroad purely at the discretion of the management depending upon the needs and requirement of the company. On such assignment, transfer, or deputation you will be governed by the Rules and Regulations and other working /service conditions as applicable at the place of posting including to consent to add/or agree to certain other agreements.


REGISTRAR




PROBATION:

The Employee shall be on probation for a period of three (3) months from the date of joining. The Company shall be entitled to forthwith terminate the services of the Employee and this Agreement at any time during the probation period. The Company may in its sole discretion extend the Employee's probation period based on the Employee's performance, conduct and/or other factors as the company may deem fit. The Employee's probation period shall not be considered to be completed, unless the Employee's services are confirmed by the Company in writing by a Letter of Confirmation. Employee is not entitled for leaves during the probation period and leaves taken during probation will be considered as Loss of Pay.

DECLARATION:

This is to confirm that the documents and information provided by me to the Company for the purpose of my services are true and accurate to the best of my knowledge and belief. I also agree that the various terms and conditions set forth in this Agreement are fair, just and reasonable and I shall strictly adhere to the terms specified.

<hr/>	April 19, 2022 -----
Signature	Date





Name: Ahmad Raza

Address: Kushal Nagar Kg Halli Bangalore,
Karnataka, 560045, India

Dear Ahmad Raza,

We are pleased to inform you that based on your application and the Subsequent interviews you had, you have been selected for the position of **Trainee Consultant-Talent Collaboration**.

Your joining date will be **Wednesday 20 April 2022**

On the first day of the employment, please report to:

Company Address: JoulestoWatts Business Solutions Pvt Ltd,
6th Floor, Vaswani Presidio, Panathur Main Road,
India

Reporting Time : 9:00 AM

You will be paid a gross annual salary of **Rs. 3,00,000/- (Three Lakhs only)**.

Your salary composition and other details are listed in the Employment Agreement annexed to this letter. Please indicate your acceptance to the Employment Agreement by signing and returning it within seven days from the date of this letter to the following address. Please retain the second copy for your records.

JoulestoWatts Business Solutions Pvt. Ltd

3rd floor, Vaswani Presidio
Bangalore - 560103

I look forward to welcoming you in our organization.

Should you need any further clarifications, please feel free to contact us.

HR Signature

Candidate Signature


REGISTRAR


JoulestoWatts Business Solutions Private Limited

3rd Floor, Vaswani Presidio, Panathur Main Road,
Off Outer Ring Road, Bangalore, Karnataka- 560103

www.joulestowatts.com

CIN : U74900KA2014PTC076748

EMPLOYMENT AGREEMENT

COMPENSATION STRUCTURE:

Your individual compensation is strictly between yourself and the Company. It has been determined based on various factors such as your job, skills, specific background and professional merit. This information and any changes therein should be treated as personal and confidential.

Your total annual CTC will be **Rs. 3,00,000/-** and its composition will be as follows:

	Head	Annual	Monthly
A	CTC	3,00,000.00	25,000.00
	Basic Salary	1,50,000.00	12,500.00
	House Rent Allowance (HRA)	60,000.00	5,000.00
	Stat Bonus	12,495.00	1,041.25
	Conveyance	9,205.00	767.08
	Medical	15,000.00	1,250.00
	Telephone	12,000.00	1,000.00
	Leave Travel Allowance (LTA)	12,500.00	1,041.67
	Total Gross	2,71,200.00	22,600.00
B	Deductions		
	PF Employer Contribution	21,600.00	1,800.00
	PF Employee Contribution	21,600.00	1,800.00
	Gratuity	7,200.00	600.00
A-B =	Net Take Home (Varies depending on Taxes)	2,47,200.00	20,600.00

1. Income Tax, Professional Tax and other applicable taxes shall be deducted from the salary on a monthly basis as per Government Policy.

The salary will be processed on 7th Working day of every month. However, if the 7th falls on a holiday, salary will be paid on the next working day. The monthly pay slips will be made available electronically.

If the joining date is after 20th of the month first salary will be processed along with the next payroll.

Salary will be disbursed on receipt of your PAN card number.


REGISTRAR




TIME SHEETS:

Shall send a hard copy/soft copy of the time sheets duly approved and signed by your Supervisor one business day in advance for processing salary every month to the following address:

Joules to Watts Business Solutions Pvt. Ltd
SJR I Park, Tower 4 Ground floor, Opposite to Satya Sai Hospital
EPIP Zone, Whitefield, Bangalore-560066

Delay in receiving the approved time sheets will result in a delay in payment of your salary.

STATUTORY BENEFITS:

You will be governed as per the respective acts of ESIC, PF, Bonus & Gratuity, as per the rules in force, from time to time.

BACKGROUND CHECK:

The Company reserves the right to verify the information furnished by you in your application for employment and through other documents. If it is found that you have misrepresented any information in your application for employment or have furnished any false information or have concealed / suppressed any relevant material facts, your services are liable to be terminated any time, without any notice or compensation in lieu thereof.

MEDICAL CHECK:

As per the Company policy, employees are required to undergo medical check on request at authorized medical centers and submit a duly certified copy of the medical certificate.

NO-SHOW:

Failure to report at the specified office on the **Wednesday 20 April 2022** shall be deemed as "No-Show". In such an event, the offer stands cancelled, and you shall be liable to pay one month's salary as penalty to the company for the loss suffered by the company.

JOB ROLES & RESPONSIBILITIES:

You shall be responsible for the performance of the functions expected of **Trainee Consultant-Talent Collaboration** and any additional functions and duties that may be assigned to you in connection with the business and operations of the Company.

You shall use the best of your efforts to promote, develop and extend the business of the Company and comply with the directions and regulations of the Company at all times, and in all respects.

REVIEW PERIOD:

Your performance will be reviewed to consider salary revision after 12 months from the date of joining.


REGISTRAR


Joules to Watts Business Solutions Private Limited
3rd Floor, Vaswani Presidio, Panathur Main Road,
Off Outer Ring Road, Bangalore, Karnataka- 560103
www.joulestowatts.com
CIN : U74900KA2014PTC076748



ASSIGNMENT:

You shall acknowledge that the services to be rendered by you are unique and personal. During your service with the Company, you shall not assign any of the rights or delegate any of the duties or obligations under this Agreement without the prior written consent of the Company.

LEAVE:

You would be entitled to get maximum of 24 days of leaves per year. (pro rata bases)

HOLIDAYS:

As each region may have a different set of holidays, your holiday schedule will be governed by your office location.

DOCUMENTATION:

Upon being so required by the Company, you shall make, sign and execute all deeds, documents, and declarations as may be deemed necessary by the Company and/or its clients (including privacy and confidentiality agreements).

INDEMNITY:

You shall keep the Company indemnified for any damages, which the Company or its client may suffer due to any act/acts by you including breach of any terms of this agreement.

UN-AUTHORIZED ABSENCE:

Any absence for 3 consecutive business days without prior permission will be treated as un-authorized absence from the work. In such a case, the Company is entitled to terminate your services and/or seek compensation for any loss suffered by the Company or its Client due to such an absence.

CONFIDENTIALITY & NON DISCLOSURE:

You hereby acknowledge that by the reason of your services with the Company you will have access to records, documents, drawings, forms, reports, studies, memoranda, correspondence, manuals, plans, magnetic media and other information sources ("Confidential Material") and such Confidential Material constitutes the property of the Company and/or its clients, enables the Company and/or its clients to compete successfully in business and was acquired or created by the Company and/or its clients at substantial expense. In consideration of your services and the above disclosures, you agree that:

You will disclose to the Company all information, inventions, discoveries, products, systems, programs, documentation including improvements or modifications ("Proprietary Material"), relating to the Company and its clients which you acquired or developed during the term of your services with the Company and that such Proprietary Material is the sole property of the Company or its clients, regardless of whether or not its acquisition or development occurred during work hours, at the Company facilities, or with the Company property or personnel. You will not disclose any such Proprietary Material to any unauthorized person during or after the completion of services with the Company.

You will not remove from the Company premises and/or the premises of its clients any Confidential Material, except in the performance of your duties. Upon termination of your services or when called upon by the Company, you will surrender all such Confidential Material together with any other the Company property that have been provided to him/her by the Company and/or its clients.

You agree to comply with a supplementary agreement, when issued, between the Company and a client regarding privacy and confidentiality. Such agreement will be incorporated into this Agreement by reference, including improvements or modification. "Proprietary Material" relating to the Company and its clients which you acquired or developed during the term of your services with the Company and its client is the sole property of the Company or its clients, regardless of whether or not its acquisition or development occurred during work hours.



NON COMPETE & NON SOLICITATION:

You agree that during your services with the Company and continuing for a period of twelve (12) months after termination of your services with the Company, you:

- a) Will not individually or on behalf of or in conjunction with any other person or entity (except on behalf of the Company), directly or indirectly, solicit, sell to, or perform similar services as provided by or available from the Company, for any clients of the Company.
- b) Will not seek and obtain employment, training, or contract for employment or seek to serve as you or otherwise to clients of the Company, customers, accounts or prospects, without the written permission of the Company.
- c) Will not directly or indirectly solicit or hire or cause others to solicit or hire any other employee of the Company.
- d) Unless pre-approved by the Company in writing, you will not, during the period of this assignment, prepare, compile, submit or publish any articles or contribute to any other publication or television serials / films / video presentations or assist anyone directly or indirectly in this regard.

WAIVER:

A waiver by the Company of a breach of any provision of this Agreement by you shall not operate or be construed as a waiver or estoppel of any subsequent breach by you. No waiver shall be valid unless in writing and signed by an authorized officer of the Company.

JURISDICTION:

In case of any dispute arising out of the Agreement, it shall be subject to jurisdiction of appropriate Court of Bangalore, Karnataka, India.

LEAVING THE COMPANY WITHOUT SERVING NOTICE PERIOD:

If you wish to leave the services of the Company, a clear written notice of 30 days has to be given to the Company. In case of failure to give such written notice within the prescribed time, you are bound to make good the loss suffered by the Company and any other charges/liabilities Company incurs consequent to the failure to give required written notice.

However, due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period.

TERMINATION BY THE COMPANY:

The company may terminate your services with or without cause under the following conditions:

With Cause: The Company may, immediately and without notice, terminate your services with "Cause". The term "Cause" shall, as used in this Document, mean (1) the commission of a crime involving moral turpitude, theft, fraud or deceit; (2) conduct that has an adverse effect on the Company's reputation; (3) substantial or continued unwillingness or inability to perform duties assigned to the EMPLOYEE; (4) gross negligence or deliberate misconduct; (5) any material breach of terms and conditions specified in this letter; (6) Un-authorized absence from work for a period of three or more consecutive days without due consent or notifying your superior officer. (7) Providing any false information to the company.

Without Cause: (a) In the event that the employment is terminated without Cause, the EMPLOYEE will be provided with a 30 days written notice prior to such termination or paid severance pay in lieu thereof equivalent to the consolidated compensation package for a period of 30 days, calculated on the basis of the last basic salary.

(b) During probation period if the employment is terminated without Cause, the EMPLOYEE will be provided with 7 days prior written notice.

Joules to Watts
REGISTRAR


Joules to Watts Business Solutions Private Limited

3rd Floor, Vaswani Presidio, Panathur Main Road,
Off Outer Ring Road, Bangalore, Karnataka- 560103

www.joulestowatts.com

CIN : U74900KA2014PTC076748

TERMINATION BY EMPLOYEE:

If you wish to leave the services of the Company, a clear written notice of 30 days has to be given to the Company. In case of failure to give such written notice within the prescribed time, you are bound to make good the loss suffered by the Company and any other charges/liabilities Company incurs consequent to the failure to give required written notice. However, due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period.

MORAL CONDUCT:

You shall not resort to or in any way abet any form of strike or coercion or physical duress in connection with any matter pertaining to your service or the service of any other employee.

ALTERNATIVE EMPLOYMENT:

You will be a whole time employee of the Company and will not engage yourself directly or indirectly in any other trade, business, profession or any other employment part time or full time anywhere in any capacity, either honorary or otherwise, whilst in the services of the Company. The findings of the management in this respect are final and binding. Breach of this condition shall lead to the termination of your services by the company without any notice or compensation.

COMPANY PROPERTIES IN YOUR POSSESSION:

You are expected to take proper care of company properties entrusted to you by the company.

In the event of your resignation/termination you are obliged to return all the company's property like access/ ID card, documents, machines, data, files and books etc., in your possession in good condition, or reimburse the value of the same. You shall also officially hand over your job responsibilities to your immediate supervisor or any other person nominated by the management for this purpose.

CHANGE OF ADDRESS:

Any change of residential address should be intimated to the department head in writing within 3 days from the date of such change. Your address as indicated shall be the correct address for sending all communications to you unless otherwise intimated in writing by you. Communications addressed to you at the above address shall be deemed to have been duly served.

CODE OF CONDUCT:

During your services with us, you are expected to behave and perform in a manner that preserves the Company's and its Client's values and commitments.

Any or all of the terms and conditions pertaining to your services with the Company may be modified or changed at the Company's discretion. In the event any terms/conditions are changed, the same shall be informed to you in writing.

PLACE OF EMPLOYMENT AND TRANSFER:

You acknowledge and agree that you may be assigned, or liable to be transferred or deputed from one place to another and / or from one department / unit to another or any other subsidiary /Associate Establishment/or their contractors and clients either existing or to be set up in future any where in India or abroad purely at the discretion of the management depending upon the needs and requirement of the company. On such assignment, transfer, or deputation you will be governed by the Rules and Regulations and other working /service conditions as applicable at the place of posting including to consent to add/or agree to certain other agreements.


REGISTRAR




PROBATION:

The Employee shall be on probation for a period of three (3) months from the date of joining. The Company shall be entitled to forthwith terminate the services of the Employee and this Agreement at any time during the probation period. The Company may in its sole discretion extend the Employee's probation period based on the Employee's performance, conduct and/or other factors as the company may deem fit. The Employee's probation period shall not be considered to be completed, unless the Employee's services are confirmed by the Company in writing by a Letter of Confirmation. Employee is not entitled for leaves during the probation period and leaves taken during probation will be considered as Loss of Pay.

DECLARATION:

This is to confirm that the documents and information provided by me to the Company for the purpose of my services are true and accurate to the best of my knowledge and belief. I also agree that the various terms and conditions set forth in this Agreement are fair, just and reasonable and I shall strictly adhere to the terms specified.

<hr/>	April 19, 2022 -----
Signature	Date





Name: H P Chethan Raj

Address: #9, Bk Road, Nanje Gowda Layout, Thindlu,
Bengaluru, Karnataka - 560097, India

Dear H P Chethan Raj,

We are pleased to inform you that based on your application and the Subsequent interviews you had, you have been selected for the position of **Trainee Consultant-Talent Collaboration**.

Your joining date will be **Wednesday 20 April 2022**

On the first day of the employment, please report to:

Company Address: JoulestoWatts Business Solutions Pvt Ltd,
6th Floor, Vaswani Presidio, Panathur Main Road,
India

Reporting Time : 9:00 AM

You will be paid a gross annual salary of **Rs. 3,00,000/- (Three Lakhs only)**.

Your salary composition and other details are listed in the Employment Agreement annexed to this letter. Please indicate your acceptance to the Employment Agreement by signing and returning it within seven days from the date of this letter to the following address. Please retain the second copy for your records.

Joules to Watts Business Solutions Pvt. Ltd

3rd floor, Vaswani Presidio
Bangalore - 560103

I look forward to welcoming you in our organization.

Should you need any further clarifications, please feel free to contact us.

HR Signature

Candidate Signature

REGISTRAR

Joules to Watts Business Solutions Private Limited

3rd Floor, Vaswani Presidio, Panathur Main Road,
Off Outer Ring Road, Bangalore, Karnataka- 560103

www.joulestowatts.com

CIN : U74900KA2014PTC076748

EMPLOYMENT AGREEMENT

COMPENSATION STRUCTURE:

Your individual compensation is strictly between yourself and the Company. It has been determined based on various factors such as your job, skills, specific background and professional merit. This information and any changes therein should be treated as personal and confidential.

Your total annual CTC will be **Rs. 3,00,000/-** and its composition will be as follows:

	Head	Annual	Monthly
A	CTC	3,00,000.00	25,000.00
	Basic Salary	1,50,000.00	12,500.00
	House Rent Allowance (HRA)	60,000.00	5,000.00
	Stat Bonus	12,495.00	1,041.25
	Conveyance	9,205.00	767.08
	Medical	15,000.00	1,250.00
	Telephone	12,000.00	1,000.00
	Leave Travel Allowance (LTA)	12,500.00	1,041.67
	Total Gross	2,71,200.00	22,600.00
B	Deductions		
	PF Employer Contribution	21,600.00	1,800.00
	PF Employee Contribution	21,600.00	1,800.00
	Gratuity	7,200.00	600.00
A-B =	Net Take Home (Varies depending on Taxes)	2,47,200.00	20,600.00

1. Income Tax, Professional Tax and other applicable taxes shall be deducted from the salary on a monthly basis as per Government Policy.

The salary will be processed on 7th Working day of every month. However, if the 7th falls on a holiday, salary will be paid on the next working day. The monthly pay slips will be made available electronically.

If the joining date is after 20th of the month first salary will be processed along with the next payroll.

Salary will be disbursed on receipt of your PAN card number.

Jane
REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE



TIME SHEETS:

Shall send a hard copy/soft copy of the time sheets duly approved and signed by your Supervisor one business day in advance for processing salary every month to the following address:

Joules to Watts Business Solutions Pvt. Ltd
SJR I Park, Tower 4 Ground floor, Opposite to Satya Sai Hospital
EPIP Zone, Whitefield, Bangalore-560066

Delay in receiving the approved time sheets will result in a delay in payment of your salary.

STATUTORY BENEFITS:

You will be governed as per the respective acts of ESIC, PF, Bonus & Gratuity, as per the rules in force, from time to time.

BACKGROUND CHECK:

The Company reserves the right to verify the information furnished by you in your application for employment and through other documents. If it is found that you have misrepresented any information in your application for employment or have furnished any false information or have concealed / suppressed any relevant material facts, your services are liable to be terminated any time, without any notice or compensation in lieu thereof.

MEDICAL CHECK:

As per the Company policy, employees are required to undergo medical check on request at authorized medical centers and submit a duly certified copy of the medical certificate.

NO-SHOW:

Failure to report at the specified office on the **Wednesday 20 April 2022** shall be deemed as "No-Show". In such an event, the offer stands cancelled, and you shall be liable to pay one month's salary as penalty to the company for the loss suffered by the company.

JOB ROLES & RESPONSIBILITIES:

You shall be responsible for the performance of the functions expected of **Trainee Consultant-Talent Collaboration** and any additional functions and duties that may be assigned to you in connection with the business and operations of the Company.

You shall use the best of your efforts to promote, develop and extend the business of the Company and comply with the directions and regulations of the Company at all times, and in all respects.

REVIEW PERIOD:

Your performance will be reviewed to consider salary revision after 12 months from the date of joining.


REGISTRAR 

Joules to Watts Business Solutions Private Limited
3rd Floor, Vaswani Presidio, Panathur Main Road,
Off Outer Ring Road, Bangalore, Karnataka- 560103
www.joulestowatts.com
CIN : U74900KA2014PTC076748



ASSIGNMENT:

You shall acknowledge that the services to be rendered by you are unique and personal. During your service with the Company, you shall not assign any of the rights or delegate any of the duties or obligations under this Agreement without the prior written consent of the Company.

LEAVE:

You would be entitled to get maximum of 24 days of leaves per year. (pro rata bases)

HOLIDAYS:

As each region may have a different set of holidays, your holiday schedule will be governed by your office location.

DOCUMENTATION:

Upon being so required by the Company, you shall make, sign and execute all deeds, documents, and declarations as may be deemed necessary by the Company and/or its clients (including privacy and confidentiality agreements).

INDEMNITY:

You shall keep the Company indemnified for any damages, which the Company or its client may suffer due to any act/acts by you including breach of any terms of this agreement.

UN-AUTHORIZED ABSENCE:

Any absence for 3 consecutive business days without prior permission will be treated as un-authorized absence from the work. In such a case, the Company is entitled to terminate your services and/or seek compensation for any loss suffered by the Company or its Client due to such an absence.

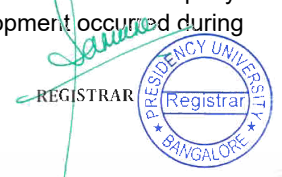
CONFIDENTIALITY & NON DISCLOSURE:

You hereby acknowledge that by the reason of your services with the Company you will have access to records, documents, drawings, forms, reports, studies, memoranda, correspondence, manuals, plans, magnetic media and other information sources ("Confidential Material") and such Confidential Material constitutes the property of the Company and/or its clients, enables the Company and/or its clients to compete successfully in business and was acquired or created by the Company and/or its clients at substantial expense. In consideration of your services and the above disclosures, you agree that:

You will disclose to the Company all information, inventions, discoveries, products, systems, programs, documentation including improvements or modifications ("Proprietary Material"), relating to the Company and its clients which you acquired or developed during the term of your services with the Company and that such Proprietary Material is the sole property of the Company or its clients, regardless of whether or not its acquisition or development occurred during work hours, at the Company facilities, or with the Company property or personnel. You will not disclose any such Proprietary Material to any unauthorized person during or after the completion of services with the Company.

You will not remove from the Company premises and/or the premises of its clients any Confidential Material, except in the performance of your duties. Upon termination of your services or when called upon by the Company, you will surrender all such Confidential Material together with any other the Company property that have been provided to him/her by the Company and/or its clients.

You agree to comply with a supplementary agreement, when issued, between the Company and a client regarding privacy and confidentiality. Such agreement will be incorporated into this Agreement by reference, including improvements or modification. "Proprietary Material" relating to the Company and its clients which you acquired or developed during the term of your services with the Company and its client is the sole property of the Company or its clients, regardless of whether or not its acquisition or development occurred during work hours.



NON COMPETE & NON SOLICITATION:

You agree that during your services with the Company and continuing for a period of twelve (12) months after termination of your services with the Company, you:

- a) Will not individually or on behalf of or in conjunction with any other person or entity (except on behalf of the Company), directly or indirectly, solicit, sell to, or perform similar services as provided by or available from the Company, for any clients of the Company.
- b) Will not seek and obtain employment, training, or contract for employment or seek to serve as you or otherwise to clients of the Company, customers, accounts or prospects, without the written permission of the Company.
- c) Will not directly or indirectly solicit or hire or cause others to solicit or hire any other employee of the Company.
- d) Unless pre-approved by the Company in writing, you will not, during the period of this assignment, prepare, compile, submit or publish any articles or contribute to any other publication or television serials / films / video presentations or assist anyone directly or indirectly in this regard.

WAIVER:

A waiver by the Company of a breach of any provision of this Agreement by you shall not operate or be construed as a waiver or estoppel of any subsequent breach by you. No waiver shall be valid unless in writing and signed by an authorized officer of the Company.

JURISDICTION:

In case of any dispute arising out of the Agreement, it shall be subject to jurisdiction of appropriate Court of Bangalore, Karnataka, India.

LEAVING THE COMPANY WITHOUT SERVING NOTICE PERIOD:

If you wish to leave the services of the Company, a clear written notice of 30 days has to be given to the Company. In case of failure to give such written notice within the prescribed time, you are bound to make good the loss suffered by the Company and any other charges/liabilities Company incurs consequent to the failure to give required written notice.

However, due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period.

TERMINATION BY THE COMPANY:

The company may terminate your services with or without cause under the following conditions:

With Cause: The Company may, immediately and without notice, terminate your services with "Cause". The term "Cause" shall, as used in this Document, mean (1) the commission of a crime involving moral turpitude, theft, fraud or deceit; (2) conduct that has an adverse effect on the Company's reputation; (3) substantial or continued unwillingness or inability to perform duties assigned to the EMPLOYEE; (4) gross negligence or deliberate misconduct; (5) any material breach of terms and conditions specified in this letter; (6) Un-authorized absence from work for a period of three or more consecutive days without due consent or notifying your superior officer. (7) Providing any false information to the company.

Without Cause: (a) In the event that the employment is terminated without Cause, the EMPLOYEE will be provided with a 30 days written notice prior to such termination or paid severance pay in lieu thereof equivalent to the consolidated compensation package for a period of 30 days, calculated on the basis of the last basic salary.

(b) During probation period if the employment is terminated without Cause, the EMPLOYEE will be provided with 7 days prior written notice.

Joules to Watts
REGISTRAR


Joules to Watts Business Solutions Private Limited

3rd Floor, Vaswani Presidio, Panathur Main Road,
Off Outer Ring Road, Bangalore, Karnataka- 560103

www.joulestowatts.com

CIN : U74900KA2014PTC076748

TERMINATION BY EMPLOYEE:

If you wish to leave the services of the Company, a clear written notice of 30 days has to be given to the Company. In case of failure to give such written notice within the prescribed time, you are bound to make good the loss suffered by the Company and any other charges/liabilities Company incurs consequent to the failure to give required written notice. However, due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period.

MORAL CONDUCT:

You shall not resort to or in any way abet any form of strike or coercion or physical duress in connection with any matter pertaining to your service or the service of any other employee.

ALTERNATIVE EMPLOYMENT:

You will be a whole time employee of the Company and will not engage yourself directly or indirectly in any other trade, business, profession or any other employment part time or full time anywhere in any capacity, either honorary or otherwise, whilst in the services of the Company. The findings of the management in this respect are final and binding. Breach of this condition shall lead to the termination of your services by the company without any notice or compensation.

COMPANY PROPERTIES IN YOUR POSSESSION:

You are expected to take proper care of company properties entrusted to you by the company.

In the event of your resignation/termination you are obliged to return all the company's property like access/ ID card, documents, machines, data, files and books etc., in your possession in good condition, or reimburse the value of the same. You shall also officially hand over your job responsibilities to your immediate supervisor or any other person nominated by the management for this purpose.

CHANGE OF ADDRESS:

Any change of residential address should be intimated to the department head in writing within 3 days from the date of such change. Your address as indicated shall be the correct address for sending all communications to you unless otherwise intimated in writing by you. Communications addressed to you at the above address shall be deemed to have been duly served.

CODE OF CONDUCT:

During your services with us, you are expected to behave and perform in a manner that preserves the Company's and its Client's values and commitments.

Any or all of the terms and conditions pertaining to your services with the Company may be modified or changed at the Company's discretion. In the event any terms/conditions are changed, the same shall be informed to you in writing.

PLACE OF EMPLOYMENT AND TRANSFER:

You acknowledge and agree that you may be assigned, or liable to be transferred or deputed from one place to another and / or from one department / unit to another or any other subsidiary /Associate Establishment/or their contractors and clients either existing or to be set up in future any where in India or abroad purely at the discretion of the management depending upon the needs and requirement of the company. On such assignment, transfer, or deputation you will be governed by the Rules and Regulations and other working /service conditions as applicable at the place of posting including to consent to add/or agree to certain other agreements.


REGISTRAR




PROBATION:

The Employee shall be on probation for a period of three (3) months from the date of joining. The Company shall be entitled to forthwith terminate the services of the Employee and this Agreement at any time during the probation period. The Company may in its sole discretion extend the Employee's probation period based on the Employee's performance, conduct and/or other factors as the company may deem fit. The Employee's probation period shall not be considered to be completed, unless the Employee's services are confirmed by the Company in writing by a Letter of Confirmation. Employee is not entitled for leaves during the probation period and leaves taken during probation will be considered as Loss of Pay.

DECLARATION:

This is to confirm that the documents and information provided by me to the Company for the purpose of my services are true and accurate to the best of my knowledge and belief. I also agree that the various terms and conditions set forth in this Agreement are fair, just and reasonable and I shall strictly adhere to the terms specified.

<hr/>	April 19, 2022 -----
Signature	Date





Name: Sumanth Kumar Reddy S

Address: #13 3Rd Cross Manjunatha Nagar Kalkeri
Ramamurthy Nagar Bangalore,
Karnataka - 560016, India

Dear Sumanth Kumar Reddy S,

We are pleased to inform you that based on your application and the Subsequent interviews you had, you have been selected for the position of **Trainee Consultant-Talent Collaboration**.

Your joining date will be **Wednesday 20 April 2022**

On the first day of the employment, please report to:

Company Address: JoulestoWatts Business Solutions Pvt Ltd,
6th Floor, Vaswani Presidio, Panathur Main Road,
India

Reporting Time : 9:00 AM

You will be paid a gross annual salary of **Rs. 3,00,000/- (Three Lakhs only)**.

Your salary composition and other details are listed in the Employment Agreement annexed to this letter. Please indicate your acceptance to the Employment Agreement by signing and returning it within seven days from the date of this letter to the following address. Please retain the second copy for your records.

JoulestoWatts Business Solutions Pvt. Ltd

3rd floor, Vaswani Presidio
Bangalore - 560103

I look forward to welcoming you in our organization.

Should you need any further clarifications, please feel free to contact us.

HR Signature

Candidate Signature

REGISTRAR

JoulestoWatts Business Solutions Private Limited

3rd Floor, Vaswani Presidio, Panathur Main Road,
Off Outer Ring Road, Bangalore, Karnataka- 560103

www.joulestowatts.com

CIN : U74900KA2014PTC076748

EMPLOYMENT AGREEMENT

COMPENSATION STRUCTURE:

Your individual compensation is strictly between yourself and the Company. It has been determined based on various factors such as your job, skills, specific background and professional merit. This information and any changes therein should be treated as personal and confidential.

Your total annual CTC will be **Rs. 3,00,000/-** and its composition will be as follows:

	Head	Annual	Monthly
A	CTC	3,00,000.00	25,000.00
	Basic Salary	1,50,000.00	12,500.00
	House Rent Allowance (HRA)	60,000.00	5,000.00
	Stat Bonus	12,495.00	1,041.25
	Conveyance	9,205.00	767.08
	Medical	15,000.00	1,250.00
	Telephone	12,000.00	1,000.00
	Leave Travel Allowance (LTA)	12,500.00	1,041.67
	Total Gross	2,71,200.00	22,600.00
B	Deductions		
	PF Employer Contribution	21,600.00	1,800.00
	PF Employee Contribution	21,600.00	1,800.00
	Gratuity	7,200.00	600.00
A-B =	Net Take Home (Varies depending on Taxes)	2,47,200.00	20,600.00

1. Income Tax, Professional Tax and other applicable taxes shall be deducted from the salary on a monthly basis as per Government Policy.

The salary will be processed on 7th Working day of every month. However, if the 7th falls on a holiday, salary will be paid on the next working day. The monthly pay slips will be made available electronically.

If the joining date is after 20th of the month first salary will be processed along with the next payroll.

Salary will be disbursed on receipt of your PAN card number.


REGISTRAR




TIME SHEETS:

Shall send a hard copy/soft copy of the time sheets duly approved and signed by your Supervisor one business day in advance for processing salary every month to the following address:

Joules to Watts Business Solutions Pvt. Ltd
SJR I Park, Tower 4 Ground floor, Opposite to Satya Sai Hospital
EPIP Zone, Whitefield, Bangalore-560066

Delay in receiving the approved time sheets will result in a delay in payment of your salary.

STATUTORY BENEFITS:

You will be governed as per the respective acts of ESIC, PF, Bonus & Gratuity, as per the rules in force, from time to time.

BACKGROUND CHECK:

The Company reserves the right to verify the information furnished by you in your application for employment and through other documents. If it is found that you have misrepresented any information in your application for employment or have furnished any false information or have concealed / suppressed any relevant material facts, your services are liable to be terminated any time, without any notice or compensation in lieu thereof.

MEDICAL CHECK:

As per the Company policy, employees are required to undergo medical check on request at authorized medical centers and submit a duly certified copy of the medical certificate.

NO-SHOW:

Failure to report at the specified office on the **Wednesday 20 April 2022** shall be deemed as "No-Show". In such an event, the offer stands cancelled, and you shall be liable to pay one month's salary as penalty to the company for the loss suffered by the company.

JOB ROLES & RESPONSIBILITIES:

You shall be responsible for the performance of the functions expected of **Trainee Consultant-Talent Collaboration** and any additional functions and duties that may be assigned to you in connection with the business and operations of the Company.

You shall use the best of your efforts to promote, develop and extend the business of the Company and comply with the directions and regulations of the Company at all times, and in all respects.

REVIEW PERIOD:

Your performance will be reviewed to consider salary revision after 12 months from the date of joining.


REGISTRAR 

Joules to Watts Business Solutions Private Limited
3rd Floor, Vaswani Presidio, Panathur Main Road,
Off Outer Ring Road, Bangalore, Karnataka- 560103
www.joulestowatts.com
CIN : U74900KA2014PTC076748



ASSIGNMENT:

You shall acknowledge that the services to be rendered by you are unique and personal. During your service with the Company, you shall not assign any of the rights or delegate any of the duties or obligations under this Agreement without the prior written consent of the Company.

LEAVE:

You would be entitled to get maximum of 24 days of leaves per year. (pro rata bases)

HOLIDAYS:

As each region may have a different set of holidays, your holiday schedule will be governed by your office location.

DOCUMENTATION:

Upon being so required by the Company, you shall make, sign and execute all deeds, documents, and declarations as may be deemed necessary by the Company and/or its clients (including privacy and confidentiality agreements).

INDEMNITY:

You shall keep the Company indemnified for any damages, which the Company or its client may suffer due to any act/acts by you including breach of any terms of this agreement.

UN-AUTHORIZED ABSENCE:

Any absence for 3 consecutive business days without prior permission will be treated as un-authorized absence from the work. In such a case, the Company is entitled to terminate your services and/or seek compensation for any loss suffered by the Company or its Client due to such an absence.

CONFIDENTIALITY & NON DISCLOSURE:

You hereby acknowledge that by the reason of your services with the Company you will have access to records, documents, drawings, forms, reports, studies, memoranda, correspondence, manuals, plans, magnetic media and other information sources ("Confidential Material") and such Confidential Material constitutes the property of the Company and/or its clients, enables the Company and/or its clients to compete successfully in business and was acquired or created by the Company and/or its clients at substantial expense. In consideration of your services and the above disclosures, you agree that:

You will disclose to the Company all information, inventions, discoveries, products, systems, programs, documentation including improvements or modifications ("Proprietary Material"), relating to the Company and its clients which you acquired or developed during the term of your services with the Company and that such Proprietary Material is the sole property of the Company or its clients, regardless of whether or not its acquisition or development occurred during work hours, at the Company facilities, or with the Company property or personnel. You will not disclose any such Proprietary Material to any unauthorized person during or after the completion of services with the Company.

You will not remove from the Company premises and/or the premises of its clients any Confidential Material, except in the performance of your duties. Upon termination of your services or when called upon by the Company, you will surrender all such Confidential Material together with any other the Company property that have been provided to him/her by the Company and/or its clients.

You agree to comply with a supplementary agreement, when issued, between the Company and a client regarding privacy and confidentiality. Such agreement will be incorporated into this Agreement by reference, including improvements or modification. "Proprietary Material" relating to the Company and its clients which you acquired or developed during the term of your services with the Company and its client is the sole property of the Company or its clients, regardless of whether or not its acquisition or development occurred during work hours.



NON COMPETE & NON SOLICITATION:

You agree that during your services with the Company and continuing for a period of twelve (12) months after termination of your services with the Company, you:

- a) Will not individually or on behalf of or in conjunction with any other person or entity (except on behalf of the Company), directly or indirectly, solicit, sell to, or perform similar services as provided by or available from the Company, for any clients of the Company.
- b) Will not seek and obtain employment, training, or contract for employment or seek to serve as you or otherwise to clients of the Company, customers, accounts or prospects, without the written permission of the Company.
- c) Will not directly or indirectly solicit or hire or cause others to solicit or hire any other employee of the Company.
- d) Unless pre-approved by the Company in writing, you will not, during the period of this assignment, prepare, compile, submit or publish any articles or contribute to any other publication or television serials / films / video presentations or assist anyone directly or indirectly in this regard.

WAIVER:

A waiver by the Company of a breach of any provision of this Agreement by you shall not operate or be construed as a waiver or estoppel of any subsequent breach by you. No waiver shall be valid unless in writing and signed by an authorized officer of the Company.

JURISDICTION:

In case of any dispute arising out of the Agreement, it shall be subject to jurisdiction of appropriate Court of Bangalore, Karnataka, India.

LEAVING THE COMPANY WITHOUT SERVING NOTICE PERIOD:

If you wish to leave the services of the Company, a clear written notice of 30 days has to be given to the Company. In case of failure to give such written notice within the prescribed time, you are bound to make good the loss suffered by the Company and any other charges/liabilities Company incurs consequent to the failure to give required written notice.

However, due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period.

TERMINATION BY THE COMPANY:

The company may terminate your services with or without cause under the following conditions:

With Cause: The Company may, immediately and without notice, terminate your services with "Cause". The term "Cause" shall, as used in this Document, mean (1) the commission of a crime involving moral turpitude, theft, fraud or deceit; (2) conduct that has an adverse effect on the Company's reputation; (3) substantial or continued unwillingness or inability to perform duties assigned to the EMPLOYEE; (4) gross negligence or deliberate misconduct; (5) any material breach of terms and conditions specified in this letter; (6) Un-authorized absence from work for a period of three or more consecutive days without due consent or notifying your superior officer. (7) Providing any false information to the company.

Without Cause: (a) In the event that the employment is terminated without Cause, the EMPLOYEE will be provided with a 30 days written notice prior to such termination or paid severance pay in lieu thereof equivalent to the consolidated compensation package for a period of 30 days, calculated on the basis of the last basic salary.

(b) During probation period if the employment is terminated without Cause, the EMPLOYEE will be provided with 7 days prior written notice.


REGISTRAR


Joules to Watts Business Solutions Private Limited

3rd Floor, Vaswani Presidio, Panathur Main Road,
Off Outer Ring Road, Bangalore, Karnataka- 560103

www.joulestowatts.com

CIN : U74900KA2014PTC076748

TERMINATION BY EMPLOYEE:

If you wish to leave the services of the Company, a clear written notice of 30 days has to be given to the Company. In case of failure to give such written notice within the prescribed time, you are bound to make good the loss suffered by the Company and any other charges/liabilities Company incurs consequent to the failure to give required written notice. However, due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period.

MORAL CONDUCT:

You shall not resort to or in any way abet any form of strike or coercion or physical duress in connection with any matter pertaining to your service or the service of any other employee.

ALTERNATIVE EMPLOYMENT:

You will be a whole time employee of the Company and will not engage yourself directly or indirectly in any other trade, business, profession or any other employment part time or full time anywhere in any capacity, either honorary or otherwise, whilst in the services of the Company. The findings of the management in this respect are final and binding. Breach of this condition shall lead to the termination of your services by the company without any notice or compensation.

COMPANY PROPERTIES IN YOUR POSSESSION:

You are expected to take proper care of company properties entrusted to you by the company.

In the event of your resignation/termination you are obliged to return all the company's property like access/ ID card, documents, machines, data, files and books etc., in your possession in good condition, or reimburse the value of the same. You shall also officially hand over your job responsibilities to your immediate supervisor or any other person nominated by the management for this purpose.

CHANGE OF ADDRESS:

Any change of residential address should be intimated to the department head in writing within 3 days from the date of such change. Your address as indicated shall be the correct address for sending all communications to you unless otherwise intimated in writing by you. Communications addressed to you at the above address shall be deemed to have been duly served.

CODE OF CONDUCT:

During your services with us, you are expected to behave and perform in a manner that preserves the Company's and its Client's values and commitments.

Any or all of the terms and conditions pertaining to your services with the Company may be modified or changed at the Company's discretion. In the event any terms/conditions are changed, the same shall be informed to you in writing.

PLACE OF EMPLOYMENT AND TRANSFER:

You acknowledge and agree that you may be assigned, or liable to be transferred or deputed from one place to another and / or from one department / unit to another or any other subsidiary /Associate Establishment/or their contractors and clients either existing or to be set up in future any where in India or abroad purely at the discretion of the management depending upon the needs and requirement of the company. On such assignment, transfer, or deputation you will be governed by the Rules and Regulations and other working /service conditions as applicable at the place of posting including to consent to add/or agree to certain other agreements.


REGISTRAR




PROBATION:

The Employee shall be on probation for a period of three (3) months from the date of joining. The Company shall be entitled to forthwith terminate the services of the Employee and this Agreement at any time during the probation period. The Company may in its sole discretion extend the Employee's probation period based on the Employee's performance, conduct and/or other factors as the company may deem fit. The Employee's probation period shall not be considered to be completed, unless the Employee's services are confirmed by the Company in writing by a Letter of Confirmation. Employee is not entitled for leaves during the probation period and leaves taken during probation will be considered as Loss of Pay.

DECLARATION:

This is to confirm that the documents and information provided by me to the Company for the purpose of my services are true and accurate to the best of my knowledge and belief. I also agree that the various terms and conditions set forth in this Agreement are fair, just and reasonable and I shall strictly adhere to the terms specified.

<hr/>	April 19, 2022 -----
Signature	Date



Thrillophilia Offer Letter & Employment Agreement

Congratulations Shashank S

Welcome to Thrillophilia!!!

We are excited to onboard you as a key resource in our journey to make traveling experiences seamless. We don't just offer a job, we offer a career. We have a collaboration-driven work culture and we are sure that you will have fun working with all our teams. Not many companies could promise you a job filled with adventure. We do!

You have been selected based on your potential and we look forward to growing together. We would like to mentor a talent like yourself and achieve higher milestones with you.

Thrillophilia is pleased to extend the offer for the position of **Operations Executive beginning March 10, 2022 to Shashank S**. The purpose of this letter is to set forth our understanding of the terms of your employment with Thrillophilia including your job description and compensation. It is also important that you are inspired to remain with Thrillophilia over time and focus your energies on successfully and efficiently contributing to our company goals. Your responsibilities will be those outlined in the enclosed job description.

Looking forward to achieving new heights of success with you, and we are confident that your employment with Thrillophilia will prove mutually beneficial.

The Effective Date of this Agreement: **March 05, 2022**

This Agreement is by and between Thrillophilia Travel Solutions Pvt. Ltd.

Rituja Khunteta | Senior HR Executive

Rituja Khunteta

and

Shashank S

Signature -

Shashank S
REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

A circular blue stamp seal for the Registrar of Presidency University, Bangalore. The seal contains the text "REGISTRAR" at the top, "PRESIDENCY UNIVERSITY" around the inner border, "Registrar" in the center, and "BANGALORE" at the bottom.

Compensation

CTC: INR 3,00,000

Fixed component per annum: INR 2,40,000

Variable component per annum: INR 60,000

*Tax Deductions, as applicable

Expenses on phone, travel, or anything else for company purposes will be reimbursed.

Confidentiality & Authorization to Work

As a condition of full-time employment, you will be requested to sign this document, which is also a Confidentiality Agreement. Anytime you breach or pass any kind of confidential information to friends, family or any other company could lead to immediate termination.

You should also note that you will be required

- Submit proof of citizenship
- 10-12 mark sheets
- 2 photographs
- Last degree mark sheets
- Permanent residency in India or authorization to work in India within three business days of your date of hire.


Terms and Conditions

1. At-Will Employment

If you choose to accept this offer, please understand your employment is “at-will,” voluntarily entered into, and is for at least one year period. Failing to serve for less than one year Thrillophilia has full rights to forfeit your bonus, performance incentives, variable component, and salary deductions over the last months of your service. You are free to resign at any time, for any reason, or for no reason. But you need to serve a notice period of two months, even if left during the probation period. Also, Thrillophilia is free to conclude its at-will employment relationship with you at any time, with or without cause.

2. Non-Competition During Employment

The Thrillophilia prohibits the Employee from participating in or planning to participate in a competitive business while employed by the Thrillophilia. During the employment term, the Employee shall not, in

any fashion, participate or engage in any activity or other business competitive with the Thrillophilia's business. In addition, the Employee, while employed, shall not take any action without the Thrillophilia's prior written consent to establish, form, or become employed by a competing business on termination of employment by the Thrillophilia. The Employee's failure to comply with the provisions of the preceding sentence shall give the Thrillophilia the right to terminate any benefits or compensation that the Employee may be otherwise entitled to following termination of this Agreement.

3. Term of Employment

You shall be employed for the first three months on a probation basis, and based on his/her performance further action will be taken. After serving for three months, this Agreement is extended by mutual written consent of the parties. During the Probation period, due to non-performance, the company can terminate your employment by giving a two-week notice period.

4. Place of Employment

During the employment term, the base location of an Employee to perform the services would be **Jaipur**. The Employee acknowledges that the Thrillophilia may from time to time require the Employee to travel temporarily to other locations on the Thrillophilia's business.

5. Salary

The basic salary payable to the Employee shall be increased annually by employee performance and company performance. Once the employee puts in his resignation letter, then during the notice period, salary will not be paid and will be cleared during settlement. During the probation period, salaries will be paid on the 15th of the next month. Once an employee gets confirmed after successful completion of his notice period, salary for a month is paid by the 5th of the next month.

6. Incentives

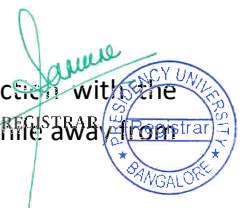
Employees will receive their Incentives on the basis of performance.

7. Leaves

You are entitled to 22 leaves (14 Paid Leaves + 8 Sick Leaves) in a year. In addition to these leaves, there will also be yearly holidays for all employees. However, during the Internship period, the employee cannot take any leave. Exceptional leaves can be granted based on manager discretion.

8. Expenses

Thrillophilia shall reimburse the Employee for reasonable expenses incurred in connection with the Employee's performance of his / her duties including travel expenses, food, and lodging while away from his base work location, pursuant to the Thrillophilia's reimbursement policies.



9. Employee's Right of Ownership

All inventions conceived or developed by the Employee during the term of this Agreement shall remain the property of Thrillophilia, provided, however, that as to all such inventions with the respect that the equipment, supplies, facilities, or trade secret information of the Thrillophilia was used, or that relate to the business of the Thrillophilia or to the Thrillophilia's actual or demonstrably anticipated research and development, or that result from any work performed by the Employee for the Thrillophilia shall remain the property of the Thrillophilia.

10. Employee Termination/Resignation

The employee will have to serve the company Thrillophilia for a period of one year to the minimum. If the employee wishes to terminate/resign before the completion of one year of his or her service with Thrillophilia, the employee will have to pay out an amount equal to his or her one-month compensation at Thrillophilia. In case a disassociation happens between the employee and the company within 30 days of the joining date, the company will not be liable to pay compensation for the days served.

The Employee will have to give Thrillophilia a two-month prior written notice of resignation whenever he chooses to resign. The Employee may retire after age 60 and upon proper notice.

11.1 Termination on Retirement. This Agreement shall be terminated by the Employee's voluntary retirement, that retirement shall be effective on the last day of any fiscal year, provided that the effective date of retirement occurs after the Employee's 60th birthday, and that the Employee gives the Thrillophilia six months' prior written notice.

11.2 The employment Agreement will automatically terminate if the Employee becomes permanently disabled.

11.3 Termination upon Death. If the employee dies during the period of employment this Agreement shall then be terminated. The employment Agreement may terminate upon proper notice after a merger or sale of assets by the Thrillophilia.

11.4 Termination or Assignment on Merger. In the event of a merger where the Thrillophilia is not the surviving entity, or of a sale of all or substantially all of the Thrillophilia's assets, the Thrillophilia may, at

its sole option (1) assign this Agreement and all rights and obligations under it to any business entity that succeeds to all or substantially all of the Thrillophilia's business through that merger or sale of assets, or

(2) on at least 30 days prior written notice to the Employee, terminate this Agreement effective on the date of the merger or sale of assets.


REGISTRAR


12. Non-Disclosure after Termination

After termination of employment, the Employee will still be prohibited for a period of five years from disclosing Thrillophilia's trade secrets and any confidential information. Because of his / her employment by the Thrillophilia, the Employee will have access to trade secrets and confidential information about the Thrillophilia, its products, its customers, and its methods of doing business. In consideration of his / her access to this information, the Employee agrees that for a period of five years after termination of his / her employment, he/she will not disclose such trade secrets or confidential information.

13. Entire Agreement

This Agreement contains the entire Agreement between the parties and supersedes all prior oral and written agreements, understandings, commitments, and practices between the parties. No amendments to this Agreement may be made except by a writing signed by both parties. By signing this agreement you ensure that you have read all the policies and agree to them.

14. Notices

Any notice to the Thrillophilia required or permitted under this Agreement shall be given in writing to the Thrillophilia, either by personal service or by registered or certified mail, postage prepaid, addressed to Abhishek Daga (Founder of Thrillophilia) at its then principal place of business. Any such notice to the Employee shall be given in a like manner and, if mailed, shall be addressed to the Employee at his / her home address then shown in the Thrillophilia's files. For the purpose of determining compliance with any time limit in this Agreement, a notice shall be deemed to have been duly given

(1) on the date of service, if served personally on the party to whom notice is to be given, or

(2) on the second business day after mailing, if mailed to the party to whom the notice is to be given in the manner provided in this section.

15. General Provisions

15.1 Governing Law & Jurisdiction. This agreement and the parties' actions under this Agreement shall be governed by and construed under the laws of the state of Rajasthan under Rajasthan state government Judiciary without reference to conflict of law principles. In the event of a lawsuit or any legal proceeding involving this Agreement, the Employee will have to pay the Thrillophilia costs and expenses, including reasonable attorney fees.

15.2 Costs of Litigation. In the event any action is brought to enforce this Agreement, the Employee shall be entitled to recover its costs of enforcement including, without limitation, attorneys' fees and court costs.


REGISTRAR


16. Force Majeure.

In the event that Employee is unable to perform any of its obligations under this Agreement because of any Act of God, strike, fire, flood, governmental acts, orders or restrictions, Internet system unavailability, system malfunctions, or any other reason where failure to perform is beyond the reasonable control and not caused by the negligence of the Employee (a "Force Majeure Event") if Thrillophilia has been so affected shall give notice immediately to Employee and Employee shall use its reasonable best efforts to resume performance. However, if the period of non-performance exceeds 30 days from receipt of notice of the Force Majeure Event, the Employee may be terminated and his assets like pending salary, sales incentive, bonus, etc can be forfeit, by giving written notice.

17. Confidentiality

Even after the termination of the Agreement, the Employee may still have certain responsibilities such as keeping information confidential for five years and he cannot share any business secrets of Thrillophilia. Any information related to compensation need not be disclosed or discussed with any colleague.

18. Survival of Certain Provisions.

The warranties and indemnification and confidentiality obligations set forth in the Agreement shall survive the termination of the Agreement by either party for any reason.

Understood, Agreed & Approved

We have carefully reviewed this contract and agree to and accept all of its terms and conditions. We are executing this Agreement as of the Effective Date above.

Agreed to and Accepted by :

Shashank S

Date: 05/03/2022

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

Thrillophilia Offer Letter & Employment Agreement

Congratulations Pavan Kumar S

Welcome to Thrillophilia!!!

We are excited to onboard you as a key resource in our journey to make traveling experiences seamless. We don't just offer a job, we offer a career. We have a collaboration-driven work culture and we are sure that you will have fun working with all our teams. Not many companies could promise you a job filled with adventure. We do!

You have been selected based on your potential and we look forward to growing together. We would like to mentor a talent like yourself and achieve higher milestones with you.

Thrillophilia is pleased to extend the offer for the position of **Operations Executive beginning March 10, 2022 to Pavan Kumar S** The purpose of this letter is to set forth our understanding of the terms of your employment with Thrillophilia including your job description and compensation. It is also important that you are inspired to remain with Thrillophilia over time and focus your energies on successfully and efficiently contributing to our company goals. Your responsibilities will be those outlined in the enclosed job description.

Looking forward to achieving new heights of success with you, and we are confident that your employment with Thrillophilia will prove mutually beneficial.

The Effective Date of this Agreement: **March 05, 2022**

This Agreement is by and between Thrillophilia Travel Solutions Pvt. Ltd.

Rituja Khunteta | Senior HR Executive

Rituja Khunteta

and

Pavan Kumar S

Signature -

Sanne
REGISTRAR




Compensation

CTC: INR 3,00,000

Fixed component per annum: INR 2,40,000

Variable component per annum: INR 60,000

*Tax Deductions, as applicable

Expenses on phone, travel, or anything else for company purposes will be reimbursed.

Confidentiality & Authorization to Work

As a condition of full-time employment, you will be requested to sign this document, which is also a Confidentiality Agreement. Anytime you breach or pass any kind of confidential information to friends, family or any other company could lead to immediate termination.

You should also note that you will be required

- Submit proof of citizenship
- 10-12 mark sheets
- 2 photographs
- Last degree mark sheets
- Permanent residency in India or authorization to work in India within three business days of your date of hire.

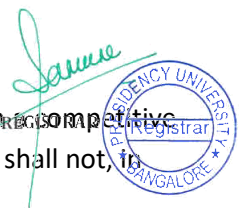
Terms and Conditions

1. At-Will Employment

If you choose to accept this offer, please understand your employment is “at-will,” voluntarily entered into, and is for at least one year period. Failing to serve for less than one year Thrillophilia has full rights to forfeit your bonus, performance incentives, variable component, and salary deductions over the last months of your service. You are free to resign at any time, for any reason, or for no reason. But you need to serve a notice period of two months, even if left during the probation period. Also, Thrillophilia is free to conclude its at-will employment relationship with you at any time, with or without cause.

2. Non-Competition During Employment

The Thrillophilia prohibits the Employee from participating in or planning to participate in a competitive business while employed by the Thrillophilia. During the employment term, the Employee shall not, in



any fashion, participate or engage in any activity or other business competitive with the Thrillophilia's business. In addition, the Employee, while employed, shall not take any action without the Thrillophilia's prior written consent to establish, form, or become employed by a competing business on termination of employment by the Thrillophilia. The Employee's failure to comply with the provisions of the preceding sentence shall give the Thrillophilia the right to terminate any benefits or compensation that the Employee may be otherwise entitled to following termination of this Agreement.

3. Term of Employment

You shall be employed for the first three months on a probation basis, and based on his/her performance further action will be taken. After serving for three months, this Agreement is extended by mutual written consent of the parties. During the Probation period, due to non-performance, the company can terminate your employment by giving a two-week notice period.

4. Place of Employment

During the employment term, the base location of an Employee to perform the services would be **Jaipur**. The Employee acknowledges that the Thrillophilia may from time to time require the Employee to travel temporarily to other locations on the Thrillophilia's business.

5. Salary

The basic salary payable to the Employee shall be increased annually by employee performance and company performance. Once the employee puts in his resignation letter, then during the notice period, salary will not be paid and will be cleared during settlement. During the probation period, salaries will be paid on the 15th of the next month. Once an employee gets confirmed after successful completion of his notice period, salary for a month is paid by the 5th of the next month.

6. Incentives

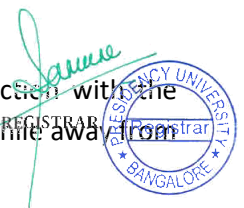
Employees will receive their Incentives on the basis of performance.

7. Leaves

You are entitled to 22 leaves (14 Paid Leaves + 8 Sick Leaves) in a year. In addition to these leaves, there will also be yearly holidays for all employees. However, during the Internship period, the employee cannot take any leave. Exceptional leaves can be granted based on manager discretion.

8. Expenses

Thrillophilia shall reimburse the Employee for reasonable expenses incurred in connection with the Employee's performance of his / her duties including travel expenses, food, and lodging while away from his base work location, pursuant to the Thrillophilia's reimbursement policies.



9. Employee's Right of Ownership

All inventions conceived or developed by the Employee during the term of this Agreement shall remain the property of Thrillophilia, provided, however, that as to all such inventions with the respect that the equipment, supplies, facilities, or trade secret information of the Thrillophilia was used, or that relate to the business of the Thrillophilia or to the Thrillophilia's actual or demonstrably anticipated research and development, or that result from any work performed by the Employee for the Thrillophilia shall remain the property of the Thrillophilia.

10. Employee Termination/Resignation

The employee will have to serve the company Thrillophilia for a period of one year to the minimum. If the employee wishes to terminate/resign before the completion of one year of his or her service with Thrillophilia, the employee will have to pay out an amount equal to his or her one-month compensation at Thrillophilia. In case a disassociation happens between the employee and the company within 30 days of the joining date, the company will not be liable to pay compensation for the days served.

The Employee will have to give Thrillophilia a two-month prior written notice of resignation whenever he chooses to resign. The Employee may retire after age 60 and upon proper notice.

11.1 Termination on Retirement. This Agreement shall be terminated by the Employee's voluntary retirement, that retirement shall be effective on the last day of any fiscal year, provided that the effective date of retirement occurs after the Employee's 60th birthday, and that the Employee gives the Thrillophilia six months' prior written notice.

11.2 The employment Agreement will automatically terminate if the Employee becomes permanently disabled.

11.3 Termination upon Death. If the employee dies during the period of employment this Agreement shall then be terminated. The employment Agreement may terminate upon proper notice after a merger or sale of assets by the Thrillophilia.

11.4 Termination or Assignment on Merger. In the event of a merger where the Thrillophilia is not the surviving entity, or of a sale of all or substantially all of the Thrillophilia's assets, the Thrillophilia may, at

its sole option (1) assign this Agreement and all rights and obligations under it to any business entity that succeeds to all or substantially all of the Thrillophilia's business through that merger or sale of assets, or

(2) on at least 30 days prior written notice to the Employee, terminate this Agreement effective on the date of the merger or sale of assets.


REGISTRAR


12. Non-Disclosure after Termination

After termination of employment, the Employee will still be prohibited for a period of five years from disclosing Thrillophilia's trade secrets and any confidential information. Because of his / her employment by the Thrillophilia, the Employee will have access to trade secrets and confidential information about the Thrillophilia, its products, its customers, and its methods of doing business. In consideration of his / her access to this information, the Employee agrees that for a period of five years after termination of his / her employment, he/she will not disclose such trade secrets or confidential information.

13. Entire Agreement

This Agreement contains the entire Agreement between the parties and supersedes all prior oral and written agreements, understandings, commitments, and practices between the parties. No amendments to this Agreement may be made except by a writing signed by both parties. By signing this agreement you ensure that you have read all the policies and agree to them.

14. Notices

Any notice to the Thrillophilia required or permitted under this Agreement shall be given in writing to the Thrillophilia, either by personal service or by registered or certified mail, postage prepaid, addressed to Abhishek Daga (Founder of Thrillophilia) at its then principal place of business. Any such notice to the Employee shall be given in a like manner and, if mailed, shall be addressed to the Employee at his / her home address then shown in the Thrillophilia's files. For the purpose of determining compliance with any time limit in this Agreement, a notice shall be deemed to have been duly given

- (1) on the date of service, if served personally on the party to whom notice is to be given, or
- (2) on the second business day after mailing, if mailed to the party to whom the notice is to be given in the manner provided in this section.

15. General Provisions

15.1 Governing Law & Jurisdiction. This agreement and the parties' actions under this Agreement shall be governed by and construed under the laws of the state of Rajasthan under Rajasthan state government Judiciary without reference to conflict of law principles. In the event of a lawsuit or any legal proceeding involving this Agreement, the Employee will have to pay the Thrillophilia costs and expenses, including reasonable attorney fees.

15.2 Costs of Litigation. In the event any action is brought to enforce this Agreement, the Employee shall be entitled to recover its costs of enforcement including, without limitation, attorneys' fees and court costs.


REGISTRAR


16. Force Majeure.

In the event that Employee is unable to perform any of its obligations under this Agreement because of any Act of God, strike, fire, flood, governmental acts, orders or restrictions, Internet system unavailability, system malfunctions, or any other reason where failure to perform is beyond the reasonable control and not caused by the negligence of the Employee (a "Force Majeure Event") if Thrillophilia has been so affected shall give notice immediately to Employee and Employee shall use its reasonable best efforts to resume performance. However, if the period of non-performance exceeds 30 days from receipt of notice of the Force Majeure Event, the Employee may be terminated and his assets like pending salary, sales incentive, bonus, etc can be forfeit, by giving written notice.

17. Confidentiality

Even after the termination of the Agreement, the Employee may still have certain responsibilities such as keeping information confidential for five years and he cannot share any business secrets of Thrillophilia. Any information related to compensation need not be disclosed or discussed with any colleague.

18. Survival of Certain Provisions.

The warranties and indemnification and confidentiality obligations set forth in the Agreement shall survive the termination of the Agreement by either party for any reason.

Understood, Agreed & Approved

We have carefully reviewed this contract and agree to and accept all of its terms and conditions. We are executing this Agreement as of the Effective Date above.

Agreed to and Accepted by :

Pavan Kumar S

Date: 05/03/2022

A green ink signature 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.



Name: Kommineni Sujith Chowdary

Address: Lic Colony, 54-19-36/1, Vijayawada,
Andhra Pradesh - 520008, India

Dear Kommineni Sujith Chowdary,

We are pleased to inform you that based on your application and the Subsequent interviews you had, you have been selected for the position of **Trainee Consultant-Talent Collaboration**.

Your joining date will be **Wednesday 20 April 2022**

On the first day of the employment, please report to:

Company Address: JoulestoWatts Business Solutions Pvt Ltd,
6th Floor, Vaswani Presidio, Panathur Main Road,
India

Reporting Time : 9:00 AM

You will be paid a gross annual salary of **Rs. 3,00,000/- (Three Lakhs only)**.

Your salary composition and other details are listed in the Employment Agreement annexed to this letter. Please indicate your acceptance to the Employment Agreement by signing and returning it within seven days from the date of this letter to the following address. Please retain the second copy for your records.

JoulestoWatts Business Solutions Pvt. Ltd

3rd floor, Vaswani Presidio
Bangalore - 560103

I look forward to welcoming you in our organization.

Should you need any further clarifications, please feel free to contact us.

HR Signature

Candidate Signature

JoulestoWatts Business Solutions Private Limited

3rd Floor, Vaswani Presidio, Panathur Main Road,
Off Outer Ring Road, Bangalore, Karnataka- 560103

www.joulestowatts.com

CIN : U74900KA2014PTC076748

EMPLOYMENT AGREEMENT

COMPENSATION STRUCTURE:

Your individual compensation is strictly between yourself and the Company. It has been determined based on various factors such as your job, skills, specific background and professional merit. This information and any changes therein should be treated as personal and confidential.

Your total annual CTC will be **Rs. 3,00,000/-** and its composition will be as follows:

	Head	Annual	Monthly
A	CTC	3,00,000.00	25,000.00
	Basic Salary	1,50,000.00	12,500.00
	House Rent Allowance (HRA)	60,000.00	5,000.00
	Stat Bonus	12,495.00	1,041.25
	Conveyance	9,205.00	767.08
	Medical	15,000.00	1,250.00
	Telephone	12,000.00	1,000.00
	Leave Travel Allowance (LTA)	12,500.00	1,041.67
	Total Gross	2,71,200.00	22,600.00
B	Deductions		
	PF Employer Contribution	21,600.00	1,800.00
	PF Employee Contribution	21,600.00	1,800.00
	Gratuity	7,200.00	600.00
A-B =	Net Take Home (Varies depending on Taxes)	2,47,200.00	20,600.00

1. Income Tax, Professional Tax and other applicable taxes shall be deducted from the salary on a monthly basis as per Government Policy.

The salary will be processed on 7th Working day of every month. However, if the 7th falls on a holiday, salary will be paid on the next working day. The monthly pay slips will be made available electronically.

If the joining date is after 20th of the month first salary will be processed along with the next payroll.

Salary will be disbursed on receipt of your PAN card number.

Jane
REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE



TIME SHEETS:

Shall send a hard copy/soft copy of the time sheets duly approved and signed by your Supervisor one business day in advance for processing salary every month to the following address:

Joules to Watts Business Solutions Pvt. Ltd
SJR I Park, Tower 4 Ground floor, Opposite to Satya Sai Hospital
EPIP Zone, Whitefield, Bangalore-560066

Delay in receiving the approved time sheets will result in a delay in payment of your salary.

STATUTORY BENEFITS:

You will be governed as per the respective acts of ESIC, PF, Bonus & Gratuity, as per the rules in force, from time to time.

BACKGROUND CHECK:

The Company reserves the right to verify the information furnished by you in your application for employment and through other documents. If it is found that you have misrepresented any information in your application for employment or have furnished any false information or have concealed / suppressed any relevant material facts, your services are liable to be terminated any time, without any notice or compensation in lieu thereof.

MEDICAL CHECK:

As per the Company policy, employees are required to undergo medical check on request at authorized medical centers and submit a duly certified copy of the medical certificate.

NO-SHOW:

Failure to report at the specified office on the **Wednesday 20 April 2022** shall be deemed as "No-Show". In such an event, the offer stands cancelled, and you shall be liable to pay one month's salary as penalty to the company for the loss suffered by the company.

JOB ROLES & RESPONSIBILITIES:

You shall be responsible for the performance of the functions expected of **Trainee Consultant-Talent Collaboration** and any additional functions and duties that may be assigned to you in connection with the business and operations of the Company.

You shall use the best of your efforts to promote, develop and extend the business of the Company and comply with the directions and regulations of the Company at all times, and in all respects.

REVIEW PERIOD:

Your performance will be reviewed to consider salary revision after 12 months from the date of joining.


REGISTRAR 

Joules to Watts Business Solutions Private Limited
3rd Floor, Vaswani Presidio, Panathur Main Road,
Off Outer Ring Road, Bangalore, Karnataka- 560103
www.joulestowatts.com
CIN : U74900KA2014PTC076748



ASSIGNMENT:

You shall acknowledge that the services to be rendered by you are unique and personal. During your service with the Company, you shall not assign any of the rights or delegate any of the duties or obligations under this Agreement without the prior written consent of the Company.

LEAVE:

You would be entitled to get maximum of 24 days of leaves per year. (pro rata bases)

HOLIDAYS:

As each region may have a different set of holidays, your holiday schedule will be governed by your office location.

DOCUMENTATION:

Upon being so required by the Company, you shall make, sign and execute all deeds, documents, and declarations as may be deemed necessary by the Company and/or its clients (including privacy and confidentiality agreements).

INDEMNITY:

You shall keep the Company indemnified for any damages, which the Company or its client may suffer due to any act/acts by you including breach of any terms of this agreement.

UN-AUTHORIZED ABSENCE:

Any absence for 3 consecutive business days without prior permission will be treated as un-authorized absence from the work. In such a case, the Company is entitled to terminate your services and/or seek compensation for any loss suffered by the Company or its Client due to such an absence.

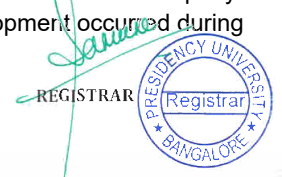
CONFIDENTIALITY & NON DISCLOSURE:

You hereby acknowledge that by the reason of your services with the Company you will have access to records, documents, drawings, forms, reports, studies, memoranda, correspondence, manuals, plans, magnetic media and other information sources ("Confidential Material") and such Confidential Material constitutes the property of the Company and/or its clients, enables the Company and/or its clients to compete successfully in business and was acquired or created by the Company and/or its clients at substantial expense. In consideration of your services and the above disclosures, you agree that:

You will disclose to the Company all information, inventions, discoveries, products, systems, programs, documentation including improvements or modifications ("Proprietary Material"), relating to the Company and its clients which you acquired or developed during the term of your services with the Company and that such Proprietary Material is the sole property of the Company or its clients, regardless of whether or not its acquisition or development occurred during work hours, at the Company facilities, or with the Company property or personnel. You will not disclose any such Proprietary Material to any unauthorized person during or after the completion of services with the Company.

You will not remove from the Company premises and/or the premises of its clients any Confidential Material, except in the performance of your duties. Upon termination of your services or when called upon by the Company, you will surrender all such Confidential Material together with any other the Company property that have been provided to him/her by the Company and/or its clients.

You agree to comply with a supplementary agreement, when issued, between the Company and a client regarding privacy and confidentiality. Such agreement will be incorporated into this Agreement by reference, including improvements or modification. "Proprietary Material" relating to the Company and its clients which you acquired or developed during the term of your services with the Company and its client is the sole property of the Company or its clients, regardless of whether or not its acquisition or development occurred during work hours.



NON COMPETE & NON SOLICITATION:

You agree that during your services with the Company and continuing for a period of twelve (12) months after termination of your services with the Company, you:

- a) Will not individually or on behalf of or in conjunction with any other person or entity (except on behalf of the Company), directly or indirectly, solicit, sell to, or perform similar services as provided by or available from the Company, for any clients of the Company.
- b) Will not seek and obtain employment, training, or contract for employment or seek to serve as you or otherwise to clients of the Company, customers, accounts or prospects, without the written permission of the Company.
- c) Will not directly or indirectly solicit or hire or cause others to solicit or hire any other employee of the Company.
- d) Unless pre-approved by the Company in writing, you will not, during the period of this assignment, prepare, compile, submit or publish any articles or contribute to any other publication or television serials / films / video presentations or assist anyone directly or indirectly in this regard.

WAIVER:

A waiver by the Company of a breach of any provision of this Agreement by you shall not operate or be construed as a waiver or estoppel of any subsequent breach by you. No waiver shall be valid unless in writing and signed by an authorized officer of the Company.

JURISDICTION:

In case of any dispute arising out of the Agreement, it shall be subject to jurisdiction of appropriate Court of Bangalore, Karnataka, India.

LEAVING THE COMPANY WITHOUT SERVING NOTICE PERIOD:

If you wish to leave the services of the Company, a clear written notice of 30 days has to be given to the Company. In case of failure to give such written notice within the prescribed time, you are bound to make good the loss suffered by the Company and any other charges/liabilities Company incurs consequent to the failure to give required written notice.

However, due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period.

TERMINATION BY THE COMPANY:

The company may terminate your services with or without cause under the following conditions:

With Cause: The Company may, immediately and without notice, terminate your services with "Cause". The term "Cause" shall, as used in this Document, mean (1) the commission of a crime involving moral turpitude, theft, fraud or deceit; (2) conduct that has an adverse effect on the Company's reputation; (3) substantial or continued unwillingness or inability to perform duties assigned to the EMPLOYEE; (4) gross negligence or deliberate misconduct; (5) any material breach of terms and conditions specified in this letter; (6) Un-authorized absence from work for a period of three or more consecutive days without due consent or notifying your superior officer. (7) Providing any false information to the company.

Without Cause: (a) In the event that the employment is terminated without Cause, the EMPLOYEE will be provided with a 30 days written notice prior to such termination or paid severance pay in lieu thereof equivalent to the consolidated compensation package for a period of 30 days, calculated on the basis of the last basic salary.

(b) During probation period if the employment is terminated without Cause, the EMPLOYEE will be provided with 7 days prior written notice.

Joules to Watts
REGISTRAR


Joules to Watts Business Solutions Private Limited

3rd Floor, Vaswani Presidio, Panathur Main Road,
Off Outer Ring Road, Bangalore, Karnataka- 560103

www.joulestowatts.com

CIN : U74900KA2014PTC076748

TERMINATION BY EMPLOYEE:

If you wish to leave the services of the Company, a clear written notice of 30 days has to be given to the Company. In case of failure to give such written notice within the prescribed time, you are bound to make good the loss suffered by the Company and any other charges/liabilities Company incurs consequent to the failure to give required written notice. However, due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period.

MORAL CONDUCT:

You shall not resort to or in any way abet any form of strike or coercion or physical duress in connection with any matter pertaining to your service or the service of any other employee.

ALTERNATIVE EMPLOYMENT:

You will be a whole time employee of the Company and will not engage yourself directly or indirectly in any other trade, business, profession or any other employment part time or full time anywhere in any capacity, either honorary or otherwise, whilst in the services of the Company. The findings of the management in this respect are final and binding. Breach of this condition shall lead to the termination of your services by the company without any notice or compensation.

COMPANY PROPERTIES IN YOUR POSSESSION:

You are expected to take proper care of company properties entrusted to you by the company.

In the event of your resignation/termination you are obliged to return all the company's property like access/ ID card, documents, machines, data, files and books etc., in your possession in good condition, or reimburse the value of the same. You shall also officially hand over your job responsibilities to your immediate supervisor or any other person nominated by the management for this purpose.

CHANGE OF ADDRESS:

Any change of residential address should be intimated to the department head in writing within 3 days from the date of such change. Your address as indicated shall be the correct address for sending all communications to you unless otherwise intimated in writing by you. Communications addressed to you at the above address shall be deemed to have been duly served.


CODE OF CONDUCT:

During your services with us, you are expected to behave and perform in a manner that preserves the Company's and its Client's values and commitments.

Any or all of the terms and conditions pertaining to your services with the Company may be modified or changed at the Company's discretion. In the event any terms/conditions are changed, the same shall be informed to you in writing.

PLACE OF EMPLOYMENT AND TRANSFER:

You acknowledge and agree that you may be assigned, or liable to be transferred or deputed from one place to another and / or from one department / unit to another or any other subsidiary /Associate Establishment/or their contractors and clients either existing or to be set up in future any where in India or abroad purely at the discretion of the management depending upon the needs and requirement of the company. On such assignment, transfer, or deputation you will be governed by the Rules and Regulations and other working /service conditions as applicable at the place of posting including to consent to add/or agree to certain other agreements.


REGISTRAR




PROBATION:

The Employee shall be on probation for a period of three (3) months from the date of joining. The Company shall be entitled to forthwith terminate the services of the Employee and this Agreement at any time during the probation period. The Company may in its sole discretion extend the Employee's probation period based on the Employee's performance, conduct and/or other factors as the company may deem fit. The Employee's probation period shall not be considered to be completed, unless the Employee's services are confirmed by the Company in writing by a Letter of Confirmation. Employee is not entitled for leaves during the probation period and leaves taken during probation will be considered as Loss of Pay.

DECLARATION:

This is to confirm that the documents and information provided by me to the Company for the purpose of my services are true and accurate to the best of my knowledge and belief. I also agree that the various terms and conditions set forth in this Agreement are fair, just and reasonable and I shall strictly adhere to the terms specified.

<hr/>	April 19, 2022 -----
Signature	Date



Thrillophilia Offer Letter & Employment Agreement

Congratulations M B Siddalinga Swamy

Welcome to Thrillophilia!!!

We are excited to onboard you as a key resource in our journey to make traveling experiences seamless. We don't just offer a job, we offer a career. We have a collaboration-driven work culture and we are sure that you will have fun working with all our teams. Not many companies could promise you a job filled with adventure. We do!

You have been selected based on your potential and we look forward to growing together. We would like to mentor a talent like yourself and achieve higher milestones with you.

Thrillophilia is pleased to extend the offer for the position of **Operations Executive beginning March 10, 2022 to M B Siddalinga Swamy** The purpose of this letter is to set forth our understanding of the terms of your employment with Thrillophilia including your job description and compensation. It is also important that you are inspired to remain with Thrillophilia over time and focus your energies on successfully and efficiently contributing to our company goals. Your responsibilities will be those outlined in the enclosed job description.

Looking forward to achieving new heights of success with you, and we are confident that your employment with Thrillophilia will prove mutually beneficial.

The Effective Date of this Agreement: **March 05, 2022**

This Agreement is by and between Thrillophilia Travel Solutions Pvt. Ltd.

Rituja Khunteta | Senior HR Executive

Rituja Khunteta

and

M B Siddalinga Swamy

Signature -

Swamy
REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE



Compensation

CTC: INR 3,00,000

Fixed component per annum: INR 2,40,000

Variable component per annum: INR 60,000

*Tax Deductions, as applicable

Expenses on phone, travel, or anything else for company purposes will be reimbursed.

Confidentiality & Authorization to Work

As a condition of full-time employment, you will be requested to sign this document, which is also a Confidentiality Agreement. Anytime you breach or pass any kind of confidential information to friends, family or any other company could lead to immediate termination.

You should also note that you will be required

- Submit proof of citizenship
- 10-12 mark sheets
- 2 photographs
- Last degree mark sheets
- Permanent residency in India or authorization to work in India within three business days of your date of hire.

Terms and Conditions

1. At-Will Employment

If you choose to accept this offer, please understand your employment is “at-will,” voluntarily entered into, and is for at least one year period. Failing to serve for less than one year Thrillophilia has full rights to forfeit your bonus, performance incentives, variable component, and salary deductions over the last months of your service. You are free to resign at any time, for any reason, or for no reason. But you need to serve a notice period of two months, even if left during the probation period. Also, Thrillophilia is free to conclude its at-will employment relationship with you at any time, with or without cause.

2. Non-Competition During Employment

The Thrillophilia prohibits the Employee from participating in or planning to participate in a competitive business while employed by the Thrillophilia. During the employment term, the Employee shall not, in



any fashion, participate or engage in any activity or other business competitive with the Thrillophilia's business. In addition, the Employee, while employed, shall not take any action without the Thrillophilia's prior written consent to establish, form, or become employed by a competing business on termination of employment by the Thrillophilia. The Employee's failure to comply with the provisions of the preceding sentence shall give the Thrillophilia the right to terminate any benefits or compensation that the Employee may be otherwise entitled to following termination of this Agreement.

3. Term of Employment

You shall be employed for the first three months on a probation basis, and based on his/her performance further action will be taken. After serving for three months, this Agreement is extended by mutual written consent of the parties. During the Probation period, due to non-performance, the company can terminate your employment by giving a two-week notice period.

4. Place of Employment

During the employment term, the base location of an Employee to perform the services would be **Jaipur**. The Employee acknowledges that the Thrillophilia may from time to time require the Employee to travel temporarily to other locations on the Thrillophilia's business.

5. Salary

The basic salary payable to the Employee shall be increased annually by employee performance and company performance. Once the employee puts in his resignation letter, then during the notice period, salary will not be paid and will be cleared during settlement. During the probation period, salaries will be paid on the 15th of the next month. Once an employee gets confirmed after successful completion of his notice period, salary for a month is paid by the 5th of the next month.

6. Incentives

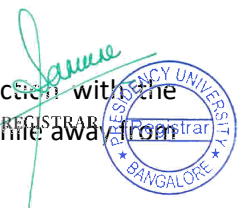
Employees will receive their Incentives on the basis of performance.

7. Leaves

You are entitled to 22 leaves (14 Paid Leaves + 8 Sick Leaves) in a year. In addition to these leaves, there will also be yearly holidays for all employees. However, during the Internship period, the employee cannot take any leave. Exceptional leaves can be granted based on manager discretion.

8. Expenses

Thrillophilia shall reimburse the Employee for reasonable expenses incurred in connection with the Employee's performance of his / her duties including travel expenses, food, and lodging while away from his base work location, pursuant to the Thrillophilia's reimbursement policies.



9. Employee's Right of Ownership

All inventions conceived or developed by the Employee during the term of this Agreement shall remain the property of Thrillophilia, provided, however, that as to all such inventions with the respect that the equipment, supplies, facilities, or trade secret information of the Thrillophilia was used, or that relate to the business of the Thrillophilia or to the Thrillophilia's actual or demonstrably anticipated research and development, or that result from any work performed by the Employee for the Thrillophilia shall remain the property of the Thrillophilia.

10. Employee Termination/Resignation

The employee will have to serve the company Thrillophilia for a period of one year to the minimum. If the employee wishes to terminate/resign before the completion of one year of his or her service with Thrillophilia, the employee will have to pay out an amount equal to his or her one-month compensation at Thrillophilia. In case a disassociation happens between the employee and the company within 30 days of the joining date, the company will not be liable to pay compensation for the days served.

The Employee will have to give Thrillophilia a two-month prior written notice of resignation whenever he chooses to resign. The Employee may retire after age 60 and upon proper notice.

11.1 Termination on Retirement. This Agreement shall be terminated by the Employee's voluntary retirement, that retirement shall be effective on the last day of any fiscal year, provided that the effective date of retirement occurs after the Employee's 60th birthday, and that the Employee gives the Thrillophilia six months' prior written notice.

11.2 The employment Agreement will automatically terminate if the Employee becomes permanently disabled.

11.3 Termination upon Death. If the employee dies during the period of employment this Agreement shall then be terminated. The employment Agreement may terminate upon proper notice after a merger or sale of assets by the Thrillophilia.

11.4 Termination or Assignment on Merger. In the event of a merger where the Thrillophilia is not the surviving entity, or of a sale of all or substantially all of the Thrillophilia's assets, the Thrillophilia may, at

its sole option (1) assign this Agreement and all rights and obligations under it to any business entity that succeeds to all or substantially all of the Thrillophilia's business through that merger or sale of assets, or

(2) on at least 30 days prior written notice to the Employee, terminate this Agreement effective on the date of the merger or sale of assets.


REGISTRAR


12. Non-Disclosure after Termination

After termination of employment, the Employee will still be prohibited for a period of five years from disclosing Thrillophilia's trade secrets and any confidential information. Because of his / her employment by the Thrillophilia, the Employee will have access to trade secrets and confidential information about the Thrillophilia, its products, its customers, and its methods of doing business. In consideration of his / her access to this information, the Employee agrees that for a period of five years after termination of his / her employment, he/she will not disclose such trade secrets or confidential information.

13. Entire Agreement

This Agreement contains the entire Agreement between the parties and supersedes all prior oral and written agreements, understandings, commitments, and practices between the parties. No amendments to this Agreement may be made except by a writing signed by both parties. By signing this agreement you ensure that you have read all the policies and agree to them.

14. Notices

Any notice to the Thrillophilia required or permitted under this Agreement shall be given in writing to the Thrillophilia, either by personal service or by registered or certified mail, postage prepaid, addressed to Abhishek Daga (Founder of Thrillophilia) at its then principal place of business. Any such notice to the Employee shall be given in a like manner and, if mailed, shall be addressed to the Employee at his / her home address then shown in the Thrillophilia's files. For the purpose of determining compliance with any time limit in this Agreement, a notice shall be deemed to have been duly given

- (1) on the date of service, if served personally on the party to whom notice is to be given, or
- (2) on the second business day after mailing, if mailed to the party to whom the notice is to be given in the manner provided in this section.

15. General Provisions

15.1 Governing Law & Jurisdiction. This agreement and the parties' actions under this Agreement shall be governed by and construed under the laws of the state of Rajasthan under Rajasthan state government Judiciary without reference to conflict of law principles. In the event of a lawsuit or any legal proceeding involving this Agreement, the Employee will have to pay the Thrillophilia costs and expenses, including reasonable attorney fees.

15.2 Costs of Litigation. In the event any action is brought to enforce this Agreement, the Employee shall be entitled to recover its costs of enforcement including, without limitation, attorneys' fees and court costs.


REGISTRAR


16. Force Majeure.

In the event that Employee is unable to perform any of its obligations under this Agreement because of any Act of God, strike, fire, flood, governmental acts, orders or restrictions, Internet system unavailability, system malfunctions, or any other reason where failure to perform is beyond the reasonable control and not caused by the negligence of the Employee (a "Force Majeure Event") if Thrillophilia has been so affected shall give notice immediately to Employee and Employee shall use its reasonable best efforts to resume performance. However, if the period of non-performance exceeds 30 days from receipt of notice of the Force Majeure Event, the Employee may be terminated and his assets like pending salary, sales incentive, bonus, etc can be forfeit, by giving written notice.

17. Confidentiality

Even after the termination of the Agreement, the Employee may still have certain responsibilities such as keeping information confidential for five years and he cannot share any business secrets of Thrillophilia. Any information related to compensation need not be disclosed or discussed with any colleague.

18. Survival of Certain Provisions.

The warranties and indemnification and confidentiality obligations set forth in the Agreement shall survive the termination of the Agreement by either party for any reason.

Understood, Agreed & Approved

We have carefully reviewed this contract and agree to and accept all of its terms and conditions. We are executing this Agreement as of the Effective Date above.

Agreed to and Accepted by :

M B Siddalinga Swamy

Date: 05/03/2022

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



Name: Avuladoddi Pavan Kumar

Address: Bandakindapalli Madanapalle,
Andhra Pradesh, 517325, India

Dear Avuladoddi Pavan Kumar,

We are pleased to inform you that based on your application and the Subsequent interviews you had, you have been selected for the position of **Trainee Consultant-Talent Collaboration**.

Your joining date will be **Wednesday 20 April 2022**

On the first day of the employment, please report to:

Company Address: JoulestoWatts Business Solutions Pvt Ltd,
6th Floor, Vaswani Presidio, Panathur Main Road,
India

Reporting Time : 9:00 AM

You will be paid a gross annual salary of **Rs. 3,00,000/- (Three Lakhs only)**.

Your salary composition and other details are listed in the Employment Agreement annexed to this letter. Please indicate your acceptance to the Employment Agreement by signing and returning it within seven days from the date of this letter to the following address. Please retain the second copy for your records.

JoulestoWatts Business Solutions Pvt. Ltd

3rd floor, Vaswani Presidio
Bangalore - 560103

I look forward to welcoming you in our organization.

Should you need any further clarifications, please feel free to contact us.

HR Signature

Candidate Signature

JoulestoWatts Business Solutions Private Limited

3rd Floor, Vaswani Presidio, Panathur Main Road,
Off Outer Ring Road, Bangalore, Karnataka- 560103

www.joulestowatts.com

CIN : U74900KA2014PTC076748

EMPLOYMENT AGREEMENT

COMPENSATION STRUCTURE:

Your individual compensation is strictly between yourself and the Company. It has been determined based on various factors such as your job, skills, specific background and professional merit. This information and any changes therein should be treated as personal and confidential.

Your total annual CTC will be **Rs. 3,00,000/-** and its composition will be as follows:


	Head	Annual	Monthly
A	CTC	3,00,000.00	25,000.00
	Basic Salary	1,50,000.00	12,500.00
	House Rent Allowance (HRA)	60,000.00	5,000.00
	Stat Bonus	12,495.00	1,041.25
	Conveyance	9,205.00	767.08
	Medical	15,000.00	1,250.00
	Telephone	12,000.00	1,000.00
	Leave Travel Allowance (LTA)	12,500.00	1,041.67
	Total Gross	2,71,200.00	22,600.00
B	Deductions		
	PF Employer Contribution	21,600.00	1,800.00
	PF Employee Contribution	21,600.00	1,800.00
	Gratuity	7,200.00	600.00
A-B =	Net Take Home (Varies depending on Taxes)	2,47,200.00	20,600.00

1. Income Tax, Professional Tax and other applicable taxes shall be deducted from the salary on a monthly basis as per Government Policy.

The salary will be processed on 7th Working day of every month. However, if the 7th falls on a holiday, salary will be paid on the next working day. The monthly pay slips will be made available electronically.

If the joining date is after 20th of the month first salary will be processed along with the next payroll.

Salary will be disbursed on receipt of your PAN card number.


REGISTRAR




TIME SHEETS:

Shall send a hard copy/soft copy of the time sheets duly approved and signed by your Supervisor one business day in advance for processing salary every month to the following address:

Joules to Watts Business Solutions Pvt. Ltd
SJR I Park, Tower 4 Ground floor, Opposite to Satya Sai Hospital
EPIP Zone, Whitefield, Bangalore-560066

Delay in receiving the approved time sheets will result in a delay in payment of your salary.

STATUTORY BENEFITS:

You will be governed as per the respective acts of ESIC, PF, Bonus & Gratuity, as per the rules in force, from time to time.

BACKGROUND CHECK:

The Company reserves the right to verify the information furnished by you in your application for employment and through other documents. If it is found that you have misrepresented any information in your application for employment or have furnished any false information or have concealed / suppressed any relevant material facts, your services are liable to be terminated any time, without any notice or compensation in lieu thereof.

MEDICAL CHECK:

As per the Company policy, employees are required to undergo medical check on request at authorized medical centers and submit a duly certified copy of the medical certificate.

NO-SHOW:

Failure to report at the specified office on the **Wednesday 20 April 2022** shall be deemed as "No-Show". In such an event, the offer stands cancelled, and you shall be liable to pay one month's salary as penalty to the company for the loss suffered by the company.

JOB ROLES & RESPONSIBILITIES:

You shall be responsible for the performance of the functions expected of **Trainee Consultant-Talent Collaboration** and any additional functions and duties that may be assigned to you in connection with the business and operations of the Company.

You shall use the best of your efforts to promote, develop and extend the business of the Company and comply with the directions and regulations of the Company at all times, and in all respects.

REVIEW PERIOD:

Your performance will be reviewed to consider salary revision after 12 months from the date of joining.


REGISTRAR 

Joules to Watts Business Solutions Private Limited
3rd Floor, Vaswani Presidio, Panathur Main Road,
Off Outer Ring Road, Bangalore, Karnataka- 560103
www.joulestowatts.com
CIN : U74900KA2014PTC076748



ASSIGNMENT:

You shall acknowledge that the services to be rendered by you are unique and personal. During your service with the Company, you shall not assign any of the rights or delegate any of the duties or obligations under this Agreement without the prior written consent of the Company.

LEAVE:

You would be entitled to get maximum of 24 days of leaves per year. (pro rata bases)

HOLIDAYS:

As each region may have a different set of holidays, your holiday schedule will be governed by your office location.

DOCUMENTATION:

Upon being so required by the Company, you shall make, sign and execute all deeds, documents, and declarations as may be deemed necessary by the Company and/or its clients (including privacy and confidentiality agreements).

INDEMNITY:

You shall keep the Company indemnified for any damages, which the Company or its client may suffer due to any act/acts by you including breach of any terms of this agreement.

UN-AUTHORIZED ABSENCE:

Any absence for 3 consecutive business days without prior permission will be treated as un-authorized absence from the work. In such a case, the Company is entitled to terminate your services and/or seek compensation for any loss suffered by the Company or its Client due to such an absence.

CONFIDENTIALITY & NON DISCLOSURE:

You hereby acknowledge that by the reason of your services with the Company you will have access to records, documents, drawings, forms, reports, studies, memoranda, correspondence, manuals, plans, magnetic media and other information sources ("Confidential Material") and such Confidential Material constitutes the property of the Company and/or its clients, enables the Company and/or its clients to compete successfully in business and was acquired or created by the Company and/or its clients at substantial expense. In consideration of your services and the above disclosures, you agree that:

You will disclose to the Company all information, inventions, discoveries, products, systems, programs, documentation including improvements or modifications ("Proprietary Material"), relating to the Company and its clients which you acquired or developed during the term of your services with the Company and that such Proprietary Material is the sole property of the Company or its clients, regardless of whether or not its acquisition or development occurred during work hours, at the Company facilities, or with the Company property or personnel. You will not disclose any such Proprietary Material to any unauthorized person during or after the completion of services with the Company.

You will not remove from the Company premises and/or the premises of its clients any Confidential Material, except in the performance of your duties. Upon termination of your services or when called upon by the Company, you will surrender all such Confidential Material together with any other the Company property that have been provided to him/her by the Company and/or its clients.

You agree to comply with a supplementary agreement, when issued, between the Company and a client regarding privacy and confidentiality. Such agreement will be incorporated into this Agreement by reference, including improvements or modification. "Proprietary Material" relating to the Company and its clients which you acquired or developed during the term of your services with the Company and its client is the sole property of the Company or its clients, regardless of whether or not its acquisition or development occurred during work hours.



NON COMPETE & NON SOLICITATION:

You agree that during your services with the Company and continuing for a period of twelve (12) months after termination of your services with the Company, you:

- a) Will not individually or on behalf of or in conjunction with any other person or entity (except on behalf of the Company), directly or indirectly, solicit, sell to, or perform similar services as provided by or available from the Company, for any clients of the Company.
- b) Will not seek and obtain employment, training, or contract for employment or seek to serve as you or otherwise to clients of the Company, customers, accounts or prospects, without the written permission of the Company.
- c) Will not directly or indirectly solicit or hire or cause others to solicit or hire any other employee of the Company.
- d) Unless pre-approved by the Company in writing, you will not, during the period of this assignment, prepare, compile, submit or publish any articles or contribute to any other publication or television serials / films / video presentations or assist anyone directly or indirectly in this regard.

WAIVER:

A waiver by the Company of a breach of any provision of this Agreement by you shall not operate or be construed as a waiver or estoppel of any subsequent breach by you. No waiver shall be valid unless in writing and signed by an authorized officer of the Company.

JURISDICTION:

In case of any dispute arising out of the Agreement, it shall be subject to jurisdiction of appropriate Court of Bangalore, Karnataka, India.

LEAVING THE COMPANY WITHOUT SERVING NOTICE PERIOD:

If you wish to leave the services of the Company, a clear written notice of 30 days has to be given to the Company. In case of failure to give such written notice within the prescribed time, you are bound to make good the loss suffered by the Company and any other charges/liabilities Company incurs consequent to the failure to give required written notice.

However, due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period.

TERMINATION BY THE COMPANY:

The company may terminate your services with or without cause under the following conditions:

With Cause: The Company may, immediately and without notice, terminate your services with "Cause". The term "Cause" shall, as used in this Document, mean (1) the commission of a crime involving moral turpitude, theft, fraud or deceit; (2) conduct that has an adverse effect on the Company's reputation; (3) substantial or continued unwillingness or inability to perform duties assigned to the EMPLOYEE; (4) gross negligence or deliberate misconduct; (5) any material breach of terms and conditions specified in this letter; (6) Un-authorized absence from work for a period of three or more consecutive days without due consent or notifying your superior officer. (7) Providing any false information to the company.

Without Cause: (a) In the event that the employment is terminated without Cause, the EMPLOYEE will be provided with a 30 days written notice prior to such termination or paid severance pay in lieu thereof equivalent to the consolidated compensation package for a period of 30 days, calculated on the basis of the last basic salary.

(b) During probation period if the employment is terminated without Cause, the EMPLOYEE will be provided with 7 days prior written notice.

Joules to Watts
REGISTRAR


Joules to Watts Business Solutions Private Limited

3rd Floor, Vaswani Presidio, Panathur Main Road,
Off Outer Ring Road, Bangalore, Karnataka- 560103

www.joulestowatts.com

CIN : U74900KA2014PTC076748

TERMINATION BY EMPLOYEE:

If you wish to leave the services of the Company, a clear written notice of 30 days has to be given to the Company. In case of failure to give such written notice within the prescribed time, you are bound to make good the loss suffered by the Company and any other charges/liabilities Company incurs consequent to the failure to give required written notice. However, due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period.

MORAL CONDUCT:

You shall not resort to or in any way abet any form of strike or coercion or physical duress in connection with any matter pertaining to your service or the service of any other employee.

ALTERNATIVE EMPLOYMENT:

You will be a whole time employee of the Company and will not engage yourself directly or indirectly in any other trade, business, profession or any other employment part time or full time anywhere in any capacity, either honorary or otherwise, whilst in the services of the Company. The findings of the management in this respect are final and binding. Breach of this condition shall lead to the termination of your services by the company without any notice or compensation.

COMPANY PROPERTIES IN YOUR POSSESSION:

You are expected to take proper care of company properties entrusted to you by the company.

In the event of your resignation/termination you are obliged to return all the company's property like access/ ID card, documents, machines, data, files and books etc., in your possession in good condition, or reimburse the value of the same. You shall also officially hand over your job responsibilities to your immediate supervisor or any other person nominated by the management for this purpose.

CHANGE OF ADDRESS:

Any change of residential address should be intimated to the department head in writing within 3 days from the date of such change. Your address as indicated shall be the correct address for sending all communications to you unless otherwise intimated in writing by you. Communications addressed to you at the above address shall be deemed to have been duly served.

CODE OF CONDUCT:

During your services with us, you are expected to behave and perform in a manner that preserves the Company's and its Client's values and commitments.

Any or all of the terms and conditions pertaining to your services with the Company may be modified or changed at the Company's discretion. In the event any terms/conditions are changed, the same shall be informed to you in writing.

PLACE OF EMPLOYMENT AND TRANSFER:

You acknowledge and agree that you may be assigned, or liable to be transferred or deputed from one place to another and / or from one department / unit to another or any other subsidiary /Associate Establishment/or their contractors and clients either existing or to be set up in future any where in India or abroad purely at the discretion of the management depending upon the needs and requirement of the company. On such assignment, transfer, or deputation you will be governed by the Rules and Regulations and other working /service conditions as applicable at the place of posting including to consent to add/or agree to certain other agreements.


REGISTRAR




PROBATION:

The Employee shall be on probation for a period of three (3) months from the date of joining. The Company shall be entitled to forthwith terminate the services of the Employee and this Agreement at any time during the probation period. The Company may in its sole discretion extend the Employee's probation period based on the Employee's performance, conduct and/or other factors as the company may deem fit. The Employee's probation period shall not be considered to be completed, unless the Employee's services are confirmed by the Company in writing by a Letter of Confirmation. Employee is not entitled for leaves during the probation period and leaves taken during probation will be considered as Loss of Pay.

DECLARATION:

This is to confirm that the documents and information provided by me to the Company for the purpose of my services are true and accurate to the best of my knowledge and belief. I also agree that the various terms and conditions set forth in this Agreement are fair, just and reasonable and I shall strictly adhere to the terms specified.

<hr/>	April 19, 2022 -----
Signature	Date



Thrillophilia Offer Letter & Employment Agreement

Congratulations Aman Roy

Welcome to Thrillophilia!!!

We are excited to onboard you as a key resource in our journey to make traveling experiences seamless. We don't just offer a job, we offer a career. We have a collaboration-driven work culture and we are sure that you will have fun working with all our teams. Not many companies could promise you a job filled with adventure. We do!

You have been selected based on your potential and we look forward to growing together. We would like to mentor a talent like yourself and achieve higher milestones with you.

Thrillophilia is pleased to extend the offer for the position of **Operations Executive beginning March 10, 2022 to Aman Roy**. The purpose of this letter is to set forth our understanding of the terms of your employment with Thrillophilia including your job description and compensation. It is also important that you are inspired to remain with Thrillophilia over time and focus your energies on successfully and efficiently contributing to our company goals. Your responsibilities will be those outlined in the enclosed job description.

Looking forward to achieving new heights of success with you, and we are confident that your employment with Thrillophilia will prove mutually beneficial.

The Effective Date of this Agreement: **March 05, 2022**

This Agreement is by and between Thrillophilia Travel Solutions Pvt. Ltd.

Rituja Khunteta | Senior HR Executive

Rituja Khunteta

and

Aman Roy

Signature -

Janus
REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

Compensation

CTC: INR 3,00,000

Fixed component per annum: INR 2,40,000

Variable component per annum: INR 60,000

*Tax Deductions, as applicable

Expenses on phone, travel, or anything else for company purposes will be reimbursed.

Confidentiality & Authorization to Work

As a condition of full-time employment, you will be requested to sign this document, which is also a Confidentiality Agreement. Anytime you breach or pass any kind of confidential information to friends, family or any other company could lead to immediate termination.

You should also note that you will be required

- Submit proof of citizenship
- 10-12 mark sheets
- 2 photographs
- Last degree mark sheets
- Permanent residency in India or authorization to work in India within three business days of your date of hire.


Terms and Conditions

1. At-Will Employment

If you choose to accept this offer, please understand your employment is “at-will,” voluntarily entered into, and is for at least one year period. Failing to serve for less than one year Thrillophilia has full rights to forfeit your bonus, performance incentives, variable component, and salary deductions over the last months of your service. You are free to resign at any time, for any reason, or for no reason. But you need to serve a notice period of two months, even if left during the probation period. Also, Thrillophilia is free to conclude its at-will employment relationship with you at any time, with or without cause.

2. Non-Competition During Employment

The Thrillophilia prohibits the Employee from participating in or planning to participate in a competitive business while employed by the Thrillophilia. During the employment term, the Employee shall not, in

any fashion, participate or engage in any activity or other business competitive with the Thrillophilia's business. In addition, the Employee, while employed, shall not take any action without the Thrillophilia's prior written consent to establish, form, or become employed by a competing business on termination of employment by the Thrillophilia. The Employee's failure to comply with the provisions of the preceding sentence shall give the Thrillophilia the right to terminate any benefits or compensation that the Employee may be otherwise entitled to following termination of this Agreement.

3. Term of Employment

You shall be employed for the first three months on a probation basis, and based on his/her performance further action will be taken. After serving for three months, this Agreement is extended by mutual written consent of the parties. During the Probation period, due to non-performance, the company can terminate your employment by giving a two-week notice period.

4. Place of Employment

During the employment term, the base location of an Employee to perform the services would be **Jaipur**. The Employee acknowledges that the Thrillophilia may from time to time require the Employee to travel temporarily to other locations on the Thrillophilia's business.

5. Salary

The basic salary payable to the Employee shall be increased annually by employee performance and company performance. Once the employee puts in his resignation letter, then during the notice period, salary will not be paid and will be cleared during settlement. During the probation period, salaries will be paid on the 15th of the next month. Once an employee gets confirmed after successful completion of his notice period, salary for a month is paid by the 5th of the next month.

6. Incentives

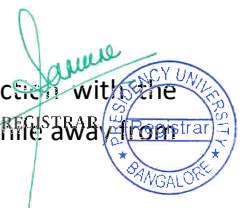
Employees will receive their Incentives on the basis of performance.

7. Leaves

You are entitled to 22 leaves (14 Paid Leaves + 8 Sick Leaves) in a year. In addition to these leaves, there will also be yearly holidays for all employees. However, during the Internship period, the employee cannot take any leave. Exceptional leaves can be granted based on manager discretion.

8. Expenses

Thrillophilia shall reimburse the Employee for reasonable expenses incurred in connection with the Employee's performance of his / her duties including travel expenses, food, and lodging while away from his base work location, pursuant to the Thrillophilia's reimbursement policies.



9. Employee's Right of Ownership

All inventions conceived or developed by the Employee during the term of this Agreement shall remain the property of Thrillophilia, provided, however, that as to all such inventions with the respect that the equipment, supplies, facilities, or trade secret information of the Thrillophilia was used, or that relate to the business of the Thrillophilia or to the Thrillophilia's actual or demonstrably anticipated research and development, or that result from any work performed by the Employee for the Thrillophilia shall remain the property of the Thrillophilia.

10. Employee Termination/Resignation

The employee will have to serve the company Thrillophilia for a period of one year to the minimum. If the employee wishes to terminate/resign before the completion of one year of his or her service with Thrillophilia, the employee will have to pay out an amount equal to his or her one-month compensation at Thrillophilia. In case a disassociation happens between the employee and the company within 30 days of the joining date, the company will not be liable to pay compensation for the days served.

The Employee will have to give Thrillophilia a two-month prior written notice of resignation whenever he chooses to resign. The Employee may retire after age 60 and upon proper notice.

11.1 Termination on Retirement. This Agreement shall be terminated by the Employee's voluntary retirement, that retirement shall be effective on the last day of any fiscal year, provided that the effective date of retirement occurs after the Employee's 60th birthday, and that the Employee gives the Thrillophilia six months' prior written notice.

11.2 The employment Agreement will automatically terminate if the Employee becomes permanently disabled.

11.3 Termination upon Death. If the employee dies during the period of employment this Agreement shall then be terminated. The employment Agreement may terminate upon proper notice after a merger or sale of assets by the Thrillophilia.

11.4 Termination or Assignment on Merger. In the event of a merger where the Thrillophilia is not the surviving entity, or of a sale of all or substantially all of the Thrillophilia's assets, the Thrillophilia may, at

its sole option (1) assign this Agreement and all rights and obligations under it to any business entity that succeeds to all or substantially all of the Thrillophilia's business through that merger or sale of assets, or

(2) on at least 30 days prior written notice to the Employee, terminate this Agreement effective on the date of the merger or sale of assets.


REGISTRAR


12. Non-Disclosure after Termination

After termination of employment, the Employee will still be prohibited for a period of five years from disclosing Thrillophilia's trade secrets and any confidential information. Because of his / her employment by the Thrillophilia, the Employee will have access to trade secrets and confidential information about the Thrillophilia, its products, its customers, and its methods of doing business. In consideration of his / her access to this information, the Employee agrees that for a period of five years after termination of his / her employment, he/she will not disclose such trade secrets or confidential information.

13. Entire Agreement

This Agreement contains the entire Agreement between the parties and supersedes all prior oral and written agreements, understandings, commitments, and practices between the parties. No amendments to this Agreement may be made except by a writing signed by both parties. By signing this agreement you ensure that you have read all the policies and agree to them.

14. Notices

Any notice to the Thrillophilia required or permitted under this Agreement shall be given in writing to the Thrillophilia, either by personal service or by registered or certified mail, postage prepaid, addressed to Abhishek Daga (Founder of Thrillophilia) at its then principal place of business. Any such notice to the Employee shall be given in a like manner and, if mailed, shall be addressed to the Employee at his / her home address then shown in the Thrillophilia's files. For the purpose of determining compliance with any time limit in this Agreement, a notice shall be deemed to have been duly given

(1) on the date of service, if served personally on the party to whom notice is to be given, or

(2) on the second business day after mailing, if mailed to the party to whom the notice is to be given in the manner provided in this section.

15. General Provisions

15.1 Governing Law & Jurisdiction. This agreement and the parties' actions under this Agreement shall be governed by and construed under the laws of the state of Rajasthan under Rajasthan state government Judiciary without reference to conflict of law principles. In the event of a lawsuit or any legal proceeding involving this Agreement, the Employee will have to pay the Thrillophilia costs and expenses, including reasonable attorney fees.

15.2 Costs of Litigation. In the event any action is brought to enforce this Agreement, the Employee shall be entitled to recover its costs of enforcement including, without limitation, attorneys' fees and court costs.


REGISTRAR


16. Force Majeure.

In the event that Employee is unable to perform any of its obligations under this Agreement because of any Act of God, strike, fire, flood, governmental acts, orders or restrictions, Internet system unavailability, system malfunctions, or any other reason where failure to perform is beyond the reasonable control and not caused by the negligence of the Employee (a "Force Majeure Event") if Thrillophilia has been so affected shall give notice immediately to Employee and Employee shall use its reasonable best efforts to resume performance. However, if the period of non-performance exceeds 30 days from receipt of notice of the Force Majeure Event, the Employee may be terminated and his assets like pending salary, sales incentive, bonus, etc can be forfeit, by giving written notice.

17. Confidentiality

Even after the termination of the Agreement, the Employee may still have certain responsibilities such as keeping information confidential for five years and he cannot share any business secrets of Thrillophilia. Any information related to compensation need not be disclosed or discussed with any colleague.

18. Survival of Certain Provisions.

The warranties and indemnification and confidentiality obligations set forth in the Agreement shall survive the termination of the Agreement by either party for any reason.

Understood, Agreed & Approved

We have carefully reviewed this contract and agree to and accept all of its terms and conditions. We are executing this Agreement as of the Effective Date above.

Agreed to and Accepted by :

Aman Roy

Date: 05/03/2022

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



Name: Sachin H B

Address: #1152 1St Cross S.H Layout Amc Main Road
Kavalbysandra Rt Nagar PostBangalore Urban,
Karnataka - 560032, India

Dear Sachin H B,

We are pleased to inform you that based on your application and the Subsequent interviews you had, you have been selected for the position of **Trainee Consultant-Talent Collaboration**.

Your joining date will be **Wednesday 20 April 2022**

On the first day of the employment, please report to:

Company Address: JoulestoWatts Business Solutions Pvt Ltd,
6th Floor,Vaswani Presidio,Panathur Main Road,
India

Reporting Time : 9:00 AM

You will be paid a gross annual salary of **Rs. 3,00,000/- (Three Lakhs only)**.

Your salary composition and other details are listed in the Employment Agreement annexed to this letter. Please indicate your acceptance to the Employment Agreement by signing and returning it within seven days from the date of this letter to the following address. Please retain the second copy for your records.

JoulestoWatts Business Solutions Pvt. Ltd

3rd floor, Vaswani Presidio
Bangalore - 560103

I look forward to welcoming you in our organization.

Should you need any further clarifications, please feel free to contact us.

HR Signature

Candidate Signature

REGISTRAR

JoulestoWatts Business Solutions Private Limited

3rd Floor, Vaswani Presidio, Panathur Main Road,
Off Outer Ring Road, Bangalore, Karnataka- 560103

www.joulestowatts.com

CIN : U74900KA2014PTC076748

EMPLOYMENT AGREEMENT

COMPENSATION STRUCTURE:

Your individual compensation is strictly between yourself and the Company. It has been determined based on various factors such as your job, skills, specific background and professional merit. This information and any changes therein should be treated as personal and confidential.

Your total annual CTC will be **Rs. 3,00,000/-** and its composition will be as follows:

	Head	Annual	Monthly
A	CTC	3,00,000.00	25,000.00
	Basic Salary	1,50,000.00	12,500.00
	House Rent Allowance (HRA)	60,000.00	5,000.00
	Stat Bonus	12,495.00	1,041.25
	Conveyance	9,205.00	767.08
	Medical	15,000.00	1,250.00
	Telephone	12,000.00	1,000.00
	Leave Travel Allowance (LTA)	12,500.00	1,041.67
	Total Gross	2,71,200.00	22,600.00
B	Deductions		
	PF Employer Contribution	21,600.00	1,800.00
	PF Employee Contribution	21,600.00	1,800.00
	Gratuity	7,200.00	600.00
A-B =	Net Take Home (Varies depending on Taxes)	2,47,200.00	20,600.00

1. Income Tax, Professional Tax and other applicable taxes shall be deducted from the salary on a monthly basis as per Government Policy.

The salary will be processed on 7th Working day of every month. However, if the 7th falls on a holiday, salary will be paid on the next working day. The monthly pay slips will be made available electronically.

If the joining date is after 20th of the month first salary will be processed along with the next payroll.

Salary will be disbursed on receipt of your PAN card number.


REGISTRAR




TIME SHEETS:

Shall send a hard copy/soft copy of the time sheets duly approved and signed by your Supervisor one business day in advance for processing salary every month to the following address:

Joules to Watts Business Solutions Pvt. Ltd
SJR I Park, Tower 4 Ground floor, Opposite to Satya Sai Hospital
EPIP Zone, Whitefield, Bangalore-560066

Delay in receiving the approved time sheets will result in a delay in payment of your salary.

STATUTORY BENEFITS:

You will be governed as per the respective acts of ESIC, PF, Bonus & Gratuity, as per the rules in force, from time to time.

BACKGROUND CHECK:

The Company reserves the right to verify the information furnished by you in your application for employment and through other documents. If it is found that you have misrepresented any information in your application for employment or have furnished any false information or have concealed / suppressed any relevant material facts, your services are liable to be terminated any time, without any notice or compensation in lieu thereof.

MEDICAL CHECK:

As per the Company policy, employees are required to undergo medical check on request at authorized medical centers and submit a duly certified copy of the medical certificate.

NO-SHOW:

Failure to report at the specified office on the **Wednesday 20 April 2022** shall be deemed as "No-Show". In such an event, the offer stands cancelled, and you shall be liable to pay one month's salary as penalty to the company for the loss suffered by the company.


JOB ROLES & RESPONSIBILITIES:

You shall be responsible for the performance of the functions expected of **Trainee Consultant-Talent Collaboration** and any additional functions and duties that may be assigned to you in connection with the business and operations of the Company.

You shall use the best of your efforts to promote, develop and extend the business of the Company and comply with the directions and regulations of the Company at all times, and in all respects.

REVIEW PERIOD:

Your performance will be reviewed to consider salary revision after 12 months from the date of joining.


REGISTRAR 

Joules to Watts Business Solutions Private Limited
3rd Floor, Vaswani Presidio, Panathur Main Road,
Off Outer Ring Road, Bangalore, Karnataka- 560103
www.joulestowatts.com
CIN : U74900KA2014PTC076748



ASSIGNMENT:

You shall acknowledge that the services to be rendered by you are unique and personal. During your service with the Company, you shall not assign any of the rights or delegate any of the duties or obligations under this Agreement without the prior written consent of the Company.

LEAVE:

You would be entitled to get maximum of 24 days of leaves per year. (pro rata bases)

HOLIDAYS:

As each region may have a different set of holidays, your holiday schedule will be governed by your office location.

DOCUMENTATION:

Upon being so required by the Company, you shall make, sign and execute all deeds, documents, and declarations as may be deemed necessary by the Company and/or its clients (including privacy and confidentiality agreements).

INDEMNITY:

You shall keep the Company indemnified for any damages, which the Company or its client may suffer due to any act/acts by you including breach of any terms of this agreement.

UN-AUTHORIZED ABSENCE:

Any absence for 3 consecutive business days without prior permission will be treated as un-authorized absence from the work. In such a case, the Company is entitled to terminate your services and/or seek compensation for any loss suffered by the Company or its Client due to such an absence.

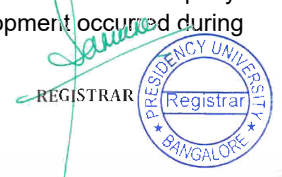
CONFIDENTIALITY & NON DISCLOSURE:

You hereby acknowledge that by the reason of your services with the Company you will have access to records, documents, drawings, forms, reports, studies, memoranda, correspondence, manuals, plans, magnetic media and other information sources ("Confidential Material") and such Confidential Material constitutes the property of the Company and/or its clients, enables the Company and/or its clients to compete successfully in business and was acquired or created by the Company and/or its clients at substantial expense. In consideration of your services and the above disclosures, you agree that:

You will disclose to the Company all information, inventions, discoveries, products, systems, programs, documentation including improvements or modifications ("Proprietary Material"), relating to the Company and its clients which you acquired or developed during the term of your services with the Company and that such Proprietary Material is the sole property of the Company or its clients, regardless of whether or not its acquisition or development occurred during work hours, at the Company facilities, or with the Company property or personnel. You will not disclose any such Proprietary Material to any unauthorized person during or after the completion of services with the Company.

You will not remove from the Company premises and/or the premises of its clients any Confidential Material, except in the performance of your duties. Upon termination of your services or when called upon by the Company, you will surrender all such Confidential Material together with any other the Company property that have been provided to him/her by the Company and/or its clients.

You agree to comply with a supplementary agreement, when issued, between the Company and a client regarding privacy and confidentiality. Such agreement will be incorporated into this Agreement by reference, including improvements or modification. "Proprietary Material" relating to the Company and its clients which you acquired or developed during the term of your services with the Company and its client is the sole property of the Company or its clients, regardless of whether or not its acquisition or development occurred during work hours.



NON COMPETE & NON SOLICITATION:

You agree that during your services with the Company and continuing for a period of twelve (12) months after termination of your services with the Company, you:

- a) Will not individually or on behalf of or in conjunction with any other person or entity (except on behalf of the Company), directly or indirectly, solicit, sell to, or perform similar services as provided by or available from the Company, for any clients of the Company.
- b) Will not seek and obtain employment, training, or contract for employment or seek to serve as you or otherwise to clients of the Company, customers, accounts or prospects, without the written permission of the Company.
- c) Will not directly or indirectly solicit or hire or cause others to solicit or hire any other employee of the Company.
- d) Unless pre-approved by the Company in writing, you will not, during the period of this assignment, prepare, compile, submit or publish any articles or contribute to any other publication or television serials / films / video presentations or assist anyone directly or indirectly in this regard.

WAIVER:

A waiver by the Company of a breach of any provision of this Agreement by you shall not operate or be construed as a waiver or estoppel of any subsequent breach by you. No waiver shall be valid unless in writing and signed by an authorized officer of the Company.

JURISDICTION:

In case of any dispute arising out of the Agreement, it shall be subject to jurisdiction of appropriate Court of Bangalore, Karnataka, India.

LEAVING THE COMPANY WITHOUT SERVING NOTICE PERIOD:

If you wish to leave the services of the Company, a clear written notice of 30 days has to be given to the Company. In case of failure to give such written notice within the prescribed time, you are bound to make good the loss suffered by the Company and any other charges/liabilities Company incurs consequent to the failure to give required written notice.

However, due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period.

TERMINATION BY THE COMPANY:

The company may terminate your services with or without cause under the following conditions:

With Cause: The Company may, immediately and without notice, terminate your services with "Cause". The term "Cause" shall, as used in this Document, mean (1) the commission of a crime involving moral turpitude, theft, fraud or deceit; (2) conduct that has an adverse effect on the Company's reputation; (3) substantial or continued unwillingness or inability to perform duties assigned to the EMPLOYEE; (4) gross negligence or deliberate misconduct; (5) any material breach of terms and conditions specified in this letter; (6) Un-authorized absence from work for a period of three or more consecutive days without due consent or notifying your superior officer. (7) Providing any false information to the company.

Without Cause: (a) In the event that the employment is terminated without Cause, the EMPLOYEE will be provided with a 30 days written notice prior to such termination or paid severance pay in lieu thereof equivalent to the consolidated compensation package for a period of 30 days, calculated on the basis of the last basic salary.

(b) During probation period if the employment is terminated without Cause, the EMPLOYEE will be provided with 7 days prior written notice.


REGISTRAR


Joules to Watts Business Solutions Private Limited

3rd Floor, Vaswani Presidio, Panathur Main Road,
Off Outer Ring Road, Bangalore, Karnataka- 560103

www.joulestowatts.com

CIN : U74900KA2014PTC076748

TERMINATION BY EMPLOYEE:

If you wish to leave the services of the Company, a clear written notice of 30 days has to be given to the Company. In case of failure to give such written notice within the prescribed time, you are bound to make good the loss suffered by the Company and any other charges/liabilities Company incurs consequent to the failure to give required written notice. However, due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period.

MORAL CONDUCT:

You shall not resort to or in any way abet any form of strike or coercion or physical duress in connection with any matter pertaining to your service or the service of any other employee.

ALTERNATIVE EMPLOYMENT:

You will be a whole time employee of the Company and will not engage yourself directly or indirectly in any other trade, business, profession or any other employment part time or full time anywhere in any capacity, either honorary or otherwise, whilst in the services of the Company. The findings of the management in this respect are final and binding. Breach of this condition shall lead to the termination of your services by the company without any notice or compensation.

COMPANY PROPERTIES IN YOUR POSSESSION:

You are expected to take proper care of company properties entrusted to you by the company.

In the event of your resignation/termination you are obliged to return all the company's property like access/ ID card, documents, machines, data, files and books etc., in your possession in good condition, or reimburse the value of the same. You shall also officially hand over your job responsibilities to your immediate supervisor or any other person nominated by the management for this purpose.

CHANGE OF ADDRESS:

Any change of residential address should be intimated to the department head in writing within 3 days from the date of such change. Your address as indicated shall be the correct address for sending all communications to you unless otherwise intimated in writing by you. Communications addressed to you at the above address shall be deemed to have been duly served.

CODE OF CONDUCT:

During your services with us, you are expected to behave and perform in a manner that preserves the Company's and its Client's values and commitments.

Any or all of the terms and conditions pertaining to your services with the Company may be modified or changed at the Company's discretion. In the event any terms/conditions are changed, the same shall be informed to you in writing.

PLACE OF EMPLOYMENT AND TRANSFER:

You acknowledge and agree that you may be assigned, or liable to be transferred or deputed from one place to another and / or from one department / unit to another or any other subsidiary /Associate Establishment/or their contractors and clients either existing or to be set up in future any where in India or abroad purely at the discretion of the management depending upon the needs and requirement of the company. On such assignment, transfer, or deputation you will be governed by the Rules and Regulations and other working /service conditions as applicable at the place of posting including to consent to add/or agree to certain other agreements.


REGISTRAR




PROBATION:

The Employee shall be on probation for a period of three (3) months from the date of joining. The Company shall be entitled to forthwith terminate the services of the Employee and this Agreement at any time during the probation period. The Company may in its sole discretion extend the Employee's probation period based on the Employee's performance, conduct and/or other factors as the company may deem fit. The Employee's probation period shall not be considered to be completed, unless the Employee's services are confirmed by the Company in writing by a Letter of Confirmation. Employee is not entitled for leaves during the probation period and leaves taken during probation will be considered as Loss of Pay.

DECLARATION:

This is to confirm that the documents and information provided by me to the Company for the purpose of my services are true and accurate to the best of my knowledge and belief. I also agree that the various terms and conditions set forth in this Agreement are fair, just and reasonable and I shall strictly adhere to the terms specified.

<hr/>	April 19, 2022 -----
Signature	Date



Name : Faisal Ahmed Farooq
Place : Bangalore

Date: 18th November 2021

Dear Faisal,

Further to your application and interview with us, we are pleased to extend you an offer to join NVIERA TECHNOLOGIES PRIVATE LIMITED, Bangalore.

This letter officially confirms the following terms and conditions of your employment:

Designation : Software Engineer
Total cost to the company : INR 3 95 000 / Annum
Date of Joining : 01st June 2022

Your total cost to the company will include your gross earnings and deductions. This is structured as per the attached Annexure 1 and in accordance with the company's policies.

Your employment with NVIERA TECHNOLOGIES PRIVATE LIMITED, will be governed as per the terms and conditions on Annexure 2. You are requested to read through this carefully and also understand the same before accepting the offer with us. Your employment is subject to satisfactory completion of verification and thorough background checks that may be conduct before or after your effective start date.

This offer and the terms of this letter is valid for 10 (ten) days from the date of this letter. If we hear no response from you before the expiration of this period, then this offer will be deemed as rejected. Please do not hesitate to contact the HR regarding any queries on pranitha@nviera.com .

We look forward to work with you and also take this opportunity to wish you a very successful career ahead.

For NVIERA TECHNOLOGIES PRIVATE LIMITED,



Pranitha Vasu
HR Manager

ACKNOWLEDGED & AGREED: _____ *(insert full legal name & signature)*

Date:



REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

ANNEXURE 1
TOTAL BENEFITS AND REWARDS STATEMENT

COMPONENTS	ANNUAL	MONTHLY
CTC	350000	29167
FIXED COMPONENT		
Basic (50% of CTC)	175000	14583
FLEXIBLE COMPONENT (TAXABLE ALLOWANCE)		
House Rent Allowance (25% of CTC)	87500	7292
Variable Allowance (10% of CTC)	35000	2917
Special Allowance (15% of CTC)	52500	4375
Gross Pay (A)	350000	29167
DEDUCTIONS		
Employee Provident Fund (@1800)	21600	1800
Employee ESI (0.75% of gross if gross sal < 21,000)	0	0
Professional Tax	2400	200
Income Tax (applicable to change + cess)	4800	400
Total Deductions	28800	2400
NET PAYABLE SALARY	321200	26767
BENEFITS DEDUCTED AT SOURCE		
Employer Provident Fund (@1950)	23400	1950
Medical Insurance	21600	1800
Employer ESI (3.25% of gross if gross sal < 21,000)	0	0
Total Benefits (B)	45000	3750
TOTAL COMPENSATION (A+B)	395000	32917


 REGISTRAR
 REGISTRAR
 PRESIDENCY UNIVERSITY
 BANGALORE

Components of Emoluments:

Fixed and Flexible Pay – The entitlements for Fixed and Flexible Pay components will be as per your level and will be governed by the guidelines applicable from time to time.

Provident Fund & Gratuity – Provident Fund (at present 1800 as the employee's contribution and at 1950 as the employer's contribution) are part of the benefits.

Medical Insurance for Employees - Comprehensive medical insurance coverage for you, your spouse, parents and children for a family floater of INR 3 Lakhs

Other Terms and Conditions:

Tax: All requirements under the applicable taxation laws, including filing of income tax returns regarding receipt of remuneration, shall be employee's responsibility. The Total Compensation is inclusive of any incidence of Fringe Benefit Tax, terms of which will be defined by the Company, from time to time. The employee will be solely responsible for any liability arising out of income tax related matters besides being responsible for tax refunds, if any.

Confidentiality: Compensation and salary structuring is confidential and it is not encouraged to be discussed with colleagues. For any queries, please contact your HR.

ACKNOWLEDGED & AGREED: _____ *(insert full legal name & signature)*

Date:

ANNEXURE 2

GENERAL TERMS & CONDITIONS:

1. You shall perform your role with cent percent dedication as required from time to time by the organization with efficiency, diligence and in the best interest of the company.
2. Once you have accepted the offer with this organization, you will not be employed with any other company on a temporary /permanent / part time / contract basis.
3. You shall respect the data privacy of the organization and will not disclose any company related data to anyone outside the organization during your service or after your service with the organization. Any discrepancy on the same may lead to strict legal action.
4. You hereby declare that you have not and will not disclose or misuse any confidential information obtained from this organization with anyone outside the organization.
5. You will safeguard the property and possession of the organization in good condition and ensure that any possession with you is returned to the company in good condition at the time of cessation of your employment with the company.
6. Your appointment with us is solely based on the educational qualification certificates and experience letters that you have provided to us and mentioned on your application. You warrant that this is true to the best of your knowledge. You also agree that during the course of your tenure, if any of the certification is found to be false, your employment will be terminated immediately without prior notice.
7. You shall keep your direct supervisor informed of your absenteeism from work and will produce medical certificates when deemed necessary. However, if you are absent from work for more than 7 days without any information, you will be considered as ABANDONED from services and will not be eligible to re-join us for at least the next 1 year.
8. You hereby warrant that you are not involved in legal matters to the best of your knowledge and so far have discharged all your duties as a respectable citizen.
9. You agree to abide by the change in the shift timings as required by the company. You will be notified of your shift change well in advance.
10. On grounds of 'Gross Misconduct' & 'Low / No Performance' your employment with the company can be terminated without any prior notice.
11. You shall serve 60 days' notice period (in case of less than a year's service) or 90days notice period (in case of more than a year's service) when you have decided to quit the organization. The same shall be notified to the management before a month's time span.

If all the above terms and conditions have been accepted by you, then kindly sign all the sheets of the offer letter and the photo copy of the same along with your name and date. Please return the photocopy along with photocopies of qualification certificates, Relieving letter/ Experience Certificates, Adhaar card, Pan Card and two passport size photographs to the HR for documentation purpose.

ACKNOWLEDGED & AGREED: _____ (insert full legal name & signature)

Date:


REGISTRAR

Registrar
BANGALORE

Page 4

Name : L Bharath
Place : Bangalore

Date: 18th November 2021

Dear Bharath,

Further to your application and interview with us, we are pleased to extend you an offer to join NVIERA TECHNOLOGIES PRIVATE LIMITED, Bangalore.

This letter officially confirms the following terms and conditions of your employment:

Designation : Software Engineer
Total cost to the company : INR 3 95 000 / Annum
Date of Joining : 01st June 2022

Your total cost to the company will include your gross earnings and deductions. This is structured as per the attached Annexure 1 and in accordance with the company's policies.

Your employment with NVIERA TECHNOLOGIES PRIVATE LIMITED, will be governed as per the terms and conditions on Annexure 2. You are requested to read through this carefully and also understand the same before accepting the offer with us. Your employment is subject to satisfactory completion of verification and thorough background checks that may be conduct before or after your effective start date.

This offer and the terms of this letter is valid for 10 (ten) days from the date of this letter. If we hear no response from you before the expiration of this period, then this offer will be deemed as rejected. Please do not hesitate to contact the HR regarding any queries on pranitha@nviera.com .

We look forward to work with you and also take this opportunity to wish you a very successful career ahead.

For NVIERA TECHNOLOGIES PRIVATE LIMITED,



Pranitha Vasu
HR Manager

ACKNOWLEDGED & AGREED: _____ *(insert full legal name & signature)*

Date:



REGISTRAR
Presidency University
BANGALORE

ANNEXURE 1
TOTAL BENEFITS AND REWARDS STATEMENT

COMPONENTS	ANNUAL	MONTHLY
CTC	350000	29167
FIXED COMPONENT		
Basic (50% of CTC)	175000	14583
FLEXIBLE COMPONENT (TAXABLE ALLOWANCE)		
House Rent Allowance (25% of CTC)	87500	7292
Variable Allowance (10% of CTC)	35000	2917
Special Allowance (15% of CTC)	52500	4375
Gross Pay (A)	350000	29167
DEDUCTIONS		
Employee Provident Fund (@1800)	21600	1800
Employee ESI (0.75% of gross if gross sal < 21,000)	0	0
Professional Tax	2400	200
Income Tax (applicable to change + cess)	4800	400
Total Deductions	28800	2400
NET PAYABLE SALARY	321200	26767
BENEFITS DEDUCTED AT SOURCE		
Employer Provident Fund (@1950)	23400	1950
Medical Insurance	21600	1800
Employer ESI (3.25% of gross if gross sal < 21,000)	0	0
Total Benefits (B)	45000	3750
TOTAL COMPENSATION (A+B)	395000	32917


 REGISTRAR
 REGISTRAR
 PRESIDENCY UNIVERSITY
 BANGALORE

Components of Emoluments:

Fixed and Flexible Pay – The entitlements for Fixed and Flexible Pay components will be as per your level and will be governed by the guidelines applicable from time to time.

Provident Fund & Gratuity – Provident Fund (at present 1800 as the employee's contribution and at 1950 as the employer's contribution) are part of the benefits.

Medical Insurance for Employees - Comprehensive medical insurance coverage for you, your spouse, parents and children for a family floater of INR 3 Lakhs

Other Terms and Conditions:

Tax: All requirements under the applicable taxation laws, including filing of income tax returns regarding receipt of remuneration, shall be employee's responsibility. The Total Compensation is inclusive of any incidence of Fringe Benefit Tax, terms of which will be defined by the Company, from time to time. The employee will be solely responsible for any liability arising out of income tax related matters besides being responsible for tax refunds, if any.

Confidentiality: Compensation and salary structuring is confidential and it is not encouraged to be discussed with colleagues. For any queries, please contact your HR.

ACKNOWLEDGED & AGREED: _____ *(insert full legal name & signature)*

Date:

ANNEXURE 2

GENERAL TERMS & CONDITIONS:

1. You shall perform your role with cent percent dedication as required from time to time by the organization with efficiency, diligence and in the best interest of the company.
2. Once you have accepted the offer with this organization, you will not be employed with any other company on a temporary /permanent / part time / contract basis.
3. You shall respect the data privacy of the organization and will not disclose any company related data to anyone outside the organization during your service or after your service with the organization. Any discrepancy on the same may lead to strict legal action.
4. You hereby declare that you have not and will not disclose or misuse any confidential information obtained from this organization with anyone outside the organization.
5. You will safeguard the property and possession of the organization in good condition and ensure that any possession with you is returned to the company in good condition at the time of cessation of your employment with the company.
6. Your appointment with us is solely based on the educational qualification certificates and experience letters that you have provided to us and mentioned on your application. You warrant that this is true to the best of your knowledge. You also agree that during the course of your tenure, if any of the certification is found to be false, your employment will be terminated immediately without prior notice.
7. You shall keep your direct supervisor informed of your absenteeism from work and will produce medical certificates when deemed necessary. However, if you are absent from work for more than 7 days without any information, you will be considered as ABANDONED from services and will not be eligible to re-join us for at least the next 1 year.
8. You hereby warrant that you are not involved in legal matters to the best of your knowledge and so far have discharged all your duties as a respectable citizen.
9. You agree to abide by the change in the shift timings as required by the company. You will be notified of your shift change well in advance.
10. On grounds of 'Gross Misconduct' & 'Low / No Performance' your employment with the company can be terminated without any prior notice.
11. You shall serve 60 days' notice period (in case of less than a year's service) or 90days notice period (in case of more than a year's service) when you have decided to quit the organization. The same shall be notified to the management before a month's time span.

If all the above terms and conditions have been accepted by you, then kindly sign all the sheets of the offer letter and the photo copy of the same along with your name and date. Please return the photocopy along with photocopies of qualification certificates, Relieving letter/ Experience Certificates, Adhaar card, Pan Card and two passport size photographs to the HR for documentation purpose.

ACKNOWLEDGED & AGREED: _____ (insert full legal name & signature)

Date:


REGISTRAR

Registrar
BANGALORE

Page 4

Name : Gulshan Kumar

Date: 18th November 2021

Place : Bangalore

Dear Kumar,

Further to your application and interview with us, we are pleased to extend you an offer to join NVIERA TECHNOLOGIES PRIVATE LIMITED, Bangalore.

This letter officially confirms the following terms and conditions of your employment:

Designation : Software Engineer

Total cost to the company : INR 3 95 000 / Annum

Date of Joining : 01st June 2022

Your total cost to the company will include your gross earnings and deductions. This is structured as per the attached Annexure 1 and in accordance with the company's policies.

Your employment with NVIERA TECHNOLOGIES PRIVATE LIMITED, will be governed as per the terms and conditions on Annexure 2. You are requested to read through this carefully and also understand the same before accepting the offer with us. Your employment is subject to satisfactory completion of verification and thorough background checks that may be conduct before or after your effective start date.

This offer and the terms of this letter is valid for 10 (ten) days from the date of this letter. If we hear no response from you before the expiration of this period, then this offer will be deemed as rejected. Please do not hesitate to contact the HR regarding any queries on pranitha@nviera.com .

We look forward to work with you and also take this opportunity to wish you a very successful career ahead.

For NVIERA TECHNOLOGIES PRIVATE LIMITED,



Pranitha Vasu
HR Manager

ACKNOWLEDGED & AGREED: _____ (insert full legal name & signature)

Date:



REGISTRAR
Presidency University
BANGALORE

ANNEXURE 1
TOTAL BENEFITS AND REWARDS STATEMENT

COMPONENTS	ANNUAL	MONTHLY
CTC	350000	29167
FIXED COMPONENT		
Basic (50% of CTC)	175000	14583
FLEXIBLE COMPONENT (TAXABLE ALLOWANCE)		
House Rent Allowance (25% of CTC)	87500	7292
Variable Allowance (10% of CTC)	35000	2917
Special Allowance (15% of CTC)	52500	4375
Gross Pay (A)	350000	29167
DEDUCTIONS		
Employee Provident Fund (@1800)	21600	1800
Employee ESI (0.75% of gross if gross sal < 21,000)	0	0
Professional Tax	2400	200
Income Tax (applicable to change + cess)	4800	400
Total Deductions	28800	2400
NET PAYABLE SALARY	321200	26767
BENEFITS DEDUCTED AT SOURCE		
Employer Provident Fund (@1950)	23400	1950
Medical Insurance	21600	1800
Employer ESI (3.25% of gross if gross sal < 21,000)	0	0
Total Benefits (B)	45000	3750
TOTAL COMPENSATION (A+B)	395000	32917


 REGISTRAR
 REGISTRAR
 PRESIDENCY UNIVERSITY
 BANGALORE

Components of Emoluments:

Fixed and Flexible Pay – The entitlements for Fixed and Flexible Pay components will be as per your level and will be governed by the guidelines applicable from time to time.

Provident Fund & Gratuity – Provident Fund (at present 1800 as the employee's contribution and at 1950 as the employer's contribution) are part of the benefits.

Medical Insurance for Employees - Comprehensive medical insurance coverage for you, your spouse, parents and children for a family floater of INR 3 Lakhs

Other Terms and Conditions:

Tax: All requirements under the applicable taxation laws, including filing of income tax returns regarding receipt of remuneration, shall be employee's responsibility. The Total Compensation is inclusive of any incidence of Fringe Benefit Tax, terms of which will be defined by the Company, from time to time. The employee will be solely responsible for any liability arising out of income tax related matters besides being responsible for tax refunds, if any.

Confidentiality: Compensation and salary structuring is confidential and it is not encouraged to be discussed with colleagues. For any queries, please contact your HR.

ACKNOWLEDGED & AGREED: _____ *(insert full legal name & signature)*

Date:

ANNEXURE 2

GENERAL TERMS & CONDITIONS:

1. You shall perform your role with cent percent dedication as required from time to time by the organization with efficiency, diligence and in the best interest of the company.
2. Once you have accepted the offer with this organization, you will not be employed with any other company on a temporary /permanent / part time / contract basis.
3. You shall respect the data privacy of the organization and will not disclose any company related data to anyone outside the organization during your service or after your service with the organization. Any discrepancy on the same may lead to strict legal action.
4. You hereby declare that you have not and will not disclose or misuse any confidential information obtained from this organization with anyone outside the organization.
5. You will safeguard the property and possession of the organization in good condition and ensure that any possession with you is returned to the company in good condition at the time of cessation of your employment with the company.
6. Your appointment with us is solely based on the educational qualification certificates and experience letters that you have provided to us and mentioned on your application. You warrant that this is true to the best of your knowledge. You also agree that during the course of your tenure, if any of the certification is found to be false, your employment will be terminated immediately without prior notice.
7. You shall keep your direct supervisor informed of your absenteeism from work and will produce medical certificates when deemed necessary. However, if you are absent from work for more than 7 days without any information, you will be considered as ABANDONED from services and will not be eligible to re-join us for at least the next 1 year.
8. You hereby warrant that you are not involved in legal matters to the best of your knowledge and so far have discharged all your duties as a respectable citizen.
9. You agree to abide by the change in the shift timings as required by the company. You will be notified of your shift change well in advance.
10. On grounds of 'Gross Misconduct' & 'Low / No Performance' your employment with the company can be terminated without any prior notice.
11. You shall serve 60 days' notice period (in case of less than a year's service) or 90days notice period (in case of more than a year's service) when you have decided to quit the organization. The same shall be notified to the management before a month's time span.

If all the above terms and conditions have been accepted by you, then kindly sign all the sheets of the offer letter and the photo copy of the same along with your name and date. Please return the photocopy along with photocopies of qualification certificates, Relieving letter/ Experience Certificates, Adhaar card, Pan Card and two passport size photographs to the HR for documentation purpose.

ACKNOWLEDGED & AGREED: _____ (insert full legal name & signature)

Date:


REGISTRAR
P. J. S. UNIVERSITY
BANGALORE
Registrar

Page 4

Name : Anubhav Tewari

Date: 18th November 2021

Place : Bangalore

Dear Anubhav,

Further to your application and interview with us, we are pleased to extend you an offer to join NVIERA TECHNOLOGIES PRIVATE LIMITED, Bangalore.

This letter officially confirms the following terms and conditions of your employment:

Designation : Software Engineer

Total cost to the company : INR 3 95 000 / Annum

Date of Joining : 01st June 2022

Your total cost to the company will include your gross earnings and deductions. This is structured as per the attached Annexure 1 and in accordance with the company's policies.

Your employment with NVIERA TECHNOLOGIES PRIVATE LIMITED, will be governed as per the terms and conditions on Annexure 2. You are requested to read through this carefully and also understand the same before accepting the offer with us. Your employment is subject to satisfactory completion of verification and thorough background checks that may be conduct before or after your effective start date.

This offer and the terms of this letter is valid for 10 (ten) days from the date of this letter. If we hear no response from you before the expiration of this period, then this offer will be deemed as rejected. Please do not hesitate to contact the HR regarding any queries on pranitha@nviera.com .

We look forward to work with you and also take this opportunity to wish you a very successful career ahead.

For NVIERA TECHNOLOGIES PRIVATE LIMITED,



Pranitha Vasu
HR Manager

ACKNOWLEDGED & AGREED: _____ *(insert full legal name & signature)*

Date:



REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

ANNEXURE 1
TOTAL BENEFITS AND REWARDS STATEMENT

COMPONENTS	ANNUAL	MONTHLY
CTC	350000	29167
FIXED COMPONENT		
Basic (50% of CTC)	175000	14583
FLEXIBLE COMPONENT (TAXABLE ALLOWANCE)		
House Rent Allowance (25% of CTC)	87500	7292
Variable Allowance (10% of CTC)	35000	2917
Special Allowance (15% of CTC)	52500	4375
Gross Pay (A)	350000	29167
DEDUCTIONS		
Employee Provident Fund (@1800)	21600	1800
Employee ESI (0.75% of gross if gross sal < 21,000)	0	0
Professional Tax	2400	200
Income Tax (applicable to change + cess)	4800	400
Total Deductions	28800	2400
NET PAYABLE SALARY	321200	26767
BENEFITS DEDUCTED AT SOURCE		
Employer Provident Fund (@1950)	23400	1950
Medical Insurance	21600	1800
Employer ESI (3.25% of gross if gross sal < 21,000)	0	0
Total Benefits (B)	45000	3750
TOTAL COMPENSATION (A+B)	395000	32917


 REGISTRAR
 REGISTRAR
 PRESIDENCY UNIVERSITY
 BANGALORE

Components of Emoluments:

Fixed and Flexible Pay – The entitlements for Fixed and Flexible Pay components will be as per your level and will be governed by the guidelines applicable from time to time.

Provident Fund & Gratuity – Provident Fund (at present 1800 as the employee's contribution and at 1950 as the employer's contribution) are part of the benefits.

Medical Insurance for Employees - Comprehensive medical insurance coverage for you, your spouse, parents and children for a family floater of INR 3 Lakhs

Other Terms and Conditions:

Tax: All requirements under the applicable taxation laws, including filing of income tax returns regarding receipt of remuneration, shall be employee's responsibility. The Total Compensation is inclusive of any incidence of Fringe Benefit Tax, terms of which will be defined by the Company, from time to time. The employee will be solely responsible for any liability arising out of income tax related matters besides being responsible for tax refunds, if any.

Confidentiality: Compensation and salary structuring is confidential and it is not encouraged to be discussed with colleagues. For any queries, please contact your HR.

ACKNOWLEDGED & AGREED: _____ *(insert full legal name & signature)*

Date:

ANNEXURE 2

GENERAL TERMS & CONDITIONS:

1. You shall perform your role with cent percent dedication as required from time to time by the organization with efficiency, diligence and in the best interest of the company.
2. Once you have accepted the offer with this organization, you will not be employed with any other company on a temporary /permanent / part time / contract basis.
3. You shall respect the data privacy of the organization and will not disclose any company related data to anyone outside the organization during your service or after your service with the organization. Any discrepancy on the same may lead to strict legal action.
4. You hereby declare that you have not and will not disclose or misuse any confidential information obtained from this organization with anyone outside the organization.
5. You will safeguard the property and possession of the organization in good condition and ensure that any possession with you is returned to the company in good condition at the time of cessation of your employment with the company.
6. Your appointment with us is solely based on the educational qualification certificates and experience letters that you have provided to us and mentioned on your application. You warrant that this is true to the best of your knowledge. You also agree that during the course of your tenure, if any of the certification is found to be false, your employment will be terminated immediately without prior notice.
7. You shall keep your direct supervisor informed of your absenteeism from work and will produce medical certificates when deemed necessary. However, if you are absent from work for more than 7 days without any information, you will be considered as ABANDONED from services and will not be eligible to re-join us for at least the next 1 year.
8. You hereby warrant that you are not involved in legal matters to the best of your knowledge and so far have discharged all your duties as a respectable citizen.
9. You agree to abide by the change in the shift timings as required by the company. You will be notified of your shift change well in advance.
10. On grounds of 'Gross Misconduct' & 'Low / No Performance' your employment with the company can be terminated without any prior notice.
11. You shall serve 60 days' notice period (in case of less than a year's service) or 90days notice period (in case of more than a year's service) when you have decided to quit the organization. The same shall be notified to the management before a month's time span.

If all the above terms and conditions have been accepted by you, then kindly sign all the sheets of the offer letter and the photo copy of the same along with your name and date. Please return the photocopy along with photocopies of qualification certificates, Relieving letter/ Experience Certificates, Adhaar card, Pan Card and two passport size photographs to the HR for documentation purpose.

ACKNOWLEDGED & AGREED: _____ (insert full legal name & signature)

Date:


REGISTRAR

Registrar
BANGALORE

Page 4

Name : AnjaliM
Place : Bangalore

Date: 18th November 2021

Dear Anjali,

Further to your application and interview with us, we are pleased to extend you an offer to join NVIERA TECHNOLOGIES PRIVATE LIMITED, Bangalore.

This letter officially confirms the following terms and conditions of your employment:

Designation : Software Engineer
Total cost to the company : INR 3 95 000 / Annum
Date of Joining : 01st June 2022

Your total cost to the company will include your gross earnings and deductions. This is structured as per the attached Annexure 1 and in accordance with the company's policies.

Your employment with NVIERA TECHNOLOGIES PRIVATE LIMITED, will be governed as per the terms and conditions on Annexure 2. You are requested to read through this carefully and also understand the same before accepting the offer with us. Your employment is subject to satisfactory completion of verification and thorough background checks that may be conduct before or after your effective start date.

This offer and the terms of this letter is valid for 10 (ten) days from the date of this letter. If we hear no response from you before the expiration of this period, then this offer will be deemed as rejected. Please do not hesitate to contact the HR regarding any queries on pranitha@nviera.com .

We look forward to work with you and also take this opportunity to wish you a very successful career ahead.

For NVIERA TECHNOLOGIES PRIVATE LIMITED,



Pranitha Vasu
HR Manager

ACKNOWLEDGED & AGREED: _____ (insert full legal name & signature)

Date:



REGISTRAR
Presidency University
BANGALORE

ANNEXURE 1
TOTAL BENEFITS AND REWARDS STATEMENT

COMPONENTS	ANNUAL	MONTHLY
CTC	350000	29167
FIXED COMPONENT		
Basic (50% of CTC)	175000	14583
FLEXIBLE COMPONENT (TAXABLE ALLOWANCE)		
House Rent Allowance (25% of CTC)	87500	7292
Variable Allowance (10% of CTC)	35000	2917
Special Allowance (15% of CTC)	52500	4375
Gross Pay (A)	350000	29167
DEDUCTIONS		
Employee Provident Fund (@1800)	21600	1800
Employee ESI (0.75% of gross if gross sal < 21,000)	0	0
Professional Tax	2400	200
Income Tax (applicable to change + cess)	4800	400
Total Deductions	28800	2400
NET PAYABLE SALARY	321200	26767
BENEFITS DEDUCTED AT SOURCE		
Employer Provident Fund (@1950)	23400	1950
Medical Insurance	21600	1800
Employer ESI (3.25% of gross if gross sal < 21,000)	0	0
Total Benefits (B)	45000	3750
TOTAL COMPENSATION (A+B)	395000	32917

Components of Emoluments:

Fixed and Flexible Pay – The entitlements for Fixed and Flexible Pay components will be as per your level and will be governed by the guidelines applicable from time to time.

Provident Fund & Gratuity – Provident Fund (at present 1800 as the employee's contribution and at 1950 as the employer's contribution) are part of the benefits.

Medical Insurance for Employees - Comprehensive medical insurance coverage for you, your spouse, parents and children for a family floater of INR 3 Lakhs

Other Terms and Conditions:

Tax: All requirements under the applicable taxation laws, including filing of income tax returns regarding receipt of remuneration, shall be employee's responsibility. The Total Compensation is inclusive of any incidence of Fringe Benefit Tax, terms of which will be defined by the Company, from time to time. The employee will be solely responsible for any liability arising out of income tax related matters besides being responsible for tax refunds, if any.

Confidentiality: Compensation and salary structuring is confidential and it is not encouraged to be discussed with colleagues. For any queries, please contact your HR.

ACKNOWLEDGED & AGREED: _____ *(insert full legal name & signature)*

Date:

ANNEXURE 2

GENERAL TERMS & CONDITIONS:

1. You shall perform your role with cent percent dedication as required from time to time by the organization with efficiency, diligence and in the best interest of the company.
2. Once you have accepted the offer with this organization, you will not be employed with any other company on a temporary /permanent / part time / contract basis.
3. You shall respect the data privacy of the organization and will not disclose any company related data to anyone outside the organization during your service or after your service with the organization. Any discrepancy on the same may lead to strict legal action.
4. You hereby declare that you have not and will not disclose or misuse any confidential information obtained from this organization with anyone outside the organization.
5. You will safeguard the property and possession of the organization in good condition and ensure that any possession with you is returned to the company in good condition at the time of cessation of your employment with the company.
6. Your appointment with us is solely based on the educational qualification certificates and experience letters that you have provided to us and mentioned on your application. You warrant that this is true to the best of your knowledge. You also agree that during the course of your tenure, if any of the certification is found to be false, your employment will be terminated immediately without prior notice.
7. You shall keep your direct supervisor informed of your absenteeism from work and will produce medical certificates when deemed necessary. However, if you are absent from work for more than 7 days without any information, you will be considered as ABANDONED from services and will not be eligible to re-join us for at least the next 1 year.
8. You hereby warrant that you are not involved in legal matters to the best of your knowledge and so far have discharged all your duties as a respectable citizen.
9. You agree to abide by the change in the shift timings as required by the company. You will be notified of your shift change well in advance.
10. On grounds of 'Gross Misconduct' & 'Low / No Performance' your employment with the company can be terminated without any prior notice.
11. You shall serve 60 days' notice period (in case of less than a year's service) or 90days notice period (in case of more than a year's service) when you have decided to quit the organization. The same shall be notified to the management before a month's time span.

If all the above terms and conditions have been accepted by you, then kindly sign all the sheets of the offer letter and the photo copy of the same along with your name and date. Please return the photocopy along with photocopies of qualification certificates, Relieving letter/ Experience Certificates, Adhaar card, Pan Card and two passport size photographs to the HR for documentation purpose.

ACKNOWLEDGED & AGREED: _____ (insert full legal name & signature)

Date:


REGISTRAR

Registrar
BANGALORE

Page 4

Name : Aditya Kumar Pandey
Place : Bangalore

Date: 18th November 2021

Dear Aditya,

Further to your application and interview with us, we are pleased to extend you an offer to join NVIERA TECHNOLOGIES PRIVATE LIMITED, Bangalore.

This letter officially confirms the following terms and conditions of your employment:

Designation : Software Engineer
Total cost to the company : INR 3 95 000 / Annum
Date of Joining : 01st June 2022

Your total cost to the company will include your gross earnings and deductions. This is structured as per the attached Annexure 1 and in accordance with the company's policies.

Your employment with NVIERA TECHNOLOGIES PRIVATE LIMITED, will be governed as per the terms and conditions on Annexure 2. You are requested to read through this carefully and also understand the same before accepting the offer with us. Your employment is subject to satisfactory completion of verification and thorough background checks that may be conduct before or after your effective start date.

This offer and the terms of this letter is valid for 10 (ten) days from the date of this letter. If we hear no response from you before the expiration of this period, then this offer will be deemed as rejected. Please do not hesitate to contact the HR regarding any queries on pranitha@nviera.com .

We look forward to work with you and also take this opportunity to wish you a very successful career ahead.

For NVIERA TECHNOLOGIES PRIVATE LIMITED,



Pranitha Vasu
HR Manager

ACKNOWLEDGED & AGREED: _____ *(insert full legal name & signature)*

Date:



REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

ANNEXURE 1
TOTAL BENEFITS AND REWARDS STATEMENT

COMPONENTS	ANNUAL	MONTHLY
CTC	350000	29167
FIXED COMPONENT		
Basic (50% of CTC)	175000	14583
FLEXIBLE COMPONENT (TAXABLE ALLOWANCE)		
House Rent Allowance (25% of CTC)	87500	7292
Variable Allowance (10% of CTC)	35000	2917
Special Allowance (15% of CTC)	52500	4375
Gross Pay (A)	350000	29167
DEDUCTIONS		
Employee Provident Fund (@1800)	21600	1800
Employee ESI (0.75% of gross if gross sal < 21,000)	0	0
Professional Tax	2400	200
Income Tax (applicable to change + cess)	4800	400
Total Deductions	28800	2400
NET PAYABLE SALARY	321200	26767
BENEFITS DEDUCTED AT SOURCE		
Employer Provident Fund (@1950)	23400	1950
Medical Insurance	21600	1800
Employer ESI (3.25% of gross if gross sal < 21,000)	0	0
Total Benefits (B)	45000	3750
TOTAL COMPENSATION (A+B)	395000	32917


 REGISTRAR
 REGISTRAR
 PRESIDENCY UNIVERSITY
 BANGALORE

Components of Emoluments:

Fixed and Flexible Pay – The entitlements for Fixed and Flexible Pay components will be as per your level and will be governed by the guidelines applicable from time to time.

Provident Fund & Gratuity – Provident Fund (at present 1800 as the employee's contribution and at 1950 as the employer's contribution) are part of the benefits.

Medical Insurance for Employees - Comprehensive medical insurance coverage for you, your spouse, parents and children for a family floater of INR 3 Lakhs

Other Terms and Conditions:

Tax: All requirements under the applicable taxation laws, including filing of income tax returns regarding receipt of remuneration, shall be employee's responsibility. The Total Compensation is inclusive of any incidence of Fringe Benefit Tax, terms of which will be defined by the Company, from time to time. The employee will be solely responsible for any liability arising out of income tax related matters besides being responsible for tax refunds, if any.

Confidentiality: Compensation and salary structuring is confidential and it is not encouraged to be discussed with colleagues. For any queries, please contact your HR.

ACKNOWLEDGED & AGREED: _____ *(insert full legal name & signature)*

Date:

ANNEXURE 2

GENERAL TERMS & CONDITIONS:

1. You shall perform your role with cent percent dedication as required from time to time by the organization with efficiency, diligence and in the best interest of the company.
2. Once you have accepted the offer with this organization, you will not be employed with any other company on a temporary /permanent / part time / contract basis.
3. You shall respect the data privacy of the organization and will not disclose any company related data to anyone outside the organization during your service or after your service with the organization. Any discrepancy on the same may lead to strict legal action.
4. You hereby declare that you have not and will not disclose or misuse any confidential information obtained from this organization with anyone outside the organization.
5. You will safeguard the property and possession of the organization in good condition and ensure that any possession with you is returned to the company in good condition at the time of cessation of your employment with the company.
6. Your appointment with us is solely based on the educational qualification certificates and experience letters that you have provided to us and mentioned on your application. You warrant that this is true to the best of your knowledge. You also agree that during the course of your tenure, if any of the certification is found to be false, your employment will be terminated immediately without prior notice.
7. You shall keep your direct supervisor informed of your absenteeism from work and will produce medical certificates when deemed necessary. However, if you are absent from work for more than 7 days without any information, you will be considered as ABANDONED from services and will not be eligible to re-join us for at least the next 1 year.
8. You hereby warrant that you are not involved in legal matters to the best of your knowledge and so far have discharged all your duties as a respectable citizen.
9. You agree to abide by the change in the shift timings as required by the company. You will be notified of your shift change well in advance.
10. On grounds of 'Gross Misconduct' & 'Low / No Performance' your employment with the company can be terminated without any prior notice.
11. You shall serve 60 days' notice period (in case of less than a year's service) or 90days notice period (in case of more than a year's service) when you have decided to quit the organization. The same shall be notified to the management before a month's time span.

If all the above terms and conditions have been accepted by you, then kindly sign all the sheets of the offer letter and the photo copy of the same along with your name and date. Please return the photocopy along with photocopies of qualification certificates, Relieving letter/ Experience Certificates, Adhaar card, Pan Card and two passport size photographs to the HR for documentation purpose.

ACKNOWLEDGED & AGREED: _____ (insert full legal name & signature)

Date:


REGISTRAR
 Registrar
BANGALORE

Page 4

Name : C Tarun Kumar

Date: 18th November 2021

Place : Bangalore

Dear Tarun,

Further to your application and interview with us, we are pleased to extend you an offer to join NVIERA TECHNOLOGIES PRIVATE LIMITED, Bangalore.

This letter officially confirms the following terms and conditions of your employment:

Designation : Software Engineer

Total cost to the company : INR 3 95 000 / Annum

Date of Joining : 01st June 2022

Your total cost to the company will include your gross earnings and deductions. This is structured as per the attached Annexure 1 and in accordance with the company's policies.

Your employment with NVIERA TECHNOLOGIES PRIVATE LIMITED, will be governed as per the terms and conditions on Annexure 2. You are requested to read through this carefully and also understand the same before accepting the offer with us. Your employment is subject to satisfactory completion of verification and thorough background checks that may be conduct before or after your effective start date.

This offer and the terms of this letter is valid for 10 (ten) days from the date of this letter. If we hear no response from you before the expiration of this period, then this offer will be deemed as rejected. Please do not hesitate to contact the HR regarding any queries on pranitha@nviera.com .

We look forward to work with you and also take this opportunity to wish you a very successful career ahead.

For NVIERA TECHNOLOGIES PRIVATE LIMITED,



Pranitha Vasu
HR Manager

ACKNOWLEDGED & AGREED: _____ (insert full legal name & signature)

Date:



REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

ANNEXURE 1
TOTAL BENEFITS AND REWARDS STATEMENT

COMPONENTS	ANNUAL	MONTHLY
CTC	350000	29167
FIXED COMPONENT		
Basic (50% of CTC)	175000	14583
FLEXIBLE COMPONENT (TAXABLE ALLOWANCE)		
House Rent Allowance (25% of CTC)	87500	7292
Variable Allowance (10% of CTC)	35000	2917
Special Allowance (15% of CTC)	52500	4375
Gross Pay (A)	350000	29167
DEDUCTIONS		
Employee Provident Fund (@1800)	21600	1800
Employee ESI (0.75% of gross if gross sal < 21,000)	0	0
Professional Tax	2400	200
Income Tax (applicable to change + cess)	4800	400
Total Deductions	28800	2400
NET PAYABLE SALARY	321200	26767
BENEFITS DEDUCTED AT SOURCE		
Employer Provident Fund (@1950)	23400	1950
Medical Insurance	21600	1800
Employer ESI (3.25% of gross if gross sal < 21,000)	0	0
Total Benefits (B)	45000	3750
TOTAL COMPENSATION (A+B)	395000	32917


 REGISTRAR
 REGISTRAR
 PRESIDENCY UNIVERSITY
 BANGALORE

Components of Emoluments:

Fixed and Flexible Pay – The entitlements for Fixed and Flexible Pay components will be as per your level and will be governed by the guidelines applicable from time to time.

Provident Fund & Gratuity – Provident Fund (at present 1800 as the employee's contribution and at 1950 as the employer's contribution) are part of the benefits.

Medical Insurance for Employees - Comprehensive medical insurance coverage for you, your spouse, parents and children for a family floater of INR 3 Lakhs

Other Terms and Conditions:

Tax: All requirements under the applicable taxation laws, including filing of income tax returns regarding receipt of remuneration, shall be employee's responsibility. The Total Compensation is inclusive of any incidence of Fringe Benefit Tax, terms of which will be defined by the Company, from time to time. The employee will be solely responsible for any liability arising out of income tax related matters besides being responsible for tax refunds, if any.

Confidentiality: Compensation and salary structuring is confidential and it is not encouraged to be discussed with colleagues. For any queries, please contact your HR.

ACKNOWLEDGED & AGREED: _____ *(insert full legal name & signature)*

Date:

ANNEXURE 2

GENERAL TERMS & CONDITIONS:

1. You shall perform your role with cent percent dedication as required from time to time by the organization with efficiency, diligence and in the best interest of the company.
2. Once you have accepted the offer with this organization, you will not be employed with any other company on a temporary /permanent / part time / contract basis.
3. You shall respect the data privacy of the organization and will not disclose any company related data to anyone outside the organization during your service or after your service with the organization. Any discrepancy on the same may lead to strict legal action.
4. You hereby declare that you have not and will not disclose or misuse any confidential information obtained from this organization with anyone outside the organization.
5. You will safeguard the property and possession of the organization in good condition and ensure that any possession with you is returned to the company in good condition at the time of cessation of your employment with the company.
6. Your appointment with us is solely based on the educational qualification certificates and experience letters that you have provided to us and mentioned on your application. You warrant that this is true to the best of your knowledge. You also agree that during the course of your tenure, if any of the certification is found to be false, your employment will be terminated immediately without prior notice.
7. You shall keep your direct supervisor informed of your absenteeism from work and will produce medical certificates when deemed necessary. However, if you are absent from work for more than 7 days without any information, you will be considered as ABANDONED from services and will not be eligible to re-join us for at least the next 1 year.
8. You hereby warrant that you are not involved in legal matters to the best of your knowledge and so far have discharged all your duties as a respectable citizen.
9. You agree to abide by the change in the shift timings as required by the company. You will be notified of your shift change well in advance.
10. On grounds of 'Gross Misconduct' & 'Low / No Performance' your employment with the company can be terminated without any prior notice.
11. You shall serve 60 days' notice period (in case of less than a year's service) or 90days notice period (in case of more than a year's service) when you have decided to quit the organization. The same shall be notified to the management before a month's time span.

If all the above terms and conditions have been accepted by you, then kindly sign all the sheets of the offer letter and the photo copy of the same along with your name and date. Please return the photocopy along with photocopies of qualification certificates, Relieving letter/ Experience Certificates, Adhaar card, Pan Card and two passport size photographs to the HR for documentation purpose.

ACKNOWLEDGED & AGREED: _____ (insert full legal name & signature)

Date:


REGISTRAR

Registrar
BANGALORE

Page 4

Name : Harshitha N

Date: 18th November 2021

Place : Bangalore

Dear Harshitha,

Further to your application and interview with us, we are pleased to extend you an offer to join NVIERA TECHNOLOGIES PRIVATE LIMITED, Bangalore.

This letter officially confirms the following terms and conditions of your employment:

Designation : Software Engineer

Total cost to the company : INR 3 95 000 / Annum

Date of Joining : 01st June 2022

Your total cost to the company will include your gross earnings and deductions. This is structured as per the attached Annexure 1 and in accordance with the company's policies.

Your employment with NVIERA TECHNOLOGIES PRIVATE LIMITED, will be governed as per the terms and conditions on Annexure 2. You are requested to read through this carefully and also understand the same before accepting the offer with us. Your employment is subject to satisfactory completion of verification and thorough background checks that may be conduct before or after your effective start date.

This offer and the terms of this letter is valid for 10 (ten) days from the date of this letter. If we hear no response from you before the expiration of this period, then this offer will be deemed as rejected. Please do not hesitate to contact the HR regarding any queries on pranitha@nviera.com .

We look forward to work with you and also take this opportunity to wish you a very successful career ahead.

For NVIERA TECHNOLOGIES PRIVATE LIMITED,



Pranitha Vasu
HR Manager

ACKNOWLEDGED & AGREED: _____ (insert full legal name & signature)

Date:



REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

ANNEXURE 1
TOTAL BENEFITS AND REWARDS STATEMENT

COMPONENTS	ANNUAL	MONTHLY
CTC	350000	29167
FIXED COMPONENT		
Basic (50% of CTC)	175000	14583
FLEXIBLE COMPONENT (TAXABLE ALLOWANCE)		
House Rent Allowance (25% of CTC)	87500	7292
Variable Allowance (10% of CTC)	35000	2917
Special Allowance (15% of CTC)	52500	4375
Gross Pay (A)	350000	29167
DEDUCTIONS		
Employee Provident Fund (@1800)	21600	1800
Employee ESI (0.75% of gross if gross sal < 21,000)	0	0
Professional Tax	2400	200
Income Tax (applicable to change + cess)	4800	400
Total Deductions	28800	2400
NET PAYABLE SALARY	321200	26767
BENEFITS DEDUCTED AT SOURCE		
Employer Provident Fund (@1950)	23400	1950
Medical Insurance	21600	1800
Employer ESI (3.25% of gross if gross sal < 21,000)	0	0
Total Benefits (B)	45000	3750
TOTAL COMPENSATION (A+B)	395000	32917

Components of Emoluments:

Fixed and Flexible Pay – The entitlements for Fixed and Flexible Pay components will be as per your level and will be governed by the guidelines applicable from time to time.

Provident Fund & Gratuity – Provident Fund (at present 1800 as the employee's contribution and at 1950 as the employer's contribution) are part of the benefits.

Medical Insurance for Employees - Comprehensive medical insurance coverage for you, your spouse, parents and children for a family floater of INR 3 Lakhs

Other Terms and Conditions:

Tax: All requirements under the applicable taxation laws, including filing of income tax returns regarding receipt of remuneration, shall be employee's responsibility. The Total Compensation is inclusive of any incidence of Fringe Benefit Tax, terms of which will be defined by the Company, from time to time. The employee will be solely responsible for any liability arising out of income tax related matters besides being responsible for tax refunds, if any.

Confidentiality: Compensation and salary structuring is confidential and it is not encouraged to be discussed with colleagues. For any queries, please contact your HR.

ACKNOWLEDGED & AGREED: _____ *(insert full legal name & signature)*

Date:

ANNEXURE 2

GENERAL TERMS & CONDITIONS:

1. You shall perform your role with cent percent dedication as required from time to time by the organization with efficiency, diligence and in the best interest of the company.
2. Once you have accepted the offer with this organization, you will not be employed with any other company on a temporary /permanent / part time / contract basis.
3. You shall respect the data privacy of the organization and will not disclose any company related data to anyone outside the organization during your service or after your service with the organization. Any discrepancy on the same may lead to strict legal action.
4. You hereby declare that you have not and will not disclose or misuse any confidential information obtained from this organization with anyone outside the organization.
5. You will safeguard the property and possession of the organization in good condition and ensure that any possession with you is returned to the company in good condition at the time of cessation of your employment with the company.
6. Your appointment with us is solely based on the educational qualification certificates and experience letters that you have provided to us and mentioned on your application. You warrant that this is true to the best of your knowledge. You also agree that during the course of your tenure, if any of the certification is found to be false, your employment will be terminated immediately without prior notice.
7. You shall keep your direct supervisor informed of your absenteeism from work and will produce medical certificates when deemed necessary. However, if you are absent from work for more than 7 days without any information, you will be considered as ABANDONED from services and will not be eligible to re-join us for at least the next 1 year.
8. You hereby warrant that you are not involved in legal matters to the best of your knowledge and so far have discharged all your duties as a respectable citizen.
9. You agree to abide by the change in the shift timings as required by the company. You will be notified of your shift change well in advance.
10. On grounds of 'Gross Misconduct' & 'Low / No Performance' your employment with the company can be terminated without any prior notice.
11. You shall serve 60 days' notice period (in case of less than a year's service) or 90days notice period (in case of more than a year's service) when you have decided to quit the organization. The same shall be notified to the management before a month's time span.

If all the above terms and conditions have been accepted by you, then kindly sign all the sheets of the offer letter and the photo copy of the same along with your name and date. Please return the photocopy along with photocopies of qualification certificates, Relieving letter/ Experience Certificates, Adhaar card, Pan Card and two passport size photographs to the HR for documentation purpose.

ACKNOWLEDGED & AGREED: _____ (insert full legal name & signature)

Date:


REGISTRAR

Registrar
BANGALORE

Page 4

Name : Abhijeet Ranjan

Date: 18th November 2021

Place : Bangalore

Dear Abhijeet,

Further to your application and interview with us, we are pleased to extend you an offer to join NVIERA TECHNOLOGIES PRIVATE LIMITED, Bangalore.

This letter officially confirms the following terms and conditions of your employment:

Designation : Software Engineer

Total cost to the company : INR 3 95 000 / Annum

Date of Joining : 01st June 2022

Your total cost to the company will include your gross earnings and deductions. This is structured as per the attached Annexure 1 and in accordance with the company's policies.

Your employment with NVIERA TECHNOLOGIES PRIVATE LIMITED, will be governed as per the terms and conditions on Annexure 2. You are requested to read through this carefully and also understand the same before accepting the offer with us. Your employment is subject to satisfactory completion of verification and thorough background checks that may be conducted before or after your effective start date.

This offer and the terms of this letter is valid for 10 (ten) days from the date of this letter. If we hear no response from you before the expiration of this period, then this offer will be deemed as rejected. Please do not hesitate to contact the HR regarding any queries on pranitha@nviera.com.

We look forward to work with you and also take this opportunity to wish you a very successful career ahead.

For NVIERA TECHNOLOGIES PRIVATE LIMITED,



Pranitha Vasu
HR Manager

ACKNOWLEDGED & AGREED: _____ *(insert full legal name & signature)*

Date:



REGISTRAR
Presidency University
BANGALORE

ANNEXURE 1
TOTAL BENEFITS AND REWARDS STATEMENT

COMPONENTS	ANNUAL	MONTHLY
CTC	350000	29167
FIXED COMPONENT		
Basic (50% of CTC)	175000	14583
FLEXIBLE COMPONENT (TAXABLE ALLOWANCE)		
House Rent Allowance (25% of CTC)	87500	7292
Variable Allowance (10% of CTC)	35000	2917
Special Allowance (15% of CTC)	52500	4375
Gross Pay (A)	350000	29167
DEDUCTIONS		
Employee Provident Fund (@1800)	21600	1800
Employee ESI (0.75% of gross if gross sal < 21,000)	0	0
Professional Tax	2400	200
Income Tax (applicable to change + cess)	4800	400
Total Deductions	28800	2400
NET PAYABLE SALARY	321200	26767
BENEFITS DEDUCTED AT SOURCE		
Employer Provident Fund (@1950)	23400	1950
Medical Insurance	21600	1800
Employer ESI (3.25% of gross if gross sal < 21,000)	0	0
Total Benefits (B)	45000	3750
TOTAL COMPENSATION (A+B)	395000	32917


 REGISTRAR
 REGISTRAR
 PRESIDENCY UNIVERSITY
 BANGALORE

Components of Emoluments:

Fixed and Flexible Pay – The entitlements for Fixed and Flexible Pay components will be as per your level and will be governed by the guidelines applicable from time to time.

Provident Fund & Gratuity – Provident Fund (at present 1800 as the employee's contribution and at 1950 as the employer's contribution) are part of the benefits.

Medical Insurance for Employees - Comprehensive medical insurance coverage for you, your spouse, parents and children for a family floater of INR 3 Lakhs

Other Terms and Conditions:

Tax: All requirements under the applicable taxation laws, including filing of income tax returns regarding receipt of remuneration, shall be employee's responsibility. The Total Compensation is inclusive of any incidence of Fringe Benefit Tax, terms of which will be defined by the Company, from time to time. The employee will be solely responsible for any liability arising out of income tax related matters besides being responsible for tax refunds, if any.

Confidentiality: Compensation and salary structuring is confidential and it is not encouraged to be discussed with colleagues. For any queries, please contact your HR.

ACKNOWLEDGED & AGREED: _____ *(insert full legal name & signature)*

Date:

ANNEXURE 2

GENERAL TERMS & CONDITIONS:

1. You shall perform your role with cent percent dedication as required from time to time by the organization with efficiency, diligence and in the best interest of the company.
2. Once you have accepted the offer with this organization, you will not be employed with any other company on a temporary /permanent / part time / contract basis.
3. You shall respect the data privacy of the organization and will not disclose any company related data to anyone outside the organization during your service or after your service with the organization. Any discrepancy on the same may lead to strict legal action.
4. You hereby declare that you have not and will not disclose or misuse any confidential information obtained from this organization with anyone outside the organization.
5. You will safeguard the property and possession of the organization in good condition and ensure that any possession with you is returned to the company in good condition at the time of cessation of your employment with the company.
6. Your appointment with us is solely based on the educational qualification certificates and experience letters that you have provided to us and mentioned on your application. You warrant that this is true to the best of your knowledge. You also agree that during the course of your tenure, if any of the certification is found to be false, your employment will be terminated immediately without prior notice.
7. You shall keep your direct supervisor informed of your absenteeism from work and will produce medical certificates when deemed necessary. However, if you are absent from work for more than 7 days without any information, you will be considered as ABANDONED from services and will not be eligible to re-join us for at least the next 1 year.
8. You hereby warrant that you are not involved in legal matters to the best of your knowledge and so far have discharged all your duties as a respectable citizen.
9. You agree to abide by the change in the shift timings as required by the company. You will be notified of your shift change well in advance.
10. On grounds of 'Gross Misconduct' & 'Low / No Performance' your employment with the company can be terminated without any prior notice.
11. You shall serve 60 days' notice period (in case of less than a year's service) or 90days notice period (in case of more than a year's service) when you have decided to quit the organization. The same shall be notified to the management before a month's time span.

If all the above terms and conditions have been accepted by you, then kindly sign all the sheets of the offer letter and the photo copy of the same along with your name and date. Please return the photocopy along with photocopies of qualification certificates, Relieving letter/ Experience Certificates, Adhaar card, Pan Card and two passport size photographs to the HR for documentation purpose.

ACKNOWLEDGED & AGREED: _____ (insert full legal name & signature)
Date: _____

Name : G Prabhanjan Reddy

Date: 18th November 2021

Place : Bangalore

Dear Prabhanjan,

Further to your application and interview with us, we are pleased to extend you an offer to join NVIERA TECHNOLOGIES PRIVATE LIMITED, Bangalore.

This letter officially confirms the following terms and conditions of your employment:

Designation : Software Engineer

Total cost to the company : INR 3 95 000 / Annum

Date of Joining : 01st June 2022

Your total cost to the company will include your gross earnings and deductions. This is structured as per the attached Annexure 1 and in accordance with the company's policies.

Your employment with NVIERA TECHNOLOGIES PRIVATE LIMITED, will be governed as per the terms and conditions on Annexure 2. You are requested to read through this carefully and also understand the same before accepting the offer with us. Your employment is subject to satisfactory completion of verification and thorough background checks that may be conduct before or after your effective start date.

This offer and the terms of this letter is valid for 10 (ten) days from the date of this letter. If we hear no response from you before the expiration of this period, then this offer will be deemed as rejected. Please do not hesitate to contact the HR regarding any queries on pranitha@nviera.com .

We look forward to work with you and also take this opportunity to wish you a very successful career ahead.

For NVIERA TECHNOLOGIES PRIVATE LIMITED,



Pranitha Vasu
HR Manager

ACKNOWLEDGED & AGREED: _____ (insert full legal name & signature)

Date:



REGISTRAR
Presidency University
BANGALORE

ANNEXURE 1
TOTAL BENEFITS AND REWARDS STATEMENT

COMPONENTS	ANNUAL	MONTHLY
CTC	350000	29167
FIXED COMPONENT		
Basic (50% of CTC)	175000	14583
FLEXIBLE COMPONENT (TAXABLE ALLOWANCE)		
House Rent Allowance (25% of CTC)	87500	7292
Variable Allowance (10% of CTC)	35000	2917
Special Allowance (15% of CTC)	52500	4375
Gross Pay (A)	350000	29167
DEDUCTIONS		
Employee Provident Fund (@1800)	21600	1800
Employee ESI (0.75% of gross if gross sal < 21,000)	0	0
Professional Tax	2400	200
Income Tax (applicable to change + cess)	4800	400
Total Deductions	28800	2400
NET PAYABLE SALARY	321200	26767
BENEFITS DEDUCTED AT SOURCE		
Employer Provident Fund (@1950)	23400	1950
Medical Insurance	21600	1800
Employer ESI (3.25% of gross if gross sal < 21,000)	0	0
Total Benefits (B)	45000	3750
TOTAL COMPENSATION (A+B)	395000	32917


 REGISTRAR
 REGISTRAR
 PRESIDENCY UNIVERSITY
 BANGALORE

Components of Emoluments:

Fixed and Flexible Pay – The entitlements for Fixed and Flexible Pay components will be as per your level and will be governed by the guidelines applicable from time to time.

Provident Fund & Gratuity – Provident Fund (at present 1800 as the employee's contribution and at 1950 as the employer's contribution) are part of the benefits.

Medical Insurance for Employees - Comprehensive medical insurance coverage for you, your spouse, parents and children for a family floater of INR 3 Lakhs

Other Terms and Conditions:

Tax: All requirements under the applicable taxation laws, including filing of income tax returns regarding receipt of remuneration, shall be employee's responsibility. The Total Compensation is inclusive of any incidence of Fringe Benefit Tax, terms of which will be defined by the Company, from time to time. The employee will be solely responsible for any liability arising out of income tax related matters besides being responsible for tax refunds, if any.

Confidentiality: Compensation and salary structuring is confidential and it is not encouraged to be discussed with colleagues. For any queries, please contact your HR.

ACKNOWLEDGED & AGREED: _____ *(insert full legal name & signature)*

Date:

ANNEXURE 2

GENERAL TERMS & CONDITIONS:

1. You shall perform your role with cent percent dedication as required from time to time by the organization with efficiency, diligence and in the best interest of the company.
2. Once you have accepted the offer with this organization, you will not be employed with any other company on a temporary /permanent / part time / contract basis.
3. You shall respect the data privacy of the organization and will not disclose any company related data to anyone outside the organization during your service or after your service with the organization. Any discrepancy on the same may lead to strict legal action.
4. You hereby declare that you have not and will not disclose or misuse any confidential information obtained from this organization with anyone outside the organization.
5. You will safeguard the property and possession of the organization in good condition and ensure that any possession with you is returned to the company in good condition at the time of cessation of your employment with the company.
6. Your appointment with us is solely based on the educational qualification certificates and experience letters that you have provided to us and mentioned on your application. You warrant that this is true to the best of your knowledge. You also agree that during the course of your tenure, if any of the certification is found to be false, your employment will be terminated immediately without prior notice.
7. You shall keep your direct supervisor informed of your absenteeism from work and will produce medical certificates when deemed necessary. However, if you are absent from work for more than 7 days without any information, you will be considered as ABANDONED from services and will not be eligible to re-join us for at least the next 1 year.
8. You hereby warrant that you are not involved in legal matters to the best of your knowledge and so far have discharged all your duties as a respectable citizen.
9. You agree to abide by the change in the shift timings as required by the company. You will be notified of your shift change well in advance.
10. On grounds of 'Gross Misconduct' & 'Low / No Performance' your employment with the company can be terminated without any prior notice.
11. You shall serve 60 days' notice period (in case of less than a year's service) or 90days notice period (in case of more than a year's service) when you have decided to quit the organization. The same shall be notified to the management before a month's time span.

If all the above terms and conditions have been accepted by you, then kindly sign all the sheets of the offer letter and the photo copy of the same along with your name and date. Please return the photocopy along with photocopies of qualification certificates, Relieving letter/ Experience Certificates, Adhaar card, Pan Card and two passport size photographs to the HR for documentation purpose.

ACKNOWLEDGED & AGREED: _____ (insert full legal name & signature)

Date:


REGISTRAR

Registrar
BANGALORE

Page 4

Name : Marella Sai Pavan Kumar
Place : Bangalore

Date: 18th November 2021

Dear Pavan,

Further to your application and interview with us, we are pleased to extend you an offer to join NVIERA TECHNOLOGIES PRIVATE LIMITED, Bangalore.

This letter officially confirms the following terms and conditions of your employment:

Designation : Software Engineer
Total cost to the company : INR 3 95 000 / Annum
Date of Joining : 01st June 2022

Your total cost to the company will include your gross earnings and deductions. This is structured as per the attached Annexure 1 and in accordance with the company's policies.

Your employment with NVIERA TECHNOLOGIES PRIVATE LIMITED, will be governed as per the terms and conditions on Annexure 2. You are requested to read through this carefully and also understand the same before accepting the offer with us. Your employment is subject to satisfactory completion of verification and thorough background checks that may be conduct before or after your effective start date.

This offer and the terms of this letter is valid for 10 (ten) days from the date of this letter. If we hear no response from you before the expiration of this period, then this offer will be deemed as rejected. Please do not hesitate to contact the HR regarding any queries on pranitha@nviera.com .

We look forward to work with you and also take this opportunity to wish you a very successful career ahead.

For NVIERA TECHNOLOGIES PRIVATE LIMITED,



Pranitha Vasu
HR Manager

ACKNOWLEDGED & AGREED: _____ *(insert full legal name & signature)*

Date:


REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

ANNEXURE 1
TOTAL BENEFITS AND REWARDS STATEMENT

COMPONENTS	ANNUAL	MONTHLY
CTC	350000	29167
FIXED COMPONENT		
Basic (50% of CTC)	175000	14583
FLEXIBLE COMPONENT (TAXABLE ALLOWANCE)		
House Rent Allowance (25% of CTC)	87500	7292
Variable Allowance (10% of CTC)	35000	2917
Special Allowance (15% of CTC)	52500	4375
Gross Pay (A)	350000	29167
DEDUCTIONS		
Employee Provident Fund (@1800)	21600	1800
Employee ESI (0.75% of gross if gross sal < 21,000)	0	0
Professional Tax	2400	200
Income Tax (applicable to change + cess)	4800	400
Total Deductions	28800	2400
NET PAYABLE SALARY	321200	26767
BENEFITS DEDUCTED AT SOURCE		
Employer Provident Fund (@1950)	23400	1950
Medical Insurance	21600	1800
Employer ESI (3.25% of gross if gross sal < 21,000)	0	0
Total Benefits (B)	45000	3750
TOTAL COMPENSATION (A+B)	395000	32917

Components of Emoluments:

Fixed and Flexible Pay – The entitlements for Fixed and Flexible Pay components will be as per your level and will be governed by the guidelines applicable from time to time.

Provident Fund & Gratuity – Provident Fund (at present 1800 as the employee's contribution and at 1950 as the employer's contribution) are part of the benefits.

Medical Insurance for Employees - Comprehensive medical insurance coverage for you, your spouse, parents and children for a family floater of INR 3 Lakhs

Other Terms and Conditions:

Tax: All requirements under the applicable taxation laws, including filing of income tax returns regarding receipt of remuneration, shall be employee's responsibility. The Total Compensation is inclusive of any incidence of Fringe Benefit Tax, terms of which will be defined by the Company, from time to time. The employee will be solely responsible for any liability arising out of income tax related matters besides being responsible for tax refunds, if any.

Confidentiality: Compensation and salary structuring is confidential and it is not encouraged to be discussed with colleagues. For any queries, please contact your HR.

ACKNOWLEDGED & AGREED: _____ *(insert full legal name & signature)*

Date:

ANNEXURE 2

GENERAL TERMS & CONDITIONS:

1. You shall perform your role with cent percent dedication as required from time to time by the organization with efficiency, diligence and in the best interest of the company.
2. Once you have accepted the offer with this organization, you will not be employed with any other company on a temporary /permanent / part time / contract basis.
3. You shall respect the data privacy of the organization and will not disclose any company related data to anyone outside the organization during your service or after your service with the organization. Any discrepancy on the same may lead to strict legal action.
4. You hereby declare that you have not and will not disclose or misuse any confidential information obtained from this organization with anyone outside the organization.
5. You will safeguard the property and possession of the organization in good condition and ensure that any possession with you is returned to the company in good condition at the time of cessation of your employment with the company.
6. Your appointment with us is solely based on the educational qualification certificates and experience letters that you have provided to us and mentioned on your application. You warrant that this is true to the best of your knowledge. You also agree that during the course of your tenure, if any of the certification is found to be false, your employment will be terminated immediately without prior notice.
7. You shall keep your direct supervisor informed of your absenteeism from work and will produce medical certificates when deemed necessary. However, if you are absent from work for more than 7 days without any information, you will be considered as ABANDONED from services and will not be eligible to re-join us for at least the next 1 year.
8. You hereby warrant that you are not involved in legal matters to the best of your knowledge and so far have discharged all your duties as a respectable citizen.
9. You agree to abide by the change in the shift timings as required by the company. You will be notified of your shift change well in advance.
10. On grounds of 'Gross Misconduct' & 'Low / No Performance' your employment with the company can be terminated without any prior notice.
11. You shall serve 60 days' notice period (in case of less than a year's service) or 90days notice period (in case of more than a year's service) when you have decided to quit the organization. The same shall be notified to the management before a month's time span.

If all the above terms and conditions have been accepted by you, then kindly sign all the sheets of the offer letter and the photo copy of the same along with your name and date. Please return the photocopy along with photocopies of qualification certificates, Relieving letter/ Experience Certificates, Adhaar card, Pan Card and two passport size photographs to the HR for documentation purpose.

ACKNOWLEDGED & AGREED: _____ (insert full legal name & signature)

Date:



Name : Namratha H D

Date: 18th November 2021

Place : Bangalore

Dear Namratha,

Further to your application and interview with us, we are pleased to extend you an offer to join NVIERA TECHNOLOGIES PRIVATE LIMITED, Bangalore.

This letter officially confirms the following terms and conditions of your employment:

Designation : Software Engineer

Total cost to the company : INR 3 95 000 / Annum

Date of Joining : 01st June 2022

Your total cost to the company will include your gross earnings and deductions. This is structured as per the attached Annexure 1 and in accordance with the company's policies.

Your employment with NVIERA TECHNOLOGIES PRIVATE LIMITED, will be governed as per the terms and conditions on Annexure 2. You are requested to read through this carefully and also understand the same before accepting the offer with us. Your employment is subject to satisfactory completion of verification and thorough background checks that may be conduct before or after your effective start date.

This offer and the terms of this letter is valid for 10 (ten) days from the date of this letter. If we hear no response from you before the expiration of this period, then this offer will be deemed as rejected. Please do not hesitate to contact the HR regarding any queries on pranitha@nviera.com .

We look forward to work with you and also take this opportunity to wish you a very successful career ahead.

For NVIERA TECHNOLOGIES PRIVATE LIMITED,



Pranitha Vasu
HR Manager

ACKNOWLEDGED & AGREED: _____ (insert full legal name & signature)

Date:



REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

ANNEXURE 1
TOTAL BENEFITS AND REWARDS STATEMENT

COMPONENTS	ANNUAL	MONTHLY
CTC	350000	29167
FIXED COMPONENT		
Basic (50% of CTC)	175000	14583
FLEXIBLE COMPONENT (TAXABLE ALLOWANCE)		
House Rent Allowance (25% of CTC)	87500	7292
Variable Allowance (10% of CTC)	35000	2917
Special Allowance (15% of CTC)	52500	4375
Gross Pay (A)	350000	29167
DEDUCTIONS		
Employee Provident Fund (@1800)	21600	1800
Employee ESI (0.75% of gross if gross sal < 21,000)	0	0
Professional Tax	2400	200
Income Tax (applicable to change + cess)	4800	400
Total Deductions	28800	2400
NET PAYABLE SALARY	321200	26767
BENEFITS DEDUCTED AT SOURCE		
Employer Provident Fund (@1950)	23400	1950
Medical Insurance	21600	1800
Employer ESI (3.25% of gross if gross sal < 21,000)	0	0
Total Benefits (B)	45000	3750
TOTAL COMPENSATION (A+B)	395000	32917

Components of Emoluments:

Fixed and Flexible Pay – The entitlements for Fixed and Flexible Pay components will be as per your level and will be governed by the guidelines applicable from time to time.

Provident Fund & Gratuity – Provident Fund (at present 1800 as the employee's contribution and at 1950 as the employer's contribution) are part of the benefits.

Medical Insurance for Employees - Comprehensive medical insurance coverage for you, your spouse, parents and children for a family floater of INR 3 Lakhs

Other Terms and Conditions:

Tax: All requirements under the applicable taxation laws, including filing of income tax returns regarding receipt of remuneration, shall be employee's responsibility. The Total Compensation is inclusive of any incidence of Fringe Benefit Tax, terms of which will be defined by the Company, from time to time. The employee will be solely responsible for any liability arising out of income tax related matters besides being responsible for tax refunds, if any.

Confidentiality: Compensation and salary structuring is confidential and it is not encouraged to be discussed with colleagues. For any queries, please contact your HR.

ACKNOWLEDGED & AGREED: _____ *(insert full legal name & signature)*

Date:

ANNEXURE 2


GENERAL TERMS & CONDITIONS:

1. You shall perform your role with cent percent dedication as required from time to time by the organization with efficiency, diligence and in the best interest of the company.
2. Once you have accepted the offer with this organization, you will not be employed with any other company on a temporary /permanent / part time / contract basis.
3. You shall respect the data privacy of the organization and will not disclose any company related data to anyone outside the organization during your service or after your service with the organization. Any discrepancy on the same may lead to strict legal action.
4. You hereby declare that you have not and will not disclose or misuse any confidential information obtained from this organization with anyone outside the organization.
5. You will safeguard the property and possession of the organization in good condition and ensure that any possession with you is returned to the company in good condition at the time of cessation of your employment with the company.
6. Your appointment with us is solely based on the educational qualification certificates and experience letters that you have provided to us and mentioned on your application. You warrant that this is true to the best of your knowledge. You also agree that during the course of your tenure, if any of the certification is found to be false, your employment will be terminated immediately without prior notice.
7. You shall keep your direct supervisor informed of your absenteeism from work and will produce medical certificates when deemed necessary. However, if you are absent from work for more than 7 days without any information, you will be considered as ABANDONED from services and will not be eligible to re-join us for at least the next 1 year.
8. You hereby warrant that you are not involved in legal matters to the best of your knowledge and so far have discharged all your duties as a respectable citizen.
9. You agree to abide by the change in the shift timings as required by the company. You will be notified of your shift change well in advance.
10. On grounds of 'Gross Misconduct' & 'Low / No Performance' your employment with the company can be terminated without any prior notice.
11. You shall serve 60 days' notice period (in case of less than a year's service) or 90days notice period (in case of more than a year's service) when you have decided to quit the organization. The same shall be notified to the management before a month's time span.

If all the above terms and conditions have been accepted by you, then kindly sign all the sheets of the offer letter and the photo copy of the same along with your name and date. Please return the photocopy along with photocopies of qualification certificates, Relieving letter/ Experience Certificates, Adhaar card, Pan Card and two passport size photographs to the HR for documentation purpose.

ACKNOWLEDGED & AGREED: _____ *(insert full legal name & signature)*

Date:


REGISTRAR

Page 4

Name : Ankit Kumar

Date: 18th November 2021

Place : Bangalore

Dear Ankit,

Further to your application and interview with us, we are pleased to extend you an offer to join NVIERA TECHNOLOGIES PRIVATE LIMITED, Bangalore.

This letter officially confirms the following terms and conditions of your employment:

Designation : Software Engineer

Total cost to the company : INR 3 95 000 / Annum

Date of Joining : 01st June 2022

Your total cost to the company will include your gross earnings and deductions. This is structured as per the attached Annexure 1 and in accordance with the company's policies.

Your employment with NVIERA TECHNOLOGIES PRIVATE LIMITED, will be governed as per the terms and conditions on Annexure 2. You are requested to read through this carefully and also understand the same before accepting the offer with us. Your employment is subject to satisfactory completion of verification and thorough background checks that may be conducted before or after your effective start date.

This offer and the terms of this letter is valid for 10 (ten) days from the date of this letter. If we hear no response from you before the expiration of this period, then this offer will be deemed as rejected. Please do not hesitate to contact the HR regarding any queries on pranitha@nviera.com.

We look forward to work with you and also take this opportunity to wish you a very successful career ahead.

For NVIERA TECHNOLOGIES PRIVATE LIMITED,



Pranitha Vasu
HR Manager

ACKNOWLEDGED & AGREED: _____ *(insert full legal name & signature)*

Date:



REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

ANNEXURE 1
TOTAL BENEFITS AND REWARDS STATEMENT

COMPONENTS	ANNUAL	MONTHLY
CTC	350000	29167
FIXED COMPONENT		
Basic (50% of CTC)	175000	14583
FLEXIBLE COMPONENT (TAXABLE ALLOWANCE)		
House Rent Allowance (25% of CTC)	87500	7292
Variable Allowance (10% of CTC)	35000	2917
Special Allowance (15% of CTC)	52500	4375
Gross Pay (A)	350000	29167
DEDUCTIONS		
Employee Provident Fund (@1800)	21600	1800
Employee ESI (0.75% of gross if gross sal < 21,000)	0	0
Professional Tax	2400	200
Income Tax (applicable to change + cess)	4800	400
Total Deductions	28800	2400
NET PAYABLE SALARY	321200	26767
BENEFITS DEDUCTED AT SOURCE		
Employer Provident Fund (@1950)	23400	1950
Medical Insurance	21600	1800
Employer ESI (3.25% of gross if gross sal < 21,000)	0	0
Total Benefits (B)	45000	3750
TOTAL COMPENSATION (A+B)	395000	32917


 REGISTRAR
 REGISTRAR
 PRESIDENCY UNIVERSITY
 BANGALORE

Components of Emoluments:

Fixed and Flexible Pay – The entitlements for Fixed and Flexible Pay components will be as per your level and will be governed by the guidelines applicable from time to time.

Provident Fund & Gratuity – Provident Fund (at present 1800 as the employee's contribution and at 1950 as the employer's contribution) are part of the benefits.

Medical Insurance for Employees - Comprehensive medical insurance coverage for you, your spouse, parents and children for a family floater of INR 3 Lakhs

Other Terms and Conditions:

Tax: All requirements under the applicable taxation laws, including filing of income tax returns regarding receipt of remuneration, shall be employee's responsibility. The Total Compensation is inclusive of any incidence of Fringe Benefit Tax, terms of which will be defined by the Company, from time to time. The employee will be solely responsible for any liability arising out of income tax related matters besides being responsible for tax refunds, if any.

Confidentiality: Compensation and salary structuring is confidential and it is not encouraged to be discussed with colleagues. For any queries, please contact your HR.

ACKNOWLEDGED & AGREED: _____ *(insert full legal name & signature)*

Date:

ANNEXURE 2

GENERAL TERMS & CONDITIONS:

1. You shall perform your role with cent percent dedication as required from time to time by the organization with efficiency, diligence and in the best interest of the company.
2. Once you have accepted the offer with this organization, you will not be employed with any other company on a temporary /permanent / part time / contract basis.
3. You shall respect the data privacy of the organization and will not disclose any company related data to anyone outside the organization during your service or after your service with the organization. Any discrepancy on the same may lead to strict legal action.
4. You hereby declare that you have not and will not disclose or misuse any confidential information obtained from this organization with anyone outside the organization.
5. You will safeguard the property and possession of the organization in good condition and ensure that any possession with you is returned to the company in good condition at the time of cessation of your employment with the company.
6. Your appointment with us is solely based on the educational qualification certificates and experience letters that you have provided to us and mentioned on your application. You warrant that this is true to the best of your knowledge. You also agree that during the course of your tenure, if any of the certification is found to be false, your employment will be terminated immediately without prior notice.
7. You shall keep your direct supervisor informed of your absenteeism from work and will produce medical certificates when deemed necessary. However, if you are absent from work for more than 7 days without any information, you will be considered as ABANDONED from services and will not be eligible to re-join us for at least the next 1 year.
8. You hereby warrant that you are not involved in legal matters to the best of your knowledge and so far have discharged all your duties as a respectable citizen.
9. You agree to abide by the change in the shift timings as required by the company. You will be notified of your shift change well in advance.
10. On grounds of 'Gross Misconduct' & 'Low / No Performance' your employment with the company can be terminated without any prior notice.
11. You shall serve 60 days' notice period (in case of less than a year's service) or 90days notice period (in case of more than a year's service) when you have decided to quit the organization. The same shall be notified to the management before a month's time span.

If all the above terms and conditions have been accepted by you, then kindly sign all the sheets of the offer letter and the photo copy of the same along with your name and date. Please return the photocopy along with photocopies of qualification certificates, Relieving letter/ Experience Certificates, Adhaar card, Pan Card and two passport size photographs to the HR for documentation purpose.

ACKNOWLEDGED & AGREED: _____ (insert full legal name & signature)

Date:


REGISTRAR
P. J. S. UNIVERSITY
BANGALORE
Registrar

Page 4

Name : Kummetha Geethika Reddy

Date: 18th November 2021

Place : Bangalore

Dear Geethika,

Further to your application and interview with us, we are pleased to extend you an offer to join NVIERA TECHNOLOGIES PRIVATE LIMITED, Bangalore.

This letter officially confirms the following terms and conditions of your employment:

Designation : Software Engineer

Total cost to the company : INR 3 95 000 / Annum

Date of Joining : 01st June 2022

Your total cost to the company will include your gross earnings and deductions. This is structured as per the attached Annexure 1 and in accordance with the company's policies.

Your employment with NVIERA TECHNOLOGIES PRIVATE LIMITED, will be governed as per the terms and conditions on Annexure 2. You are requested to read through this carefully and also understand the same before accepting the offer with us. Your employment is subject to satisfactory completion of verification and thorough background checks that may be conducted before or after your effective start date.

This offer and the terms of this letter is valid for 10 (ten) days from the date of this letter. If we hear no response from you before the expiration of this period, then this offer will be deemed as rejected. Please do not hesitate to contact the HR regarding any queries on pranitha@nviera.com.

We look forward to work with you and also take this opportunity to wish you a very successful career ahead.

For NVIERA TECHNOLOGIES PRIVATE LIMITED,



Pranitha Vasu
HR Manager

ACKNOWLEDGED & AGREED: _____ *(insert full legal name & signature)*

Date:

Pranitha Vasu
REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE
Registrar
Page 1

ANNEXURE 1
TOTAL BENEFITS AND REWARDS STATEMENT

COMPONENTS	ANNUAL	MONTHLY
CTC	350000	29167
FIXED COMPONENT		
Basic (50% of CTC)	175000	14583
FLEXIBLE COMPONENT (TAXABLE ALLOWANCE)		
House Rent Allowance (25% of CTC)	87500	7292
Variable Allowance (10% of CTC)	35000	2917
Special Allowance (15% of CTC)	52500	4375
Gross Pay (A)	350000	29167
DEDUCTIONS		
Employee Provident Fund (@1800)	21600	1800
Employee ESI (0.75% of gross if gross sal < 21,000)	0	0
Professional Tax	2400	200
Income Tax (applicable to change + cess)	4800	400
Total Deductions	28800	2400
NET PAYABLE SALARY	321200	26767
BENEFITS DEDUCTED AT SOURCE		
Employer Provident Fund (@1950)	23400	1950
Medical Insurance	21600	1800
Employer ESI (3.25% of gross if gross sal < 21,000)	0	0
Total Benefits (B)	45000	3750
TOTAL COMPENSATION (A+B)	395000	32917


 REGISTRAR
 REGISTRAR
 PRESIDENCY UNIVERSITY
 BANGALORE

Components of Emoluments:

Fixed and Flexible Pay – The entitlements for Fixed and Flexible Pay components will be as per your level and will be governed by the guidelines applicable from time to time.

Provident Fund & Gratuity – Provident Fund (at present 1800 as the employee's contribution and at 1950 as the employer's contribution) are part of the benefits.

Medical Insurance for Employees - Comprehensive medical insurance coverage for you, your spouse, parents and children for a family floater of INR 3 Lakhs

Other Terms and Conditions:

Tax: All requirements under the applicable taxation laws, including filing of income tax returns regarding receipt of remuneration, shall be employee's responsibility. The Total Compensation is inclusive of any incidence of Fringe Benefit Tax, terms of which will be defined by the Company, from time to time. The employee will be solely responsible for any liability arising out of income tax related matters besides being responsible for tax refunds, if any.

Confidentiality: Compensation and salary structuring is confidential and it is not encouraged to be discussed with colleagues. For any queries, please contact your HR.

ACKNOWLEDGED & AGREED: _____ *(insert full legal name & signature)*

Date:

ANNEXURE 2

GENERAL TERMS & CONDITIONS:

1. You shall perform your role with cent percent dedication as required from time to time by the organization with efficiency, diligence and in the best interest of the company.
2. Once you have accepted the offer with this organization, you will not be employed with any other company on a temporary /permanent / part time / contract basis.
3. You shall respect the data privacy of the organization and will not disclose any company related data to anyone outside the organization during your service or after your service with the organization. Any discrepancy on the same may lead to strict legal action.
4. You hereby declare that you have not and will not disclose or misuse any confidential information obtained from this organization with anyone outside the organization.
5. You will safeguard the property and possession of the organization in good condition and ensure that any possession with you is returned to the company in good condition at the time of cessation of your employment with the company.
6. Your appointment with us is solely based on the educational qualification certificates and experience letters that you have provided to us and mentioned on your application. You warrant that this is true to the best of your knowledge. You also agree that during the course of your tenure, if any of the certification is found to be false, your employment will be terminated immediately without prior notice.
7. You shall keep your direct supervisor informed of your absenteeism from work and will produce medical certificates when deemed necessary. However, if you are absent from work for more than 7 days without any information, you will be considered as ABANDONED from services and will not be eligible to re-join us for at least the next 1 year.
8. You hereby warrant that you are not involved in legal matters to the best of your knowledge and so far have discharged all your duties as a respectable citizen.
9. You agree to abide by the change in the shift timings as required by the company. You will be notified of your shift change well in advance.
10. On grounds of 'Gross Misconduct' & 'Low / No Performance' your employment with the company can be terminated without any prior notice.
11. You shall serve 60 days' notice period (in case of less than a year's service) or 90days notice period (in case of more than a year's service) when you have decided to quit the organization. The same shall be notified to the management before a month's time span.

If all the above terms and conditions have been accepted by you, then kindly sign all the sheets of the offer letter and the photo copy of the same along with your name and date. Please return the photocopy along with photocopies of qualification certificates, Relieving letter/ Experience Certificates, Adhaar card, Pan Card and two passport size photographs to the HR for documentation purpose.

ACKNOWLEDGED & AGREED: _____ (insert full legal name & signature)

Date:


REGISTRAR

Registrar
BANGALORE

Page 4

Name : Chilukala Teja Vamshidhar Reddy
Place : Bangalore

Date: 18th November 2021

Dear Teja,

Further to your application and interview with us, we are pleased to extend you an offer to join NVIERA TECHNOLOGIES PRIVATE LIMITED, Bangalore.

This letter officially confirms the following terms and conditions of your employment:

Designation : Software Engineer
Total cost to the company : INR 3 95 000 / Annum
Date of Joining : 01st June 2022

Your total cost to the company will include your gross earnings and deductions. This is structured as per the attached Annexure 1 and in accordance with the company's policies.

Your employment with NVIERA TECHNOLOGIES PRIVATE LIMITED, will be governed as per the terms and conditions on Annexure 2. You are requested to read through this carefully and also understand the same before accepting the offer with us. Your employment is subject to satisfactory completion of verification and thorough background checks that may be conduct before or after your effective start date.

This offer and the terms of this letter is valid for 10 (ten) days from the date of this letter. If we hear no response from you before the expiration of this period, then this offer will be deemed as rejected. Please do not hesitate to contact the HR regarding any queries on pranitha@nviera.com .

We look forward to work with you and also take this opportunity to wish you a very successful career ahead.

For NVIERA TECHNOLOGIES PRIVATE LIMITED,



Pranitha Vasu
HR Manager

ACKNOWLEDGED & AGREED: _____ *(insert full legal name & signature)*

Date:


REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

ANNEXURE 1
TOTAL BENEFITS AND REWARDS STATEMENT

COMPONENTS	ANNUAL	MONTHLY
CTC	350000	29167
FIXED COMPONENT		
Basic (50% of CTC)	175000	14583
FLEXIBLE COMPONENT (TAXABLE ALLOWANCE)		
House Rent Allowance (25% of CTC)	87500	7292
Variable Allowance (10% of CTC)	35000	2917
Special Allowance (15% of CTC)	52500	4375
Gross Pay (A)	350000	29167
DEDUCTIONS		
Employee Provident Fund (@1800)	21600	1800
Employee ESI (0.75% of gross if gross sal < 21,000)	0	0
Professional Tax	2400	200
Income Tax (applicable to change + cess)	4800	400
Total Deductions	28800	2400
NET PAYABLE SALARY	321200	26767
BENEFITS DEDUCTED AT SOURCE		
Employer Provident Fund (@1950)	23400	1950
Medical Insurance	21600	1800
Employer ESI (3.25% of gross if gross sal < 21,000)	0	0
Total Benefits (B)	45000	3750
TOTAL COMPENSATION (A+B)	395000	32917


 REGISTRAR
 REGISTRAR
 PRESIDENCY UNIVERSITY
 BANGALORE

Components of Emoluments:

Fixed and Flexible Pay – The entitlements for Fixed and Flexible Pay components will be as per your level and will be governed by the guidelines applicable from time to time.

Provident Fund & Gratuity – Provident Fund (at present 1800 as the employee's contribution and at 1950 as the employer's contribution) are part of the benefits.

Medical Insurance for Employees - Comprehensive medical insurance coverage for you, your spouse, parents and children for a family floater of INR 3 Lakhs

Other Terms and Conditions:

Tax: All requirements under the applicable taxation laws, including filing of income tax returns regarding receipt of remuneration, shall be employee's responsibility. The Total Compensation is inclusive of any incidence of Fringe Benefit Tax, terms of which will be defined by the Company, from time to time. The employee will be solely responsible for any liability arising out of income tax related matters besides being responsible for tax refunds, if any.

Confidentiality: Compensation and salary structuring is confidential and it is not encouraged to be discussed with colleagues. For any queries, please contact your HR.

ACKNOWLEDGED & AGREED: _____ *(insert full legal name & signature)*

Date:

ANNEXURE 2

GENERAL TERMS & CONDITIONS:

1. You shall perform your role with cent percent dedication as required from time to time by the organization with efficiency, diligence and in the best interest of the company.
2. Once you have accepted the offer with this organization, you will not be employed with any other company on a temporary /permanent / part time / contract basis.
3. You shall respect the data privacy of the organization and will not disclose any company related data to anyone outside the organization during your service or after your service with the organization. Any discrepancy on the same may lead to strict legal action.
4. You hereby declare that you have not and will not disclose or misuse any confidential information obtained from this organization with anyone outside the organization.
5. You will safeguard the property and possession of the organization in good condition and ensure that any possession with you is returned to the company in good condition at the time of cessation of your employment with the company.
6. Your appointment with us is solely based on the educational qualification certificates and experience letters that you have provided to us and mentioned on your application. You warrant that this is true to the best of your knowledge. You also agree that during the course of your tenure, if any of the certification is found to be false, your employment will be terminated immediately without prior notice.
7. You shall keep your direct supervisor informed of your absenteeism from work and will produce medical certificates when deemed necessary. However, if you are absent from work for more than 7 days without any information, you will be considered as ABANDONED from services and will not be eligible to re-join us for at least the next 1 year.
8. You hereby warrant that you are not involved in legal matters to the best of your knowledge and so far have discharged all your duties as a respectable citizen.
9. You agree to abide by the change in the shift timings as required by the company. You will be notified of your shift change well in advance.
10. On grounds of 'Gross Misconduct' & 'Low / No Performance' your employment with the company can be terminated without any prior notice.
11. You shall serve 60 days' notice period (in case of less than a year's service) or 90days notice period (in case of more than a year's service) when you have decided to quit the organization. The same shall be notified to the management before a month's time span.

If all the above terms and conditions have been accepted by you, then kindly sign all the sheets of the offer letter and the photo copy of the same along with your name and date. Please return the photocopy along with photocopies of qualification certificates, Relieving letter/ Experience Certificates, Adhaar card, Pan Card and two passport size photographs to the HR for documentation purpose.

ACKNOWLEDGED & AGREED: _____ (insert full legal name & signature)

Date:



Page 4

Name : Pavan Kumar B

Date: 18th November 2021

Place : Bangalore

Dear Pavan,

Further to your application and interview with us, we are pleased to extend you an offer to join NVIERA TECHNOLOGIES PRIVATE LIMITED, Bangalore.

This letter officially confirms the following terms and conditions of your employment:

Designation : Software Engineer

Total cost to the company : INR 3 95 000 / Annum

Date of Joining : 01st June 2022

Your total cost to the company will include your gross earnings and deductions. This is structured as per the attached Annexure 1 and in accordance with the company's policies.

Your employment with NVIERA TECHNOLOGIES PRIVATE LIMITED, will be governed as per the terms and conditions on Annexure 2. You are requested to read through this carefully and also understand the same before accepting the offer with us. Your employment is subject to satisfactory completion of verification and thorough background checks that may be conduct before or after your effective start date.

This offer and the terms of this letter is valid for 10 (ten) days from the date of this letter. If we hear no response from you before the expiration of this period, then this offer will be deemed as rejected. Please do not hesitate to contact the HR regarding any queries on pranitha@nviera.com .

We look forward to work with you and also take this opportunity to wish you a very successful career ahead.

For NVIERA TECHNOLOGIES PRIVATE LIMITED,



Pranitha Vasu
HR Manager

ACKNOWLEDGED & AGREED: _____ *(insert full legal name & signature)*

Date:



REGISTRAR
Presidency University
BANGALORE

ANNEXURE 1
TOTAL BENEFITS AND REWARDS STATEMENT

COMPONENTS	ANNUAL	MONTHLY
CTC	350000	29167
FIXED COMPONENT		
Basic (50% of CTC)	175000	14583
FLEXIBLE COMPONENT (TAXABLE ALLOWANCE)		
House Rent Allowance (25% of CTC)	87500	7292
Variable Allowance (10% of CTC)	35000	2917
Special Allowance (15% of CTC)	52500	4375
Gross Pay (A)	350000	29167
DEDUCTIONS		
Employee Provident Fund (@1800)	21600	1800
Employee ESI (0.75% of gross if gross sal < 21,000)	0	0
Professional Tax	2400	200
Income Tax (applicable to change + cess)	4800	400
Total Deductions	28800	2400
NET PAYABLE SALARY	321200	26767
BENEFITS DEDUCTED AT SOURCE		
Employer Provident Fund (@1950)	23400	1950
Medical Insurance	21600	1800
Employer ESI (3.25% of gross if gross sal < 21,000)	0	0
Total Benefits (B)	45000	3750
TOTAL COMPENSATION (A+B)	395000	32917


 REGISTRAR
 REGISTRAR
 PRESIDENCY UNIVERSITY
 BANGALORE

Components of Emoluments:

Fixed and Flexible Pay – The entitlements for Fixed and Flexible Pay components will be as per your level and will be governed by the guidelines applicable from time to time.

Provident Fund & Gratuity – Provident Fund (at present 1800 as the employee's contribution and at 1950 as the employer's contribution) are part of the benefits.

Medical Insurance for Employees - Comprehensive medical insurance coverage for you, your spouse, parents and children for a family floater of INR 3 Lakhs

Other Terms and Conditions:

Tax: All requirements under the applicable taxation laws, including filing of income tax returns regarding receipt of remuneration, shall be employee's responsibility. The Total Compensation is inclusive of any incidence of Fringe Benefit Tax, terms of which will be defined by the Company, from time to time. The employee will be solely responsible for any liability arising out of income tax related matters besides being responsible for tax refunds, if any.

Confidentiality: Compensation and salary structuring is confidential and it is not encouraged to be discussed with colleagues. For any queries, please contact your HR.

ACKNOWLEDGED & AGREED: _____ *(insert full legal name & signature)*

Date:

ANNEXURE 2

GENERAL TERMS & CONDITIONS:

1. You shall perform your role with cent percent dedication as required from time to time by the organization with efficiency, diligence and in the best interest of the company.
2. Once you have accepted the offer with this organization, you will not be employed with any other company on a temporary /permanent / part time / contract basis.
3. You shall respect the data privacy of the organization and will not disclose any company related data to anyone outside the organization during your service or after your service with the organization. Any discrepancy on the same may lead to strict legal action.
4. You hereby declare that you have not and will not disclose or misuse any confidential information obtained from this organization with anyone outside the organization.
5. You will safeguard the property and possession of the organization in good condition and ensure that any possession with you is returned to the company in good condition at the time of cessation of your employment with the company.
6. Your appointment with us is solely based on the educational qualification certificates and experience letters that you have provided to us and mentioned on your application. You warrant that this is true to the best of your knowledge. You also agree that during the course of your tenure, if any of the certification is found to be false, your employment will be terminated immediately without prior notice.
7. You shall keep your direct supervisor informed of your absenteeism from work and will produce medical certificates when deemed necessary. However, if you are absent from work for more than 7 days without any information, you will be considered as ABANDONED from services and will not be eligible to re-join us for at least the next 1 year.
8. You hereby warrant that you are not involved in legal matters to the best of your knowledge and so far have discharged all your duties as a respectable citizen.
9. You agree to abide by the change in the shift timings as required by the company. You will be notified of your shift change well in advance.
10. On grounds of 'Gross Misconduct' & 'Low / No Performance' your employment with the company can be terminated without any prior notice.
11. You shall serve 60 days' notice period (in case of less than a year's service) or 90days notice period (in case of more than a year's service) when you have decided to quit the organization. The same shall be notified to the management before a month's time span.

If all the above terms and conditions have been accepted by you, then kindly sign all the sheets of the offer letter and the photo copy of the same along with your name and date. Please return the photocopy along with photocopies of qualification certificates, Relieving letter/ Experience Certificates, Adhaar card, Pan Card and two passport size photographs to the HR for documentation purpose.

ACKNOWLEDGED & AGREED: _____ (insert full legal name & signature)
Date: _____


REGISTRAR
 REGISTRAR
Page 4

Name : Batchu Chaitanya Krishna
Place : Bangalore

Date: 18th November 2021

Dear Chaitanya,

Further to your application and interview with us, we are pleased to extend you an offer to join NVIERA TECHNOLOGIES PRIVATE LIMITED, Bangalore.

This letter officially confirms the following terms and conditions of your employment:

Designation : Software Engineer
Total cost to the company : INR 3 95 000 / Annum
Date of Joining : 01st June 2022

Your total cost to the company will include your gross earnings and deductions. This is structured as per the attached Annexure 1 and in accordance with the company's policies.

Your employment with NVIERA TECHNOLOGIES PRIVATE LIMITED, will be governed as per the terms and conditions on Annexure 2. You are requested to read through this carefully and also understand the same before accepting the offer with us. Your employment is subject to satisfactory completion of verification and thorough background checks that may be conduct before or after your effective start date.

This offer and the terms of this letter is valid for 10 (ten) days from the date of this letter. If we hear no response from you before the expiration of this period, then this offer will be deemed as rejected. Please do not hesitate to contact the HR regarding any queries on pranitha@nviera.com .

We look forward to work with you and also take this opportunity to wish you a very successful career ahead.

For NVIERA TECHNOLOGIES PRIVATE LIMITED,



Pranitha Vasu
HR Manager

ACKNOWLEDGED & AGREED: _____ *(insert full legal name & signature)*

Date:

Signature
REGISTRAR
PRESIDENCY UNIVERSITY
Registrar
BANGALORE

ANNEXURE 1
TOTAL BENEFITS AND REWARDS STATEMENT

COMPONENTS	ANNUAL	MONTHLY
CTC	350000	29167
FIXED COMPONENT		
Basic (50% of CTC)	175000	14583
FLEXIBLE COMPONENT (TAXABLE ALLOWANCE)		
House Rent Allowance (25% of CTC)	87500	7292
Variable Allowance (10% of CTC)	35000	2917
Special Allowance (15% of CTC)	52500	4375
Gross Pay (A)	350000	29167
DEDUCTIONS		
Employee Provident Fund (@1800)	21600	1800
Employee ESI (0.75% of gross if gross sal < 21,000)	0	0
Professional Tax	2400	200
Income Tax (applicable to change + cess)	4800	400
Total Deductions	28800	2400
NET PAYABLE SALARY	321200	26767
BENEFITS DEDUCTED AT SOURCE		
Employer Provident Fund (@1950)	23400	1950
Medical Insurance	21600	1800
Employer ESI (3.25% of gross if gross sal < 21,000)	0	0
Total Benefits (B)	45000	3750
TOTAL COMPENSATION (A+B)	395000	32917


 REGISTRAR
 REGISTRAR
 PRESIDENCY UNIVERSITY
 BANGALORE

Components of Emoluments:

Fixed and Flexible Pay – The entitlements for Fixed and Flexible Pay components will be as per your level and will be governed by the guidelines applicable from time to time.

Provident Fund & Gratuity – Provident Fund (at present 1800 as the employee's contribution and at 1950 as the employer's contribution) are part of the benefits.

Medical Insurance for Employees - Comprehensive medical insurance coverage for you, your spouse, parents and children for a family floater of INR 3 Lakhs

Other Terms and Conditions:

Tax: All requirements under the applicable taxation laws, including filing of income tax returns regarding receipt of remuneration, shall be employee's responsibility. The Total Compensation is inclusive of any incidence of Fringe Benefit Tax, terms of which will be defined by the Company, from time to time. The employee will be solely responsible for any liability arising out of income tax related matters besides being responsible for tax refunds, if any.

Confidentiality: Compensation and salary structuring is confidential and it is not encouraged to be discussed with colleagues. For any queries, please contact your HR.

ACKNOWLEDGED & AGREED: _____ *(insert full legal name & signature)*

Date:


ANNEXURE 2

GENERAL TERMS & CONDITIONS:

1. You shall perform your role with cent percent dedication as required from time to time by the organization with efficiency, diligence and in the best interest of the company.
2. Once you have accepted the offer with this organization, you will not be employed with any other company on a temporary /permanent / part time / contract basis.
3. You shall respect the data privacy of the organization and will not disclose any company related data to anyone outside the organization during your service or after your service with the organization. Any discrepancy on the same may lead to strict legal action.
4. You hereby declare that you have not and will not disclose or misuse any confidential information obtained from this organization with anyone outside the organization.
5. You will safeguard the property and possession of the organization in good condition and ensure that any possession with you is returned to the company in good condition at the time of cessation of your employment with the company.
6. Your appointment with us is solely based on the educational qualification certificates and experience letters that you have provided to us and mentioned on your application. You warrant that this is true to the best of your knowledge. You also agree that during the course of your tenure, if any of the certification is found to be false, your employment will be terminated immediately without prior notice.
7. You shall keep your direct supervisor informed of your absenteeism from work and will produce medical certificates when deemed necessary. However, if you are absent from work for more than 7 days without any information, you will be considered as ABANDONED from services and will not be eligible to re-join us for at least the next 1 year.
8. You hereby warrant that you are not involved in legal matters to the best of your knowledge and so far have discharged all your duties as a respectable citizen.
9. You agree to abide by the change in the shift timings as required by the company. You will be notified of your shift change well in advance.
10. On grounds of 'Gross Misconduct' & 'Low / No Performance' your employment with the company can be terminated without any prior notice.
11. You shall serve 60 days' notice period (in case of less than a year's service) or 90days notice period (in case of more than a year's service) when you have decided to quit the organization. The same shall be notified to the management before a month's time span.

If all the above terms and conditions have been accepted by you, then kindly sign all the sheets of the offer letter and the photo copy of the same along with your name and date. Please return the photocopy along with photocopies of qualification certificates, Relieving letter/ Experience Certificates, Adhaar card, Pan Card and two passport size photographs to the HR for documentation purpose.

ACKNOWLEDGED & AGREED: _____ *(insert full legal name & signature)*
Date: _____



 REGISTRAR Registrar
 Page 4

Name : Kishore B
Place : Bangalore

Date: 18th November 2021

Dear Kishore,

Further to your application and interview with us, we are pleased to extend you an offer to join NVIERA TECHNOLOGIES PRIVATE LIMITED, Bangalore.

This letter officially confirms the following terms and conditions of your employment:

Designation : Software Engineer
Total cost to the company : INR 3 95 000 / Annum
Date of Joining : 01st June 2022

Your total cost to the company will include your gross earnings and deductions. This is structured as per the attached Annexure 1 and in accordance with the company's policies.

Your employment with NVIERA TECHNOLOGIES PRIVATE LIMITED, will be governed as per the terms and conditions on Annexure 2. You are requested to read through this carefully and also understand the same before accepting the offer with us. Your employment is subject to satisfactory completion of verification and thorough background checks that may be conduct before or after your effective start date.

This offer and the terms of this letter is valid for 10 (ten) days from the date of this letter. If we hear no response from you before the expiration of this period, then this offer will be deemed as rejected. Please do not hesitate to contact the HR regarding any queries on pranitha@nviera.com .

We look forward to work with you and also take this opportunity to wish you a very successful career ahead.


For NVIERA TECHNOLOGIES PRIVATE LIMITED,



Pranitha Vasu
HR Manager

ACKNOWLEDGED & AGREED: _____ *(insert full legal name & signature)*

Date:



REGISTRAR
Presidency University
BANGALORE

ANNEXURE 1
TOTAL BENEFITS AND REWARDS STATEMENT

COMPONENTS	ANNUAL	MONTHLY
CTC	350000	29167
FIXED COMPONENT		
Basic (50% of CTC)	175000	14583
FLEXIBLE COMPONENT (TAXABLE ALLOWANCE)		
House Rent Allowance (25% of CTC)	87500	7292
Variable Allowance (10% of CTC)	35000	2917
Special Allowance (15% of CTC)	52500	4375
Gross Pay (A)	350000	29167
DEDUCTIONS		
Employee Provident Fund (@1800)	21600	1800
Employee ESI (0.75% of gross if gross sal < 21,000)	0	0
Professional Tax	2400	200
Income Tax (applicable to change + cess)	4800	400
Total Deductions	28800	2400
NET PAYABLE SALARY	321200	26767
BENEFITS DEDUCTED AT SOURCE		
Employer Provident Fund (@1950)	23400	1950
Medical Insurance	21600	1800
Employer ESI (3.25% of gross if gross sal < 21,000)	0	0
Total Benefits (B)	45000	3750
TOTAL COMPENSATION (A+B)	395000	32917


 REGISTRAR
 REGISTRAR
 PRESIDENCY UNIVERSITY
 BANGALORE

Components of Emoluments:

Fixed and Flexible Pay – The entitlements for Fixed and Flexible Pay components will be as per your level and will be governed by the guidelines applicable from time to time.

Provident Fund & Gratuity – Provident Fund (at present 1800 as the employee's contribution and at 1950 as the employer's contribution) are part of the benefits.

Medical Insurance for Employees - Comprehensive medical insurance coverage for you, your spouse, parents and children for a family floater of INR 3 Lakhs

Other Terms and Conditions:

Tax: All requirements under the applicable taxation laws, including filing of income tax returns regarding receipt of remuneration, shall be employee's responsibility. The Total Compensation is inclusive of any incidence of Fringe Benefit Tax, terms of which will be defined by the Company, from time to time. The employee will be solely responsible for any liability arising out of income tax related matters besides being responsible for tax refunds, if any.

Confidentiality: Compensation and salary structuring is confidential and it is not encouraged to be discussed with colleagues. For any queries, please contact your HR.

ACKNOWLEDGED & AGREED: _____ *(insert full legal name & signature)*

Date:

ANNEXURE 2

GENERAL TERMS & CONDITIONS:

1. You shall perform your role with cent percent dedication as required from time to time by the organization with efficiency, diligence and in the best interest of the company.
2. Once you have accepted the offer with this organization, you will not be employed with any other company on a temporary /permanent / part time / contract basis.
3. You shall respect the data privacy of the organization and will not disclose any company related data to anyone outside the organization during your service or after your service with the organization. Any discrepancy on the same may lead to strict legal action.
4. You hereby declare that you have not and will not disclose or misuse any confidential information obtained from this organization with anyone outside the organization.
5. You will safeguard the property and possession of the organization in good condition and ensure that any possession with you is returned to the company in good condition at the time of cessation of your employment with the company.
6. Your appointment with us is solely based on the educational qualification certificates and experience letters that you have provided to us and mentioned on your application. You warrant that this is true to the best of your knowledge. You also agree that during the course of your tenure, if any of the certification is found to be false, your employment will be terminated immediately without prior notice.
7. You shall keep your direct supervisor informed of your absenteeism from work and will produce medical certificates when deemed necessary. However, if you are absent from work for more than 7 days without any information, you will be considered as ABANDONED from services and will not be eligible to re-join us for at least the next 1 year.
8. You hereby warrant that you are not involved in legal matters to the best of your knowledge and so far have discharged all your duties as a respectable citizen.
9. You agree to abide by the change in the shift timings as required by the company. You will be notified of your shift change well in advance.
10. On grounds of 'Gross Misconduct' & 'Low / No Performance' your employment with the company can be terminated without any prior notice.
11. You shall serve 60 days' notice period (in case of less than a year's service) or 90days notice period (in case of more than a year's service) when you have decided to quit the organization. The same shall be notified to the management before a month's time span.

If all the above terms and conditions have been accepted by you, then kindly sign all the sheets of the offer letter and the photo copy of the same along with your name and date. Please return the photocopy along with photocopies of qualification certificates, Relieving letter/ Experience Certificates, Adhaar card, Pan Card and two passport size photographs to the HR for documentation purpose.

ACKNOWLEDGED & AGREED: _____ (insert full legal name & signature)

Date:



Page 4

Name : Kesaani Likhitha

Date: 18th November 2021

Place : Bangalore

Dear Likhitha,

Further to your application and interview with us, we are pleased to extend you an offer to join NVIERA TECHNOLOGIES PRIVATE LIMITED, Bangalore.

This letter officially confirms the following terms and conditions of your employment:

Designation : Software Engineer

Total cost to the company : INR 3 95 000 / Annum

Date of Joining : 01st June 2022

Your total cost to the company will include your gross earnings and deductions. This is structured as per the attached Annexure 1 and in accordance with the company's policies.

Your employment with NVIERA TECHNOLOGIES PRIVATE LIMITED, will be governed as per the terms and conditions on Annexure 2. You are requested to read through this carefully and also understand the same before accepting the offer with us. Your employment is subject to satisfactory completion of verification and thorough background checks that may be conduct before or after your effective start date.

This offer and the terms of this letter is valid for 10 (ten) days from the date of this letter. If we hear no response from you before the expiration of this period, then this offer will be deemed as rejected. Please do not hesitate to contact the HR regarding any queries on pranitha@nviera.com .

We look forward to work with you and also take this opportunity to wish you a very successful career ahead.

For NVIERA TECHNOLOGIES PRIVATE LIMITED,



Pranitha Vasu
HR Manager

ACKNOWLEDGED & AGREED: _____ (insert full legal name & signature)

Date:



REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

ANNEXURE 1
TOTAL BENEFITS AND REWARDS STATEMENT

COMPONENTS	ANNUAL	MONTHLY
CTC	350000	29167
FIXED COMPONENT		
Basic (50% of CTC)	175000	14583
FLEXIBLE COMPONENT (TAXABLE ALLOWANCE)		
House Rent Allowance (25% of CTC)	87500	7292
Variable Allowance (10% of CTC)	35000	2917
Special Allowance (15% of CTC)	52500	4375
Gross Pay (A)	350000	29167
DEDUCTIONS		
Employee Provident Fund (@1800)	21600	1800
Employee ESI (0.75% of gross if gross sal < 21,000)	0	0
Professional Tax	2400	200
Income Tax (applicable to change + cess)	4800	400
Total Deductions	28800	2400
NET PAYABLE SALARY	321200	26767
BENEFITS DEDUCTED AT SOURCE		
Employer Provident Fund (@1950)	23400	1950
Medical Insurance	21600	1800
Employer ESI (3.25% of gross if gross sal < 21,000)	0	0
Total Benefits (B)	45000	3750
TOTAL COMPENSATION (A+B)	395000	32917


 REGISTRAR
 REGISTRAR
 PRESIDENCY UNIVERSITY
 BANGALORE

Components of Emoluments:

Fixed and Flexible Pay – The entitlements for Fixed and Flexible Pay components will be as per your level and will be governed by the guidelines applicable from time to time.

Provident Fund & Gratuity – Provident Fund (at present 1800 as the employee's contribution and at 1950 as the employer's contribution) are part of the benefits.

Medical Insurance for Employees - Comprehensive medical insurance coverage for you, your spouse, parents and children for a family floater of INR 3 Lakhs

Other Terms and Conditions:

Tax: All requirements under the applicable taxation laws, including filing of income tax returns regarding receipt of remuneration, shall be employee's responsibility. The Total Compensation is inclusive of any incidence of Fringe Benefit Tax, terms of which will be defined by the Company, from time to time. The employee will be solely responsible for any liability arising out of income tax related matters besides being responsible for tax refunds, if any.

Confidentiality: Compensation and salary structuring is confidential and it is not encouraged to be discussed with colleagues. For any queries, please contact your HR.

ACKNOWLEDGED & AGREED: _____ *(insert full legal name & signature)*

Date:

ANNEXURE 2

GENERAL TERMS & CONDITIONS:

1. You shall perform your role with cent percent dedication as required from time to time by the organization with efficiency, diligence and in the best interest of the company.
2. Once you have accepted the offer with this organization, you will not be employed with any other company on a temporary /permanent / part time / contract basis.
3. You shall respect the data privacy of the organization and will not disclose any company related data to anyone outside the organization during your service or after your service with the organization. Any discrepancy on the same may lead to strict legal action.
4. You hereby declare that you have not and will not disclose or misuse any confidential information obtained from this organization with anyone outside the organization.
5. You will safeguard the property and possession of the organization in good condition and ensure that any possession with you is returned to the company in good condition at the time of cessation of your employment with the company.
6. Your appointment with us is solely based on the educational qualification certificates and experience letters that you have provided to us and mentioned on your application. You warrant that this is true to the best of your knowledge. You also agree that during the course of your tenure, if any of the certification is found to be false, your employment will be terminated immediately without prior notice.
7. You shall keep your direct supervisor informed of your absenteeism from work and will produce medical certificates when deemed necessary. However, if you are absent from work for more than 7 days without any information, you will be considered as ABANDONED from services and will not be eligible to re-join us for at least the next 1 year.
8. You hereby warrant that you are not involved in legal matters to the best of your knowledge and so far have discharged all your duties as a respectable citizen.
9. You agree to abide by the change in the shift timings as required by the company. You will be notified of your shift change well in advance.
10. On grounds of 'Gross Misconduct' & 'Low / No Performance' your employment with the company can be terminated without any prior notice.
11. You shall serve 60 days' notice period (in case of less than a year's service) or 90days notice period (in case of more than a year's service) when you have decided to quit the organization. The same shall be notified to the management before a month's time span.

If all the above terms and conditions have been accepted by you, then kindly sign all the sheets of the offer letter and the photo copy of the same along with your name and date. Please return the photocopy along with photocopies of qualification certificates, Relieving letter/ Experience Certificates, Adhaar card, Pan Card and two passport size photographs to the HR for documentation purpose.

ACKNOWLEDGED & AGREED: _____ (insert full legal name & signature)

Date:


REGISTRAR

Registrar
BANGALORE

Page 4

Name : Ramesh L
Place : Bangalore

Date: 18th November 2021

Dear Ramesh,

Further to your application and interview with us, we are pleased to extend you an offer to join NVIERA TECHNOLOGIES PRIVATE LIMITED, Bangalore.

This letter officially confirms the following terms and conditions of your employment:

Designation : Software Engineer
Total cost to the company : INR 3 95 000 / Annum
Date of Joining : 01st June 2022

Your total cost to the company will include your gross earnings and deductions. This is structured as per the attached Annexure 1 and in accordance with the company's policies.

Your employment with NVIERA TECHNOLOGIES PRIVATE LIMITED, will be governed as per the terms and conditions on Annexure 2. You are requested to read through this carefully and also understand the same before accepting the offer with us. Your employment is subject to satisfactory completion of verification and thorough background checks that may be conduct before or after your effective start date.

This offer and the terms of this letter is valid for 10 (ten) days from the date of this letter. If we hear no response from you before the expiration of this period, then this offer will be deemed as rejected. Please do not hesitate to contact the HR regarding any queries on pranitha@nviera.com .

We look forward to work with you and also take this opportunity to wish you a very successful career ahead.

For NVIERA TECHNOLOGIES PRIVATE LIMITED,



Pranitha Vasu
HR Manager

ACKNOWLEDGED & AGREED: _____ *(insert full legal name & signature)*

Date:


REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE
Registrar
Page 1

ANNEXURE 1
TOTAL BENEFITS AND REWARDS STATEMENT

COMPONENTS	ANNUAL	MONTHLY
CTC	350000	29167
FIXED COMPONENT		
Basic (50% of CTC)	175000	14583
FLEXIBLE COMPONENT (TAXABLE ALLOWANCE)		
House Rent Allowance (25% of CTC)	87500	7292
Variable Allowance (10% of CTC)	35000	2917
Special Allowance (15% of CTC)	52500	4375
Gross Pay (A)	350000	29167
DEDUCTIONS		
Employee Provident Fund (@1800)	21600	1800
Employee ESI (0.75% of gross if gross sal < 21,000)	0	0
Professional Tax	2400	200
Income Tax (applicable to change + cess)	4800	400
Total Deductions	28800	2400
NET PAYABLE SALARY	321200	26767
BENEFITS DEDUCTED AT SOURCE		
Employer Provident Fund (@1950)	23400	1950
Medical Insurance	21600	1800
Employer ESI (3.25% of gross if gross sal < 21,000)	0	0
Total Benefits (B)	45000	3750
TOTAL COMPENSATION (A+B)	395000	32917


 REGISTRAR
 REGISTRAR
 PRESIDENCY UNIVERSITY
 BANGALORE

Components of Emoluments:

Fixed and Flexible Pay – The entitlements for Fixed and Flexible Pay components will be as per your level and will be governed by the guidelines applicable from time to time.

Provident Fund & Gratuity – Provident Fund (at present 1800 as the employee's contribution and at 1950 as the employer's contribution) are part of the benefits.

Medical Insurance for Employees - Comprehensive medical insurance coverage for you, your spouse, parents and children for a family floater of INR 3 Lakhs

Other Terms and Conditions:

Tax: All requirements under the applicable taxation laws, including filing of income tax returns regarding receipt of remuneration, shall be employee's responsibility. The Total Compensation is inclusive of any incidence of Fringe Benefit Tax, terms of which will be defined by the Company, from time to time. The employee will be solely responsible for any liability arising out of income tax related matters besides being responsible for tax refunds, if any.

Confidentiality: Compensation and salary structuring is confidential and it is not encouraged to be discussed with colleagues. For any queries, please contact your HR.

ACKNOWLEDGED & AGREED: _____ *(insert full legal name & signature)*

Date:

ANNEXURE 2

GENERAL TERMS & CONDITIONS:

1. You shall perform your role with cent percent dedication as required from time to time by the organization with efficiency, diligence and in the best interest of the company.
2. Once you have accepted the offer with this organization, you will not be employed with any other company on a temporary /permanent / part time / contract basis.
3. You shall respect the data privacy of the organization and will not disclose any company related data to anyone outside the organization during your service or after your service with the organization. Any discrepancy on the same may lead to strict legal action.
4. You hereby declare that you have not and will not disclose or misuse any confidential information obtained from this organization with anyone outside the organization.
5. You will safeguard the property and possession of the organization in good condition and ensure that any possession with you is returned to the company in good condition at the time of cessation of your employment with the company.
6. Your appointment with us is solely based on the educational qualification certificates and experience letters that you have provided to us and mentioned on your application. You warrant that this is true to the best of your knowledge. You also agree that during the course of your tenure, if any of the certification is found to be false, your employment will be terminated immediately without prior notice.
7. You shall keep your direct supervisor informed of your absenteeism from work and will produce medical certificates when deemed necessary. However, if you are absent from work for more than 7 days without any information, you will be considered as ABANDONED from services and will not be eligible to re-join us for at least the next 1 year.
8. You hereby warrant that you are not involved in legal matters to the best of your knowledge and so far have discharged all your duties as a respectable citizen.
9. You agree to abide by the change in the shift timings as required by the company. You will be notified of your shift change well in advance.
10. On grounds of 'Gross Misconduct' & 'Low / No Performance' your employment with the company can be terminated without any prior notice.
11. You shall serve 60 days' notice period (in case of less than a year's service) or 90days notice period (in case of more than a year's service) when you have decided to quit the organization. The same shall be notified to the management before a month's time span.

If all the above terms and conditions have been accepted by you, then kindly sign all the sheets of the offer letter and the photo copy of the same along with your name and date. Please return the photocopy along with photocopies of qualification certificates, Relieving letter/ Experience Certificates, Adhaar card, Pan Card and two passport size photographs to the HR for documentation purpose.

ACKNOWLEDGED & AGREED: _____ (insert full legal name & signature)

Date:


REGISTRAR

Registrar
BANGALORE

Page 4

Name : Kundan P M

Date: 18th November 2021

Place : Bangalore

Dear Kundan,

Further to your application and interview with us, we are pleased to extend you an offer to join NVIERA TECHNOLOGIES PRIVATE LIMITED, Bangalore.

This letter officially confirms the following terms and conditions of your employment:

Designation : Software Engineer

Total cost to the company : INR 3 95 000 / Annum

Date of Joining : 01st June 2022

Your total cost to the company will include your gross earnings and deductions. This is structured as per the attached Annexure 1 and in accordance with the company's policies.

Your employment with NVIERA TECHNOLOGIES PRIVATE LIMITED, will be governed as per the terms and conditions on Annexure 2. You are requested to read through this carefully and also understand the same before accepting the offer with us. Your employment is subject to satisfactory completion of verification and thorough background checks that may be conduct before or after your effective start date.

This offer and the terms of this letter is valid for 10 (ten) days from the date of this letter. If we hear no response from you before the expiration of this period, then this offer will be deemed as rejected. Please do not hesitate to contact the HR regarding any queries on pranitha@nviera.com .

We look forward to work with you and also take this opportunity to wish you a very successful career ahead.

For NVIERA TECHNOLOGIES PRIVATE LIMITED,



Pranitha Vasu
HR Manager

ACKNOWLEDGED & AGREED: _____ (insert full legal name & signature)

Date:



REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

ANNEXURE 1
TOTAL BENEFITS AND REWARDS STATEMENT

COMPONENTS	ANNUAL	MONTHLY
CTC	350000	29167
FIXED COMPONENT		
Basic (50% of CTC)	175000	14583
FLEXIBLE COMPONENT (TAXABLE ALLOWANCE)		
House Rent Allowance (25% of CTC)	87500	7292
Variable Allowance (10% of CTC)	35000	2917
Special Allowance (15% of CTC)	52500	4375
Gross Pay (A)	350000	29167
DEDUCTIONS		
Employee Provident Fund (@1800)	21600	1800
Employee ESI (0.75% of gross if gross sal < 21,000)	0	0
Professional Tax	2400	200
Income Tax (applicable to change + cess)	4800	400
Total Deductions	28800	2400
NET PAYABLE SALARY	321200	26767
BENEFITS DEDUCTED AT SOURCE		
Employer Provident Fund (@1950)	23400	1950
Medical Insurance	21600	1800
Employer ESI (3.25% of gross if gross sal < 21,000)	0	0
Total Benefits (B)	45000	3750
TOTAL COMPENSATION (A+B)	395000	32917

Components of Emoluments:

Fixed and Flexible Pay – The entitlements for Fixed and Flexible Pay components will be as per your level and will be governed by the guidelines applicable from time to time.

Provident Fund & Gratuity – Provident Fund (at present 1800 as the employee's contribution and at 1950 as the employer's contribution) are part of the benefits.

Medical Insurance for Employees - Comprehensive medical insurance coverage for you, your spouse, parents and children for a family floater of INR 3 Lakhs

Other Terms and Conditions:

Tax: All requirements under the applicable taxation laws, including filing of income tax returns regarding receipt of remuneration, shall be employee's responsibility. The Total Compensation is inclusive of any incidence of Fringe Benefit Tax, terms of which will be defined by the Company, from time to time. The employee will be solely responsible for any liability arising out of income tax related matters besides being responsible for tax refunds, if any.

Confidentiality: Compensation and salary structuring is confidential and it is not encouraged to be discussed with colleagues. For any queries, please contact your HR.

ACKNOWLEDGED & AGREED: _____ *(insert full legal name & signature)*

Date:

ANNEXURE 2

GENERAL TERMS & CONDITIONS:

1. You shall perform your role with cent percent dedication as required from time to time by the organization with efficiency, diligence and in the best interest of the company.
2. Once you have accepted the offer with this organization, you will not be employed with any other company on a temporary /permanent / part time / contract basis.
3. You shall respect the data privacy of the organization and will not disclose any company related data to anyone outside the organization during your service or after your service with the organization. Any discrepancy on the same may lead to strict legal action.
4. You hereby declare that you have not and will not disclose or misuse any confidential information obtained from this organization with anyone outside the organization.
5. You will safeguard the property and possession of the organization in good condition and ensure that any possession with you is returned to the company in good condition at the time of cessation of your employment with the company.
6. Your appointment with us is solely based on the educational qualification certificates and experience letters that you have provided to us and mentioned on your application. You warrant that this is true to the best of your knowledge. You also agree that during the course of your tenure, if any of the certification is found to be false, your employment will be terminated immediately without prior notice.
7. You shall keep your direct supervisor informed of your absenteeism from work and will produce medical certificates when deemed necessary. However, if you are absent from work for more than 7 days without any information, you will be considered as ABANDONED from services and will not be eligible to re-join us for at least the next 1 year.
8. You hereby warrant that you are not involved in legal matters to the best of your knowledge and so far have discharged all your duties as a respectable citizen.
9. You agree to abide by the change in the shift timings as required by the company. You will be notified of your shift change well in advance.
10. On grounds of 'Gross Misconduct' & 'Low / No Performance' your employment with the company can be terminated without any prior notice.
11. You shall serve 60 days' notice period (in case of less than a year's service) or 90days notice period (in case of more than a year's service) when you have decided to quit the organization. The same shall be notified to the management before a month's time span.

If all the above terms and conditions have been accepted by you, then kindly sign all the sheets of the offer letter and the photo copy of the same along with your name and date. Please return the photocopy along with photocopies of qualification certificates, Relieving letter/ Experience Certificates, Adhaar card, Pan Card and two passport size photographs to the HR for documentation purpose.

ACKNOWLEDGED & AGREED: _____ *(insert full legal name & signature)*
Date: _____



Name : Mohammed Abdul Wahab Ahmed

Date: 18th November 2021

Place : Bangalore

Dear Ahmed,

Further to your application and interview with us, we are pleased to extend you an offer to join NVIERA TECHNOLOGIES PRIVATE LIMITED, Bangalore.

This letter officially confirms the following terms and conditions of your employment:

Designation : Software Engineer

Total cost to the company : INR 3 95 000 / Annum

Date of Joining : 01st June 2022

Your total cost to the company will include your gross earnings and deductions. This is structured as per the attached Annexure 1 and in accordance with the company's policies.

Your employment with NVIERA TECHNOLOGIES PRIVATE LIMITED, will be governed as per the terms and conditions on Annexure 2. You are requested to read through this carefully and also understand the same before accepting the offer with us. Your employment is subject to satisfactory completion of verification and thorough background checks that may be conduct before or after your effective start date.

This offer and the terms of this letter is valid for 10 (ten) days from the date of this letter. If we hear no response from you before the expiration of this period, then this offer will be deemed as rejected. Please do not hesitate to contact the HR regarding any queries on pranitha@nviera.com .

We look forward to work with you and also take this opportunity to wish you a very successful career ahead.

For NVIERA TECHNOLOGIES PRIVATE LIMITED,



Pranitha Vasu
HR Manager

ACKNOWLEDGED & AGREED: _____ *(insert full legal name & signature)*

Date:



REGISTRAR
Presidency University
BANGALORE

ANNEXURE 1
TOTAL BENEFITS AND REWARDS STATEMENT

COMPONENTS	ANNUAL	MONTHLY
CTC	350000	29167
FIXED COMPONENT		
Basic (50% of CTC)	175000	14583
FLEXIBLE COMPONENT (TAXABLE ALLOWANCE)		
House Rent Allowance (25% of CTC)	87500	7292
Variable Allowance (10% of CTC)	35000	2917
Special Allowance (15% of CTC)	52500	4375
Gross Pay (A)	350000	29167
DEDUCTIONS		
Employee Provident Fund (@1800)	21600	1800
Employee ESI (0.75% of gross if gross sal < 21,000)	0	0
Professional Tax	2400	200
Income Tax (applicable to change + cess)	4800	400
Total Deductions	28800	2400
NET PAYABLE SALARY	321200	26767
BENEFITS DEDUCTED AT SOURCE		
Employer Provident Fund (@1950)	23400	1950
Medical Insurance	21600	1800
Employer ESI (3.25% of gross if gross sal < 21,000)	0	0
Total Benefits (B)	45000	3750
TOTAL COMPENSATION (A+B)	395000	32917


 REGISTRAR
 REGISTRAR
 PRESIDENCY UNIVERSITY
 BANGALORE

Components of Emoluments:

Fixed and Flexible Pay – The entitlements for Fixed and Flexible Pay components will be as per your level and will be governed by the guidelines applicable from time to time.

Provident Fund & Gratuity – Provident Fund (at present 1800 as the employee's contribution and at 1950 as the employer's contribution) are part of the benefits.

Medical Insurance for Employees - Comprehensive medical insurance coverage for you, your spouse, parents and children for a family floater of INR 3 Lakhs

Other Terms and Conditions:

Tax: All requirements under the applicable taxation laws, including filing of income tax returns regarding receipt of remuneration, shall be employee's responsibility. The Total Compensation is inclusive of any incidence of Fringe Benefit Tax, terms of which will be defined by the Company, from time to time. The employee will be solely responsible for any liability arising out of income tax related matters besides being responsible for tax refunds, if any.

Confidentiality: Compensation and salary structuring is confidential and it is not encouraged to be discussed with colleagues. For any queries, please contact your HR.

ACKNOWLEDGED & AGREED: _____ *(insert full legal name & signature)*

Date:

ANNEXURE 2

GENERAL TERMS & CONDITIONS:

1. You shall perform your role with cent percent dedication as required from time to time by the organization with efficiency, diligence and in the best interest of the company.
2. Once you have accepted the offer with this organization, you will not be employed with any other company on a temporary /permanent / part time / contract basis.
3. You shall respect the data privacy of the organization and will not disclose any company related data to anyone outside the organization during your service or after your service with the organization. Any discrepancy on the same may lead to strict legal action.
4. You hereby declare that you have not and will not disclose or misuse any confidential information obtained from this organization with anyone outside the organization.
5. You will safeguard the property and possession of the organization in good condition and ensure that any possession with you is returned to the company in good condition at the time of cessation of your employment with the company.
6. Your appointment with us is solely based on the educational qualification certificates and experience letters that you have provided to us and mentioned on your application. You warrant that this is true to the best of your knowledge. You also agree that during the course of your tenure, if any of the certification is found to be false, your employment will be terminated immediately without prior notice.
7. You shall keep your direct supervisor informed of your absenteeism from work and will produce medical certificates when deemed necessary. However, if you are absent from work for more than 7 days without any information, you will be considered as ABANDONED from services and will not be eligible to re-join us for at least the next 1 year.
8. You hereby warrant that you are not involved in legal matters to the best of your knowledge and so far have discharged all your duties as a respectable citizen.
9. You agree to abide by the change in the shift timings as required by the company. You will be notified of your shift change well in advance.
10. On grounds of 'Gross Misconduct' & 'Low / No Performance' your employment with the company can be terminated without any prior notice.
11. You shall serve 60 days' notice period (in case of less than a year's service) or 90days notice period (in case of more than a year's service) when you have decided to quit the organization. The same shall be notified to the management before a month's time span.

If all the above terms and conditions have been accepted by you, then kindly sign all the sheets of the offer letter and the photo copy of the same along with your name and date. Please return the photocopy along with photocopies of qualification certificates, Relieving letter/ Experience Certificates, Adhaar card, Pan Card and two passport size photographs to the HR for documentation purpose.

ACKNOWLEDGED & AGREED: _____ (insert full legal name & signature)

Date:


REGISTRAR

Registrar
BANGALORE

Page 4

Name : Gurrampati Jagadeeswar Reddy
Place : Bangalore

Date: 18th November 2021

Dear Jagadeesh,

Further to your application and interview with us, we are pleased to extend you an offer to join NVIERA TECHNOLOGIES PRIVATE LIMITED, Bangalore.

This letter officially confirms the following terms and conditions of your employment:

Designation : Software Engineer
Total cost to the company : INR 3 95 000 / Annum
Date of Joining : 01st June 2022

Your total cost to the company will include your gross earnings and deductions. This is structured as per the attached Annexure 1 and in accordance with the company's policies.

Your employment with NVIERA TECHNOLOGIES PRIVATE LIMITED, will be governed as per the terms and conditions on Annexure 2. You are requested to read through this carefully and also understand the same before accepting the offer with us. Your employment is subject to satisfactory completion of verification and thorough background checks that may be conduct before or after your effective start date.

This offer and the terms of this letter is valid for 10 (ten) days from the date of this letter. If we hear no response from you before the expiration of this period, then this offer will be deemed as rejected. Please do not hesitate to contact the HR regarding any queries on pranitha@nviera.com .

We look forward to work with you and also take this opportunity to wish you a very successful career ahead.

For NVIERA TECHNOLOGIES PRIVATE LIMITED,



Pranitha Vasu
HR Manager

ACKNOWLEDGED & AGREED: _____ *(insert full legal name & signature)*

Date:



REGISTRAR
Presidency University
BANGALORE

ANNEXURE 1
TOTAL BENEFITS AND REWARDS STATEMENT

COMPONENTS	ANNUAL	MONTHLY
CTC	350000	29167
FIXED COMPONENT		
Basic (50% of CTC)	175000	14583
FLEXIBLE COMPONENT (TAXABLE ALLOWANCE)		
House Rent Allowance (25% of CTC)	87500	7292
Variable Allowance (10% of CTC)	35000	2917
Special Allowance (15% of CTC)	52500	4375
Gross Pay (A)	350000	29167
DEDUCTIONS		
Employee Provident Fund (@1800)	21600	1800
Employee ESI (0.75% of gross if gross sal < 21,000)	0	0
Professional Tax	2400	200
Income Tax (applicable to change + cess)	4800	400
Total Deductions	28800	2400
NET PAYABLE SALARY	321200	26767
BENEFITS DEDUCTED AT SOURCE		
Employer Provident Fund (@1950)	23400	1950
Medical Insurance	21600	1800
Employer ESI (3.25% of gross if gross sal < 21,000)	0	0
Total Benefits (B)	45000	3750
TOTAL COMPENSATION (A+B)	395000	32917


 REGISTRAR
 REGISTRAR
 PRESIDENCY UNIVERSITY
 BANGALORE

Components of Emoluments:

Fixed and Flexible Pay – The entitlements for Fixed and Flexible Pay components will be as per your level and will be governed by the guidelines applicable from time to time.

Provident Fund & Gratuity – Provident Fund (at present 1800 as the employee's contribution and at 1950 as the employer's contribution) are part of the benefits.

Medical Insurance for Employees - Comprehensive medical insurance coverage for you, your spouse, parents and children for a family floater of INR 3 Lakhs

Other Terms and Conditions:

Tax: All requirements under the applicable taxation laws, including filing of income tax returns regarding receipt of remuneration, shall be employee's responsibility. The Total Compensation is inclusive of any incidence of Fringe Benefit Tax, terms of which will be defined by the Company, from time to time. The employee will be solely responsible for any liability arising out of income tax related matters besides being responsible for tax refunds, if any.

Confidentiality: Compensation and salary structuring is confidential and it is not encouraged to be discussed with colleagues. For any queries, please contact your HR.

ACKNOWLEDGED & AGREED: _____ *(insert full legal name & signature)*

Date:

ANNEXURE 2

GENERAL TERMS & CONDITIONS:

1. You shall perform your role with cent percent dedication as required from time to time by the organization with efficiency, diligence and in the best interest of the company.
2. Once you have accepted the offer with this organization, you will not be employed with any other company on a temporary /permanent / part time / contract basis.
3. You shall respect the data privacy of the organization and will not disclose any company related data to anyone outside the organization during your service or after your service with the organization. Any discrepancy on the same may lead to strict legal action.
4. You hereby declare that you have not and will not disclose or misuse any confidential information obtained from this organization with anyone outside the organization.
5. You will safeguard the property and possession of the organization in good condition and ensure that any possession with you is returned to the company in good condition at the time of cessation of your employment with the company.
6. Your appointment with us is solely based on the educational qualification certificates and experience letters that you have provided to us and mentioned on your application. You warrant that this is true to the best of your knowledge. You also agree that during the course of your tenure, if any of the certification is found to be false, your employment will be terminated immediately without prior notice.
7. You shall keep your direct supervisor informed of your absenteeism from work and will produce medical certificates when deemed necessary. However, if you are absent from work for more than 7 days without any information, you will be considered as ABANDONED from services and will not be eligible to re-join us for at least the next 1 year.
8. You hereby warrant that you are not involved in legal matters to the best of your knowledge and so far have discharged all your duties as a respectable citizen.
9. You agree to abide by the change in the shift timings as required by the company. You will be notified of your shift change well in advance.
10. On grounds of 'Gross Misconduct' & 'Low / No Performance' your employment with the company can be terminated without any prior notice.
11. You shall serve 60 days' notice period (in case of less than a year's service) or 90days notice period (in case of more than a year's service) when you have decided to quit the organization. The same shall be notified to the management before a month's time span.

If all the above terms and conditions have been accepted by you, then kindly sign all the sheets of the offer letter and the photo copy of the same along with your name and date. Please return the photocopy along with photocopies of qualification certificates, Relieving letter/ Experience Certificates, Adhaar card, Pan Card and two passport size photographs to the HR for documentation purpose.

ACKNOWLEDGED & AGREED: _____ (insert full legal name & signature)

Date:



Name : Konduru Manoj Kumar
Place : Bangalore

Date: 18th November 2021

Dear Manoj,

Further to your application and interview with us, we are pleased to extend you an offer to join NVIERA TECHNOLOGIES PRIVATE LIMITED, Bangalore.

This letter officially confirms the following terms and conditions of your employment:

Designation : Software Engineer
Total cost to the company : INR 3 95 000 / Annum
Date of Joining : 01st June 2022

Your total cost to the company will include your gross earnings and deductions. This is structured as per the attached Annexure 1 and in accordance with the company's policies.

Your employment with NVIERA TECHNOLOGIES PRIVATE LIMITED, will be governed as per the terms and conditions on Annexure 2. You are requested to read through this carefully and also understand the same before accepting the offer with us. Your employment is subject to satisfactory completion of verification and thorough background checks that may be conduct before or after your effective start date.

This offer and the terms of this letter is valid for 10 (ten) days from the date of this letter. If we hear no response from you before the expiration of this period, then this offer will be deemed as rejected. Please do not hesitate to contact the HR regarding any queries on pranitha@nviera.com .

We look forward to work with you and also take this opportunity to wish you a very successful career ahead.

For NVIERA TECHNOLOGIES PRIVATE LIMITED,



Pranitha Vasu
HR Manager

ACKNOWLEDGED & AGREED: _____ *(insert full legal name & signature)*

Date:



REGISTRAR
Presidency University
BANGALORE

ANNEXURE 1
TOTAL BENEFITS AND REWARDS STATEMENT

COMPONENTS	ANNUAL	MONTHLY
CTC	350000	29167
FIXED COMPONENT		
Basic (50% of CTC)	175000	14583
FLEXIBLE COMPONENT (TAXABLE ALLOWANCE)		
House Rent Allowance (25% of CTC)	87500	7292
Variable Allowance (10% of CTC)	35000	2917
Special Allowance (15% of CTC)	52500	4375
Gross Pay (A)	350000	29167
DEDUCTIONS		
Employee Provident Fund (@1800)	21600	1800
Employee ESI (0.75% of gross if gross sal < 21,000)	0	0
Professional Tax	2400	200
Income Tax (applicable to change + cess)	4800	400
Total Deductions	28800	2400
NET PAYABLE SALARY	321200	26767
BENEFITS DEDUCTED AT SOURCE		
Employer Provident Fund (@1950)	23400	1950
Medical Insurance	21600	1800
Employer ESI (3.25% of gross if gross sal < 21,000)	0	0
Total Benefits (B)	45000	3750
TOTAL COMPENSATION (A+B)	395000	32917


 REGISTRAR
 REGISTRAR
 PRESIDENCY UNIVERSITY
 BANGALORE

Components of Emoluments:

Fixed and Flexible Pay – The entitlements for Fixed and Flexible Pay components will be as per your level and will be governed by the guidelines applicable from time to time.

Provident Fund & Gratuity – Provident Fund (at present 1800 as the employee's contribution and at 1950 as the employer's contribution) are part of the benefits.

Medical Insurance for Employees - Comprehensive medical insurance coverage for you, your spouse, parents and children for a family floater of INR 3 Lakhs

Other Terms and Conditions:

Tax: All requirements under the applicable taxation laws, including filing of income tax returns regarding receipt of remuneration, shall be employee's responsibility. The Total Compensation is inclusive of any incidence of Fringe Benefit Tax, terms of which will be defined by the Company, from time to time. The employee will be solely responsible for any liability arising out of income tax related matters besides being responsible for tax refunds, if any.

Confidentiality: Compensation and salary structuring is confidential and it is not encouraged to be discussed with colleagues. For any queries, please contact your HR.

ACKNOWLEDGED & AGREED: _____ *(insert full legal name & signature)*

Date:

ANNEXURE 2

GENERAL TERMS & CONDITIONS:

1. You shall perform your role with cent percent dedication as required from time to time by the organization with efficiency, diligence and in the best interest of the company.
2. Once you have accepted the offer with this organization, you will not be employed with any other company on a temporary /permanent / part time / contract basis.
3. You shall respect the data privacy of the organization and will not disclose any company related data to anyone outside the organization during your service or after your service with the organization. Any discrepancy on the same may lead to strict legal action.
4. You hereby declare that you have not and will not disclose or misuse any confidential information obtained from this organization with anyone outside the organization.
5. You will safeguard the property and possession of the organization in good condition and ensure that any possession with you is returned to the company in good condition at the time of cessation of your employment with the company.
6. Your appointment with us is solely based on the educational qualification certificates and experience letters that you have provided to us and mentioned on your application. You warrant that this is true to the best of your knowledge. You also agree that during the course of your tenure, if any of the certification is found to be false, your employment will be terminated immediately without prior notice.
7. You shall keep your direct supervisor informed of your absenteeism from work and will produce medical certificates when deemed necessary. However, if you are absent from work for more than 7 days without any information, you will be considered as ABANDONED from services and will not be eligible to re-join us for at least the next 1 year.
8. You hereby warrant that you are not involved in legal matters to the best of your knowledge and so far have discharged all your duties as a respectable citizen.
9. You agree to abide by the change in the shift timings as required by the company. You will be notified of your shift change well in advance.
10. On grounds of 'Gross Misconduct' & 'Low / No Performance' your employment with the company can be terminated without any prior notice.
11. You shall serve 60 days' notice period (in case of less than a year's service) or 90days notice period (in case of more than a year's service) when you have decided to quit the organization. The same shall be notified to the management before a month's time span.

If all the above terms and conditions have been accepted by you, then kindly sign all the sheets of the offer letter and the photo copy of the same along with your name and date. Please return the photocopy along with photocopies of qualification certificates, Relieving letter/ Experience Certificates, Adhaar card, Pan Card and two passport size photographs to the HR for documentation purpose.

ACKNOWLEDGED & AGREED: _____ (insert full legal name & signature)

Date:


REGISTRAR

Page 4

To,
UMMADISSETTY NAGA DURGA CHAITANYA
Subject: Offer Letter

Date: December 16th 2021

Dear UMMADISSETTY NAGA DURGA CHAITANYA,

In reference to your application, we would like to congratulate you on being selected for internship with **Intellipaat Software Solutions Pvt. Ltd.** Your work is scheduled to start from **24th January,2022** for a period of 6 Months. During this period, you will get paid Rs. 22,000/month (Rupees Twenty-Two Thousand Only) and you will be working as an '**Business Development Trainee**'. The technical platform and job role will be shared with you by your manager on the day of your joining.

Note:

- Number of working days is 6 days in a week.
- Your First Month (30 days) salary will be dispersed along with your 4th month salary.
- During this Internship you are eligible to get Rs 200,000/- Rupees as incentive based on your performance.
- During your internship, you are expected to be disciplined and sincere towards your job responsibility.
- Based on your performance, PPO will be released before the completion of your internship at Intellipaat.
- The company reserves the right to pay or recover salary in lieu of the notice period (if applicable) or to relieve you before the expiry of the notice period. All payments and recoveries made under this clause will be based on Gross Salary
- You need to serve 30days of notice period without fail, or else the management of Intellipaat can hold your salary/ experience letter / relieving letter after joining.
- Minimum working duration must be 9 hours including one-hour lunch/dinner break.
- After the successful completion of 6 Months Internship period total CTC would be 900,000 INR.

Again, congratulations and we look forward to working with you.

Yours truly,
For Intellipaat Software Solutions Private Limited



Dev Bisht
Director- Human Resources



To,
PRISTON LAWRANCE LEWIS
Subject: Offer Letter

Date: December 16th 2021

Dear PRISTON LAWRANCE LEWIS,

In reference to your application, we would like to congratulate you on being selected for internship with **Intellipaate Software Solutions Pvt. Ltd.** Your work is scheduled to start from **24th January,2022** for a period of 6 Months. During this period, you will get paid Rs. 22,000/month (Rupees Twenty-Two Thousand Only) and you will be working as an '**Business Development Trainee**'. The technical platform and job role will be shared with you by your manager on the day of your joining.

Note:

- Number of working days is 6 days in a week.
- Your First Month (30 days) salary will be dispersed along with your 4th month salary.
- During this Internship you are eligible to get Rs 200,000/- Rupees as incentive based on your performance.
- During your internship, you are expected to be disciplined and sincere towards your job responsibility.
- Based on your performance, PPO will be released before the completion of your internship at Intellipaate.
- The company reserves the right to pay or recover salary in lieu of the notice period (if applicable) or to relieve you before the expiry of the notice period. All payments and recoveries made under this clause will be based on Gross Salary
- You need to serve 30days of notice period without fail, or else the management of Intellipaate can hold your salary/ experience letter / relieving letter after joining.
- Minimum working duration must be 9 hours including one-hour lunch/dinner break.
- After the successful completion of 6 Months Internship period total CTC would be 900,000 INR.

Again, congratulations and we look forward to working with you.

Yours truly,
For Intellipaate Software Solutions Private Limited



Dev Bisht
Director- Human Resources



To,
MOHAMMED ZAIN
Subject: Offer Letter

Date: December 16th 2021

Dear MOHAMMED ZAIN,

In reference to your application, we would like to congratulate you on being selected for internship with **Intellipaate Software Solutions Pvt. Ltd.** Your work is scheduled to start from **24th January,2022** for a period of 6 Months. During this period, you will get paid Rs. 22,000/month (Rupees Twenty-Two Thousand Only) and you will be working as an '**Business Development Trainee**'. The technical platform and job role will be shared with you by your manager on the day of your joining.

Note:

- Number of working days is 6 days in a week.
- Your First Month (30 days) salary will be dispersed along with your 4th month salary.
- During this Internship you are eligible to get Rs 200,000/- Rupees as incentive based on your performance.
- During your internship, you are expected to be disciplined and sincere towards your job responsibility.
- Based on your performance, PPO will be released before the completion of your internship at Intellipaate.
- The company reserves the right to pay or recover salary in lieu of the notice period (if applicable) or to relieve you before the expiry of the notice period. All payments and recoveries made under this clause will be based on Gross Salary
- You need to serve 30days of notice period without fail, or else the management of Intellipaate can hold your salary/ experience letter / relieving letter after joining.
- Minimum working duration must be 9 hours including one-hour lunch/dinner break.
- After the successful completion of 6 Months Internship period total CTC would be 900,000 INR.

Again, congratulations and we look forward to working with you.

Yours truly,
For Intellipaate Software Solutions Private Limited



Dev Bisht
Director- Human Resources



To,
AASHISH
Subject: Offer Letter

Date: December 16th 2021

Dear AASHISH,

In reference to your application, we would like to congratulate you on being selected for internship with **Intellipaate Software Solutions Pvt. Ltd.** Your work is scheduled to start from **24th January,2022** for a period of 6 Months. During this period, you will get paid Rs. 22,000/month (Rupees Twenty-Two Thousand Only) and you will be working as an '**Business Development Trainee**'. The technical platform and job role will be shared with you by your manager on the day of your joining.

Note:

- Number of working days is 6 days in a week.
- Your First Month (30 days) salary will be dispersed along with your 4th month salary.
- During this Internship you are eligible to get Rs 200,000/- Rupees as incentive based on your performance.
- During your internship, you are expected to be disciplined and sincere towards your job responsibility.
- Based on your performance, PPO will be released before the completion of your internship at Intellipaate.
- The company reserves the right to pay or recover salary in lieu of the notice period (if applicable) or to relieve you before the expiry of the notice period. All payments and recoveries made under this clause will be based on Gross Salary
- You need to serve 30days of notice period without fail, or else the management of Intellipaate can hold your salary/ experience letter / relieving letter after joining.
- Minimum working duration must be 9 hours including one-hour lunch/dinner break.
- After the successful completion of 6 Months Internship period total CTC would be 900,000 INR.

Again, congratulations and we look forward to working with you.

Yours truly,
For Intellipaate Software Solutions Private Limited



Dev Bisht
Director- Human Resources



Intellipaate Software Solutions Pvt. Ltd.

AMR Tech Park 3, Ground Floor, Tower B, Bommanahalli, Hosur Road, Bengaluru, Karnataka-560068

To,
ATHUL P SAJU
Subject: Offer Letter

Date: December 16th 2021

Dear ATHUL P SAJU,

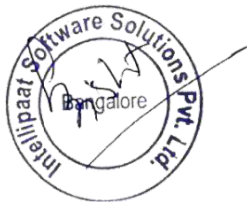
In reference to your application, we would like to congratulate you on being selected for internship with **Intellipaate Software Solutions Pvt. Ltd.** Your work is scheduled to start from **24th January,2022** for a period of 6 Months. During this period, you will get paid Rs. 22,000/month (Rupees Twenty-Two Thousand Only) and you will be working as an '**Business Development Trainee**'. The technical platform and job role will be shared with you by your manager on the day of your joining.

Note:

- Number of working days is 6 days in a week.
- Your First Month (30 days) salary will be dispersed along with your 4th month salary.
- During this Internship you are eligible to get Rs 200,000/- Rupees as incentive based on your performance.
- During your internship, you are expected to be disciplined and sincere towards your job responsibility.
- Based on your performance, PPO will be released before the completion of your internship at Intellipaate.
- The company reserves the right to pay or recover salary in lieu of the notice period (if applicable) or to relieve you before the expiry of the notice period. All payments and recoveries made under this clause will be based on Gross Salary
- You need to serve 30days of notice period without fail, or else the management of Intellipaate can hold your salary/ experience letter / relieving letter after joining.
- Minimum working duration must be 9 hours including one-hour lunch/dinner break.
- After the successful completion of 6 Months Internship period total CTC would be 900,000 INR.

Again, congratulations and we look forward to working with you.

Yours truly,
For Intellipaate Software Solutions Private Limited



Dev Bisht
Director- Human Resources



To,
THIRUNAVUKARASU V T
Subject: Offer Letter

Date: December 16th 2021

Dear THIRUNAVUKARASU V T,

In reference to your application, we would like to congratulate you on being selected for internship with **Intellipaat Software Solutions Pvt. Ltd.** Your work is scheduled to start from **24th January,2022** for a period of 6 Months. During this period, you will get paid Rs. 22,000/month (Rupees Twenty-Two Thousand Only) and you will be working as an '**Business Development Trainee**'. The technical platform and job role will be shared with you by your manager on the day of your joining.

Note:

- Number of working days is 6 days in a week.
- Your First Month (30 days) salary will be dispersed along with your 4th month salary.
- During this Internship you are eligible to get Rs 200,000/- Rupees as incentive based on your performance.
- During your internship, you are expected to be disciplined and sincere towards your job responsibility.
- Based on your performance, PPO will be released before the completion of your internship at Intellipaat.
- The company reserves the right to pay or recover salary in lieu of the notice period (if applicable) or to relieve you before the expiry of the notice period. All payments and recoveries made under this clause will be based on Gross Salary
- You need to serve 30days of notice period without fail, or else the management of Intellipaat can hold your salary/ experience letter / relieving letter after joining.
- Minimum working duration must be 9 hours including one-hour lunch/dinner break.
- After the successful completion of 6 Months Internship period total CTC would be 900,000 INR.

Again, congratulations and we look forward to working with you.

Yours truly,
For Intellipaat Software Solutions Private Limited



Dev Bisht
Director- Human Resources



To,
SHAKHAMUDI NAGA SRI HARI
Subject: Offer Letter

Date: December 16th 2021

Dear SHAKHAMUDI NAGA SRI HARI,

In reference to your application, we would like to congratulate you on being selected for internship with **Intellipaate Software Solutions Pvt. Ltd.** Your work is scheduled to start from **24th January,2022** for a period of 6 Months. During this period, you will get paid Rs. 22,000/month (Rupees Twenty-Two Thousand Only) and you will be working as an '**Business Development Trainee**'. The technical platform and job role will be shared with you by your manager on the day of your joining.

Note:

- Number of working days is 6 days in a week.
- Your First Month (30 days) salary will be dispersed along with your 4th month salary.
- During this Internship you are eligible to get Rs 200,000/- Rupees as incentive based on your performance.
- During your internship, you are expected to be disciplined and sincere towards your job responsibility.
- Based on your performance, PPO will be released before the completion of your internship at Intellipaate.
- The company reserves the right to pay or recover salary in lieu of the notice period (if applicable) or to relieve you before the expiry of the notice period. All payments and recoveries made under this clause will be based on Gross Salary
- You need to serve 30days of notice period without fail, or else the management of Intellipaate can hold your salary/ experience letter / relieving letter after joining.
- Minimum working duration must be 9 hours including one-hour lunch/dinner break.
- After the successful completion of 6 Months Internship period total CTC would be 900,000 INR.

Again, congratulations and we look forward to working with you.

Yours truly,
For Intellipaate Software Solutions Private Limited



Dev Bisht
Director- Human Resources



To,
CHAGANI RANGA REDDY
Subject: Offer Letter

Date: December 16th 2021

Dear CHAGANI RANGA REDDY,

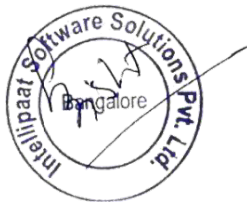
In reference to your application, we would like to congratulate you on being selected for internship with **Intellipaate Software Solutions Pvt. Ltd.** Your work is scheduled to start from **24th January,2022** for a period of 6 Months. During this period, you will get paid Rs. 22,000/month (Rupees Twenty-Two Thousand Only) and you will be working as an '**Business Development Trainee**'. The technical platform and job role will be shared with you by your manager on the day of your joining.

Note:

- Number of working days is 6 days in a week.
- Your First Month (30 days) salary will be dispersed along with your 4th month salary.
- During this Internship you are eligible to get Rs 200,000/- Rupees as incentive based on your performance.
- During your internship, you are expected to be disciplined and sincere towards your job responsibility.
- Based on your performance, PPO will be released before the completion of your internship at Intellipaate.
- The company reserves the right to pay or recover salary in lieu of the notice period (if applicable) or to relieve you before the expiry of the notice period. All payments and recoveries made under this clause will be based on Gross Salary
- You need to serve 30days of notice period without fail, or else the management of Intellipaate can hold your salary/ experience letter / relieving letter after joining.
- Minimum working duration must be 9 hours including one-hour lunch/dinner break.
- After the successful completion of 6 Months Internship period total CTC would be 900,000 INR.

Again, congratulations and we look forward to working with you.

Yours truly,
For Intellipaate Software Solutions Private Limited



Dev Bisht
Director- Human Resources



15th December 2021

Sub: Offer of employment by Pin Click

Dear **Kalyani**,

Congratulations!

We are pleased to extend an offer to you to join Pin Click as “**Associate Property Advisor**”, with effect from **7th February 2022**.

The terms of our offer are as follows:

1. The details of your annual earnings are attached herewith as Annexure A. Once the Probation is confirmed **4.8 LPA** is applicable and attached herewith Annexure B.
2. Your initial posting as Pin Click employee will be at the **Bangalore** office. Pin Click, however, reserves the choice to post/transfer you at any of their offices in India and outside. In which case, all transfer facilities applicable by company policies will be made available to you.
3. The Company reserves the right to conduct background investigations and/or reference checks on all its potential employees and your job offer is contingent upon such clearance
4. You will be on probation for a period of six months and maybe confirmed as a permanent employee upon successful completion of the probation. During the probation period, your services can be terminated without any notice or salary thereof on either side.
5. While we look forward to a long and profitable relationship, the employment relationship can be terminated by either of us at any time with 15daysnotice period or 15day’ssalary in lieu thereof. The Company will have discretion on the above mentioned options and can waive the notice period or accept/pay payment in lieu of notice period ormandate15 days notice at its sole discretion based on project deliverables, forecasting and appropriate knowledge transfer. Under any circumstance if you are unable to serve the notice period, the Company can decide to agree or refuse to provide the releasing letter of employment. Any statements or representations to the contrary (and, indeed, any statements contradicting any provision in this letter) should be regarded by you as ineffective.
6. You will be governed at all times by the policies, procedures and rules of Pin Click related to the salary, allowances, benefits and perquisites which are specified in this Agreement and its Annexure. Pin Click may modify or change such allowances, benefits and perquisites from time to time in accordance with its policies.
7. During your employment with Pin Click, you will, under no circumstances, work for any other firm or person, directly or indirectly, in a paid or honorary position, without an explicit permission from Pin Click.
8. You will not engage in any unethical practice, which might affect Pin Click and its employees, client and partners.


REGISTRAR

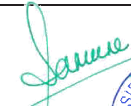


Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No :
+91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563

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

ANNEXURE – A

COMPENSATION & BENEFITS STATEMENT – PIN CLICK			
	Name	Kalyani	
	Designation	Associate Property Advisor	
	Department	Sales	
	Date of Joining	7th February 2022	
	CATEGORY	INR – Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	6,600	79,200
	House Rent Allowance	5,500	66,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	Children Education Allowance	2,000	24,000
	Special Allowance	4,741	56,892
	Subtotal I / Gross Pay	20,891	2,50,692
B	Professional tax	200	2,400
	PF Employer	792	9,504
A-B	Net Salary	19,899	2,38,788
Benefits			
C	PF Employee	792	9,504
	Gratuity	317	3,804
	SubTotal II	1,109	13,308
Total A + C	Cost to the Company	22,000	2,64,000
	Performance Enhanced Incentives	15,000*	1,80,000*
<p>Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement</p> <ul style="list-style-type: none"> * The Offer/ Salary Is Subjective to Completion of Training * Two-wheeler is mandatory with valid driving license * 7-10 days of training period * 3000 rupees includes the traveling allowance, 500 rupees includes the mobile allowance. <ul style="list-style-type: none"> ● Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable. 			


 REGISTRAR


Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No :
 +91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563

The details of your annual earnings are as **Annexure B**.

ANNEXURE – B

COMPENSATION & BENEFITS STATEMENT – PIN CLICK			
	Name	Kalyani	
	Designation	Associate Property Advisor	
	Department	Sales	
	Date of Joining	7th February 2022	
	CATEGORY	INR – Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	7,500	90,000
	House Rent Allowance	6,250	75,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	Children Education Allowance	2,000	24,000
	Special Allowance	3,540	42,480
	Subtotal I / Gross Pay	23,740	2,84,880
B	Professional tax	200	2,400
	PF Employer	900	10,800
A-B	Net Salary	22,640	2,71,680
Benefits			
C	PF Employee	900	10,800
	Gratuity	360	4,320
	SubTotal II	1,260	15,120
Total A + C	Cost to the Company	25,000	3,00,000
	Performance Enhanced Incentives	15,000*	1,80,000*
<p>Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement</p> <p>* The Offer/ Salary Is Subjective to Completion of Training</p> <p>* Two-wheeler is mandatory with valid driving license</p> <p>* 3000 rupees includes the traveling allowance, 500 rupees includes the mobile allowance.</p> <p>• Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable.</p>			

To accept this offer, sign the copy and return the duplicate/scan copy to the sender. Kindly ensure that the copy of acceptance reaches us as prescribed.

We look forward to the opportunity of working with you at Pin Click Property Management Pvt Ltd

Mr.Manik Kinra
Co Founder

Sanne
REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No :
+91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563

Letter of Offer

- a) The employee shall manage the day-to-day affairs of the company and shall supervise the office staff and any other employees of the Company. The supervisory function shall be discharged by the employee with due regard to his KRA's.
- b) The employee shall at all times abide by the policies and practices of the Company and comply with applicable laws

I have read the terms and conditions set out above and completely understand the same. In accepting employment with Pin Click I undertake to confirm to the terms and conditions set out above as well as other policies, procedures, instructions, etc, as may be communicated to me from time to time.

Name: _____ Signature: _____

Date: _____ Anticipated Start Date: _____


REGISTRAR


Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No :
+91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563

15th December 2021

Sub: Offer of employment by Pin Click

Dear **Rahul Londe A,**

Congratulations!

We are pleased to extend an offer to you to join Pin Click as “**Associate Property Advisor**”, with effect from **7th February 2022**.

The terms of our offer are as follows:

1. The details of your annual earnings are attached herewith as Annexure A. Once the Probation is confirmed **4.8 LPA** is applicable and attached herewith Annexure B.
2. Your initial posting as Pin Click employee will be at the **Bangalore** office. Pin Click, however, reserves the choice to post/transfer you at any of their offices in India and outside. In which case, all transfer facilities applicable by company policies will be made available to you.
3. The Company reserves the right to conduct background investigations and/or reference checks on all its potential employees and your job offer is contingent upon such clearance
4. You will be on probation for a period of six months and maybe confirmed as a permanent employee upon successful completion of the probation. During the probation period, your services can be terminated without any notice or salary thereof on either side.
5. While we look forward to a long and profitable relationship, the employment relationship can be terminated by either of us at any time with 15daysnotice period or 15day’ssalary in lieu thereof. The Company will have discretion on the above mentioned options and can waive the notice period or accept/pay payment in lieu of notice period ormandate15 days notice at its sole discretion based on project deliverables, forecasting and appropriate knowledge transfer. Under any circumstance if you are unable to serve the notice period, the Company can decide to agree or refuse to provide the releasing letter of employment. Any statements or representations to the contrary (and, indeed, any statements contradicting any provision in this letter) should be regarded by you as ineffective.
6. You will be governed at all times by the policies, procedures and rules of Pin Click related to the salary, allowances, benefits and perquisites which are specified in this Agreement and its Annexure. Pin Click may modify or change such allowances, benefits and perquisites from time to time in accordance with its policies.
7. During your employment with Pin Click, you will, under no circumstances, work for any other firm or person, directly or indirectly, in a paid or honorary position, without an explicit permission from Pin Click.
8. You will not engage in any unethical practice, which might affect Pin Click and its employees, client and partners.


REGISTRAR

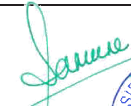


Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No :
+91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563

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

ANNEXURE – A

COMPENSATION & BENEFITS STATEMENT – PIN CLICK			
	Name	Rahul Londe A	
	Designation	Associate Property Advisor	
	Department	Sales	
	Date of Joining	7th February 2022	
	CATEGORY	INR – Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	6,600	79,200
	House Rent Allowance	5,500	66,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	Children Education Allowance	2,000	24,000
	Special Allowance	4,741	56,892
	Subtotal I / Gross Pay	20,891	2,50,692
B	Professional tax	200	2,400
	PF Employer	792	9,504
A-B	Net Salary	19,899	2,38,788
Benefits			
C	PF Employee	792	9,504
	Gratuity	317	3,804
	SubTotal II	1,109	13,308
Total A + C	Cost to the Company	22,000	2,64,000
	Performance Enhanced Incentives	15,000*	1,80,000*
<p>Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement</p> <ul style="list-style-type: none"> * The Offer/ Salary Is Subjective to Completion of Training * Two-wheeler is mandatory with valid driving license * 7-10 days of training period * 3000 rupees includes the traveling allowance, 500 rupees includes the mobile allowance. <ul style="list-style-type: none"> ● Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable. 			


 REGISTRAR


Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No :
 +91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563

The details of your annual earnings are as **Annexure B**.

ANNEXURE – B

COMPENSATION & BENEFITS STATEMENT – PIN CLICK			
	Name	Rahul Londe A	
	Designation	Associate Property Advisor	
	Department	Sales	
	Date of Joining	7th February 2022	
	CATEGORY	INR – Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	7,500	90,000
	House Rent Allowance	6,250	75,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	Children Education Allowance	2,000	24,000
	Special Allowance	3,540	42,480
	Subtotal I / Gross Pay	23,740	2,84,880
B	Professional tax	200	2,400
	PF Employer	900	10,800
A-B	Net Salary	22,640	2,71,680
Benefits			
C	PF Employee	900	10,800
	Gratuity	360	4,320
	SubTotal II	1,260	15,120
Total A + C	Cost to the Company	25,000	3,00,000
	Performance Enhanced Incentives	15,000*	1,80,000*
<p>Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement</p> <ul style="list-style-type: none"> * The Offer/ Salary Is Subjective to Completion of Training * Two-wheeler is mandatory with valid driving license * 3000 rupees includes the traveling allowance, 500 rupees includes the mobile allowance. <ul style="list-style-type: none"> ● Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable. 			

To accept this offer, sign the copy and return the duplicate/scan copy to the sender. Kindly ensure that the copy of acceptance reaches us as prescribed.

We look forward to the opportunity of working with you at Pin Click Property Management Pvt Ltd

Mr.Manik Kinra
Co Founder


 REGISTRAR


Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No :
+91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563

Letter of Offer

- a) The employee shall manage the day-to-day affairs of the company and shall supervise the office staff and any other employees of the Company. The supervisory function shall be discharged by the employee with due regard to his KRA's.
- b) The employee shall at all times abide by the policies and practices of the Company and comply with applicable laws

I have read the terms and conditions set out above and completely understand the same. In accepting employment with Pin Click I undertake to confirm to the terms and conditions set out above as well as other policies, procedures, instructions, etc, as may be communicated to me from time to time.

Name: _____ Signature: _____

Date: _____ Anticipated Start Date: _____


REGISTRAR


Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No :
+91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563

15th December 2021

Sub: Offer of employment by Pin Click

Dear **Ganapathi Sai Teja**,

Congratulations!

We are pleased to extend an offer to you to join Pin Click as “**Associate Property Advisor**”, with effect from **7th February 2022**.

The terms of our offer are as follows:

1. The details of your annual earnings are attached herewith as Annexure A. Once the Probation is confirmed **4.8 LPA** is applicable and attached herewith Annexure B.
2. Your initial posting as Pin Click employee will be at the **Bangalore** office. Pin Click, however, reserves the choice to post/transfer you at any of their offices in India and outside. In which case, all transfer facilities applicable by company policies will be made available to you.
3. The Company reserves the right to conduct background investigations and/or reference checks on all its potential employees and your job offer is contingent upon such clearance
4. You will be on probation for a period of six months and maybe confirmed as a permanent employee upon successful completion of the probation. During the probation period, your services can be terminated without any notice or salary thereof on either side.
5. While we look forward to a long and profitable relationship, the employment relationship can be terminated by either of us at any time with 15daysnotice period or 15day’ssalary in lieu thereof. The Company will have discretion on the above mentioned options and can waive the notice period or accept/pay payment in lieu of notice period ormandate15 days notice at its sole discretion based on project deliverables, forecasting and appropriate knowledge transfer. Under any circumstance if you are unable to serve the notice period, the Company can decide to agree or refuse to provide the releasing letter of employment. Any statements or representations to the contrary (and, indeed, any statements contradicting any provision in this letter) should be regarded by you as ineffective.
6. You will be governed at all times by the policies, procedures and rules of Pin Click related to the salary, allowances, benefits and perquisites which are specified in this Agreement and its Annexure. Pin Click may modify or change such allowances, benefits and perquisites from time to time in accordance with its policies.
7. During your employment with Pin Click, you will, under no circumstances, work for any other firm or person, directly or indirectly, in a paid or honorary position, without an explicit permission from Pin Click.
8. You will not engage in any unethical practice, which might affect Pin Click and its employees, client and partners.


REGISTRAR

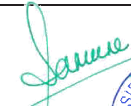


Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No :
+91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563

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

ANNEXURE – A

COMPENSATION & BENEFITS STATEMENT – PIN CLICK			
	Name	Ganaparthi Sai Teja	
	Designation	Associate Property Advisor	
	Department	Sales	
	Date of Joining	7th February 2022	
	CATEGORY	INR – Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	6,600	79,200
	House Rent Allowance	5,500	66,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	Children Education Allowance	2,000	24,000
	Special Allowance	4,741	56,892
	Subtotal I / Gross Pay	20,891	2,50,692
B	Professional tax	200	2,400
	PF Employer	792	9,504
A-B	Net Salary	19,899	2,38,788
Benefits			
C	PF Employee	792	9,504
	Gratuity	317	3,804
	SubTotal II	1,109	13,308
Total A + C	Cost to the Company	22,000	2,64,000
	Performance Enhanced Incentives	15,000*	1,80,000*
<p>Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement</p> <ul style="list-style-type: none"> * The Offer/ Salary Is Subjective to Completion of Training * Two-wheeler is mandatory with valid driving license * 7-10 days of training period * 3000 rupees includes the traveling allowance, 500 rupees includes the mobile allowance. <ul style="list-style-type: none"> ● Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable. 			


 REGISTRAR


Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No :
 +91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563

The details of your annual earnings are as **Annexure B**.

ANNEXURE – B

COMPENSATION & BENEFITS STATEMENT – PIN CLICK			
	Name	Ganaparthi Sai Teja	
	Designation	Associate Property Advisor	
	Department	Sales	
	Date of Joining	7th February 2022	
	CATEGORY	INR – Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	7,500	90,000
	House Rent Allowance	6,250	75,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	Children Education Allowance	2,000	24,000
	Special Allowance	3,540	42,480
	Subtotal I / Gross Pay	23,740	2,84,880
B	Professional tax	200	2,400
	PF Employer	900	10,800
A-B	Net Salary	22,640	2,71,680
Benefits			
C	PF Employee	900	10,800
	Gratuity	360	4,320
	SubTotal II	1,260	15,120
Total A + C	Cost to the Company	25,000	3,00,000
	Performance Enhanced Incentives	15,000*	1,80,000*
<p>Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement</p> <p>* The Offer/ Salary Is Subjective to Completion of Training</p> <p>* Two-wheeler is mandatory with valid driving license</p> <p>* 3000 rupees includes the traveling allowance, 500 rupees includes the mobile allowance.</p> <p>● Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable.</p>			

To accept this offer, sign the copy and return the duplicate/scan copy to the sender. Kindly ensure that the copy of acceptance reaches us as prescribed.

We look forward to the opportunity of working with you at Pin Click Property Management Pvt Ltd

Mr.Manik Kinra
Co Founder


 REGISTRAR


Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No :
+91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563

Letter of Offer

- a) The employee shall manage the day-to-day affairs of the company and shall supervise the office staff and any other employees of the Company. The supervisory function shall be discharged by the employee with due regard to his KRA's.
- b) The employee shall at all times abide by the policies and practices of the Company and comply with applicable laws

I have read the terms and conditions set out above and completely understand the same. In accepting employment with Pin Click I undertake to confirm to the terms and conditions set out above as well as other policies, procedures, instructions, etc, as may be communicated to me from time to time.

Name: _____ Signature: _____

Date: _____ Anticipated Start Date: _____


REGISTRAR


Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No :
+91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563

15th December 2021

Sub: Offer of employment by Pin Click

Dear **Palli Uday Kumar**,

Congratulations!

We are pleased to extend an offer to you to join Pin Click as “**Associate Property Advisor**”, with effect from **7th February 2022**.

The terms of our offer are as follows:

1. The details of your annual earnings are attached herewith as Annexure A. Once the Probation is confirmed **4.8 LPA** is applicable and attached herewith Annexure B.
2. Your initial posting as Pin Click employee will be at the **Bangalore** office. Pin Click, however, reserves the choice to post/transfer you at any of their offices in India and outside. In which case, all transfer facilities applicable by company policies will be made available to you.
3. The Company reserves the right to conduct background investigations and/or reference checks on all its potential employees and your job offer is contingent upon such clearance
4. You will be on probation for a period of six months and maybe confirmed as a permanent employee upon successful completion of the probation. During the probation period, your services can be terminated without any notice or salary thereof on either side.
5. While we look forward to a long and profitable relationship, the employment relationship can be terminated by either of us at any time with 15daysnotice period or 15day’ssalary in lieu thereof. The Company will have discretion on the above mentioned options and can waive the notice period or accept/pay payment in lieu of notice period ormandate15 days notice at its sole discretion based on project deliverables, forecasting and appropriate knowledge transfer. Under any circumstance if you are unable to serve the notice period, the Company can decide to agree or refuse to provide the releasing letter of employment. Any statements or representations to the contrary (and, indeed, any statements contradicting any provision in this letter) should be regarded by you as ineffective.
6. You will be governed at all times by the policies, procedures and rules of Pin Click related to the salary, allowances, benefits and perquisites which are specified in this Agreement and its Annexure. Pin Click may modify or change such allowances, benefits and perquisites from time to time in accordance with its policies.
7. During your employment with Pin Click, you will, under no circumstances, work for any other firm or person, directly or indirectly, in a paid or honorary position, without an explicit permission from Pin Click.
8. You will not engage in any unethical practice, which might affect Pin Click and its employees, client and partners.


REGISTRAR

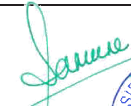


Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No :
+91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563

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

ANNEXURE – A

COMPENSATION & BENEFITS STATEMENT – PIN CLICK			
	Name	Palli Uday Kumar	
	Designation	Associate Property Advisor	
	Department	Sales	
	Date of Joining	7th February 2022	
	CATEGORY	INR – Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	6,600	79,200
	House Rent Allowance	5,500	66,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	Children Education Allowance	2,000	24,000
	Special Allowance	4,741	56,892
	Subtotal I / Gross Pay	20,891	2,50,692
B	Professional tax	200	2,400
	PF Employer	792	9,504
A-B	Net Salary	19,899	2,38,788
Benefits			
C	PF Employee	792	9,504
	Gratuity	317	3,804
	SubTotal II	1,109	13,308
Total A + C	Cost to the Company	22,000	2,64,000
	Performance Enhanced Incentives	15,000*	1,80,000*
<p>Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement</p> <ul style="list-style-type: none"> * The Offer/ Salary Is Subjective to Completion of Training * Two-wheeler is mandatory with valid driving license * 7-10 days of training period * 3000 rupees includes the traveling allowance, 500 rupees includes the mobile allowance. <ul style="list-style-type: none"> ● Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable. 			


 REGISTRAR


Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No :
 +91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563

The details of your annual earnings are as **Annexure B**.

ANNEXURE – B

COMPENSATION & BENEFITS STATEMENT – PIN CLICK			
	Name	Palli Uday Kumar	
	Designation	Associate Property Advisor	
	Department	Sales	
	Date of Joining	7th February 2022	
	CATEGORY	INR – Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	7,500	90,000
	House Rent Allowance	6,250	75,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	Children Education Allowance	2,000	24,000
	Special Allowance	3,540	42,480
	Subtotal I / Gross Pay	23,740	2,84,880
B	Professional tax	200	2,400
	PF Employer	900	10,800
A-B	Net Salary	22,640	2,71,680
Benefits			
C	PF Employee	900	10,800
	Gratuity	360	4,320
	SubTotal II	1,260	15,120
Total A + C	Cost to the Company	25,000	3,00,000
	Performance Enhanced Incentives	15,000*	1,80,000*
<p>Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement</p> <ul style="list-style-type: none"> * The Offer/ Salary Is Subjective to Completion of Training * Two-wheeler is mandatory with valid driving license * 3000 rupees includes the traveling allowance, 500 rupees includes the mobile allowance. <ul style="list-style-type: none"> ● Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable. 			

To accept this offer, sign the copy and return the duplicate/scan copy to the sender. Kindly ensure that the copy of acceptance reaches us as prescribed.

We look forward to the opportunity of working with you at Pin Click Property Management Pvt Ltd

Mr.Manik Kinra
Co Founder


 REGISTRAR


Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No :
+91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563

Letter of Offer

- a) The employee shall manage the day-to-day affairs of the company and shall supervise the office staff and any other employees of the Company. The supervisory function shall be discharged by the employee with due regard to his KRA's.
- b) The employee shall at all times abide by the policies and practices of the Company and comply with applicable laws

I have read the terms and conditions set out above and completely understand the same. In accepting employment with Pin Click I undertake to confirm to the terms and conditions set out above as well as other policies, procedures, instructions, etc, as may be communicated to me from time to time.

Name: _____ Signature: _____

Date: _____ Anticipated Start Date: _____


REGISTRAR


Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No :
+91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563

15th December 2021

Sub: Offer of employment by Pin Click

Dear **Omarsuhaibshafan**,

Congratulations!

We are pleased to extend an offer to you to join Pin Click as “**Associate Property Advisor**”, with effect from **7th February 2022**.

The terms of our offer are as follows:

1. The details of your annual earnings are attached herewith as Annexure A. Once the Probation is confirmed **4.8 LPA** is applicable and attached herewith Annexure B.
2. Your initial posting as Pin Click employee will be at the **Bangalore** office. Pin Click, however, reserves the choice to post/transfer you at any of their offices in India and outside. In which case, all transfer facilities applicable by company policies will be made available to you.
3. The Company reserves the right to conduct background investigations and/or reference checks on all its potential employees and your job offer is contingent upon such clearance
4. You will be on probation for a period of six months and maybe confirmed as a permanent employee upon successful completion of the probation. During the probation period, your services can be terminated without any notice or salary thereof on either side.
5. While we look forward to a long and profitable relationship, the employment relationship can be terminated by either of us at any time with 15daysnotice period or 15day’ssalary in lieu thereof. The Company will have discretion on the above mentioned options and can waive the notice period or accept/pay payment in lieu of notice period ormandate15 days notice at its sole discretion based on project deliverables, forecasting and appropriate knowledge transfer. Under any circumstance if you are unable to serve the notice period, the Company can decide to agree or refuse to provide the releasing letter of employment. Any statements or representations to the contrary (and, indeed, any statements contradicting any provision in this letter) should be regarded by you as ineffective.
6. You will be governed at all times by the policies, procedures and rules of Pin Click related to the salary, allowances, benefits and perquisites which are specified in this Agreement and its Annexure. Pin Click may modify or change such allowances, benefits and perquisites from time to time in accordance with its policies.
7. During your employment with Pin Click, you will, under no circumstances, work for any other firm or person, directly or indirectly, in a paid or honorary position, without an explicit permission from Pin Click.
8. You will not engage in any unethical practice, which might affect Pin Click and its employees, client and partners.


REGISTRAR

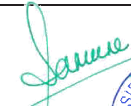


Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No :
+91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563

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

ANNEXURE – A

COMPENSATION & BENEFITS STATEMENT – PIN CLICK			
	Name	Omarsuhaibshafan	
	Designation	Associate Property Advisor	
	Department	Sales	
	Date of Joining	7th February 2022	
	CATEGORY	INR – Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	6,600	79,200
	House Rent Allowance	5,500	66,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	Children Education Allowance	2,000	24,000
	Special Allowance	4,741	56,892
	Subtotal I / Gross Pay	20,891	2,50,692
B	Professional tax	200	2,400
	PF Employer	792	9,504
A-B	Net Salary	19,899	2,38,788
Benefits			
C	PF Employee	792	9,504
	Gratuity	317	3,804
	SubTotal II	1,109	13,308
Total A + C	Cost to the Company	22,000	2,64,000
	Performance Enhanced Incentives	15,000*	1,80,000*
<p>Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement</p> <ul style="list-style-type: none"> * The Offer/ Salary Is Subjective to Completion of Training * Two-wheeler is mandatory with valid driving license * 7-10 days of training period * 3000 rupees includes the traveling allowance, 500 rupees includes the mobile allowance. <ul style="list-style-type: none"> ● Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable. 			


 REGISTRAR


Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No :
 +91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563

The details of your annual earnings are as **Annexure B**.

ANNEXURE – B

COMPENSATION & BENEFITS STATEMENT – PIN CLICK			
	Name	Omarsuhaibshafan	
	Designation	Associate Property Advisor	
	Department	Sales	
	Date of Joining	7th February 2022	
	CATEGORY	INR – Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	7,500	90,000
	House Rent Allowance	6,250	75,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	Children Education Allowance	2,000	24,000
	Special Allowance	3,540	42,480
	Subtotal I / Gross Pay	23,740	2,84,880
B	Professional tax	200	2,400
	PF Employer	900	10,800
A-B	Net Salary	22,640	2,71,680
Benefits			
C	PF Employee	900	10,800
	Gratuity	360	4,320
	SubTotal II	1,260	15,120
Total A + C	Cost to the Company	25,000	3,00,000
	Performance Enhanced Incentives	15,000*	1,80,000*
<p>Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement</p> <p>* The Offer/ Salary Is Subjective to Completion of Training</p> <p>* Two-wheeler is mandatory with valid driving license</p> <p>* 3000 rupees includes the traveling allowance, 500 rupees includes the mobile allowance.</p> <p>● Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable.</p>			

To accept this offer, sign the copy and return the duplicate/scan copy to the sender. Kindly ensure that the copy of acceptance reaches us as prescribed.

We look forward to the opportunity of working with you at Pin Click Property Management Pvt Ltd

Mr.Manik Kinra
Co Founder


 REGISTRAR


Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No :
+91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563

Letter of Offer

- a) The employee shall manage the day-to-day affairs of the company and shall supervise the office staff and any other employees of the Company. The supervisory function shall be discharged by the employee with due regard to his KRA's.
- b) The employee shall at all times abide by the policies and practices of the Company and comply with applicable laws

I have read the terms and conditions set out above and completely understand the same. In accepting employment with Pin Click I undertake to confirm to the terms and conditions set out above as well as other policies, procedures, instructions, etc, as may be communicated to me from time to time.

Name: _____ Signature: _____

Date: _____ Anticipated Start Date: _____


REGISTRAR


Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No :
+91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563

15th December 2021

Sub: Offer of employment by Pin Click

Dear **Ullas M**,

Congratulations!

We are pleased to extend an offer to you to join Pin Click as “**Associate Property Advisor**”, with effect from **7th February 2022**.

The terms of our offer are as follows:

1. The details of your annual earnings are attached herewith as Annexure A. Once the Probation is confirmed **4.8 LPA** is applicable and attached herewith Annexure B.
2. Your initial posting as Pin Click employee will be at the **Bangalore** office. Pin Click, however, reserves the choice to post/transfer you at any of their offices in India and outside. In which case, all transfer facilities applicable by company policies will be made available to you.
3. The Company reserves the right to conduct background investigations and/or reference checks on all its potential employees and your job offer is contingent upon such clearance
4. You will be on probation for a period of six months and maybe confirmed as a permanent employee upon successful completion of the probation. During the probation period, your services can be terminated without any notice or salary thereof on either side.
5. While we look forward to a long and profitable relationship, the employment relationship can be terminated by either of us at any time with 15daysnotice period or 15day’ssalary in lieu thereof. The Company will have discretion on the above mentioned options and can waive the notice period or accept/pay payment in lieu of notice period ormandate15 days notice at its sole discretion based on project deliverables, forecasting and appropriate knowledge transfer. Under any circumstance if you are unable to serve the notice period, the Company can decide to agree or refuse to provide the releasing letter of employment. Any statements or representations to the contrary (and, indeed, any statements contradicting any provision in this letter) should be regarded by you as ineffective.
6. You will be governed at all times by the policies, procedures and rules of Pin Click related to the salary, allowances, benefits and perquisites which are specified in this Agreement and its Annexure. Pin Click may modify or change such allowances, benefits and perquisites from time to time in accordance with its policies.
7. During your employment with Pin Click, you will, under no circumstances, work for any other firm or person, directly or indirectly, in a paid or honorary position, without an explicit permission from Pin Click.
8. You will not engage in any unethical practice, which might affect Pin Click and its employees, client and partners.


REGISTRAR

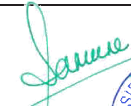


Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No :
+91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563

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

ANNEXURE – A

COMPENSATION & BENEFITS STATEMENT – PIN CLICK			
	Name	Ullas M	
	Designation	Associate Property Advisor	
	Department	Sales	
	Date of Joining	7th February 2022	
	CATEGORY	INR – Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	6,600	79,200
	House Rent Allowance	5,500	66,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	Children Education Allowance	2,000	24,000
	Special Allowance	4,741	56,892
	Subtotal I / Gross Pay	20,891	2,50,692
B	Professional tax	200	2,400
	PF Employer	792	9,504
A-B	Net Salary	19,899	2,38,788
Benefits			
C	PF Employee	792	9,504
	Gratuity	317	3,804
	SubTotal II	1,109	13,308
Total A + C	Cost to the Company	22,000	2,64,000
	Performance Enhanced Incentives	15,000*	1,80,000*
<p>Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement</p> <ul style="list-style-type: none"> * The Offer/ Salary Is Subjective to Completion of Training * Two-wheeler is mandatory with valid driving license * 7-10 days of training period * 3000 rupees includes the traveling allowance, 500 rupees includes the mobile allowance. <ul style="list-style-type: none"> ● Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable. 			


 REGISTRAR


Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No :
 +91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563

The details of your annual earnings are as **Annexure B**.

ANNEXURE – B

COMPENSATION & BENEFITS STATEMENT – PIN CLICK			
	Name	Ullas M	
	Designation	Associate Property Advisor	
	Department	Sales	
	Date of Joining	7th February 2022	
	CATEGORY	INR – Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	7,500	90,000
	House Rent Allowance	6,250	75,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	Children Education Allowance	2,000	24,000
	Special Allowance	3,540	42,480
	Subtotal I / Gross Pay	23,740	2,84,880
B	Professional tax	200	2,400
	PF Employer	900	10,800
A-B	Net Salary	22,640	2,71,680
Benefits			
C	PF Employee	900	10,800
	Gratuity	360	4,320
	SubTotal II	1,260	15,120
Total A + C	Cost to the Company	25,000	3,00,000
	Performance Enhanced Incentives	15,000*	1,80,000*
<p>Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement</p> <ul style="list-style-type: none"> * The Offer/ Salary Is Subjective to Completion of Training * Two-wheeler is mandatory with valid driving license * 3000 rupees includes the traveling allowance, 500 rupees includes the mobile allowance. <ul style="list-style-type: none"> ● Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable. 			

To accept this offer, sign the copy and return the duplicate/scan copy to the sender. Kindly ensure that the copy of acceptance reaches us as prescribed.

We look forward to the opportunity of working with you at Pin Click Property Management Pvt Ltd

Mr.Manik Kinra
Co Founder


 REGISTRAR


Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No :
+91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563

Letter of Offer

- a) The employee shall manage the day-to-day affairs of the company and shall supervise the office staff and any other employees of the Company. The supervisory function shall be discharged by the employee with due regard to his KRA's.
- b) The employee shall at all times abide by the policies and practices of the Company and comply with applicable laws

I have read the terms and conditions set out above and completely understand the same. In accepting employment with Pin Click I undertake to confirm to the terms and conditions set out above as well as other policies, procedures, instructions, etc, as may be communicated to me from time to time.

Name: _____ Signature: _____

Date: _____ Anticipated Start Date: _____


REGISTRAR


Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No :
+91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563

15th December 2021

Sub: Offer of employment by Pin Click

Dear **Syed Anwar Ahmed**,

Congratulations!

We are pleased to extend an offer to you to join Pin Click as “**Associate Property Advisor**”, with effect from **7th February 2022**.

The terms of our offer are as follows:

1. The details of your annual earnings are attached herewith as Annexure A. Once the Probation is confirmed **4.8 LPA** is applicable and attached herewith Annexure B.
2. Your initial posting as Pin Click employee will be at the **Bangalore** office. Pin Click, however, reserves the choice to post/transfer you at any of their offices in India and outside. In which case, all transfer facilities applicable by company policies will be made available to you.
3. The Company reserves the right to conduct background investigations and/or reference checks on all its potential employees and your job offer is contingent upon such clearance
4. You will be on probation for a period of six months and maybe confirmed as a permanent employee upon successful completion of the probation. During the probation period, your services can be terminated without any notice or salary thereof on either side.
5. While we look forward to a long and profitable relationship, the employment relationship can be terminated by either of us at any time with 15daysnotice period or 15day’ssalary in lieu thereof. The Company will have discretion on the above mentioned options and can waive the notice period or accept/pay payment in lieu of notice period ormandate15 days notice at its sole discretion based on project deliverables, forecasting and appropriate knowledge transfer. Under any circumstance if you are unable to serve the notice period, the Company can decide to agree or refuse to provide the releasing letter of employment. Any statements or representations to the contrary (and, indeed, any statements contradicting any provision in this letter) should be regarded by you as ineffective.
6. You will be governed at all times by the policies, procedures and rules of Pin Click related to the salary, allowances, benefits and perquisites which are specified in this Agreement and its Annexure. Pin Click may modify or change such allowances, benefits and perquisites from time to time in accordance with its policies.
7. During your employment with Pin Click, you will, under no circumstances, work for any other firm or person, directly or indirectly, in a paid or honorary position, without an explicit permission from Pin Click.
8. You will not engage in any unethical practice, which might affect Pin Click and its employees, client and partners.


REGISTRAR

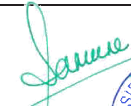


Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No :
+91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563

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

ANNEXURE – A

COMPENSATION & BENEFITS STATEMENT – PIN CLICK			
	Name	Syed Anwar Ahmed	
	Designation	Associate Property Advisor	
	Department	Sales	
	Date of Joining	7th February 2022	
	CATEGORY	INR – Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	6,600	79,200
	House Rent Allowance	5,500	66,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	Children Education Allowance	2,000	24,000
	Special Allowance	4,741	56,892
	Subtotal I / Gross Pay	20,891	2,50,692
B	Professional tax	200	2,400
	PF Employer	792	9,504
A-B	Net Salary	19,899	2,38,788
Benefits			
C	PF Employee	792	9,504
	Gratuity	317	3,804
	SubTotal II	1,109	13,308
Total A + C	Cost to the Company	22,000	2,64,000
	Performance Enhanced Incentives	15,000*	1,80,000*
<p>Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement</p> <ul style="list-style-type: none"> * The Offer/ Salary Is Subjective to Completion of Training * Two-wheeler is mandatory with valid driving license * 7-10 days of training period * 3000 rupees includes the traveling allowance, 500 rupees includes the mobile allowance. <ul style="list-style-type: none"> ● Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable. 			


 REGISTRAR


Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No :
 +91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563

The details of your annual earnings are as **Annexure B**.

ANNEXURE – B

COMPENSATION & BENEFITS STATEMENT – PIN CLICK			
	Name	Syed Anwar Ahmed	
	Designation	Associate Property Advisor	
	Department	Sales	
	Date of Joining	7th February 2022	
	CATEGORY	INR – Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	7,500	90,000
	House Rent Allowance	6,250	75,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	Children Education Allowance	2,000	24,000
	Special Allowance	3,540	42,480
	Subtotal I / Gross Pay	23,740	2,84,880
B	Professional tax	200	2,400
	PF Employer	900	10,800
A-B	Net Salary	22,640	2,71,680
Benefits			
C	PF Employee	900	10,800
	Gratuity	360	4,320
	SubTotal II	1,260	15,120
Total A + C	Cost to the Company	25,000	3,00,000
	Performance Enhanced Incentives	15,000*	1,80,000*
<p>Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement</p> <p>* The Offer/ Salary Is Subjective to Completion of Training</p> <p>* Two-wheeler is mandatory with valid driving license</p> <p>* 3000 rupees includes the traveling allowance, 500 rupees includes the mobile allowance.</p> <p>● Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable.</p>			

To accept this offer, sign the copy and return the duplicate/scan copy to the sender. Kindly ensure that the copy of acceptance reaches us as prescribed.

We look forward to the opportunity of working with you at Pin Click Property Management Pvt Ltd

Mr.Manik Kinra
Co Founder

Sanne
REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No :
+91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563

Letter of Offer

- a) The employee shall manage the day-to-day affairs of the company and shall supervise the office staff and any other employees of the Company. The supervisory function shall be discharged by the employee with due regard to his KRA's.
- b) The employee shall at all times abide by the policies and practices of the Company and comply with applicable laws

I have read the terms and conditions set out above and completely understand the same. In accepting employment with Pin Click I undertake to confirm to the terms and conditions set out above as well as other policies, procedures, instructions, etc, as may be communicated to me from time to time.

Name: _____ Signature: _____

Date: _____ Anticipated Start Date: _____


REGISTRAR


Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No :
+91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563

15th December 2021

Sub: Offer of employment by Pin Click

Dear **Sourav Holakallu**,

Congratulations!

We are pleased to extend an offer to you to join Pin Click as “**Associate Property Advisor**”, with effect from **7th February 2022**.

The terms of our offer are as follows:

1. The details of your annual earnings are attached herewith as Annexure A. Once the Probation is confirmed **4.8 LPA** is applicable and attached herewith Annexure B.
2. Your initial posting as Pin Click employee will be at the **Bangalore** office. Pin Click, however, reserves the choice to post/transfer you at any of their offices in India and outside. In which case, all transfer facilities applicable by company policies will be made available to you.
3. The Company reserves the right to conduct background investigations and/or reference checks on all its potential employees and your job offer is contingent upon such clearance
4. You will be on probation for a period of six months and maybe confirmed as a permanent employee upon successful completion of the probation. During the probation period, your services can be terminated without any notice or salary thereof on either side.
5. While we look forward to a long and profitable relationship, the employment relationship can be terminated by either of us at any time with 15daysnotice period or 15day’ssalary in lieu thereof. The Company will have discretion on the above mentioned options and can waive the notice period or accept/pay payment in lieu of notice period ormandate15 days notice at its sole discretion based on project deliverables, forecasting and appropriate knowledge transfer. Under any circumstance if you are unable to serve the notice period, the Company can decide to agree or refuse to provide the releasing letter of employment. Any statements or representations to the contrary (and, indeed, any statements contradicting any provision in this letter) should be regarded by you as ineffective.
6. You will be governed at all times by the policies, procedures and rules of Pin Click related to the salary, allowances, benefits and perquisites which are specified in this Agreement and its Annexure. Pin Click may modify or change such allowances, benefits and perquisites from time to time in accordance with its policies.
7. During your employment with Pin Click, you will, under no circumstances, work for any other firm or person, directly or indirectly, in a paid or honorary position, without an explicit permission from Pin Click.
8. You will not engage in any unethical practice, which might affect Pin Click and its employees, client and partners.


REGISTRAR

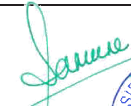


Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No :
+91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563

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

ANNEXURE – A

COMPENSATION & BENEFITS STATEMENT – PIN CLICK			
	Name	Sourav Holakallu	
	Designation	Associate Property Advisor	
	Department	Sales	
	Date of Joining	7th February 2022	
	CATEGORY	INR – Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	6,600	79,200
	House Rent Allowance	5,500	66,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	Children Education Allowance	2,000	24,000
	Special Allowance	4,741	56,892
	Subtotal I / Gross Pay	20,891	2,50,692
B	Professional tax	200	2,400
	PF Employer	792	9,504
A-B	Net Salary	19,899	2,38,788
Benefits			
C	PF Employee	792	9,504
	Gratuity	317	3,804
	SubTotal II	1,109	13,308
Total A + C	Cost to the Company	22,000	2,64,000
	Performance Enhanced Incentives	15,000*	1,80,000*
<p>Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement</p> <ul style="list-style-type: none"> * The Offer/ Salary Is Subjective to Completion of Training * Two-wheeler is mandatory with valid driving license * 7-10 days of training period * 3000 rupees includes the traveling allowance, 500 rupees includes the mobile allowance. <ul style="list-style-type: none"> ● Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable. 			


 REGISTRAR


Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No :
 +91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563

The details of your annual earnings are as **Annexure B**.

ANNEXURE – B

COMPENSATION & BENEFITS STATEMENT – PIN CLICK			
	Name	Sourav Holakallu	
	Designation	Associate Property Advisor	
	Department	Sales	
	Date of Joining	7th February 2022	
	CATEGORY	INR – Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	7,500	90,000
	House Rent Allowance	6,250	75,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	Children Education Allowance	2,000	24,000
	Special Allowance	3,540	42,480
	Subtotal I / Gross Pay	23,740	2,84,880
B	Professional tax	200	2,400
	PF Employer	900	10,800
A-B	Net Salary	22,640	2,71,680
Benefits			
C	PF Employee	900	10,800
	Gratuity	360	4,320
	SubTotal II	1,260	15,120
Total A + C	Cost to the Company	25,000	3,00,000
	Performance Enhanced Incentives	15,000*	1,80,000*
<p>Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement</p> <ul style="list-style-type: none"> * The Offer/ Salary Is Subjective to Completion of Training * Two-wheeler is mandatory with valid driving license * 3000 rupees includes the traveling allowance, 500 rupees includes the mobile allowance. <ul style="list-style-type: none"> ● Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable. 			

To accept this offer, sign the copy and return the duplicate/scan copy to the sender. Kindly ensure that the copy of acceptance reaches us as prescribed.

We look forward to the opportunity of working with you at Pin Click Property Management Pvt Ltd

Mr.Manik Kinra
Co Founder


 REGISTRAR


Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No :
+91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563

Letter of Offer

- a) The employee shall manage the day-to-day affairs of the company and shall supervise the office staff and any other employees of the Company. The supervisory function shall be discharged by the employee with due regard to his KRA's.
- b) The employee shall at all times abide by the policies and practices of the Company and comply with applicable laws

I have read the terms and conditions set out above and completely understand the same. In accepting employment with Pin Click I undertake to confirm to the terms and conditions set out above as well as other policies, procedures, instructions, etc, as may be communicated to me from time to time.

Name: _____ Signature: _____

Date: _____ Anticipated Start Date: _____


REGISTRAR


Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No :
+91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563

15th December 2021

Sub: Offer of employment by Pin Click

Dear **Charan R,**

Congratulations!

We are pleased to extend an offer to you to join Pin Click as “**Associate Property Advisor**”, with effect from **7th February 2022**.

The terms of our offer are as follows:

1. The details of your annual earnings are attached herewith as Annexure A. Once the Probation is confirmed **4.8 LPA** is applicable and attached herewith Annexure B.
2. Your initial posting as Pin Click employee will be at the **Bangalore** office. Pin Click, however, reserves the choice to post/transfer you at any of their offices in India and outside. In which case, all transfer facilities applicable by company policies will be made available to you.
3. The Company reserves the right to conduct background investigations and/or reference checks on all its potential employees and your job offer is contingent upon such clearance
4. You will be on probation for a period of six months and maybe confirmed as a permanent employee upon successful completion of the probation. During the probation period, your services can be terminated without any notice or salary thereof on either side.
5. While we look forward to a long and profitable relationship, the employment relationship can be terminated by either of us at any time with 15daysnotice period or 15day’ssalary in lieu thereof. The Company will have discretion on the above mentioned options and can waive the notice period or accept/pay payment in lieu of notice period ormandate15 days notice at its sole discretion based on project deliverables, forecasting and appropriate knowledge transfer. Under any circumstance if you are unable to serve the notice period, the Company can decide to agree or refuse to provide the releasing letter of employment. Any statements or representations to the contrary (and, indeed, any statements contradicting any provision in this letter) should be regarded by you as ineffective.
6. You will be governed at all times by the policies, procedures and rules of Pin Click related to the salary, allowances, benefits and perquisites which are specified in this Agreement and its Annexure. Pin Click may modify or change such allowances, benefits and perquisites from time to time in accordance with its policies.
7. During your employment with Pin Click, you will, under no circumstances, work for any other firm or person, directly or indirectly, in a paid or honorary position, without an explicit permission from Pin Click.
8. You will not engage in any unethical practice, which might affect Pin Click and its employees, client and partners.


REGISTRAR

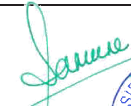


Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No :
+91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563

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

ANNEXURE – A

COMPENSATION & BENEFITS STATEMENT – PIN CLICK			
	Name	Charan R	
	Designation	Associate Property Advisor	
	Department	Sales	
	Date of Joining	7th February 2022	
	CATEGORY	INR – Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	6,600	79,200
	House Rent Allowance	5,500	66,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	Children Education Allowance	2,000	24,000
	Special Allowance	4,741	56,892
	Subtotal I / Gross Pay	20,891	2,50,692
B	Professional tax	200	2,400
	PF Employer	792	9,504
A-B	Net Salary	19,899	2,38,788
Benefits			
C	PF Employee	792	9,504
	Gratuity	317	3,804
	SubTotal II	1,109	13,308
Total A + C	Cost to the Company	22,000	2,64,000
	Performance Enhanced Incentives	15,000*	1,80,000*
<p>Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement</p> <ul style="list-style-type: none"> * The Offer/ Salary Is Subjective to Completion of Training * Two-wheeler is mandatory with valid driving license * 7-10 days of training period * 3000 rupees includes the traveling allowance, 500 rupees includes the mobile allowance. <ul style="list-style-type: none"> ● Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable. 			


 REGISTRAR


Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No :
 +91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563

The details of your annual earnings are as **Annexure B**.

ANNEXURE – B

COMPENSATION & BENEFITS STATEMENT – PIN CLICK			
	Name	Charan R	
	Designation	Associate Property Advisor	
	Department	Sales	
	Date of Joining	7th February 2022	
	CATEGORY	INR – Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	7,500	90,000
	House Rent Allowance	6,250	75,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	Children Education Allowance	2,000	24,000
	Special Allowance	3,540	42,480
	Subtotal I / Gross Pay	23,740	2,84,880
B	Professional tax	200	2,400
	PF Employer	900	10,800
A-B	Net Salary	22,640	2,71,680
Benefits			
C	PF Employee	900	10,800
	Gratuity	360	4,320
	SubTotal II	1,260	15,120
Total A + C	Cost to the Company	25,000	3,00,000
	Performance Enhanced Incentives	15,000*	1,80,000*
<p>Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement</p> <p>* The Offer/ Salary Is Subjective to Completion of Training</p> <p>* Two-wheeler is mandatory with valid driving license</p> <p>* 3000 rupees includes the traveling allowance, 500 rupees includes the mobile allowance.</p> <p>• Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable.</p>			

To accept this offer, sign the copy and return the duplicate/scan copy to the sender. Kindly ensure that the copy of acceptance reaches us as prescribed.

We look forward to the opportunity of working with you at Pin Click Property Management Pvt Ltd

Mr.Manik Kinra
Co Founder

Sanu
REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No :
+91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563

Letter of Offer

- a) The employee shall manage the day-to-day affairs of the company and shall supervise the office staff and any other employees of the Company. The supervisory function shall be discharged by the employee with due regard to his KRA's.
- b) The employee shall at all times abide by the policies and practices of the Company and comply with applicable laws

I have read the terms and conditions set out above and completely understand the same. In accepting employment with Pin Click I undertake to confirm to the terms and conditions set out above as well as other policies, procedures, instructions, etc, as may be communicated to me from time to time.

Name: _____ Signature: _____

Date: _____ Anticipated Start Date: _____


REGISTRAR


Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No :
+91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563

15th December 2021

Sub: Offer of employment by Pin Click

Dear **Manish Kumar V,**

Congratulations!

We are pleased to extend an offer to you to join Pin Click as “**Associate Property Advisor**”, with effect from **7th February 2022**.

The terms of our offer are as follows:

1. The details of your annual earnings are attached herewith as Annexure A. Once the Probation is confirmed **4.8 LPA** is applicable and attached herewith Annexure B.
2. Your initial posting as Pin Click employee will be at the **Bangalore** office. Pin Click, however, reserves the choice to post/transfer you at any of their offices in India and outside. In which case, all transfer facilities applicable by company policies will be made available to you.
3. The Company reserves the right to conduct background investigations and/or reference checks on all its potential employees and your job offer is contingent upon such clearance
4. You will be on probation for a period of six months and maybe confirmed as a permanent employee upon successful completion of the probation. During the probation period, your services can be terminated without any notice or salary thereof on either side.
5. While we look forward to a long and profitable relationship, the employment relationship can be terminated by either of us at any time with 15daysnotice period or 15day’ssalary in lieu thereof. The Company will have discretion on the above mentioned options and can waive the notice period or accept/pay payment in lieu of notice period ormandate15 days notice at its sole discretion based on project deliverables, forecasting and appropriate knowledge transfer. Under any circumstance if you are unable to serve the notice period, the Company can decide to agree or refuse to provide the releasing letter of employment. Any statements or representations to the contrary (and, indeed, any statements contradicting any provision in this letter) should be regarded by you as ineffective.
6. You will be governed at all times by the policies, procedures and rules of Pin Click related to the salary, allowances, benefits and perquisites which are specified in this Agreement and its Annexure. Pin Click may modify or change such allowances, benefits and perquisites from time to time in accordance with its policies.
7. During your employment with Pin Click, you will, under no circumstances, work for any other firm or person, directly or indirectly, in a paid or honorary position, without an explicit permission from Pin Click.
8. You will not engage in any unethical practice, which might affect Pin Click and its employees, client and partners.


REGISTRAR

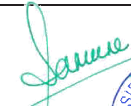


Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No :
+91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563

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

ANNEXURE – A

COMPENSATION & BENEFITS STATEMENT – PIN CLICK			
	Name	Manish Kumar V	
	Designation	Associate Property Advisor	
	Department	Sales	
	Date of Joining	7th February 2022	
	CATEGORY	INR – Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	6,600	79,200
	House Rent Allowance	5,500	66,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	Children Education Allowance	2,000	24,000
	Special Allowance	4,741	56,892
	Subtotal I / Gross Pay	20,891	2,50,692
B	Professional tax	200	2,400
	PF Employer	792	9,504
A-B	Net Salary	19,899	2,38,788
Benefits			
C	PF Employee	792	9,504
	Gratuity	317	3,804
	SubTotal II	1,109	13,308
Total A + C	Cost to the Company	22,000	2,64,000
	Performance Enhanced Incentives	15,000*	1,80,000*
<p>Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement</p> <ul style="list-style-type: none"> * The Offer/ Salary Is Subjective to Completion of Training * Two-wheeler is mandatory with valid driving license * 7-10 days of training period * 3000 rupees includes the traveling allowance, 500 rupees includes the mobile allowance. <ul style="list-style-type: none"> ● Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable. 			


 REGISTRAR


Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No :
 +91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563

The details of your annual earnings are as **Annexure B**.

ANNEXURE – B

COMPENSATION & BENEFITS STATEMENT – PIN CLICK			
	Name	Manish Kumar V	
	Designation	Associate Property Advisor	
	Department	Sales	
	Date of Joining	7th February 2022	
	CATEGORY	INR – Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	7,500	90,000
	House Rent Allowance	6,250	75,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	Children Education Allowance	2,000	24,000
	Special Allowance	3,540	42,480
	Subtotal I / Gross Pay	23,740	2,84,880
B	Professional tax	200	2,400
	PF Employer	900	10,800
A-B	Net Salary	22,640	2,71,680
Benefits			
C	PF Employee	900	10,800
	Gratuity	360	4,320
	SubTotal II	1,260	15,120
Total A + C	Cost to the Company	25,000	3,00,000
	Performance Enhanced Incentives	15,000*	1,80,000*
<p>Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement</p> <ul style="list-style-type: none"> * The Offer/ Salary Is Subjective to Completion of Training * Two-wheeler is mandatory with valid driving license * 3000 rupees includes the traveling allowance, 500 rupees includes the mobile allowance. <ul style="list-style-type: none"> ● Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable. 			

To accept this offer, sign the copy and return the duplicate/scan copy to the sender. Kindly ensure that the copy of acceptance reaches us as prescribed.

We look forward to the opportunity of working with you at Pin Click Property Management Pvt Ltd

Mr.Manik Kinra
Co Founder


 REGISTRAR


Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No :
+91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563

Letter of Offer

- a) The employee shall manage the day-to-day affairs of the company and shall supervise the office staff and any other employees of the Company. The supervisory function shall be discharged by the employee with due regard to his KRA's.
- b) The employee shall at all times abide by the policies and practices of the Company and comply with applicable laws

I have read the terms and conditions set out above and completely understand the same. In accepting employment with Pin Click I undertake to confirm to the terms and conditions set out above as well as other policies, procedures, instructions, etc, as may be communicated to me from time to time.

Name: _____ Signature: _____

Date: _____ Anticipated Start Date: _____


REGISTRAR


Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No :
+91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563

15th December 2021

Sub: Offer of employment by Pin Click

Dear **Kishore Kumar S,**

Congratulations!

We are pleased to extend an offer to you to join Pin Click as “**Associate Property Advisor**”, with effect from **7th February 2022**.

The terms of our offer are as follows:

1. The details of your annual earnings are attached herewith as Annexure A. Once the Probation is confirmed **4.8 LPA** is applicable and attached herewith Annexure B.
2. Your initial posting as Pin Click employee will be at the **Bangalore** office. Pin Click, however, reserves the choice to post/transfer you at any of their offices in India and outside. In which case, all transfer facilities applicable by company policies will be made available to you.
3. The Company reserves the right to conduct background investigations and/or reference checks on all its potential employees and your job offer is contingent upon such clearance
4. You will be on probation for a period of six months and maybe confirmed as a permanent employee upon successful completion of the probation. During the probation period, your services can be terminated without any notice or salary thereof on either side.
5. While we look forward to a long and profitable relationship, the employment relationship can be terminated by either of us at any time with 15daysnotice period or 15day’ssalary in lieu thereof. The Company will have discretion on the above mentioned options and can waive the notice period or accept/pay payment in lieu of notice period ormandate15 days notice at its sole discretion based on project deliverables, forecasting and appropriate knowledge transfer. Under any circumstance if you are unable to serve the notice period, the Company can decide to agree or refuse to provide the releasing letter of employment. Any statements or representations to the contrary (and, indeed, any statements contradicting any provision in this letter) should be regarded by you as ineffective.
6. You will be governed at all times by the policies, procedures and rules of Pin Click related to the salary, allowances, benefits and perquisites which are specified in this Agreement and its Annexure. Pin Click may modify or change such allowances, benefits and perquisites from time to time in accordance with its policies.
7. During your employment with Pin Click, you will, under no circumstances, work for any other firm or person, directly or indirectly, in a paid or honorary position, without an explicit permission from Pin Click.
8. You will not engage in any unethical practice, which might affect Pin Click and its employees, client and partners.


REGISTRAR

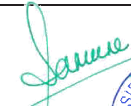


Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No :
+91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563

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

ANNEXURE – A

COMPENSATION & BENEFITS STATEMENT – PIN CLICK			
	Name	Kishore Kumar S	
	Designation	Associate Property Advisor	
	Department	Sales	
	Date of Joining	7th February 2022	
	CATEGORY	INR – Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	6,600	79,200
	House Rent Allowance	5,500	66,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	Children Education Allowance	2,000	24,000
	Special Allowance	4,741	56,892
	Subtotal I / Gross Pay	20,891	2,50,692
B	Professional tax	200	2,400
	PF Employer	792	9,504
A-B	Net Salary	19,899	2,38,788
Benefits			
C	PF Employee	792	9,504
	Gratuity	317	3,804
	SubTotal II	1,109	13,308
Total A + C	Cost to the Company	22,000	2,64,000
	Performance Enhanced Incentives	15,000*	1,80,000*
<p>Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement</p> <ul style="list-style-type: none"> * The Offer/ Salary Is Subjective to Completion of Training * Two-wheeler is mandatory with valid driving license * 7-10 days of training period * 3000 rupees includes the traveling allowance, 500 rupees includes the mobile allowance. <ul style="list-style-type: none"> ● Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable. 			


 REGISTRAR


Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No :
 +91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563

The details of your annual earnings are as **Annexure B**.

ANNEXURE – B

COMPENSATION & BENEFITS STATEMENT – PIN CLICK			
	Name	Kishore Kumar S	
	Designation	Associate Property Advisor	
	Department	Sales	
	Date of Joining	7th February 2022	
	CATEGORY	INR – Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	7,500	90,000
	House Rent Allowance	6,250	75,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	Children Education Allowance	2,000	24,000
	Special Allowance	3,540	42,480
	Subtotal I / Gross Pay	23,740	2,84,880
B	Professional tax	200	2,400
	PF Employer	900	10,800
A-B	Net Salary	22,640	2,71,680
Benefits			
C	PF Employee	900	10,800
	Gratuity	360	4,320
	SubTotal II	1,260	15,120
Total A + C	Cost to the Company	25,000	3,00,000
	Performance Enhanced Incentives	15,000*	1,80,000*
<p>Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement</p> <ul style="list-style-type: none"> * The Offer/ Salary Is Subjective to Completion of Training * Two-wheeler is mandatory with valid driving license * 3000 rupees includes the traveling allowance, 500 rupees includes the mobile allowance. <ul style="list-style-type: none"> ● Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable. 			

To accept this offer, sign the copy and return the duplicate/scan copy to the sender. Kindly ensure that the copy of acceptance reaches us as prescribed.

We look forward to the opportunity of working with you at Pin Click Property Management Pvt Ltd

Mr.Manik Kinra
Co Founder


 REGISTRAR


Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No :
+91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563

Letter of Offer

- a) The employee shall manage the day-to-day affairs of the company and shall supervise the office staff and any other employees of the Company. The supervisory function shall be discharged by the employee with due regard to his KRA's.
- b) The employee shall at all times abide by the policies and practices of the Company and comply with applicable laws

I have read the terms and conditions set out above and completely understand the same. In accepting employment with Pin Click I undertake to confirm to the terms and conditions set out above as well as other policies, procedures, instructions, etc, as may be communicated to me from time to time.

Name: _____ Signature: _____

Date: _____ Anticipated Start Date: _____


REGISTRAR


Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No :
+91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563

15th December 2021

Sub: Offer of employment by Pin Click

Dear **Suchithra G N**,

Congratulations!

We are pleased to extend an offer to you to join Pin Click as “**Associate Property Advisor**”, with effect from **7th February 2022**.

The terms of our offer are as follows:

1. The details of your annual earnings are attached herewith as Annexure A. Once the Probation is confirmed **4.8 LPA** is applicable and attached herewith Annexure B.
2. Your initial posting as Pin Click employee will be at the **Bangalore** office. Pin Click, however, reserves the choice to post/transfer you at any of their offices in India and outside. In which case, all transfer facilities applicable by company policies will be made available to you.
3. The Company reserves the right to conduct background investigations and/or reference checks on all its potential employees and your job offer is contingent upon such clearance
4. You will be on probation for a period of six months and maybe confirmed as a permanent employee upon successful completion of the probation. During the probation period, your services can be terminated without any notice or salary thereof on either side.
5. While we look forward to a long and profitable relationship, the employment relationship can be terminated by either of us at any time with 15daysnotice period or 15day’ssalary in lieu thereof. The Company will have discretion on the above mentioned options and can waive the notice period or accept/pay payment in lieu of notice period ormandate15 days notice at its sole discretion based on project deliverables, forecasting and appropriate knowledge transfer. Under any circumstance if you are unable to serve the notice period, the Company can decide to agree or refuse to provide the releasing letter of employment. Any statements or representations to the contrary (and, indeed, any statements contradicting any provision in this letter) should be regarded by you as ineffective.
6. You will be governed at all times by the policies, procedures and rules of Pin Click related to the salary, allowances, benefits and perquisites which are specified in this Agreement and its Annexure. Pin Click may modify or change such allowances, benefits and perquisites from time to time in accordance with its policies.
7. During your employment with Pin Click, you will, under no circumstances, work for any other firm or person, directly or indirectly, in a paid or honorary position, without an explicit permission from Pin Click.
8. You will not engage in any unethical practice, which might affect Pin Click and its employees, client and partners.


REGISTRAR

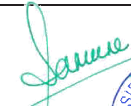


Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No :
+91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563

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

ANNEXURE – A

COMPENSATION & BENEFITS STATEMENT – PIN CLICK			
	Name	Suchithra G N	
	Designation	Associate Property Advisor	
	Department	Sales	
	Date of Joining	7th February 2022	
	CATEGORY	INR – Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	6,600	79,200
	House Rent Allowance	5,500	66,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	Children Education Allowance	2,000	24,000
	Special Allowance	4,741	56,892
	Subtotal I / Gross Pay	20,891	2,50,692
B	Professional tax	200	2,400
	PF Employer	792	9,504
A-B	Net Salary	19,899	2,38,788
Benefits			
C	PF Employee	792	9,504
	Gratuity	317	3,804
	SubTotal II	1,109	13,308
Total A + C	Cost to the Company	22,000	2,64,000
	Performance Enhanced Incentives	15,000*	1,80,000*
<p>Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement</p> <ul style="list-style-type: none"> * The Offer/ Salary Is Subjective to Completion of Training * Two-wheeler is mandatory with valid driving license * 7-10 days of training period * 3000 rupees includes the traveling allowance, 500 rupees includes the mobile allowance. <ul style="list-style-type: none"> ● Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable. 			


 REGISTRAR


Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No :
 +91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563

The details of your annual earnings are as **Annexure B**.

ANNEXURE – B

COMPENSATION & BENEFITS STATEMENT – PIN CLICK			
	Name	Suchithra G N	
	Designation	Associate Property Advisor	
	Department	Sales	
	Date of Joining	7th February 2022	
	CATEGORY	INR – Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	7,500	90,000
	House Rent Allowance	6,250	75,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	Children Education Allowance	2,000	24,000
	Special Allowance	3,540	42,480
	Subtotal I / Gross Pay	23,740	2,84,880
B	Professional tax	200	2,400
	PF Employer	900	10,800
A-B	Net Salary	22,640	2,71,680
Benefits			
C	PF Employee	900	10,800
	Gratuity	360	4,320
	SubTotal II	1,260	15,120
Total A + C	Cost to the Company	25,000	3,00,000
	Performance Enhanced Incentives	15,000*	1,80,000*
<p>Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement</p> <ul style="list-style-type: none"> * The Offer/ Salary Is Subjective to Completion of Training * Two-wheeler is mandatory with valid driving license * 3000 rupees includes the traveling allowance, 500 rupees includes the mobile allowance. <ul style="list-style-type: none"> ● Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable. 			

To accept this offer, sign the copy and return the duplicate/scan copy to the sender. Kindly ensure that the copy of acceptance reaches us as prescribed.

We look forward to the opportunity of working with you at Pin Click Property Management Pvt Ltd

Mr.Manik Kinra
Co Founder


 REGISTRAR


Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No :
+91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563

Letter of Offer

- a) The employee shall manage the day-to-day affairs of the company and shall supervise the office staff and any other employees of the Company. The supervisory function shall be discharged by the employee with due regard to his KRA's.
- b) The employee shall at all times abide by the policies and practices of the Company and comply with applicable laws

I have read the terms and conditions set out above and completely understand the same. In accepting employment with Pin Click I undertake to confirm to the terms and conditions set out above as well as other policies, procedures, instructions, etc, as may be communicated to me from time to time.

Name: _____ Signature: _____

Date: _____ Anticipated Start Date: _____


REGISTRAR


Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No :
+91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563

15th December 2021

Sub: Offer of employment by Pin Click

Dear **Shashikumar Sahebgoud Patil**,

Congratulations!

We are pleased to extend an offer to you to join Pin Click as “**Associate Property Advisor**”, with effect from **7th February 2022**.

The terms of our offer are as follows:

1. The details of your annual earnings are attached herewith as Annexure A. Once the Probation is confirmed **4.8 LPA** is applicable and attached herewith Annexure B.
2. Your initial posting as Pin Click employee will be at the **Bangalore** office. Pin Click, however, reserves the choice to post/transfer you at any of their offices in India and outside. In which case, all transfer facilities applicable by company policies will be made available to you.
3. The Company reserves the right to conduct background investigations and/or reference checks on all its potential employees and your job offer is contingent upon such clearance
4. You will be on probation for a period of six months and maybe confirmed as a permanent employee upon successful completion of the probation. During the probation period, your services can be terminated without any notice or salary thereof on either side.
5. While we look forward to a long and profitable relationship, the employment relationship can be terminated by either of us at any time with 15daysnotice period or 15day’ssalary in lieu thereof. The Company will have discretion on the above mentioned options and can waive the notice period or accept/pay payment in lieu of notice period ormandate15 days notice at its sole discretion based on project deliverables, forecasting and appropriate knowledge transfer. Under any circumstance if you are unable to serve the notice period, the Company can decide to agree or refuse to provide the releasing letter of employment. Any statements or representations to the contrary (and, indeed, any statements contradicting any provision in this letter) should be regarded by you as ineffective.
6. You will be governed at all times by the policies, procedures and rules of Pin Click related to the salary, allowances, benefits and perquisites which are specified in this Agreement and its Annexure. Pin Click may modify or change such allowances, benefits and perquisites from time to time in accordance with its policies.
7. During your employment with Pin Click, you will, under no circumstances, work for any other firm or person, directly or indirectly, in a paid or honorary position, without an explicit permission from Pin Click.
8. You will not engage in any unethical practice, which might affect Pin Click and its employees, client and partners.


REGISTRAR

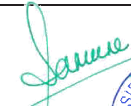


Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No :
+91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563

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

ANNEXURE – A

COMPENSATION & BENEFITS STATEMENT – PIN CLICK			
	Name	Shashikumar Sahebgoud Patil	
	Designation	Associate Property Advisor	
	Department	Sales	
	Date of Joining	7th February 2022	
	CATEGORY	INR – Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	6,600	79,200
	House Rent Allowance	5,500	66,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	Children Education Allowance	2,000	24,000
	Special Allowance	4,741	56,892
	Subtotal I / Gross Pay	20,891	2,50,692
B	Professional tax	200	2,400
	PF Employer	792	9,504
A-B	Net Salary	19,899	2,38,788
Benefits			
C	PF Employee	792	9,504
	Gratuity	317	3,804
	SubTotal II	1,109	13,308
Total A + C	Cost to the Company	22,000	2,64,000
	Performance Enhanced Incentives	15,000*	1,80,000*
<p>Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement</p> <ul style="list-style-type: none"> * The Offer/ Salary Is Subjective to Completion of Training * Two-wheeler is mandatory with valid driving license * 7-10 days of training period * 3000 rupees includes the traveling allowance, 500 rupees includes the mobile allowance. <ul style="list-style-type: none"> ● Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable. 			


 REGISTRAR


Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No :
 +91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563

The details of your annual earnings are as **Annexure B**.

ANNEXURE – B

COMPENSATION & BENEFITS STATEMENT – PIN CLICK			
	Name	Shashikumar Sahebgoud Patil	
	Designation	Associate Property Advisor	
	Department	Sales	
	Date of Joining	7th February 2022	
	CATEGORY	INR – Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	7,500	90,000
	House Rent Allowance	6,250	75,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	Children Education Allowance	2,000	24,000
	Special Allowance	3,540	42,480
	Subtotal I / Gross Pay	23,740	2,84,880
B	Professional tax	200	2,400
	PF Employer	900	10,800
A-B	Net Salary	22,640	2,71,680
Benefits			
C	PF Employee	900	10,800
	Gratuity	360	4,320
	SubTotal II	1,260	15,120
Total A + C	Cost to the Company	25,000	3,00,000
	Performance Enhanced Incentives	15,000*	1,80,000*
<p>Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement</p> <ul style="list-style-type: none"> * The Offer/ Salary Is Subjective to Completion of Training * Two-wheeler is mandatory with valid driving license * 3000 rupees includes the traveling allowance, 500 rupees includes the mobile allowance. <ul style="list-style-type: none"> ● Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable. 			

To accept this offer, sign the copy and return the duplicate/scan copy to the sender. Kindly ensure that the copy of acceptance reaches us as prescribed.

We look forward to the opportunity of working with you at Pin Click Property Management Pvt Ltd

Mr.Manik Kinra
Co Founder


 REGISTRAR


Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No :
+91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563

Letter of Offer

- a) The employee shall manage the day-to-day affairs of the company and shall supervise the office staff and any other employees of the Company. The supervisory function shall be discharged by the employee with due regard to his KRA's.
- b) The employee shall at all times abide by the policies and practices of the Company and comply with applicable laws

I have read the terms and conditions set out above and completely understand the same. In accepting employment with Pin Click I undertake to confirm to the terms and conditions set out above as well as other policies, procedures, instructions, etc, as may be communicated to me from time to time.

Name: _____ Signature: _____

Date: _____ Anticipated Start Date: _____


REGISTRAR


Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No :
+91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563

15th December 2021

Sub: Offer of employment by Pin Click

Dear **Sindhu S N**,

Congratulations!

We are pleased to extend an offer to you to join Pin Click as “**Associate Property Advisor**”, with effect from **7th February 2022**.

The terms of our offer are as follows:

1. The details of your annual earnings are attached herewith as Annexure A. Once the Probation is confirmed **4.8 LPA** is applicable and attached herewith Annexure B.
2. Your initial posting as Pin Click employee will be at the **Bangalore** office. Pin Click, however, reserves the choice to post/transfer you at any of their offices in India and outside. In which case, all transfer facilities applicable by company policies will be made available to you.
3. The Company reserves the right to conduct background investigations and/or reference checks on all its potential employees and your job offer is contingent upon such clearance
4. You will be on probation for a period of six months and maybe confirmed as a permanent employee upon successful completion of the probation. During the probation period, your services can be terminated without any notice or salary thereof on either side.
5. While we look forward to a long and profitable relationship, the employment relationship can be terminated by either of us at any time with 15daysnotice period or 15day’ssalary in lieu thereof. The Company will have discretion on the above mentioned options and can waive the notice period or accept/pay payment in lieu of notice period ormandate15 days notice at its sole discretion based on project deliverables, forecasting and appropriate knowledge transfer. Under any circumstance if you are unable to serve the notice period, the Company can decide to agree or refuse to provide the releasing letter of employment. Any statements or representations to the contrary (and, indeed, any statements contradicting any provision in this letter) should be regarded by you as ineffective.
6. You will be governed at all times by the policies, procedures and rules of Pin Click related to the salary, allowances, benefits and perquisites which are specified in this Agreement and its Annexure. Pin Click may modify or change such allowances, benefits and perquisites from time to time in accordance with its policies.
7. During your employment with Pin Click, you will, under no circumstances, work for any other firm or person, directly or indirectly, in a paid or honorary position, without an explicit permission from Pin Click.
8. You will not engage in any unethical practice, which might affect Pin Click and its employees, client and partners.


REGISTRAR

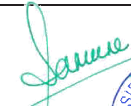


Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No :
+91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563

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

ANNEXURE – A

COMPENSATION & BENEFITS STATEMENT – PIN CLICK			
	Name	Sindhu S N	
	Designation	Associate Property Advisor	
	Department	Sales	
	Date of Joining	7th February 2022	
	CATEGORY	INR – Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	6,600	79,200
	House Rent Allowance	5,500	66,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	Children Education Allowance	2,000	24,000
	Special Allowance	4,741	56,892
	Subtotal I / Gross Pay	20,891	2,50,692
B	Professional tax	200	2,400
	PF Employer	792	9,504
A-B	Net Salary	19,899	2,38,788
Benefits			
C	PF Employee	792	9,504
	Gratuity	317	3,804
	SubTotal II	1,109	13,308
Total A + C	Cost to the Company	22,000	2,64,000
	Performance Enhanced Incentives	15,000*	1,80,000*
<p>Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement</p> <ul style="list-style-type: none"> * The Offer/ Salary Is Subjective to Completion of Training * Two-wheeler is mandatory with valid driving license * 7-10 days of training period * 3000 rupees includes the traveling allowance, 500 rupees includes the mobile allowance. <ul style="list-style-type: none"> ● Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable. 			


 REGISTRAR


Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No :
 +91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563

The details of your annual earnings are as **Annexure B**.

ANNEXURE – B

COMPENSATION & BENEFITS STATEMENT – PIN CLICK			
	Name	Sindhu S N	
	Designation	Associate Property Advisor	
	Department	Sales	
	Date of Joining	7th February 2022	
	CATEGORY	INR – Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	7,500	90,000
	House Rent Allowance	6,250	75,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	Children Education Allowance	2,000	24,000
	Special Allowance	3,540	42,480
	Subtotal I / Gross Pay	23,740	2,84,880
B	Professional tax	200	2,400
	PF Employer	900	10,800
A-B	Net Salary	22,640	2,71,680
Benefits			
C	PF Employee	900	10,800
	Gratuity	360	4,320
	SubTotal II	1,260	15,120
Total A + C	Cost to the Company	25,000	3,00,000
	Performance Enhanced Incentives	15,000*	1,80,000*
<p>Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement</p> <ul style="list-style-type: none"> * The Offer/ Salary Is Subjective to Completion of Training * Two-wheeler is mandatory with valid driving license * 3000 rupees includes the traveling allowance, 500 rupees includes the mobile allowance. <ul style="list-style-type: none"> ● Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable. 			

To accept this offer, sign the copy and return the duplicate/scan copy to the sender. Kindly ensure that the copy of acceptance reaches us as prescribed.

We look forward to the opportunity of working with you at Pin Click Property Management Pvt Ltd

Mr.Manik Kinra
Co Founder


 REGISTRAR


Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No :
+91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563

Letter of Offer

- a) The employee shall manage the day-to-day affairs of the company and shall supervise the office staff and any other employees of the Company. The supervisory function shall be discharged by the employee with due regard to his KRA's.
- b) The employee shall at all times abide by the policies and practices of the Company and comply with applicable laws

I have read the terms and conditions set out above and completely understand the same. In accepting employment with Pin Click I undertake to confirm to the terms and conditions set out above as well as other policies, procedures, instructions, etc, as may be communicated to me from time to time.

Name: _____ Signature: _____

Date: _____ Anticipated Start Date: _____


REGISTRAR


Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No :
+91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563

15th December 2021

Sub: Offer of employment by Pin Click

Dear **Ujwal C,**

Congratulations!

We are pleased to extend an offer to you to join Pin Click as “**Associate Property Advisor**”, *with effect from **7th February 2022.***

The terms of our offer are as follows:

1. The details of your annual earnings are attached herewith as Annexure A. Once the Probation is confirmed **4.8 LPA** is applicable and attached herewith Annexure B.
2. Your initial posting as Pin Click employee will be at the **Bangalore** office. Pin Click, however, reserves the choice to post/transfer you at any of their offices in India and outside. In which case, all transfer facilities applicable by company policies will be made available to you.
3. The Company reserves the right to conduct background investigations and/or reference checks on all its potential employees and your job offer is contingent upon such clearance
4. You will be on probation for a period of six months and maybe confirmed as a permanent employee upon successful completion of the probation. During the probation period, your services can be terminated without any notice or salary thereof on either side.
5. While we look forward to a long and profitable relationship, the employment relationship can be terminated by either of us at any time with 15daysnotice period or 15day’ssalary in lieu thereof. The Company will have discretion on the above mentioned options and can waive the notice period or accept/pay payment in lieu of notice period ormandate15 days notice at its sole discretion based on project deliverables, forecasting and appropriate knowledge transfer. Under any circumstance if you are unable to serve the notice period, the Company can decide to agree or refuse to provide the releasing letter of employment. Any statements or representations to the contrary (and, indeed, any statements contradicting any provision in this letter) should be regarded by you as ineffective.
6. You will be governed at all times by the policies, procedures and rules of Pin Click related to the salary, allowances, benefits and perquisites which are specified in this Agreement and its Annexure. Pin Click may modify or change such allowances, benefits and perquisites from time to time in accordance with its policies.
7. During your employment with Pin Click, you will, under no circumstances, work for any other firm or person, directly or indirectly, in a paid or honorary position, without an explicit permission from Pin Click.
8. You will not engage in any unethical practice, which might affect Pin Click and its employees, client and partners.


REGISTRAR

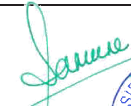


Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No :
+91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563

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

ANNEXURE – A

COMPENSATION & BENEFITS STATEMENT – PIN CLICK			
	Name	Ujwal C	
	Designation	Associate Property Advisor	
	Department	Sales	
	Date of Joining	7th February 2022	
	CATEGORY	INR – Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	6,600	79,200
	House Rent Allowance	5,500	66,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	Children Education Allowance	2,000	24,000
	Special Allowance	4,741	56,892
	Subtotal I / Gross Pay	20,891	2,50,692
B	Professional tax	200	2,400
	PF Employer	792	9,504
A-B	Net Salary	19,899	2,38,788
Benefits			
C	PF Employee	792	9,504
	Gratuity	317	3,804
	SubTotal II	1,109	13,308
Total A + C	Cost to the Company	22,000	2,64,000
	Performance Enhanced Incentives	15,000*	1,80,000*
<p>Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement</p> <ul style="list-style-type: none"> * The Offer/ Salary Is Subjective to Completion of Training * Two-wheeler is mandatory with valid driving license * 7-10 days of training period * 3000 rupees includes the traveling allowance, 500 rupees includes the mobile allowance. <ul style="list-style-type: none"> ● Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable. 			


 REGISTRAR


Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No :
 +91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563

The details of your annual earnings are as **Annexure B**.

ANNEXURE – B

COMPENSATION & BENEFITS STATEMENT – PIN CLICK			
	Name	Ujwal C	
	Designation	Associate Property Advisor	
	Department	Sales	
	Date of Joining	7th February 2022	
	CATEGORY	INR – Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	7,500	90,000
	House Rent Allowance	6,250	75,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	Children Education Allowance	2,000	24,000
	Special Allowance	3,540	42,480
	Subtotal I / Gross Pay	23,740	2,84,880
B	Professional tax	200	2,400
	PF Employer	900	10,800
A-B	Net Salary	22,640	2,71,680
Benefits			
C	PF Employee	900	10,800
	Gratuity	360	4,320
	SubTotal II	1,260	15,120
Total A + C	Cost to the Company	25,000	3,00,000
	Performance Enhanced Incentives	15,000*	1,80,000*
<p>Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement</p> <ul style="list-style-type: none"> * The Offer/ Salary Is Subjective to Completion of Training * Two-wheeler is mandatory with valid driving license * 3000 rupees includes the traveling allowance, 500 rupees includes the mobile allowance. <ul style="list-style-type: none"> ● Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable. 			

To accept this offer, sign the copy and return the duplicate/scan copy to the sender. Kindly ensure that the copy of acceptance reaches us as prescribed.

We look forward to the opportunity of working with you at Pin Click Property Management Pvt Ltd

Mr.Manik Kinra
Co Founder


 REGISTRAR


Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No :
+91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563

Letter of Offer

- a) The employee shall manage the day-to-day affairs of the company and shall supervise the office staff and any other employees of the Company. The supervisory function shall be discharged by the employee with due regard to his KRA's.
- b) The employee shall at all times abide by the policies and practices of the Company and comply with applicable laws

I have read the terms and conditions set out above and completely understand the same. In accepting employment with Pin Click I undertake to confirm to the terms and conditions set out above as well as other policies, procedures, instructions, etc, as may be communicated to me from time to time.

Name: _____ Signature: _____

Date: _____ Anticipated Start Date: _____


REGISTRAR


Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No :
+91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563

15th December 2021

Sub: Offer of employment by Pin Click

Dear **Nikhil Vijaykumar Lonari**,

Congratulations!

We are pleased to extend an offer to you to join Pin Click as “**Associate Property Advisor**”, with effect from **7th February 2022**.

The terms of our offer are as follows:

1. The details of your annual earnings are attached herewith as Annexure A. Once the Probation is confirmed **4.8 LPA** is applicable and attached herewith Annexure B.
2. Your initial posting as Pin Click employee will be at the **Bangalore** office. Pin Click, however, reserves the choice to post/transfer you at any of their offices in India and outside. In which case, all transfer facilities applicable by company policies will be made available to you.
3. The Company reserves the right to conduct background investigations and/or reference checks on all its potential employees and your job offer is contingent upon such clearance
4. You will be on probation for a period of six months and maybe confirmed as a permanent employee upon successful completion of the probation. During the probation period, your services can be terminated without any notice or salary thereof on either side.
5. While we look forward to a long and profitable relationship, the employment relationship can be terminated by either of us at any time with 15daysnotice period or 15day’ssalary in lieu thereof. The Company will have discretion on the above mentioned options and can waive the notice period or accept/pay payment in lieu of notice period ormandate15 days notice at its sole discretion based on project deliverables, forecasting and appropriate knowledge transfer. Under any circumstance if you are unable to serve the notice period, the Company can decide to agree or refuse to provide the releasing letter of employment. Any statements or representations to the contrary (and, indeed, any statements contradicting any provision in this letter) should be regarded by you as ineffective.
6. You will be governed at all times by the policies, procedures and rules of Pin Click related to the salary, allowances, benefits and perquisites which are specified in this Agreement and its Annexure. Pin Click may modify or change such allowances, benefits and perquisites from time to time in accordance with its policies.
7. During your employment with Pin Click, you will, under no circumstances, work for any other firm or person, directly or indirectly, in a paid or honorary position, without an explicit permission from Pin Click.
8. You will not engage in any unethical practice, which might affect Pin Click and its employees, client and partners.


REGISTRAR

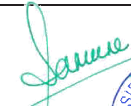


Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No :
+91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563

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

ANNEXURE – A

COMPENSATION & BENEFITS STATEMENT – PIN CLICK			
	Name	Nikhil Vijaykumar Lonari	
	Designation	Associate Property Advisor	
	Department	Sales	
	Date of Joining	7th February 2022	
	CATEGORY	INR – Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	6,600	79,200
	House Rent Allowance	5,500	66,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	Children Education Allowance	2,000	24,000
	Special Allowance	4,741	56,892
	Subtotal I / Gross Pay	20,891	2,50,692
B	Professional tax	200	2,400
	PF Employer	792	9,504
A-B	Net Salary	19,899	2,38,788
Benefits			
C	PF Employee	792	9,504
	Gratuity	317	3,804
	SubTotal II	1,109	13,308
Total A + C	Cost to the Company	22,000	2,64,000
	Performance Enhanced Incentives	15,000*	1,80,000*
<p>Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement</p> <ul style="list-style-type: none"> * The Offer/ Salary Is Subjective to Completion of Training * Two-wheeler is mandatory with valid driving license * 7-10 days of training period * 3000 rupees includes the traveling allowance, 500 rupees includes the mobile allowance. <ul style="list-style-type: none"> ● Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable. 			


 REGISTRAR


Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No :
 +91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563

The details of your annual earnings are as **Annexure B**.

ANNEXURE – B

COMPENSATION & BENEFITS STATEMENT – PIN CLICK			
	Name	Nikhil Vijaykumar Lonari	
	Designation	Associate Property Advisor	
	Department	Sales	
	Date of Joining	7th February 2022	
	CATEGORY	INR – Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	7,500	90,000
	House Rent Allowance	6,250	75,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	Children Education Allowance	2,000	24,000
	Special Allowance	3,540	42,480
	Subtotal I / Gross Pay	23,740	2,84,880
B	Professional tax	200	2,400
	PF Employer	900	10,800
A-B	Net Salary	22,640	2,71,680
Benefits			
C	PF Employee	900	10,800
	Gratuity	360	4,320
	SubTotal II	1,260	15,120
Total A + C	Cost to the Company	25,000	3,00,000
	Performance Enhanced Incentives	15,000*	1,80,000*
<p>Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement</p> <ul style="list-style-type: none"> * The Offer/ Salary Is Subjective to Completion of Training * Two-wheeler is mandatory with valid driving license * 3000 rupees includes the traveling allowance, 500 rupees includes the mobile allowance. <ul style="list-style-type: none"> ● Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable. 			

To accept this offer, sign the copy and return the duplicate/scan copy to the sender. Kindly ensure that the copy of acceptance reaches us as prescribed.

We look forward to the opportunity of working with you at Pin Click Property Management Pvt Ltd

Mr.Manik Kinra
Co Founder


 REGISTRAR


Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No :
+91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563

Letter of Offer

- a) The employee shall manage the day-to-day affairs of the company and shall supervise the office staff and any other employees of the Company. The supervisory function shall be discharged by the employee with due regard to his KRA's.
- b) The employee shall at all times abide by the policies and practices of the Company and comply with applicable laws

I have read the terms and conditions set out above and completely understand the same. In accepting employment with Pin Click I undertake to confirm to the terms and conditions set out above as well as other policies, procedures, instructions, etc, as may be communicated to me from time to time.

Name: _____ Signature: _____

Date: _____ Anticipated Start Date: _____


REGISTRAR


Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No :
+91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563

15th December 2021

Sub: Offer of employment by Pin Click

Dear **Amit Ramaning Masali,**

Congratulations!

We are pleased to extend an offer to you to join Pin Click as “**Associate Property Advisor**”, *with effect from **7th February 2022.***

The terms of our offer are as follows:

1. The details of your annual earnings are attached herewith as Annexure A. Once the Probation is confirmed **4.8 LPA** is applicable and attached herewith Annexure B.
2. Your initial posting as Pin Click employee will be at the **Bangalore** office. Pin Click, however, reserves the choice to post/transfer you at any of their offices in India and outside. In which case, all transfer facilities applicable by company policies will be made available to you.
3. The Company reserves the right to conduct background investigations and/or reference checks on all its potential employees and your job offer is contingent upon such clearance
4. You will be on probation for a period of six months and maybe confirmed as a permanent employee upon successful completion of the probation. During the probation period, your services can be terminated without any notice or salary thereof on either side.
5. While we look forward to a long and profitable relationship, the employment relationship can be terminated by either of us at any time with 15daysnotice period or 15day’ssalary in lieu thereof. The Company will have discretion on the above mentioned options and can waive the notice period or accept/pay payment in lieu of notice period ormandate15 days notice at its sole discretion based on project deliverables, forecasting and appropriate knowledge transfer. Under any circumstance if you are unable to serve the notice period, the Company can decide to agree or refuse to provide the releasing letter of employment. Any statements or representations to the contrary (and, indeed, any statements contradicting any provision in this letter) should be regarded by you as ineffective.
6. You will be governed at all times by the policies, procedures and rules of Pin Click related to the salary, allowances, benefits and perquisites which are specified in this Agreement and its Annexure. Pin Click may modify or change such allowances, benefits and perquisites from time to time in accordance with its policies.
7. During your employment with Pin Click, you will, under no circumstances, work for any other firm or person, directly or indirectly, in a paid or honorary position, without an explicit permission from Pin Click.
8. You will not engage in any unethical practice, which might affect Pin Click and its employees, client and partners.


REGISTRAR

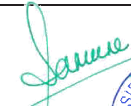


Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No :
+91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563

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

ANNEXURE – A

COMPENSATION & BENEFITS STATEMENT – PIN CLICK			
	Name	Amit Ramaning Masali.	
	Designation	Associate Property Advisor	
	Department	Sales	
	Date of Joining	7th February 2022	
	CATEGORY	INR – Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	6,600	79,200
	House Rent Allowance	5,500	66,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	Children Education Allowance	2,000	24,000
	Special Allowance	4,741	56,892
	Subtotal I / Gross Pay	20,891	2,50,692
B	Professional tax	200	2,400
	PF Employer	792	9,504
A-B	Net Salary	19,899	2,38,788
Benefits			
C	PF Employee	792	9,504
	Gratuity	317	3,804
	SubTotal II	1,109	13,308
Total A + C	Cost to the Company	22,000	2,64,000
	Performance Enhanced Incentives	15,000*	1,80,000*
<p>Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement</p> <ul style="list-style-type: none"> * The Offer/ Salary Is Subjective to Completion of Training * Two-wheeler is mandatory with valid driving license * 7-10 days of training period * 3000 rupees includes the traveling allowance, 500 rupees includes the mobile allowance. <ul style="list-style-type: none"> ● Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable. 			


 REGISTRAR


Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No :
 +91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563

The details of your annual earnings are as **Annexure B**.

ANNEXURE – B

COMPENSATION & BENEFITS STATEMENT – PIN CLICK			
	Name	Amit Ramaning Masali.	
	Designation	Associate Property Advisor	
	Department	Sales	
	Date of Joining	7th February 2022	
	CATEGORY	INR – Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	7,500	90,000
	House Rent Allowance	6,250	75,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	Children Education Allowance	2,000	24,000
	Special Allowance	3,540	42,480
	Subtotal I / Gross Pay	23,740	2,84,880
B	Professional tax	200	2,400
	PF Employer	900	10,800
A-B	Net Salary	22,640	2,71,680
Benefits			
C	PF Employee	900	10,800
	Gratuity	360	4,320
	SubTotal II	1,260	15,120
Total A + C	Cost to the Company	25,000	3,00,000
	Performance Enhanced Incentives	15,000*	1,80,000*
<p>Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement</p> <ul style="list-style-type: none"> * The Offer/ Salary Is Subjective to Completion of Training * Two-wheeler is mandatory with valid driving license * 3000 rupees includes the traveling allowance, 500 rupees includes the mobile allowance. <ul style="list-style-type: none"> ● Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable. 			

To accept this offer, sign the copy and return the duplicate/scan copy to the sender. Kindly ensure that the copy of acceptance reaches us as prescribed.

We look forward to the opportunity of working with you at Pin Click Property Management Pvt Ltd

Mr.Manik Kinra
Co Founder


 REGISTRAR


Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No :
+91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563

Letter of Offer

- a) The employee shall manage the day-to-day affairs of the company and shall supervise the office staff and any other employees of the Company. The supervisory function shall be discharged by the employee with due regard to his KRA's.
- b) The employee shall at all times abide by the policies and practices of the Company and comply with applicable laws

I have read the terms and conditions set out above and completely understand the same. In accepting employment with Pin Click I undertake to confirm to the terms and conditions set out above as well as other policies, procedures, instructions, etc, as may be communicated to me from time to time.

Name: _____ Signature: _____

Date: _____ Anticipated Start Date: _____


REGISTRAR


Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No :
+91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563

To,
MOHAMMADNAYEEM M KAMDOD
Subject: Offer Letter

Date: December 16th 2021

Dear MOHAMMADNAYEEM M KAMDOD,

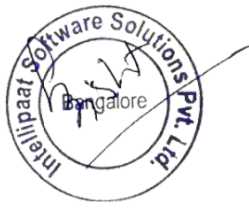
In reference to your application, we would like to congratulate you on being selected for internship with **Intellipaate Software Solutions Pvt. Ltd.** Your work is scheduled to start from **24th January,2022** for a period of 6 Months. During this period, you will get paid Rs. 22,000/month (Rupees Twenty-Two Thousand Only) and you will be working as an '**Business Development Trainee**'. The technical platform and job role will be shared with you by your manager on the day of your joining.

Note:

- Number of working days is 6 days in a week.
- Your First Month (30 days) salary will be dispersed along with your 4th month salary.
- During this Internship you are eligible to get Rs 200,000/- Rupees as incentive based on your performance.
- During your internship, you are expected to be disciplined and sincere towards your job responsibility.
- Based on your performance, PPO will be released before the completion of your internship at Intellipaate.
- The company reserves the right to pay or recover salary in lieu of the notice period (if applicable) or to relieve you before the expiry of the notice period. All payments and recoveries made under this clause will be based on Gross Salary
- You need to serve 30days of notice period without fail, or else the management of Intellipaate can hold your salary/ experience letter / relieving letter after joining.
- Minimum working duration must be 9 hours including one-hour lunch/dinner break.
- After the successful completion of 6 Months Internship period total CTC would be 900,000 INR.

Again, congratulations and we look forward to working with you.

Yours truly,
For Intellipaate Software Solutions Private Limited



Dev Bisht
Director- Human Resources



To,
SOURAB KUMAR SAROJ
Subject: Offer Letter

Date: December 16th 2021

Dear SOURAB KUMAR SAROJ,

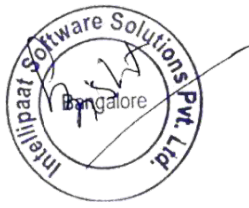
In reference to your application, we would like to congratulate you on being selected for internship with **Intellipaate Software Solutions Pvt. Ltd.** Your work is scheduled to start from **24th January,2022** for a period of 6 Months. During this period, you will get paid Rs. 22,000/month (Rupees Twenty-Two Thousand Only) and you will be working as an '**Business Development Trainee**'. The technical platform and job role will be shared with you by your manager on the day of your joining.

Note:

- Number of working days is 6 days in a week.
- Your First Month (30 days) salary will be dispersed along with your 4th month salary.
- During this Internship you are eligible to get Rs 200,000/- Rupees as incentive based on your performance.
- During your internship, you are expected to be disciplined and sincere towards your job responsibility.
- Based on your performance, PPO will be released before the completion of your internship at Intellipaate.
- The company reserves the right to pay or recover salary in lieu of the notice period (if applicable) or to relieve you before the expiry of the notice period. All payments and recoveries made under this clause will be based on Gross Salary
- You need to serve 30days of notice period without fail, or else the management of Intellipaate can hold your salary/ experience letter / relieving letter after joining.
- Minimum working duration must be 9 hours including one-hour lunch/dinner break.
- After the successful completion of 6 Months Internship period total CTC would be 900,000 INR.

Again, congratulations and we look forward to working with you.

Yours truly,
For Intellipaate Software Solutions Private Limited



Dev Bisht
Director- Human Resources



To,
AMRUTHA VARSHA K S
Subject: Offer Letter

Date: December 16th 2021

Dear AMRUTHA VARSHA K S,

In reference to your application, we would like to congratulate you on being selected for internship with **Intellipaate Software Solutions Pvt. Ltd.** Your work is scheduled to start from **24th January,2022** for a period of 6 Months. During this period, you will get paid Rs. 22,000/month (Rupees Twenty-Two Thousand Only) and you will be working as an '**Business Development Trainee**'. The technical platform and job role will be shared with you by your manager on the day of your joining.

Note:

- Number of working days is 6 days in a week.
- Your First Month (30 days) salary will be dispersed along with your 4th month salary.
- During this Internship you are eligible to get Rs 200,000/- Rupees as incentive based on your performance.
- During your internship, you are expected to be disciplined and sincere towards your job responsibility.
- Based on your performance, PPO will be released before the completion of your internship at Intellipaate.
- The company reserves the right to pay or recover salary in lieu of the notice period (if applicable) or to relieve you before the expiry of the notice period. All payments and recoveries made under this clause will be based on Gross Salary
- You need to serve 30days of notice period without fail, or else the management of Intellipaate can hold your salary/ experience letter / relieving letter after joining.
- Minimum working duration must be 9 hours including one-hour lunch/dinner break.
- After the successful completion of 6 Months Internship period total CTC would be 900,000 INR.

Again, congratulations and we look forward to working with you.

Yours truly,
For Intellipaate Software Solutions Private Limited



Dev Bisht
Director- Human Resources



To,
SIVARAJ J
Subject: Offer Letter

Date: December 16th 2021

Dear SIVARAJ J,

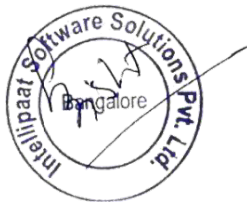
In reference to your application, we would like to congratulate you on being selected for internship with **Intellipaate Software Solutions Pvt. Ltd.** Your work is scheduled to start from **24th January,2022** for a period of 6 Months. During this period, you will get paid Rs. 22,000/month (Rupees Twenty-Two Thousand Only) and you will be working as an '**Business Development Trainee**'. The technical platform and job role will be shared with you by your manager on the day of your joining.

Note:

- Number of working days is 6 days in a week.
- Your First Month (30 days) salary will be dispersed along with your 4th month salary.
- During this Internship you are eligible to get Rs 200,000/- Rupees as incentive based on your performance.
- During your internship, you are expected to be disciplined and sincere towards your job responsibility.
- Based on your performance, PPO will be released before the completion of your internship at Intellipaate.
- The company reserves the right to pay or recover salary in lieu of the notice period (if applicable) or to relieve you before the expiry of the notice period. All payments and recoveries made under this clause will be based on Gross Salary
- You need to serve 30days of notice period without fail, or else the management of Intellipaate can hold your salary/ experience letter / relieving letter after joining.
- Minimum working duration must be 9 hours including one-hour lunch/dinner break.
- After the successful completion of 6 Months Internship period total CTC would be 900,000 INR.

Again, congratulations and we look forward to working with you.

Yours truly,
For Intellipaate Software Solutions Private Limited



Dev Bisht
Director- Human Resources



To,
PRASHANTKUMAR
Subject: Offer Letter

Date: December 16th 2021

Dear PRASHANTKUMAR,

In reference to your application, we would like to congratulate you on being selected for internship with **Intellipaate Software Solutions Pvt. Ltd.** Your work is scheduled to start from **24th January,2022** for a period of 6 Months. During this period, you will get paid Rs. 22,000/month (Rupees Twenty-Two Thousand Only) and you will be working as an '**Business Development Trainee**'. The technical platform and job role will be shared with you by your manager on the day of your joining.

Note:

- Number of working days is 6 days in a week.
- Your First Month (30 days) salary will be dispersed along with your 4th month salary.
- During this Internship you are eligible to get Rs 200,000/- Rupees as incentive based on your performance.
- During your internship, you are expected to be disciplined and sincere towards your job responsibility.
- Based on your performance, PPO will be released before the completion of your internship at Intellipaate.
- The company reserves the right to pay or recover salary in lieu of the notice period (if applicable) or to relieve you before the expiry of the notice period. All payments and recoveries made under this clause will be based on Gross Salary
- You need to serve 30days of notice period without fail, or else the management of Intellipaate can hold your salary/ experience letter / relieving letter after joining.
- Minimum working duration must be 9 hours including one-hour lunch/dinner break.
- After the successful completion of 6 Months Internship period total CTC would be 900,000 INR.

Again, congratulations and we look forward to working with you.

Yours truly,
For Intellipaate Software Solutions Private Limited



Dev Bisht
Director- Human Resources



SPR

Human Capital Solutions



OFFER LETTER

Date: 12/02/22

Pallavi N
Presidency University,
Bangalore.

Dear Pallavi,

On behalf of SPR HUMAN CAPITAL SOLUTIONS, I am pleased to offer you the Employment. You have to report to HR with an anticipated after completion of your academics year(one Month training Period) You will have various responsibilities regarding the Company's activities and businesses, as management of the Company determines from time to time.

Salary will be Rs 21,500/Month (includes TA+HRA+PF+ESI). You will be entitled to leave, holidays, benefits, and other allowances as applicable to your category of employees and location of posting, in accordance with the rules of the Company.

Code of Conduct:

The Company may require you, at any time, to perform any other administrative, managerial, supervisory, technical or other functions and you will be bound to carry out such functions.

You shall maintain and keep in your safe custody such as Measuring instruments, Safety Equipment's and other assets that may be issued to you or may come in your possession and shall return the same when required in good condition.

You shall be solely responsible for any issues that may arise between you and your previous employer with regard to your previous employment and the Company /any of its personnel are not responsible for the same.

Termination:

- a) Probation period will be 3 months, during this period if company feels unsatisfactory with your work and behavior. Company reserves the right to terminate without prior notice.
- b) Your services are liable to be terminated, if you are medically unfit to carry out your duties.
- c) The Company reserves the right to relieve you from your services in case of business slowdown or if the company decides to downsize work force due to unforeseen circumstances.
- d) You fail to abide to instructions from your superiors, unauthorized absence, disloyalty, misconduct, non-performance and if any disciplinary action is taken against you.

Please note that you are governed by all Rules and Regulations of the Company, which are in force from time to time, and the Company shall have the right from time to time to vary or modify any of the terms and conditions of service, which shall be binding on you. We take pleasure in welcoming you to our Organization and look forward to a mutually beneficial association. We wish you all the best in your career.


REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

SPR

Human Capital Solutions



NOTE : THIS OFFER LETTER IS VALID IF YOU QUALIFIED IN MEDICAL TEST ONLY

If you have any questions, please do not hesitate to call.

Please mail or fax your signed copy to the attention of Human Resources at the address on the offer letter.

Mahalaxmi



Yours sincerely

S.MAHALAXMI

Human Resources

Declaration

I have read, understood and have been explained in detail the above terms and conditions of employment and am accepting the same. I agree to abide by the terms and conditions of employment.

Agreed and Accepted:

Signature

Date

Sarav
REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

SPR

Human Capital Solutions



OFFER LETTER

Date: 12/02/22

Pooja K
Presidency University,
Bangalore.

Dear Pooja,

On behalf of SPR HUMAN CAPITAL SOLUTIONS, I am pleased to offer you the Employment. You have to report to HR with an anticipated after completion of your academics year (one Month training Period) You will have various responsibilities regarding the Company's activities and businesses, as management of the Company determines from time to time.

Salary will be Rs 21,500/Month (includes TA+HRA+PF+ESI). You will be entitled to leave, holidays, benefits, and other allowances as applicable to your category of employees and location of posting, in accordance with the rules of the Company.

Code of Conduct:

The Company may require you, at any time, to perform any other administrative, managerial, supervisory, technical or other functions and you will be bound to carry out such functions.

You shall maintain and keep in your safe custody such as Measuring instruments, Safety Equipment's and other assets that may be issued to you or may come in your possession and shall return the same when required in good condition.

You shall be solely responsible for any issues that may arise between you and your previous employer with regard to your previous employment and the Company /any of its personnel are not responsible for the same.

Termination:

- Probation period will be 3 months, during this period if company feels unsatisfactory with your work and behavior. Company reserves the right to terminate without prior notice.
- Your services are liable to be terminated, if you are medically unfit to carry out your duties.
- The Company reserves the right to relieve you from your services in case of business slowdown or if the company decides to downsize work force due to unforeseen circumstances.
- You fail to abide to instructions from your superiors, unauthorized absence, disloyalty, misconduct, non-performance and if any disciplinary action is taken against you.

Please note that you are governed by all Rules and Regulations of the Company, which are in force from time to time, and the Company shall have the right from time to time to vary or modify any of the terms and conditions of service, which shall be binding on you. We take pleasure in welcoming you to our Organization and look forward to a mutually beneficial association. We wish you all the best in your career.


REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

SPR

Human Capital Solutions



NOTE : THIS OFFER LETTER IS VALID IF YOU QUALIFIED IN MEDICAL TEST ONLY

If you have any questions, please do not hesitate to call.

Please mail or fax your signed copy to the attention of Human Resources at the address on the offer letter.

Mahalaxmi



Yours sincerely

S.MAHALAXMI

Human Resources

Declaration

I have read, understood and have been explained in detail the above terms and conditions of employment and am accepting the same. I agree to abide by the terms and conditions of employment.

Agreed and Accepted:

Signature

Date

Sarav
REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

SPR

Human Capital Solutions



OFFER LETTER

Date: 12/02/22

Sujata Shivanand Gotyal
Presidency University,
Bangalore.

Dear Sujata,

On behalf of SPR HUMAN CAPITAL SOLUTIONS, I am pleased to offer you the Employment. You have to report to HR with an anticipated after completion of your academics year (one Month training Period) You will have various responsibilities regarding the Company's activities and businesses, as management of the Company determines from time to time.

Salary will be Rs 21,500/Month (includes TA+HRA+PF+ESI). You will be entitled to leave, holidays, benefits, and other allowances as applicable to your category of employees and location of posting, in accordance with the rules of the Company.

Code of Conduct:

The Company may require you, at any time, to perform any other administrative, managerial, supervisory, technical or other functions and you will be bound to carry out such functions.

You shall maintain and keep in your safe custody such as Measuring instruments, Safety Equipment's and other assets that may be issued to you or may come in your possession and shall return the same when required in good condition.

You shall be solely responsible for any issues that may arise between you and your previous employer with regard to your previous employment and the Company /any of its personnel are not responsible for the same.

Termination:

- Probation period will be 3 months, during this period if company feels unsatisfactory with your work and behavior. Company reserves the right to terminate without prior notice.
- Your services are liable to be terminated, if you are medically unfit to carry out your duties.
- The Company reserves the right to relieve you from your services in case of business slowdown or if the company decides to downsize work force due to unforeseen circumstances.
- You fail to abide to instructions from your superiors, unauthorized absence, disloyalty, misconduct, non-performance and if any disciplinary action is taken against you.

Please note that you are governed by all Rules and Regulations of the Company, which are in force from time to time, and the Company shall have the right from time to time to vary or modify any of the terms and conditions of service, which shall be binding on you. We take pleasure in welcoming you to our Organization and look forward to a mutually beneficial association. We wish you all the best in your career.


REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

SPR

Human Capital Solutions



NOTE : THIS OFFER LETTER IS VALID IF YOU QUALIFIED IN MEDICAL TEST ONLY

If you have any questions, please do not hesitate to call.

Please mail or fax your signed copy to the attention of Human Resources at the address on the offer letter.

Mahalaxmi



Yours sincerely

S.MAHALAXMI

Human Resources

Declaration

I have read, understood and have been explained in detail the above terms and conditions of employment and am accepting the same. I agree to abide by the terms and conditions of employment.

Agreed and Accepted:

Signature

Date

Sarav
REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

SPR

Human Capital Solutions



OFFER LETTER

Date: 12/02/22

G S Uthej
Presidency University,
Bangalore.

Dear Uthej,

On behalf of SPR HUMAN CAPITAL SOLUTIONS, I am pleased to offer you the Employment. You have to report to HR with an anticipated after completion of your academics year(one Month training Period) You will have various responsibilities regarding the Company's activities and businesses, as management of the Company determines from time to time.

Salary will be Rs 21,500/Month (includes TA+HRA+PF+ESI). You will be entitled to leave, holidays, benefits, and other allowances as applicable to your category of employees and location of posting, in accordance with the rules of the Company.

Code of Conduct:

The Company may require you, at any time, to perform any other administrative, managerial, supervisory, technical or other functions and you will be bound to carry out such functions.

You shall maintain and keep in your safe custody such as Measuring instruments, Safety Equipment's and other assets that may be issued to you or may come in your possession and shall return the same when required in good condition.

You shall be solely responsible for any issues that may arise between you and your previous employer with regard to your previous employment and the Company /any of its personnel are not responsible for the same.

Termination:

- a) Probation period will be 3 months, during this period if company feels unsatisfactory with your work and behavior. Company reserves the right to terminate without prior notice.
- b) Your services are liable to be terminated, if you are medically unfit to carry out your duties.
- c) The Company reserves the right to relieve you from your services in case of business slowdown or if the company decides to downsize work force due to unforeseen circumstances.
- d) You fail to abide to instructions from your superiors, unauthorized absence, disloyalty, misconduct, non-performance and if any disciplinary action is taken against you.

Please note that you are governed by all Rules and Regulations of the Company, which are in force from time to time, and the Company shall have the right from time to time to vary or modify any of the terms and conditions of service, which shall be binding on you. We take pleasure in welcoming you to our Organization and look forward to a mutually beneficial association. We wish you all the best in your career.


REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

SPR

Human Capital Solutions



NOTE : THIS OFFER LETTER IS VALID IF YOU QUALIFIED IN MEDICAL TEST ONLY

If you have any questions, please do not hesitate to call.

Please mail or fax your signed copy to the attention of Human Resources at the address on the offer letter.

Mahalaxmi



Yours sincerely

S.MAHALAXMI

Human Resources

Declaration

I have read, understood and have been explained in detail the above terms and conditions of employment and am accepting the same. I agree to abide by the terms and conditions of employment.

Agreed and Accepted:

Signature

Date

Sanne
REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

SPR

Human Capital Solutions



OFFER LETTER

Date: 12/02/22

Mohammed Taliq Patait
Presidency University,
Bangalore.

Dear Mohammed,

On behalf of SPR HUMAN CAPITAL SOLUTIONS, I am pleased to offer you the Employment. You have to report to HR with an anticipated after completion of your academics year (one Month training Period) You will have various responsibilities regarding the Company's activities and businesses, as management of the Company determines from time to time.

Salary will be Rs 21,500/Month (includes TA+HRA+PF+ESI). You will be entitled to leave, holidays, benefits, and other allowances as applicable to your category of employees and location of posting, in accordance with the rules of the Company.

Code of Conduct:

The Company may require you, at any time, to perform any other administrative, managerial, supervisory, technical or other functions and you will be bound to carry out such functions.

You shall maintain and keep in your safe custody such as Measuring instruments, Safety Equipment's and other assets that may be issued to you or may come in your possession and shall return the same when required in good condition.

You shall be solely responsible for any issues that may arise between you and your previous employer with regard to your previous employment and the Company /any of its personnel are not responsible for the same.

Termination:

- Probation period will be 3 months, during this period if company feels unsatisfactory with your work and behavior. Company reserves the right to terminate without prior notice.
- Your services are liable to be terminated, if you are medically unfit to carry out your duties.
- The Company reserves the right to relieve you from your services in case of business slowdown or if the company decides to downsize work force due to unforeseen circumstances.
- You fail to abide to instructions from your superiors, unauthorized absence, disloyalty, misconduct, non-performance and if any disciplinary action is taken against you.

Please note that you are governed by all Rules and Regulations of the Company, which are in force from time to time, and the Company shall have the right from time to time to vary or modify any of the terms and conditions of service, which shall be binding on you. We take pleasure in welcoming you to our Organization and look forward to a mutually beneficial association. We wish you all the best in your career.


REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

SPR

Human Capital Solutions



NOTE : THIS OFFER LETTER IS VALID IF YOU QUALIFIED IN MEDICAL TEST ONLY

If you have any questions, please do not hesitate to call.

Please mail or fax your signed copy to the attention of Human Resources at the address on the offer letter.

Mahalaxmi



Yours sincerely

S.MAHALAXMI

Human Resources

Declaration

I have read, understood and have been explained in detail the above terms and conditions of employment and am accepting the same. I agree to abide by the terms and conditions of employment.

Agreed and Accepted:

Signature

Date

Sarav
REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

SPR

Human Capital Solutions



OFFER LETTER

Date: 12/02/22

Chunduru Chaitanya Krishna Anilu
Presidency University,
Bangalore.

Dear Krishna,

On behalf of SPR HUMAN CAPITAL SOLUTIONS, I am pleased to offer you the Employment. You have to report to HR with an anticipated after completion of your academics year(one Month training Period) You will have various responsibilities regarding the Company's activities and businesses, as management of the Company determines from time to time.

Salary will be Rs 21,500/Month (includes TA+HRA+PF+ESI). You will be entitled to leave, holidays, benefits, and other allowances as applicable to your category of employees and location of posting, in accordance with the rules of the Company.

Code of Conduct:

The Company may require you, at any time, to perform any other administrative, managerial, supervisory, technical or other functions and you will be bound to carry out such functions.

You shall maintain and keep in your safe custody such as Measuring instruments, Safety Equipment's and other assets that may be issued to you or may come in your possession and shall return the same when required in good condition.

You shall be solely responsible for any issues that may arise between you and your previous employer with regard to your previous employment and the Company /any of its personnel are not responsible for the same.

Termination:

- a) Probation period will be 3 months, during this period if company feels unsatisfactory with your work and behavior. Company reserves the right to terminate without prior notice.
- b) Your services are liable to be terminated, if you are medically unfit to carry out your duties.
- c) The Company reserves the right to relieve you from your services in case of business slowdown or if the company decides to downsize work force due to unforeseen circumstances.
- d) You fail to abide to instructions from your superiors, unauthorized absence, disloyalty, misconduct, non-performance and if any disciplinary action is taken against you.

Please note that you are governed by all Rules and Regulations of the Company, which are in force from time to time, and the Company shall have the right from time to time to vary or modify any of the terms and conditions of service, which shall be binding on you. We take pleasure in welcoming you to our Organization and look forward to a mutually beneficial association. We wish you all the best in your career.



SPR

Human Capital Solutions



NOTE : THIS OFFER LETTER IS VALID IF YOU QUALIFIED IN MEDICAL TEST ONLY

If you have any questions, please do not hesitate to call.

Please mail or fax your signed copy to the attention of Human Resources at the address on the offer letter.

Mahalaxmi



Yours sincerely

S.MAHALAXMI

Human Resources

Declaration

I have read, understood and have been explained in detail the above terms and conditions of employment and am accepting the same. I agree to abide by the terms and conditions of employment.

Agreed and Accepted:

Signature

Date

Sarav
REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

SPR

Human Capital Solutions



OFFER LETTER

Date: 12/02/22

Abhishek R
Presidency University,
Bangalore.

Dear Abhishek,

On behalf of SPR HUMAN CAPITAL SOLUTIONS, I am pleased to offer you the Employment. You have to report to HR with an anticipated after completion of your academics year (one Month training Period) You will have various responsibilities regarding the Company's activities and businesses, as management of the Company determines from time to time.

Salary will be Rs 21,500/Month (includes TA+HRA+PF+ESI). You will be entitled to leave, holidays, benefits, and other allowances as applicable to your category of employees and location of posting, in accordance with the rules of the Company.

Code of Conduct:

The Company may require you, at any time, to perform any other administrative, managerial, supervisory, technical or other functions and you will be bound to carry out such functions.

You shall maintain and keep in your safe custody such as Measuring instruments, Safety Equipment's and other assets that may be issued to you or may come in your possession and shall return the same when required in good condition.

You shall be solely responsible for any issues that may arise between you and your previous employer with regard to your previous employment and the Company /any of its personnel are not responsible for the same.

Termination:

- Probation period will be 3 months, during this period if company feels unsatisfactory with your work and behavior. Company reserves the right to terminate without prior notice.
- Your services are liable to be terminated, if you are medically unfit to carry out your duties.
- The Company reserves the right to relieve you from your services in case of business slowdown or if the company decides to downsize work force due to unforeseen circumstances.
- You fail to abide to instructions from your superiors, unauthorized absence, disloyalty, misconduct, non-performance and if any disciplinary action is taken against you.

Please note that you are governed by all Rules and Regulations of the Company, which are in force from time to time, and the Company shall have the right from time to time to vary or modify any of the terms and conditions of service, which shall be binding on you. We take pleasure in welcoming you to our Organization and look forward to a mutually beneficial association. We wish you all the best in your career.


REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

SPR

Human Capital Solutions



NOTE : THIS OFFER LETTER IS VALID IF YOU QUALIFIED IN MEDICAL TEST ONLY

If you have any questions, please do not hesitate to call.

Please mail or fax your signed copy to the attention of Human Resources at the address on the offer letter.

Mahalaxmi



Yours sincerely

S.MAHALAXMI

Human Resources

Declaration

I have read, understood and have been explained in detail the above terms and conditions of employment and am accepting the same. I agree to abide by the terms and conditions of employment.

Agreed and Accepted:

Signature

Date

Sarav
REGISTRAR
PRESIDENCY UNIVERSITY
Bangalore

SPR

Human Capital Solutions



OFFER LETTER

Date: 12/02/22

Ronit Kashyap
Presidency University,
Bangalore.

Dear Kashyap,

On behalf of SPR HUMAN CAPITAL SOLUTIONS, I am pleased to offer you the Employment. You have to report to HR with an anticipated after completion of your academics year (one Month training Period) You will have various responsibilities regarding the Company's activities and businesses, as management of the Company determines from time to time.

Salary will be Rs 21,500/Month (includes TA+HRA+PF+ESI). You will be entitled to leave, holidays, benefits, and other allowances as applicable to your category of employees and location of posting, in accordance with the rules of the Company.

Code of Conduct:

The Company may require you, at any time, to perform any other administrative, managerial, supervisory, technical or other functions and you will be bound to carry out such functions.

You shall maintain and keep in your safe custody such as Measuring instruments, Safety Equipment's and other assets that may be issued to you or may come in your possession and shall return the same when required in good condition.

You shall be solely responsible for any issues that may arise between you and your previous employer with regard to your previous employment and the Company /any of its personnel are not responsible for the same.

Termination:

- Probation period will be 3 months, during this period if company feels unsatisfactory with your work and behavior. Company reserves the right to terminate without prior notice.
- Your services are liable to be terminated, if you are medically unfit to carry out your duties.
- The Company reserves the right to relieve you from your services in case of business slowdown or if the company decides to downsize work force due to unforeseen circumstances.
- You fail to abide to instructions from your superiors, unauthorized absence, disloyalty, misconduct, non-performance and if any disciplinary action is taken against you.

Please note that you are governed by all Rules and Regulations of the Company, which are in force from time to time, and the Company shall have the right from time to time to vary or modify any of the terms and conditions of service, which shall be binding on you. We take pleasure in welcoming you to our Organization and look forward to a mutually beneficial association. We wish you all the best in your career.



SPR

Human Capital Solutions



NOTE : THIS OFFER LETTER IS VALID IF YOU QUALIFIED IN MEDICAL TEST ONLY

If you have any questions, please do not hesitate to call.

Please mail or fax your signed copy to the attention of Human Resources at the address on the offer letter.

Mahalaxmi



Yours sincerely

S.MAHALAXMI

Human Resources

Declaration

I have read, understood and have been explained in detail the above terms and conditions of employment and am accepting the same. I agree to abide by the terms and conditions of employment.

Agreed and Accepted:

Signature

Date

Sarav
REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

SPR

Human Capital Solutions



OFFER LETTER

Date: 12/02/22

Sandeep Kumar S
Presidency University,
Bangalore.

Dear Sandeep,

On behalf of SPR HUMAN CAPITAL SOLUTIONS, I am pleased to offer you the Employment. You have to report to HR with an anticipated after completion of your academics year (one Month training Period) You will have various responsibilities regarding the Company's activities and businesses, as management of the Company determines from time to time.

Salary will be Rs 21,500/Month (includes TA+HRA+PF+ESI). You will be entitled to leave, holidays, benefits, and other allowances as applicable to your category of employees and location of posting, in accordance with the rules of the Company.

Code of Conduct:

The Company may require you, at any time, to perform any other administrative, managerial, supervisory, technical or other functions and you will be bound to carry out such functions.

You shall maintain and keep in your safe custody such as Measuring instruments, Safety Equipment's and other assets that may be issued to you or may come in your possession and shall return the same when required in good condition.

You shall be solely responsible for any issues that may arise between you and your previous employer with regard to your previous employment and the Company /any of its personnel are not responsible for the same.

Termination:

- Probation period will be 3 months, during this period if company feels unsatisfactory with your work and behavior. Company reserves the right to terminate without prior notice.
- Your services are liable to be terminated, if you are medically unfit to carry out your duties.
- The Company reserves the right to relieve you from your services in case of business slowdown or if the company decides to downsize work force due to unforeseen circumstances.
- You fail to abide to instructions from your superiors, unauthorized absence, disloyalty, misconduct, non-performance and if any disciplinary action is taken against you.

Please note that you are governed by all Rules and Regulations of the Company, which are in force from time to time, and the Company shall have the right from time to time to vary or modify any of the terms and conditions of service, which shall be binding on you. We take pleasure in welcoming you to our Organization and look forward to a mutually beneficial association. We wish you all the best in your career.


REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

SPR

Human Capital Solutions



NOTE : THIS OFFER LETTER IS VALID IF YOU QUALIFIED IN MEDICAL TEST ONLY

If you have any questions, please do not hesitate to call.

Please mail or fax your signed copy to the attention of Human Resources at the address on the offer letter.

Mahalaxmi



Yours sincerely

S.MAHALAXMI

Human Resources

Declaration

I have read, understood and have been explained in detail the above terms and conditions of employment and am accepting the same. I agree to abide by the terms and conditions of employment.

Agreed and Accepted:

Signature

Date

Sarav
REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

SPR

Human Capital Solutions



OFFER LETTER

Date: 12/02/22

Gorreludoddi Sreenath
Presidency University,
Bangalore.

Dear Sreenath,

On behalf of SPR HUMAN CAPITAL SOLUTIONS, I am pleased to offer you the Employment. You have to report to HR with an anticipated after completion of your academics year (one Month training Period) You will have various responsibilities regarding the Company's activities and businesses, as management of the Company determines from time to time.

Salary will be Rs 21,500/Month (includes TA+HRA+PF+ESI). You will be entitled to leave, holidays, benefits, and other allowances as applicable to your category of employees and location of posting, in accordance with the rules of the Company.

Code of Conduct:

The Company may require you, at any time, to perform any other administrative, managerial, supervisory, technical or other functions and you will be bound to carry out such functions.

You shall maintain and keep in your safe custody such as Measuring instruments, Safety Equipment's and other assets that may be issued to you or may come in your possession and shall return the same when required in good condition.

You shall be solely responsible for any issues that may arise between you and your previous employer with regard to your previous employment and the Company /any of its personnel are not responsible for the same.

Termination:

- Probation period will be 3 months, during this period if company feels unsatisfactory with your work and behavior. Company reserves the right to terminate without prior notice.
- Your services are liable to be terminated, if you are medically unfit to carry out your duties.
- The Company reserves the right to relieve you from your services in case of business slowdown or if the company decides to downsize work force due to unforeseen circumstances.
- You fail to abide to instructions from your superiors, unauthorized absence, disloyalty, misconduct, non-performance and if any disciplinary action is taken against you.

Please note that you are governed by all Rules and Regulations of the Company, which are in force from time to time, and the Company shall have the right from time to time to vary or modify any of the terms and conditions of service, which shall be binding on you. We take pleasure in welcoming you to our Organization and look forward to a mutually beneficial association. We wish you all the best in your career.


REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

SPR

Human Capital Solutions



NOTE : THIS OFFER LETTER IS VALID IF YOU QUALIFIED IN MEDICAL TEST ONLY

If you have any questions, please do not hesitate to call.

Please mail or fax your signed copy to the attention of Human Resources at the address on the offer letter.

Mahalaxmi



Yours sincerely

S.MAHALAXMI

Human Resources

Declaration

I have read, understood and have been explained in detail the above terms and conditions of employment and am accepting the same. I agree to abide by the terms and conditions of employment.

Agreed and Accepted:

Signature

Date

Sarav
REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

SPR

Human Capital Solutions



OFFER LETTER

Date: 12/02/22

Chukkaluri Kranthi Kumar Reddy
Presidency University,
Bangalore.

Dear Kranthi,

On behalf of SPR HUMAN CAPITAL SOLUTIONS, I am pleased to offer you the Employment. You have to report to HR with an anticipated after completion of your academics year(one Month training Period) You will have various responsibilities regarding the Company's activities and businesses, as management of the Company determines from time to time.

Salary will be Rs 21,500/Month (includes TA+HRA+PF+ESI). You will be entitled to leave, holidays, benefits, and other allowances as applicable to your category of employees and location of posting, in accordance with the rules of the Company.

Code of Conduct:

The Company may require you, at any time, to perform any other administrative, managerial, supervisory, technical or other functions and you will be bound to carry out such functions.

You shall maintain and keep in your safe custody such as Measuring instruments, Safety Equipment's and other assets that may be issued to you or may come in your possession and shall return the same when required in good condition.

You shall be solely responsible for any issues that may arise between you and your previous employer with regard to your previous employment and the Company /any of its personnel are not responsible for the same.

Termination:

- Probation period will be 3 months, during this period if company feels unsatisfactory with your work and behavior. Company reserves the right to terminate without prior notice.
- Your services are liable to be terminated, if you are medically unfit to carry out your duties.
- The Company reserves the right to relieve you from your services in case of business slowdown or if the company decides to downsize work force due to unforeseen circumstances.
- You fail to abide to instructions from your superiors, unauthorized absence, disloyalty, misconduct, non-performance and if any disciplinary action is taken against you.

Please note that you are governed by all Rules and Regulations of the Company, which are in force from time to time, and the Company shall have the right from time to time to vary or modify any of the terms and conditions of service, which shall be binding on you. We take pleasure in welcoming you to our Organization and look forward to a mutually beneficial association. We wish you all the best in your career.



SPR

Human Capital Solutions



NOTE : THIS OFFER LETTER IS VALID IF YOU QUALIFIED IN MEDICAL TEST ONLY

If you have any questions, please do not hesitate to call.

Please mail or fax your signed copy to the attention of Human Resources at the address on the offer letter.

Mahalaxmi



Yours sincerely

S.MAHALAXMI

Human Resources

Declaration

I have read, understood and have been explained in detail the above terms and conditions of employment and am accepting the same. I agree to abide by the terms and conditions of employment.

Agreed and Accepted:

Signature

Date

Sarav
REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

SPR

Human Capital Solutions



OFFER LETTER

Date: 12/02/22

Kalyan Ch
Presidency University,
Bangalore.

Dear Kalyan,

On behalf of SPR HUMAN CAPITAL SOLUTIONS, I am pleased to offer you the Employment. You have to report to HR with an anticipated after completion of your academics year (one Month training Period) You will have various responsibilities regarding the Company's activities and businesses, as management of the Company determines from time to time.

Salary will be Rs 21,500/Month (includes TA+HRA+PF+ESI). You will be entitled to leave, holidays, benefits, and other allowances as applicable to your category of employees and location of posting, in accordance with the rules of the Company.

Code of Conduct:

The Company may require you, at any time, to perform any other administrative, managerial, supervisory, technical or other functions and you will be bound to carry out such functions.

You shall maintain and keep in your safe custody such as Measuring instruments, Safety Equipment's and other assets that may be issued to you or may come in your possession and shall return the same when required in good condition.

You shall be solely responsible for any issues that may arise between you and your previous employer with regard to your previous employment and the Company /any of its personnel are not responsible for the same.

Termination:

- a) Probation period will be 3 months, during this period if company feels unsatisfactory with your work and behavior. Company reserves the right to terminate without prior notice.
- b) Your services are liable to be terminated, if you are medically unfit to carry out your duties.
- c) The Company reserves the right to relieve you from your services in case of business slowdown or if the company decides to downsize work force due to unforeseen circumstances.
- d) You fail to abide to instructions from your superiors, unauthorized absence, disloyalty, misconduct, non-performance and if any disciplinary action is taken against you.

Please note that you are governed by all Rules and Regulations of the Company, which are in force from time to time, and the Company shall have the right from time to time to vary or modify any of the terms and conditions of service, which shall be binding on you. We take pleasure in welcoming you to our Organization and look forward to a mutually beneficial association. We wish you all the best in your career.


REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

SPR

Human Capital Solutions



NOTE : THIS OFFER LETTER IS VALID IF YOU QUALIFIED IN MEDICAL TEST ONLY

If you have any questions, please do not hesitate to call.

Please mail or fax your signed copy to the attention of Human Resources at the address on the offer letter.

Mahalaxmi



Yours sincerely

S.MAHALAXMI

Human Resources

Declaration

I have read, understood and have been explained in detail the above terms and conditions of employment and am accepting the same. I agree to abide by the terms and conditions of employment.

Agreed and Accepted:

Signature

Date

Sarav
REGISTRAR
PRESIDENCY UNIVERSITY
Bangalore

SPR

Human Capital Solutions



OFFER LETTER

Date: 12/02/22

Punith K Kulal
Presidency University,
Bangalore.

Dear Punith,

On behalf of SPR HUMAN CAPITAL SOLUTIONS, I am pleased to offer you the Employment. You have to report to HR with an anticipated after completion of your academics year (one Month training Period) You will have various responsibilities regarding the Company's activities and businesses, as management of the Company determines from time to time.

Salary will be Rs 21,500/Month (includes TA+HRA+PF+ESI). You will be entitled to leave, holidays, benefits, and other allowances as applicable to your category of employees and location of posting, in accordance with the rules of the Company.

Code of Conduct:

The Company may require you, at any time, to perform any other administrative, managerial, supervisory, technical or other functions and you will be bound to carry out such functions.

You shall maintain and keep in your safe custody such as Measuring instruments, Safety Equipment's and other assets that may be issued to you or may come in your possession and shall return the same when required in good condition.

You shall be solely responsible for any issues that may arise between you and your previous employer with regard to your previous employment and the Company /any of its personnel are not responsible for the same.

Termination:

- a) Probation period will be 3 months, during this period if company feels unsatisfactory with your work and behavior. Company reserves the right to terminate without prior notice.
- b) Your services are liable to be terminated, if you are medically unfit to carry out your duties.
- c) The Company reserves the right to relieve you from your services in case of business slowdown or if the company decides to downsize work force due to unforeseen circumstances.
- d) You fail to abide to instructions from your superiors, unauthorized absence, disloyalty, misconduct, non-performance and if any disciplinary action is taken against you.

Please note that you are governed by all Rules and Regulations of the Company, which are in force from time to time, and the Company shall have the right from time to time to vary or modify any of the terms and conditions of service, which shall be binding on you. We take pleasure in welcoming you to our Organization and look forward to a mutually beneficial association. We wish you all the best in your career.



SPR

Human Capital Solutions



NOTE : THIS OFFER LETTER IS VALID IF YOU QUALIFIED IN MEDICAL TEST ONLY

If you have any questions, please do not hesitate to call.

Please mail or fax your signed copy to the attention of Human Resources at the address on the offer letter.

Mahalaxmi



Yours sincerely

S.MAHALAXMI

Human Resources

Declaration

I have read, understood and have been explained in detail the above terms and conditions of employment and am accepting the same. I agree to abide by the terms and conditions of employment.

Agreed and Accepted:

Signature

Date

Sarav
REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

SPR

Human Capital Solutions



OFFER LETTER

Date: 12/02/22

Boggula Maruthi Manohar Reddy
Presidency University,
Bangalore.

Dear Manohar,

On behalf of SPR HUMAN CAPITAL SOLUTIONS, I am pleased to offer you the Employment. You have to report to HR with an anticipated after completion of your academics year(one Month training Period) You will have various responsibilities regarding the Company's activities and businesses, as management of the Company determines from time to time.

Salary will be Rs 21,500/Month (includes TA+HRA+PF+ESI). You will be entitled to leave, holidays, benefits, and other allowances as applicable to your category of employees and location of posting, in accordance with the rules of the Company.

Code of Conduct:

The Company may require you, at any time, to perform any other administrative, managerial, supervisory, technical or other functions and you will be bound to carry out such functions.

You shall maintain and keep in your safe custody such as Measuring instruments, Safety Equipment's and other assets that may be issued to you or may come in your possession and shall return the same when required in good condition.

You shall be solely responsible for any issues that may arise between you and your previous employer with regard to your previous employment and the Company /any of its personnel are not responsible for the same.

Termination:

- a) Probation period will be 3 months, during this period if company feels unsatisfactory with your work and behavior. Company reserves the right to terminate without prior notice.
- b) Your services are liable to be terminated, if you are medically unfit to carry out your duties.
- c) The Company reserves the right to relieve you from your services in case of business slowdown or if the company decides to downsize work force due to unforeseen circumstances.
- d) You fail to abide to instructions from your superiors, unauthorized absence, disloyalty, misconduct, non-performance and if any disciplinary action is taken against you.

Please note that you are governed by all Rules and Regulations of the Company, which are in force from time to time, and the Company shall have the right from time to time to vary or modify any of the terms and conditions of service, which shall be binding on you. We take pleasure in welcoming you to our Organization and look forward to a mutually beneficial association. We wish you all the best in your career.


REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

SPR

Human Capital Solutions



NOTE : THIS OFFER LETTER IS VALID IF YOU QUALIFIED IN MEDICAL TEST ONLY

If you have any questions, please do not hesitate to call.

Please mail or fax your signed copy to the attention of Human Resources at the address on the offer letter.

Mahalaxmi



Yours sincerely

S.MAHALAXMI

Human Resources

Declaration

I have read, understood and have been explained in detail the above terms and conditions of employment and am accepting the same. I agree to abide by the terms and conditions of employment.

Agreed and Accepted:

Signature

Date

Sarav
REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE



OFFER LETTER

Date: 12/02/22

Arvindgowda C N
Presidency University,
Bangalore.

Dear Arvind,

On behalf of SPR HUMAN CAPITAL SOLUTIONS, I am pleased to offer you the Employment. You have to report to HR with an anticipated after completion of your academics year(one Month training Period) You will have various responsibilities regarding the Company's activities and businesses, as management of the Company determines from time to time.

Salary will be Rs 21,500/Month (includes TA+HRA+PF+ESI). You will be entitled to leave, holidays, benefits, and other allowances as applicable to your category of employees and location of posting, in accordance with the rules of the Company.

Code of Conduct:

The Company may require you, at any time, to perform any other administrative, managerial, supervisory, technical or other functions and you will be bound to carry out such functions.

You shall maintain and keep in your safe custody such as Measuring instruments, Safety Equipment's and other assets that may be issued to you or may come in your possession and shall return the same when required in good condition.

You shall be solely responsible for any issues that may arise between you and your previous employer with regard to your previous employment and the Company /any of its personnel are not responsible for the same.

Termination:

- a) Probation period will be 3 months, during this period if company feels unsatisfactory with your work and behavior. Company reserves the right to terminate without prior notice.
- b) Your services are liable to be terminated, if you are medically unfit to carry out your duties.
- c) The Company reserves the right to relieve you from your services in case of business slowdown or if the company decides to downsize work force due to unforeseen circumstances.
- d) You fail to abide to instructions from your superiors, unauthorized absence, disloyalty, misconduct, non-performance and if any disciplinary action is taken against you.

Please note that you are governed by all Rules and Regulations of the Company, which are in force from time to time, and the Company shall have the right from time to time to vary or modify any of the terms and conditions of service, which shall be binding on you. We take pleasure in welcoming you to our Organization and look forward to a mutually beneficial association. We wish you all the best in your career.


REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

SPR

Human Capital Solutions



NOTE : THIS OFFER LETTER IS VALID IF YOU QUALIFIED IN MEDICAL TEST ONLY

If you have any questions, please do not hesitate to call.

Please mail or fax your signed copy to the attention of Human Resources at the address on the offer letter.

Mahalaxmi



Yours sincerely

S.MAHALAXMI

Human Resources

Declaration

I have read, understood and have been explained in detail the above terms and conditions of employment and am accepting the same. I agree to abide by the terms and conditions of employment.

Agreed and Accepted:

Signature

Date

Sanne
REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

SPR

Human Capital Solutions



OFFER LETTER

Date: 12/02/22

Hemanth H L
Presidency University,
Bangalore.

Dear Hemanth,

On behalf of SPR HUMAN CAPITAL SOLUTIONS, I am pleased to offer you the Employment. You have to report to HR with an anticipated after completion of your academics year (one Month training Period) You will have various responsibilities regarding the Company's activities and businesses, as management of the Company determines from time to time.

Salary will be Rs 21,500/Month (includes TA+HRA+PF+ESI). You will be entitled to leave, holidays, benefits, and other allowances as applicable to your category of employees and location of posting, in accordance with the rules of the Company.

Code of Conduct:

The Company may require you, at any time, to perform any other administrative, managerial, supervisory, technical or other functions and you will be bound to carry out such functions.

You shall maintain and keep in your safe custody such as Measuring instruments, Safety Equipment's and other assets that may be issued to you or may come in your possession and shall return the same when required in good condition.

You shall be solely responsible for any issues that may arise between you and your previous employer with regard to your previous employment and the Company /any of its personnel are not responsible for the same.

Termination:

- a) Probation period will be 3 months, during this period if company feels unsatisfactory with your work and behavior. Company reserves the right to terminate without prior notice.
- b) Your services are liable to be terminated, if you are medically unfit to carry out your duties.
- c) The Company reserves the right to relieve you from your services in case of business slowdown or if the company decides to downsize work force due to unforeseen circumstances.
- d) You fail to abide to instructions from your superiors, unauthorized absence, disloyalty, misconduct, non-performance and if any disciplinary action is taken against you.

Please note that you are governed by all Rules and Regulations of the Company, which are in force from time to time, and the Company shall have the right from time to time to vary or modify any of the terms and conditions of service, which shall be binding on you. We take pleasure in welcoming you to our Organization and look forward to a mutually beneficial association. We wish you all the best in your career.


REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

SPR

Human Capital Solutions



NOTE : THIS OFFER LETTER IS VALID IF YOU QUALIFIED IN MEDICAL TEST ONLY

If you have any questions, please do not hesitate to call.

Please mail or fax your signed copy to the attention of Human Resources at the address on the offer letter.

Mahalaxmi



Yours sincerely

S.MAHALAXMI

Human Resources

Declaration

I have read, understood and have been explained in detail the above terms and conditions of employment and am accepting the same. I agree to abide by the terms and conditions of employment.

Agreed and Accepted:

Signature

Date

Sarav
REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

SPR

Human Capital Solutions



OFFER LETTER

Date: 12/02/22

Niharika H
Presidency University,
Bangalore.

Dear Niharika,

On behalf of SPR HUMAN CAPITAL SOLUTIONS, I am pleased to offer you the Employment. You have to report to HR with an anticipated after completion of your academics year (one Month training Period) You will have various responsibilities regarding the Company's activities and businesses, as management of the Company determines from time to time.

Salary will be Rs 21,500/Month (includes TA+HRA+PF+ESI). You will be entitled to leave, holidays, benefits, and other allowances as applicable to your category of employees and location of posting, in accordance with the rules of the Company.

Code of Conduct:

The Company may require you, at any time, to perform any other administrative, managerial, supervisory, technical or other functions and you will be bound to carry out such functions.

You shall maintain and keep in your safe custody such as Measuring instruments, Safety Equipment's and other assets that may be issued to you or may come in your possession and shall return the same when required in good condition.

You shall be solely responsible for any issues that may arise between you and your previous employer with regard to your previous employment and the Company /any of its personnel are not responsible for the same.

Termination:

- Probation period will be 3 months, during this period if company feels unsatisfactory with your work and behavior. Company reserves the right to terminate without prior notice.
- Your services are liable to be terminated, if you are medically unfit to carry out your duties.
- The Company reserves the right to relieve you from your services in case of business slowdown or if the company decides to downsize work force due to unforeseen circumstances.
- You fail to abide to instructions from your superiors, unauthorized absence, disloyalty, misconduct, non-performance and if any disciplinary action is taken against you.

Please note that you are governed by all Rules and Regulations of the Company, which are in force from time to time, and the Company shall have the right from time to time to vary or modify any of the terms and conditions of service, which shall be binding on you. We take pleasure in welcoming you to our Organization and look forward to a mutually beneficial association. We wish you all the best in your career.


REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

SPR

Human Capital Solutions



NOTE : THIS OFFER LETTER IS VALID IF YOU QUALIFIED IN MEDICAL TEST ONLY

If you have any questions, please do not hesitate to call.

Please mail or fax your signed copy to the attention of Human Resources at the address on the offer letter.

Mahalaxmi



Yours sincerely

S.MAHALAXMI

Human Resources

Declaration

I have read, understood and have been explained in detail the above terms and conditions of employment and am accepting the same. I agree to abide by the terms and conditions of employment.

Agreed and Accepted:

Signature

Date

Sarav
REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

SPR

Human Capital Solutions



OFFER LETTER

Date: 12/02/22

Erla Sudheer
Presidency University,
Bangalore.

Dear Sudheer,

On behalf of SPR HUMAN CAPITAL SOLUTIONS, I am pleased to offer you the Employment. You have to report to HR with an anticipated after completion of your academics year (one Month training Period) You will have various responsibilities regarding the Company's activities and businesses, as management of the Company determines from time to time.

Salary will be Rs 21,500/Month (includes TA+HRA+PF+ESI). You will be entitled to leave, holidays, benefits, and other allowances as applicable to your category of employees and location of posting, in accordance with the rules of the Company.

Code of Conduct:

The Company may require you, at any time, to perform any other administrative, managerial, supervisory, technical or other functions and you will be bound to carry out such functions.

You shall maintain and keep in your safe custody such as Measuring instruments, Safety Equipment's and other assets that may be issued to you or may come in your possession and shall return the same when required in good condition.

You shall be solely responsible for any issues that may arise between you and your previous employer with regard to your previous employment and the Company /any of its personnel are not responsible for the same.

Termination:

- a) Probation period will be 3 months, during this period if company feels unsatisfactory with your work and behavior. Company reserves the right to terminate without prior notice.
- b) Your services are liable to be terminated, if you are medically unfit to carry out your duties.
- c) The Company reserves the right to relieve you from your services in case of business slowdown or if the company decides to downsize work force due to unforeseen circumstances.
- d) You fail to abide to instructions from your superiors, unauthorized absence, disloyalty, misconduct, non-performance and if any disciplinary action is taken against you.

Please note that you are governed by all Rules and Regulations of the Company, which are in force from time to time, and the Company shall have the right from time to time to vary or modify any of the terms and conditions of service, which shall be binding on you. We take pleasure in welcoming you to our Organization and look forward to a mutually beneficial association. We wish you all the best in your career.


REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

SPR

Human Capital Solutions



NOTE : THIS OFFER LETTER IS VALID IF YOU QUALIFIED IN MEDICAL TEST ONLY

If you have any questions, please do not hesitate to call.

Please mail or fax your signed copy to the attention of Human Resources at the address on the offer letter.

Mahalaxmi



Yours sincerely

S.MAHALAXMI

Human Resources

Declaration

I have read, understood and have been explained in detail the above terms and conditions of employment and am accepting the same. I agree to abide by the terms and conditions of employment.

Agreed and Accepted:

Signature

Date

Sarav
REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

SPR

Human Capital Solutions



OFFER LETTER

Date: 12/02/22

Yellasom Samarsimhareddy
Presidency University,
Bangalore.

Dear Samarsimhareddy,

On behalf of SPR HUMAN CAPITAL SOLUTIONS, I am pleased to offer you the Employment. You have to report to HR with an anticipated after completion of your academics year (one Month training Period) You will have various responsibilities regarding the Company's activities and businesses, as management of the Company determines from time to time.

Salary will be Rs 21,500/Month (includes TA+HRA+PF+ESI). You will be entitled to leave, holidays, benefits, and other allowances as applicable to your category of employees and location of posting, in accordance with the rules of the Company.

Code of Conduct:

The Company may require you, at any time, to perform any other administrative, managerial, supervisory, technical or other functions and you will be bound to carry out such functions.

You shall maintain and keep in your safe custody such as Measuring instruments, Safety Equipment's and other assets that may be issued to you or may come in your possession and shall return the same when required in good condition.

You shall be solely responsible for any issues that may arise between you and your previous employer with regard to your previous employment and the Company /any of its personnel are not responsible for the same.

Termination:

- a) Probation period will be 3 months, during this period if company feels unsatisfactory with your work and behavior. Company reserves the right to terminate without prior notice.
- b) Your services are liable to be terminated, if you are medically unfit to carry out your duties.
- c) The Company reserves the right to relieve you from your services in case of business slowdown or if the company decides to downsize work force due to unforeseen circumstances.
- d) You fail to abide to instructions from your superiors, unauthorized absence, disloyalty, misconduct, non-performance and if any disciplinary action is taken against you.

Please note that you are governed by all Rules and Regulations of the Company, which are in force from time to time, and the Company shall have the right from time to time to vary or modify any of the terms and conditions of service, which shall be binding on you. We take pleasure in welcoming you to our Organization and look forward to a mutually beneficial association. We wish you all the best in your career.


REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

SPR

Human Capital Solutions



NOTE : THIS OFFER LETTER IS VALID IF YOU QUALIFIED IN MEDICAL TEST ONLY

If you have any questions, please do not hesitate to call.

Please mail or fax your signed copy to the attention of Human Resources at the address on the offer letter.

Mahalaxmi



Yours sincerely

S.MAHALAXMI

Human Resources

Declaration

I have read, understood and have been explained in detail the above terms and conditions of employment and am accepting the same. I agree to abide by the terms and conditions of employment.

Agreed and Accepted:

Signature

Date

Sarav
REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

SPR

Human Capital Solutions



OFFER LETTER

Date: 12/02/22

Koneru Jaya Aadithya
Presidency University,
Bangalore.

Dear Aadithya,

On behalf of SPR HUMAN CAPITAL SOLUTIONS, I am pleased to offer you the Employment. You have to report to HR with an anticipated after completion of your academics year(one Month training Period) You will have various responsibilities regarding the Company's activities and businesses, as management of the Company determines from time to time.

Salary will be Rs 21,500/Month (includes TA+HRA+PF+ESI). You will be entitled to leave, holidays, benefits, and other allowances as applicable to your category of employees and location of posting, in accordance with the rules of the Company.

Code of Conduct:

The Company may require you, at any time, to perform any other administrative, managerial, supervisory, technical or other functions and you will be bound to carry out such functions.

You shall maintain and keep in your safe custody such as Measuring instruments, Safety Equipment's and other assets that may be issued to you or may come in your possession and shall return the same when required in good condition.

You shall be solely responsible for any issues that may arise between you and your previous employer with regard to your previous employment and the Company /any of its personnel are not responsible for the same.

Termination:

- Probation period will be 3 months, during this period if company feels unsatisfactory with your work and behavior. Company reserves the right to terminate without prior notice.
- Your services are liable to be terminated, if you are medically unfit to carry out your duties.
- The Company reserves the right to relieve you from your services in case of business slowdown or if the company decides to downsize work force due to unforeseen circumstances.
- You fail to abide to instructions from your superiors, unauthorized absence, disloyalty, misconduct, non-performance and if any disciplinary action is taken against you.

Please note that you are governed by all Rules and Regulations of the Company, which are in force from time to time, and the Company shall have the right from time to time to vary or modify any of the terms and conditions of service, which shall be binding on you. We take pleasure in welcoming you to our Organization and look forward to a mutually beneficial association. We wish you all the best in your career.


REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

SPR

Human Capital Solutions



NOTE : THIS OFFER LETTER IS VALID IF YOU QUALIFIED IN MEDICAL TEST ONLY

If you have any questions, please do not hesitate to call.

Please mail or fax your signed copy to the attention of Human Resources at the address on the offer letter.

Mahalaxmi



Yours sincerely

S.MAHALAXMI

Human Resources

Declaration

I have read, understood and have been explained in detail the above terms and conditions of employment and am accepting the same. I agree to abide by the terms and conditions of employment.

Agreed and Accepted:

Signature

Date

Sarav
REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

SPR

Human Capital Solutions



OFFER LETTER

Date: 12/02/22

Kavya S
Presidency University,
Bangalore.

Dear Kavya,

On behalf of SPR HUMAN CAPITAL SOLUTIONS, I am pleased to offer you the Employment. You have to report to HR with an anticipated after completion of your academics year (one Month training Period) You will have various responsibilities regarding the Company's activities and businesses, as management of the Company determines from time to time.

Salary will be Rs 21,500/Month (includes TA+HRA+PF+ESI). You will be entitled to leave, holidays, benefits, and other allowances as applicable to your category of employees and location of posting, in accordance with the rules of the Company.

Code of Conduct:

The Company may require you, at any time, to perform any other administrative, managerial, supervisory, technical or other functions and you will be bound to carry out such functions.

You shall maintain and keep in your safe custody such as Measuring instruments, Safety Equipment's and other assets that may be issued to you or may come in your possession and shall return the same when required in good condition.

You shall be solely responsible for any issues that may arise between you and your previous employer with regard to your previous employment and the Company /any of its personnel are not responsible for the same.

Termination:

- Probation period will be 3 months, during this period if company feels unsatisfactory with your work and behavior. Company reserves the right to terminate without prior notice.
- Your services are liable to be terminated, if you are medically unfit to carry out your duties.
- The Company reserves the right to relieve you from your services in case of business slowdown or if the company decides to downsize work force due to unforeseen circumstances.
- You fail to abide to instructions from your superiors, unauthorized absence, disloyalty, misconduct, non-performance and if any disciplinary action is taken against you.

Please note that you are governed by all Rules and Regulations of the Company, which are in force from time to time, and the Company shall have the right from time to time to vary or modify any of the terms and conditions of service, which shall be binding on you. We take pleasure in welcoming you to our Organization and look forward to a mutually beneficial association. We wish you all the best in your career.


REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

SPR

Human Capital Solutions



NOTE : THIS OFFER LETTER IS VALID IF YOU QUALIFIED IN MEDICAL TEST ONLY

If you have any questions, please do not hesitate to call.

Please mail or fax your signed copy to the attention of Human Resources at the address on the offer letter.

Mahalaxmi



Yours sincerely

S.MAHALAXMI

Human Resources

Declaration

I have read, understood and have been explained in detail the above terms and conditions of employment and am accepting the same. I agree to abide by the terms and conditions of employment.

Agreed and Accepted:

Signature

Date

Sarav
REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

OL No: TN741**28 December 2021**Dear **Samayamantri Dheeraj Saimanikantha**,

We are pleased to offer you a position with **TEACHNOOK** as a **Business Development Trainee**. We believe you will find this position to be challenging and rewarding.

On the day that you begin your employment with **TEACHNOOK** you will be asked to sign an employment agreement. This employment agreement, among other provisions, states that you will keep our business information and our client's business information confidential

The following confirms our arrangements regarding your employment with **TEACHNOOK**:

Training Date: **21 January 2022 to 30 January 2022**OJT Start Date: **31 January 2022**OJT End Date: **30 July 2022**

Location of Training: Bangalore

Stipend: INR **15000** Per MonthIncentives : INR **10000**Target: **220000** INR per month.Pre Placement Offer : **6 + 3 LPA (Based on the performance)**

I have read and understood the terms and conditions and I accept this offer as set forth above with Teachnook and will report on or before **21 January 2022**.

SIGNATURE: _____

(Candidate's Signature)

DATE: _____


REGISTRAR
The seal is circular with the text "PRESIDENCY UNIVERSITY" at the top, "Registrar" in the center, and "BANGALORE" at the bottom, flanked by two stars.

Training Policy

- By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
- You will be required to work on 9 hours shift and will be entitled to one day weekly off, which might change from time to time and shall be intimated to you in advance.
- During the training period you will not receive any of the employee benefits that regular employees receive & the company will have all the rights to terminate your services without offering any reason.
- At any time if you wish to discontinue the training due to personal reasons , you will have to pay a compensation equal to 1 month stipend or 1 month notice period.
- All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
- Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
- You will follow all policies and practices of our business.
- The Stipend you will receive will completely depend on your performance and your contribution to the company for the particular month.
- Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

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: _____


REGISTRAR


ANNEXURE

As a part of the joining process, you are requested to bring the following documents on the day of joining.

Photocopies of

- 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 or Driving Licence Scanned Copy.
- Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.
- **Negative RT-PCR Report is mandatory. It should not be older than 48 hours (Even if you are fully vaccinated).**

Please bring the original education certificates / mark sheets (10th or 12th).

NOTE:

{The document will remain with us for your entire training/employment period. Anytime you would wish to collect the submitted document back for any reason, you must replace it with another specified document (10th/12th/degree consolidated).}

SIGNATURE: _____

(Candidate's Signature)

DATE: _____


REGISTRAR


OL No: TN743**28 December 2021**Dear **Syed Maheen**,

We are pleased to offer you a position with **TEACHNOOK** as a **Business Development Trainee**. We believe you will find this position to be challenging and rewarding.

On the day that you begin your employment with **TEACHNOOK** you will be asked to sign an employment agreement. This employment agreement, among other provisions, states that you will keep our business information and our client's business information confidential

The following confirms our arrangements regarding your employment with **TEACHNOOK**:

Training Date: **21 January 2022 to 30 January 2022**OJT Start Date: **31 January 2022**OJT End Date: **30 July 2022**

Location of Training: Bangalore

Stipend: INR **15000** Per MonthIncentives : INR **10000**Target: **220000** INR per month.Pre Placement Offer : **6 + 3 LPA (Based on the performance)**

I have read and understood the terms and conditions and I accept this offer as set forth above with Teachnook and will report on or before **21 January 2022**.

SIGNATURE: _____

(Candidate's Signature)

DATE: _____


REGISTRAR
The seal is circular with the text "PRESIDENCY UNIVERSITY" around the top and "BANGALORE" around the bottom. In the center, it says "Registrar" with a star on either side.

Training Policy

- By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
- You will be required to work on 9 hours shift and will be entitled to one day weekly off, which might change from time to time and shall be intimated to you in advance.
- During the training period you will not receive any of the employee benefits that regular employees receive & the company will have all the rights to terminate your services without offering any reason.
- At any time if you wish to discontinue the training due to personal reasons , you will have to pay a compensation equal to 1 month stipend or 1 month notice period.
- All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
- Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
- You will follow all policies and practices of our business.
- The Stipend you will receive will completely depend on your performance and your contribution to the company for the particular month.
- Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

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 bring the following documents on the day of joining.

Photocopies of

- 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 or Driving Licence Scanned Copy.
- Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.
- **Negative RT-PCR Report is mandatory. It should not be older than 48 hours (Even if you are fully vaccinated).**

Please bring the original education certificates / mark sheets (10th or 12th).

NOTE:

{The document will remain with us for your entire training/employment period. Anytime you would wish to collect the submitted document back for any reason, you must replace it with another specified document (10th/12th/degree consolidated).}

SIGNATURE: _____

(Candidate's Signature)

DATE: _____


REGISTRAR 

OL No: TN744**28 December 2021**Dear **Mohammed Danish Kamal**,

We are pleased to offer you a position with **TEACHNOOK** as a **Business Development Trainee**. We believe you will find this position to be challenging and rewarding.

On the day that you begin your employment with **TEACHNOOK** you will be asked to sign an employment agreement. This employment agreement, among other provisions, states that you will keep our business information and our client's business information confidential

The following confirms our arrangements regarding your employment with **TEACHNOOK**:

Training Date: **21 January 2022 to 30 January 2022**OJT Start Date: **31 January 2022**OJT End Date: **30 July 2022**

Location of Training: Bangalore

Stipend: INR **15000** Per MonthIncentives : INR **10000**Target: **220000** INR per month.Pre Placement Offer : **6 + 3 LPA (Based on the performance)**

I have read and understood the terms and conditions and I accept this offer as set forth above with Teachnook and will report on or before **21 January 2022**.

SIGNATURE: _____

(Candidate's Signature)

DATE: _____


REGISTRAR
The seal is circular with the text "PRESIDENCY UNIVERSITY" at the top, "Registrar" in the center, and "BANGALORE" at the bottom, flanked by two stars.

Training Policy

- By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
- You will be required to work on 9 hours shift and will be entitled to one day weekly off, which might change from time to time and shall be intimated to you in advance.
- During the training period you will not receive any of the employee benefits that regular employees receive & the company will have all the rights to terminate your services without offering any reason.
- At any time if you wish to discontinue the training due to personal reasons , you will have to pay a compensation equal to 1 month stipend or 1 month notice period.
- All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
- Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
- You will follow all policies and practices of our business.
- The Stipend you will receive will completely depend on your performance and your contribution to the company for the particular month.
- Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

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 bring the following documents on the day of joining.

Photocopies of

- 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 or Driving Licence Scanned Copy.
- Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.
- **Negative RT-PCR Report is mandatory. It should not be older than 48 hours (Even if you are fully vaccinated).**

Please bring the original education certificates / mark sheets (10th or 12th).

NOTE:

{The document will remain with us for your entire training/employment period. Anytime you would wish to collect the submitted document back for any reason, you must replace it with another specified document (10th/12th/degree consolidated).}

SIGNATURE: _____

(Candidate's Signature)

DATE: _____


REGISTRAR


OL No: TN745**28 December 2021**Dear **C A Mueez**,

We are pleased to offer you a position with **TEACHNOOK** as a **Business Development Trainee**. We believe you will find this position to be challenging and rewarding.

On the day that you begin your employment with **TEACHNOOK** you will be asked to sign an employment agreement. This employment agreement, among other provisions, states that you will keep our business information and our client's business information confidential

The following confirms our arrangements regarding your employment with **TEACHNOOK**:

Training Date: **21 January 2022 to 30 January 2022**OJT Start Date: **31 January 2022**OJT End Date: **30 July 2022**

Location of Training: Bangalore



Stipend: INR **15000** Per MonthIncentives : INR **10000**Target: **220000** INR per month.Pre Placement Offer : **6 + 3 LPA (Based on the performance)**

I have read and understood the terms and conditions and I accept this offer as set forth above with Teachnook and will report on or before **21 January 2022**.

SIGNATURE: _____

(Candidate's Signature)

DATE: _____


REGISTRAR
 PRESIDENCY UNIVERSITY
Registrar
BANGALORE

Training Policy

- By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
- You will be required to work on 9 hours shift and will be entitled to one day weekly off, which might change from time to time and shall be intimated to you in advance.
- During the training period you will not receive any of the employee benefits that regular employees receive & the company will have all the rights to terminate your services without offering any reason.
- At any time if you wish to discontinue the training due to personal reasons , you will have to pay a compensation equal to 1 month stipend or 1 month notice period.
- All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
- Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
- You will follow all policies and practices of our business.
- The Stipend you will receive will completely depend on your performance and your contribution to the company for the particular month.
- Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

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: _____


REGISTRAR


ANNEXURE

As a part of the joining process, you are requested to bring the following documents on the day of joining.

Photocopies of

- 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 or Driving Licence Scanned Copy.
- Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.
- **Negative RT-PCR Report is mandatory. It should not be older than 48 hours (Even if you are fully vaccinated).**

Please bring the original education certificates / mark sheets (10th or 12th).

NOTE:

{The document will remain with us for your entire training/employment period. Anytime you would wish to collect the submitted document back for any reason, you must replace it with another specified document (10th/12th/degree consolidated).}

SIGNATURE: _____

(Candidate's Signature)

DATE: _____


REGISTRAR 

OL No: TN746**28 December 2021**Dear **Shejil Shaji**,

We are pleased to offer you a position with **TEACHNOOK** as a **Business Development Trainee**. We believe you will find this position to be challenging and rewarding.

On the day that you begin your employment with **TEACHNOOK** you will be asked to sign an employment agreement. This employment agreement, among other provisions, states that you will keep our business information and our client's business information confidential

The following confirms our arrangements regarding your employment with **TEACHNOOK**:

Training Date: **21 January 2022 to 30 January 2022**OJT Start Date: **31 January 2022**OJT End Date: **30 July 2022**

Location of Training: Bangalore

Stipend: INR **15000** Per MonthIncentives : INR **10000**Target: **220000** INR per month.Pre Placement Offer : **6 + 3 LPA (Based on the performance)**

I have read and understood the terms and conditions and I accept this offer as set forth above with Teachnook and will report on or before **21 January 2022**.

SIGNATURE: _____

(Candidate's Signature)

DATE: _____


REGISTRAR
 PRESIDENCY UNIVERSITY
Registrar
BANGALORE

Training Policy

- By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
- You will be required to work on 9 hours shift and will be entitled to one day weekly off, which might change from time to time and shall be intimated to you in advance.
- During the training period you will not receive any of the employee benefits that regular employees receive & the company will have all the rights to terminate your services without offering any reason.
- At any time if you wish to discontinue the training due to personal reasons , you will have to pay a compensation equal to 1 month stipend or 1 month notice period.
- All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
- Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
- You will follow all policies and practices of our business.
- The Stipend you will receive will completely depend on your performance and your contribution to the company for the particular month.
- Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

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 bring the following documents on the day of joining.

Photocopies of

- 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 or Driving Licence Scanned Copy.
- Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.
- **Negative RT-PCR Report is mandatory. It should not be older than 48 hours (Even if you are fully vaccinated).**

Please bring the original education certificates / mark sheets (10th or 12th).

NOTE:

{The document will remain with us for your entire training/employment period. Anytime you would wish to collect the submitted document back for any reason, you must replace it with another specified document (10th/12th/degree consolidated).}

SIGNATURE: _____

(Candidate's Signature)

DATE: _____


REGISTRAR


OL No: TN747**28 December 2021**Dear **Milan Saseendran**,

We are pleased to offer you a position with **TEACHNOOK** as a **Business Development Trainee**. We believe you will find this position to be challenging and rewarding.

On the day that you begin your employment with **TEACHNOOK** you will be asked to sign an employment agreement. This employment agreement, among other provisions, states that you will keep our business information and our client's business information confidential

The following confirms our arrangements regarding your employment with **TEACHNOOK**:

Training Date: **21 January 2022 to 30 January 2022**OJT Start Date: **31 January 2022**OJT End Date: **30 July 2022**

Location of Training: Bangalore


Stipend: INR **15000** Per MonthIncentives : INR **10000**Target: **220000** INR per month.Pre Placement Offer : **6 + 3 LPA (Based on the performance)**

I have read and understood the terms and conditions and I accept this offer as set forth above with Teachnook and will report on or before **21 January 2022**.

SIGNATURE: _____

(Candidate's Signature)

DATE: _____


REGISTRAR
 PRESIDENCY UNIVERSITY
Registrar
BANGALORE

Training Policy

- By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
- You will be required to work on 9 hours shift and will be entitled to one day weekly off, which might change from time to time and shall be intimated to you in advance.
- During the training period you will not receive any of the employee benefits that regular employees receive & the company will have all the rights to terminate your services without offering any reason.
- At any time if you wish to discontinue the training due to personal reasons , you will have to pay a compensation equal to 1 month stipend or 1 month notice period.
- All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
- Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
- You will follow all policies and practices of our business.
- The Stipend you will receive will completely depend on your performance and your contribution to the company for the particular month.
- Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

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 bring the following documents on the day of joining.

Photocopies of

- 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 or Driving Licence Scanned Copy.
- Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.
- **Negative RT-PCR Report is mandatory. It should not be older than 48 hours (Even if you are fully vaccinated).**

Please bring the original education certificates / mark sheets (10th or 12th).

NOTE:

{The document will remain with us for your entire training/employment period. Anytime you would wish to collect the submitted document back for any reason, you must replace it with another specified document (10th/12th/degree consolidated).}

SIGNATURE: _____

(Candidate's Signature)

DATE: _____


REGISTRAR 

Ref: TC/HR/OFL/JULY -22

07th July 2022
Bangalore

Golla Pramod Kumar
A3/1, Penna Colony, Penna Cement Ltd
Dameracherla Miryalaguda, Telangana, 508355

Dear Golla Pramod Kumar,

We are pleased to offer you the position of “Software Engineer - Research and Development” in our Organization. Please note that your offer is valid contingent on receiving an acceptance from you and a starting date at Telaverge, not later than 11th July 2022.

Your employment at Telaverge (India) is subject to the terms and conditions of this letter and the Telaverge employment agreement that will be provided to you when you join the company.

Your appointment will be effective from, i.e.11th July 2022.

Emoluments & Perquisites

You will receive a Total Annual Salary of **Rs 6,00,000 /-(Rupees Six Lakhs Only)** per year as the cost to the company and will be subjected to tax deduction at source in accordance with the prevailing IT rules.

You have been provided with a complete breakup of your salary in the attachment to this appointment letter. As per standard company policy, you will be on probation for the first 6 months (180 days).

Salary Review

Your salary will be reviewed periodically as per the policy of the company. Your increments in the grade are discretionary and will be subject to and on the basis of effective performance and results during the period.

Transfer

You will be liable to be transferred to any other department, establishment or branch of the company. In such a case, you will be governed by the terms and conditions of service applicable to the new placement.

Contact Us :

E : hr@telaverge.com

T : 9980003482

www.telavergecommunications.com

Registered Office:

Ground Floor, South Central, # 23 & 24 EPIP 1st Phase,
KIADB Whitefield, Bangalore – 560 066, India
CIN No. U72200KA2016PTC086409



Overseas Assignments

- a. Depending on the job requirement, you may be assigned to work abroad with our parent company and/or client companies. The duration of such postings will depend on the nature of the assignment. While you are abroad you will be paid salary/allowances as per the prevailing company policy.
- b. Based on requirements and business situations, you may be transferred to any of our partner companies or customers in consultation with you in India OR Overseas. This transfer agreement will be executed based on a written mutual consent and NOC (From both Telaverge and Yourself).

Probation: If your performance is satisfactory then you will be Auto Confirmed after **Six Months**.

Confidential information

You will not at any time, without the consent of the appropriate authority, disclose or divulge or make public (except on legal obligations), any information regarding the company's affairs or administration or research carried out, whether the same may be confined to you or become known to you in the course of your service or otherwise.

Working Hours

In order to become a result-oriented company, we encourage flexible timings. Though the official timings will be between 8.00 a.m. and 5.00 p.m., your timings could be adjustable in an effective manner. We expect your presence for interaction with the Parent Company in the US and also to direct the other staff.

We have a five-day week, but the office is accessible on Saturdays and Sundays with prior intimation.

Travel

You will be required to undertake travel on company work and you will be paid travel expenses for this as per the prevailing travel policies of the Company.

Protection of interest

- a. If you conceive any new advanced methods of improving processes/formulae/systems in relation to the operations of the company, such developments will be fully communicated to the company, which will remain the sole right/property of the company.
- b. Any invention, design, discovery or improvement, computer program, documentation, confidential information, copyright work or other material which you conceive, discover or create during or in consequence of this Consultant contract. You agree that you shall not

Contact Us :

E : hr@telaverge.com

T : 9980003482

www.telavergecommunications.com

Registered Office:

Ground Floor, South Central, # 23 & 24 EPIP 1st Phase,
KIADB Whitefield, Bangalore – 560 066, India
CIN No. U72200KA2016PTC086409



disclose company information or use, or induce the company to use, any proprietary information, trade secret or confidential business information of any other person or entity.

Past record

If any declaration is given or information furnished by you to the company proves to be false or if you are found to have willfully suppressed any material information in such case, you will be liable to removal from service without any notice.

What we expect from you

- a) We expect that you will devote your full time and attention in carrying out your work activities honestly, faithfully and diligently keeping in mind at all times the Company's progress. We expect that you will not engage in or do any other business or render any professional service either on a full time or part-time basis.
- b) We expect you to keep your work strictly confidential and not divulge or disclose to any outsider or ex-employee, either during your employment or after, any information or confidential matters related to the Company, its employees or associates, which you would have become aware of during your employment with us.
- c) We expect that you will not act in any manner, which may be prejudicial or detrimental to the reputation and standing of the company.

Medical Fitness and Verification of particulars:

Your appointment is subject to:

- a. You're being declared medically fit by a Medical Officer or by a Doctor specified by the company and you are continuing to remain medically fit.
- b. In case particulars mentioned in your application are found false, not authentic or without documentary proof, your service would be liable for termination at any time without any notice or any compensation in lieu thereof.
- c. Telaverge may conduct a background or reference check (or both) during the first two months of you joining the organization. You are expected to cooperate fully in those procedures and this offer is subjected to the outcome of those checks and satisfactory results. Telaverge reserves the right to terminate the employment if the background check is not yielding professional and acceptable results.

Termination

- a. We hope your association with us will be a very long one. However, either party may terminate this association by giving Three months notice. However, in the event of willful neglect of your duties that may be prejudicial to the interests of the company, the company

Contact Us :

E : hr@telaverge.com

T : 9980003482

www.telavergecommunications.com

Registered Office:

Ground Floor, South Central, # 23 & 24 EPIP 1st Phase,
KIADB Whitefield, Bangalore – 560 066, India
CIN No. U72200KA2016PTC086409



has the discretion to terminate your services forthwith or with such notice as it deems fit and without any notice pay whatsoever.

- b. In case you leave the organization within two years from the date of joining i.e 11th July 2022, the expenses incurred by the company (stipend/compensation/incentive) during your internship period have to be reimbursed by you.

This would include the following costs (If any)

- Relocation costs
- Compensation/Stipend paid during training / Internship period
- Joining Bonus paid
- Retention Bonus paid
- Housing Deposit
- Training in the US (Travel and stay)
- Car leasing Benefit if any

- c. In case you leave the organization within Six months from the date of joining you are also liable to pay administrative charges of Rs. 25,000/- (Rupees Twenty Five Thousand)and the same will be deducted in the final settlement. The administration charges Include onboarding, Third party referral check, Insurance related and other administrative expenses.
- d. During the Probation period notice period will be three months. However, in the event of unsatisfactory performance of your duties that may be prejudicial to the interests of the company, the company has the discretion to terminate your services forthwith or with such notice as it deems fit and without any notice pay whatsoever.
- e. If no projects are assigned to you (Bench) then the notice period shall be two months.
- f. For abundant caution, it is hereby clarified that you cannot waive the notice period requirement in the event you wish to terminate your employment with the Company, and that your termination/resignation letter (by whatever name it is called) will be accepted by the Company only on your satisfying the mandatory Three months notice period as stated in our Company policy and Salary will be on hold once the resignation is submitted and final settlement will be made as per the process. Further, till such time as the Company accepts your resignation letter, you will be deemed to be an employee of the Company and the terms and conditions of your employment will still continue to bind you.

After Termination

On termination of employment, you will immediately return to the company all correspondence, specifications, formulae, books, documents, market data, cost data, literature, drawings, effects or records, backup copies of programs, source/object and data etc. belonging to the company or relating to its business and shall not make or retain any copies of these items.

Contact Us :

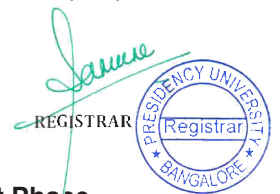
E : hr@telaverge.com

T : 9980003482

www.telavergecommunications.com

Registered Office:

Ground Floor, South Central, # 23 & 24 EPIP 1st Phase,
KIADB Whitefield, Bangalore – 560 066, India
CIN No. U72200KA2016PTC086409



We are delighted that you have completed your internship and would join as a Full-Time Employee with Telaverge Communications. A copy of the employment agreement is provided for your review, signature and return

If for any reason you fail to join the services of the company before the above date of the offer, the offer shall stand withdrawn.

For **Telaverge Communication India Pvt. Ltd.**

NS Ajithkumar

Authorized Signatory

CC: HR File Acceptance Signature/Date: _____

Golla Pramod Kumar

Contact Us :

E : hr@telaverge.com

T : 9980003482

www.telavergecommunications.com

Registered Office:

Ground Floor, South Central, # 23 & 24 EPIP 1st Phase,
KIADB Whitefield, Bangalore – 560 066, India

CIN No. U72200KA2016PTC086409



Annexure - A

Salary / Compensation Breakup

Name : Golla Pramod Kumar
Designation : Software Engineer - Research & Development

Particulars	Per Month	Annual
Basic Pay	13,916	166,992
HRA	4,871	58,452
LTA	2,319	27,828
Food Allowance	2,200	26,400
Special Allowance (Flexi Benefits)	14,643	175,716
PF Company's Contribution	1,810	21,720
Gross Salary	39,759	477,108
Benefits		
Mediclaime Insurance (Sum assured 10 Lakhs Per Life) & GPA		38,509
GTLI 4 times of the CTC		1,810
Gratuity		8,028
Fixed Bonus		20,000
Benefits Total		68,347
Gross Salary		545,455
Variable pay		54,545
Total CTC to the Company		600,000
One Time Joining Bonus		200,000

*Gratuity will be applicable as per Gratuity Act, 1972.

** Flexi Benefit is a part of Special Allowance: On production of Bills by February 2023 amount will be considered for tax benefit purpose.

- Telephone and Broadband 2000 pm
- Books 1000 pm

*** Variable pay of max 10% of your CTC will be paid based on the organization performance and this will be decided at the end of the Financial year based on the overall performance of the company. You will be eligible for variable pay only if you are an employee of a Telaverge at the time of variable pay allocation.

****You are also Eligible for Employee stock options and the same may fetch you additional income if you are a long term player in the company. Stock options are allocated after completing 2 years in the company and the same can be vested in 4 Years.

*****The exact premium varies based on the number of persons insured and the age band.

PS : Please be advised that your compensation details are personal and strictly confidential and it should not be discussed with anyone under any circumstances, in case of any doubts please contact the HR Department.

Contact Us :

E : hr@telaverge.com

T : 9980003482

www.telavergecommunications.com

Registered Office:

Ground Floor, South Central, # 23 & 24 EPIP 1st Phase,
KIADB Whitefield, Bangalore – 560 066, India

CIN No. U72200KA2016PTC086409



Thrillophilia Offer Letter & Employment Agreement

Congratulations Vignesh Babu R V

Welcome to Thrillophilia!!!

We are excited to onboard you as a key resource in our journey to make traveling experiences seamless. We don't just offer a job, we offer a career. We have a collaboration-driven work culture and we are sure that you will have fun working with all our teams. Not many companies could promise you a job filled with adventure. We do!

You have been selected based on your potential and we look forward to growing together. We would like to mentor a talent like yourself and achieve higher milestones with you.

Thrillophilia is pleased to extend the offer for the position of **Operations Executive beginning March 10, 2022 to Vignesh Babu R V** The purpose of this letter is to set forth our understanding of the terms of your employment with Thrillophilia including your job description and compensation. It is also important that you are inspired to remain with Thrillophilia over time and focus your energies on successfully and efficiently contributing to our company goals. Your responsibilities will be those outlined in the enclosed job description.

Looking forward to achieving new heights of success with you, and we are confident that your employment with Thrillophilia will prove mutually beneficial.

The Effective Date of this Agreement: **March 05, 2022**

This Agreement is by and between Thrillophilia Travel Solutions Pvt. Ltd.

Rituja Khunteta | Senior HR Executive

Rituja Khunteta

and

Vignesh Babu R V

Signature -

Janus
REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE



Compensation

CTC: INR 3,00,000

Fixed component per annum: INR 2,40,000

Variable component per annum: INR 60,000

*Tax Deductions, as applicable

Expenses on phone, travel, or anything else for company purposes will be reimbursed.

Confidentiality & Authorization to Work

As a condition of full-time employment, you will be requested to sign this document, which is also a Confidentiality Agreement. Anytime you breach or pass any kind of confidential information to friends, family or any other company could lead to immediate termination.

You should also note that you will be required

- Submit proof of citizenship
- 10-12 mark sheets
- 2 photographs
- Last degree mark sheets
- Permanent residency in India or authorization to work in India within three business days of your date of hire.

Terms and Conditions

1. At-Will Employment

If you choose to accept this offer, please understand your employment is “at-will,” voluntarily entered into, and is for at least one year period. Failing to serve for less than one year Thrillophilia has full rights to forfeit your bonus, performance incentives, variable component, and salary deductions over the last months of your service. You are free to resign at any time, for any reason, or for no reason. But you need to serve a notice period of two months, even if left during the probation period. Also, Thrillophilia is free to conclude its at-will employment relationship with you at any time, with or without cause.

2. Non-Competition During Employment

The Thrillophilia prohibits the Employee from participating in or planning to participate in a competitive business while employed by the Thrillophilia. During the employment term, the Employee shall not, in



any fashion, participate or engage in any activity or other business competitive with the Thrillophilia's business. In addition, the Employee, while employed, shall not take any action without the Thrillophilia's prior written consent to establish, form, or become employed by a competing business on termination of employment by the Thrillophilia. The Employee's failure to comply with the provisions of the preceding sentence shall give the Thrillophilia the right to terminate any benefits or compensation that the Employee may be otherwise entitled to following termination of this Agreement.

3. Term of Employment

You shall be employed for the first three months on a probation basis, and based on his/her performance further action will be taken. After serving for three months, this Agreement is extended by mutual written consent of the parties. During the Probation period, due to non-performance, the company can terminate your employment by giving a two-week notice period.

4. Place of Employment

During the employment term, the base location of an Employee to perform the services would be **Jaipur**. The Employee acknowledges that the Thrillophilia may from time to time require the Employee to travel temporarily to other locations on the Thrillophilia's business.

5. Salary

The basic salary payable to the Employee shall be increased annually by employee performance and company performance. Once the employee puts in his resignation letter, then during the notice period, salary will not be paid and will be cleared during settlement. During the probation period, salaries will be paid on the 15th of the next month. Once an employee gets confirmed after successful completion of his notice period, salary for a month is paid by the 5th of the next month.

6. Incentives

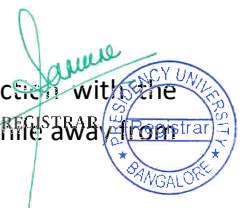
Employees will receive their Incentives on the basis of performance.

7. Leaves

You are entitled to 22 leaves (14 Paid Leaves + 8 Sick Leaves) in a year. In addition to these leaves, there will also be yearly holidays for all employees. However, during the Internship period, the employee cannot take any leave. Exceptional leaves can be granted based on manager discretion.

8. Expenses

Thrillophilia shall reimburse the Employee for reasonable expenses incurred in connection with the Employee's performance of his / her duties including travel expenses, food, and lodging while away from his base work location, pursuant to the Thrillophilia's reimbursement policies.



9. Employee's Right of Ownership

All inventions conceived or developed by the Employee during the term of this Agreement shall remain the property of Thrillophilia, provided, however, that as to all such inventions with the respect that the equipment, supplies, facilities, or trade secret information of the Thrillophilia was used, or that relate to the business of the Thrillophilia or to the Thrillophilia's actual or demonstrably anticipated research and development, or that result from any work performed by the Employee for the Thrillophilia shall remain the property of the Thrillophilia.

10. Employee Termination/Resignation

The employee will have to serve the company Thrillophilia for a period of one year to the minimum. If the employee wishes to terminate/resign before the completion of one year of his or her service with Thrillophilia, the employee will have to pay out an amount equal to his or her one-month compensation at Thrillophilia. In case a disassociation happens between the employee and the company within 30 days of the joining date, the company will not be liable to pay compensation for the days served.

The Employee will have to give Thrillophilia a two-month prior written notice of resignation whenever he chooses to resign. The Employee may retire after age 60 and upon proper notice.

11.1 Termination on Retirement. This Agreement shall be terminated by the Employee's voluntary retirement, that retirement shall be effective on the last day of any fiscal year, provided that the effective date of retirement occurs after the Employee's 60th birthday, and that the Employee gives the Thrillophilia six months' prior written notice.

11.2 The employment Agreement will automatically terminate if the Employee becomes permanently disabled.

11.3 Termination upon Death. If the employee dies during the period of employment this Agreement shall then be terminated. The employment Agreement may terminate upon proper notice after a merger or sale of assets by the Thrillophilia.

11.4 Termination or Assignment on Merger. In the event of a merger where the Thrillophilia is not the surviving entity, or of a sale of all or substantially all of the Thrillophilia's assets, the Thrillophilia may, at

its sole option (1) assign this Agreement and all rights and obligations under it to any business entity that succeeds to all or substantially all of the Thrillophilia's business through that merger or sale of assets, or

(2) on at least 30 days prior written notice to the Employee, terminate this Agreement effective on the date of the merger or sale of assets.


REGISTRAR 

12. Non-Disclosure after Termination

After termination of employment, the Employee will still be prohibited for a period of five years from disclosing Thrillophilia's trade secrets and any confidential information. Because of his / her employment by the Thrillophilia, the Employee will have access to trade secrets and confidential information about the Thrillophilia, its products, its customers, and its methods of doing business. In consideration of his / her access to this information, the Employee agrees that for a period of five years after termination of his / her employment, he/she will not disclose such trade secrets or confidential information.

13. Entire Agreement

This Agreement contains the entire Agreement between the parties and supersedes all prior oral and written agreements, understandings, commitments, and practices between the parties. No amendments to this Agreement may be made except by a writing signed by both parties. By signing this agreement you ensure that you have read all the policies and agree to them.

14. Notices

Any notice to the Thrillophilia required or permitted under this Agreement shall be given in writing to the Thrillophilia, either by personal service or by registered or certified mail, postage prepaid, addressed to Abhishek Daga (Founder of Thrillophilia) at its then principal place of business. Any such notice to the Employee shall be given in a like manner and, if mailed, shall be addressed to the Employee at his / her home address then shown in the Thrillophilia's files. For the purpose of determining compliance with any time limit in this Agreement, a notice shall be deemed to have been duly given

- (1) on the date of service, if served personally on the party to whom notice is to be given, or
- (2) on the second business day after mailing, if mailed to the party to whom the notice is to be given in the manner provided in this section.

15. General Provisions

15.1 Governing Law & Jurisdiction. This agreement and the parties' actions under this Agreement shall be governed by and construed under the laws of the state of Rajasthan under Rajasthan state government Judiciary without reference to conflict of law principles. In the event of a lawsuit or any legal proceeding involving this Agreement, the Employee will have to pay the Thrillophilia costs and expenses, including reasonable attorney fees.

15.2 Costs of Litigation. In the event any action is brought to enforce this Agreement, the Employee shall be entitled to recover its costs of enforcement including, without limitation, attorneys' fees and court costs.


REGISTRAR


16. Force Majeure.

In the event that Employee is unable to perform any of its obligations under this Agreement because of any Act of God, strike, fire, flood, governmental acts, orders or restrictions, Internet system unavailability, system malfunctions, or any other reason where failure to perform is beyond the reasonable control and not caused by the negligence of the Employee (a "Force Majeure Event") if Thrillophilia has been so affected shall give notice immediately to Employee and Employee shall use its reasonable best efforts to resume performance. However, if the period of non-performance exceeds 30 days from receipt of notice of the Force Majeure Event, the Employee may be terminated and his assets like pending salary, sales incentive, bonus, etc can be forfeit, by giving written notice.

17. Confidentiality

Even after the termination of the Agreement, the Employee may still have certain responsibilities such as keeping information confidential for five years and he cannot share any business secrets of Thrillophilia. Any information related to compensation need not be disclosed or discussed with any colleague.

18. Survival of Certain Provisions.

The warranties and indemnification and confidentiality obligations set forth in the Agreement shall survive the termination of the Agreement by either party for any reason.

Understood, Agreed & Approved

We have carefully reviewed this contract and agree to and accept all of its terms and conditions. We are executing this Agreement as of the Effective Date above.

Agreed to and Accepted by :

Vignesh Babu R V

Date: 05/03/2022

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

Ref: TC/HR/OFL/JULY - 22

07th July 2022
Bangalore

Guntakal Dinesh
Plot No 28, Sunrise Homes Near Reliance Market
Kurnool , Andhra Pradesh, 518001

Dear Guntakal Dinesh,

We are pleased to offer you the position of “Software Engineer - Research and Development” in our Organization. Please note that your offer is valid contingent on receiving an acceptance from you and a starting date at Telaverge, not later than 11th July 2022.

Your employment at Telaverge (India) is subject to the terms and conditions of this letter and the Telaverge employment agreement that will be provided to you when you join the company.

Your appointment will be effective from, i.e.11th July 2022.

Emoluments & Perquisites

You will receive a Total Annual Salary of **Rs 6,00,000 /-(Rupees Six Lakhs Only)** per year as the cost to the company and will be subjected to tax deduction at source in accordance with the prevailing IT rules.

You have been provided with a complete breakup of your salary in the attachment to this appointment letter. As per standard company policy, you will be on probation for the first 6 months (180 days).

Salary Review

Your salary will be reviewed periodically as per the policy of the company. Your increments in the grade are discretionary and will be subject to and on the basis of effective performance and results during the period.

Transfer

You will be liable to be transferred to any other department, establishment or branch of the company. In such a case, you will be governed by the terms and conditions of service applicable to the new placement.

Contact Us :

E : hr@telaverge.com

T : 9980003482

www.telavergecommunications.com

Registered Office:

Ground Floor, South Central, # 23 & 24 EPIP 1st Phase,
KIADB Whitefield, Bangalore – 560 066, India
CIN No. U72200KA2016PTC086409



Overseas Assignments

- a. Depending on the job requirement, you may be assigned to work abroad with our parent company and/or client companies. The duration of such postings will depend on the nature of the assignment. While you are abroad you will be paid salary/allowances as per the prevailing company policy.
- b. Based on requirements and business situations, you may be transferred to any of our partner companies or customers in consultation with you in India OR Overseas. This transfer agreement will be executed based on a written mutual consent and NOC (From both Telaverge and Yourself).

Probation: If your performance is satisfactory then you will be Auto Confirmed after **Six Months**.

Confidential information

You will not at any time, without the consent of the appropriate authority, disclose or divulge or make public (except on legal obligations), any information regarding the company's affairs or administration or research carried out, whether the same may be confined to you or become known to you in the course of your service or otherwise.

Working Hours

In order to become a result-oriented company, we encourage flexible timings. Though the official timings will be between 8.00 a.m. and 5.00 p.m., your timings could be adjustable in an effective manner. We expect your presence for interaction with the Parent Company in the US and also to direct the other staff.

We have a five-day week, but the office is accessible on Saturdays and Sundays with prior intimation.

Travel

You will be required to undertake travel on company work and you will be paid travel expenses for this as per the prevailing travel policies of the Company.

Protection of interest

- a. If you conceive any new advanced methods of improving processes/formulae/systems in relation to the operations of the company, such developments will be fully communicated to the company, which will remain the sole right/property of the company.
- b. Any invention, design, discovery or improvement, computer program, documentation, confidential information, copyright work or other material which you conceive, discover or create during or in consequence of this Consultant contract. You agree that you shall not

Contact Us :

E : hr@telaverge.com

T : 9980003482

www.telavergecommunications.com

Registered Office:

Ground Floor, South Central, # 23 & 24 EPIP 1st Phase,
KIADB Whitefield, Bangalore – 560 066, India
CIN No. U72200KA2016PTC086409



disclose company information or use, or induce the company to use, any proprietary information, trade secret or confidential business information of any other person or entity.

Past record

If any declaration is given or information furnished by you to the company proves to be false or if you are found to have willfully suppressed any material information in such case, you will be liable to removal from service without any notice.

What we expect from you

- a) We expect that you will devote your full time and attention in carrying out your work activities honestly, faithfully and diligently keeping in mind at all times the Company's progress. We expect that you will not engage in or do any other business or render any professional service either on a full time or part-time basis.
- b) We expect you to keep your work strictly confidential and not divulge or disclose to any outsider or ex-employee, either during your employment or after, any information or confidential matters related to the Company, its employees or associates, which you would have become aware of during your employment with us.
- c) We expect that you will not act in any manner, which may be prejudicial or detrimental to the reputation and standing of the company.

Medical Fitness and Verification of particulars:

Your appointment is subject to:

- a. You're being declared medically fit by a Medical Officer or by a Doctor specified by the company and you are continuing to remain medically fit.
- b. In case particulars mentioned in your application are found false, not authentic or without documentary proof, your service would be liable for termination at any time without any notice or any compensation in lieu thereof.
- c. Telaverge may conduct a background or reference check (or both) during the first two months of you joining the organization. You are expected to cooperate fully in those procedures and this offer is subjected to the outcome of those checks and satisfactory results. Telaverge reserves the right to terminate the employment if the background check is not yielding professional and acceptable results.

Termination

- a. We hope your association with us will be a very long one. However, either party may terminate this association by giving Three months notice. However, in the event of willful neglect of your duties that may be prejudicial to the interests of the company, the company

Contact Us :

E : hr@telaverge.com

T : 9980003482

www.telavergecommunications.com

Registered Office:

Ground Floor, South Central, # 23 & 24 EPIP 1st Phase,
KIADB Whitefield, Bangalore – 560 066, India
CIN No. U72200KA2016PTC086409



has the discretion to terminate your services forthwith or with such notice as it deems fit and without any notice pay whatsoever.

- b. In case you leave the organization within two years from the date of joining i.e 11th July 2022, the expenses incurred by the company (stipend/compensation/incentive) during your internship period have to be reimbursed by you.

This would include the following costs (If any)

- Relocation costs
- Compensation/Stipend paid during training / Internship period
- Joining Bonus paid
- Retention Bonus paid
- Housing Deposit
- Training in the US (Travel and stay)
- Car leasing Benefit if any

- c. In case you leave the organization within Six months from the date of joining you are also liable to pay administrative charges of Rs. 25,000/- (Rupees Twenty Five Thousand)and the same will be deducted in the final settlement. The administration charges Include onboarding, Third party referral check, Insurance related and other administrative expenses.
- d. During the Probation period notice period will be three months. However, in the event of unsatisfactory performance of your duties that may be prejudicial to the interests of the company, the company has the discretion to terminate your services forthwith or with such notice as it deems fit and without any notice pay whatsoever.
- e. If no projects are assigned to you (Bench) then the notice period shall be two months.
- f. For abundant caution, it is hereby clarified that you cannot waive the notice period requirement in the event you wish to terminate your employment with the Company, and that your termination/resignation letter (by whatever name it is called) will be accepted by the Company only on your satisfying the mandatory Three months notice period as stated in our Company policy and Salary will be on hold once the resignation is submitted and final settlement will be made as per the process. Further, till such time as the Company accepts your resignation letter, you will be deemed to be an employee of the Company and the terms and conditions of your employment will still continue to bind you.

After Termination

On termination of employment, you will immediately return to the company all correspondence, specifications, formulae, books, documents, market data, cost data, literature, drawings, effects or records, backup copies of programs, source/object and data etc. belonging to the company or relating to its business and shall not make or retain any copies of these items.

Contact Us :

E : hr@telaverge.com

T : 9980003482

www.telavergecommunications.com

Registered Office:

Ground Floor, South Central, # 23 & 24 EPIP 1st Phase,
KIADB Whitefield, Bangalore – 560 066, India
CIN No. U72200KA2016PTC086409



We are delighted that you have completed your internship and would join as a Full-Time Employee with Telaverge Communications. A copy of the employment agreement is provided for your review, signature and return

If for any reason you fail to join the services of the company before the above date of the offer, the offer shall stand withdrawn.

For **Telaverge Communication India Pvt. Ltd.**

NS Ajithkumar

Authorized Signatory

CC: HR File Acceptance Signature/Date: _____

Guntakal Dinesh

Contact Us :

E : hr@telaverge.com

T : 9980003482

www.telavergecommunications.com

Registered Office:

Ground Floor, South Central, # 23 & 24 EPIP 1st Phase,
KIADB Whitefield, Bangalore – 560 066, India

CIN No. U72200KA2016PTC086409



Annexure - A

Salary / Compensation Breakup

Name : Guntakal Dinesh
Designation : Software Engineer - Research & Development

Particulars	Per Month	Annual
Basic Pay	13,916	166,992
HRA	4,871	58,452
LTA	2,319	27,828
Food Allowance	2,200	26,400
Special Allowance (Flexi Benefits)	14,643	175,716
PF Company's Contribution	1,810	21,720
Gross Salary	39,759	477,108
Benefits		
Mediclaime Insurance (Sum assured 10 Lakhs Per Life) & GPA		38,509
GTLI 4 times of the CTC		1,810
Gratuity		8,028
Fixed Bonus		20,000
Benefits Total		68,347
Gross Salary		545,455
Variable pay		54,545
Total CTC to the Company		600,000
One Time Joining Bonus		200,000

*Gratuity will be applicable as per Gratuity Act, 1972.

** Flexi Benefit is a part of Special Allowance: On production of Bills by February 2023 amount will be considered for tax benefit purpose.

- Telephone and Broadband 2000 pm
- Books 1000 pm

*** Variable pay of max 10% of your CTC will be paid based on the organization performance and this will be decided at the end of the Financial year based on the overall performance of the company. You will be eligible for variable pay only if you are an employee of a Telaverge at the time of variable pay allocation.

****You are also Eligible for Employee stock options and the same may fetch you additional income if you are a long term player in the company. Stock options are allocated after completing 2 years in the company and the same can be vested in 4 Years.

*****The exact premium varies based on the number of persons insured and the age band.

PS : Please be advised that your compensation details are personal and strictly confidential and it should not be discussed with anyone under any circumstances, in case of any doubts please contact the HR Department.

Januu
REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

Contact Us :

E : hr@telaverge.com

T : 9980003482

www.telavergecommunications.com

Registered Office:

Ground Floor, South Central, # 23 & 24 EPIP 1st Phase,
KIADB Whitefield, Bangalore – 560 066, India
CIN No. U72200KA2016PTC086409

Ref: TC/HR/OFL/JULY - 22

07th July 2022
Bangalore

Konudula Padmavathi
Nossam Village, Sanjamala Mandalam
Kurnool District Nossam Village, Andhra Pradesh, 518145

Dear Konudula Padmavathi,

We are pleased to offer you the position of “Software Engineer - Research and Development” in our Organization. Please note that your offer is valid contingent on receiving an acceptance from you and a starting date at Telaverge, not later than 11th July 2022.

Your employment at Telaverge (India) is subject to the terms and conditions of this letter and the Telaverge employment agreement that will be provided to you when you join the company.

Your appointment will be effective from, i.e.11th July 2022.

Emoluments & Perquisites

You will receive a Total Annual Salary of **Rs 6,00,000 /-(Rupees Six Lakhs Only)** per year as the cost to the company and will be subjected to tax deduction at source in accordance with the prevailing IT rules.

You have been provided with a complete breakup of your salary in the attachment to this appointment letter. As per standard company policy, you will be on probation for the first 6 months (180 days).

Salary Review

Your salary will be reviewed periodically as per the policy of the company. Your increments in the grade are discretionary and will be subject to and on the basis of effective performance and results during the period.

Transfer

You will be liable to be transferred to any other department, establishment or branch of the company. In such a case, you will be governed by the terms and conditions of service applicable to the new placement.

Contact Us :

E : hr@telaverge.com

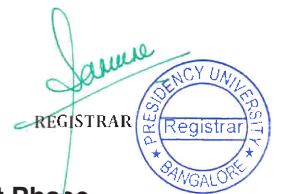
T : 9980003482

www.telavergecommunications.com

Registered Office:

Ground Floor, South Central, # 23 & 24 EPIP 1st Phase,
KIADB Whitefield, Bangalore – 560 066, India

CIN No. U72200KA2016PTC086409



Overseas Assignments

- a. Depending on the job requirement, you may be assigned to work abroad with our parent company and/or client companies. The duration of such postings will depend on the nature of the assignment. While you are abroad you will be paid salary/allowances as per the prevailing company policy.
- b. Based on requirements and business situations, you may be transferred to any of our partner companies or customers in consultation with you in India OR Overseas. This transfer agreement will be executed based on a written mutual consent and NOC (From both Telaverge and Yourself).

Probation: If your performance is satisfactory then you will be Auto Confirmed after **Six Months**.

Confidential information

You will not at any time, without the consent of the appropriate authority, disclose or divulge or make public (except on legal obligations), any information regarding the company's affairs or administration or research carried out, whether the same may be confined to you or become known to you in the course of your service or otherwise.

Working Hours

In order to become a result-oriented company, we encourage flexible timings. Though the official timings will be between 8.00 a.m. and 5.00 p.m., your timings could be adjustable in an effective manner. We expect your presence for interaction with the Parent Company in the US and also to direct the other staff.

We have a five-day week, but the office is accessible on Saturdays and Sundays with prior intimation.

Travel

You will be required to undertake travel on company work and you will be paid travel expenses for this as per the prevailing travel policies of the Company.

Protection of interest

- a. If you conceive any new advanced methods of improving processes/formulae/systems in relation to the operations of the company, such developments will be fully communicated to the company, which will remain the sole right/property of the company.
- b. Any invention, design, discovery or improvement, computer program, documentation, confidential information, copyright work or other material which you conceive, discover or create during or in consequence of this Consultant contract. You agree that you shall not

Contact Us :

E : hr@telaverge.com

T : 9980003482

www.telavergecommunications.com

Registered Office:

Ground Floor, South Central, # 23 & 24 EPIP 1st Phase,
KIADB Whitefield, Bangalore – 560 066, India
CIN No. U72200KA2016PTC086409



disclose company information or use, or induce the company to use, any proprietary information, trade secret or confidential business information of any other person or entity.

Past record

If any declaration is given or information furnished by you to the company proves to be false or if you are found to have willfully suppressed any material information in such case, you will be liable to removal from service without any notice.

What we expect from you

- a) We expect that you will devote your full time and attention in carrying out your work activities honestly, faithfully and diligently keeping in mind at all times the Company's progress. We expect that you will not engage in or do any other business or render any professional service either on a full time or part-time basis.
- b) We expect you to keep your work strictly confidential and not divulge or disclose to any outsider or ex-employee, either during your employment or after, any information or confidential matters related to the Company, its employees or associates, which you would have become aware of during your employment with us.
- c) We expect that you will not act in any manner, which may be prejudicial or detrimental to the reputation and standing of the company.

Medical Fitness and Verification of particulars:

Your appointment is subject to:

- a. You're being declared medically fit by a Medical Officer or by a Doctor specified by the company and you are continuing to remain medically fit.
- b. In case particulars mentioned in your application are found false, not authentic or without documentary proof, your service would be liable for termination at any time without any notice or any compensation in lieu thereof.
- c. Telaverge may conduct a background or reference check (or both) during the first two months of you joining the organization. You are expected to cooperate fully in those procedures and this offer is subjected to the outcome of those checks and satisfactory results. Telaverge reserves the right to terminate the employment if the background check is not yielding professional and acceptable results.

Termination

- a. We hope your association with us will be a very long one. However, either party may terminate this association by giving Three months notice. However, in the event of willful neglect of your duties that may be prejudicial to the interests of the company, the company

Contact Us :

E : hr@telaverge.com

T : 9980003482

www.telavergecommunications.com

Registered Office:

Ground Floor, South Central, # 23 & 24 EPIP 1st Phase,
KIADB Whitefield, Bangalore – 560 066, India
CIN No. U72200KA2016PTC086409



has the discretion to terminate your services forthwith or with such notice as it deems fit and without any notice pay whatsoever.

- b. In case you leave the organization within two years from the date of joining i.e 11th July 2022, the expenses incurred by the company (stipend/compensation/incentive) during your internship period have to be reimbursed by you.

This would include the following costs (If any)

- Relocation costs
- Compensation/Stipend paid during training / Internship period
- Joining Bonus paid
- Retention Bonus paid
- Housing Deposit
- Training in the US (Travel and stay)
- Car leasing Benefit if any

- c. In case you leave the organization within Six months from the date of joining you are also liable to pay administrative charges of Rs. 25,000/- (Rupees Twenty Five Thousand)and the same will be deducted in the final settlement. The administration charges Include onboarding, Third party referral check, Insurance related and other administrative expenses.
- d. During the Probation period notice period will be three months. However, in the event of unsatisfactory performance of your duties that may be prejudicial to the interests of the company, the company has the discretion to terminate your services forthwith or with such notice as it deems fit and without any notice pay whatsoever.
- e. If no projects are assigned to you (Bench) then the notice period shall be two months.
- f. For abundant caution, it is hereby clarified that you cannot waive the notice period requirement in the event you wish to terminate your employment with the Company, and that your termination/resignation letter (by whatever name it is called) will be accepted by the Company only on your satisfying the mandatory Three months notice period as stated in our Company policy and Salary will be on hold once the resignation is submitted and final settlement will be made as per the process. Further, till such time as the Company accepts your resignation letter, you will be deemed to be an employee of the Company and the terms and conditions of your employment will still continue to bind you.

After Termination

On termination of employment, you will immediately return to the company all correspondence, specifications, formulae, books, documents, market data, cost data, literature, drawings, effects or records, backup copies of programs, source/object and data etc. belonging to the company or relating to its business and shall not make or retain any copies of these items.

Contact Us :

E : hr@telaverge.com

T : 9980003482

www.telavergecommunications.com

Registered Office:

Ground Floor, South Central, # 23 & 24 EPIP 1st Phase,
KIADB Whitefield, Bangalore – 560 066, India
CIN No. U72200KA2016PTC086409



We are delighted that you have completed your internship and would join as a Full-Time Employee with Telaverge Communications. A copy of the employment agreement is provided for your review, signature and return

If for any reason you fail to join the services of the company before the above date of the offer, the offer shall stand withdrawn.

For **Telaverge Communication India Pvt. Ltd.**

NS Ajithkumar

Authorized Signatory

CC: HR File Acceptance Signature/Date: _____

Konudula Padmavathi

Contact Us :

E : hr@telaverge.com

T : 9980003482

www.telavergecommunications.com

Registered Office:

Ground Floor, South Central, # 23 & 24 EPIP 1st Phase,
KIADB Whitefield, Bangalore – 560 066, India

CIN No. U72200KA2016PTC086409



Annexure - A

Salary / Compensation Breakup

Name : Konudula Padmavathi
 Designation : Software Engineer - Research & Development

Particulars	Per Month	Annual
Basic Pay	13,916	166,992
HRA	4,871	58,452
LTA	2,319	27,828
Food Allowance	2,200	26,400
Special Allowance (Flexi Benefits)	14,643	175,716
PF Company's Contribution	1,810	21,720
Gross Salary	39,759	477,108
Benefits		
Mediclaime Insurance (Sum assured 10 Lakhs Per Life) & GPA		38,509
GTLI 4 times of the CTC		1,810
Gratuity		8,028
Fixed Bonus		20,000
Benefits Total		68,347
Gross Salary		545,455
Variable pay		54,545
Total CTC to the Company		600,000
One Time Joining Bonus		200,000

*Gratuity will be applicable as per Gratuity Act, 1972.

** Flexi Benefit is a part of Special Allowance: On production of Bills by February 2023 amount will be considered for tax benefit purpose.

- Telephone and Broadband 2000 pm
- Books 1000 pm

*** Variable pay of max 10% of your CTC will be paid based on the organization performance and this will be decided at the end of the Financial year based on the overall performance of the company. You will be eligible for variable pay only if you are an employee of a Telaverge at the time of variable pay allocation.

****You are also Eligible for Employee stock options and the same may fetch you additional income if you are a long term player in the company. Stock options are allocated after completing 2 years in the company and the same can be vested in 4 Years.

*****The exact premium varies based on the number of persons insured and the age band.

PS : Please be advised that your compensation details are personal and strictly confidential and it should not be discussed with anyone under any circumstances, in case of any doubts please contact the HR Department.

[Signature]
 REGISTRAR


Contact Us :

E : hr@telaverge.com
 T : 9980003482

www.telavergecommunications.com

Registered Office:

Ground Floor, South Central, # 23 & 24 EPIP 1st Phase,
 KIADB Whitefield, Bangalore – 560 066, India
 CIN No. U72200KA2016PTC086409

Ref: TC/HR/OFL/JULY - 22

07th July 2022
Bangalore

Harshith A
Seetha Nilaya, Andhralli Main Road, Near Iyengar Home Products
Hegganahalli Bangalore, Karnataka, 560091

Dear Harshith A,

We are pleased to offer you the position of “Software Engineer - Research and Development” in our Organization. Please note that your offer is valid contingent on receiving an acceptance from you and a starting date at Telaverge, not later than 11th July 2022.

Your employment at Telaverge (India) is subject to the terms and conditions of this letter and the Telaverge employment agreement that will be provided to you when you join the company.

Your appointment will be effective from, i.e.11th July 2022.

Emoluments & Perquisites

You will receive a Total Annual Salary of **Rs 6,00,000 /-(Rupees Six Lakhs Only)** per year as the cost to the company and will be subjected to tax deduction at source in accordance with the prevailing IT rules.

You have been provided with a complete breakup of your salary in the attachment to this appointment letter. As per standard company policy, you will be on probation for the first 6 months (180 days).

Salary Review

Your salary will be reviewed periodically as per the policy of the company. Your increments in the grade are discretionary and will be subject to and on the basis of effective performance and results during the period.

Transfer

You will be liable to be transferred to any other department, establishment or branch of the company. In such a case, you will be governed by the terms and conditions of service applicable to the new placement.

Contact Us :

E : hr@telaverge.com

T : 9980003482

www.telavergecommunications.com

Registered Office:

Ground Floor, South Central, # 23 & 24 EPIP 1st Phase,
KIADB Whitefield, Bangalore – 560 066, India

CIN No. U72200KA2016PTC086409



Overseas Assignments

- a. Depending on the job requirement, you may be assigned to work abroad with our parent company and/or client companies. The duration of such postings will depend on the nature of the assignment. While you are abroad you will be paid salary/allowances as per the prevailing company policy.
- b. Based on requirements and business situations, you may be transferred to any of our partner companies or customers in consultation with you in India OR Overseas. This transfer agreement will be executed based on a written mutual consent and NOC (From both Telaverge and Yourself).

Probation: If your performance is satisfactory then you will be Auto Confirmed after **Six Months**.

Confidential information

You will not at any time, without the consent of the appropriate authority, disclose or divulge or make public (except on legal obligations), any information regarding the company's affairs or administration or research carried out, whether the same may be confined to you or become known to you in the course of your service or otherwise.

Working Hours

In order to become a result-oriented company, we encourage flexible timings. Though the official timings will be between 8.00 a.m. and 5.00 p.m., your timings could be adjustable in an effective manner. We expect your presence for interaction with the Parent Company in the US and also to direct the other staff.

We have a five-day week, but the office is accessible on Saturdays and Sundays with prior intimation.

Travel

You will be required to undertake travel on company work and you will be paid travel expenses for this as per the prevailing travel policies of the Company.

Protection of interest

- a. If you conceive any new advanced methods of improving processes/formulae/systems in relation to the operations of the company, such developments will be fully communicated to the company, which will remain the sole right/property of the company.
- b. Any invention, design, discovery or improvement, computer program, documentation, confidential information, copyright work or other material which you conceive, discover or create during or in consequence of this Consultant contract. You agree that you shall not

Contact Us :

E : hr@telaverge.com

T : 9980003482

www.telavergecommunications.com

Registered Office:

Ground Floor, South Central, # 23 & 24 EPIP 1st Phase,
KIADB Whitefield, Bangalore – 560 066, India
CIN No. U72200KA2016PTC086409



disclose company information or use, or induce the company to use, any proprietary information, trade secret or confidential business information of any other person or entity.

Past record

If any declaration is given or information furnished by you to the company proves to be false or if you are found to have willfully suppressed any material information in such case, you will be liable to removal from service without any notice.

What we expect from you

- a) We expect that you will devote your full time and attention in carrying out your work activities honestly, faithfully and diligently keeping in mind at all times the Company's progress. We expect that you will not engage in or do any other business or render any professional service either on a full time or part-time basis.
- b) We expect you to keep your work strictly confidential and not divulge or disclose to any outsider or ex-employee, either during your employment or after, any information or confidential matters related to the Company, its employees or associates, which you would have become aware of during your employment with us.
- c) We expect that you will not act in any manner, which may be prejudicial or detrimental to the reputation and standing of the company.

Medical Fitness and Verification of particulars:

Your appointment is subject to:

- a. You're being declared medically fit by a Medical Officer or by a Doctor specified by the company and you are continuing to remain medically fit.
- b. In case particulars mentioned in your application are found false, not authentic or without documentary proof, your service would be liable for termination at any time without any notice or any compensation in lieu thereof.
- c. Telaverge may conduct a background or reference check (or both) during the first two months of you joining the organization. You are expected to cooperate fully in those procedures and this offer is subjected to the outcome of those checks and satisfactory results. Telaverge reserves the right to terminate the employment if the background check is not yielding professional and acceptable results.

Termination

- a. We hope your association with us will be a very long one. However, either party may terminate this association by giving Three months notice. However, in the event of willful neglect of your duties that may be prejudicial to the interests of the company, the company

Contact Us :

E : hr@telaverge.com

T : 9980003482

www.telavergecommunications.com

Registered Office:

Ground Floor, South Central, # 23 & 24 EPIP 1st Phase,
KIADB Whitefield, Bangalore – 560 066, India
CIN No. U72200KA2016PTC086409



has the discretion to terminate your services forthwith or with such notice as it deems fit and without any notice pay whatsoever.

- b. In case you leave the organization within two years from the date of joining i.e 11th July 2022, the expenses incurred by the company (stipend/compensation/incentive) during your internship period have to be reimbursed by you.

This would include the following costs (If any)

- Relocation costs
- Compensation/Stipend paid during training / Internship period
- Joining Bonus paid
- Retention Bonus paid
- Housing Deposit
- Training in the US (Travel and stay)
- Car leasing Benefit if any

- c. In case you leave the organization within Six months from the date of joining you are also liable to pay administrative charges of Rs. 25,000/- (Rupees Twenty Five Thousand)and the same will be deducted in the final settlement. The administration charges Include onboarding, Third party referral check, Insurance related and other administrative expenses.
- d. During the Probation period notice period will be three months. However, in the event of unsatisfactory performance of your duties that may be prejudicial to the interests of the company, the company has the discretion to terminate your services forthwith or with such notice as it deems fit and without any notice pay whatsoever.
- e. If no projects are assigned to you (Bench) then the notice period shall be two months.
- f. For abundant caution, it is hereby clarified that you cannot waive the notice period requirement in the event you wish to terminate your employment with the Company, and that your termination/resignation letter (by whatever name it is called) will be accepted by the Company only on your satisfying the mandatory Three months notice period as stated in our Company policy and Salary will be on hold once the resignation is submitted and final settlement will be made as per the process. Further, till such time as the Company accepts your resignation letter, you will be deemed to be an employee of the Company and the terms and conditions of your employment will still continue to bind you.

After Termination

On termination of employment, you will immediately return to the company all correspondence, specifications, formulae, books, documents, market data, cost data, literature, drawings, effects or records, backup copies of programs, source/object and data etc. belonging to the company or relating to its business and shall not make or retain any copies of these items.

Contact Us :

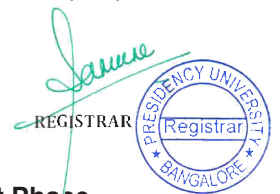
E : hr@telaverge.com

T : 9980003482

www.telavergecommunications.com

Registered Office:

Ground Floor, South Central, # 23 & 24 EPIP 1st Phase,
KIADB Whitefield, Bangalore – 560 066, India
CIN No. U72200KA2016PTC086409



We are delighted that you have completed your internship and would join as a Full-Time Employee with Telaverge Communications. A copy of the employment agreement is provided for your review, signature and return

If for any reason you fail to join the services of the company before the above date of the offer, the offer shall stand withdrawn.

For **Telaverge Communication India Pvt. Ltd.**

NS Ajithkumar

Authorized Signatory

CC: HR File Acceptance Signature/Date: _____

Harshith A

Contact Us :

E : hr@telaverge.com

T : 9980003482

www.telavergecommunications.com

Registered Office:

Ground Floor, South Central, # 23 & 24 EPIP 1st Phase,
KIADB Whitefield, Bangalore – 560 066, India

CIN No. U72200KA2016PTC086409



Annexure - A

Salary / Compensation Breakup

Name : Harshith A
Designation : Software Engineer - Research & Development

Particulars	Per Month	Annual
Basic Pay	13,916	166,992
HRA	4,871	58,452
LTA	2,319	27,828
Food Allowance	2,200	26,400
Special Allowance (Flexi Benefits)	14,643	175,716
PF Company's Contribution	1,810	21,720
Gross Salary	39,759	477,108
Benefits		
Mediclaime Insurance (Sum assured 10 Lakhs Per Life) & GPA		38,509
GTLI 4 times of the CTC		1,810
Gratuity		8,028
Fixed Bonus		20,000
Benefits Total		68,347
Gross Salary		545,455
Variable pay		54,545
Total CTC to the Company		600,000
One Time Joining Bonus		200,000

*Gratuity will be applicable as per Gratuity Act, 1972.

** Flexi Benefit is a part of Special Allowance: On production of Bills by February 2023 amount will be considered for tax benefit purpose.

- Telephone and Broadband 2000 pm
- Books 1000 pm

*** Variable pay of max 10% of your CTC will be paid based on the organization performance and this will be decided at the end of the Financial year based on the overall performance of the company. You will be eligible for variable pay only if you are an employee of a Telaverge at the time of variable pay allocation.

****You are also Eligible for Employee stock options and the same may fetch you additional income if you are a long term player in the company. Stock options are allocated after completing 2 years in the company and the same can be vested in 4 Years.

*****The exact premium varies based on the number of persons insured and the age band.

PS : Please be advised that your compensation details are personal and strictly confidential and it should not be discussed with anyone under any circumstances, in case of any doubts please contact the HR Department.

Contact Us :

E : hr@telaverge.com

T : 9980003482

www.telavergecommunications.com

Registered Office:

Ground Floor, South Central, # 23 & 24 EPIP 1st Phase,
KIADB Whitefield, Bangalore – 560 066, India
CIN No. U72200KA2016PTC086409



Ref: TC/HR/OFL/JULY -22

07th July 2022
Bangalore

Pravalleeka N
#27,7Th A Cross,Ragavappa Road
Jai Bharat Nagar,Banglore, Karnataka, 560033

Dear Pravalleeka N,

We are pleased to offer you the position of “Software Engineer - Research and Development” in our Organization. Please note that your offer is valid contingent on receiving an acceptance from you and a starting date at Telaverge, not later than 11th July 2022.

Your employment at Telaverge (India) is subject to the terms and conditions of this letter and the Telaverge employment agreement that will be provided to you when you join the company.

Your appointment will be effective from, i.e.11th July 2022.

Emoluments & Perquisites

You will receive a Total Annual Salary of **Rs 6,00,000 /-(Rupees Six Lakhs Only)** per year as the cost to the company and will be subjected to tax deduction at source in accordance with the prevailing IT rules.

You have been provided with a complete breakup of your salary in the attachment to this appointment letter. As per standard company policy, you will be on probation for the first 6 months (180 days).

Salary Review

Your salary will be reviewed periodically as per the policy of the company. Your increments in the grade are discretionary and will be subject to and on the basis of effective performance and results during the period.

Transfer

You will be liable to be transferred to any other department, establishment or branch of the company. In such a case, you will be governed by the terms and conditions of service applicable to the new placement.

Contact Us :

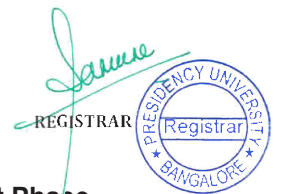
E : hr@telaverge.com

T : 9980003482

www.telavergecommunications.com

Registered Office:

Ground Floor, South Central, # 23 & 24 EPIP 1st Phase,
KIADB Whitefield, Bangalore – 560 066, India
CIN No. U72200KA2016PTC086409



Overseas Assignments

- a. Depending on the job requirement, you may be assigned to work abroad with our parent company and/or client companies. The duration of such postings will depend on the nature of the assignment. While you are abroad you will be paid salary/allowances as per the prevailing company policy.
- b. Based on requirements and business situations, you may be transferred to any of our partner companies or customers in consultation with you in India OR Overseas. This transfer agreement will be executed based on a written mutual consent and NOC (From both Telaverge and Yourself).

Probation: If your performance is satisfactory then you will be Auto Confirmed after **Six Months**.

Confidential information

You will not at any time, without the consent of the appropriate authority, disclose or divulge or make public (except on legal obligations), any information regarding the company's affairs or administration or research carried out, whether the same may be confined to you or become known to you in the course of your service or otherwise.

Working Hours

In order to become a result-oriented company, we encourage flexible timings. Though the official timings will be between 8.00 a.m. and 5.00 p.m., your timings could be adjustable in an effective manner. We expect your presence for interaction with the Parent Company in the US and also to direct the other staff.

We have a five-day week, but the office is accessible on Saturdays and Sundays with prior intimation.

Travel

You will be required to undertake travel on company work and you will be paid travel expenses for this as per the prevailing travel policies of the Company.

Protection of interest

- a. If you conceive any new advanced methods of improving processes/formulae/systems in relation to the operations of the company, such developments will be fully communicated to the company, which will remain the sole right/property of the company.
- b. Any invention, design, discovery or improvement, computer program, documentation, confidential information, copyright work or other material which you conceive, discover or create during or in consequence of this Consultant contract. You agree that you shall not

Contact Us :

E : hr@telaverge.com

T : 9980003482

www.telavergecommunications.com

Registered Office:

Ground Floor, South Central, # 23 & 24 EPIP 1st Phase,
KIADB Whitefield, Bangalore – 560 066, India
CIN No. U72200KA2016PTC086409



disclose company information or use, or induce the company to use, any proprietary information, trade secret or confidential business information of any other person or entity.

Past record

If any declaration is given or information furnished by you to the company proves to be false or if you are found to have willfully suppressed any material information in such case, you will be liable to removal from service without any notice.

What we expect from you

- a) We expect that you will devote your full time and attention in carrying out your work activities honestly, faithfully and diligently keeping in mind at all times the Company's progress. We expect that you will not engage in or do any other business or render any professional service either on a full time or part-time basis.
- b) We expect you to keep your work strictly confidential and not divulge or disclose to any outsider or ex-employee, either during your employment or after, any information or confidential matters related to the Company, its employees or associates, which you would have become aware of during your employment with us.
- c) We expect that you will not act in any manner, which may be prejudicial or detrimental to the reputation and standing of the company.

Medical Fitness and Verification of particulars:

Your appointment is subject to:

- a. You're being declared medically fit by a Medical Officer or by a Doctor specified by the company and you are continuing to remain medically fit.
- b. In case particulars mentioned in your application are found false, not authentic or without documentary proof, your service would be liable for termination at any time without any notice or any compensation in lieu thereof.
- c. Telaverge may conduct a background or reference check (or both) during the first two months of you joining the organization. You are expected to cooperate fully in those procedures and this offer is subjected to the outcome of those checks and satisfactory results. Telaverge reserves the right to terminate the employment if the background check is not yielding professional and acceptable results.

Termination

- a. We hope your association with us will be a very long one. However, either party may terminate this association by giving Three months notice. However, in the event of willful neglect of your duties that may be prejudicial to the interests of the company, the company

Contact Us :

E : hr@telaverge.com

T : 9980003482

www.telavergecommunications.com

Registered Office:

Ground Floor, South Central, # 23 & 24 EPIP 1st Phase,
KIADB Whitefield, Bangalore – 560 066, India
CIN No. U72200KA2016PTC086409



has the discretion to terminate your services forthwith or with such notice as it deems fit and without any notice pay whatsoever.

- b. In case you leave the organization within two years from the date of joining i.e 11th July 2022, the expenses incurred by the company (stipend/compensation/incentive) during your internship period have to be reimbursed by you.

This would include the following costs (If any)

- Relocation costs
- Compensation/Stipend paid during training / Internship period
- Joining Bonus paid
- Retention Bonus paid
- Housing Deposit
- Training in the US (Travel and stay)
- Car leasing Benefit if any

- c. In case you leave the organization within Six months from the date of joining you are also liable to pay administrative charges of Rs. 25,000/- (Rupees Twenty Five Thousand)and the same will be deducted in the final settlement. The administration charges Include onboarding, Third party referral check, Insurance related and other administrative expenses.
- d. During the Probation period notice period will be three months. However, in the event of unsatisfactory performance of your duties that may be prejudicial to the interests of the company, the company has the discretion to terminate your services forthwith or with such notice as it deems fit and without any notice pay whatsoever.
- e. If no projects are assigned to you (Bench) then the notice period shall be two months.
- f. For abundant caution, it is hereby clarified that you cannot waive the notice period requirement in the event you wish to terminate your employment with the Company, and that your termination/resignation letter (by whatever name it is called) will be accepted by the Company only on your satisfying the mandatory Three months notice period as stated in our Company policy and Salary will be on hold once the resignation is submitted and final settlement will be made as per the process. Further, till such time as the Company accepts your resignation letter, you will be deemed to be an employee of the Company and the terms and conditions of your employment will still continue to bind you.

After Termination

On termination of employment, you will immediately return to the company all correspondence, specifications, formulae, books, documents, market data, cost data, literature, drawings, effects or records, backup copies of programs, source/object and data etc. belonging to the company or relating to its business and shall not make or retain any copies of these items.

Contact Us :

E : hr@telaverge.com

T : 9980003482

www.telavergecommunications.com

Registered Office:

Ground Floor, South Central, # 23 & 24 EPIP 1st Phase,
KIADB Whitefield, Bangalore – 560 066, India
CIN No. U72200KA2016PTC086409



We are delighted that you have completed your internship and would join as a Full-Time Employee with Telaverge Communications. A copy of the employment agreement is provided for your review, signature and return

If for any reason you fail to join the services of the company before the above date of the offer, the offer shall stand withdrawn.

For **Telaverge Communication India Pvt. Ltd.**

NS Ajithkumar

Authorized Signatory

CC: HR File Acceptance Signature/Date: _____

Pravalleeka N

Contact Us :

E : hr@telaverge.com

T : 9980003482

www.telavergecommunications.com

Registered Office:

Ground Floor, South Central, # 23 & 24 EPIP 1st Phase,
KIADB Whitefield, Bangalore – 560 066, India

CIN No. U72200KA2016PTC086409



Annexure - A

Salary / Compensation Breakup

Name : Pravalleeka N
Designation : Software Engineer - Research & Development

Particulars	Per Month	Annual
Basic Pay	13,916	166,992
HRA	4,871	58,452
LTA	2,319	27,828
Food Allowance	2,200	26,400
Special Allowance (Flexi Benefits)	14,643	175,716
PF Company's Contribution	1,810	21,720
Gross Salary	39,759	477,108
Benefits		
Mediclaime Insurance (Sum assured 10 Lakhs Per Life) & GPA		38,509
GTLI 4 times of the CTC		1,810
Gratuity		8,028
Fixed Bonus		20,000
Benefits Total		68,347
Gross Salary		545,455
Variable pay		54,545
Total CTC to the Company		600,000
One Time Joining Bonus		200,000

*Gratuity will be applicable as per Gratuity Act, 1972.

** Flexi Benefit is a part of Special Allowance: On production of Bills by February 2023 amount will be considered for tax benefit purpose.

- Telephone and Broadband 2000 pm
- Books 1000 pm

*** Variable pay of max 10% of your CTC will be paid based on the organization performance and this will be decided at the end of the Financial year based on the overall performance of the company. You will be eligible for variable pay only if you are an employee of a Telaverge at the time of variable pay allocation.

****You are also Eligible for Employee stock options and the same may fetch you additional income if you are a long term player in the company. Stock options are allocated after completing 2 years in the company and the same can be vested in 4 Years.

*****The exact premium varies based on the number of persons insured and the age band.

PS : Please be advised that your compensation details are personal and strictly confidential and it should not be discussed with anyone under any circumstances, in case of any doubts please contact the HR Department.

Contact Us :

E : hr@telaverge.com

T : 9980003482

www.telavergecommunications.com

Registered Office:

Ground Floor, South Central, # 23 & 24 EPIP 1st Phase,
KIADB Whitefield, Bangalore – 560 066, India
CIN No. U72200KA2016PTC086409



Ref: TC/HR/OFL/JULY -22

07th July 2022
Bangalore

Guttikonda Narendra Reddy
Guttikondavaripalem Ongole
Andhra Pradesh, 523286

Dear Guttikonda Narendra Reddy,

We are pleased to offer you the position of “Software Engineer - Research and Development” in our Organization. Please note that your offer is valid contingent on receiving an acceptance from you and a starting date at Telaverge, not later than 11th July 2022.

Your employment at Telaverge (India) is subject to the terms and conditions of this letter and the Telaverge employment agreement that will be provided to you when you join the company.

Your appointment will be effective from, i.e.11th July 2022.

Emoluments & Perquisites

You will receive a Total Annual Salary of **Rs 6,00,000 /-(Rupees Six Lakhs Only)** per year as the cost to the company and will be subjected to tax deduction at source in accordance with the prevailing IT rules.

You have been provided with a complete breakup of your salary in the attachment to this appointment letter. As per standard company policy, you will be on probation for the first 6 months (180 days).

Salary Review

Your salary will be reviewed periodically as per the policy of the company. Your increments in the grade are discretionary and will be subject to and on the basis of effective performance and results during the period.

Transfer

You will be liable to be transferred to any other department, establishment or branch of the company. In such a case, you will be governed by the terms and conditions of service applicable to the new placement.

Contact Us :

E : hr@telaverge.com

T : 9980003482

www.telavergecommunications.com

Registered Office:

Ground Floor, South Central, # 23 & 24 EPIP 1st Phase,
KIADB Whitefield, Bangalore – 560 066, India

CIN No. U72200KA2016PTC086409



Overseas Assignments

- a. Depending on the job requirement, you may be assigned to work abroad with our parent company and/or client companies. The duration of such postings will depend on the nature of the assignment. While you are abroad you will be paid salary/allowances as per the prevailing company policy.
- b. Based on requirements and business situations, you may be transferred to any of our partner companies or customers in consultation with you in India OR Overseas. This transfer agreement will be executed based on a written mutual consent and NOC (From both Telaverge and Yourself).

Probation: If your performance is satisfactory then you will be Auto Confirmed after **Six Months**.

Confidential information

You will not at any time, without the consent of the appropriate authority, disclose or divulge or make public (except on legal obligations), any information regarding the company's affairs or administration or research carried out, whether the same may be confined to you or become known to you in the course of your service or otherwise.

Working Hours

In order to become a result-oriented company, we encourage flexible timings. Though the official timings will be between 8.00 a.m. and 5.00 p.m., your timings could be adjustable in an effective manner. We expect your presence for interaction with the Parent Company in the US and also to direct the other staff.

We have a five-day week, but the office is accessible on Saturdays and Sundays with prior intimation.

Travel

You will be required to undertake travel on company work and you will be paid travel expenses for this as per the prevailing travel policies of the Company.

Protection of interest

- a. If you conceive any new advanced methods of improving processes/formulae/systems in relation to the operations of the company, such developments will be fully communicated to the company, which will remain the sole right/property of the company.
- b. Any invention, design, discovery or improvement, computer program, documentation, confidential information, copyright work or other material which you conceive, discover or create during or in consequence of this Consultant contract. You agree that you shall not

Contact Us :

E : hr@telaverge.com

T : 9980003482

www.telavergecommunications.com

Registered Office:

Ground Floor, South Central, # 23 & 24 EPIP 1st Phase,
KIADB Whitefield, Bangalore – 560 066, India
CIN No. U72200KA2016PTC086409



disclose company information or use, or induce the company to use, any proprietary information, trade secret or confidential business information of any other person or entity.

Past record

If any declaration is given or information furnished by you to the company proves to be false or if you are found to have willfully suppressed any material information in such case, you will be liable to removal from service without any notice.

What we expect from you

- a) We expect that you will devote your full time and attention in carrying out your work activities honestly, faithfully and diligently keeping in mind at all times the Company's progress. We expect that you will not engage in or do any other business or render any professional service either on a full time or part-time basis.
- b) We expect you to keep your work strictly confidential and not divulge or disclose to any outsider or ex-employee, either during your employment or after, any information or confidential matters related to the Company, its employees or associates, which you would have become aware of during your employment with us.
- c) We expect that you will not act in any manner, which may be prejudicial or detrimental to the reputation and standing of the company.

Medical Fitness and Verification of particulars:

Your appointment is subject to:

- a. You're being declared medically fit by a Medical Officer or by a Doctor specified by the company and you are continuing to remain medically fit.
- b. In case particulars mentioned in your application are found false, not authentic or without documentary proof, your service would be liable for termination at any time without any notice or any compensation in lieu thereof.
- c. Telaverge may conduct a background or reference check (or both) during the first two months of you joining the organization. You are expected to cooperate fully in those procedures and this offer is subjected to the outcome of those checks and satisfactory results. Telaverge reserves the right to terminate the employment if the background check is not yielding professional and acceptable results.

Termination

- a. We hope your association with us will be a very long one. However, either party may terminate this association by giving Three months notice. However, in the event of willful neglect of your duties that may be prejudicial to the interests of the company, the company

Contact Us :

E : hr@telaverge.com

T : 9980003482

www.telavergecommunications.com

Registered Office:

Ground Floor, South Central, # 23 & 24 EPIP 1st Phase,
KIADB Whitefield, Bangalore – 560 066, India
CIN No. U72200KA2016PTC086409



has the discretion to terminate your services forthwith or with such notice as it deems fit and without any notice pay whatsoever.

- b. In case you leave the organization within two years from the date of joining i.e 11th July 2022, the expenses incurred by the company (stipend/compensation/incentive) during your internship period have to be reimbursed by you.

This would include the following costs (If any)

- Relocation costs
- Compensation/Stipend paid during training / Internship period
- Joining Bonus paid
- Retention Bonus paid
- Housing Deposit
- Training in the US (Travel and stay)
- Car leasing Benefit if any

- c. In case you leave the organization within Six months from the date of joining you are also liable to pay administrative charges of Rs. 25,000/- (Rupees Twenty Five Thousand)and the same will be deducted in the final settlement. The administration charges Include onboarding, Third party referral check, Insurance related and other administrative expenses.

- d. During the Probation period notice period will be three months. However, in the event of unsatisfactory performance of your duties that may be prejudicial to the interests of the company, the company has the discretion to terminate your services forthwith or with such notice as it deems fit and without any notice pay whatsoever.

- e. If no projects are assigned to you (Bench) then the notice period shall be two months.

- f. For abundant caution, it is hereby clarified that you cannot waive the notice period requirement in the event you wish to terminate your employment with the Company, and that your termination/resignation letter (by whatever name it is called) will be accepted by the Company only on your satisfying the mandatory Three months notice period as stated in our Company policy and Salary will be on hold once the resignation is submitted and final settlement will be made as per the process. Further, till such time as the Company accepts your resignation letter, you will be deemed to be an employee of the Company and the terms and conditions of your employment will still continue to bind you.

After Termination

On termination of employment, you will immediately return to the company all correspondence, specifications, formulae, books, documents, market data, cost data, literature, drawings, effects or records, backup copies of programs, source/object and data etc. belonging to the company or relating to its business and shall not make or retain any copies of these items.

Contact Us :

E : hr@telaverge.com

T : 9980003482

www.telavergecommunications.com

Registered Office:

Ground Floor, South Central, # 23 & 24 EPIP 1st Phase,
KIADB Whitefield, Bangalore – 560 066, India
CIN No. U72200KA2016PTC086409



We are delighted that you have completed your internship and would join as a Full-Time Employee with Telaverge Communications. A copy of the employment agreement is provided for your review, signature and return

If for any reason you fail to join the services of the company before the above date of the offer, the offer shall stand withdrawn.

For **Telaverge Communication India Pvt. Ltd.**

NS Ajithkumar

Authorized Signatory

CC: HR File Acceptance Signature/Date: _____

Guttikonda Narendra Reddy

Contact Us :

E : hr@telaverge.com

T : 9980003482

www.telavergecommunications.com

Registered Office:

Ground Floor, South Central, # 23 & 24 EPIP 1st Phase,
KIADB Whitefield, Bangalore – 560 066, India

CIN No. U72200KA2016PTC086409



Annexure - A

Salary / Compensation Breakup

Name : Guttikonda Narendra Reddy
Designation : Software Engineer - Research & Development

Particulars	Per Month	Annual
Basic Pay	13,916	166,992
HRA	4,871	58,452
LTA	2,319	27,828
Food Allowance	2,200	26,400
Special Allowance (Flexi Benefits)	14,643	175,716
PF Company's Contribution	1,810	21,720
Gross Salary	39,759	477,108
Benefits		
Mediclaime Insurance (Sum assured 10 Lakhs Per Life) & GPA		38,509
GTLI 4 times of the CTC		1,810
Gratuity		8,028
Fixed Bonus		20,000
Benefits Total		68,347
Gross Salary		545,455
Variable pay		54,545
Total CTC to the Company		600,000
One Time Joining Bonus		200,000

*Gratuity will be applicable as per Gratuity Act, 1972.

** Flexi Benefit is a part of Special Allowance: On production of Bills by February 2023 amount will be considered for tax benefit purpose.

- Telephone and Broadband 2000 pm
- Books 1000 pm

*** Variable pay of max 10% of your CTC will be paid based on the organization performance and this will be decided at the end of the Financial year based on the overall performance of the company. You will be eligible for variable pay only if you are an employee of a Telaverge at the time of variable pay allocation.

****You are also Eligible for Employee stock options and the same may fetch you additional income if you are a long term player in the company. Stock options are allocated after completing 2 years in the company and the same can be vested in 4 Years.

*****The exact premium varies based on the number of persons insured and the age band.

PS : Please be advised that your compensation details are personal and strictly confidential and it should not be discussed with anyone under any circumstances, in case of any doubts please contact the HR Department.

Contact Us :

E : hr@telaverge.com

T : 9980003482

www.telavergecommunications.com

Registered Office:

Ground Floor, South Central, # 23 & 24 EPIP 1st Phase,
KIADB Whitefield, Bangalore – 560 066, India
CIN No. U72200KA2016PTC086409



Ref: TC/HR/OFL/JULY -22

07th July 2022
Bangalore

Nanda Kumar K
#18, 6Th Main,Punitha Nilaya, Sonnappa Layout
Siddhivinayaka Layout, Virupakshapura, Koddighehalli Bangalore, Karnataka, 560097

Dear Nanda Kumar K,

We are pleased to offer you the position of “Software Engineer - Research and Development” in our Organization. Please note that your offer is valid contingent on receiving an acceptance from you and a starting date at Telaverge, not later than 11th July 2022.

Your employment at Telaverge (India) is subject to the terms and conditions of this letter and the Telaverge employment agreement that will be provided to you when you join the company.

Your appointment will be effective from, i.e.11th July 2022.

Emoluments & Perquisites

You will receive a Total Annual Salary of **Rs 6,00,000 /-(Rupees Six Lakhs Only)** per year as the cost to the company and will be subjected to tax deduction at source in accordance with the prevailing IT rules.

You have been provided with a complete breakup of your salary in the attachment to this appointment letter. As per standard company policy, you will be on probation for the first 6 months (180 days).

Salary Review

Your salary will be reviewed periodically as per the policy of the company. Your increments in the grade are discretionary and will be subject to and on the basis of effective performance and results during the period.

Transfer

You will be liable to be transferred to any other department, establishment or branch of the company. In such a case, you will be governed by the terms and conditions of service applicable to the new placement.

Contact Us :

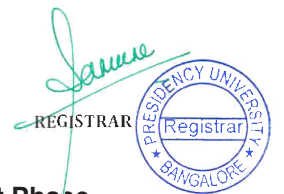
E : hr@telaverge.com

T : 9980003482

www.telavergecommunications.com

Registered Office:

Ground Floor, South Central, # 23 & 24 EPIP 1st Phase,
KIADB Whitefield, Bangalore – 560 066, India
CIN No. U72200KA2016PTC086409



Overseas Assignments

- a. Depending on the job requirement, you may be assigned to work abroad with our parent company and/or client companies. The duration of such postings will depend on the nature of the assignment. While you are abroad you will be paid salary/allowances as per the prevailing company policy.
- b. Based on requirements and business situations, you may be transferred to any of our partner companies or customers in consultation with you in India OR Overseas. This transfer agreement will be executed based on a written mutual consent and NOC (From both Telaverge and Yourself).

Probation: If your performance is satisfactory then you will be Auto Confirmed after **Six Months**.

Confidential information

You will not at any time, without the consent of the appropriate authority, disclose or divulge or make public (except on legal obligations), any information regarding the company's affairs or administration or research carried out, whether the same may be confined to you or become known to you in the course of your service or otherwise.

Working Hours

In order to become a result-oriented company, we encourage flexible timings. Though the official timings will be between 8.00 a.m. and 5.00 p.m., your timings could be adjustable in an effective manner. We expect your presence for interaction with the Parent Company in the US and also to direct the other staff.

We have a five-day week, but the office is accessible on Saturdays and Sundays with prior intimation.

Travel

You will be required to undertake travel on company work and you will be paid travel expenses for this as per the prevailing travel policies of the Company.

Protection of interest

- a. If you conceive any new advanced methods of improving processes/formulae/systems in relation to the operations of the company, such developments will be fully communicated to the company, which will remain the sole right/property of the company.
- b. Any invention, design, discovery or improvement, computer program, documentation, confidential information, copyright work or other material which you conceive, discover or create during or in consequence of this Consultant contract. You agree that you shall not

Contact Us :

E : hr@telaverge.com

T : 9980003482

www.telavergecommunications.com

Registered Office:

Ground Floor, South Central, # 23 & 24 EPIP 1st Phase,
KIADB Whitefield, Bangalore – 560 066, India
CIN No. U72200KA2016PTC086409



disclose company information or use, or induce the company to use, any proprietary information, trade secret or confidential business information of any other person or entity.

Past record

If any declaration is given or information furnished by you to the company proves to be false or if you are found to have willfully suppressed any material information in such case, you will be liable to removal from service without any notice.

What we expect from you

- a) We expect that you will devote your full time and attention in carrying out your work activities honestly, faithfully and diligently keeping in mind at all times the Company's progress. We expect that you will not engage in or do any other business or render any professional service either on a full time or part-time basis.
- b) We expect you to keep your work strictly confidential and not divulge or disclose to any outsider or ex-employee, either during your employment or after, any information or confidential matters related to the Company, its employees or associates, which you would have become aware of during your employment with us.
- c) We expect that you will not act in any manner, which may be prejudicial or detrimental to the reputation and standing of the company.

Medical Fitness and Verification of particulars:

Your appointment is subject to:

- a. You're being declared medically fit by a Medical Officer or by a Doctor specified by the company and you are continuing to remain medically fit.
- b. In case particulars mentioned in your application are found false, not authentic or without documentary proof, your service would be liable for termination at any time without any notice or any compensation in lieu thereof.
- c. Telaverge may conduct a background or reference check (or both) during the first two months of you joining the organization. You are expected to cooperate fully in those procedures and this offer is subjected to the outcome of those checks and satisfactory results. Telaverge reserves the right to terminate the employment if the background check is not yielding professional and acceptable results.

Termination

- a. We hope your association with us will be a very long one. However, either party may terminate this association by giving Three months notice. However, in the event of willful neglect of your duties that may be prejudicial to the interests of the company, the company

Contact Us :

E : hr@telaverge.com

T : 9980003482

www.telavergecommunications.com

Registered Office:

Ground Floor, South Central, # 23 & 24 EPIP 1st Phase,
KIADB Whitefield, Bangalore – 560 066, India
CIN No. U72200KA2016PTC086409



has the discretion to terminate your services forthwith or with such notice as it deems fit and without any notice pay whatsoever.

- b. In case you leave the organization within two years from the date of joining i.e 11th July 2022, the expenses incurred by the company (stipend/compensation/incentive) during your internship period have to be reimbursed by you.

This would include the following costs (If any)

- Relocation costs
- Compensation/Stipend paid during training / Internship period
- Joining Bonus paid
- Retention Bonus paid
- Housing Deposit
- Training in the US (Travel and stay)
- Car leasing Benefit if any

- c. In case you leave the organization within Six months from the date of joining you are also liable to pay administrative charges of Rs. 25,000/- (Rupees Twenty Five Thousand)and the same will be deducted in the final settlement. The administration charges Include onboarding, Third party referral check, Insurance related and other administrative expenses.
- d. During the Probation period notice period will be three months. However, in the event of unsatisfactory performance of your duties that may be prejudicial to the interests of the company, the company has the discretion to terminate your services forthwith or with such notice as it deems fit and without any notice pay whatsoever.
- e. If no projects are assigned to you (Bench) then the notice period shall be two months.
- f. For abundant caution, it is hereby clarified that you cannot waive the notice period requirement in the event you wish to terminate your employment with the Company, and that your termination/resignation letter (by whatever name it is called) will be accepted by the Company only on your satisfying the mandatory Three months notice period as stated in our Company policy and Salary will be on hold once the resignation is submitted and final settlement will be made as per the process. Further, till such time as the Company accepts your resignation letter, you will be deemed to be an employee of the Company and the terms and conditions of your employment will still continue to bind you.

After Termination

On termination of employment, you will immediately return to the company all correspondence, specifications, formulae, books, documents, market data, cost data, literature, drawings, effects or records, backup copies of programs, source/object and data etc. belonging to the company or relating to its business and shall not make or retain any copies of these items.

Contact Us :

E : hr@telaverge.com

T : 9980003482

www.telavergecommunications.com

Registered Office:

Ground Floor, South Central, # 23 & 24 EPIP 1st Phase,
KIADB Whitefield, Bangalore – 560 066, India
CIN No. U72200KA2016PTC086409



We are delighted that you have completed your internship and would join as a Full-Time Employee with Telaverge Communications. A copy of the employment agreement is provided for your review, signature and return

If for any reason you fail to join the services of the company before the above date of the offer, the offer shall stand withdrawn.

For **Telaverge Communication India Pvt. Ltd.**

NS Ajithkumar

Authorized Signatory

CC: HR File Acceptance Signature/Date: _____

Nanda Kumar K

Contact Us :

E : hr@telaverge.com

T : 9980003482

www.telavergecommunications.com

Registered Office:

Ground Floor, South Central, # 23 & 24 EPIP 1st Phase,
KIADB Whitefield, Bangalore – 560 066, India

CIN No. U72200KA2016PTC086409



Annexure - A

Salary / Compensation Breakup

Name : Nanda Kumar K
Designation : Software Engineer - Research & Development

Particulars	Per Month	Annual
Basic Pay	13,916	166,992
HRA	4,871	58,452
LTA	2,319	27,828
Food Allowance	2,200	26,400
Special Allowance (Flexi Benefits)	14,643	175,716
PF Company's Contribution	1,810	21,720
Gross Salary	39,759	477,108
Benefits		
Mediclaime Insurance (Sum assured 10 Lakhs Per Life) & GPA		38,509
GTLI 4 times of the CTC		1,810
Gratuity		8,028
Fixed Bonus		20,000
Benefits Total		68,347
Gross Salary		545,455
Variable pay		54,545
Total CTC to the Company		600,000
One Time Joining Bonus		200,000

*Gratuity will be applicable as per Gratuity Act, 1972.

** Flexi Benefit is a part of Special Allowance: On production of Bills by February 2023 amount will be considered for tax benefit purpose.

- Telephone and Broadband 2000 pm
- Books 1000 pm

*** Variable pay of max 10% of your CTC will be paid based on the organization performance and this will be decided at the end of the Financial year based on the overall performance of the company. You will be eligible for variable pay only if you are an employee of a Telaverge at the time of variable pay allocation.

****You are also Eligible for Employee stock options and the same may fetch you additional income if you are a long term player in the company. Stock options are allocated after completing 2 years in the company and the same can be vested in 4 Years.

*****The exact premium varies based on the number of persons insured and the age band.

PS : Please be advised that your compensation details are personal and strictly confidential and it should not be discussed with anyone under any circumstances, in case of any doubts please contact the HR Department.

Contact Us :

E : hr@telaverge.com

T : 9980003482

www.telavergecommunications.com

Registered Office:

Ground Floor, South Central, # 23 & 24 EPIP 1st Phase,
KIADB Whitefield, Bangalore – 560 066, India
CIN No. U72200KA2016PTC086409



Ref: TC/HR/OFL/JULY - 22

07th July 2022
Bangalore

Akepati Navaneesh Kumar Reddy
3-12-1,Jaguaripalli,Pullampet
Kadapa, Andhra Pradesh, 516107

Dear Akepati Navaneesh Kumar Reddy,

We are pleased to offer you the position of “Software Engineer - Research and Development” in our Organization. Please note that your offer is valid contingent on receiving an acceptance from you and a starting date at Telaverge, not later than 11th July 2022.

Your employment at Telaverge (India) is subject to the terms and conditions of this letter and the Telaverge employment agreement that will be provided to you when you join the company.

Your appointment will be effective from, i.e.11th July 2022.

Emoluments & Perquisites

You will receive a Total Annual Salary of **Rs 6,00,000 /-(Rupees Six Lakhs Only)** per year as the cost to the company and will be subjected to tax deduction at source in accordance with the prevailing IT rules.

You have been provided with a complete breakup of your salary in the attachment to this appointment letter. As per standard company policy, you will be on probation for the first 6 months (180 days).

Salary Review

Your salary will be reviewed periodically as per the policy of the company. Your increments in the grade are discretionary and will be subject to and on the basis of effective performance and results during the period.

Transfer

You will be liable to be transferred to any other department, establishment or branch of the company. In such a case, you will be governed by the terms and conditions of service applicable to the new placement.

Contact Us :

E : hr@telaverge.com

T : 9980003482

www.telavergecommunications.com

Registered Office:

Ground Floor, South Central, # 23 & 24 EPIP 1st Phase,
KIADB Whitefield, Bangalore – 560 066, India
CIN No. U72200KA2016PTC086409



Overseas Assignments

- a. Depending on the job requirement, you may be assigned to work abroad with our parent company and/or client companies. The duration of such postings will depend on the nature of the assignment. While you are abroad you will be paid salary/allowances as per the prevailing company policy.
- b. Based on requirements and business situations, you may be transferred to any of our partner companies or customers in consultation with you in India OR Overseas. This transfer agreement will be executed based on a written mutual consent and NOC (From both Telaverge and Yourself).

Probation: If your performance is satisfactory then you will be Auto Confirmed after **Six Months**.

Confidential information

You will not at any time, without the consent of the appropriate authority, disclose or divulge or make public (except on legal obligations), any information regarding the company's affairs or administration or research carried out, whether the same may be confined to you or become known to you in the course of your service or otherwise.

Working Hours

In order to become a result-oriented company, we encourage flexible timings. Though the official timings will be between 8.00 a.m. and 5.00 p.m., your timings could be adjustable in an effective manner. We expect your presence for interaction with the Parent Company in the US and also to direct the other staff.

We have a five-day week, but the office is accessible on Saturdays and Sundays with prior intimation.

Travel

You will be required to undertake travel on company work and you will be paid travel expenses for this as per the prevailing travel policies of the Company.

Protection of interest

- a. If you conceive any new advanced methods of improving processes/formulae/systems in relation to the operations of the company, such developments will be fully communicated to the company, which will remain the sole right/property of the company.
- b. Any invention, design, discovery or improvement, computer program, documentation, confidential information, copyright work or other material which you conceive, discover or create during or in consequence of this Consultant contract. You agree that you shall not

Contact Us :

E : hr@telaverge.com

T : 9980003482

www.telavergecommunications.com

Registered Office:

Ground Floor, South Central, # 23 & 24 EPIP 1st Phase,
KIADB Whitefield, Bangalore – 560 066, India
CIN No. U72200KA2016PTC086409



disclose company information or use, or induce the company to use, any proprietary information, trade secret or confidential business information of any other person or entity.

Past record

If any declaration is given or information furnished by you to the company proves to be false or if you are found to have willfully suppressed any material information in such case, you will be liable to removal from service without any notice.

What we expect from you

- a) We expect that you will devote your full time and attention in carrying out your work activities honestly, faithfully and diligently keeping in mind at all times the Company's progress. We expect that you will not engage in or do any other business or render any professional service either on a full time or part-time basis.
- b) We expect you to keep your work strictly confidential and not divulge or disclose to any outsider or ex-employee, either during your employment or after, any information or confidential matters related to the Company, its employees or associates, which you would have become aware of during your employment with us.
- c) We expect that you will not act in any manner, which may be prejudicial or detrimental to the reputation and standing of the company.

Medical Fitness and Verification of particulars:

Your appointment is subject to:

- a. You're being declared medically fit by a Medical Officer or by a Doctor specified by the company and you are continuing to remain medically fit.
- b. In case particulars mentioned in your application are found false, not authentic or without documentary proof, your service would be liable for termination at any time without any notice or any compensation in lieu thereof.
- c. Telaverge may conduct a background or reference check (or both) during the first two months of you joining the organization. You are expected to cooperate fully in those procedures and this offer is subjected to the outcome of those checks and satisfactory results. Telaverge reserves the right to terminate the employment if the background check is not yielding professional and acceptable results.

Termination

- a. We hope your association with us will be a very long one. However, either party may terminate this association by giving Three months notice. However, in the event of willful neglect of your duties that may be prejudicial to the interests of the company, the company

Contact Us :

E : hr@telaverge.com

T : 9980003482

www.telavergecommunications.com

Registered Office:

Ground Floor, South Central, # 23 & 24 EPIP 1st Phase,
KIADB Whitefield, Bangalore – 560 066, India
CIN No. U72200KA2016PTC086409



has the discretion to terminate your services forthwith or with such notice as it deems fit and without any notice pay whatsoever.

- b. In case you leave the organization within two years from the date of joining i.e 11th July 2022, the expenses incurred by the company (stipend/compensation/incentive) during your internship period have to be reimbursed by you.

This would include the following costs (If any)

- Relocation costs
- Compensation/Stipend paid during training / Internship period
- Joining Bonus paid
- Retention Bonus paid
- Housing Deposit
- Training in the US (Travel and stay)
- Car leasing Benefit if any

- c. In case you leave the organization within Six months from the date of joining you are also liable to pay administrative charges of Rs. 25,000/- (Rupees Twenty Five Thousand)and the same will be deducted in the final settlement. The administration charges Include onboarding, Third party referral check, Insurance related and other administrative expenses.

- d. During the Probation period notice period will be three months. However, in the event of unsatisfactory performance of your duties that may be prejudicial to the interests of the company, the company has the discretion to terminate your services forthwith or with such notice as it deems fit and without any notice pay whatsoever.

- e. If no projects are assigned to you (Bench) then the notice period shall be two months.

- f. For abundant caution, it is hereby clarified that you cannot waive the notice period requirement in the event you wish to terminate your employment with the Company, and that your termination/resignation letter (by whatever name it is called) will be accepted by the Company only on your satisfying the mandatory Three months notice period as stated in our Company policy and Salary will be on hold once the resignation is submitted and final settlement will be made as per the process. Further, till such time as the Company accepts your resignation letter, you will be deemed to be an employee of the Company and the terms and conditions of your employment will still continue to bind you.

After Termination

On termination of employment, you will immediately return to the company all correspondence, specifications, formulae, books, documents, market data, cost data, literature, drawings, effects or records, backup copies of programs, source/object and data etc. belonging to the company or relating to its business and shall not make or retain any copies of these items.

Contact Us :

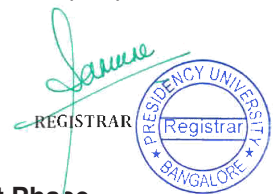
E : hr@telaverge.com

T : 9980003482

www.telavergecommunications.com

Registered Office:

Ground Floor, South Central, # 23 & 24 EPIP 1st Phase,
KIADB Whitefield, Bangalore – 560 066, India
CIN No. U72200KA2016PTC086409



We are delighted that you have completed your internship and would join as a Full-Time Employee with Telaverge Communications. A copy of the employment agreement is provided for your review, signature and return

If for any reason you fail to join the services of the company before the above date of the offer, the offer shall stand withdrawn.

For **Telaverge Communication India Pvt. Ltd.**

NS Ajithkumar

Authorized Signatory

CC: HR File Acceptance Signature/Date: _____

Akepati Navaneesh Kumar Reddy

Contact Us :

E : hr@telaverge.com

T : 9980003482

www.telavergecommunications.com

Registered Office:

Ground Floor, South Central, # 23 & 24 EPIP 1st Phase,
KIADB Whitefield, Bangalore – 560 066, India

CIN No. U72200KA2016PTC086409



Annexure - A

Salary / Compensation Breakup

Name : Akepati Navaneesh Kumar Reddy
Designation : Software Engineer - Research & Development

Particulars	Per Month	Annual
Basic Pay	13,916	166,992
HRA	4,871	58,452
LTA	2,319	27,828
Food Allowance	2,200	26,400
Special Allowance (Flexi Benefits)	14,643	175,716
PF Company's Contribution	1,810	21,720
Gross Salary	39,759	477,108
Benefits		
Mediclaime Insurance (Sum assured 10 Lakhs Per Life) & GPA		38,509
GTLI 4 times of the CTC		1,810
Gratuity		8,028
Fixed Bonus		20,000
Benefits Total		68,347
Gross Salary		545,455
Variable pay		54,545
Total CTC to the Company		600,000
One Time Joining Bonus		200,000

*Gratuity will be applicable as per Gratuity Act, 1972.

** Flexi Benefit is a part of Special Allowance: On production of Bills by February 2023 amount will be considered for tax benefit purpose.

- Telephone and Broadband 2000 pm
- Books 1000 pm

*** Variable pay of max 10% of your CTC will be paid based on the organization performance and this will be decided at the end of the Financial year based on the overall performance of the company. You will be eligible for variable pay only if you are an employee of a Telaverge at the time of variable pay allocation.

****You are also Eligible for Employee stock options and the same may fetch you additional income if you are a long term player in the company. Stock options are allocated after completing 2 years in the company and the same can be vested in 4 Years.

*****The exact premium varies based on the number of persons insured and the age band.

PS : Please be advised that your compensation details are personal and strictly confidential and it should not be discussed with anyone under any circumstances, in case of any doubts please contact the HR Department.

Sanu
REGISTRAR


Contact Us :

E : hr@telaverge.com

T : 9980003482

www.telavergecommunications.com

Registered Office:

Ground Floor, South Central, # 23 & 24 EPIP 1st Phase,
KIADB Whitefield, Bangalore – 560 066, India

CIN No. U72200KA2016PTC086409

Ref: TC/HR/OFL/JULY -22

07th July 2022
Bangalore

Pullela Bhargav
Vennadevi, Sattenapalli
Andhra Pradesh, 522403

Dear Pullela Bhargav,

We are pleased to offer you the position of “Software Engineer - Research and Development” in our Organization. Please note that your offer is valid contingent on receiving an acceptance from you and a starting date at Telaverge, not later than 11th July 2022.

Your employment at Telaverge (India) is subject to the terms and conditions of this letter and the Telaverge employment agreement that will be provided to you when you join the company.

Your appointment will be effective from, i.e.11th July 2022.

Emoluments & Perquisites

You will receive a Total Annual Salary of **Rs 6,00,000 /-(Rupees Six Lakhs Only)** per year as the cost to the company and will be subjected to tax deduction at source in accordance with the prevailing IT rules.

You have been provided with a complete breakup of your salary in the attachment to this appointment letter. As per standard company policy, you will be on probation for the first 6 months (180 days).

Salary Review

Your salary will be reviewed periodically as per the policy of the company. Your increments in the grade are discretionary and will be subject to and on the basis of effective performance and results during the period.

Transfer

You will be liable to be transferred to any other department, establishment or branch of the company. In such a case, you will be governed by the terms and conditions of service applicable to the new placement.

Contact Us :

E : hr@telaverge.com

T : 9980003482

www.telavergecommunications.com

Registered Office:

Ground Floor, South Central, # 23 & 24 EPIP 1st Phase,
KIADB Whitefield, Bangalore – 560 066, India

CIN No. U72200KA2016PTC086409



Overseas Assignments

- a. Depending on the job requirement, you may be assigned to work abroad with our parent company and/or client companies. The duration of such postings will depend on the nature of the assignment. While you are abroad you will be paid salary/allowances as per the prevailing company policy.
- b. Based on requirements and business situations, you may be transferred to any of our partner companies or customers in consultation with you in India OR Overseas. This transfer agreement will be executed based on a written mutual consent and NOC (From both Telaverge and Yourself).

Probation: If your performance is satisfactory then you will be Auto Confirmed after **Six Months**.

Confidential information

You will not at any time, without the consent of the appropriate authority, disclose or divulge or make public (except on legal obligations), any information regarding the company's affairs or administration or research carried out, whether the same may be confined to you or become known to you in the course of your service or otherwise.

Working Hours

In order to become a result-oriented company, we encourage flexible timings. Though the official timings will be between 8.00 a.m. and 5.00 p.m., your timings could be adjustable in an effective manner. We expect your presence for interaction with the Parent Company in the US and also to direct the other staff.

We have a five-day week, but the office is accessible on Saturdays and Sundays with prior intimation.

Travel

You will be required to undertake travel on company work and you will be paid travel expenses for this as per the prevailing travel policies of the Company.

Protection of interest

- a. If you conceive any new advanced methods of improving processes/formulae/systems in relation to the operations of the company, such developments will be fully communicated to the company, which will remain the sole right/property of the company.
- b. Any invention, design, discovery or improvement, computer program, documentation, confidential information, copyright work or other material which you conceive, discover or create during or in consequence of this Consultant contract. You agree that you shall not

Contact Us :

E : hr@telaverge.com

T : 9980003482

www.telavergecommunications.com

Registered Office:

Ground Floor, South Central, # 23 & 24 EPIP 1st Phase,
KIADB Whitefield, Bangalore – 560 066, India
CIN No. U72200KA2016PTC086409



disclose company information or use, or induce the company to use, any proprietary information, trade secret or confidential business information of any other person or entity.

Past record

If any declaration is given or information furnished by you to the company proves to be false or if you are found to have willfully suppressed any material information in such case, you will be liable to removal from service without any notice.

What we expect from you

- a) We expect that you will devote your full time and attention in carrying out your work activities honestly, faithfully and diligently keeping in mind at all times the Company's progress. We expect that you will not engage in or do any other business or render any professional service either on a full time or part-time basis.
- b) We expect you to keep your work strictly confidential and not divulge or disclose to any outsider or ex-employee, either during your employment or after, any information or confidential matters related to the Company, its employees or associates, which you would have become aware of during your employment with us.
- c) We expect that you will not act in any manner, which may be prejudicial or detrimental to the reputation and standing of the company.

Medical Fitness and Verification of particulars:

Your appointment is subject to:

- a. You're being declared medically fit by a Medical Officer or by a Doctor specified by the company and you are continuing to remain medically fit.
- b. In case particulars mentioned in your application are found false, not authentic or without documentary proof, your service would be liable for termination at any time without any notice or any compensation in lieu thereof.
- c. Telaverge may conduct a background or reference check (or both) during the first two months of you joining the organization. You are expected to cooperate fully in those procedures and this offer is subjected to the outcome of those checks and satisfactory results. Telaverge reserves the right to terminate the employment if the background check is not yielding professional and acceptable results.

Termination

- a. We hope your association with us will be a very long one. However, either party may terminate this association by giving Three months notice. However, in the event of willful neglect of your duties that may be prejudicial to the interests of the company, the company

Contact Us :

E : hr@telaverge.com

T : 9980003482

www.telavergecommunications.com

Registered Office:

Ground Floor, South Central, # 23 & 24 EPIP 1st Phase,
KIADB Whitefield, Bangalore – 560 066, India
CIN No. U72200KA2016PTC086409



has the discretion to terminate your services forthwith or with such notice as it deems fit and without any notice pay whatsoever.

- b. In case you leave the organization within two years from the date of joining i.e 11th July 2022, the expenses incurred by the company (stipend/compensation/incentive) during your internship period have to be reimbursed by you.

This would include the following costs (If any)

- Relocation costs
- Compensation/Stipend paid during training / Internship period
- Joining Bonus paid
- Retention Bonus paid
- Housing Deposit
- Training in the US (Travel and stay)
- Car leasing Benefit if any

- c. In case you leave the organization within Six months from the date of joining you are also liable to pay administrative charges of Rs. 25,000/- (Rupees Twenty Five Thousand)and the same will be deducted in the final settlement. The administration charges Include onboarding, Third party referral check, Insurance related and other administrative expenses.
- d. During the Probation period notice period will be three months. However, in the event of unsatisfactory performance of your duties that may be prejudicial to the interests of the company, the company has the discretion to terminate your services forthwith or with such notice as it deems fit and without any notice pay whatsoever.
- e. If no projects are assigned to you (Bench) then the notice period shall be two months.
- f. For abundant caution, it is hereby clarified that you cannot waive the notice period requirement in the event you wish to terminate your employment with the Company, and that your termination/resignation letter (by whatever name it is called) will be accepted by the Company only on your satisfying the mandatory Three months notice period as stated in our Company policy and Salary will be on hold once the resignation is submitted and final settlement will be made as per the process. Further, till such time as the Company accepts your resignation letter, you will be deemed to be an employee of the Company and the terms and conditions of your employment will still continue to bind you.

After Termination

On termination of employment, you will immediately return to the company all correspondence, specifications, formulae, books, documents, market data, cost data, literature, drawings, effects or records, backup copies of programs, source/object and data etc. belonging to the company or relating to its business and shall not make or retain any copies of these items.

Contact Us :

E : hr@telaverge.com

T : 9980003482

www.telavergecommunications.com

Registered Office:

Ground Floor, South Central, # 23 & 24 EPIP 1st Phase,
KIADB Whitefield, Bangalore – 560 066, India
CIN No. U72200KA2016PTC086409



We are delighted that you have completed your internship and would join as a Full-Time Employee with Telaverge Communications. A copy of the employment agreement is provided for your review, signature and return

If for any reason you fail to join the services of the company before the above date of the offer, the offer shall stand withdrawn.

For **Telaverge Communication India Pvt. Ltd.**

NS Ajithkumar

Authorized Signatory

CC: HR File Acceptance Signature/Date: _____

Pullela Bhargav

Contact Us :

E : hr@telaverge.com

T : 9980003482

www.telavergecommunications.com

Registered Office:

Ground Floor, South Central, # 23 & 24 EPIP 1st Phase,
KIADB Whitefield, Bangalore – 560 066, India

CIN No. U72200KA2016PTC086409



Annexure - A

Salary / Compensation Breakup

Name : Pullela Bhargav
Designation : Software Engineer - Research & Development

Particulars	Per Month	Annual
Basic Pay	13,916	166,992
HRA	4,871	58,452
LTA	2,319	27,828
Food Allowance	2,200	26,400
Special Allowance (Flexi Benefits)	14,643	175,716
PF Company's Contribution	1,810	21,720
Gross Salary	39,759	477,108
Benefits		
Mediclaime Insurance (Sum assured 10 Lakhs Per Life) & GPA		38,509
GTLI 4 times of the CTC		1,810
Gratuity		8,028
Fixed Bonus		20,000
Benefits Total		68,347
Gross Salary		545,455
Variable pay		54,545
Total CTC to the Company		600,000
One Time Joining Bonus		200,000

*Gratuity will be applicable as per Gratuity Act, 1972.

** Flexi Benefit is a part of Special Allowance: On production of Bills by February 2023 amount will be considered for tax benefit purpose.

- Telephone and Broadband 2000 pm
- Books 1000 pm

*** Variable pay of max 10% of your CTC will be paid based on the organization performance and this will be decided at the end of the Financial year based on the overall performance of the company. You will be eligible for variable pay only if you are an employee of a Telaverge at the time of variable pay allocation.

****You are also Eligible for Employee stock options and the same may fetch you additional income if you are a long term player in the company. Stock options are allocated after completing 2 years in the company and the same can be vested in 4 Years.

*****The exact premium varies based on the number of persons insured and the age band.

PS : Please be advised that your compensation details are personal and strictly confidential and it should not be discussed with anyone under any circumstances, in case of any doubts please contact the HR Department.

Contact Us :

E : hr@telaverge.com

T : 9980003482

www.telavergecommunications.com

Registered Office:

Ground Floor, South Central, # 23 & 24 EPIP 1st Phase,
KIADB Whitefield, Bangalore – 560 066, India
CIN No. U72200KA2016PTC086409



Ref: TC/HR/OFL/JULY -22

07th July 2022
Bangalore

Sujan Mandana C S
No.47,'Soujanya', Sai Garden
Vidyaranyapura, Bangalore, Karnataka, 560097

Dear Sujan Mandana C S,

We are pleased to offer you the position of “Software Engineer - Research and Development” in our Organization. Please note that your offer is valid contingent on receiving an acceptance from you and a starting date at Telaverge, not later than 11th July 2022.

Your employment at Telaverge (India) is subject to the terms and conditions of this letter and the Telaverge employment agreement that will be provided to you when you join the company.

Your appointment will be effective from, i.e.11th July 2022.

Emoluments & Perquisites

You will receive a Total Annual Salary of **Rs 6,00,000 /-(Rupees Six Lakhs Only)** per year as the cost to the company and will be subjected to tax deduction at source in accordance with the prevailing IT rules.

You have been provided with a complete breakup of your salary in the attachment to this appointment letter. As per standard company policy, you will be on probation for the first 6 months (180 days).

Salary Review

Your salary will be reviewed periodically as per the policy of the company. Your increments in the grade are discretionary and will be subject to and on the basis of effective performance and results during the period.

Transfer

You will be liable to be transferred to any other department, establishment or branch of the company. In such a case, you will be governed by the terms and conditions of service applicable to the new placement.

Contact Us :

E : hr@telaverge.com

T : 9980003482

www.telavergecommunications.com

Registered Office:

Ground Floor, South Central, # 23 & 24 EPIP 1st Phase,
KIADB Whitefield, Bangalore – 560 066, India

CIN No. U72200KA2016PTC086409



Overseas Assignments

- a. Depending on the job requirement, you may be assigned to work abroad with our parent company and/or client companies. The duration of such postings will depend on the nature of the assignment. While you are abroad you will be paid salary/allowances as per the prevailing company policy.
- b. Based on requirements and business situations, you may be transferred to any of our partner companies or customers in consultation with you in India OR Overseas. This transfer agreement will be executed based on a written mutual consent and NOC (From both Telaverge and Yourself).

Probation: If your performance is satisfactory then you will be Auto Confirmed after **Six Months**.

Confidential information

You will not at any time, without the consent of the appropriate authority, disclose or divulge or make public (except on legal obligations), any information regarding the company's affairs or administration or research carried out, whether the same may be confined to you or become known to you in the course of your service or otherwise.

Working Hours

In order to become a result-oriented company, we encourage flexible timings. Though the official timings will be between 8.00 a.m. and 5.00 p.m., your timings could be adjustable in an effective manner. We expect your presence for interaction with the Parent Company in the US and also to direct the other staff.

We have a five-day week, but the office is accessible on Saturdays and Sundays with prior intimation.

Travel

You will be required to undertake travel on company work and you will be paid travel expenses for this as per the prevailing travel policies of the Company.

Protection of interest

- a. If you conceive any new advanced methods of improving processes/formulae/systems in relation to the operations of the company, such developments will be fully communicated to the company, which will remain the sole right/property of the company.
- b. Any invention, design, discovery or improvement, computer program, documentation, confidential information, copyright work or other material which you conceive, discover or create during or in consequence of this Consultant contract. You agree that you shall not

Contact Us :

E : hr@telaverge.com

T : 9980003482

www.telavergecommunications.com

Registered Office:

Ground Floor, South Central, # 23 & 24 EPIP 1st Phase,
KIADB Whitefield, Bangalore – 560 066, India
CIN No. U72200KA2016PTC086409



disclose company information or use, or induce the company to use, any proprietary information, trade secret or confidential business information of any other person or entity.

Past record

If any declaration is given or information furnished by you to the company proves to be false or if you are found to have willfully suppressed any material information in such case, you will be liable to removal from service without any notice.

What we expect from you

- a) We expect that you will devote your full time and attention in carrying out your work activities honestly, faithfully and diligently keeping in mind at all times the Company's progress. We expect that you will not engage in or do any other business or render any professional service either on a full time or part-time basis.
- b) We expect you to keep your work strictly confidential and not divulge or disclose to any outsider or ex-employee, either during your employment or after, any information or confidential matters related to the Company, its employees or associates, which you would have become aware of during your employment with us.
- c) We expect that you will not act in any manner, which may be prejudicial or detrimental to the reputation and standing of the company.

Medical Fitness and Verification of particulars:

Your appointment is subject to:

- a. You're being declared medically fit by a Medical Officer or by a Doctor specified by the company and you are continuing to remain medically fit.
- b. In case particulars mentioned in your application are found false, not authentic or without documentary proof, your service would be liable for termination at any time without any notice or any compensation in lieu thereof.
- c. Telaverge may conduct a background or reference check (or both) during the first two months of you joining the organization. You are expected to cooperate fully in those procedures and this offer is subjected to the outcome of those checks and satisfactory results. Telaverge reserves the right to terminate the employment if the background check is not yielding professional and acceptable results.

Termination

- a. We hope your association with us will be a very long one. However, either party may terminate this association by giving Three months notice. However, in the event of willful neglect of your duties that may be prejudicial to the interests of the company, the company

Contact Us :

E : hr@telaverge.com

T : 9980003482

www.telavergecommunications.com

Registered Office:

Ground Floor, South Central, # 23 & 24 EPIP 1st Phase,
KIADB Whitefield, Bangalore – 560 066, India
CIN No. U72200KA2016PTC086409



has the discretion to terminate your services forthwith or with such notice as it deems fit and without any notice pay whatsoever.

- b. In case you leave the organization within two years from the date of joining i.e 11th July 2022, the expenses incurred by the company (stipend/compensation/incentive) during your internship period have to be reimbursed by you.

This would include the following costs (If any)

- Relocation costs
- Compensation/Stipend paid during training / Internship period
- Joining Bonus paid
- Retention Bonus paid
- Housing Deposit
- Training in the US (Travel and stay)
- Car leasing Benefit if any

- c. In case you leave the organization within Six months from the date of joining you are also liable to pay administrative charges of Rs. 25,000/- (Rupees Twenty Five Thousand)and the same will be deducted in the final settlement. The administration charges Include onboarding, Third party referral check, Insurance related and other administrative expenses.
- d. During the Probation period notice period will be three months. However, in the event of unsatisfactory performance of your duties that may be prejudicial to the interests of the company, the company has the discretion to terminate your services forthwith or with such notice as it deems fit and without any notice pay whatsoever.
- e. If no projects are assigned to you (Bench) then the notice period shall be two months.
- f. For abundant caution, it is hereby clarified that you cannot waive the notice period requirement in the event you wish to terminate your employment with the Company, and that your termination/resignation letter (by whatever name it is called) will be accepted by the Company only on your satisfying the mandatory Three months notice period as stated in our Company policy and Salary will be on hold once the resignation is submitted and final settlement will be made as per the process. Further, till such time as the Company accepts your resignation letter, you will be deemed to be an employee of the Company and the terms and conditions of your employment will still continue to bind you.

After Termination

On termination of employment, you will immediately return to the company all correspondence, specifications, formulae, books, documents, market data, cost data, literature, drawings, effects or records, backup copies of programs, source/object and data etc. belonging to the company or relating to its business and shall not make or retain any copies of these items.

Contact Us :

E : hr@telaverge.com

T : 9980003482

www.telavergecommunications.com

Registered Office:

Ground Floor, South Central, # 23 & 24 EPIP 1st Phase,
KIADB Whitefield, Bangalore – 560 066, India
CIN No. U72200KA2016PTC086409



We are delighted that you have completed your internship and would join as a Full-Time Employee with Telaverge Communications. A copy of the employment agreement is provided for your review, signature and return

If for any reason you fail to join the services of the company before the above date of the offer, the offer shall stand withdrawn.

For **Telaverge Communication India Pvt. Ltd.**

NS Ajithkumar

Authorized Signatory

CC: HR File Acceptance Signature/Date: _____

Sujan Mandana C S

Contact Us :

E : hr@telaverge.com

T : 9980003482

www.telavergecommunications.com

Registered Office:

Ground Floor, South Central, # 23 & 24 EPIP 1st Phase,
KIADB Whitefield, Bangalore – 560 066, India

CIN No. U72200KA2016PTC086409



Annexure - A

Salary / Compensation Breakup

Name : Sujan Mandana C S
Designation : Software Engineer - Research & Development

Particulars	Per Month	Annual
Basic Pay	13,916	166,992
HRA	4,871	58,452
LTA	2,319	27,828
Food Allowance	2,200	26,400
Special Allowance (Flexi Benefits)	14,643	175,716
PF Company's Contribution	1,810	21,720
Gross Salary	39,759	477,108
Benefits		
Mediclaime Insurance (Sum assured 10 Lakhs Per Life) & GPA		38,509
GTLI 4 times of the CTC		1,810
Gratuity		8,028
Fixed Bonus		20,000
Benefits Total		68,347
Gross Salary		545,455
Variable pay		54,545
Total CTC to the Company		600,000
One Time Joining Bonus		200,000

*Gratuity will be applicable as per Gratuity Act, 1972.

** Flexi Benefit is a part of Special Allowance: On production of Bills by February 2023 amount will be considered for tax benefit purpose.

- Telephone and Broadband 2000 pm
- Books 1000 pm

*** Variable pay of max 10% of your CTC will be paid based on the organization performance and this will be decided at the end of the Financial year based on the overall performance of the company. You will be eligible for variable pay only if you are an employee of a Telaverge at the time of variable pay allocation.

****You are also Eligible for Employee stock options and the same may fetch you additional income if you are a long term player in the company. Stock options are allocated after completing 2 years in the company and the same can be vested in 4 Years.

*****The exact premium varies based on the number of persons insured and the age band.

PS : Please be advised that your compensation details are personal and strictly confidential and it should not be discussed with anyone under any circumstances, in case of any doubts please contact the HR Department.

Contact Us :

E : hr@telaverge.com

T : 9980003482

www.telavergecommunications.com

Registered Office:

Ground Floor, South Central, # 23 & 24 EPIP 1st Phase,
KIADB Whitefield, Bangalore – 560 066, India

CIN No. U72200KA2016PTC086409



Ref: TC/HR/OFL/JULY -22

07th July 2022
Bangalore

Polu Nithish Reddy
1-14 Karimaddula Village Gadivemula Mandal
Kurnool, Andhra Pradesh, 518523

Dear Polu Nithish Reddy,

We are pleased to offer you the position of “Software Engineer - Research and Development” in our Organization. Please note that your offer is valid contingent on receiving an acceptance from you and a starting date at Telaverge, not later than 11th July 2022.

Your employment at Telaverge (India) is subject to the terms and conditions of this letter and the Telaverge employment agreement that will be provided to you when you join the company.

Your appointment will be effective from, i.e.11th July 2022.

Emoluments & Perquisites

You will receive a Total Annual Salary of **Rs 6,00,000 /-(Rupees Six Lakhs Only)** per year as the cost to the company and will be subjected to tax deduction at source in accordance with the prevailing IT rules.

You have been provided with a complete breakup of your salary in the attachment to this appointment letter. As per standard company policy, you will be on probation for the first 6 months (180 days).

Salary Review

Your salary will be reviewed periodically as per the policy of the company. Your increments in the grade are discretionary and will be subject to and on the basis of effective performance and results during the period.

Transfer

You will be liable to be transferred to any other department, establishment or branch of the company. In such a case, you will be governed by the terms and conditions of service applicable to the new placement.

Contact Us :

E : hr@telaverge.com

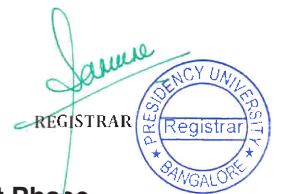
T : 9980003482

www.telavergecommunications.com

Registered Office:

Ground Floor, South Central, # 23 & 24 EPIP 1st Phase,
KIADB Whitefield, Bangalore – 560 066, India

CIN No. U72200KA2016PTC086409



Overseas Assignments

- a. Depending on the job requirement, you may be assigned to work abroad with our parent company and/or client companies. The duration of such postings will depend on the nature of the assignment. While you are abroad you will be paid salary/allowances as per the prevailing company policy.
- b. Based on requirements and business situations, you may be transferred to any of our partner companies or customers in consultation with you in India OR Overseas. This transfer agreement will be executed based on a written mutual consent and NOC (From both Telaverge and Yourself).

Probation: If your performance is satisfactory then you will be Auto Confirmed after **Six Months**.

Confidential information

You will not at any time, without the consent of the appropriate authority, disclose or divulge or make public (except on legal obligations), any information regarding the company's affairs or administration or research carried out, whether the same may be confined to you or become known to you in the course of your service or otherwise.

Working Hours

In order to become a result-oriented company, we encourage flexible timings. Though the official timings will be between 8.00 a.m. and 5.00 p.m., your timings could be adjustable in an effective manner. We expect your presence for interaction with the Parent Company in the US and also to direct the other staff.

We have a five-day week, but the office is accessible on Saturdays and Sundays with prior intimation.

Travel

You will be required to undertake travel on company work and you will be paid travel expenses for this as per the prevailing travel policies of the Company.

Protection of interest

- a. If you conceive any new advanced methods of improving processes/formulae/systems in relation to the operations of the company, such developments will be fully communicated to the company, which will remain the sole right/property of the company.
- b. Any invention, design, discovery or improvement, computer program, documentation, confidential information, copyright work or other material which you conceive, discover or create during or in consequence of this Consultant contract. You agree that you shall not

Contact Us :

E : hr@telaverge.com

T : 9980003482

www.telavergecommunications.com

Registered Office:

Ground Floor, South Central, # 23 & 24 EPIP 1st Phase,
KIADB Whitefield, Bangalore – 560 066, India
CIN No. U72200KA2016PTC086409



disclose company information or use, or induce the company to use, any proprietary information, trade secret or confidential business information of any other person or entity.

Past record

If any declaration is given or information furnished by you to the company proves to be false or if you are found to have willfully suppressed any material information in such case, you will be liable to removal from service without any notice.

What we expect from you

- a) We expect that you will devote your full time and attention in carrying out your work activities honestly, faithfully and diligently keeping in mind at all times the Company's progress. We expect that you will not engage in or do any other business or render any professional service either on a full time or part-time basis.
- b) We expect you to keep your work strictly confidential and not divulge or disclose to any outsider or ex-employee, either during your employment or after, any information or confidential matters related to the Company, its employees or associates, which you would have become aware of during your employment with us.
- c) We expect that you will not act in any manner, which may be prejudicial or detrimental to the reputation and standing of the company.

Medical Fitness and Verification of particulars:

Your appointment is subject to:

- a. You're being declared medically fit by a Medical Officer or by a Doctor specified by the company and you are continuing to remain medically fit.
- b. In case particulars mentioned in your application are found false, not authentic or without documentary proof, your service would be liable for termination at any time without any notice or any compensation in lieu thereof.
- c. Telaverge may conduct a background or reference check (or both) during the first two months of you joining the organization. You are expected to cooperate fully in those procedures and this offer is subjected to the outcome of those checks and satisfactory results. Telaverge reserves the right to terminate the employment if the background check is not yielding professional and acceptable results.

Termination

- a. We hope your association with us will be a very long one. However, either party may terminate this association by giving Three months notice. However, in the event of willful neglect of your duties that may be prejudicial to the interests of the company, the company

Contact Us :

E : hr@telaverge.com

T : 9980003482

www.telavergecommunications.com

Registered Office:

Ground Floor, South Central, # 23 & 24 EPIP 1st Phase,
KIADB Whitefield, Bangalore – 560 066, India
CIN No. U72200KA2016PTC086409



has the discretion to terminate your services forthwith or with such notice as it deems fit and without any notice pay whatsoever.

- b. In case you leave the organization within two years from the date of joining i.e 11th July 2022, the expenses incurred by the company (stipend/compensation/incentive) during your internship period have to be reimbursed by you.

This would include the following costs (If any)

- Relocation costs
- Compensation/Stipend paid during training / Internship period
- Joining Bonus paid
- Retention Bonus paid
- Housing Deposit
- Training in the US (Travel and stay)
- Car leasing Benefit if any

- c. In case you leave the organization within Six months from the date of joining you are also liable to pay administrative charges of Rs. 25,000/- (Rupees Twenty Five Thousand)and the same will be deducted in the final settlement. The administration charges Include onboarding, Third party referral check, Insurance related and other administrative expenses.

- d. During the Probation period notice period will be three months. However, in the event of unsatisfactory performance of your duties that may be prejudicial to the interests of the company, the company has the discretion to terminate your services forthwith or with such notice as it deems fit and without any notice pay whatsoever.

- e. If no projects are assigned to you (Bench) then the notice period shall be two months.

- f. For abundant caution, it is hereby clarified that you cannot waive the notice period requirement in the event you wish to terminate your employment with the Company, and that your termination/resignation letter (by whatever name it is called) will be accepted by the Company only on your satisfying the mandatory Three months notice period as stated in our Company policy and Salary will be on hold once the resignation is submitted and final settlement will be made as per the process. Further, till such time as the Company accepts your resignation letter, you will be deemed to be an employee of the Company and the terms and conditions of your employment will still continue to bind you.

After Termination

On termination of employment, you will immediately return to the company all correspondence, specifications, formulae, books, documents, market data, cost data, literature, drawings, effects or records, backup copies of programs, source/object and data etc. belonging to the company or relating to its business and shall not make or retain any copies of these items.

Contact Us :

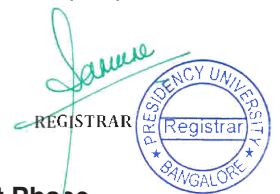
E : hr@telaverge.com

T : 9980003482

www.telavergecommunications.com

Registered Office:

Ground Floor, South Central, # 23 & 24 EPIP 1st Phase,
KIADB Whitefield, Bangalore – 560 066, India
CIN No. U72200KA2016PTC086409



We are delighted that you have completed your internship and would join as a Full-Time Employee with Telaverge Communications. A copy of the employment agreement is provided for your review, signature and return

If for any reason you fail to join the services of the company before the above date of the offer, the offer shall stand withdrawn.

For **Telaverge Communication India Pvt. Ltd.**

NS Ajithkumar

Authorized Signatory

CC: HR File Acceptance Signature/Date: _____

Polu Nithish Reddy

Contact Us :

E : hr@telaverge.com

T : 9980003482

www.telavergecommunications.com

Registered Office:

Ground Floor, South Central, # 23 & 24 EPIP 1st Phase,
KIADB Whitefield, Bangalore – 560 066, India

CIN No. U72200KA2016PTC086409



Annexure - A

Salary / Compensation Breakup

Name : Polu Nithish Reddy
Designation : Software Engineer - Research & Development

Particulars	Per Month	Annual
Basic Pay	13,916	166,992
HRA	4,871	58,452
LTA	2,319	27,828
Food Allowance	2,200	26,400
Special Allowance (Flexi Benefits)	14,643	175,716
PF Company's Contribution	1,810	21,720
Gross Salary	39,759	477,108
Benefits		
Mediclaime Insurance (Sum assured 10 Lakhs Per Life) & GPA		38,509
GTLI 4 times of the CTC		1,810
Gratuity		8,028
Fixed Bonus		20,000
Benefits Total		68,347
Gross Salary		545,455
Variable pay		54,545
Total CTC to the Company		600,000
One Time Joining Bonus		200,000

*Gratuity will be applicable as per Gratuity Act, 1972.

** Flexi Benefit is a part of Special Allowance: On production of Bills by February 2023 amount will be considered for tax benefit purpose.

- Telephone and Broadband 2000 pm
- Books 1000 pm

*** Variable pay of max 10% of your CTC will be paid based on the organization performance and this will be decided at the end of the Financial year based on the overall performance of the company. You will be eligible for variable pay only if you are an employee of a Telaverge at the time of variable pay allocation.

****You are also Eligible for Employee stock options and the same may fetch you additional income if you are a long term player in the company. Stock options are allocated after completing 2 years in the company and the same can be vested in 4 Years.

*****The exact premium varies based on the number of persons insured and the age band.

PS : Please be advised that your compensation details are personal and strictly confidential and it should not be discussed with anyone under any circumstances, in case of any doubts please contact the HR Department.

[Signature]
REGISTRAR


Contact Us :

E : hr@telaverge.com

T : 9980003482

www.telavergecommunications.com

Registered Office:

Ground Floor, South Central, # 23 & 24 EPIP 1st Phase,
KIADB Whitefield, Bangalore – 560 066, India
CIN No. U72200KA2016PTC086409

Ref: TC/HR/OFL/JULY -22

07th July 2022
Bangalore

Dinesh Ketani
Rangapur Camp, Gandhinagar (Post)
Sindhanur, Karnataka, 584128

Dear Dinesh Ketani,

We are pleased to offer you the position of “Software Engineer - Research and Development” in our Organization. Please note that your offer is valid contingent on receiving an acceptance from you and a starting date at Telaverge, not later than 11th July 2022.

Your employment at Telaverge (India) is subject to the terms and conditions of this letter and the Telaverge employment agreement that will be provided to you when you join the company.

Your appointment will be effective from, i.e.11th July 2022.

Emoluments & Perquisites

You will receive a Total Annual Salary of **Rs 6,00,000 /-(Rupees Six Lakhs Only)** per year as the cost to the company and will be subjected to tax deduction at source in accordance with the prevailing IT rules.

You have been provided with a complete breakup of your salary in the attachment to this appointment letter. As per standard company policy, you will be on probation for the first 6 months (180 days).

Salary Review

Your salary will be reviewed periodically as per the policy of the company. Your increments in the grade are discretionary and will be subject to and on the basis of effective performance and results during the period.

Transfer

You will be liable to be transferred to any other department, establishment or branch of the company. In such a case, you will be governed by the terms and conditions of service applicable to the new placement.

Contact Us :

E : hr@telaverge.com

T : 9980003482

www.telavergecommunications.com

Registered Office:

Ground Floor, South Central, # 23 & 24 EPIP 1st Phase,
KIADB Whitefield, Bangalore – 560 066, India

CIN No. U72200KA2016PTC086409



Overseas Assignments

- a. Depending on the job requirement, you may be assigned to work abroad with our parent company and/or client companies. The duration of such postings will depend on the nature of the assignment. While you are abroad you will be paid salary/allowances as per the prevailing company policy.
- b. Based on requirements and business situations, you may be transferred to any of our partner companies or customers in consultation with you in India OR Overseas. This transfer agreement will be executed based on a written mutual consent and NOC (From both Telaverge and Yourself).

Probation: If your performance is satisfactory then you will be Auto Confirmed after **Six Months**.

Confidential information

You will not at any time, without the consent of the appropriate authority, disclose or divulge or make public (except on legal obligations), any information regarding the company's affairs or administration or research carried out, whether the same may be confined to you or become known to you in the course of your service or otherwise.

Working Hours

In order to become a result-oriented company, we encourage flexible timings. Though the official timings will be between 8.00 a.m. and 5.00 p.m., your timings could be adjustable in an effective manner. We expect your presence for interaction with the Parent Company in the US and also to direct the other staff.

We have a five-day week, but the office is accessible on Saturdays and Sundays with prior intimation.

Travel

You will be required to undertake travel on company work and you will be paid travel expenses for this as per the prevailing travel policies of the Company.

Protection of interest

- a. If you conceive any new advanced methods of improving processes/formulae/systems in relation to the operations of the company, such developments will be fully communicated to the company, which will remain the sole right/property of the company.
- b. Any invention, design, discovery or improvement, computer program, documentation, confidential information, copyright work or other material which you conceive, discover or create during or in consequence of this Consultant contract. You agree that you shall not

Contact Us :

E : hr@telaverge.com

T : 9980003482

www.telavergecommunications.com

Registered Office:

Ground Floor, South Central, # 23 & 24 EPIP 1st Phase,
KIADB Whitefield, Bangalore – 560 066, India
CIN No. U72200KA2016PTC086409



disclose company information or use, or induce the company to use, any proprietary information, trade secret or confidential business information of any other person or entity.

Past record

If any declaration is given or information furnished by you to the company proves to be false or if you are found to have willfully suppressed any material information in such case, you will be liable to removal from service without any notice.

What we expect from you

- a) We expect that you will devote your full time and attention in carrying out your work activities honestly, faithfully and diligently keeping in mind at all times the Company's progress. We expect that you will not engage in or do any other business or render any professional service either on a full time or part-time basis.
- b) We expect you to keep your work strictly confidential and not divulge or disclose to any outsider or ex-employee, either during your employment or after, any information or confidential matters related to the Company, its employees or associates, which you would have become aware of during your employment with us.
- c) We expect that you will not act in any manner, which may be prejudicial or detrimental to the reputation and standing of the company.

Medical Fitness and Verification of particulars:

Your appointment is subject to:

- a. You're being declared medically fit by a Medical Officer or by a Doctor specified by the company and you are continuing to remain medically fit.
- b. In case particulars mentioned in your application are found false, not authentic or without documentary proof, your service would be liable for termination at any time without any notice or any compensation in lieu thereof.
- c. Telaverge may conduct a background or reference check (or both) during the first two months of you joining the organization. You are expected to cooperate fully in those procedures and this offer is subjected to the outcome of those checks and satisfactory results. Telaverge reserves the right to terminate the employment if the background check is not yielding professional and acceptable results.

Termination

- a. We hope your association with us will be a very long one. However, either party may terminate this association by giving Three months notice. However, in the event of willful neglect of your duties that may be prejudicial to the interests of the company, the company

Contact Us :

E : hr@telaverge.com

T : 9980003482

www.telavergecommunications.com

Registered Office:

Ground Floor, South Central, # 23 & 24 EPIP 1st Phase,
KIADB Whitefield, Bangalore – 560 066, India
CIN No. U72200KA2016PTC086409



has the discretion to terminate your services forthwith or with such notice as it deems fit and without any notice pay whatsoever.

- b. In case you leave the organization within two years from the date of joining i.e 11th July 2022, the expenses incurred by the company (stipend/compensation/incentive) during your internship period have to be reimbursed by you.

This would include the following costs (If any)

- Relocation costs
- Compensation/Stipend paid during training / Internship period
- Joining Bonus paid
- Retention Bonus paid
- Housing Deposit
- Training in the US (Travel and stay)
- Car leasing Benefit if any

- c. In case you leave the organization within Six months from the date of joining you are also liable to pay administrative charges of Rs. 25,000/- (Rupees Twenty Five Thousand)and the same will be deducted in the final settlement. The administration charges Include onboarding, Third party referral check, Insurance related and other administrative expenses.
- d. During the Probation period notice period will be three months. However, in the event of unsatisfactory performance of your duties that may be prejudicial to the interests of the company, the company has the discretion to terminate your services forthwith or with such notice as it deems fit and without any notice pay whatsoever.
- e. If no projects are assigned to you (Bench) then the notice period shall be two months.
- f. For abundant caution, it is hereby clarified that you cannot waive the notice period requirement in the event you wish to terminate your employment with the Company, and that your termination/resignation letter (by whatever name it is called) will be accepted by the Company only on your satisfying the mandatory Three months notice period as stated in our Company policy and Salary will be on hold once the resignation is submitted and final settlement will be made as per the process. Further, till such time as the Company accepts your resignation letter, you will be deemed to be an employee of the Company and the terms and conditions of your employment will still continue to bind you.

After Termination

On termination of employment, you will immediately return to the company all correspondence, specifications, formulae, books, documents, market data, cost data, literature, drawings, effects or records, backup copies of programs, source/object and data etc. belonging to the company or relating to its business and shall not make or retain any copies of these items.

Contact Us :

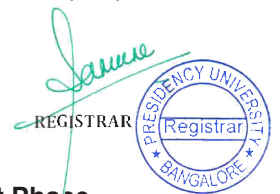
E : hr@telaverge.com

T : 9980003482

www.telavergecommunications.com

Registered Office:

Ground Floor, South Central, # 23 & 24 EPIP 1st Phase,
KIADB Whitefield, Bangalore – 560 066, India
CIN No. U72200KA2016PTC086409



We are delighted that you have completed your internship and would join as a Full-Time Employee with Telaverge Communications. A copy of the employment agreement is provided for your review, signature and return

If for any reason you fail to join the services of the company before the above date of the offer, the offer shall stand withdrawn.

For **Telaverge Communication India Pvt. Ltd.**

NS Ajithkumar

Authorized Signatory

CC: HR File Acceptance Signature/Date: _____

Dinesh Ketani

Contact Us :

E : hr@telaverge.com

T : 9980003482

www.telavergecommunications.com

Registered Office:

Ground Floor, South Central, # 23 & 24 EPIP 1st Phase,
KIADB Whitefield, Bangalore – 560 066, India

CIN No. U72200KA2016PTC086409



Annexure - A

Salary / Compensation Breakup

Name : Dinesh Ketani
Designation : Software Engineer - Research & Development

Particulars	Per Month	Annual
Basic Pay	13,916	166,992
HRA	4,871	58,452
LTA	2,319	27,828
Food Allowance	2,200	26,400
Special Allowance (Flexi Benefits)	14,643	175,716
PF Company's Contribution	1,810	21,720
Gross Salary	39,759	477,108
Benefits		
Mediclaime Insurance (Sum assured 10 Lakhs Per Life) & GPA		38,509
GTLI 4 times of the CTC		1,810
Gratuity		8,028
Fixed Bonus		20,000
Benefits Total		68,347
Gross Salary		545,455
Variable pay		54,545
Total CTC to the Company		600,000
One Time Joining Bonus		200,000

*Gratuity will be applicable as per Gratuity Act, 1972.

** Flexi Benefit is a part of Special Allowance: On production of Bills by February 2023 amount will be considered for tax benefit purpose.

- Telephone and Broadband 2000 pm
- Books 1000 pm

*** Variable pay of max 10% of your CTC will be paid based on the organization performance and this will be decided at the end of the Financial year based on the overall performance of the company. You will be eligible for variable pay only if you are an employee of a Telaverge at the time of variable pay allocation.

****You are also Eligible for Employee stock options and the same may fetch you additional income if you are a long term player in the company. Stock options are allocated after completing 2 years in the company and the same can be vested in 4 Years.

*****The exact premium varies based on the number of persons insured and the age band.

PS : Please be advised that your compensation details are personal and strictly confidential and it should not be discussed with anyone under any circumstances, in case of any doubts please contact the HR Department.


 REGISTRAR


Contact Us :

E : hr@telaverge.com

T : 9980003482

www.telavergecommunications.com

Registered Office:

Ground Floor, South Central, # 23 & 24 EPIP 1st Phase,

KIADB Whitefield, Bangalore – 560 066, India

CIN No. U72200KA2016PTC086409

Ref: TC/HR/OFL/JULY -22

07th July 2022
Bangalore

Chaithra M
Kurubarahalli Village
Vemgal Post ,Kolar , Karnataka, 563102

Dear Chaithra M,

We are pleased to offer you the position of “Software Engineer - Research and Development” in our Organization. Please note that your offer is valid contingent on receiving an acceptance from you and a starting date at Telaverge, not later than 11th July 2022.

Your employment at Telaverge (India) is subject to the terms and conditions of this letter and the Telaverge employment agreement that will be provided to you when you join the company.

Your appointment will be effective from, i.e.11th July 2022.

Emoluments & Perquisites

You will receive a Total Annual Salary of **Rs 6,00,000 /-(Rupees Six Lakhs Only)** per year as the cost to the company and will be subjected to tax deduction at source in accordance with the prevailing IT rules.

You have been provided with a complete breakup of your salary in the attachment to this appointment letter. As per standard company policy, you will be on probation for the first 6 months (180 days).

Salary Review

Your salary will be reviewed periodically as per the policy of the company. Your increments in the grade are discretionary and will be subject to and on the basis of effective performance and results during the period.

Transfer

You will be liable to be transferred to any other department, establishment or branch of the company. In such a case, you will be governed by the terms and conditions of service applicable to the new placement.

Contact Us :

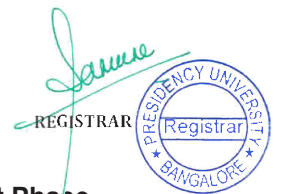
E : hr@telaverge.com

T : 9980003482

www.telavergecommunications.com

Registered Office:

Ground Floor, South Central, # 23 & 24 EPIP 1st Phase,
KIADB Whitefield, Bangalore – 560 066, India
CIN No. U72200KA2016PTC086409



Overseas Assignments

- a. Depending on the job requirement, you may be assigned to work abroad with our parent company and/or client companies. The duration of such postings will depend on the nature of the assignment. While you are abroad you will be paid salary/allowances as per the prevailing company policy.
- b. Based on requirements and business situations, you may be transferred to any of our partner companies or customers in consultation with you in India OR Overseas. This transfer agreement will be executed based on a written mutual consent and NOC (From both Telaverge and Yourself).

Probation: If your performance is satisfactory then you will be Auto Confirmed after **Six Months**.

Confidential information

You will not at any time, without the consent of the appropriate authority, disclose or divulge or make public (except on legal obligations), any information regarding the company's affairs or administration or research carried out, whether the same may be confined to you or become known to you in the course of your service or otherwise.

Working Hours

In order to become a result-oriented company, we encourage flexible timings. Though the official timings will be between 8.00 a.m. and 5.00 p.m., your timings could be adjustable in an effective manner. We expect your presence for interaction with the Parent Company in the US and also to direct the other staff.

We have a five-day week, but the office is accessible on Saturdays and Sundays with prior intimation.

Travel

You will be required to undertake travel on company work and you will be paid travel expenses for this as per the prevailing travel policies of the Company.

Protection of interest

- a. If you conceive any new advanced methods of improving processes/formulae/systems in relation to the operations of the company, such developments will be fully communicated to the company, which will remain the sole right/property of the company.
- b. Any invention, design, discovery or improvement, computer program, documentation, confidential information, copyright work or other material which you conceive, discover or create during or in consequence of this Consultant contract. You agree that you shall not

Contact Us :

E : hr@telaverge.com

T : 9980003482

www.telavergecommunications.com

Registered Office:

Ground Floor, South Central, # 23 & 24 EPIP 1st Phase,
KIADB Whitefield, Bangalore – 560 066, India
CIN No. U72200KA2016PTC086409



disclose company information or use, or induce the company to use, any proprietary information, trade secret or confidential business information of any other person or entity.

Past record

If any declaration is given or information furnished by you to the company proves to be false or if you are found to have willfully suppressed any material information in such case, you will be liable to removal from service without any notice.

What we expect from you

- a) We expect that you will devote your full time and attention in carrying out your work activities honestly, faithfully and diligently keeping in mind at all times the Company's progress. We expect that you will not engage in or do any other business or render any professional service either on a full time or part-time basis.
- b) We expect you to keep your work strictly confidential and not divulge or disclose to any outsider or ex-employee, either during your employment or after, any information or confidential matters related to the Company, its employees or associates, which you would have become aware of during your employment with us.
- c) We expect that you will not act in any manner, which may be prejudicial or detrimental to the reputation and standing of the company.

Medical Fitness and Verification of particulars:

Your appointment is subject to:

- a. You're being declared medically fit by a Medical Officer or by a Doctor specified by the company and you are continuing to remain medically fit.
- b. In case particulars mentioned in your application are found false, not authentic or without documentary proof, your service would be liable for termination at any time without any notice or any compensation in lieu thereof.
- c. Telaverge may conduct a background or reference check (or both) during the first two months of you joining the organization. You are expected to cooperate fully in those procedures and this offer is subjected to the outcome of those checks and satisfactory results. Telaverge reserves the right to terminate the employment if the background check is not yielding professional and acceptable results.

Termination

- a. We hope your association with us will be a very long one. However, either party may terminate this association by giving Three months notice. However, in the event of willful neglect of your duties that may be prejudicial to the interests of the company, the company

Contact Us :

E : hr@telaverge.com

T : 9980003482

www.telavergecommunications.com

Registered Office:

Ground Floor, South Central, # 23 & 24 EPIP 1st Phase,
KIADB Whitefield, Bangalore – 560 066, India
CIN No. U72200KA2016PTC086409



has the discretion to terminate your services forthwith or with such notice as it deems fit and without any notice pay whatsoever.

- b. In case you leave the organization within two years from the date of joining i.e 11th July 2022, the expenses incurred by the company (stipend/compensation/incentive) during your internship period have to be reimbursed by you.

This would include the following costs (If any)

- Relocation costs
- Compensation/Stipend paid during training / Internship period
- Joining Bonus paid
- Retention Bonus paid
- Housing Deposit
- Training in the US (Travel and stay)
- Car leasing Benefit if any

- c. In case you leave the organization within Six months from the date of joining you are also liable to pay administrative charges of Rs. 25,000/- (Rupees Twenty Five Thousand)and the same will be deducted in the final settlement. The administration charges Include onboarding, Third party referral check, Insurance related and other administrative expenses.
- d. During the Probation period notice period will be three months. However, in the event of unsatisfactory performance of your duties that may be prejudicial to the interests of the company, the company has the discretion to terminate your services forthwith or with such notice as it deems fit and without any notice pay whatsoever.
- e. If no projects are assigned to you (Bench) then the notice period shall be two months.
- f. For abundant caution, it is hereby clarified that you cannot waive the notice period requirement in the event you wish to terminate your employment with the Company, and that your termination/resignation letter (by whatever name it is called) will be accepted by the Company only on your satisfying the mandatory Three months notice period as stated in our Company policy and Salary will be on hold once the resignation is submitted and final settlement will be made as per the process. Further, till such time as the Company accepts your resignation letter, you will be deemed to be an employee of the Company and the terms and conditions of your employment will still continue to bind you.

After Termination

On termination of employment, you will immediately return to the company all correspondence, specifications, formulae, books, documents, market data, cost data, literature, drawings, effects or records, backup copies of programs, source/object and data etc. belonging to the company or relating to its business and shall not make or retain any copies of these items.

Contact Us :

E : hr@telaverge.com

T : 9980003482

www.telavergecommunications.com

Registered Office:

Ground Floor, South Central, # 23 & 24 EPIP 1st Phase,
KIADB Whitefield, Bangalore – 560 066, India
CIN No. U72200KA2016PTC086409



We are delighted that you have completed your internship and would join as a Full-Time Employee with Telaverge Communications. A copy of the employment agreement is provided for your review, signature and return

If for any reason you fail to join the services of the company before the above date of the offer, the offer shall stand withdrawn.

For **Telaverge Communication India Pvt. Ltd.**

NS Ajithkumar

Authorized Signatory

CC: HR File Acceptance Signature/Date: _____

Chaithra M

Contact Us :

E : hr@telaverge.com

T : 9980003482

www.telavergecommunications.com

Registered Office:

Ground Floor, South Central, # 23 & 24 EPIP 1st Phase,
KIADB Whitefield, Bangalore – 560 066, India

CIN No. U72200KA2016PTC086409



Annexure - A

Salary / Compensation Breakup

Name : Chaithra M
Designation : Software Engineer - Research & Development

Particulars	Per Month	Annual
Basic Pay	13,916	166,992
HRA	4,871	58,452
LTA	2,319	27,828
Food Allowance	2,200	26,400
Special Allowance (Flexi Benefits)	14,643	175,716
PF Company's Contribution	1,810	21,720
Gross Salary	39,759	477,108
Benefits		
Mediclaime Insurance (Sum assured 10 Lakhs Per Life) & GPA		38,509
GTLI 4 times of the CTC		1,810
Gratuity		8,028
Fixed Bonus		20,000
Benefits Total		68,347
Gross Salary		545,455
Variable pay		54,545
Total CTC to the Company		600,000
One Time Joining Bonus		200,000

*Gratuity will be applicable as per Gratuity Act, 1972.

** Flexi Benefit is a part of Special Allowance: On production of Bills by February 2023 amount will be considered for tax benefit purpose.

- Telephone and Broadband 2000 pm
- Books 1000 pm

*** Variable pay of max 10% of your CTC will be paid based on the organization performance and this will be decided at the end of the Financial year based on the overall performance of the company. You will be eligible for variable pay only if you are an employee of a Telaverge at the time of variable pay allocation.

****You are also Eligible for Employee stock options and the same may fetch you additional income if you are a long term player in the company. Stock options are allocated after completing 2 years in the company and the same can be vested in 4 Years.

*****The exact premium varies based on the number of persons insured and the age band.

PS : Please be advised that your compensation details are personal and strictly confidential and it should not be discussed with anyone under any circumstances, in case of any doubts please contact the HR Department.

Contact Us :

E : hr@telaverge.com

T : 9980003482

www.telavergecommunications.com

Registered Office:

Ground Floor, South Central, # 23 & 24 EPIP 1st Phase,
KIADB Whitefield, Bangalore – 560 066, India
CIN No. U72200KA2016PTC086409



Ref: TC/HR/OFL/JULY -22

07th July 2022
Bangalore

Pradeep V
#20/1 2Nd Cross Pns Layout HRBR Layout
Kalyan Nagar Bangalore, Karnataka, 560084

Dear Pradeep V,

We are pleased to offer you the position of “Software Engineer - Research and Development” in our Organization. Please note that your offer is valid contingent on receiving an acceptance from you and a starting date at Telaverge, not later than 11th July 2022.

Your employment at Telaverge (India) is subject to the terms and conditions of this letter and the Telaverge employment agreement that will be provided to you when you join the company.

Your appointment will be effective from, i.e.11th July 2022.

Emoluments & Perquisites

You will receive a Total Annual Salary of **Rs 6,00,000 /-(Rupees Six Lakhs Only)** per year as the cost to the company and will be subjected to tax deduction at source in accordance with the prevailing IT rules.

You have been provided with a complete breakup of your salary in the attachment to this appointment letter. As per standard company policy, you will be on probation for the first 6 months (180 days).

Salary Review

Your salary will be reviewed periodically as per the policy of the company. Your increments in the grade are discretionary and will be subject to and on the basis of effective performance and results during the period.

Transfer

You will be liable to be transferred to any other department, establishment or branch of the company. In such a case, you will be governed by the terms and conditions of service applicable to the new placement.

Contact Us :

E : hr@telaverge.com

T : 9980003482

www.telavergecommunications.com

Registered Office:

Ground Floor, South Central, # 23 & 24 EPIP 1st Phase,
KIADB Whitefield, Bangalore – 560 066, India

CIN No. U72200KA2016PTC086409



Overseas Assignments

- a. Depending on the job requirement, you may be assigned to work abroad with our parent company and/or client companies. The duration of such postings will depend on the nature of the assignment. While you are abroad you will be paid salary/allowances as per the prevailing company policy.
- b. Based on requirements and business situations, you may be transferred to any of our partner companies or customers in consultation with you in India OR Overseas. This transfer agreement will be executed based on a written mutual consent and NOC (From both Telaverge and Yourself).

Probation: If your performance is satisfactory then you will be Auto Confirmed after **Six Months**.

Confidential information

You will not at any time, without the consent of the appropriate authority, disclose or divulge or make public (except on legal obligations), any information regarding the company's affairs or administration or research carried out, whether the same may be confined to you or become known to you in the course of your service or otherwise.

Working Hours

In order to become a result-oriented company, we encourage flexible timings. Though the official timings will be between 8.00 a.m. and 5.00 p.m., your timings could be adjustable in an effective manner. We expect your presence for interaction with the Parent Company in the US and also to direct the other staff.

We have a five-day week, but the office is accessible on Saturdays and Sundays with prior intimation.

Travel

You will be required to undertake travel on company work and you will be paid travel expenses for this as per the prevailing travel policies of the Company.

Protection of interest

- a. If you conceive any new advanced methods of improving processes/formulae/systems in relation to the operations of the company, such developments will be fully communicated to the company, which will remain the sole right/property of the company.
- b. Any invention, design, discovery or improvement, computer program, documentation, confidential information, copyright work or other material which you conceive, discover or create during or in consequence of this Consultant contract. You agree that you shall not

Contact Us :

E : hr@telaverge.com

T : 9980003482

www.telavergecommunications.com

Registered Office:

Ground Floor, South Central, # 23 & 24 EPIP 1st Phase,
KIADB Whitefield, Bangalore – 560 066, India
CIN No. U72200KA2016PTC086409



disclose company information or use, or induce the company to use, any proprietary information, trade secret or confidential business information of any other person or entity.

Past record

If any declaration is given or information furnished by you to the company proves to be false or if you are found to have willfully suppressed any material information in such case, you will be liable to removal from service without any notice.

What we expect from you

- a) We expect that you will devote your full time and attention in carrying out your work activities honestly, faithfully and diligently keeping in mind at all times the Company's progress. We expect that you will not engage in or do any other business or render any professional service either on a full time or part-time basis.
- b) We expect you to keep your work strictly confidential and not divulge or disclose to any outsider or ex-employee, either during your employment or after, any information or confidential matters related to the Company, its employees or associates, which you would have become aware of during your employment with us.
- c) We expect that you will not act in any manner, which may be prejudicial or detrimental to the reputation and standing of the company.

Medical Fitness and Verification of particulars:

Your appointment is subject to:

- a. You're being declared medically fit by a Medical Officer or by a Doctor specified by the company and you are continuing to remain medically fit.
- b. In case particulars mentioned in your application are found false, not authentic or without documentary proof, your service would be liable for termination at any time without any notice or any compensation in lieu thereof.
- c. Telaverge may conduct a background or reference check (or both) during the first two months of you joining the organization. You are expected to cooperate fully in those procedures and this offer is subjected to the outcome of those checks and satisfactory results. Telaverge reserves the right to terminate the employment if the background check is not yielding professional and acceptable results.

Termination

- a. We hope your association with us will be a very long one. However, either party may terminate this association by giving Three months notice. However, in the event of willful neglect of your duties that may be prejudicial to the interests of the company, the company

Contact Us :

E : hr@telaverge.com

T : 9980003482

www.telavergecommunications.com

Registered Office:

Ground Floor, South Central, # 23 & 24 EPIP 1st Phase,
KIADB Whitefield, Bangalore – 560 066, India
CIN No. U72200KA2016PTC086409



has the discretion to terminate your services forthwith or with such notice as it deems fit and without any notice pay whatsoever.

- b. In case you leave the organization within two years from the date of joining i.e 11th July 2022, the expenses incurred by the company (stipend/compensation/incentive) during your internship period have to be reimbursed by you.

This would include the following costs (If any)

- Relocation costs
- Compensation/Stipend paid during training / Internship period
- Joining Bonus paid
- Retention Bonus paid
- Housing Deposit
- Training in the US (Travel and stay)
- Car leasing Benefit if any

- c. In case you leave the organization within Six months from the date of joining you are also liable to pay administrative charges of Rs. 25,000/- (Rupees Twenty Five Thousand)and the same will be deducted in the final settlement. The administration charges Include onboarding, Third party referral check, Insurance related and other administrative expenses.

- d. During the Probation period notice period will be three months. However, in the event of unsatisfactory performance of your duties that may be prejudicial to the interests of the company, the company has the discretion to terminate your services forthwith or with such notice as it deems fit and without any notice pay whatsoever.

- e. If no projects are assigned to you (Bench) then the notice period shall be two months.

- f. For abundant caution, it is hereby clarified that you cannot waive the notice period requirement in the event you wish to terminate your employment with the Company, and that your termination/resignation letter (by whatever name it is called) will be accepted by the Company only on your satisfying the mandatory Three months notice period as stated in our Company policy and Salary will be on hold once the resignation is submitted and final settlement will be made as per the process. Further, till such time as the Company accepts your resignation letter, you will be deemed to be an employee of the Company and the terms and conditions of your employment will still continue to bind you.

After Termination

On termination of employment, you will immediately return to the company all correspondence, specifications, formulae, books, documents, market data, cost data, literature, drawings, effects or records, backup copies of programs, source/object and data etc. belonging to the company or relating to its business and shall not make or retain any copies of these items.

Contact Us :

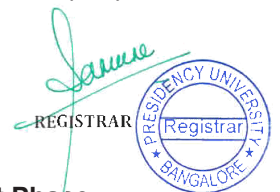
E : hr@telaverge.com

T : 9980003482

www.telavergecommunications.com

Registered Office:

Ground Floor, South Central, # 23 & 24 EPIP 1st Phase,
KIADB Whitefield, Bangalore – 560 066, India
CIN No. U72200KA2016PTC086409



We are delighted that you have completed your internship and would join as a Full-Time Employee with Telaverge Communications. A copy of the employment agreement is provided for your review, signature and return

If for any reason you fail to join the services of the company before the above date of the offer, the offer shall stand withdrawn.

For **Telaverge Communication India Pvt. Ltd.**

NS Ajithkumar

Authorized Signatory

CC: HR File Acceptance Signature/Date: _____

Pradeep V

Contact Us :

E : hr@telaverge.com

T : 9980003482

www.telavergecommunications.com

Registered Office:

Ground Floor, South Central, # 23 & 24 EPIP 1st Phase,
KIADB Whitefield, Bangalore – 560 066, India

CIN No. U72200KA2016PTC086409



Annexure - A

Salary / Compensation Breakup

Name : Pradeep V

Designation : Software Engineer - Research & Development

Particulars	Per Month	Annual
Basic Pay	13,916	166,992
HRA	4,871	58,452
LTA	2,319	27,828
Food Allowance	2,200	26,400
Special Allowance (Flexi Benefits)	14,643	175,716
PF Company's Contribution	1,810	21,720
Gross Salary	39,759	477,108
Benefits		
Mediclaime Insurance (Sum assured 10 Lakhs Per Life) & GPA		38,509
GTLI 4 times of the CTC		1,810
Gratuity		8,028
Fixed Bonus		20,000
Benefits Total		68,347
Gross Salary		545,455
Variable pay		54,545
Total CTC to the Company		600,000
One Time Joining Bonus		200,000

*Gratuity will be applicable as per Gratuity Act, 1972.

** Flexi Benefit is a part of Special Allowance: On production of Bills by February 2023 amount will be considered for tax benefit purpose.


- Telephone and Broadband 2000 pm
- Books 1000 pm

*** Variable pay of max 10% of your CTC will be paid based on the organization performance and this will be decided at the end of the Financial year based on the overall performance of the company. You will be eligible for variable pay only if you are an employee of a Telaverge at the time of variable pay allocation.

****You are also Eligible for Employee stock options and the same may fetch you additional income if you are a long term player in the company. Stock options are allocated after completing 2 years in the company and the same can be vested in 4 Years.

*****The exact premium varies based on the number of persons insured and the age band.

PS : Please be advised that your compensation details are personal and strictly confidential and it should not be discussed with anyone under any circumstances, in case of any doubts please contact the HR Department.


 REGISTRAR


Contact Us :

E : hr@telaverge.com

T : 9980003482

www.telavergecommunications.com

Registered Office:

Ground Floor, South Central, # 23 & 24 EPIP 1st Phase,

KIADB Whitefield, Bangalore – 560 066, India

CIN No. U72200KA2016PTC086409

Ref: TC/HR/OFL/JULY - 22

07th July 2022
Bangalore

Shashank R
#142,6 Th Cross 2Nd Main Ravindra Naga
T.Dasarahalli Bangalore, Karnataka, 560073

Dear Shashank R,

We are pleased to offer you the position of “Software Engineer - Research and Development” in our Organization. Please note that your offer is valid contingent on receiving an acceptance from you and a starting date at Telaverge, not later than 11th July 2022.

Your employment at Telaverge (India) is subject to the terms and conditions of this letter and the Telaverge employment agreement that will be provided to you when you join the company.

Your appointment will be effective from, i.e.11th July 2022.

Emoluments & Perquisites

You will receive a Total Annual Salary of **Rs 6,00,000 /-(Rupees Six Lakhs Only)** per year as the cost to the company and will be subjected to tax deduction at source in accordance with the prevailing IT rules.

You have been provided with a complete breakup of your salary in the attachment to this appointment letter. As per standard company policy, you will be on probation for the first 6 months (180 days).

Salary Review

Your salary will be reviewed periodically as per the policy of the company. Your increments in the grade are discretionary and will be subject to and on the basis of effective performance and results during the period.

Transfer

You will be liable to be transferred to any other department, establishment or branch of the company. In such a case, you will be governed by the terms and conditions of service applicable to the new placement.

Contact Us :

E : hr@telaverge.com

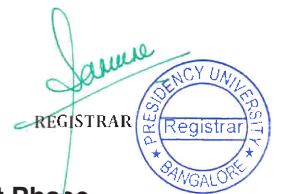
T : 9980003482

www.telavergecommunications.com

Registered Office:

Ground Floor, South Central, # 23 & 24 EPIP 1st Phase,
KIADB Whitefield, Bangalore – 560 066, India

CIN No. U72200KA2016PTC086409



Overseas Assignments

- a. Depending on the job requirement, you may be assigned to work abroad with our parent company and/or client companies. The duration of such postings will depend on the nature of the assignment. While you are abroad you will be paid salary/allowances as per the prevailing company policy.
- b. Based on requirements and business situations, you may be transferred to any of our partner companies or customers in consultation with you in India OR Overseas. This transfer agreement will be executed based on a written mutual consent and NOC (From both Telaverge and Yourself).

Probation: If your performance is satisfactory then you will be Auto Confirmed after **Six Months**.

Confidential information

You will not at any time, without the consent of the appropriate authority, disclose or divulge or make public (except on legal obligations), any information regarding the company's affairs or administration or research carried out, whether the same may be confined to you or become known to you in the course of your service or otherwise.

Working Hours

In order to become a result-oriented company, we encourage flexible timings. Though the official timings will be between 8.00 a.m. and 5.00 p.m., your timings could be adjustable in an effective manner. We expect your presence for interaction with the Parent Company in the US and also to direct the other staff.

We have a five-day week, but the office is accessible on Saturdays and Sundays with prior intimation.

Travel

You will be required to undertake travel on company work and you will be paid travel expenses for this as per the prevailing travel policies of the Company.

Protection of interest

- a. If you conceive any new advanced methods of improving processes/formulae/systems in relation to the operations of the company, such developments will be fully communicated to the company, which will remain the sole right/property of the company.
- b. Any invention, design, discovery or improvement, computer program, documentation, confidential information, copyright work or other material which you conceive, discover or create during or in consequence of this Consultant contract. You agree that you shall not

Contact Us :

E : hr@telaverge.com

T : 9980003482

www.telavergecommunications.com

Registered Office:

Ground Floor, South Central, # 23 & 24 EPIP 1st Phase,
KIADB Whitefield, Bangalore – 560 066, India
CIN No. U72200KA2016PTC086409



disclose company information or use, or induce the company to use, any proprietary information, trade secret or confidential business information of any other person or entity.

Past record

If any declaration is given or information furnished by you to the company proves to be false or if you are found to have willfully suppressed any material information in such case, you will be liable to removal from service without any notice.

What we expect from you

- a) We expect that you will devote your full time and attention in carrying out your work activities honestly, faithfully and diligently keeping in mind at all times the Company's progress. We expect that you will not engage in or do any other business or render any professional service either on a full time or part-time basis.
- b) We expect you to keep your work strictly confidential and not divulge or disclose to any outsider or ex-employee, either during your employment or after, any information or confidential matters related to the Company, its employees or associates, which you would have become aware of during your employment with us.
- c) We expect that you will not act in any manner, which may be prejudicial or detrimental to the reputation and standing of the company.

Medical Fitness and Verification of particulars:

Your appointment is subject to:

- a. You're being declared medically fit by a Medical Officer or by a Doctor specified by the company and you are continuing to remain medically fit.
- b. In case particulars mentioned in your application are found false, not authentic or without documentary proof, your service would be liable for termination at any time without any notice or any compensation in lieu thereof.
- c. Telaverge may conduct a background or reference check (or both) during the first two months of you joining the organization. You are expected to cooperate fully in those procedures and this offer is subjected to the outcome of those checks and satisfactory results. Telaverge reserves the right to terminate the employment if the background check is not yielding professional and acceptable results.

Termination

- a. We hope your association with us will be a very long one. However, either party may terminate this association by giving Three months notice. However, in the event of willful neglect of your duties that may be prejudicial to the interests of the company, the company

Contact Us :

E : hr@telaverge.com

T : 9980003482

www.telavergecommunications.com

Registered Office:

Ground Floor, South Central, # 23 & 24 EPIP 1st Phase,
KIADB Whitefield, Bangalore – 560 066, India
CIN No. U72200KA2016PTC086409



has the discretion to terminate your services forthwith or with such notice as it deems fit and without any notice pay whatsoever.

- b. In case you leave the organization within two years from the date of joining i.e 11th July 2022, the expenses incurred by the company (stipend/compensation/incentive) during your internship period have to be reimbursed by you.

This would include the following costs (If any)

- Relocation costs
- Compensation/Stipend paid during training / Internship period
- Joining Bonus paid
- Retention Bonus paid
- Housing Deposit
- Training in the US (Travel and stay)
- Car leasing Benefit if any

- c. In case you leave the organization within Six months from the date of joining you are also liable to pay administrative charges of Rs. 25,000/- (Rupees Twenty Five Thousand)and the same will be deducted in the final settlement. The administration charges Include onboarding, Third party referral check, Insurance related and other administrative expenses.
- d. During the Probation period notice period will be three months. However, in the event of unsatisfactory performance of your duties that may be prejudicial to the interests of the company, the company has the discretion to terminate your services forthwith or with such notice as it deems fit and without any notice pay whatsoever.
- e. If no projects are assigned to you (Bench) then the notice period shall be two months.
- f. For abundant caution, it is hereby clarified that you cannot waive the notice period requirement in the event you wish to terminate your employment with the Company, and that your termination/resignation letter (by whatever name it is called) will be accepted by the Company only on your satisfying the mandatory Three months notice period as stated in our Company policy and Salary will be on hold once the resignation is submitted and final settlement will be made as per the process. Further, till such time as the Company accepts your resignation letter, you will be deemed to be an employee of the Company and the terms and conditions of your employment will still continue to bind you.

After Termination

On termination of employment, you will immediately return to the company all correspondence, specifications, formulae, books, documents, market data, cost data, literature, drawings, effects or records, backup copies of programs, source/object and data etc. belonging to the company or relating to its business and shall not make or retain any copies of these items.

Contact Us :

E : hr@telaverge.com

T : 9980003482

www.telavergecommunications.com

Registered Office:

Ground Floor, South Central, # 23 & 24 EPIP 1st Phase,
KIADB Whitefield, Bangalore – 560 066, India
CIN No. U72200KA2016PTC086409



We are delighted that you have completed your internship and would join as a Full-Time Employee with Telaverge Communications. A copy of the employment agreement is provided for your review, signature and return

If for any reason you fail to join the services of the company before the above date of the offer, the offer shall stand withdrawn.

For **Telaverge Communication India Pvt. Ltd.**

NS Ajithkumar

Authorized Signatory

CC: HR File Acceptance Signature/Date: _____

Shashank R

Contact Us :

E : hr@telaverge.com

T : 9980003482

www.telavergecommunications.com

Registered Office:

Ground Floor, South Central, # 23 & 24 EPIP 1st Phase,
KIADB Whitefield, Bangalore – 560 066, India

CIN No. U72200KA2016PTC086409



Annexure - A

Salary / Compensation Breakup

Name : Shashank R
Designation : Software Engineer - Research & Development

Particulars	Per Month	Annual
Basic Pay	13,916	166,992
HRA	4,871	58,452
LTA	2,319	27,828
Food Allowance	2,200	26,400
Special Allowance (Flexi Benefits)	14,643	175,716
PF Company's Contribution	1,810	21,720
Gross Salary	39,759	477,108
Benefits		
Mediclaime Insurance (Sum assured 10 Lakhs Per Life) & GPA		38,509
GTLI 4 times of the CTC		1,810
Gratuity		8,028
Fixed Bonus		20,000
Benefits Total		68,347
Gross Salary		545,455
Variable pay		54,545
Total CTC to the Company		600,000
One Time Joining Bonus		200,000

*Gratuity will be applicable as per Gratuity Act, 1972.

** Flexi Benefit is a part of Special Allowance: On production of Bills by February 2023 amount will be considered for tax benefit purpose.

- Telephone and Broadband 2000 pm
- Books 1000 pm

*** Variable pay of max 10% of your CTC will be paid based on the organization performance and this will be decided at the end of the Financial year based on the overall performance of the company. You will be eligible for variable pay only if you are an employee of a Telaverge at the time of variable pay allocation.

****You are also Eligible for Employee stock options and the same may fetch you additional income if you are a long term player in the company. Stock options are allocated after completing 2 years in the company and the same can be vested in 4 Years.

*****The exact premium varies based on the number of persons insured and the age band.

PS : Please be advised that your compensation details are personal and strictly confidential and it should not be discussed with anyone under any circumstances, in case of any doubts please contact the HR Department.

Sasank
REGISTRAR
PRESIDENCY UNIVERSITY
Registrar
BANGALORE

Contact Us :

E : hr@telaverge.com

T : 9980003482

www.telavergecommunications.com

Registered Office:

Ground Floor, South Central, # 23 & 24 EPIP 1st Phase,

KIADB Whitefield, Bangalore – 560 066, India

CIN No. U72200KA2016PTC086409

Ref: TC/HR/OFL/JULY -22

07th July 2022
Bangalore

Venkatesh Suresh Parthanalli
Teacher Colony Jamkhandi
Bagalkot, Karnataka, 587301

Dear Venkatesh Suresh Parthanalli,

We are pleased to offer you the position of “Software Engineer - Research and Development” in our Organization. Please note that your offer is valid contingent on receiving an acceptance from you and a starting date at Telaverge, not later than 11th July 2022.

Your employment at Telaverge (India) is subject to the terms and conditions of this letter and the Telaverge employment agreement that will be provided to you when you join the company.

Your appointment will be effective from, i.e.11th July 2022.

Emoluments & Perquisites

You will receive a Total Annual Salary of **Rs 6,00,000 /-(Rupees Six Lakhs Only)** per year as the cost to the company and will be subjected to tax deduction at source in accordance with the prevailing IT rules.

You have been provided with a complete breakup of your salary in the attachment to this appointment letter. As per standard company policy, you will be on probation for the first 6 months (180 days).

Salary Review

Your salary will be reviewed periodically as per the policy of the company. Your increments in the grade are discretionary and will be subject to and on the basis of effective performance and results during the period.

Transfer

You will be liable to be transferred to any other department, establishment or branch of the company. In such a case, you will be governed by the terms and conditions of service applicable to the new placement.

Contact Us :

E : hr@telaverge.com

T : 9980003482

www.telavergecommunications.com

Registered Office:

Ground Floor, South Central, # 23 & 24 EPIP 1st Phase,
KIADB Whitefield, Bangalore – 560 066, India

CIN No. U72200KA2016PTC086409



Overseas Assignments

- a. Depending on the job requirement, you may be assigned to work abroad with our parent company and/or client companies. The duration of such postings will depend on the nature of the assignment. While you are abroad you will be paid salary/allowances as per the prevailing company policy.
- b. Based on requirements and business situations, you may be transferred to any of our partner companies or customers in consultation with you in India OR Overseas. This transfer agreement will be executed based on a written mutual consent and NOC (From both Telaverge and Yourself).

Probation: If your performance is satisfactory then you will be Auto Confirmed after **Six Months**.

Confidential information

You will not at any time, without the consent of the appropriate authority, disclose or divulge or make public (except on legal obligations), any information regarding the company's affairs or administration or research carried out, whether the same may be confined to you or become known to you in the course of your service or otherwise.

Working Hours

In order to become a result-oriented company, we encourage flexible timings. Though the official timings will be between 8.00 a.m. and 5.00 p.m., your timings could be adjustable in an effective manner. We expect your presence for interaction with the Parent Company in the US and also to direct the other staff.

We have a five-day week, but the office is accessible on Saturdays and Sundays with prior intimation.

Travel

You will be required to undertake travel on company work and you will be paid travel expenses for this as per the prevailing travel policies of the Company.

Protection of interest

- a. If you conceive any new advanced methods of improving processes/formulae/systems in relation to the operations of the company, such developments will be fully communicated to the company, which will remain the sole right/property of the company.
- b. Any invention, design, discovery or improvement, computer program, documentation, confidential information, copyright work or other material which you conceive, discover or create during or in consequence of this Consultant contract. You agree that you shall not

Contact Us :

E : hr@telaverge.com

T : 9980003482

www.telavergecommunications.com

Registered Office:

Ground Floor, South Central, # 23 & 24 EPIP 1st Phase,
KIADB Whitefield, Bangalore – 560 066, India
CIN No. U72200KA2016PTC086409



disclose company information or use, or induce the company to use, any proprietary information, trade secret or confidential business information of any other person or entity.

Past record

If any declaration is given or information furnished by you to the company proves to be false or if you are found to have willfully suppressed any material information in such case, you will be liable to removal from service without any notice.

What we expect from you

- a) We expect that you will devote your full time and attention in carrying out your work activities honestly, faithfully and diligently keeping in mind at all times the Company's progress. We expect that you will not engage in or do any other business or render any professional service either on a full time or part-time basis.
- b) We expect you to keep your work strictly confidential and not divulge or disclose to any outsider or ex-employee, either during your employment or after, any information or confidential matters related to the Company, its employees or associates, which you would have become aware of during your employment with us.
- c) We expect that you will not act in any manner, which may be prejudicial or detrimental to the reputation and standing of the company.

Medical Fitness and Verification of particulars:

Your appointment is subject to:

- a. You're being declared medically fit by a Medical Officer or by a Doctor specified by the company and you are continuing to remain medically fit.
- b. In case particulars mentioned in your application are found false, not authentic or without documentary proof, your service would be liable for termination at any time without any notice or any compensation in lieu thereof.
- c. Telaverge may conduct a background or reference check (or both) during the first two months of you joining the organization. You are expected to cooperate fully in those procedures and this offer is subjected to the outcome of those checks and satisfactory results. Telaverge reserves the right to terminate the employment if the background check is not yielding professional and acceptable results.

Termination

- a. We hope your association with us will be a very long one. However, either party may terminate this association by giving Three months notice. However, in the event of willful neglect of your duties that may be prejudicial to the interests of the company, the company

Contact Us :

E : hr@telaverge.com

T : 9980003482

www.telavergecommunications.com

Registered Office:

Ground Floor, South Central, # 23 & 24 EPIP 1st Phase,
KIADB Whitefield, Bangalore – 560 066, India
CIN No. U72200KA2016PTC086409



has the discretion to terminate your services forthwith or with such notice as it deems fit and without any notice pay whatsoever.

- b. In case you leave the organization within two years from the date of joining i.e 11th July 2022, the expenses incurred by the company (stipend/compensation/incentive) during your internship period have to be reimbursed by you.

This would include the following costs (If any)

- Relocation costs
- Compensation/Stipend paid during training / Internship period
- Joining Bonus paid
- Retention Bonus paid
- Housing Deposit
- Training in the US (Travel and stay)
- Car leasing Benefit if any

- c. In case you leave the organization within Six months from the date of joining you are also liable to pay administrative charges of Rs. 25,000/- (Rupees Twenty Five Thousand)and the same will be deducted in the final settlement. The administration charges Include onboarding, Third party referral check, Insurance related and other administrative expenses.
- d. During the Probation period notice period will be three months. However, in the event of unsatisfactory performance of your duties that may be prejudicial to the interests of the company, the company has the discretion to terminate your services forthwith or with such notice as it deems fit and without any notice pay whatsoever.
- e. If no projects are assigned to you (Bench) then the notice period shall be two months.
- f. For abundant caution, it is hereby clarified that you cannot waive the notice period requirement in the event you wish to terminate your employment with the Company, and that your termination/resignation letter (by whatever name it is called) will be accepted by the Company only on your satisfying the mandatory Three months notice period as stated in our Company policy and Salary will be on hold once the resignation is submitted and final settlement will be made as per the process. Further, till such time as the Company accepts your resignation letter, you will be deemed to be an employee of the Company and the terms and conditions of your employment will still continue to bind you.

After Termination

On termination of employment, you will immediately return to the company all correspondence, specifications, formulae, books, documents, market data, cost data, literature, drawings, effects or records, backup copies of programs, source/object and data etc. belonging to the company or relating to its business and shall not make or retain any copies of these items.

Contact Us :

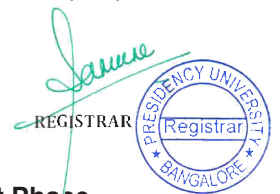
E : hr@telaverge.com

T : 9980003482

www.telavergecommunications.com

Registered Office:

Ground Floor, South Central, # 23 & 24 EPIP 1st Phase,
KIADB Whitefield, Bangalore – 560 066, India
CIN No. U72200KA2016PTC086409



We are delighted that you have completed your internship and would join as a Full-Time Employee with Telaverge Communications. A copy of the employment agreement is provided for your review, signature and return

If for any reason you fail to join the services of the company before the above date of the offer, the offer shall stand withdrawn.

For **Telaverge Communication India Pvt. Ltd.**

NS Ajithkumar

Authorized Signatory

CC: HR File Acceptance Signature/Date: _____

Venkatesh Suresh Parthanalli

Contact Us :

E : hr@telaverge.com

T : 9980003482

www.telavergecommunications.com

Registered Office:

Ground Floor, South Central, # 23 & 24 EPIP 1st Phase,
KIADB Whitefield, Bangalore – 560 066, India

CIN No. U72200KA2016PTC086409



Annexure - A

Salary / Compensation Breakup

Name : Venkatesh Suresh Parthanalli
Designation : Software Engineer - Research & Development

Particulars	Per Month	Annual
Basic Pay	13,916	166,992
HRA	4,871	58,452
LTA	2,319	27,828
Food Allowance	2,200	26,400
Special Allowance (Flexi Benefits)	14,643	175,716
PF Company's Contribution	1,810	21,720
Gross Salary	39,759	477,108
Benefits		
Mediclaime Insurance (Sum assured 10 Lakhs Per Life) & GPA		38,509
GTLI 4 times of the CTC		1,810
Gratuity		8,028
Fixed Bonus		20,000
Benefits Total		68,347
Gross Salary		545,455
Variable pay		54,545
Total CTC to the Company		600,000
One Time Joining Bonus		200,000

*Gratuity will be applicable as per Gratuity Act, 1972.

** Flexi Benefit is a part of Special Allowance: On production of Bills by February 2023 amount will be considered for tax benefit purpose.

- Telephone and Broadband 2000 pm
- Books 1000 pm

*** Variable pay of max 10% of your CTC will be paid based on the organization performance and this will be decided at the end of the Financial year based on the overall performance of the company. You will be eligible for variable pay only if you are an employee of a Telaverge at the time of variable pay allocation.

****You are also Eligible for Employee stock options and the same may fetch you additional income if you are a long term player in the company. Stock options are allocated after completing 2 years in the company and the same can be vested in 4 Years.

*****The exact premium varies based on the number of persons insured and the age band.

PS : Please be advised that your compensation details are personal and strictly confidential and it should not be discussed with anyone under any circumstances, in case of any doubts please contact the HR Department.

Contact Us :

E : hr@telaverge.com

T : 9980003482

www.telavergecommunications.com

Registered Office:

Ground Floor, South Central, # 23 & 24 EPIP 1st Phase,
KIADB Whitefield, Bangalore – 560 066, India
CIN No. U72200KA2016PTC086409



Thrillophilia Offer Letter & Employment Agreement

Congratulations Shweta S Hiremath

Welcome to Thrillophilia!!!

We are excited to onboard you as a key resource in our journey to make traveling experiences seamless. We don't just offer a job, we offer a career. We have a collaboration-driven work culture and we are sure that you will have fun working with all our teams. Not many companies could promise you a job filled with adventure. We do!

You have been selected based on your potential and we look forward to growing together. We would like to mentor a talent like yourself and achieve higher milestones with you.

Thrillophilia is pleased to extend the offer for the position of **Operations Executive beginning March 10, 2022 to Shweta S Hiremath**. The purpose of this letter is to set forth our understanding of the terms of your employment with Thrillophilia including your job description and compensation. It is also important that you are inspired to remain with Thrillophilia over time and focus your energies on successfully and efficiently contributing to our company goals. Your responsibilities will be those outlined in the enclosed job description.

Looking forward to achieving new heights of success with you, and we are confident that your employment with Thrillophilia will prove mutually beneficial.

The Effective Date of this Agreement: **March 05, 2022**

This Agreement is by and between Thrillophilia Travel Solutions Pvt. Ltd.

Rituja Khunteta | Senior HR Executive

Rituja Khunteta

and

Shweta S Hiremath

Signature -

Shweta
REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

A circular blue stamp seal for the Registrar of Presidency University, Bangalore. The text "REGISTRAR" is written horizontally across the center of the seal, and "PRESIDENCY UNIVERSITY" and "BANGALORE" are written around the perimeter. A green signature is written over the seal.



Compensation

CTC: INR 3,00,000

Fixed component per annum: INR 2,40,000

Variable component per annum: INR 60,000

*Tax Deductions, as applicable

Expenses on phone, travel, or anything else for company purposes will be reimbursed.

Confidentiality & Authorization to Work

As a condition of full-time employment, you will be requested to sign this document, which is also a Confidentiality Agreement. Anytime you breach or pass any kind of confidential information to friends, family or any other company could lead to immediate termination.

You should also note that you will be required

- Submit proof of citizenship
- 10-12 mark sheets
- 2 photographs
- Last degree mark sheets
- Permanent residency in India or authorization to work in India within three business days of your date of hire.

Terms and Conditions

1. At-Will Employment

If you choose to accept this offer, please understand your employment is “at-will,” voluntarily entered into, and is for at least one year period. Failing to serve for less than one year Thrillophilia has full rights to forfeit your bonus, performance incentives, variable component, and salary deductions over the last months of your service. You are free to resign at any time, for any reason, or for no reason. But you need to serve a notice period of two months, even if left during the probation period. Also, Thrillophilia is free to conclude its at-will employment relationship with you at any time, with or without cause.

2. Non-Competition During Employment

The Thrillophilia prohibits the Employee from participating in or planning to participate in a competitive business while employed by the Thrillophilia. During the employment term, the Employee shall not, in



any fashion, participate or engage in any activity or other business competitive with the Thrillophilia's business. In addition, the Employee, while employed, shall not take any action without the Thrillophilia's prior written consent to establish, form, or become employed by a competing business on termination of employment by the Thrillophilia. The Employee's failure to comply with the provisions of the preceding sentence shall give the Thrillophilia the right to terminate any benefits or compensation that the Employee may be otherwise entitled to following termination of this Agreement.

3. Term of Employment

You shall be employed for the first three months on a probation basis, and based on his/her performance further action will be taken. After serving for three months, this Agreement is extended by mutual written consent of the parties. During the Probation period, due to non-performance, the company can terminate your employment by giving a two-week notice period.

4. Place of Employment

During the employment term, the base location of an Employee to perform the services would be **Jaipur**. The Employee acknowledges that the Thrillophilia may from time to time require the Employee to travel temporarily to other locations on the Thrillophilia's business.

5. Salary

The basic salary payable to the Employee shall be increased annually by employee performance and company performance. Once the employee puts in his resignation letter, then during the notice period, salary will not be paid and will be cleared during settlement. During the probation period, salaries will be paid on the 15th of the next month. Once an employee gets confirmed after successful completion of his notice period, salary for a month is paid by the 5th of the next month.

6. Incentives

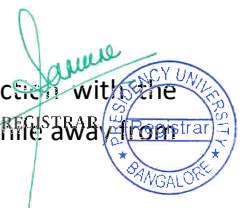
Employees will receive their Incentives on the basis of performance.

7. Leaves

You are entitled to 22 leaves (14 Paid Leaves + 8 Sick Leaves) in a year. In addition to these leaves, there will also be yearly holidays for all employees. However, during the Internship period, the employee cannot take any leave. Exceptional leaves can be granted based on manager discretion.

8. Expenses

Thrillophilia shall reimburse the Employee for reasonable expenses incurred in connection with the Employee's performance of his / her duties including travel expenses, food, and lodging while away from his base work location, pursuant to the Thrillophilia's reimbursement policies.



9. Employee's Right of Ownership

All inventions conceived or developed by the Employee during the term of this Agreement shall remain the property of Thrillophilia, provided, however, that as to all such inventions with the respect that the equipment, supplies, facilities, or trade secret information of the Thrillophilia was used, or that relate to the business of the Thrillophilia or to the Thrillophilia's actual or demonstrably anticipated research and development, or that result from any work performed by the Employee for the Thrillophilia shall remain the property of the Thrillophilia.

10. Employee Termination/Resignation

The employee will have to serve the company Thrillophilia for a period of one year to the minimum. If the employee wishes to terminate/resign before the completion of one year of his or her service with Thrillophilia, the employee will have to pay out an amount equal to his or her one-month compensation at Thrillophilia. In case a disassociation happens between the employee and the company within 30 days of the joining date, the company will not be liable to pay compensation for the days served.

The Employee will have to give Thrillophilia a two-month prior written notice of resignation whenever he chooses to resign. The Employee may retire after age 60 and upon proper notice.

11.1 Termination on Retirement. This Agreement shall be terminated by the Employee's voluntary retirement, that retirement shall be effective on the last day of any fiscal year, provided that the effective date of retirement occurs after the Employee's 60th birthday, and that the Employee gives the Thrillophilia six months' prior written notice.

11.2 The employment Agreement will automatically terminate if the Employee becomes permanently disabled.

11.3 Termination upon Death. If the employee dies during the period of employment this Agreement shall then be terminated. The employment Agreement may terminate upon proper notice after a merger or sale of assets by the Thrillophilia.

11.4 Termination or Assignment on Merger. In the event of a merger where the Thrillophilia is not the surviving entity, or of a sale of all or substantially all of the Thrillophilia's assets, the Thrillophilia may, at

its sole option (1) assign this Agreement and all rights and obligations under it to any business entity that succeeds to all or substantially all of the Thrillophilia's business through that merger or sale of assets, or

(2) on at least 30 days prior written notice to the Employee, terminate this Agreement effective on the date of the merger or sale of assets.


REGISTRAR


12. Non-Disclosure after Termination

After termination of employment, the Employee will still be prohibited for a period of five years from disclosing Thrillophilia's trade secrets and any confidential information. Because of his / her employment by the Thrillophilia, the Employee will have access to trade secrets and confidential information about the Thrillophilia, its products, its customers, and its methods of doing business. In consideration of his / her access to this information, the Employee agrees that for a period of five years after termination of his / her employment, he/she will not disclose such trade secrets or confidential information.

13. Entire Agreement

This Agreement contains the entire Agreement between the parties and supersedes all prior oral and written agreements, understandings, commitments, and practices between the parties. No amendments to this Agreement may be made except by a writing signed by both parties. By signing this agreement you ensure that you have read all the policies and agree to them.

14. Notices

Any notice to the Thrillophilia required or permitted under this Agreement shall be given in writing to the Thrillophilia, either by personal service or by registered or certified mail, postage prepaid, addressed to Abhishek Daga (Founder of Thrillophilia) at its then principal place of business. Any such notice to the Employee shall be given in a like manner and, if mailed, shall be addressed to the Employee at his / her home address then shown in the Thrillophilia's files. For the purpose of determining compliance with any time limit in this Agreement, a notice shall be deemed to have been duly given

(1) on the date of service, if served personally on the party to whom notice is to be given, or

(2) on the second business day after mailing, if mailed to the party to whom the notice is to be given in the manner provided in this section.

15. General Provisions

15.1 Governing Law & Jurisdiction. This agreement and the parties' actions under this Agreement shall be governed by and construed under the laws of the state of Rajasthan under Rajasthan state government Judiciary without reference to conflict of law principles. In the event of a lawsuit or any legal proceeding involving this Agreement, the Employee will have to pay the Thrillophilia costs and expenses, including reasonable attorney fees.

15.2 Costs of Litigation. In the event any action is brought to enforce this Agreement, the Employee shall be entitled to recover its costs of enforcement including, without limitation, attorneys' fees and court costs.


REGISTRAR


16. Force Majeure.

In the event that Employee is unable to perform any of its obligations under this Agreement because of any Act of God, strike, fire, flood, governmental acts, orders or restrictions, Internet system unavailability, system malfunctions, or any other reason where failure to perform is beyond the reasonable control and not caused by the negligence of the Employee (a "Force Majeure Event") if Thrillophilia has been so affected shall give notice immediately to Employee and Employee shall use its reasonable best efforts to resume performance. However, if the period of non-performance exceeds 30 days from receipt of notice of the Force Majeure Event, the Employee may be terminated and his assets like pending salary, sales incentive, bonus, etc can be forfeit, by giving written notice.

17. Confidentiality

Even after the termination of the Agreement, the Employee may still have certain responsibilities such as keeping information confidential for five years and he cannot share any business secrets of Thrillophilia. Any information related to compensation need not be disclosed or discussed with any colleague.

18. Survival of Certain Provisions.

The warranties and indemnification and confidentiality obligations set forth in the Agreement shall survive the termination of the Agreement by either party for any reason.

Understood, Agreed & Approved

We have carefully reviewed this contract and agree to and accept all of its terms and conditions. We are executing this Agreement as of the Effective Date above.

Agreed to and Accepted by :

Shweta S Hiremath

Date: 05/03/2022

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

Thrillophilia Offer Letter & Employment Agreement

Congratulations Sree Sankaran C

Welcome to Thrillophilia!!!

We are excited to onboard you as a key resource in our journey to make traveling experiences seamless. We don't just offer a job, we offer a career. We have a collaboration-driven work culture and we are sure that you will have fun working with all our teams. Not many companies could promise you a job filled with adventure. We do!

You have been selected based on your potential and we look forward to growing together. We would like to mentor a talent like yourself and achieve higher milestones with you.

Thrillophilia is pleased to extend the offer for the position of **Operations Executive beginning March 10, 2022 to Sree Sankaran C** The purpose of this letter is to set forth our understanding of the terms of your employment with Thrillophilia including your job description and compensation. It is also important that you are inspired to remain with Thrillophilia over time and focus your energies on successfully and efficiently contributing to our company goals. Your responsibilities will be those outlined in the enclosed job description.

Looking forward to achieving new heights of success with you, and we are confident that your employment with Thrillophilia will prove mutually beneficial.

The Effective Date of this Agreement: **March 05, 2022**

This Agreement is by and between Thrillophilia Travel Solutions Pvt. Ltd.

Rituja Khunteta | Senior HR Executive

Rituja Khunteta

and

Sree Sankaran C

Signature -

Sankaran C
REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE



Compensation

CTC: INR 3,00,000

Fixed component per annum: INR 2,40,000

Variable component per annum: INR 60,000

*Tax Deductions, as applicable

Expenses on phone, travel, or anything else for company purposes will be reimbursed.

Confidentiality & Authorization to Work

As a condition of full-time employment, you will be requested to sign this document, which is also a Confidentiality Agreement. Anytime you breach or pass any kind of confidential information to friends, family or any other company could lead to immediate termination.

You should also note that you will be required

- Submit proof of citizenship
- 10-12 mark sheets
- 2 photographs
- Last degree mark sheets
- Permanent residency in India or authorization to work in India within three business days of your date of hire.

Terms and Conditions

1. At-Will Employment

If you choose to accept this offer, please understand your employment is “at-will,” voluntarily entered into, and is for at least one year period. Failing to serve for less than one year Thrillophilia has full rights to forfeit your bonus, performance incentives, variable component, and salary deductions over the last months of your service. You are free to resign at any time, for any reason, or for no reason. But you need to serve a notice period of two months, even if left during the probation period. Also, Thrillophilia is free to conclude its at-will employment relationship with you at any time, with or without cause.

2. Non-Competition During Employment

The Thrillophilia prohibits the Employee from participating in or planning to participate in a competitive business while employed by the Thrillophilia. During the employment term, the Employee shall not, in



any fashion, participate or engage in any activity or other business competitive with the Thrillophilia's business. In addition, the Employee, while employed, shall not take any action without the Thrillophilia's prior written consent to establish, form, or become employed by a competing business on termination of employment by the Thrillophilia. The Employee's failure to comply with the provisions of the preceding sentence shall give the Thrillophilia the right to terminate any benefits or compensation that the Employee may be otherwise entitled to following termination of this Agreement.

3. Term of Employment

You shall be employed for the first three months on a probation basis, and based on his/her performance further action will be taken. After serving for three months, this Agreement is extended by mutual written consent of the parties. During the Probation period, due to non-performance, the company can terminate your employment by giving a two-week notice period.

4. Place of Employment

During the employment term, the base location of an Employee to perform the services would be **Jaipur**. The Employee acknowledges that the Thrillophilia may from time to time require the Employee to travel temporarily to other locations on the Thrillophilia's business.

5. Salary

The basic salary payable to the Employee shall be increased annually by employee performance and company performance. Once the employee puts in his resignation letter, then during the notice period, salary will not be paid and will be cleared during settlement. During the probation period, salaries will be paid on the 15th of the next month. Once an employee gets confirmed after successful completion of his notice period, salary for a month is paid by the 5th of the next month.

6. Incentives

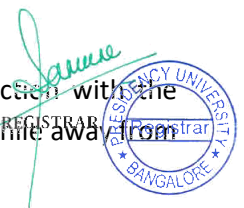
Employees will receive their Incentives on the basis of performance.

7. Leaves

You are entitled to 22 leaves (14 Paid Leaves + 8 Sick Leaves) in a year. In addition to these leaves, there will also be yearly holidays for all employees. However, during the Internship period, the employee cannot take any leave. Exceptional leaves can be granted based on manager discretion.

8. Expenses

Thrillophilia shall reimburse the Employee for reasonable expenses incurred in connection with the Employee's performance of his / her duties including travel expenses, food, and lodging while away from his base work location, pursuant to the Thrillophilia's reimbursement policies.



9. Employee's Right of Ownership

All inventions conceived or developed by the Employee during the term of this Agreement shall remain the property of Thrillophilia, provided, however, that as to all such inventions with the respect that the equipment, supplies, facilities, or trade secret information of the Thrillophilia was used, or that relate to the business of the Thrillophilia or to the Thrillophilia's actual or demonstrably anticipated research and development, or that result from any work performed by the Employee for the Thrillophilia shall remain the property of the Thrillophilia.

10. Employee Termination/Resignation

The employee will have to serve the company Thrillophilia for a period of one year to the minimum. If the employee wishes to terminate/resign before the completion of one year of his or her service with Thrillophilia, the employee will have to pay out an amount equal to his or her one-month compensation at Thrillophilia. In case a disassociation happens between the employee and the company within 30 days of the joining date, the company will not be liable to pay compensation for the days served.

The Employee will have to give Thrillophilia a two-month prior written notice of resignation whenever he chooses to resign. The Employee may retire after age 60 and upon proper notice.

11.1 Termination on Retirement. This Agreement shall be terminated by the Employee's voluntary retirement, that retirement shall be effective on the last day of any fiscal year, provided that the effective date of retirement occurs after the Employee's 60th birthday, and that the Employee gives the Thrillophilia six months' prior written notice.

11.2 The employment Agreement will automatically terminate if the Employee becomes permanently disabled.

11.3 Termination upon Death. If the employee dies during the period of employment this Agreement shall then be terminated. The employment Agreement may terminate upon proper notice after a merger or sale of assets by the Thrillophilia.

11.4 Termination or Assignment on Merger. In the event of a merger where the Thrillophilia is not the surviving entity, or of a sale of all or substantially all of the Thrillophilia's assets, the Thrillophilia may, at

its sole option (1) assign this Agreement and all rights and obligations under it to any business entity that succeeds to all or substantially all of the Thrillophilia's business through that merger or sale of assets, or

(2) on at least 30 days prior written notice to the Employee, terminate this Agreement effective on the date of the merger or sale of assets.


REGISTRAR


12. Non-Disclosure after Termination

After termination of employment, the Employee will still be prohibited for a period of five years from disclosing Thrillophilia's trade secrets and any confidential information. Because of his / her employment by the Thrillophilia, the Employee will have access to trade secrets and confidential information about the Thrillophilia, its products, its customers, and its methods of doing business. In consideration of his / her access to this information, the Employee agrees that for a period of five years after termination of his / her employment, he/she will not disclose such trade secrets or confidential information.

13. Entire Agreement

This Agreement contains the entire Agreement between the parties and supersedes all prior oral and written agreements, understandings, commitments, and practices between the parties. No amendments to this Agreement may be made except by a writing signed by both parties. By signing this agreement you ensure that you have read all the policies and agree to them.

14. Notices

Any notice to the Thrillophilia required or permitted under this Agreement shall be given in writing to the Thrillophilia, either by personal service or by registered or certified mail, postage prepaid, addressed to Abhishek Daga (Founder of Thrillophilia) at its then principal place of business. Any such notice to the Employee shall be given in a like manner and, if mailed, shall be addressed to the Employee at his / her home address then shown in the Thrillophilia's files. For the purpose of determining compliance with any time limit in this Agreement, a notice shall be deemed to have been duly given

(1) on the date of service, if served personally on the party to whom notice is to be given, or

(2) on the second business day after mailing, if mailed to the party to whom the notice is to be given in the manner provided in this section.

15. General Provisions

15.1 Governing Law & Jurisdiction. This agreement and the parties' actions under this Agreement shall be governed by and construed under the laws of the state of Rajasthan under Rajasthan state government Judiciary without reference to conflict of law principles. In the event of a lawsuit or any legal proceeding involving this Agreement, the Employee will have to pay the Thrillophilia costs and expenses, including reasonable attorney fees.

15.2 Costs of Litigation. In the event any action is brought to enforce this Agreement, the Employee shall be entitled to recover its costs of enforcement including, without limitation, attorneys' fees and court costs.


REGISTRAR


16. Force Majeure.

In the event that Employee is unable to perform any of its obligations under this Agreement because of any Act of God, strike, fire, flood, governmental acts, orders or restrictions, Internet system unavailability, system malfunctions, or any other reason where failure to perform is beyond the reasonable control and not caused by the negligence of the Employee (a "Force Majeure Event") if Thrillophilia has been so affected shall give notice immediately to Employee and Employee shall use its reasonable best efforts to resume performance. However, if the period of non-performance exceeds 30 days from receipt of notice of the Force Majeure Event, the Employee may be terminated and his assets like pending salary, sales incentive, bonus, etc can be forfeit, by giving written notice.

17. Confidentiality

Even after the termination of the Agreement, the Employee may still have certain responsibilities such as keeping information confidential for five years and he cannot share any business secrets of Thrillophilia. Any information related to compensation need not be disclosed or discussed with any colleague.

18. Survival of Certain Provisions.

The warranties and indemnification and confidentiality obligations set forth in the Agreement shall survive the termination of the Agreement by either party for any reason.

Understood, Agreed & Approved

We have carefully reviewed this contract and agree to and accept all of its terms and conditions. We are executing this Agreement as of the Effective Date above.

Agreed to and Accepted by :

Sree Sankaran C

Date: 05/03/2022

A green ink signature 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.

Ref: TC/HR/OFL/JULY -22

07th July 2022
Bangalore

Neha Shukla
No,17/2 ,#13 ,11Th Cross Main,RBI Colony
CBI Road, Gangangar Bengaluru, Karnataka, 560032

Dear Neha Shukla,

We are pleased to offer you the position of “Software Engineer - Research and Development” in our Organization. Please note that your offer is valid contingent on receiving an acceptance from you and a starting date at Telaverge, not later than 11th July 2022.

Your employment at Telaverge (India) is subject to the terms and conditions of this letter and the Telaverge employment agreement that will be provided to you when you join the company.

Your appointment will be effective from, i.e.11th July 2022.

Emoluments & Perquisites

You will receive a Total Annual Salary of **Rs 6,00,000 /-(Rupees Six Lakhs Only)** per year as the cost to the company and will be subjected to tax deduction at source in accordance with the prevailing IT rules.

You have been provided with a complete breakup of your salary in the attachment to this appointment letter. As per standard company policy, you will be on probation for the first 6 months (180 days).

Salary Review

Your salary will be reviewed periodically as per the policy of the company. Your increments in the grade are discretionary and will be subject to and on the basis of effective performance and results during the period.

Transfer

You will be liable to be transferred to any other department, establishment or branch of the company. In such a case, you will be governed by the terms and conditions of service applicable to the new placement.

Contact Us :

E : hr@telaverge.com

T : 9980003482

www.telavergecommunications.com

Registered Office:

Ground Floor, South Central, # 23 & 24 EPIP 1st Phase,
KIADB Whitefield, Bangalore – 560 066, India
CIN No. U72200KA2016PTC086409



Overseas Assignments

- a. Depending on the job requirement, you may be assigned to work abroad with our parent company and/or client companies. The duration of such postings will depend on the nature of the assignment. While you are abroad you will be paid salary/allowances as per the prevailing company policy.
- b. Based on requirements and business situations, you may be transferred to any of our partner companies or customers in consultation with you in India OR Overseas. This transfer agreement will be executed based on a written mutual consent and NOC (From both Telaverge and Yourself).

Probation: If your performance is satisfactory then you will be Auto Confirmed after **Six Months**.

Confidential information

You will not at any time, without the consent of the appropriate authority, disclose or divulge or make public (except on legal obligations), any information regarding the company's affairs or administration or research carried out, whether the same may be confined to you or become known to you in the course of your service or otherwise.

Working Hours

In order to become a result-oriented company, we encourage flexible timings. Though the official timings will be between 8.00 a.m. and 5.00 p.m., your timings could be adjustable in an effective manner. We expect your presence for interaction with the Parent Company in the US and also to direct the other staff.

We have a five-day week, but the office is accessible on Saturdays and Sundays with prior intimation.

Travel

You will be required to undertake travel on company work and you will be paid travel expenses for this as per the prevailing travel policies of the Company.

Protection of interest

- a. If you conceive any new advanced methods of improving processes/formulae/systems in relation to the operations of the company, such developments will be fully communicated to the company, which will remain the sole right/property of the company.
- b. Any invention, design, discovery or improvement, computer program, documentation, confidential information, copyright work or other material which you conceive, discover or create during or in consequence of this Consultant contract. You agree that you shall not

Contact Us :

E : hr@telaverge.com

T : 9980003482

www.telavergecommunications.com

Registered Office:

Ground Floor, South Central, # 23 & 24 EPIP 1st Phase,
KIADB Whitefield, Bangalore – 560 066, India
CIN No. U72200KA2016PTC086409



disclose company information or use, or induce the company to use, any proprietary information, trade secret or confidential business information of any other person or entity.

Past record

If any declaration is given or information furnished by you to the company proves to be false or if you are found to have willfully suppressed any material information in such case, you will be liable to removal from service without any notice.

What we expect from you

- a) We expect that you will devote your full time and attention in carrying out your work activities honestly, faithfully and diligently keeping in mind at all times the Company's progress. We expect that you will not engage in or do any other business or render any professional service either on a full time or part-time basis.
- b) We expect you to keep your work strictly confidential and not divulge or disclose to any outsider or ex-employee, either during your employment or after, any information or confidential matters related to the Company, its employees or associates, which you would have become aware of during your employment with us.
- c) We expect that you will not act in any manner, which may be prejudicial or detrimental to the reputation and standing of the company.

Medical Fitness and Verification of particulars:

Your appointment is subject to:

- a. You're being declared medically fit by a Medical Officer or by a Doctor specified by the company and you are continuing to remain medically fit.
- b. In case particulars mentioned in your application are found false, not authentic or without documentary proof, your service would be liable for termination at any time without any notice or any compensation in lieu thereof.
- c. Telaverge may conduct a background or reference check (or both) during the first two months of you joining the organization. You are expected to cooperate fully in those procedures and this offer is subjected to the outcome of those checks and satisfactory results. Telaverge reserves the right to terminate the employment if the background check is not yielding professional and acceptable results.

Termination

- a. We hope your association with us will be a very long one. However, either party may terminate this association by giving Three months notice. However, in the event of willful neglect of your duties that may be prejudicial to the interests of the company, the company

Contact Us :

E : hr@telaverge.com

T : 9980003482

www.telavergecommunications.com

Registered Office:

Ground Floor, South Central, # 23 & 24 EPIP 1st Phase,
KIADB Whitefield, Bangalore – 560 066, India
CIN No. U72200KA2016PTC086409



has the discretion to terminate your services forthwith or with such notice as it deems fit and without any notice pay whatsoever.

- b. In case you leave the organization within two years from the date of joining i.e 11th July 2022, the expenses incurred by the company (stipend/compensation/incentive) during your internship period have to be reimbursed by you.

This would include the following costs (If any)

- Relocation costs
- Compensation/Stipend paid during training / Internship period
- Joining Bonus paid
- Retention Bonus paid
- Housing Deposit
- Training in the US (Travel and stay)
- Car leasing Benefit if any

- c. In case you leave the organization within Six months from the date of joining you are also liable to pay administrative charges of Rs. 25,000/- (Rupees Twenty Five Thousand)and the same will be deducted in the final settlement. The administration charges Include onboarding, Third party referral check, Insurance related and other administrative expenses.

- d. During the Probation period notice period will be three months. However, in the event of unsatisfactory performance of your duties that may be prejudicial to the interests of the company, the company has the discretion to terminate your services forthwith or with such notice as it deems fit and without any notice pay whatsoever.

- e. If no projects are assigned to you (Bench) then the notice period shall be two months.

- f. For abundant caution, it is hereby clarified that you cannot waive the notice period requirement in the event you wish to terminate your employment with the Company, and that your termination/resignation letter (by whatever name it is called) will be accepted by the Company only on your satisfying the mandatory Three months notice period as stated in our Company policy and Salary will be on hold once the resignation is submitted and final settlement will be made as per the process. Further, till such time as the Company accepts your resignation letter, you will be deemed to be an employee of the Company and the terms and conditions of your employment will still continue to bind you.

After Termination

On termination of employment, you will immediately return to the company all correspondence, specifications, formulae, books, documents, market data, cost data, literature, drawings, effects or records, backup copies of programs, source/object and data etc. belonging to the company or relating to its business and shall not make or retain any copies of these items.

Contact Us :

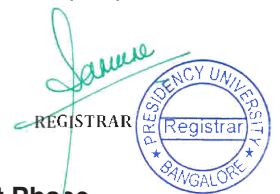
E : hr@telaverge.com

T : 9980003482

www.telavergecommunications.com

Registered Office:

Ground Floor, South Central, # 23 & 24 EPIP 1st Phase,
KIADB Whitefield, Bangalore – 560 066, India
CIN No. U72200KA2016PTC086409



We are delighted that you have completed your internship and would join as a Full-Time Employee with Telaverge Communications. A copy of the employment agreement is provided for your review, signature and return

If for any reason you fail to join the services of the company before the above date of the offer, the offer shall stand withdrawn.

For **Telaverge Communication India Pvt. Ltd.**

NS Ajithkumar

Authorized Signatory

CC: HR File Acceptance Signature/Date: _____

Neha Shukla

Contact Us :

E : hr@telaverge.com

T : 9980003482

www.telavergecommunications.com

Registered Office:

Ground Floor, South Central, # 23 & 24 EPIP 1st Phase,
KIADB Whitefield, Bangalore – 560 066, India

CIN No. U72200KA2016PTC086409



Annexure - A

Salary / Compensation Breakup

Name : Neha Shukla
Designation : Software Engineer - Research & Development

Particulars	Per Month	Annual
Basic Pay	13,916	166,992
HRA	4,871	58,452
LTA	2,319	27,828
Food Allowance	2,200	26,400
Special Allowance (Flexi Benefits)	14,643	175,716
PF Company's Contribution	1,810	21,720
Gross Salary	39,759	477,108
Benefits		
Mediclaime Insurance (Sum assured 10 Lakhs Per Life) & GPA		38,509
GTLI 4 times of the CTC		1,810
Gratuity		8,028
Fixed Bonus		20,000
Benefits Total		68,347
Gross Salary		545,455
Variable pay		54,545
Total CTC to the Company		600,000
One Time Joining Bonus		200,000

*Gratuity will be applicable as per Gratuity Act, 1972.

** Flexi Benefit is a part of Special Allowance: On production of Bills by February 2023 amount will be considered for tax benefit purpose.

- Telephone and Broadband 2000 pm
- Books 1000 pm

*** Variable pay of max 10% of your CTC will be paid based on the organization performance and this will be decided at the end of the Financial year based on the overall performance of the company. You will be eligible for variable pay only if you are an employee of a Telaverge at the time of variable pay allocation.

****You are also Eligible for Employee stock options and the same may fetch you additional income if you are a long term player in the company. Stock options are allocated after completing 2 years in the company and the same can be vested in 4 Years.

*****The exact premium varies based on the number of persons insured and the age band.

PS : Please be advised that your compensation details are personal and strictly confidential and it should not be discussed with anyone under any circumstances, in case of any doubts please contact the HR Department.

Sarav
REGISTRAR


Contact Us :

E : hr@telaverge.com

T : 9980003482

www.telavergecommunications.com

Registered Office:

Ground Floor, South Central, # 23 & 24 EPIP 1st Phase,
KIADB Whitefield, Bangalore – 560 066, India

CIN No. U72200KA2016PTC086409

To,
AMITH L
Subject: Offer Letter

Date: December 16th 2021

Dear AMITH L,

In reference to your application, we would like to congratulate you on being selected for internship with **Intellipaate Software Solutions Pvt. Ltd.** Your work is scheduled to start from **24th January,2022** for a period of 6 Months. During this period, you will get paid Rs. 22,000/month (Rupees Twenty-Two Thousand Only) and you will be working as an '**Business Development Trainee**'. The technical platform and job role will be shared with you by your manager on the day of your joining.

Note:

- Number of working days is 6 days in a week.
- Your First Month (30 days) salary will be dispersed along with your 4th month salary.
- During this Internship you are eligible to get Rs 200,000/- Rupees as incentive based on your performance.
- During your internship, you are expected to be disciplined and sincere towards your job responsibility.
- Based on your performance, PPO will be released before the completion of your internship at Intellipaate.
- The company reserves the right to pay or recover salary in lieu of the notice period (if applicable) or to relieve you before the expiry of the notice period. All payments and recoveries made under this clause will be based on Gross Salary
- You need to serve 30days of notice period without fail, or else the management of Intellipaate can hold your salary/ experience letter / relieving letter after joining.
- Minimum working duration must be 9 hours including one-hour lunch/dinner break.
- After the successful completion of 6 Months Internship period total CTC would be 900,000 INR.

Again, congratulations and we look forward to working with you.

Yours truly,
For Intellipaate Software Solutions Private Limited



Dev Bisht
Director- Human Resources



To,
SKANDESH R SHARMA
Subject: Offer Letter

Date: December 16th 2021

Dear SKANDESH R SHARMA,

In reference to your application, we would like to congratulate you on being selected for internship with **Intellipaate Software Solutions Pvt. Ltd.** Your work is scheduled to start from **24th January,2022** for a period of 6 Months. During this period, you will get paid Rs. 22,000/month (Rupees Twenty-Two Thousand Only) and you will be working as an '**Business Development Trainee**'. The technical platform and job role will be shared with you by your manager on the day of your joining.

Note:

- Number of working days is 6 days in a week.
- Your First Month (30 days) salary will be dispersed along with your 4th month salary.
- During this Internship you are eligible to get Rs 200,000/- Rupees as incentive based on your performance.
- During your internship, you are expected to be disciplined and sincere towards your job responsibility.
- Based on your performance, PPO will be released before the completion of your internship at Intellipaate.
- The company reserves the right to pay or recover salary in lieu of the notice period (if applicable) or to relieve you before the expiry of the notice period. All payments and recoveries made under this clause will be based on Gross Salary
- You need to serve 30days of notice period without fail, or else the management of Intellipaate can hold your salary/ experience letter / relieving letter after joining.
- Minimum working duration must be 9 hours including one-hour lunch/dinner break.
- After the successful completion of 6 Months Internship period total CTC would be 900,000 INR.

Again, congratulations and we look forward to working with you.

Yours truly,
For Intellipaate Software Solutions Private Limited



Dev Bisht
Director- Human Resources



To,
GUGGILLA MOHANTH SRINIVAS
Subject: Offer Letter

Date: December 16th 2021

Dear GUGGILLA MOHANTH SRINIVAS,

In reference to your application, we would like to congratulate you on being selected for internship with **Intellipaate Software Solutions Pvt. Ltd.** Your work is scheduled to start from **24th January,2022** for a period of 6 Months. During this period, you will get paid Rs. 22,000/month (Rupees Twenty-Two Thousand Only) and you will be working as an '**Business Development Trainee**'. The technical platform and job role will be shared with you by your manager on the day of your joining.

Note:

- Number of working days is 6 days in a week.
- Your First Month (30 days) salary will be dispersed along with your 4th month salary.
- During this Internship you are eligible to get Rs 200,000/- Rupees as incentive based on your performance.
- During your internship, you are expected to be disciplined and sincere towards your job responsibility.
- Based on your performance, PPO will be released before the completion of your internship at Intellipaate.
- The company reserves the right to pay or recover salary in lieu of the notice period (if applicable) or to relieve you before the expiry of the notice period. All payments and recoveries made under this clause will be based on Gross Salary
- You need to serve 30days of notice period without fail, or else the management of Intellipaate can hold your salary/ experience letter / relieving letter after joining.
- Minimum working duration must be 9 hours including one-hour lunch/dinner break.
- After the successful completion of 6 Months Internship period total CTC would be 900,000 INR.

Again, congratulations and we look forward to working with you.

Yours truly,
For Intellipaate Software Solutions Private Limited



Dev Bisht
Director- Human Resources



To,
NISHCHAL RAO
Subject: Offer Letter

Date: December 16th 2021

Dear NISHCHAL RAO,

In reference to your application, we would like to congratulate you on being selected for internship with **Intellipaate Software Solutions Pvt. Ltd.** Your work is scheduled to start from **24th January,2022** for a period of 6 Months. During this period, you will get paid Rs. 22,000/month (Rupees Twenty-Two Thousand Only) and you will be working as an '**Business Development Trainee**'. The technical platform and job role will be shared with you by your manager on the day of your joining.

Note:

- Number of working days is 6 days in a week.
- Your First Month (30 days) salary will be dispersed along with your 4th month salary.
- During this Internship you are eligible to get Rs 200,000/- Rupees as incentive based on your performance.
- During your internship, you are expected to be disciplined and sincere towards your job responsibility.
- Based on your performance, PPO will be released before the completion of your internship at Intellipaate.
- The company reserves the right to pay or recover salary in lieu of the notice period (if applicable) or to relieve you before the expiry of the notice period. All payments and recoveries made under this clause will be based on Gross Salary
- You need to serve 30days of notice period without fail, or else the management of Intellipaate can hold your salary/ experience letter / relieving letter after joining.
- Minimum working duration must be 9 hours including one-hour lunch/dinner break.
- After the successful completion of 6 Months Internship period total CTC would be 900,000 INR.

Again, congratulations and we look forward to working with you.

Yours truly,
For Intellipaate Software Solutions Private Limited



Dev Bisht
Director- Human Resources



Intellipaate Software Solutions Pvt. Ltd.

AMR Tech Park 3, Ground Floor, Tower B, Bommanahalli, Hosur Road, Bengaluru, Karnataka-560068

To,
K KIRAN KRISHNA
Subject: Offer Letter

Date: December 16th 2021

Dear K KIRAN KRISHNA,

In reference to your application, we would like to congratulate you on being selected for internship with **Intellipaate Software Solutions Pvt. Ltd.** Your work is scheduled to start from **24th January,2022** for a period of 6 Months. During this period, you will get paid Rs. 22,000/month (Rupees Twenty-Two Thousand Only) and you will be working as an '**Business Development Trainee**'. The technical platform and job role will be shared with you by your manager on the day of your joining.

Note:

- Number of working days is 6 days in a week.
- Your First Month (30 days) salary will be dispersed along with your 4th month salary.
- During this Internship you are eligible to get Rs 200,000/- Rupees as incentive based on your performance.
- During your internship, you are expected to be disciplined and sincere towards your job responsibility.
- Based on your performance, PPO will be released before the completion of your internship at Intellipaate.
- The company reserves the right to pay or recover salary in lieu of the notice period (if applicable) or to relieve you before the expiry of the notice period. All payments and recoveries made under this clause will be based on Gross Salary
- You need to serve 30days of notice period without fail, or else the management of Intellipaate can hold your salary/ experience letter / relieving letter after joining.
- Minimum working duration must be 9 hours including one-hour lunch/dinner break.
- After the successful completion of 6 Months Internship period total CTC would be 900,000 INR.

Again, congratulations and we look forward to working with you.

Yours truly,
For Intellipaate Software Solutions Private Limited



Dev Bisht
Director- Human Resources



To,
KEERTHIVASAN M S
Subject: Offer Letter

Date: December 16th 2021

Dear KEERTHIVASAN M S,

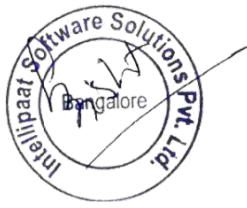
In reference to your application, we would like to congratulate you on being selected for internship with **Intellipaate Software Solutions Pvt. Ltd.** Your work is scheduled to start from **24th January,2022** for a period of 6 Months. During this period, you will get paid Rs. 22,000/month (Rupees Twenty-Two Thousand Only) and you will be working as an '**Business Development Trainee**'. The technical platform and job role will be shared with you by your manager on the day of your joining.

Note:

- Number of working days is 6 days in a week.
- Your First Month (30 days) salary will be dispersed along with your 4th month salary.
- During this Internship you are eligible to get Rs 200,000/- Rupees as incentive based on your performance.
- During your internship, you are expected to be disciplined and sincere towards your job responsibility.
- Based on your performance, PPO will be released before the completion of your internship at Intellipaate.
- The company reserves the right to pay or recover salary in lieu of the notice period (if applicable) or to relieve you before the expiry of the notice period. All payments and recoveries made under this clause will be based on Gross Salary
- You need to serve 30days of notice period without fail, or else the management of Intellipaate can hold your salary/ experience letter / relieving letter after joining.
- Minimum working duration must be 9 hours including one-hour lunch/dinner break.
- After the successful completion of 6 Months Internship period total CTC would be 900,000 INR.

Again, congratulations and we look forward to working with you.

Yours truly,
For Intellipaate Software Solutions Private Limited



Dev Bisht
Director- Human Resources



To,
SAHANA S V
Subject: Offer Letter

Date: December 16th 2021

Dear SAHANA S V,

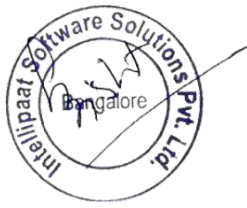
In reference to your application, we would like to congratulate you on being selected for internship with **Intellipaate Software Solutions Pvt. Ltd.** Your work is scheduled to start from **24th January,2022** for a period of 6 Months. During this period, you will get paid Rs. 22,000/month (Rupees Twenty-Two Thousand Only) and you will be working as an '**Business Development Trainee**'. The technical platform and job role will be shared with you by your manager on the day of your joining.

Note:

- Number of working days is 6 days in a week.
- Your First Month (30 days) salary will be dispersed along with your 4th month salary.
- During this Internship you are eligible to get Rs 200,000/- Rupees as incentive based on your performance.
- During your internship, you are expected to be disciplined and sincere towards your job responsibility.
- Based on your performance, PPO will be released before the completion of your internship at Intellipaate.
- The company reserves the right to pay or recover salary in lieu of the notice period (if applicable) or to relieve you before the expiry of the notice period. All payments and recoveries made under this clause will be based on Gross Salary
- You need to serve 30days of notice period without fail, or else the management of Intellipaate can hold your salary/ experience letter / relieving letter after joining.
- Minimum working duration must be 9 hours including one-hour lunch/dinner break.
- After the successful completion of 6 Months Internship period total CTC would be 900,000 INR.

Again, congratulations and we look forward to working with you.

Yours truly,
For Intellipaate Software Solutions Private Limited



Dev Bisht
Director- Human Resources



To,
MADHU SUDHAN G S
Subject: Offer Letter

Date: December 16th 2021

Dear MADHU SUDHAN G S,

In reference to your application, we would like to congratulate you on being selected for internship with **Intellipaate Software Solutions Pvt. Ltd.** Your work is scheduled to start from **24th January,2022** for a period of 6 Months. During this period, you will get paid Rs. 22,000/month (Rupees Twenty-Two Thousand Only) and you will be working as an '**Business Development Trainee**'. The technical platform and job role will be shared with you by your manager on the day of your joining.

Note:

- Number of working days is 6 days in a week.
- Your First Month (30 days) salary will be dispersed along with your 4th month salary.
- During this Internship you are eligible to get Rs 200,000/- Rupees as incentive based on your performance.
- During your internship, you are expected to be disciplined and sincere towards your job responsibility.
- Based on your performance, PPO will be released before the completion of your internship at Intellipaate.
- The company reserves the right to pay or recover salary in lieu of the notice period (if applicable) or to relieve you before the expiry of the notice period. All payments and recoveries made under this clause will be based on Gross Salary
- You need to serve 30days of notice period without fail, or else the management of Intellipaate can hold your salary/ experience letter / relieving letter after joining.
- Minimum working duration must be 9 hours including one-hour lunch/dinner break.
- After the successful completion of 6 Months Internship period total CTC would be 900,000 INR.

Again, congratulations and we look forward to working with you.

Yours truly,
For Intellipaate Software Solutions Private Limited



Dev Bisht
Director- Human Resources



To,
NIRANJAN S M
Subject: Offer Letter

Date: December 16th 2021

Dear NIRANJAN S M,

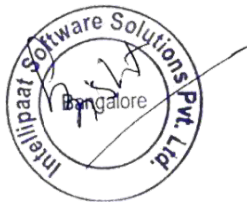
In reference to your application, we would like to congratulate you on being selected for internship with **Intellipaate Software Solutions Pvt. Ltd.** Your work is scheduled to start from **24th January,2022** for a period of 6 Months. During this period, you will get paid Rs. 22,000/month (Rupees Twenty-Two Thousand Only) and you will be working as an '**Business Development Trainee**'. The technical platform and job role will be shared with you by your manager on the day of your joining.

Note:

- Number of working days is 6 days in a week.
- Your First Month (30 days) salary will be dispersed along with your 4th month salary.
- During this Internship you are eligible to get Rs 200,000/- Rupees as incentive based on your performance.
- During your internship, you are expected to be disciplined and sincere towards your job responsibility.
- Based on your performance, PPO will be released before the completion of your internship at Intellipaate.
- The company reserves the right to pay or recover salary in lieu of the notice period (if applicable) or to relieve you before the expiry of the notice period. All payments and recoveries made under this clause will be based on Gross Salary
- You need to serve 30days of notice period without fail, or else the management of Intellipaate can hold your salary/ experience letter / relieving letter after joining.
- Minimum working duration must be 9 hours including one-hour lunch/dinner break.
- After the successful completion of 6 Months Internship period total CTC would be 900,000 INR.

Again, congratulations and we look forward to working with you.

Yours truly,
For Intellipaate Software Solutions Private Limited



Dev Bisht
Director- Human Resources



To,
NAVEEN KUMAR S
Subject: Offer Letter

Date: December 16th 2021

Dear NAVEEN KUMAR S,

In reference to your application, we would like to congratulate you on being selected for internship with **Intellipaate Software Solutions Pvt. Ltd.** Your work is scheduled to start from **24th January,2022** for a period of 6 Months. During this period, you will get paid Rs. 22,000/month (Rupees Twenty-Two Thousand Only) and you will be working as an '**Business Development Trainee**'. The technical platform and job role will be shared with you by your manager on the day of your joining.

Note:

- Number of working days is 6 days in a week.
- Your First Month (30 days) salary will be dispersed along with your 4th month salary.
- During this Internship you are eligible to get Rs 200,000/- Rupees as incentive based on your performance.
- During your internship, you are expected to be disciplined and sincere towards your job responsibility.
- Based on your performance, PPO will be released before the completion of your internship at Intellipaate.
- The company reserves the right to pay or recover salary in lieu of the notice period (if applicable) or to relieve you before the expiry of the notice period. All payments and recoveries made under this clause will be based on Gross Salary
- You need to serve 30days of notice period without fail, or else the management of Intellipaate can hold your salary/ experience letter / relieving letter after joining.
- Minimum working duration must be 9 hours including one-hour lunch/dinner break.
- After the successful completion of 6 Months Internship period total CTC would be 900,000 INR.

Again, congratulations and we look forward to working with you.

Yours truly,
For Intellipaate Software Solutions Private Limited



Dev Bisht
Director- Human Resources



Intellipaate Software Solutions Pvt. Ltd.

AMR Tech Park 3, Ground Floor, Tower B, Bommanahalli, Hosur Road, Bengaluru, Karnataka-560068

SPR

Human Capital Solutions



OFFER LETTER

Date: 12/02/22

Shaik Luqhman
Presidency University,
Bangalore.

Dear Luqhman,

On behalf of SPR HUMAN CAPITAL SOLUTIONS, I am pleased to offer you the Employment. You have to report to HR with an anticipated after completion of your academics year(one Month training Period) You will have various responsibilities regarding the Company's activities and businesses, as management of the Company determines from time to time.

Salary will be Rs 21,500/Month (includes TA+HRA+PF+ESI). You will be entitled to leave, holidays, benefits, and other allowances as applicable to your category of employees and location of posting, in accordance with the rules of the Company.

Code of Conduct:

The Company may require you, at any time, to perform any other administrative, managerial, supervisory, technical or other functions and you will be bound to carry out such functions.

You shall maintain and keep in your safe custody such as Measuring instruments, Safety Equipment's and other assets that may be issued to you or may come in your possession and shall return the same when required in good condition.

You shall be solely responsible for any issues that may arise between you and your previous employer with regard to your previous employment and the Company /any of its personnel are not responsible for the same.

Termination:

- Probation period will be 3 months, during this period if company feels unsatisfactory with your work and behavior. Company reserves the right to terminate without prior notice.
- Your services are liable to be terminated, if you are medically unfit to carry out your duties.
- The Company reserves the right to relieve you from your services in case of business slowdown or if the company decides to downsize work force due to unforeseen circumstances.
- You fail to abide to instructions from your superiors, unauthorized absence, disloyalty, misconduct, non-performance and if any disciplinary action is taken against you.

Please note that you are governed by all Rules and Regulations of the Company, which are in force from time to time, and the Company shall have the right from time to time to vary or modify any of the terms and conditions of service, which shall be binding on you. We take pleasure in welcoming you to our Organization and look forward to a mutually beneficial association. We wish you all the best in your career.



SPR

Human Capital Solutions



NOTE : THIS OFFER LETTER IS VALID IF YOU QUALIFIED IN MEDICAL TEST ONLY

If you have any questions, please do not hesitate to call.

Please mail or fax your signed copy to the attention of Human Resources at the address on the offer letter.

Mahalaxmi



Yours sincerely

S.MAHALAXMI

Human Resources

Declaration

I have read, understood and have been explained in detail the above terms and conditions of employment and am accepting the same. I agree to abide by the terms and conditions of employment.

Agreed and Accepted:

Signature

Date

Sarav
REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

SPR

Human Capital Solutions



OFFER LETTER

Date: 12/02/22

Boyina Venkata Ramana
Presidency University,
Bangalore.

Dear Ramana,

On behalf of SPR HUMAN CAPITAL SOLUTIONS, I am pleased to offer you the Employment. You have to report to HR with an anticipated after completion of your academics year (one Month training Period) You will have various responsibilities regarding the Company's activities and businesses, as management of the Company determines from time to time.

Salary will be Rs 21,500/Month (includes TA+HRA+PF+ESI). You will be entitled to leave, holidays, benefits, and other allowances as applicable to your category of employees and location of posting, in accordance with the rules of the Company.

Code of Conduct:

The Company may require you, at any time, to perform any other administrative, managerial, supervisory, technical or other functions and you will be bound to carry out such functions.

You shall maintain and keep in your safe custody such as Measuring instruments, Safety Equipment's and other assets that may be issued to you or may come in your possession and shall return the same when required in good condition.

You shall be solely responsible for any issues that may arise between you and your previous employer with regard to your previous employment and the Company /any of its personnel are not responsible for the same.

Termination:

- a) Probation period will be 3 months, during this period if company feels unsatisfactory with your work and behavior. Company reserves the right to terminate without prior notice.
- b) Your services are liable to be terminated, if you are medically unfit to carry out your duties.
- c) The Company reserves the right to relieve you from your services in case of business slowdown or if the company decides to downsize work force due to unforeseen circumstances.
- d) You fail to abide to instructions from your superiors, unauthorized absence, disloyalty, misconduct, non-performance and if any disciplinary action is taken against you.

Please note that you are governed by all Rules and Regulations of the Company, which are in force from time to time, and the Company shall have the right from time to time to vary or modify any of the terms and conditions of service, which shall be binding on you. We take pleasure in welcoming you to our Organization and look forward to a mutually beneficial association. We wish you all the best in your career.


REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

SPR

Human Capital Solutions



NOTE : THIS OFFER LETTER IS VALID IF YOU QUALIFIED IN MEDICAL TEST ONLY

If you have any questions, please do not hesitate to call.

Please mail or fax your signed copy to the attention of Human Resources at the address on the offer letter.

Mahalaxmi



Yours sincerely

S.MAHALAXMI

Human Resources

Declaration

I have read, understood and have been explained in detail the above terms and conditions of employment and am accepting the same. I agree to abide by the terms and conditions of employment.

Agreed and Accepted:

Signature

Date

Sarav
REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

SPR

Human Capital Solutions



OFFER LETTER

Date: 12/02/22

Deepika A C
Presidency University,
Bangalore.

Dear Deepkia,

On behalf of SPR HUMAN CAPITAL SOLUTIONS, I am pleased to offer you the Employment. You have to report to HR with an anticipated after completion of your academics year(one Month training Period) You will have various responsibilities regarding the Company's activities and businesses, as management of the Company determines from time to time.

Salary will be Rs 21,500/Month (includes TA+HRA+PF+ESI). You will be entitled to leave, holidays, benefits, and other allowances as applicable to your category of employees and location of posting, in accordance with the rules of the Company.

Code of Conduct:

The Company may require you, at any time, to perform any other administrative, managerial, supervisory, technical or other functions and you will be bound to carry out such functions.

You shall maintain and keep in your safe custody such as Measuring instruments, Safety Equipment's and other assets that may be issued to you or may come in your possession and shall return the same when required in good condition.

You shall be solely responsible for any issues that may arise between you and your previous employer with regard to your previous employment and the Company /any of its personnel are not responsible for the same.

Termination:

- a) Probation period will be 3 months, during this period if company feels unsatisfactory with your work and behavior. Company reserves the right to terminate without prior notice.
- b) Your services are liable to be terminated, if you are medically unfit to carry out your duties.
- c) The Company reserves the right to relieve you from your services in case of business slowdown or if the company decides to downsize work force due to unforeseen circumstances.
- d) You fail to abide to instructions from your superiors, unauthorized absence, disloyalty, misconduct, non-performance and if any disciplinary action is taken against you.

Please note that you are governed by all Rules and Regulations of the Company, which are in force from time to time, and the Company shall have the right from time to time to vary or modify any of the terms and conditions of service, which shall be binding on you. We take pleasure in welcoming you to our Organization and look forward to a mutually beneficial association. We wish you all the best in your career.


REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

SPR

Human Capital Solutions



NOTE : THIS OFFER LETTER IS VALID IF YOU QUALIFIED IN MEDICAL TEST ONLY

If you have any questions, please do not hesitate to call.

Please mail or fax your signed copy to the attention of Human Resources at the address on the offer letter.

Mahalaxmi



Yours sincerely

S.MAHALAXMI

Human Resources

Declaration

I have read, understood and have been explained in detail the above terms and conditions of employment and am accepting the same. I agree to abide by the terms and conditions of employment.

Agreed and Accepted:

Signature

Date

Sarav
REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

SPR

Human Capital Solutions



OFFER LETTER

Date: 12/02/22

Arzam Asker Abdulla
Presidency University,
Bangalore.

Dear Abdulla,

On behalf of SPR HUMAN CAPITAL SOLUTIONS, I am pleased to offer you the Employment. You have to report to HR with an anticipated after completion of your academics year (one Month training Period) You will have various responsibilities regarding the Company's activities and businesses, as management of the Company determines from time to time.

Salary will be Rs 21,500/Month (includes TA+HRA+PF+ESI). You will be entitled to leave, holidays, benefits, and other allowances as applicable to your category of employees and location of posting, in accordance with the rules of the Company.

Code of Conduct:

The Company may require you, at any time, to perform any other administrative, managerial, supervisory, technical or other functions and you will be bound to carry out such functions.

You shall maintain and keep in your safe custody such as Measuring instruments, Safety Equipment's and other assets that may be issued to you or may come in your possession and shall return the same when required in good condition.

You shall be solely responsible for any issues that may arise between you and your previous employer with regard to your previous employment and the Company /any of its personnel are not responsible for the same.

Termination:

- Probation period will be 3 months, during this period if company feels unsatisfactory with your work and behavior. Company reserves the right to terminate without prior notice.
- Your services are liable to be terminated, if you are medically unfit to carry out your duties.
- The Company reserves the right to relieve you from your services in case of business slowdown or if the company decides to downsize work force due to unforeseen circumstances.
- You fail to abide to instructions from your superiors, unauthorized absence, disloyalty, misconduct, non-performance and if any disciplinary action is taken against you.

Please note that you are governed by all Rules and Regulations of the Company, which are in force from time to time, and the Company shall have the right from time to time to vary or modify any of the terms and conditions of service, which shall be binding on you. We take pleasure in welcoming you to our Organization and look forward to a mutually beneficial association. We wish you all the best in your career.



SPR

Human Capital Solutions



NOTE : THIS OFFER LETTER IS VALID IF YOU QUALIFIED IN MEDICAL TEST ONLY

If you have any questions, please do not hesitate to call.

Please mail or fax your signed copy to the attention of Human Resources at the address on the offer letter.

Mahalaxmi



Yours sincerely

S.MAHALAXMI

Human Resources

Declaration

I have read, understood and have been explained in detail the above terms and conditions of employment and am accepting the same. I agree to abide by the terms and conditions of employment.

Agreed and Accepted:

Signature

Date

Sarav
REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

SPR

Human Capital Solutions



OFFER LETTER

Date: 12/02/22

Pala Avinash
Presidency University,
Bangalore.

Dear Avinash,

On behalf of SPR HUMAN CAPITAL SOLUTIONS, I am pleased to offer you the Employment. You have to report to HR with an anticipated after completion of your academics year(one Month training Period) You will have various responsibilities regarding the Company's activities and businesses, as management of the Company determines from time to time.

Salary will be Rs 21,500/Month (includes TA+HRA+PF+ESI). You will be entitled to leave, holidays, benefits, and other allowances as applicable to your category of employees and location of posting, in accordance with the rules of the Company.

Code of Conduct:

The Company may require you, at any time, to perform any other administrative, managerial, supervisory, technical or other functions and you will be bound to carry out such functions.

You shall maintain and keep in your safe custody such as Measuring instruments, Safety Equipment's and other assets that may be issued to you or may come in your possession and shall return the same when required in good condition.

You shall be solely responsible for any issues that may arise between you and your previous employer with regard to your previous employment and the Company /any of its personnel are not responsible for the same.

Termination:

- Probation period will be 3 months, during this period if company feels unsatisfactory with your work and behavior. Company reserves the right to terminate without prior notice.
- Your services are liable to be terminated, if you are medically unfit to carry out your duties.
- The Company reserves the right to relieve you from your services in case of business slowdown or if the company decides to downsize work force due to unforeseen circumstances.
- You fail to abide to instructions from your superiors, unauthorized absence, disloyalty, misconduct, non-performance and if any disciplinary action is taken against you.

Please note that you are governed by all Rules and Regulations of the Company, which are in force from time to time, and the Company shall have the right from time to time to vary or modify any of the terms and conditions of service, which shall be binding on you. We take pleasure in welcoming you to our Organization and look forward to a mutually beneficial association. We wish you all the best in your career.


REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

SPR

Human Capital Solutions



NOTE : THIS OFFER LETTER IS VALID IF YOU QUALIFIED IN MEDICAL TEST ONLY

If you have any questions, please do not hesitate to call.

Please mail or fax your signed copy to the attention of Human Resources at the address on the offer letter.

Mahalaxmi



Yours sincerely

S.MAHALAXMI

Human Resources

Declaration

I have read, understood and have been explained in detail the above terms and conditions of employment and am accepting the same. I agree to abide by the terms and conditions of employment.

Agreed and Accepted:

Signature

Date

Sarav
REGISTRAR
PRESIDENCY UNIVERSITY
Bangalore

SPR

Human Capital Solutions



OFFER LETTER

Date: 12/02/22

Sarvasetty Sai Satya Shreyas
Presidency University,
Bangalore.

Dear Satya,

On behalf of SPR HUMAN CAPITAL SOLUTIONS, I am pleased to offer you the Employment. You have to report to HR with an anticipated after completion of your academics year(one Month training Period) You will have various responsibilities regarding the Company's activities and businesses, as management of the Company determines from time to time.

Salary will be Rs 21,500/Month (includes TA+HRA+PF+ESI). You will be entitled to leave, holidays, benefits, and other allowances as applicable to your category of employees and location of posting, in accordance with the rules of the Company.

Code of Conduct:

The Company may require you, at any time, to perform any other administrative, managerial, supervisory, technical or other functions and you will be bound to carry out such functions.

You shall maintain and keep in your safe custody such as Measuring instruments, Safety Equipment's and other assets that may be issued to you or may come in your possession and shall return the same when required in good condition.

You shall be solely responsible for any issues that may arise between you and your previous employer with regard to your previous employment and the Company /any of its personnel are not responsible for the same.

Termination:

- Probation period will be 3 months, during this period if company feels unsatisfactory with your work and behavior. Company reserves the right to terminate without prior notice.
- Your services are liable to be terminated, if you are medically unfit to carry out your duties.
- The Company reserves the right to relieve you from your services in case of business slowdown or if the company decides to downsize work force due to unforeseen circumstances.
- You fail to abide to instructions from your superiors, unauthorized absence, disloyalty, misconduct, non-performance and if any disciplinary action is taken against you.

Please note that you are governed by all Rules and Regulations of the Company, which are in force from time to time, and the Company shall have the right from time to time to vary or modify any of the terms and conditions of service, which shall be binding on you. We take pleasure in welcoming you to our Organization and look forward to a mutually beneficial association. We wish you all the best in your career.


REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

SPR

Human Capital Solutions



NOTE : THIS OFFER LETTER IS VALID IF YOU QUALIFIED IN MEDICAL TEST ONLY

If you have any questions, please do not hesitate to call.

Please mail or fax your signed copy to the attention of Human Resources at the address on the offer letter.

Mahalaxmi



Yours sincerely

S.MAHALAXMI

Human Resources

Declaration

I have read, understood and have been explained in detail the above terms and conditions of employment and am accepting the same. I agree to abide by the terms and conditions of employment.

Agreed and Accepted:

Signature

Date

Sarav
REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE



OFFER LETTER

Date: 12/02/22

Sneha M
Presidency University,
Bangalore.

Dear Sneha,

On behalf of SPR HUMAN CAPITAL SOLUTIONS, I am pleased to offer you the Employment. You have to report to HR with an anticipated after completion of your academics year(one Month training Period) You will have various responsibilities regarding the Company's activities and businesses, as management of the Company determines from time to time.

Salary will be Rs 21,500/Month (includes TA+HRA+PF+ESI). You will be entitled to leave, holidays, benefits, and other allowances as applicable to your category of employees and location of posting, in accordance with the rules of the Company.

Code of Conduct:

The Company may require you, at any time, to perform any other administrative, managerial, supervisory, technical or other functions and you will be bound to carry out such functions.

You shall maintain and keep in your safe custody such as Measuring instruments, Safety Equipment's and other assets that may be issued to you or may come in your possession and shall return the same when required in good condition.

You shall be solely responsible for any issues that may arise between you and your previous employer with regard to your previous employment and the Company /any of its personnel are not responsible for the same.

Termination:

- a) Probation period will be 3 months, during this period if company feels unsatisfactory with your work and behavior. Company reserves the right to terminate without prior notice.
- b) Your services are liable to be terminated, if you are medically unfit to carry out your duties.
- c) The Company reserves the right to relieve you from your services in case of business slowdown or if the company decides to downsize work force due to unforeseen circumstances.
- d) You fail to abide to instructions from your superiors, unauthorized absence, disloyalty, misconduct, non-performance and if any disciplinary action is taken against you.

Please note that you are governed by all Rules and Regulations of the Company, which are in force from time to time, and the Company shall have the right from time to time to vary or modify any of the terms and conditions of service, which shall be binding on you. We take pleasure in welcoming you to our Organization and look forward to a mutually beneficial association. We wish you all the best in your career.


REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

SPR

Human Capital Solutions



NOTE : THIS OFFER LETTER IS VALID IF YOU QUALIFIED IN MEDICAL TEST ONLY

If you have any questions, please do not hesitate to call.

Please mail or fax your signed copy to the attention of Human Resources at the address on the offer letter.

Mahalaxmi



Yours sincerely

S.MAHALAXMI

Human Resources

Declaration

I have read, understood and have been explained in detail the above terms and conditions of employment and am accepting the same. I agree to abide by the terms and conditions of employment.

Agreed and Accepted:

Signature

Date

Sarav
REGISTRAR
PRESIDENCY UNIVERSITY
Bangalore

SPR

Human Capital Solutions



OFFER LETTER

Date: 12/02/22

S Gagana
Presidency University,
Bangalore.

Dear Gagana,

On behalf of SPR HUMAN CAPITAL SOLUTIONS, I am pleased to offer you the Employment. You have to report to HR with an anticipated after completion of your academics year (one Month training Period) You will have various responsibilities regarding the Company's activities and businesses, as management of the Company determines from time to time.

Salary will be Rs 21,500/Month (includes TA+HRA+PF+ESI). You will be entitled to leave, holidays, benefits, and other allowances as applicable to your category of employees and location of posting, in accordance with the rules of the Company.

Code of Conduct:

The Company may require you, at any time, to perform any other administrative, managerial, supervisory, technical or other functions and you will be bound to carry out such functions.

You shall maintain and keep in your safe custody such as Measuring instruments, Safety Equipment's and other assets that may be issued to you or may come in your possession and shall return the same when required in good condition.

You shall be solely responsible for any issues that may arise between you and your previous employer with regard to your previous employment and the Company /any of its personnel are not responsible for the same.

Termination:

- a) Probation period will be 3 months, during this period if company feels unsatisfactory with your work and behavior. Company reserves the right to terminate without prior notice.
- b) Your services are liable to be terminated, if you are medically unfit to carry out your duties.
- c) The Company reserves the right to relieve you from your services in case of business slowdown or if the company decides to downsize work force due to unforeseen circumstances.
- d) You fail to abide to instructions from your superiors, unauthorized absence, disloyalty, misconduct, non-performance and if any disciplinary action is taken against you.

Please note that you are governed by all Rules and Regulations of the Company, which are in force from time to time, and the Company shall have the right from time to time to vary or modify any of the terms and conditions of service, which shall be binding on you. We take pleasure in welcoming you to our Organization and look forward to a mutually beneficial association. We wish you all the best in your career.


REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

SPR

Human Capital Solutions



NOTE : THIS OFFER LETTER IS VALID IF YOU QUALIFIED IN MEDICAL TEST ONLY

If you have any questions, please do not hesitate to call.

Please mail or fax your signed copy to the attention of Human Resources at the address on the offer letter.

Mahalaxmi



Yours sincerely

S.MAHALAXMI

Human Resources

Declaration

I have read, understood and have been explained in detail the above terms and conditions of employment and am accepting the same. I agree to abide by the terms and conditions of employment.

Agreed and Accepted:

Signature

Date

Sarav
REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

SPR

Human Capital Solutions



OFFER LETTER

Date: 12/02/22

Chandan S
Presidency University,
Bangalore.

Dear Chandan,

On behalf of SPR HUMAN CAPITAL SOLUTIONS, I am pleased to offer you the Employment. You have to report to HR with an anticipated after completion of your academics year(one Month training Period) You will have various responsibilities regarding the Company's activities and businesses, as management of the Company determines from time to time.

Salary will be Rs 21,500/Month (includes TA+HRA+PF+ESI). You will be entitled to leave, holidays, benefits, and other allowances as applicable to your category of employees and location of posting, in accordance with the rules of the Company.

Code of Conduct:

The Company may require you, at any time, to perform any other administrative, managerial, supervisory, technical or other functions and you will be bound to carry out such functions.

You shall maintain and keep in your safe custody such as Measuring instruments, Safety Equipment's and other assets that may be issued to you or may come in your possession and shall return the same when required in good condition.

You shall be solely responsible for any issues that may arise between you and your previous employer with regard to your previous employment and the Company /any of its personnel are not responsible for the same.

Termination:

- Probation period will be 3 months, during this period if company feels unsatisfactory with your work and behavior. Company reserves the right to terminate without prior notice.
- Your services are liable to be terminated, if you are medically unfit to carry out your duties.
- The Company reserves the right to relieve you from your services in case of business slowdown or if the company decides to downsize work force due to unforeseen circumstances.
- You fail to abide to instructions from your superiors, unauthorized absence, disloyalty, misconduct, non-performance and if any disciplinary action is taken against you.

Please note that you are governed by all Rules and Regulations of the Company, which are in force from time to time, and the Company shall have the right from time to time to vary or modify any of the terms and conditions of service, which shall be binding on you. We take pleasure in welcoming you to our Organization and look forward to a mutually beneficial association. We wish you all the best in your career.


REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE