

You agree that any rights, title and interest whatsoever, including, but not limited to, patent, copyright, trade secret and design rights, mask rights, whether registered or not, arising or created as a result of the development of and/or the application of any tangible or intangible work product or materials produced by you during or as a consequence of your employment, whether alone or in conjunction with others and whether during normal working hours or not, including, but not limited to, any invention, design, discovery, improvement, computer program, documentation, other material which you conceive, discover or create during or in consequence of employment hereunder (“Work Product”) shall belong exclusively to the Company. You hereby convey ownership in such rights, title and interest to the Company and its affiliates upon inception of development.

All Work Products shall constitute a work(s) made for hire under all copyright acts. To the extent that any Work Product does not constitute a work made for hire under the foregoing laws, you hereby irrevocably assign all worldwide right, title, and interest (including without limitation patents, copyright, trade secret, trademarks, design rights, contract and licensing rights) in such Work Product to Company and its affiliates. You retain no rights to use the Work Product and you agree not to challenge the validity of the Company's and its affiliates' ownership in the Work Product. You hereby forever waive all moral rights in the Work Product and any results that proceeds there from, even if after expiration or termination of your employment hereunder. If you have any rights to the Work Product that cannot be assigned to MyCaptain or its affiliates, you hereby unconditionally and irrevocably waive the enforcement of such rights and all claims and causes of action of any kind against MyCaptain and its affiliates and their employees, contractors or clients with respect to such rights and grant to MyCaptain and its affiliates an exclusive, irrevocable, perpetual, worldwide, sub licensable, fully paid-up and royalty free license to such Work Product, or part thereof. On termination or expiration of your employment or these Terms of Employment, you will deliver to the Company all Work Product, including any parts or copies thereof completed, created and/or prepared up through the date of termination and all copies thereof. You agree to, for no further consideration, execute any documents and take any other actions reasonably requested by Company and its affiliates and their clients and contractors to achieve the objectives of this Section (including waiver of any such rights including author's special rights under Section 57 of the Copyright Act 1957). In the event that Company is unable for any reason, after reasonable effort, to secure your signature on any document needed to perfect the title of Company and its affiliates, you hereby irrevocably designate and appoint Company as its duly authorized officers and agents as your agent and attorney in fact to act for and on your behalf to execute, file and verify such documents and to do all other lawfully permitted acts with the same legal force and effect as if executed by you. You agree that you will not violate or attempt to violate the intellectual property rights, interests or title of any third party. Your obligations under this Section shall remain in effect and survive any termination or expiration of your employment or these Terms of Employment. The Company shall be entitled to immediate injunctive or similar relief upon a potential or actual breach of this section by you.

We hope you have a great learning experience with us and grow in the process of this role.

Annexure			
Name	Mukesh Meenan C		
Designation	Business Operations Executive		
Department	Operations		
Job Location	Bengaluru,Karnataka		
A.	Fixed Components	INR(p.m)	INR(p.a)
1.	Basic Salary	15000	180000
2.	HRA	6000	72000
3.	Special Allowance	6000	72000
B.	Variable Components		
	Annual Variable Cash		126000
C.	Deductions		
	Professional Tax	200	2400
	PF Employee	1800	21600
	Gross Deduction	2,000	24000
(A+B)-C	Cost to Company		450000
A-B	Net Salary Pay	25000	300000

Thrillophilia Offer Letter & Employment Agreement

Congratulations S Vikas Reddy

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 S Vikas Reddy** 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

S Vikas Reddy

Signature -

S Vikas Reddy
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.

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.

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 :

S Vikas Reddy

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.

Apr 02, 2022

Mr. S NagaVamsi
201810101722@presidencyuniversity.in
Candidate Id: CN20220884

Dear S NagaVamsi,

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

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

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

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

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

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

A handwritten signature in green ink, followed by a circular blue stamp. The stamp contains the text "REGISTRAR" and "PRESIDENCY UNIVERSITY" around the perimeter, with "Registrar" in the center.

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

Notes: *Associates will be covered under the company group accidental policy for Life CoverRs.10,00,000). The premium for the same will be borne by the company.

Thank you

Yours sincerely

For Focus 4 – D Career Education Pvt Ltd.




Arumugam N Vadivelu

Senior Manager – HR Ops & Strategy

ACCEPTANCE OF OFFER

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

Name & Signature of the candidate with date of acceptance



REGISTRAR
RESIDENCY UNIVERSITY
Registrar

Apr 02, 2022

Mr. K Bala Venkateswarlu
201810101603@presidencyuniversity.in
Candidate Id: CN20220885

Dear K Bala Venkateswarlu,

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

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

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

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

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

A handwritten signature in blue ink is written over a circular blue stamp. The stamp contains the text "REGISTRAR" and "PRESIDENCY UNIVERSITY Registrar".

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

Notes: *Associates will be covered under the company group accidental policy for Life CoverRs.10,00,000). The premium for the same will be borne by the company.

Thank you

Yours sincerely

For Focus 4 – D Career Education Pvt Ltd.



Arumugam N Vadivelu

Senior Manager – HR Ops & Strategy

ACCEPTANCE OF OFFER

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

Name & Signature of the candidate with date of acceptance



Apr 02, 2022

Mr. Mekala Amarnath
201810101667@presidencyuniversity.in
Candidate Id: CN20220886

Dear Mekala Amarnath,

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

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

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

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

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

Notes: *Associates will be covered under the company group accidental policy for Life CoverRs.10,00,000). The premium for the same will be borne by the company.

Thank you

Yours sincerely

For Focus 4 – D Career Education Pvt Ltd.



Arumugam N Vadivelu

Senior Manager – HR Ops & Strategy

ACCEPTANCE OF OFFER

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

Name & Signature of the candidate with date of acceptance



REGISTRAR RESIDENCY UNIVERSITY Registrar

Apr 02, 2022

Mr. Duddhela Girish
201810101479@presidencyuniversity.in
Candidate Id: CN20220887

Dear Duddhela Girish,

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

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

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

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

Notes: *Associates will be covered under the company group accidental policy for Life CoverRs.10,00,000). The premium for the same will be borne by the company.

Thank you

Yours sincerely

For Focus 4 – D Career Education Pvt Ltd.



Arumugam N Vadivelu

Senior Manager – HR Ops & Strategy

ACCEPTANCE OF OFFER

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

Name & Signature of the candidate with date of acceptance





WINSPARK INNOVATIONS LEARNING PVT
LTD.
1108-1109, 11th floor, JMD Megapolis, Sohna Road, Gurgaon
<http://www.planetspark.in>

Offer Letter

Date: 07/07/2022

To

M Swaroop

Employee Code: _PS0422

Dear Swaroop

Sub: Offer Letter

We are pleased to appoint you in our organization as a **Business Development Counsellor** with effect from **05 October 2022**. You will be working from home. Shift timings will be 09:30am to 06:30pm

You will be paid gross emoluments and incentives as detailed in Annexure – A.

Your employment with us will be governed by the Terms & Conditions as detailed in Annexure – B.

Your offer has been made based on information furnished by you. However, if there is a discrepancy in the copies of documents or certificates given by you as a proof of above we retain the right to review our offer of employment.

Please sign and return duplicate copy of this letter in token of your acceptance.

We congratulate you on your appointment and wish you a long and successful career with us. We are confident that your contribution will take us further in our journey towards sparking the joy of learning in every child in India. We assure you of our support for your professional development and growth.

Yours truly,

For WINSPARK INNOVATIONS LEARNING PRIVATE LIMITED.

AUTHORIZED SIGNATORY

Encl.: As above

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

Annexure – A

Emoluments can be bifurcated as under:

Particulars	Monthly	Yearly
Basic Pay	15600	187200
House Rent Allowance	7800	93600
Medical Allowance	2000	24000
Supplementary Allowance	2000	24000
Gross Salary	27400	328800
*Performance Linked Incentive based on Individual Target	20000	240000
Employer PF Contribution	1800	21600
Total CTC		590400

During first month fixed component will be 20000 INR and second month onwards CTC will be revised according to annexure A.

Annexure – B

1. Personal Particulars:

You will keep us informed of any change in your residential address, your family status or any other relevant particulars. You would also let us know the name and address of your legal heir/nominee.

2. Probation

You will be in probation period of 21 Days from the date of joining and will not be confirmed if you are unable to get license to sell i.e. successfully complete the training within 21 days of joining.

3. Nature of Work:

You will work at high standard of initiative, creativeness, efficiency and economy in the organization. The nature of work and responsibilities within **Business Development Counsellor** will be assigned and explained to you from time to time.

4. Training:

You will hold yourself in readiness for any training at any place whenever required. Such training would be imparted to you at the company's expense.

5. Intellectual Property Right:

If during the period of your employment with us you achieve any invention, process improvement, operational improvement, or other process/method likely to result in more efficient operation of any of the activities of the company, the company shall be entitled to use and utilize such improvement and you shall



assign all rights thereof to the company for the purpose of seeking any patent rights or for any other purpose. The company shall have the sole ownership rights of all the intellectual property rights that you may create during the tenure of association with the company including but not limited to the creative concept that you may develop during your association with the company.

1. Secrecy/Confidentiality:

You will not during the course of your employment with the company or at any time there after divulge or disclose to any person whomsoever, make any use whatsoever for your own purpose or for any other purpose other than that of the company, of any information or knowledge obtained by you during your employment as to the business or affairs of the company including development, process reports and reporting system and you will during the course of your employment hereunder also use your best endeavour to prevent any other person from doing so.

2. Annual Leave:

You will be entitled to 4 annual leaves for every completed quarter at the company.

3. Termination of Service:

Either party can terminate this employment by serving a notice of one week on the other. The Full and Final settlement will be processed after 45 days from the last working date.

4. Appointment in Good Faith:

It must be specifically understood that this offer is made based on your proficiency on technical/professional skills you have declared to possess as per your application for employment and your ability to handle any assignment/job independently.

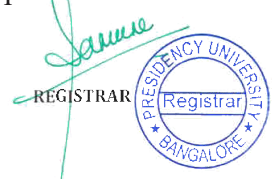
The above terms and conditions are based on the company's policy, procedures and other rules currently applicable in India and are subject to amendments and adjustments from time to time. In all matter including those not specifically covered here such as traveling, retirement, etc. you will be governed by the rules of the company as shall be in force from time to time.

Sincerely,

For and on behalf of WINSPARK INNOVATIONS LEARNING PVT LTD



“I hereby accept this offer and I Confirm that I have signed out of the placement process”



Signature

Date

Sanne
REGISTRAR REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

Offer Letter

Mr. Prajwal V D

15th December, 2021

Sub: Offer of appointment as **Associate Manager-Bangalore** Sunstone Education Technology Pvt. Ltd.

Dear Prajwal V D,

Please refer to your application and the subsequent interview you had with us. We are pleased to offer you an appointment **Associate Manager- Bangalore** on the following terms and conditions:

1. You will be paid monthly emoluments as mentioned in annexure A. These have been discussed and accepted by you during the selection process.
2. You will join the company on **1st February 2022 i.e., Tuesday**.
3. Your base location will be Bangalore.
4. You will be a part of the **Admissions** Department.
5. This offer is provisional in nature and the regular offer of appointment shall be made to you upon your joining the duties and satisfactory completion of the joining formalities.
6. After successfully completion of the 3 months' probation period your salary will revised as per **Annexure B**.
7. If you accept the above, please report to the HR Department of sunstone Education Technology Pvt. Ltd. On the date mentioned above at 11:00 AM along with the following:
 - (a) 6 passport size color photographs.
 - (b) Proof of age certificate along with the photocopy.
 - (c) Proof of academic / technical qualifications certificates along with the photocopies.
 - (d) Copy of resignation letter duly stamped and accepted by your current employer, if in employment or Relieving letter from the current employer.
 - (e) Last pay drawn certificate, if in employment.
 - (f) Form16 from Last Employer, if in employment
 - (g) PAN Card

regd office

A95, Ground Floor,
Saraswati Vihar,
Delhi 110034

corporate office

Sunstone Eduversity, 3rd Floor, Tower B,
Unitech Cyber Park, Sector 39,
Gurgaon, Haryana 122002

contact

+91 8860 22 34 56
+91 8800 92 08 08

www.sunstone.edu.in
connect@sunstone.edu.in



- (h) Cancelled Cheque / Photocopy of Credit Card
 - (i) Appointment letter from current employer
 - (j) Last increment letter from current from current employer, if in employment
 - (k) Residence Address Proof
8. The management reserves the right to withdraw the said offer in case any of the information provided by you in the Application Form/Personal Data Form is found misleading or misconceived and/or if any of the above conditions are not fulfilled by you at the time of joining and/ or the background verification check is found to be not in accordance with the Code of Conduct of **Sunstone Education Technology Pvt. Ltd.**
9. By accepting this offer, both Sunstone Education Technology Pvt. Ltd. and you agree to not entertain any offers or take steps towards exploring any other alternative opportunity related to the possible break down on the engagement pertaining to the position **Associate Manager-Bangalore** at Sunstone Education Technology Pvt. Ltd.

In token of having accepted the above, please sign on the duplicate copy of this letter and return to us.

Thanking you

Yours faithfully,

For **Sunstone Education Technology Pvt. Ltd.**

Sanam Chawla Sarda

Sanam Chawla Sarda

AVP- Human Resources

regd office

A95, Ground Floor,
Saraswati Vihar,
Delhi 110034

corporate office

Sunstone Eduversity, 3rd Floor, Tower B,
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Compensation Breakup from Sunstone Education Technology Pvt. Ltd.

Annexure A

Components Monthly Annual	Monthly	Annual
Basic	11,379	1,36,550
HRA	5,690	68,275
Other Allowance	5,690	68,275
Gross CTC (A)	22,758	2,73,100
Deduc ons		
Provident Fund	1,366	16,386
Company Contribu on to Provident Fund	1,366	16,386
Total (B)	2,731	32,772
Net Take Home (Before TDS and Incen ve)	20,027	2,40,328

*Note: Rs. 25/- will be deducted every month from net pay for Labour Welfare Fund.

Annexure B

Components Monthly Annual	Monthly	Annual
Basic	14,583	1,75,000
HRA	7,292	87,500
Other Allowance	7,292	87,500
Gross CTC (A)	29,167	3,50,000
Deduc ons		
Provident Fund	1,750	21,000
Company Contribu on to Provident Fund	1,750	21,000
Total (B)	3,500	42,000
Performance Linked Incen ve*		1,50,000
Total CTC		5,00,000
Net Take Home (Before TDS and Incen ve)	25,667	3,08,000

*Performance Linked Incentive will be paid annually.

*Note: Rs. 25/- will be deducted every month from net pay for Labour Welfare Fund.

regd office

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Saraswati Vihar,
Delhi 110034

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contact

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+91 8800 92 08 08

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connect@sunstone.edu.in



Date :16th Dec 2021

Dear Y Sai Chand

Congratulations! We are pleased to offer you to join MyCaptain, Bangalore under the following terms and conditions-

Role: Business Operations Executive

Location: Bangalore ,India

Compensation :We confirm offering annual compensation of INR 4,50,000/- (Four Lakh Fifty thousand only) comprising INR 3,24,000/- (Fixed Component) & variable component of INR 1,26,000/-

Probation

You will be under probation for a period of 90 days (3 months) from the date of joining and will be made a confirmed employee after a review of your performance during the probationary period.

Benefits

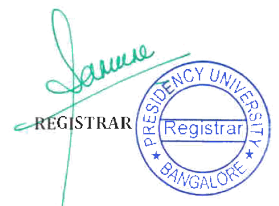
You are eligible for Annual Leave as per the company Leave Policy post your probation. You will also be eligible for Medical Insurance for yourself.

We have prepared a Terms of Employment for your review and acceptance which details the complete terms of your employment with MyCaptain available in the Annexure.If you choose to accept this offer of employment, please revert to our mail confirming your acceptance. We hope you accept this offer and we look forward to working with you.

Sincerely,



Anush Ramachandran
Senior HR Manager



REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE



Climber Knowledge & Careers Pvt Ltd
3rd Floor, Classic Arena, Hosur Road
AECS Layout - A Block, Singasandra
Bengaluru, Karnataka 560068
CIN: U93000MH2016PTC273870

Email : hr@mycaptain.in
Phone: +91 9513987661

EMPLOYEE STATEMENT:

I agree with and accept the terms set forth in this letter.

Print Name

Signature

Date

Same
REGISTRAR
PRESIDENCY UNIVERSITY
Registrar
BANGALORE

ANNEXURE

TERMS OF EMPLOYMENT

Your employment for MyCaptain will be governed by Company's policies, as modified, from time to time and at Company's sole discretion. The terms and conditions contained herein ("Terms of Employment") must be read as part of all of the Company's current policies. These Terms of Employment and the policies shall be subject to modifications, from time to time.

Effectiveness

This agreement shall become effective on the commencement of your employment with the Company.

The Company reserves the right to withdraw the offer made to you even after the acceptance of such an offer by you, if the Company becomes aware of any material information that may have been concealed or misrepresented by you at the time the offer was made by the Company. The start date of your employment at MyCaptain will be informed by the company.

You are requested to abide by guidelines and regulations of the office and required to maintain the code of conduct and disciplinary rules, which may be framed or modified from time to time.

During the course of your employment, you will employ yourself efficiently and diligently to the best of your ability and devote your whole time and attention to the interests of the company and carry out all duties and responsibilities assigned to you and shall comply with all lawful orders and directions given to you by the Management.

Probation

You will be on probation for a period of Ninety(90 days) from the date of commencement of employment with the company. While on probation the company may terminate your services by providing one (1) month's notice in writing. The company reserves the right to extend your probation beyond ninety(90 days) due to performance or behaviour issues. Your probation period will expire after a period of ninety (90 days) after your effective start date unless otherwise communicated by the company. If you desire to resign from employment during the probation period, you shall provide the company Thirty(30) days of prior written notice with reasons for such a resignation.

Your salary during the probation period shall be **INR 18,000 plus incentives**, comprising INR 15,000 (Fixed Component) & INR 3,000 (Variable Component) .

Hours of Work

A working day will comprise 9 hours which is inclusive of a break of 1 hour. Your working hours will be 11.30 am to 8.30 pm Monday to Saturday. In view of your position in the company, you will effectively perform to ensure results and you will be expected to work beyond the standard working hours to achieve the results, whenever it is required. The company may also introduce staggered work shifts from time to time. You are requested to make changes to your work timings to accommodate these changes.

Salary and Benefits

Your monthly salary package will be as per the terms mentioned in this letter. Your compensation package may differ based on period reviews. This is as per the compensation policy applicable to other employees of your category in your respective department as detailed below.

Your compensation will be reviewed on an yearly basis and any salary increase will depend on various factors including your performance during the preceding performance period. Notwithstanding the above, you acknowledge that it is Company's policy to review the salary payable to its employees for successive years and such compensation may be higher or lower than the salary received for the previous year depending on various factors, including the overall performance of the Company. The Company may, at any time and in its sole discretion amend, suspend, vary and modify any of the terms and conditions of these benefits and/or policies. The salary and/or benefits offered to you by the Company may be pro-rated depending upon your effective start or effective termination date.

Leave

You will be eligible for 30 days of Annual leave as per the company's leave policy, prorated from your date of joining. During the probation of 90 days and subsequent extension of probation you are not eligible for any leaves. All employees are eligible for holidays as per the holiday calendar published for the year. The Leave Policy may be amended from time to time as per the discretion of the Company.

Notice Period and Termination of Services

Your services may be terminated by your giving one months' notice to the company or the company giving you one month's notice in writing. However, in a situation where a written undertaking is given by you to serve the Company for a specified period of time, the applicable notice period from your end to terminate the appointment will be as per the written undertaking given. Notice pay and any other outstanding, which may be due from you, will be deducted from Company dues payable to you on separation / and recovered from you as the case may be. During your notice period you are not entitled to leave. In case leave is granted for any emergency, this may result in extension of the notice period if the situation demands it. Company may terminate your employment immediately, with or without notice, on the occurrence of your: a. Embezzlement, intoxication or illegal drug abuse, unauthorized absence in excess of the Company leave policy, unauthorized disclosure or misuse or attempted unauthorized disclosure or misuse of the Company's Confidential Information, gross insubordination, or receipt or attempted receipt of any impermissible rebate, kickback or other similar remuneration or consideration in connection with any potential or existing opportunity for the Company and its affiliates and their employees, contractors and clients; b. Engaging in misconduct (willful, intentional or otherwise) during or in connection with the performance of your obligations hereunder or being arrested, charged or convicted in a criminal proceeding or similar proceeding that involves a matter which Company believes, in its sole discretion, may affect the performance of your obligations hereunder, may affect the Company and/or its affiliates and their employees, contractors and/or clients or may otherwise bring the Company and/or its affiliates and their employees, contractors and/or clients any disrepute, whether or not such matter is directly related to the affairs of the Company and/or its affiliates and their employees, contractors or clients; and/or c. Involvement in any act of moral turpitude.(the term "moral turpitude" includes crimes having an inherent quality of baseness, vileness, or depravity with respect to a person's duty to the society in general such as rape, forgery, theft, solicitation, etc.), (ii) sexual harassment (adjudicated guilty as per the Company's policy and local laws) or (iii) other act that threatens or likely to damage Company's reputation or (iv) any misconduct or breach of terms and conditions outlined in this contract of employment including the Company's policies. (v) any activity leading to loss of business. d. Prolonged incompetent delivery of duties and responsibilities as judged by the Company. Upon termination or expiration of your employment, for any reason, or as otherwise requested by the Company, you will return to the Company a. Any property belonging to the Company such as laptop, desktop, SIM card, mobile phone, access card or other devices with details of any passwords or user ids installed therein. b. All confidential information and work product, including any documents and information, of whatever form or intangible, in your possession, together with copies, notes or summaries of such documents. Upon termination or expiration of your employment, all amounts due or payable from or to you by the Company shall be settled in full and an acknowledgment of such settlement shall be recorded in writing. The Company shall be entitled to, at its sole discretion, pursue any remedy available in law or in contract to ensure settlement of any amounts owed by you. The Company may be, at its sole discretion, entitled to withhold your relieving letter and all other documents regarding your employment hereunder. Any termination of employment or these Terms of Employment by Company shall be without any

further liability of Company and its affiliates and their employees, contractors or clients to you or to your successors-in-interest or assigns.

Non-Disclosure Agreement

During your employment, you may have access to trade secrets or confidential business information belonging to the Company (including, but not limited to “source code”, “graphical assets”, “source repositories”, “technical documentation”, “development binaries”, “company internet accounts”, etc.). By accepting this offer, you acknowledge that you must keep all of this information strictly confidential, and refrain from using it for your own purposes or from disclosing it to anyone outside the Company. In addition, you agree that, upon conclusion of your employment, you will immediately return to the Company, all of its property, equipment, and documents, including but not limited to electronically stored information. You agree to hereby indefinitely assign ownership of any intellectual property rights and copyrights to the Company for any and all work that is done as part of your employment with the Company.

Non-Compete and Non-Solicitation

The Employee undertakes, agrees and covenants with the Company that for a period of 6 (Six) months from the termination/ expiry of this contract, as the case may be (“Non-Compete Period”), the Employee shall not, either directly or indirectly work with any company, association, firm, individual or carry on any activity, which is the same as, or similar to, or which competes or is reasonably likely to compete with, the business of the Company, including, but not limited, to any company involved in the field of Education technology. The Employee acknowledges that the restrictions on competitive activity of the Employee set forth in this contract are mainly to protect the value of the Company due to loss of an employee. The Employee acknowledges and agrees that the covenants contained in this clause are no more extensive than is reasonable to protect the interests of the Company and to protect the business of the Company. During this Agreement and for a period of 6 months following the termination of this Agreement, you shall not (i) induce or attempt to induce any employee of MyCaptain to terminate, or in any way interfere with, the relationship between MyCaptain and any employee thereof, or (ii) hire directly or through another entity any person who was an employee of MyCaptain at any time during the term of this Agreement.

You agree that any rights, title and interest whatsoever, including, but not limited to, patent, copyright, trade secret and design rights, mask rights, whether registered or not, arising or created as a result of the development of and/or the application of any tangible or intangible work product or materials produced by you during or as a consequence of your employment, whether alone or in conjunction with others and whether during normal working hours or not, including, but not limited to, any invention, design, discovery, improvement, computer program, documentation, other material which you conceive, discover or create during or in consequence of employment hereunder (“Work Product”) shall belong exclusively to the Company. You hereby convey ownership in such rights, title and interest to the Company and its affiliates upon inception of development.

All Work Products shall constitute a work(s) made for hire under all copyright acts. To the extent that any Work Product does not constitute a work made for hire under the foregoing laws, you hereby irrevocably assign all worldwide right, title, and interest (including without limitation patents, copyright, trade secret, trademarks, design rights, contract and licensing rights) in such Work Product to Company and its affiliates. You retain no rights to use the Work Product and you agree not to challenge the validity of the Company's and its affiliates' ownership in the Work Product. You hereby forever waive all moral rights in the Work Product and any results that proceeds there from, even if after expiration or termination of your employment hereunder. If you have any rights to the Work Product that cannot be assigned to MyCaptain or its affiliates, you hereby unconditionally and irrevocably waive the enforcement of such rights and all claims and causes of action of any kind against MyCaptain and its affiliates and their employees, contractors or clients with respect to such rights and grant to MyCaptain and its affiliates an exclusive, irrevocable, perpetual, worldwide, sub licensable, fully paid-up and royalty free license to such Work Product, or part thereof. On termination or expiration of your employment or these Terms of Employment, you will deliver to the Company all Work Product, including any parts or copies thereof completed, created and/or prepared up through the date of termination and all copies thereof. You agree to, for no further consideration, execute any documents and take any other actions reasonably requested by Company and its affiliates and their clients and contractors to achieve the objectives of this Section (including waiver of any such rights including author's special rights under Section 57 of the Copyright Act 1957). In the event that Company is unable for any reason, after reasonable effort, to secure your signature on any document needed to perfect the title of Company and its affiliates, you hereby irrevocably designate and appoint Company as its duly authorized officers and agents as your agent and attorney in fact to act for and on your behalf to execute, file and verify such documents and to do all other lawfully permitted acts with the same legal force and effect as if executed by you. You agree that you will not violate or attempt to violate the intellectual property rights, interests or title of any third party. Your obligations under this Section shall remain in effect and survive any termination or expiration of your employment or these Terms of Employment. The Company shall be entitled to immediate injunctive or similar relief upon a potential or actual breach of this section by you.

We hope you have a great learning experience with us and grow in the process of this role.

Annexure			
Name	Y Sai Chand		
Designation	Business Operations Executive		
Department	Operations		
Job Location	Bengaluru,Karnataka		
A.	Fixed Components	INR(p.m)	INR(p.a)
1.	Basic Salary	15000	180000
2.	HRA	6000	72000
3.	Special Allowance	6000	72000
B.	Variable Components		
	Annual Variable Cash		126000
C.	Deductions		
	Professional Tax	200	2400
	PF Employee	1800	21600
	Gross Deduction	2,000	24000
(A+B)-C	Cost to Company		450000
A-B	Net Salary Pay	25000	300000

Date :16th Dec 2021

Dear **Sonu Shree A R**

Congratulations! We are pleased to offer you to join MyCaptain, Bangalore under the following terms and conditions-

Role: Business Operations Executive

Location: Bangalore ,India

Compensation :We confirm offering annual compensation of INR **4,50,000/-**(Four Lakh Fifty thousand only) comprising INR **3,24,000/-** (Fixed Component) & variable component of INR **1,26,000/-**

Probation

You will be under probation for a period of 90 days (3 months) from the date of joining and will be made a confirmed employee after a review of your performance during the probationary period.

Benefits

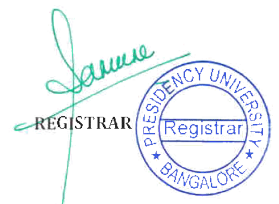
You are eligible for Annual Leave as per the company Leave Policy post your probation. You will also be eligible for Medical Insurance for yourself.

We have prepared a Terms of Employment for your review and acceptance which details the complete terms of your employment with MyCaptain available in the Annexure.If you choose to accept this offer of employment, please revert to our mail confirming your acceptance. We hope you accept this offer and we look forward to working with you.

Sincerely,



Anush Ramachandran
Senior HR Manager



REGISTRAR
PRESIDENCY UNIVERSITY
Bangalore
BANGALORE



Climber Knowledge & Careers Pvt Ltd
3rd Floor, Classic Arena, Hosur Road
AECS Layout - A Block, Singasandra
Bengaluru, Karnataka 560068
CIN: U93000MH2016PTC273870

Email : hr@mycaptain.in
Phone: +91 9513987661

EMPLOYEE STATEMENT:

I agree with and accept the terms set forth in this letter.

Print Name

Signature

Date

Same
REGISTRAR
PRESIDENCY UNIVERSITY
Registrar
BANGALORE

ANNEXURE

TERMS OF EMPLOYMENT

Your employment for MyCaptain will be governed by Company's policies, as modified, from time to time and at Company's sole discretion. The terms and conditions contained herein ("Terms of Employment") must be read as part of all of the Company's current policies. These Terms of Employment and the policies shall be subject to modifications, from time to time.

Effectiveness

This agreement shall become effective on the commencement of your employment with the Company.

The Company reserves the right to withdraw the offer made to you even after the acceptance of such an offer by you, if the Company becomes aware of any material information that may have been concealed or misrepresented by you at the time the offer was made by the Company. The start date of your employment at MyCaptain will be informed by the company.

You are requested to abide by guidelines and regulations of the office and required to maintain the code of conduct and disciplinary rules, which may be framed or modified from time to time.

During the course of your employment, you will employ yourself efficiently and diligently to the best of your ability and devote your whole time and attention to the interests of the company and carry out all duties and responsibilities assigned to you and shall comply with all lawful orders and directions given to you by the Management.

Probation

You will be on probation for a period of Ninety(90 days) from the date of commencement of employment with the company. While on probation the company may terminate your services by providing one (1) month's notice in writing. The company reserves the right to extend your probation beyond ninety(90 days) due to performance or behaviour issues. Your probation period will expire after a period of ninety (90 days) after your effective start date unless otherwise communicated by the company. If you desire to resign from employment during the probation period, you shall provide the company Thirty(30) days of prior written notice with reasons for such a resignation.

Your salary during the probation period shall be **INR 18,000 plus incentives**, comprising INR 15,000 (Fixed Component) & INR 3,000 (Variable Component) .

Hours of Work

A working day will comprise 9 hours which is inclusive of a break of 1 hour. Your working hours will be 11.30 am to 8.30 pm Monday to Saturday. In view of your position in the company, you will effectively perform to ensure results and you will be expected to work beyond the standard working hours to achieve the results, whenever it is required. The company may also introduce staggered work shifts from time to time. You are requested to make changes to your work timings to accommodate these changes.

Salary and Benefits

Your monthly salary package will be as per the terms mentioned in this letter. Your compensation package may differ based on period reviews. This is as per the compensation policy applicable to other employees of your category in your respective department as detailed below.

Your compensation will be reviewed on an yearly basis and any salary increase will depend on various factors including your performance during the preceding performance period. Notwithstanding the above, you acknowledge that it is Company's policy to review the salary payable to its employees for successive years and such compensation may be higher or lower than the salary received for the previous year depending on various factors, including the overall performance of the Company. The Company may, at any time and in its sole discretion amend, suspend, vary and modify any of the terms and conditions of these benefits and/or policies. The salary and/or benefits offered to you by the Company may be pro-rated depending upon your effective start or effective termination date.

Leave

You will be eligible for 30 days of Annual leave as per the company's leave policy, prorated from your date of joining. During the probation of 90 days and subsequent extension of probation you are not eligible for any leaves. All employees are eligible for holidays as per the holiday calendar published for the year. The Leave Policy may be amended from time to time as per the discretion of the Company.

Notice Period and Termination of Services

Your services may be terminated by your giving one months' notice to the company or the company giving you one month's notice in writing. However, in a situation where a written undertaking is given by you to serve the Company for a specified period of time, the applicable notice period from your end to terminate the appointment will be as per the written undertaking given. Notice pay and any other outstanding, which may be due from you, will be deducted from Company dues payable to you on separation / and recovered from you as the case may be. During your notice period you are not entitled to leave. In case leave is granted for any emergency, this may result in extension of the notice period if the situation demands it. Company may terminate your employment immediately, with or without notice, on the occurrence of your: a. Embezzlement, intoxication or illegal drug abuse, unauthorized absence in excess of the Company leave policy, unauthorized disclosure or misuse or attempted unauthorized disclosure or misuse of the Company's Confidential Information, gross insubordination, or receipt or attempted receipt of any impermissible rebate, kickback or other similar remuneration or consideration in connection with any potential or existing opportunity for the Company and its affiliates and their employees, contractors and clients; b. Engaging in misconduct (willful, intentional or otherwise) during or in connection with the performance of your obligations hereunder or being arrested, charged or convicted in a criminal proceeding or similar proceeding that involves a matter which Company believes, in its sole discretion, may affect the performance of your obligations hereunder, may affect the Company and/or its affiliates and their employees, contractors and/or clients or may otherwise bring the Company and/or its affiliates and their employees, contractors and/or clients any disrepute, whether or not such matter is directly related to the affairs of the Company and/or its affiliates and their employees, contractors or clients; and/or c. Involvement in any act of moral turpitude.(the term "moral turpitude" includes crimes having an inherent quality of baseness, vileness, or depravity with respect to a person's duty to the society in general such as rape, forgery, theft, solicitation, etc.), (ii) sexual harassment (adjudicated guilty as per the Company's policy and local laws) or (iii) other act that threatens or likely to damage Company's reputation or (iv) any misconduct or breach of terms and conditions outlined in this contract of employment including the Company's policies. (v) any activity leading to loss of business. d. Prolonged incompetent delivery of duties and responsibilities as judged by the Company. Upon termination or expiration of your employment, for any reason, or as otherwise requested by the Company, you will return to the Company a. Any property belonging to the Company such as laptop, desktop, SIM card, mobile phone, access card or other devices with details of any passwords or user ids installed therein. b. All confidential information and work product, including any documents and information, of whatever form or intangible, in your possession, together with copies, notes or summaries of such documents. Upon termination or expiration of your employment, all amounts due or payable from or to you by the Company shall be settled in full and an acknowledgment of such settlement shall be recorded in writing. The Company shall be entitled to, at its sole discretion, pursue any remedy available in law or in contract to ensure settlement of any amounts owed by you. The Company may be, at its sole discretion, entitled to withhold your relieving letter and all other documents regarding your employment hereunder. Any termination of employment or these Terms of Employment by Company shall be without any

further liability of Company and its affiliates and their employees, contractors or clients to you or to your successors-in-interest or assigns.

Non-Disclosure Agreement

During your employment, you may have access to trade secrets or confidential business information belonging to the Company (including, but not limited to “source code”, “graphical assets”, “source repositories”, “technical documentation”, “development binaries”, “company internet accounts”, etc.). By accepting this offer, you acknowledge that you must keep all of this information strictly confidential, and refrain from using it for your own purposes or from disclosing it to anyone outside the Company. In addition, you agree that, upon conclusion of your employment, you will immediately return to the Company, all of its property, equipment, and documents, including but not limited to electronically stored information. You agree to hereby indefinitely assign ownership of any intellectual property rights and copyrights to the Company for any and all work that is done as part of your employment with the Company.

Non-Compete and Non-Solicitation

The Employee undertakes, agrees and covenants with the Company that for a period of 6 (Six) months from the termination/ expiry of this contract, as the case may be (“Non-Compete Period”), the Employee shall not, either directly or indirectly work with any company, association, firm, individual or carry on any activity, which is the same as, or similar to, or which competes or is reasonably likely to compete with, the business of the Company, including, but not limited, to any company involved in the field of Education technology. The Employee acknowledges that the restrictions on competitive activity of the Employee set forth in this contract are mainly to protect the value of the Company due to loss of an employee. The Employee acknowledges and agrees that the covenants contained in this clause are no more extensive than is reasonable to protect the interests of the Company and to protect the business of the Company. During this Agreement and for a period of 6 months following the termination of this Agreement, you shall not (i) induce or attempt to induce any employee of MyCaptain to terminate, or in any way interfere with, the relationship between MyCaptain and any employee thereof, or (ii) hire directly or through another entity any person who was an employee of MyCaptain at any time during the term of this Agreement.

You agree that any rights, title and interest whatsoever, including, but not limited to, patent, copyright, trade secret and design rights, mask rights, whether registered or not, arising or created as a result of the development of and/or the application of any tangible or intangible work product or materials produced by you during or as a consequence of your employment, whether alone or in conjunction with others and whether during normal working hours or not, including, but not limited to, any invention, design, discovery, improvement, computer program, documentation, other material which you conceive, discover or create during or in consequence of employment hereunder (“Work Product”) shall belong exclusively to the Company. You hereby convey ownership in such rights, title and interest to the Company and its affiliates upon inception of development.

All Work Products shall constitute a work(s) made for hire under all copyright acts. To the extent that any Work Product does not constitute a work made for hire under the foregoing laws, you hereby irrevocably assign all worldwide right, title, and interest (including without limitation patents, copyright, trade secret, trademarks, design rights, contract and licensing rights) in such Work Product to Company and its affiliates. You retain no rights to use the Work Product and you agree not to challenge the validity of the Company's and its affiliates' ownership in the Work Product. You hereby forever waive all moral rights in the Work Product and any results that proceeds there from, even if after expiration or termination of your employment hereunder. If you have any rights to the Work Product that cannot be assigned to MyCaptain or its affiliates, you hereby unconditionally and irrevocably waive the enforcement of such rights and all claims and causes of action of any kind against MyCaptain and its affiliates and their employees, contractors or clients with respect to such rights and grant to MyCaptain and its affiliates an exclusive, irrevocable, perpetual, worldwide, sub licensable, fully paid-up and royalty free license to such Work Product, or part thereof. On termination or expiration of your employment or these Terms of Employment, you will deliver to the Company all Work Product, including any parts or copies thereof completed, created and/or prepared up through the date of termination and all copies thereof. You agree to, for no further consideration, execute any documents and take any other actions reasonably requested by Company and its affiliates and their clients and contractors to achieve the objectives of this Section (including waiver of any such rights including author's special rights under Section 57 of the Copyright Act 1957). In the event that Company is unable for any reason, after reasonable effort, to secure your signature on any document needed to perfect the title of Company and its affiliates, you hereby irrevocably designate and appoint Company as its duly authorized officers and agents as your agent and attorney in fact to act for and on your behalf to execute, file and verify such documents and to do all other lawfully permitted acts with the same legal force and effect as if executed by you. You agree that you will not violate or attempt to violate the intellectual property rights, interests or title of any third party. Your obligations under this Section shall remain in effect and survive any termination or expiration of your employment or these Terms of Employment. The Company shall be entitled to immediate injunctive or similar relief upon a potential or actual breach of this section by you.

We hope you have a great learning experience with us and grow in the process of this role.

Annexure			
Name	Sonu Shree A R		
Designation	Business Operations Executive		
Department	Operations		
Job Location	Bengaluru,Karnataka		
A.	Fixed Components	INR(p.m)	INR(p.a)
1.	Basic Salary	15000	180000
2.	HRA	6000	72000
3.	Special Allowance	6000	72000
B.	Variable Components		
	Annual Variable Cash		126000
C.	Deductions		
	Professional Tax	200	2400
	PF Employee	1800	21600
	Gross Deduction	2,000	24000
(A+B)-C	Cost to Company		450000
A-B	Net Salary Pay	25000	300000

Date :16th Dec 2021

Dear **Sharath Kumar S**

Congratulations! We are pleased to offer you to join MyCaptain, Bangalore under the following terms and conditions-

Role: Business Operations Executive

Location: Bangalore ,India

Compensation :We confirm offering annual compensation of INR **4,50,000/-**(Four Lakh Fifty thousand only) comprising INR **3,24,000/-** (Fixed Component) & variable component of INR **1,26,000/-**

Probation

You will be under probation for a period of 90 days (3 months) from the date of joining and will be made a confirmed employee after a review of your performance during the probationary period.

Benefits

You are eligible for Annual Leave as per the company Leave Policy post your probation. You will also be eligible for Medical Insurance for yourself.

We have prepared a Terms of Employment for your review and acceptance which details the complete terms of your employment with MyCaptain available in the Annexure.If you choose to accept this offer of employment, please revert to our mail confirming your acceptance. We hope you accept this offer and we look forward to working with you.

Sincerely,



Anush Ramachandran
Senior HR Manager



Climber Knowledge & Careers Pvt Ltd
3rd Floor, Classic Arena, Hosur Road
AECS Layout - A Block, Singasandra
Bengaluru, Karnataka 560068
CIN: U93000MH2016PTC273870

Email : hr@mycaptain.in
Phone: +91 9513987661

EMPLOYEE STATEMENT:

I agree with and accept the terms set forth in this letter.

Print Name

Signature

Date

Sanne
REGISTRAR
PRESIDENCY UNIVERSITY
Bangalore
Registrar
BANGALORE

ANNEXURE

TERMS OF EMPLOYMENT

Your employment for MyCaptain will be governed by Company's policies, as modified, from time to time and at Company's sole discretion. The terms and conditions contained herein ("Terms of Employment") must be read as part of all of the Company's current policies. These Terms of Employment and the policies shall be subject to modifications, from time to time.

Effectiveness

This agreement shall become effective on the commencement of your employment with the Company.

The Company reserves the right to withdraw the offer made to you even after the acceptance of such an offer by you, if the Company becomes aware of any material information that may have been concealed or misrepresented by you at the time the offer was made by the Company. The start date of your employment at MyCaptain will be informed by the company.

You are requested to abide by guidelines and regulations of the office and required to maintain the code of conduct and disciplinary rules, which may be framed or modified from time to time.

During the course of your employment, you will employ yourself efficiently and diligently to the best of your ability and devote your whole time and attention to the interests of the company and carry out all duties and responsibilities assigned to you and shall comply with all lawful orders and directions given to you by the Management.

Probation

You will be on probation for a period of Ninety(90 days) from the date of commencement of employment with the company. While on probation the company may terminate your services by providing one (1) month's notice in writing. The company reserves the right to extend your probation beyond ninety(90 days) due to performance or behaviour issues. Your probation period will expire after a period of ninety (90 days) after your effective start date unless otherwise communicated by the company. If you desire to resign from employment during the probation period, you shall provide the company Thirty(30) days of prior written notice with reasons for such a resignation.

Your salary during the probation period shall be **INR 18,000 plus incentives**, comprising INR 15,000 (Fixed Component) & INR 3,000 (Variable Component) .

Hours of Work

A working day will comprise 9 hours which is inclusive of a break of 1 hour. Your working hours will be 11.30 am to 8.30 pm Monday to Saturday. In view of your position in the company, you will effectively perform to ensure results and you will be expected to work beyond the standard working hours to achieve the results, whenever it is required. The company may also introduce staggered work shifts from time to time. You are requested to make changes to your work timings to accommodate these changes.

Salary and Benefits

Your monthly salary package will be as per the terms mentioned in this letter. Your compensation package may differ based on period reviews. This is as per the compensation policy applicable to other employees of your category in your respective department as detailed below.

Your compensation will be reviewed on an yearly basis and any salary increase will depend on various factors including your performance during the preceding performance period. Notwithstanding the above, you acknowledge that it is Company's policy to review the salary payable to its employees for successive years and such compensation may be higher or lower than the salary received for the previous year depending on various factors, including the overall performance of the Company. The Company may, at any time and in its sole discretion amend, suspend, vary and modify any of the terms and conditions of these benefits and/or policies. The salary and/or benefits offered to you by the Company may be pro-rated depending upon your effective start or effective termination date.

Leave

You will be eligible for 30 days of Annual leave as per the company's leave policy, prorated from your date of joining. During the probation of 90 days and subsequent extension of probation you are not eligible for any leaves. All employees are eligible for holidays as per the holiday calendar published for the year. The Leave Policy may be amended from time to time as per the discretion of the Company.

Notice Period and Termination of Services

Your services may be terminated by your giving one months' notice to the company or the company giving you one month's notice in writing. However, in a situation where a written undertaking is given by you to serve the Company for a specified period of time, the applicable notice period from your end to terminate the appointment will be as per the written undertaking given. Notice pay and any other outstanding, which may be due from you, will be deducted from Company dues payable to you on separation / and recovered from you as the case may be. During your notice period you are not entitled to leave. In case leave is granted for any emergency, this may result in extension of the notice period if the situation demands it. Company may terminate your employment immediately, with or without notice, on the occurrence of your: a. Embezzlement, intoxication or illegal drug abuse, unauthorized absence in excess of the Company leave policy, unauthorized disclosure or misuse or attempted unauthorized disclosure or misuse of the Company's Confidential Information, gross insubordination, or receipt or attempted receipt of any impermissible rebate, kickback or other similar remuneration or consideration in connection with any potential or existing opportunity for the Company and its affiliates and their employees, contractors and clients; b. Engaging in misconduct (willful, intentional or otherwise) during or in connection with the performance of your obligations hereunder or being arrested, charged or convicted in a criminal proceeding or similar proceeding that involves a matter which Company believes, in its sole discretion, may affect the performance of your obligations hereunder, may affect the Company and/or its affiliates and their employees, contractors and/or clients or may otherwise bring the Company and/or its affiliates and their employees, contractors and/or clients any disrepute, whether or not such matter is directly related to the affairs of the Company and/or its affiliates and their employees, contractors or clients; and/or c. Involvement in any act of moral turpitude.(the term "moral turpitude" includes crimes having an inherent quality of baseness, vileness, or depravity with respect to a person's duty to the society in general such as rape, forgery, theft, solicitation, etc.), (ii) sexual harassment (adjudicated guilty as per the Company's policy and local laws) or (iii) other act that threatens or likely to damage Company's reputation or (iv) any misconduct or breach of terms and conditions outlined in this contract of employment including the Company's policies. (v) any activity leading to loss of business. d. Prolonged incompetent delivery of duties and responsibilities as judged by the Company. Upon termination or expiration of your employment, for any reason, or as otherwise requested by the Company, you will return to the Company a. Any property belonging to the Company such as laptop, desktop, SIM card, mobile phone, access card or other devices with details of any passwords or user ids installed therein. b. All confidential information and work product, including any documents and information, of whatever form or intangible, in your possession, together with copies, notes or summaries of such documents. Upon termination or expiration of your employment, all amounts due or payable from or to you by the Company shall be settled in full and an acknowledgment of such settlement shall be recorded in writing. The Company shall be entitled to, at its sole discretion, pursue any remedy available in law or in contract to ensure settlement of any amounts owed by you. The Company may be, at its sole discretion, entitled to withhold your relieving letter and all other documents regarding your employment hereunder. Any termination of employment or these Terms of Employment by Company shall be without any

further liability of Company and its affiliates and their employees, contractors or clients to you or to your successors-in-interest or assigns.

Non-Disclosure Agreement

During your employment, you may have access to trade secrets or confidential business information belonging to the Company (including, but not limited to “source code”, “graphical assets”, “source repositories”, “technical documentation”, “development binaries”, “company internet accounts”, etc.). By accepting this offer, you acknowledge that you must keep all of this information strictly confidential, and refrain from using it for your own purposes or from disclosing it to anyone outside the Company. In addition, you agree that, upon conclusion of your employment, you will immediately return to the Company, all of its property, equipment, and documents, including but not limited to electronically stored information. You agree to hereby indefinitely assign ownership of any intellectual property rights and copyrights to the Company for any and all work that is done as part of your employment with the Company.

Non-Compete and Non-Solicitation

The Employee undertakes, agrees and covenants with the Company that for a period of 6 (Six) months from the termination/ expiry of this contract, as the case may be (“Non-Compete Period”), the Employee shall not, either directly or indirectly work with any company, association, firm, individual or carry on any activity, which is the same as, or similar to, or which competes or is reasonably likely to compete with, the business of the Company, including, but not limited, to any company involved in the field of Education technology. The Employee acknowledges that the restrictions on competitive activity of the Employee set forth in this contract are mainly to protect the value of the Company due to loss of an employee. The Employee acknowledges and agrees that the covenants contained in this clause are no more extensive than is reasonable to protect the interests of the Company and to protect the business of the Company. During this Agreement and for a period of 6 months following the termination of this Agreement, you shall not (i) induce or attempt to induce any employee of MyCaptain to terminate, or in any way interfere with, the relationship between MyCaptain and any employee thereof, or (ii) hire directly or through another entity any person who was an employee of MyCaptain at any time during the term of this Agreement.

You agree that any rights, title and interest whatsoever, including, but not limited to, patent, copyright, trade secret and design rights, mask rights, whether registered or not, arising or created as a result of the development of and/or the application of any tangible or intangible work product or materials produced by you during or as a consequence of your employment, whether alone or in conjunction with others and whether during normal working hours or not, including, but not limited to, any invention, design, discovery, improvement, computer program, documentation, other material which you conceive, discover or create during or in consequence of employment hereunder (“Work Product”) shall belong exclusively to the Company. You hereby convey ownership in such rights, title and interest to the Company and its affiliates upon inception of development.

All Work Products shall constitute a work(s) made for hire under all copyright acts. To the extent that any Work Product does not constitute a work made for hire under the foregoing laws, you hereby irrevocably assign all worldwide right, title, and interest (including without limitation patents, copyright, trade secret, trademarks, design rights, contract and licensing rights) in such Work Product to Company and its affiliates. You retain no rights to use the Work Product and you agree not to challenge the validity of the Company's and its affiliates' ownership in the Work Product. You hereby forever waive all moral rights in the Work Product and any results that proceeds there from, even if after expiration or termination of your employment hereunder. If you have any rights to the Work Product that cannot be assigned to MyCaptain or its affiliates, you hereby unconditionally and irrevocably waive the enforcement of such rights and all claims and causes of action of any kind against MyCaptain and its affiliates and their employees, contractors or clients with respect to such rights and grant to MyCaptain and its affiliates an exclusive, irrevocable, perpetual, worldwide, sub licensable, fully paid-up and royalty free license to such Work Product, or part thereof. On termination or expiration of your employment or these Terms of Employment, you will deliver to the Company all Work Product, including any parts or copies thereof completed, created and/or prepared up through the date of termination and all copies thereof. You agree to, for no further consideration, execute any documents and take any other actions reasonably requested by Company and its affiliates and their clients and contractors to achieve the objectives of this Section (including waiver of any such rights including author's special rights under Section 57 of the Copyright Act 1957). In the event that Company is unable for any reason, after reasonable effort, to secure your signature on any document needed to perfect the title of Company and its affiliates, you hereby irrevocably designate and appoint Company as its duly authorized officers and agents as your agent and attorney in fact to act for and on your behalf to execute, file and verify such documents and to do all other lawfully permitted acts with the same legal force and effect as if executed by you. You agree that you will not violate or attempt to violate the intellectual property rights, interests or title of any third party. Your obligations under this Section shall remain in effect and survive any termination or expiration of your employment or these Terms of Employment. The Company shall be entitled to immediate injunctive or similar relief upon a potential or actual breach of this section by you.

We hope you have a great learning experience with us and grow in the process of this role.

Annexure			
Name	Sharath Kumar S		
Designation	Business Operations Executive		
Department	Operations		
Job Location	Bengaluru,Karnataka		
A.	Fixed Components	INR(p.m)	INR(p.a)
1.	Basic Salary	15000	180000
2.	HRA	6000	72000
3.	Special Allowance	6000	72000
B.	Variable Components		
	Annual Variable Cash		126000
C.	Deductions		
	Professional Tax	200	2400
	PF Employee	1800	21600
	Gross Deduction	2,000	24000
(A+B)-C	Cost to Company		450000
A-B	Net Salary Pay	25000	300000

Apr 02, 2022

Mr. A Bhuvan Sai Reddy
201810102164@presidencyuniversity.in
Candidate Id: CN20220888

Dear A Bhuvan Sai Reddy,

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

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

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

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

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

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

A handwritten signature in green ink is written over a circular blue stamp. The stamp contains the text "REGISTRAR" at the top, "PRESIDENCY UNIVERSITY" around the perimeter, and "Registrar" in the center. There are also some smaller, less legible markings within the stamp.

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

Notes: *Associates will be covered under the company group accidental policy for Life CoverRs.10,00,000). The premium for the same will be borne by the company.

Thank you

Yours sincerely

For Focus 4 – D Career Education Pvt Ltd.



Arumugam N Vadivelu

Senior Manager – HR Ops & Strategy

ACCEPTANCE OF OFFER

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

Name & Signature of the candidate with date of acceptance





WINSPARK INNOVATIONS LEARNING PVT
LTD.
1108-1109, 11th floor, JMD Megapolis, Sohna Road, Gurgaon
<http://www.planetspark.in>

Offer Letter

Date: 07/07/2022

To

Surya Raghavendra B

Employee Code: _PS0423

Dear Surya,

Sub: Offer Letter

We are pleased to appoint you in our organization as a **Business Development Counsellor** with effect from **05 October 2022**. You will be working from home. Shift timings will be 09:30am to 06:30pm

You will be paid gross emoluments and incentives as detailed in Annexure – A.

Your employment with us will be governed by the Terms & Conditions as detailed in Annexure – B.

Your offer has been made based on information furnished by you. However, if there is a discrepancy in the copies of documents or certificates given by you as a proof of above we retain the right to review our offer of employment.

Please sign and return duplicate copy of this letter in token of your acceptance.


We congratulate you on your appointment and wish you a long and successful career with us. We are confident that your contribution will take us further in our journey towards sparking the joy of learning in every child in India. We assure you of our support for your professional development and growth.

Yours truly,

For WINSPARK INNOVATIONS LEARNING PRIVATE LIMITED.

AUTHORIZED SIGNATORY

Encl.: As above


REGISTRAR
PRESIDENCY UNIVERSITY
Bangalore
Registrar
BANGALORE

Annexure – A

Emoluments can be bifurcated as under:

Particulars	Monthly	Yearly
Basic Pay	15600	187200
House Rent Allowance	7800	93600
Medical Allowance	2000	24000
Supplementary Allowance	2000	24000
Gross Salary	27400	328800
*Performance Linked Incentive based on Individual Target	20000	240000
Employer PF Contribution	1800	21600
Total CTC		590400

During first month fixed component will be 20000 INR and second month onwards CTC will be revised according to annexure A.

Annexure – B

1. Personal Particulars:

You will keep us informed of any change in your residential address, your family status or any other relevant particulars. You would also let us know the name and address of your legal heir/nominee.

2. Probation

You will be in probation period of 21 Days from the date of joining and will not be confirmed if you are unable to get license to sell i.e. successfully complete the training within 21 days of joining.

3. Nature of Work:

You will work at high standard of initiative, creativeness, efficiency and economy in the organization. The nature of work and responsibilities within **Business Development Counsellor** will be assigned and explained to you from time to time.

4. Training:

You will hold yourself in readiness for any training at any place whenever required. Such training would be imparted to you at the company's expense.

5. Intellectual Property Right:

If during the period of your employment with us you achieve any invention, process improvement, operational improvement, or other process/method likely to result in more efficient operation of any of the activities of the company, the company shall be entitled to use and utilize such improvement and you shall



assign all rights thereof to the company for the purpose of seeking any patent rights or for any other purpose. The company shall have the sole ownership rights of all the intellectual property rights that you may create during the tenure of association with the company including but not limited to the creative concept that you may develop during your association with the company.

1. Secrecy/Confidentiality:

You will not during the course of your employment with the company or at any time there after divulge or disclose to any person whomsoever, make any use whatsoever for your own purpose or for any other purpose other than that of the company, of any information or knowledge obtained by you during your employment as to the business or affairs of the company including development, process reports and reporting system and you will during the course of your employment hereunder also use your best endeavour to prevent any other person from doing so.

2. Annual Leave:

You will be entitled to 4 annual leaves for every completed quarter at the company.

3. Termination of Service:

Either party can terminate this employment by serving a notice of one week on the other. The Full and Final settlement will be processed after 45 days from the last working date.

4. Appointment in Good Faith:

It must be specifically understood that this offer is made based on your proficiency on technical/professional skills you have declared to possess as per your application for employment and your ability to handle any assignment/job independently.

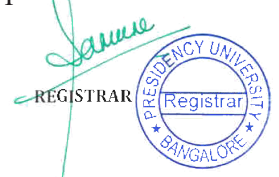
The above terms and conditions are based on the company's policy, procedures and other rules currently applicable in India and are subject to amendments and adjustments from time to time. In all matter including those not specifically covered here such as traveling, retirement, etc. you will be governed by the rules of the company as shall be in force from time to time.

Sincerely,

For and on behalf of WINSPARK INNOVATIONS LEARNING PVT LTD



“I hereby accept this offer and I Confirm that I have signed out of the placement process”



Signature

Date

Sanne
REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

Date :16th Dec 2021

Dear Azhan Ahmed

Congratulations! We are pleased to offer you to join MyCaptain, Bangalore under the following terms and conditions-

Role: Business Operations Executive

Location: Bangalore ,India

Compensation :We confirm offering annual compensation of INR **4,50,000/-**(Four Lakh Fifty thousand only) comprising INR **3,24,000/-** (Fixed Component) & variable component of INR **1,26,000/-**

Probation

You will be under probation for a period of 90 days (3 months) from the date of joining and will be made a confirmed employee after a review of your performance during the probationary period.

Benefits

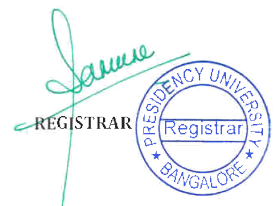
You are eligible for Annual Leave as per the company Leave Policy post your probation. You will also be eligible for Medical Insurance for yourself.

We have prepared a Terms of Employment for your review and acceptance which details the complete terms of your employment with MyCaptain available in the Annexure.If you choose to accept this offer of employment, please revert to our mail confirming your acceptance. We hope you accept this offer and we look forward to working with you.

Sincerely,



Anush Ramachandran
Senior HR Manager



REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE



Climber Knowledge & Careers Pvt Ltd
3rd Floor, Classic Arena, Hosur Road
AECS Layout - A Block, Singasandra
Bengaluru, Karnataka 560068
CIN: U93000MH2016PTC273870

Email : hr@mycaptain.in
Phone: +91 9513987661

EMPLOYEE STATEMENT:

I agree with and accept the terms set forth in this letter.

Print Name

Signature

Date

Sanne
REGISTRAR
PRESIDENCY UNIVERSITY
Bangalore
Registrar
BANGALORE

ANNEXURE

TERMS OF EMPLOYMENT

Your employment for MyCaptain will be governed by Company's policies, as modified, from time to time and at Company's sole discretion. The terms and conditions contained herein ("Terms of Employment") must be read as part of all of the Company's current policies. These Terms of Employment and the policies shall be subject to modifications, from time to time.

Effectiveness

This agreement shall become effective on the commencement of your employment with the Company.

The Company reserves the right to withdraw the offer made to you even after the acceptance of such an offer by you, if the Company becomes aware of any material information that may have been concealed or misrepresented by you at the time the offer was made by the Company. The start date of your employment at MyCaptain will be informed by the company.

You are requested to abide by guidelines and regulations of the office and required to maintain the code of conduct and disciplinary rules, which may be framed or modified from time to time.

During the course of your employment, you will employ yourself efficiently and diligently to the best of your ability and devote your whole time and attention to the interests of the company and carry out all duties and responsibilities assigned to you and shall comply with all lawful orders and directions given to you by the Management.

Probation

You will be on probation for a period of Ninety(90 days) from the date of commencement of employment with the company. While on probation the company may terminate your services by providing one (1) month's notice in writing. The company reserves the right to extend your probation beyond ninety(90 days) due to performance or behaviour issues. Your probation period will expire after a period of ninety (90 days) after your effective start date unless otherwise communicated by the company. If you desire to resign from employment during the probation period, you shall provide the company Thirty(30) days of prior written notice with reasons for such a resignation.

Your salary during the probation period shall be **INR 18,000 plus incentives**, comprising INR 15,000 (Fixed Component) & INR 3,000 (Variable Component) .

Hours of Work

A working day will comprise 9 hours which is inclusive of a break of 1 hour. Your working hours will be 11.30 am to 8.30 pm Monday to Saturday. In view of your position in the company, you will effectively perform to ensure results and you will be expected to work beyond the standard working hours to achieve the results, whenever it is required. The company may also introduce staggered work shifts from time to time. You are requested to make changes to your work timings to accommodate these changes.

Salary and Benefits

Your monthly salary package will be as per the terms mentioned in this letter. Your compensation package may differ based on period reviews. This is as per the compensation policy applicable to other employees of your category in your respective department as detailed below.

Your compensation will be reviewed on an yearly basis and any salary increase will depend on various factors including your performance during the preceding performance period. Notwithstanding the above, you acknowledge that it is Company's policy to review the salary payable to its employees for successive years and such compensation may be higher or lower than the salary received for the previous year depending on various factors, including the overall performance of the Company. The Company may, at any time and in its sole discretion amend, suspend, vary and modify any of the terms and conditions of these benefits and/or policies. The salary and/or benefits offered to you by the Company may be pro-rated depending upon your effective start or effective termination date.

Leave

You will be eligible for 30 days of Annual leave as per the company's leave policy, prorated from your date of joining. During the probation of 90 days and subsequent extension of probation you are not eligible for any leaves. All employees are eligible for holidays as per the holiday calendar published for the year. The Leave Policy may be amended from time to time as per the discretion of the Company.

Notice Period and Termination of Services

Your services may be terminated by your giving one months' notice to the company or the company giving you one month's notice in writing. However, in a situation where a written undertaking is given by you to serve the Company for a specified period of time, the applicable notice period from your end to terminate the appointment will be as per the written undertaking given. Notice pay and any other outstanding, which may be due from you, will be deducted from Company dues payable to you on separation / and recovered from you as the case may be. During your notice period you are not entitled to leave. In case leave is granted for any emergency, this may result in extension of the notice period if the situation demands it. Company may terminate your employment immediately, with or without notice, on the occurrence of your: a. Embezzlement, intoxication or illegal drug abuse, unauthorized absence in excess of the Company leave policy, unauthorized disclosure or misuse or attempted unauthorized disclosure or misuse of the Company's Confidential Information, gross insubordination, or receipt or attempted receipt of any impermissible rebate, kickback or other similar remuneration or consideration in connection with any potential or existing opportunity for the Company and its affiliates and their employees, contractors and clients; b. Engaging in misconduct (willful, intentional or otherwise) during or in connection with the performance of your obligations hereunder or being arrested, charged or convicted in a criminal proceeding or similar proceeding that involves a matter which Company believes, in its sole discretion, may affect the performance of your obligations hereunder, may affect the Company and/or its affiliates and their employees, contractors and/or clients or may otherwise bring the Company and/or its affiliates and their employees, contractors and/or clients any disrepute, whether or not such matter is directly related to the affairs of the Company and/or its affiliates and their employees, contractors or clients; and/or c. Involvement in any act of moral turpitude.(the term "moral turpitude" includes crimes having an inherent quality of baseness, vileness, or depravity with respect to a person's duty to the society in general such as rape, forgery, theft, solicitation, etc.), (ii) sexual harassment (adjudicated guilty as per the Company's policy and local laws) or (iii) other act that threatens or likely to damage Company's reputation or (iv) any misconduct or breach of terms and conditions outlined in this contract of employment including the Company's policies. (v) any activity leading to loss of business. d. Prolonged incompetent delivery of duties and responsibilities as judged by the Company. Upon termination or expiration of your employment, for any reason, or as otherwise requested by the Company, you will return to the Company a. Any property belonging to the Company such as laptop, desktop, SIM card, mobile phone, access card or other devices with details of any passwords or user ids installed therein. b. All confidential information and work product, including any documents and information, of whatever form or intangible, in your possession, together with copies, notes or summaries of such documents. Upon termination or expiration of your employment, all amounts due or payable from or to you by the Company shall be settled in full and an acknowledgment of such settlement shall be recorded in writing. The Company shall be entitled to, at its sole discretion, pursue any remedy available in law or in contract to ensure settlement of any amounts owed by you. The Company may be, at its sole discretion, entitled to withhold your relieving letter and all other documents regarding your employment hereunder. Any termination of employment or these Terms of Employment by Company shall be without any

further liability of Company and its affiliates and their employees, contractors or clients to you or to your successors-in-interest or assigns.

Non-Disclosure Agreement

During your employment, you may have access to trade secrets or confidential business information belonging to the Company (including, but not limited to “source code”, “graphical assets”, “source repositories”, “technical documentation”, “development binaries”, “company internet accounts”, etc.). By accepting this offer, you acknowledge that you must keep all of this information strictly confidential, and refrain from using it for your own purposes or from disclosing it to anyone outside the Company. In addition, you agree that, upon conclusion of your employment, you will immediately return to the Company, all of its property, equipment, and documents, including but not limited to electronically stored information. You agree to hereby indefinitely assign ownership of any intellectual property rights and copyrights to the Company for any and all work that is done as part of your employment with the Company.

Non-Compete and Non-Solicitation

The Employee undertakes, agrees and covenants with the Company that for a period of 6 (Six) months from the termination/ expiry of this contract, as the case may be (“Non-Compete Period”), the Employee shall not, either directly or indirectly work with any company, association, firm, individual or carry on any activity, which is the same as, or similar to, or which competes or is reasonably likely to compete with, the business of the Company, including, but not limited, to any company involved in the field of Education technology. The Employee acknowledges that the restrictions on competitive activity of the Employee set forth in this contract are mainly to protect the value of the Company due to loss of an employee. The Employee acknowledges and agrees that the covenants contained in this clause are no more extensive than is reasonable to protect the interests of the Company and to protect the business of the Company. During this Agreement and for a period of 6 months following the termination of this Agreement, you shall not (i) induce or attempt to induce any employee of MyCaptain to terminate, or in any way interfere with, the relationship between MyCaptain and any employee thereof, or (ii) hire directly or through another entity any person who was an employee of MyCaptain at any time during the term of this Agreement.

You agree that any rights, title and interest whatsoever, including, but not limited to, patent, copyright, trade secret and design rights, mask rights, whether registered or not, arising or created as a result of the development of and/or the application of any tangible or intangible work product or materials produced by you during or as a consequence of your employment, whether alone or in conjunction with others and whether during normal working hours or not, including, but not limited to, any invention, design, discovery, improvement, computer program, documentation, other material which you conceive, discover or create during or in consequence of employment hereunder (“Work Product”) shall belong exclusively to the Company. You hereby convey ownership in such rights, title and interest to the Company and its affiliates upon inception of development.

All Work Products shall constitute a work(s) made for hire under all copyright acts. To the extent that any Work Product does not constitute a work made for hire under the foregoing laws, you hereby irrevocably assign all worldwide right, title, and interest (including without limitation patents, copyright, trade secret, trademarks, design rights, contract and licensing rights) in such Work Product to Company and its affiliates. You retain no rights to use the Work Product and you agree not to challenge the validity of the Company's and its affiliates' ownership in the Work Product. You hereby forever waive all moral rights in the Work Product and any results that proceeds there from, even if after expiration or termination of your employment hereunder. If you have any rights to the Work Product that cannot be assigned to MyCaptain or its affiliates, you hereby unconditionally and irrevocably waive the enforcement of such rights and all claims and causes of action of any kind against MyCaptain and its affiliates and their employees, contractors or clients with respect to such rights and grant to MyCaptain and its affiliates an exclusive, irrevocable, perpetual, worldwide, sub licensable, fully paid-up and royalty free license to such Work Product, or part thereof. On termination or expiration of your employment or these Terms of Employment, you will deliver to the Company all Work Product, including any parts or copies thereof completed, created and/or prepared up through the date of termination and all copies thereof. You agree to, for no further consideration, execute any documents and take any other actions reasonably requested by Company and its affiliates and their clients and contractors to achieve the objectives of this Section (including waiver of any such rights including author's special rights under Section 57 of the Copyright Act 1957). In the event that Company is unable for any reason, after reasonable effort, to secure your signature on any document needed to perfect the title of Company and its affiliates, you hereby irrevocably designate and appoint Company as its duly authorized officers and agents as your agent and attorney in fact to act for and on your behalf to execute, file and verify such documents and to do all other lawfully permitted acts with the same legal force and effect as if executed by you. You agree that you will not violate or attempt to violate the intellectual property rights, interests or title of any third party. Your obligations under this Section shall remain in effect and survive any termination or expiration of your employment or these Terms of Employment. The Company shall be entitled to immediate injunctive or similar relief upon a potential or actual breach of this section by you.

We hope you have a great learning experience with us and grow in the process of this role.

Annexure			
Name	Azhan Ahmed		
Designation	Business Operations Executive		
Department	Operations		
Job Location	Bengaluru,Karnataka		
A.	Fixed Components	INR(p.m)	INR(p.a)
1.	Basic Salary	15000	180000
2.	HRA	6000	72000
3.	Special Allowance	6000	72000
B.	Variable Components		
	Annual Variable Cash		126000
C.	Deductions		
	Professional Tax	200	2400
	PF Employee	1800	21600
	Gross Deduction	2,000	24000
(A+B)-C	Cost to Company		450000
A-B	Net Salary Pay	25000	300000

OL No: TN826**28 December 2021**Dear **G P Varsha**

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: _____

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: _____

Thrillophilia Offer Letter & Employment Agreement

Congratulations A Sai Hemanth Chowdary

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 A Sai Hemanth Chowdary**. 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

A Sai Hemanth Chowdary

Signature -

Sai Hemanth
REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE
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.

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.

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.

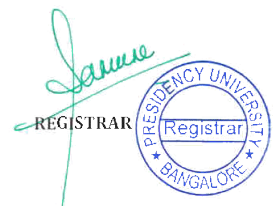
Understood, Agreed & Approved

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 :

A Sai Hemanth Chowdary

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.

Thrillophilia Offer Letter & Employment Agreement

Congratulations Namala Jayachandra

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 Namala Jayachandra**. 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

Namala Jayachandra

Signature -

Jayachandra
REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE
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.

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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.

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(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.

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 :

Namala Jayachandra

Date: 05/03/2022

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

Thrillophilia Offer Letter & Employment Agreement

Congratulations Sumanth K

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 Sumanth K**. 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

Sumanth K

Signature -

Sumanth K
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, and "BANGALORE" at the bottom. The word "Registrar" is also written in the center of 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.

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.

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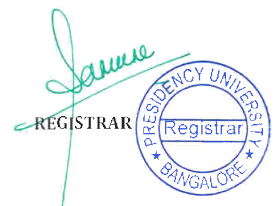
Understood, Agreed & Approved

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 :

Sumanth K

Date: 05/03/2022

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

Date :16th Dec 2021

Dear Avva Vaishnavi

Congratulations! We are pleased to offer you to join MyCaptain, Bangalore under the following terms and conditions-

Role: Business Operations Executive

Location: Bangalore ,India

Compensation :We confirm offering annual compensation of INR 4,50,000/- (Four Lakh Fifty thousand only) comprising INR 3,24,000/- (Fixed Component) & variable component of INR 1,26,000/-

Probation

You will be under probation for a period of 90 days (3 months) from the date of joining and will be made a confirmed employee after a review of your performance during the probationary period.

Benefits

You are eligible for Annual Leave as per the company Leave Policy post your probation. You will also be eligible for Medical Insurance for yourself.

We have prepared a Terms of Employment for your review and acceptance which details the complete terms of your employment with MyCaptain available in the Annexure.If you choose to accept this offer of employment, please revert to our mail confirming your acceptance. We hope you accept this offer and we look forward to working with you.

Sincerely,



Anush Ramachandran
Senior HR Manager



Climber Knowledge & Careers Pvt Ltd
3rd Floor, Classic Arena, Hosur Road
AECS Layout - A Block, Singasandra
Bengaluru, Karnataka 560068
CIN: U93000MH2016PTC273870

Email : hr@mycaptain.in
Phone: +91 9513987661

EMPLOYEE STATEMENT:

I agree with and accept the terms set forth in this letter.

Print Name

Signature

Date

Sanne
REGISTRAR
PRESIDENCY UNIVERSITY
Bangalore
Registrar
BANGALORE

ANNEXURE

TERMS OF EMPLOYMENT

Your employment for MyCaptain will be governed by Company's policies, as modified, from time to time and at Company's sole discretion. The terms and conditions contained herein ("Terms of Employment") must be read as part of all of the Company's current policies. These Terms of Employment and the policies shall be subject to modifications, from time to time.

Effectiveness

This agreement shall become effective on the commencement of your employment with the Company.

The Company reserves the right to withdraw the offer made to you even after the acceptance of such an offer by you, if the Company becomes aware of any material information that may have been concealed or misrepresented by you at the time the offer was made by the Company. The start date of your employment at MyCaptain will be informed by the company.

You are requested to abide by guidelines and regulations of the office and required to maintain the code of conduct and disciplinary rules, which may be framed or modified from time to time.

During the course of your employment, you will employ yourself efficiently and diligently to the best of your ability and devote your whole time and attention to the interests of the company and carry out all duties and responsibilities assigned to you and shall comply with all lawful orders and directions given to you by the Management.

Probation

You will be on probation for a period of Ninety(90 days) from the date of commencement of employment with the company. While on probation the company may terminate your services by providing one (1) month's notice in writing. The company reserves the right to extend your probation beyond ninety(90 days) due to performance or behaviour issues. Your probation period will expire after a period of ninety (90 days) after your effective start date unless otherwise communicated by the company. If you desire to resign from employment during the probation period, you shall provide the company Thirty(30) days of prior written notice with reasons for such a resignation.

Your salary during the probation period shall be **INR 18,000 plus incentives**, comprising INR 15,000 (Fixed Component) & INR 3,000 (Variable Component) .

Hours of Work

A working day will comprise 9 hours which is inclusive of a break of 1 hour. Your working hours will be 11.30 am to 8.30 pm Monday to Saturday. In view of your position in the company, you will effectively perform to ensure results and you will be expected to work beyond the standard working hours to achieve the results, whenever it is required. The company may also introduce staggered work shifts from time to time. You are requested to make changes to your work timings to accommodate these changes.

Salary and Benefits

Your monthly salary package will be as per the terms mentioned in this letter. Your compensation package may differ based on period reviews. This is as per the compensation policy applicable to other employees of your category in your respective department as detailed below.

Your compensation will be reviewed on an yearly basis and any salary increase will depend on various factors including your performance during the preceding performance period. Notwithstanding the above, you acknowledge that it is Company's policy to review the salary payable to its employees for successive years and such compensation may be higher or lower than the salary received for the previous year depending on various factors, including the overall performance of the Company. The Company may, at any time and in its sole discretion amend, suspend, vary and modify any of the terms and conditions of these benefits and/or policies. The salary and/or benefits offered to you by the Company may be pro-rated depending upon your effective start or effective termination date.

Leave

You will be eligible for 30 days of Annual leave as per the company's leave policy, prorated from your date of joining. During the probation of 90 days and subsequent extension of probation you are not eligible for any leaves. All employees are eligible for holidays as per the holiday calendar published for the year. The Leave Policy may be amended from time to time as per the discretion of the Company.

Notice Period and Termination of Services

Your services may be terminated by your giving one months' notice to the company or the company giving you one month's notice in writing. However, in a situation where a written undertaking is given by you to serve the Company for a specified period of time, the applicable notice period from your end to terminate the appointment will be as per the written undertaking given. Notice pay and any other outstanding, which may be due from you, will be deducted from Company dues payable to you on separation / and recovered from you as the case may be. During your notice period you are not entitled to leave. In case leave is granted for any emergency, this may result in extension of the notice period if the situation demands it. Company may terminate your employment immediately, with or without notice, on the occurrence of your: a. Embezzlement, intoxication or illegal drug abuse, unauthorized absence in excess of the Company leave policy, unauthorized disclosure or misuse or attempted unauthorized disclosure or misuse of the Company's Confidential Information, gross insubordination, or receipt or attempted receipt of any impermissible rebate, kickback or other similar remuneration or consideration in connection with any potential or existing opportunity for the Company and its affiliates and their employees, contractors and clients; b. Engaging in misconduct (willful, intentional or otherwise) during or in connection with the performance of your obligations hereunder or being arrested, charged or convicted in a criminal proceeding or similar proceeding that involves a matter which Company believes, in its sole discretion, may affect the performance of your obligations hereunder, may affect the Company and/or its affiliates and their employees, contractors and/or clients or may otherwise bring the Company and/or its affiliates and their employees, contractors and/or clients any disrepute, whether or not such matter is directly related to the affairs of the Company and/or its affiliates and their employees, contractors or clients; and/or c. Involvement in any act of moral turpitude.(the term "moral turpitude" includes crimes having an inherent quality of baseness, vileness, or depravity with respect to a person's duty to the society in general such as rape, forgery, theft, solicitation, etc.), (ii) sexual harassment (adjudicated guilty as per the Company's policy and local laws) or (iii) other act that threatens or likely to damage Company's reputation or (iv) any misconduct or breach of terms and conditions outlined in this contract of employment including the Company's policies. (v) any activity leading to loss of business. d. Prolonged incompetent delivery of duties and responsibilities as judged by the Company. Upon termination or expiration of your employment, for any reason, or as otherwise requested by the Company, you will return to the Company a. Any property belonging to the Company such as laptop, desktop, SIM card, mobile phone, access card or other devices with details of any passwords or user ids installed therein. b. All confidential information and work product, including any documents and information, of whatever form or intangible, in your possession, together with copies, notes or summaries of such documents. Upon termination or expiration of your employment, all amounts due or payable from or to you by the Company shall be settled in full and an acknowledgment of such settlement shall be recorded in writing. The Company shall be entitled to, at its sole discretion, pursue any remedy available in law or in contract to ensure settlement of any amounts owed by you. The Company may be, at its sole discretion, entitled to withhold your relieving letter and all other documents regarding your employment hereunder. Any termination of employment or these Terms of Employment by Company shall be without any

further liability of Company and its affiliates and their employees, contractors or clients to you or to your successors-in-interest or assigns.

Non-Disclosure Agreement

During your employment, you may have access to trade secrets or confidential business information belonging to the Company (including, but not limited to “source code”, “graphical assets”, “source repositories”, “technical documentation”, “development binaries”, “company internet accounts”, etc.). By accepting this offer, you acknowledge that you must keep all of this information strictly confidential, and refrain from using it for your own purposes or from disclosing it to anyone outside the Company. In addition, you agree that, upon conclusion of your employment, you will immediately return to the Company, all of its property, equipment, and documents, including but not limited to electronically stored information. You agree to hereby indefinitely assign ownership of any intellectual property rights and copyrights to the Company for any and all work that is done as part of your employment with the Company.

Non-Compete and Non-Solicitation

The Employee undertakes, agrees and covenants with the Company that for a period of 6 (Six) months from the termination/ expiry of this contract, as the case may be (“Non-Compete Period”), the Employee shall not, either directly or indirectly work with any company, association, firm, individual or carry on any activity, which is the same as, or similar to, or which competes or is reasonably likely to compete with, the business of the Company, including, but not limited, to any company involved in the field of Education technology. The Employee acknowledges that the restrictions on competitive activity of the Employee set forth in this contract are mainly to protect the value of the Company due to loss of an employee. The Employee acknowledges and agrees that the covenants contained in this clause are no more extensive than is reasonable to protect the interests of the Company and to protect the business of the Company. During this Agreement and for a period of 6 months following the termination of this Agreement, you shall not (i) induce or attempt to induce any employee of MyCaptain to terminate, or in any way interfere with, the relationship between MyCaptain and any employee thereof, or (ii) hire directly or through another entity any person who was an employee of MyCaptain at any time during the term of this Agreement.

You agree that any rights, title and interest whatsoever, including, but not limited to, patent, copyright, trade secret and design rights, mask rights, whether registered or not, arising or created as a result of the development of and/or the application of any tangible or intangible work product or materials produced by you during or as a consequence of your employment, whether alone or in conjunction with others and whether during normal working hours or not, including, but not limited to, any invention, design, discovery, improvement, computer program, documentation, other material which you conceive, discover or create during or in consequence of employment hereunder (“Work Product”) shall belong exclusively to the Company. You hereby convey ownership in such rights, title and interest to the Company and its affiliates upon inception of development.

All Work Products shall constitute a work(s) made for hire under all copyright acts. To the extent that any Work Product does not constitute a work made for hire under the foregoing laws, you hereby irrevocably assign all worldwide right, title, and interest (including without limitation patents, copyright, trade secret, trademarks, design rights, contract and licensing rights) in such Work Product to Company and its affiliates. You retain no rights to use the Work Product and you agree not to challenge the validity of the Company's and its affiliates' ownership in the Work Product. You hereby forever waive all moral rights in the Work Product and any results that proceeds there from, even if after expiration or termination of your employment hereunder. If you have any rights to the Work Product that cannot be assigned to MyCaptain or its affiliates, you hereby unconditionally and irrevocably waive the enforcement of such rights and all claims and causes of action of any kind against MyCaptain and its affiliates and their employees, contractors or clients with respect to such rights and grant to MyCaptain and its affiliates an exclusive, irrevocable, perpetual, worldwide, sub licensable, fully paid-up and royalty free license to such Work Product, or part thereof. On termination or expiration of your employment or these Terms of Employment, you will deliver to the Company all Work Product, including any parts or copies thereof completed, created and/or prepared up through the date of termination and all copies thereof. You agree to, for no further consideration, execute any documents and take any other actions reasonably requested by Company and its affiliates and their clients and contractors to achieve the objectives of this Section (including waiver of any such rights including author's special rights under Section 57 of the Copyright Act 1957). In the event that Company is unable for any reason, after reasonable effort, to secure your signature on any document needed to perfect the title of Company and its affiliates, you hereby irrevocably designate and appoint Company as its duly authorized officers and agents as your agent and attorney in fact to act for and on your behalf to execute, file and verify such documents and to do all other lawfully permitted acts with the same legal force and effect as if executed by you. You agree that you will not violate or attempt to violate the intellectual property rights, interests or title of any third party. Your obligations under this Section shall remain in effect and survive any termination or expiration of your employment or these Terms of Employment. The Company shall be entitled to immediate injunctive or similar relief upon a potential or actual breach of this section by you.

We hope you have a great learning experience with us and grow in the process of this role.

Annexure			
Name	Avva Vaishnavi		
Designation	Business Operations Executive		
Department	Operations		
Job Location	Bengaluru,Karnataka		
A.	Fixed Components	INR(p.m)	INR(p.a)
1.	Basic Salary	15000	180000
2.	HRA	6000	72000
3.	Special Allowance	6000	72000
B.	Variable Components		
	Annual Variable Cash		126000
C.	Deductions		
	Professional Tax	200	2400
	PF Employee	1800	21600
	Gross Deduction	2,000	24000
(A+B)-C	Cost to Company		450000
A-B	Net Salary Pay	25000	300000

Thrillophilia Offer Letter & Employment Agreement

Congratulations Mohammed Rayyan 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 Mohammed Rayyan 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

Mohammed Rayyan S

Signature -

Sanne
REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE
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.

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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.

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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.

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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.

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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.

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.

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 :

Mohammed Rayyan S

Date: 05/03/2022

A handwritten signature in green ink, appearing to read "Sanne", 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.

Thrillophilia Offer Letter & Employment Agreement

Congratulations Debayan Jana

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 Debayan Jana**. 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

Debayan Jana

Signature -

Jana
REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE
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.

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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.

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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.

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

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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.

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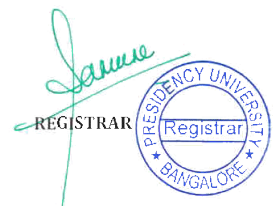
Understood, Agreed & Approved

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 :

Debayan Jana

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.

Offer Letter

Mr. Manoj R

15th December, 2021

Sub: Offer of appointment as **Associate Manager-Bangalore** Sunstone Education Technology Pvt. Ltd.

Dear Manoj R,

Please refer to your application and the subsequent interview you had with us. We are pleased to offer you an appointment **Associate Manager- Bangalore** on the following terms and conditions:

1. You will be paid monthly emoluments as mentioned in annexure A. These have been discussed and accepted by you during the selection process.
2. You will join the company on **1st February 2022 i.e., Tuesday.**
3. Your base location will be Bangalore.
4. You will be a part of the **Admissions** Department.
5. This offer is provisional in nature and the regular offer of appointment shall be made to you upon your joining the duties and satisfactory completion of the joining formalities.
6. After successfully completion of the 3 months' probation period your salary will revised as per **Annexure B.**
7. If you accept the above, please report to the HR Department of sunstone Education Technology Pvt. Ltd. On the date mentioned above at 11:00 AM along with the following:
 - (a) 6 passport size color photographs.
 - (b) Proof of age certificate along with the photocopy.
 - (c) Proof of academic / technical qualifications certificates along with the photocopies.
 - (d) Copy of resignation letter duly stamped and accepted by your current employer, if in employment or Relieving letter from the current employer.
 - (e) Last pay drawn certificate, if in employment.
 - (f) Form16 from Last Employer, if in employment
 - (g) PAN Card

regd office

A95, Ground Floor,
Saraswati Vihar,
Delhi 110034

corporate office

Sunstone Eduversity, 3rd Floor, Tower B,
Unitech Cyber Park, Sector 39,
Gurgaon, Haryana 122002

contact

+91 8860 22 34 56
+91 8800 92 08 08

www.sunstone.edu.in
connect@sunstone.edu.in



- (h) Cancelled Cheque / Photocopy of Credit Card
 - (i) Appointment letter from current employer
 - (j) Last increment letter from current from current employer, if in employment
 - (k) Residence Address Proof
8. The management reserves the right to withdraw the said offer in case any of the information provided by you in the Application Form/Personal Data Form is found misleading or misconceived and/or if any of the above conditions are not fulfilled by you at the time of joining and/ or the background verification check is found to be not in accordance with the Code of Conduct of **Sunstone Education Technology Pvt. Ltd.**
9. By accepting this offer, both Sunstone Education Technology Pvt. Ltd. and you agree to not entertain any offers or take steps towards exploring any other alternative opportunity related to the possible break down on the engagement pertaining to the position **Associate Manager-Bangalore** at Sunstone Education Technology Pvt. Ltd.

In token of having accepted the above, please sign on the duplicate copy of this letter and return to us.

Thanking you

Yours faithfully,

For **Sunstone Education Technology Pvt. Ltd.**

Sanam Chawla Sarda

Sanam Chawla Sarda

AVP- Human Resources

regd office

A95, Ground Floor,
Saraswati Vihar,
Delhi 110034

corporate office

Sunstone Eduversity, 3rd Floor, Tower B,
Unitech Cyber Park, Sector 39,
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contact

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Compensation Breakup from Sunstone Education Technology Pvt. Ltd.

Annexure A

Components Monthly Annual	Monthly	Annual
Basic	11,379	1,36,550
HRA	5,690	68,275
Other Allowance	5,690	68,275
Gross CTC (A)	22,758	2,73,100
Deduc ons		
Provident Fund	1,366	16,386
Company Contribution to Provident Fund	1,366	16,386
Total (B)	2,731	32,772
Net Take Home (Before TDS and Incentive)	20,027	2,40,328

*Note: Rs. 25/- will be deducted every month from net pay for Labour Welfare Fund.

Annexure B

Components Monthly Annual	Monthly	Annual
Basic	14,583	1,75,000
HRA	7,292	87,500
Other Allowance	7,292	87,500
Gross CTC (A)	29,167	3,50,000
Deduc ons		
Provident Fund	1,750	21,000
Company Contribution to Provident Fund	1,750	21,000
Total (B)	3,500	42,000
Performance Linked Incentive*		1,50,000
Total CTC		5,00,000
Net Take Home (Before TDS and Incentive)	25,667	3,08,000

*Performance Linked Incentive will be paid annually.

*Note: Rs. 25/- will be deducted every month from net pay for Labour Welfare Fund.

regd office

A95, Ground Floor,
Saraswati Vihar,
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corporate office

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Unitech Cyber Park, Sector 39,
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connect@sunstone.edu.in



Apr 02, 2022

Mr. A C Sai NarasimhaRao
201810102280@presidencyuniversity.in
Candidate Id: CN20220889

Dear A C Sai NarasimhaRao,

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

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

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

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

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

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

A handwritten signature in green ink is written over a circular blue stamp. The stamp contains the text "REGISTRAR" at the top, "PRESIDENCY UNIVERSITY" around the perimeter, and "Registrar" in the center. There are also some smaller, less legible markings within the stamp.

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

Notes: *Associates will be covered under the company group accidental policy for Life CoverRs.10,00,000). The premium for the same will be borne by the company.

Thank you

Yours sincerely

For Focus 4 – D Career Education Pvt Ltd.



Arumugam N Vadivelu

Senior Manager – HR Ops & Strategy

ACCEPTANCE OF OFFER

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

Name & Signature of the candidate with date of acceptance





WINSPARK INNOVATIONS LEARNING PVT
LTD.
1108-1109, 11th floor, JMD Megapolis, Sohna Road, Gurgaon
<http://www.planetspark.in>

Offer Letter

Date: 07/07/2022

To

Vivek H

Employee Code: _PS0424

Dear Vivek,

Sub: Offer Letter

We are pleased to appoint you in our organization as a **Business Development Counsellor** with effect from **05 October 2022**. You will be working from home. Shift timings will be 09:30am to 06:30pm

You will be paid gross emoluments and incentives as detailed in Annexure – A.

Your employment with us will be governed by the Terms & Conditions as detailed in Annexure – B.

Your offer has been made based on information furnished by you. However, if there is a discrepancy in the copies of documents or certificates given by you as a proof of above we retain the right to review our offer of employment.

Please sign and return duplicate copy of this letter in token of your acceptance.

We congratulate you on your appointment and wish you a long and successful career with us. We are confident that your contribution will take us further in our journey towards sparking the joy of learning in every child in India. We assure you of our support for your professional development and growth.

Yours truly,

For WINSPARK INNOVATIONS LEARNING PRIVATE LIMITED.

AUTHORIZED SIGNATORY

Encl.: As above

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

Annexure – A

Emoluments can be bifurcated as under:

Particulars	Monthly	Yearly
Basic Pay	15600	187200
House Rent Allowance	7800	93600
Medical Allowance	2000	24000
Supplementary Allowance	2000	24000
Gross Salary	27400	328800
*Performance Linked Incentive based on Individual Target	20000	240000
Employer PF Contribution	1800	21600
Total CTC		590400

During first month fixed component will be 20000 INR and second month onwards CTC will be revised according to annexure A.

Annexure – B

1. Personal Particulars:

You will keep us informed of any change in your residential address, your family status or any other relevant particulars. You would also let us know the name and address of your legal heir/nominee.

2. Probation

You will be in probation period of 21 Days from the date of joining and will not be confirmed if you are unable to get license to sell i.e. successfully complete the training within 21 days of joining.

3. Nature of Work:

You will work at high standard of initiative, creativeness, efficiency and economy in the organization. The nature of work and responsibilities within **Business Development Counsellor** will be assigned and explained to you from time to time.

4. Training:

You will hold yourself in readiness for any training at any place whenever required. Such training would be imparted to you at the company's expense.

5. Intellectual Property Right:

If during the period of your employment with us you achieve any invention, process improvement, operational improvement, or other process/method likely to result in more efficient operation of any of the activities of the company, the company shall be entitled to use and utilize such improvement and you shall



assign all rights thereof to the company for the purpose of seeking any patent rights or for any other purpose. The company shall have the sole ownership rights of all the intellectual property rights that you may create during the tenure of association with the company including but not limited to the creative concept that you may develop during your association with the company.

1. Secrecy/Confidentiality:

You will not during the course of your employment with the company or at any time there after divulge or disclose to any person whomsoever, make any use whatsoever for your own purpose or for any other purpose other than that of the company, of any information or knowledge obtained by you during your employment as to the business or affairs of the company including development, process reports and reporting system and you will during the course of your employment hereunder also use your best endeavour to prevent any other person from doing so.

2. Annual Leave:

You will be entitled to 4 annual leaves for every completed quarter at the company.

3. Termination of Service:

Either party can terminate this employment by serving a notice of one week on the other. The Full and Final settlement will be processed after 45 days from the last working date.

4. Appointment in Good Faith:

It must be specifically understood that this offer is made based on your proficiency on technical/professional skills you have declared to possess as per your application for employment and your ability to handle any assignment/job independently.

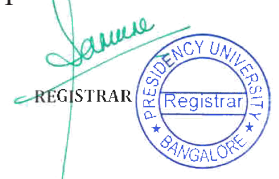
The above terms and conditions are based on the company's policy, procedures and other rules currently applicable in India and are subject to amendments and adjustments from time to time. In all matter including those not specifically covered here such as traveling, retirement, etc. you will be governed by the rules of the company as shall be in force from time to time.

Sincerely,

For and on behalf of WINSPARK INNOVATIONS LEARNING PVT LTD



“I hereby accept this offer and I Confirm that I have signed out of the placement process”



Signature

Date

Sanne
REGISTRAR REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE



WINSPARK INNOVATIONS LEARNING PVT
LTD.
1108-1109, 11th floor, JMD Megapolis, Sohna Road, Gurgaon
<http://www.planetspark.in>

Offer Letter

Date: 07/07/2022

To

Nandyala Kiran Kumar Reddy

Employee Code: _PS0425

Dear Kiran,

Sub: Offer Letter

We are pleased to appoint you in our organization as a **Business Development Counsellor** with effect from **05 October 2022**. You will be working from home. Shift timings will be 09:30am to 06:30pm

You will be paid gross emoluments and incentives as detailed in Annexure – A.

Your employment with us will be governed by the Terms & Conditions as detailed in Annexure – B.

Your offer has been made based on information furnished by you. However, if there is a discrepancy in the copies of documents or certificates given by you as a proof of above we retain the right to review our offer of employment.

Please sign and return duplicate copy of this letter in token of your acceptance.

We congratulate you on your appointment and wish you a long and successful career with us. We are confident that your contribution will take us further in our journey towards sparking the joy of learning in every child in India. We assure you of our support for your professional development and growth.

Yours truly,

For WINSPARK INNOVATIONS LEARNING PRIVATE LIMITED.

AUTHORIZED SIGNATORY

Encl.: As above

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

Annexure – A

Emoluments can be bifurcated as under:

Particulars	Monthly	Yearly
Basic Pay	15600	187200
House Rent Allowance	7800	93600
Medical Allowance	2000	24000
Supplementary Allowance	2000	24000
Gross Salary	27400	328800
*Performance Linked Incentive based on Individual Target	20000	240000
Employer PF Contribution	1800	21600
Total CTC		590400

During first month fixed component will be 20000 INR and second month onwards CTC will be revised according to annexure A.

Annexure – B

1. Personal Particulars:

You will keep us informed of any change in your residential address, your family status or any other relevant particulars. You would also let us know the name and address of your legal heir/nominee.

2. Probation

You will be in probation period of 21 Days from the date of joining and will not be confirmed if you are unable to get license to sell i.e. successfully complete the training within 21 days of joining.

3. Nature of Work:

You will work at high standard of initiative, creativeness, efficiency and economy in the organization. The nature of work and responsibilities within **Business Development Counsellor** will be assigned and explained to you from time to time.

4. Training:

You will hold yourself in readiness for any training at any place whenever required. Such training would be imparted to you at the company's expense.

5. Intellectual Property Right:

If during the period of your employment with us you achieve any invention, process improvement, operational improvement, or other process/method likely to result in more efficient operation of any of the activities of the company, the company shall be entitled to use and utilize such improvement and you shall



assign all rights thereof to the company for the purpose of seeking any patent rights or for any other purpose. The company shall have the sole ownership rights of all the intellectual property rights that you may create during the tenure of association with the company including but not limited to the creative concept that you may develop during your association with the company.

1. Secrecy/Confidentiality:

You will not during the course of your employment with the company or at any time there after divulge or disclose to any person whomsoever, make any use whatsoever for your own purpose or for any other purpose other than that of the company, of any information or knowledge obtained by you during your employment as to the business or affairs of the company including development, process reports and reporting system and you will during the course of your employment hereunder also use your best endeavour to prevent any other person from doing so.

2. Annual Leave:

You will be entitled to 4 annual leaves for every completed quarter at the company.

3. Termination of Service:

Either party can terminate this employment by serving a notice of one week on the other. The Full and Final settlement will be processed after 45 days from the last working date.

4. Appointment in Good Faith:

It must be specifically understood that this offer is made based on your proficiency on technical/professional skills you have declared to possess as per your application for employment and your ability to handle any assignment/job independently.

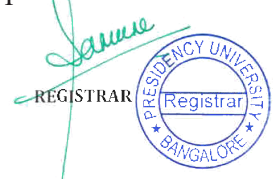
The above terms and conditions are based on the company's policy, procedures and other rules currently applicable in India and are subject to amendments and adjustments from time to time. In all matter including those not specifically covered here such as traveling, retirement, etc. you will be governed by the rules of the company as shall be in force from time to time.

Sincerely,

For and on behalf of WINSPARK INNOVATIONS LEARNING PVT LTD



“I hereby accept this offer and I Confirm that I have signed out of the placement process”



Signature

Date

Sanne
REGISTRAR REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

Offer Letter

Mr. Vijeth N R

15th December, 2021

Sub: Offer of appointment as **Associate Manager-Bangalore** Sunstone Education Technology Pvt. Ltd.

Dear Vijeth N R,

Please refer to your application and the subsequent interview you had with us. We are pleased to offer you an appointment **Associate Manager- Bangalore** on the following terms and conditions:

1. You will be paid monthly emoluments as mentioned in annexure A. These have been discussed and accepted by you during the selection process.
2. You will join the company on **1st February 2022 i.e., Tuesday.**
3. Your base location will be Bangalore.
4. You will be a part of the **Admissions** Department.
5. This offer is provisional in nature and the regular offer of appointment shall be made to you upon your joining the duties and satisfactory completion of the joining formalities.
6. After successfully completion of the 3 months' probation period your salary will revised as per **Annexure B.**
7. If you accept the above, please report to the HR Department of sunstone Education Technology Pvt. Ltd. On the date mentioned above at 11:00 AM along with the following:
 - (a) 6 passport size color photographs.
 - (b) Proof of age certificate along with the photocopy.
 - (c) Proof of academic / technical qualifications certificates along with the photocopies.
 - (d) Copy of resignation letter duly stamped and accepted by your current employer, if in employment or Relieving letter from the current employer.
 - (e) Last pay drawn certificate, if in employment.
 - (f) Form16 from Last Employer, if in employment
 - (g) PAN Card

regd office

A95, Ground Floor,
Saraswati Vihar,
Delhi 110034

corporate office

Sunstone Eduversity, 3rd Floor, Tower B,
Unitech Cyber Park, Sector 39,
Gurgaon, Haryana 122002

contact

+91 8860 22 34 56
+91 8800 92 08 08

www.sunstone.edu.in
connect@sunstone.edu.in



- (h) Cancelled Cheque / Photocopy of Credit Card
 - (i) Appointment letter from current employer
 - (j) Last increment letter from current from current employer, if in employment
 - (k) Residence Address Proof
8. The management reserves the right to withdraw the said offer in case any of the information provided by you in the Application Form/Personal Data Form is found misleading or misconceived and/or if any of the above conditions are not fulfilled by you at the time of joining and/ or the background verification check is found to be not in accordance with the Code of Conduct of **Sunstone Education Technology Pvt. Ltd.**
9. By accepting this offer, both Sunstone Education Technology Pvt. Ltd. and you agree to not entertain any offers or take steps towards exploring any other alternative opportunity related to the possible break down on the engagement pertaining to the position **Associate Manager-Bangalore** at Sunstone Education Technology Pvt. Ltd.

In token of having accepted the above, please sign on the duplicate copy of this letter and return to us.

Thanking you

Yours faithfully,

For **Sunstone Education Technology Pvt. Ltd.**

Sanam Chawla Sarda

Sanam Chawla Sarda

AVP- Human Resources

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Compensation Breakup from Sunstone Education Technology Pvt. Ltd.

Annexure A

Components Monthly Annual	Monthly	Annual
Basic	11,379	1,36,550
HRA	5,690	68,275
Other Allowance	5,690	68,275
Gross CTC (A)	22,758	2,73,100
Deduc ons		
Provident Fund	1,366	16,386
Company Contribution to Provident Fund	1,366	16,386
Total (B)	2,731	32,772
Net Take Home (Before TDS and Incentive)	20,027	2,40,328

*Note: Rs. 25/- will be deducted every month from net pay for Labour Welfare Fund.

Annexure B

Components Monthly Annual	Monthly	Annual
Basic	14,583	1,75,000
HRA	7,292	87,500
Other Allowance	7,292	87,500
Gross CTC (A)	29,167	3,50,000
Deduc ons		
Provident Fund	1,750	21,000
Company Contribution to Provident Fund	1,750	21,000
Total (B)	3,500	42,000
Performance Linked Incentive*		1,50,000
Total CTC		5,00,000
Net Take Home (Before TDS and Incentive)	25,667	3,08,000

*Performance Linked Incentive will be paid annually.

*Note: Rs. 25/- will be deducted every month from net pay for Labour Welfare Fund.

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Offer Letter

Mr. Madhusudhan Gowda S M

15th December, 2021

Sub: Offer of appointment as **Associate Manager-Bangalore** Sunstone Education Technology Pvt. Ltd.

Dear Madhusudhan Gowda S M,

Please refer to your application and the subsequent interview you had with us. We are pleased to offer you an appointment **Associate Manager- Bangalore** on the following terms and conditions:

1. You will be paid monthly emoluments as mentioned in annexure A. These have been discussed and accepted by you during the selection process.
2. You will join the company on **1st February 2022 i.e., Tuesday.**
3. Your base location will be Bangalore.
4. You will be a part of the **Admissions** Department.
5. This offer is provisional in nature and the regular offer of appointment shall be made to you upon your joining the duties and satisfactory completion of the joining formalities.
6. After successfully completion of the 3 months' probation period your salary will revised as per **Annexure B.**
7. If you accept the above, please report to the HR Department of sunstone Education Technology Pvt. Ltd. On the date mentioned above at 11:00 AM along with the following:
 - (a) 6 passport size color photographs.
 - (b) Proof of age certificate along with the photocopy.
 - (c) Proof of academic / technical qualifications certificates along with the photocopies.
 - (d) Copy of resignation letter duly stamped and accepted by your current employer, if in employment or Relieving letter from the current employer.
 - (e) Last pay drawn certificate, if in employment.
 - (f) Form16 from Last Employer, if in employment
 - (g) PAN Card

- (h) Cancelled Cheque / Photocopy of Credit Card
 - (i) Appointment letter from current employer
 - (j) Last increment letter from current from current employer, if in employment
 - (k) Residence Address Proof
8. The management reserves the right to withdraw the said offer in case any of the information provided by you in the Application Form/Personal Data Form is found misleading or misconceived and/or if any of the above conditions are not fulfilled by you at the time of joining and/ or the background verification check is found to be not in accordance with the Code of Conduct of **Sunstone Education Technology Pvt. Ltd.**
9. By accepting this offer, both Sunstone Education Technology Pvt. Ltd. and you agree to not entertain any offers or take steps towards exploring any other alternative opportunity related to the possible break down on the engagement pertaining to the position **Associate Manager-Bangalore** at Sunstone Education Technology Pvt. Ltd.

In token of having accepted the above, please sign on the duplicate copy of this letter and return to us.

Thanking you

Yours faithfully,

For **Sunstone Education Technology Pvt. Ltd.**

Sanam Chawla Sarda

Sanam Chawla Sarda

AVP- Human Resources

regd office

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Compensation Breakup from Sunstone Education Technology Pvt. Ltd.

Annexure A

Components Monthly Annual	Monthly	Annual
Basic	11,379	1,36,550
HRA	5,690	68,275
Other Allowance	5,690	68,275
Gross CTC (A)	22,758	2,73,100
Deduc ons		
Provident Fund	1,366	16,386
Company Contribution to Provident Fund	1,366	16,386
Total (B)	2,731	32,772
Net Take Home (Before TDS and Incentive)	20,027	2,40,328

*Note: Rs. 25/- will be deducted every month from net pay for Labour Welfare Fund.

Annexure B

Components Monthly Annual	Monthly	Annual
Basic	14,583	1,75,000
HRA	7,292	87,500
Other Allowance	7,292	87,500
Gross CTC (A)	29,167	3,50,000
Deduc ons		
Provident Fund	1,750	21,000
Company Contribution to Provident Fund	1,750	21,000
Total (B)	3,500	42,000
Performance Linked Incentive*		1,50,000
Total CTC		5,00,000
Net Take Home (Before TDS and Incentive)	25,667	3,08,000

*Performance Linked Incentive will be paid annually.

*Note: Rs. 25/- will be deducted every month from net pay for Labour Welfare Fund.

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Offer Letter

Mr. Sameer

15th December, 2021

Sub: Offer of appointment as **Associate Manager-Bangalore** Sunstone Education Technology Pvt. Ltd.

Dear Sameer,

Please refer to your application and the subsequent interview you had with us. We are pleased to offer you an appointment **Associate Manager- Bangalore** on the following terms and conditions:

1. You will be paid monthly emoluments as mentioned in annexure A. These have been discussed and accepted by you during the selection process.
2. You will join the company on **1st February 2022 i.e., Tuesday**.
3. Your base location will be Bangalore.
4. You will be a part of the **Admissions** Department.
5. This offer is provisional in nature and the regular offer of appointment shall be made to you upon your joining the duties and satisfactory completion of the joining formalities.
6. After successfully completion of the 3 months' probation period your salary will revised as per **Annexure B**.
7. If you accept the above, please report to the HR Department of sunstone Education Technology Pvt. Ltd. On the date mentioned above at 11:00 AM along with the following:
 - (a) 6 passport size color photographs.
 - (b) Proof of age certificate along with the photocopy.
 - (c) Proof of academic / technical qualifications certificates along with the photocopies.
 - (d) Copy of resignation letter duly stamped and accepted by your current employer, if in employment or Relieving letter from the current employer.
 - (e) Last pay drawn certificate, if in employment.
 - (f) Form16 from Last Employer, if in employment
 - (g) PAN Card

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- (h) Cancelled Cheque / Photocopy of Credit Card
 - (i) Appointment letter from current employer
 - (j) Last increment letter from current from current employer, if in employment
 - (k) Residence Address Proof
8. The management reserves the right to withdraw the said offer in case any of the information provided by you in the Application Form/Personal Data Form is found misleading or misconceived and/or if any of the above conditions are not fulfilled by you at the time of joining and/ or the background verification check is found to be not in accordance with the Code of Conduct of **Sunstone Education Technology Pvt. Ltd.**
9. By accepting this offer, both Sunstone Education Technology Pvt. Ltd. and you agree to not entertain any offers or take steps towards exploring any other alternative opportunity related to the possible break down on the engagement pertaining to the position **Associate Manager-Bangalore** at Sunstone Education Technology Pvt. Ltd.

In token of having accepted the above, please sign on the duplicate copy of this letter and return to us.

Thanking you

Yours faithfully,

For **Sunstone Education Technology Pvt. Ltd.**

Sanam Chawla Sarda

Sanam Chawla Sarda

AVP- Human Resources

regd office

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Compensation Breakup from Sunstone Education Technology Pvt. Ltd.

Annexure A

Components Monthly Annual	Monthly	Annual
Basic	11,379	1,36,550
HRA	5,690	68,275
Other Allowance	5,690	68,275
Gross CTC (A)	22,758	2,73,100
Deduc ons		
Provident Fund	1,366	16,386
Company Contribution to Provident Fund	1,366	16,386
Total (B)	2,731	32,772
Net Take Home (Before TDS and Incentive)	20,027	2,40,328

*Note: Rs. 25/- will be deducted every month from net pay for Labour Welfare Fund.

Annexure B

Components Monthly Annual	Monthly	Annual
Basic	14,583	1,75,000
HRA	7,292	87,500
Other Allowance	7,292	87,500
Gross CTC (A)	29,167	3,50,000
Deduc ons		
Provident Fund	1,750	21,000
Company Contribution to Provident Fund	1,750	21,000
Total (B)	3,500	42,000
Performance Linked Incentive*		1,50,000
Total CTC		5,00,000
Net Take Home (Before TDS and Incentive)	25,667	3,08,000

*Performance Linked Incentive will be paid annually.

*Note: Rs. 25/- will be deducted every month from net pay for Labour Welfare Fund.

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Date :16th Dec 2021

Dear **M Yokesh**

Congratulations! We are pleased to offer you to join MyCaptain, Bangalore under the following terms and conditions-

Role: Business Operations Executive

Location: Bangalore ,India

Compensation :We confirm offering annual compensation of INR **4,50,000/-**(Four Lakh Fifty thousand only) comprising INR **3,24,000/-** (Fixed Component) & variable component of INR **1,26,000/-**

Probation

You will be under probation for a period of 90 days (3 months) from the date of joining and will be made a confirmed employee after a review of your performance during the probationary period.

Benefits

You are eligible for Annual Leave as per the company Leave Policy post your probation. You will also be eligible for Medical Insurance for yourself.

We have prepared a Terms of Employment for your review and acceptance which details the complete terms of your employment with MyCaptain available in the Annexure.If you choose to accept this offer of employment, please revert to our mail confirming your acceptance. We hope you accept this offer and we look forward to working with you.

Sincerely,



Anush Ramachandran
Senior HR Manager



Climber Knowledge & Careers Pvt Ltd
3rd Floor, Classic Arena, Hosur Road
AECS Layout - A Block, Singasandra
Bengaluru, Karnataka 560068
CIN: U93000MH2016PTC273870

✉ Email : hr@mycaptain.in
☎ Phone: +91 9513987661

EMPLOYEE STATEMENT:

I agree with and accept the terms set forth in this letter.

Print Name

Signature

Date

Same
REGISTRAR
PRESIDENCY UNIVERSITY
Registrar
BANGALORE

ANNEXURE

TERMS OF EMPLOYMENT

Your employment for MyCaptain will be governed by Company's policies, as modified, from time to time and at Company's sole discretion. The terms and conditions contained herein ("Terms of Employment") must be read as part of all of the Company's current policies. These Terms of Employment and the policies shall be subject to modifications, from time to time.

Effectiveness

This agreement shall become effective on the commencement of your employment with the Company.

The Company reserves the right to withdraw the offer made to you even after the acceptance of such an offer by you, if the Company becomes aware of any material information that may have been concealed or misrepresented by you at the time the offer was made by the Company. The start date of your employment at MyCaptain will be informed by the company.

You are requested to abide by guidelines and regulations of the office and required to maintain the code of conduct and disciplinary rules, which may be framed or modified from time to time.

During the course of your employment, you will employ yourself efficiently and diligently to the best of your ability and devote your whole time and attention to the interests of the company and carry out all duties and responsibilities assigned to you and shall comply with all lawful orders and directions given to you by the Management.

Probation

You will be on probation for a period of Ninety(90 days) from the date of commencement of employment with the company. While on probation the company may terminate your services by providing one (1) month's notice in writing. The company reserves the right to extend your probation beyond ninety(90 days) due to performance or behaviour issues. Your probation period will expire after a period of ninety (90 days) after your effective start date unless otherwise communicated by the company. If you desire to resign from employment during the probation period, you shall provide the company Thirty(30) days of prior written notice with reasons for such a resignation.

Your salary during the probation period shall be **INR 18,000 plus incentives**, comprising INR 15,000 (Fixed Component) & INR 3,000 (Variable Component) .

Hours of Work

A working day will comprise 9 hours which is inclusive of a break of 1 hour. Your working hours will be 11.30 am to 8.30 pm Monday to Saturday. In view of your position in the company, you will effectively perform to ensure results and you will be expected to work beyond the standard working hours to achieve the results, whenever it is required. The company may also introduce staggered work shifts from time to time. You are requested to make changes to your work timings to accommodate these changes.

Salary and Benefits

Your monthly salary package will be as per the terms mentioned in this letter. Your compensation package may differ based on period reviews. This is as per the compensation policy applicable to other employees of your category in your respective department as detailed below.

Your compensation will be reviewed on an yearly basis and any salary increase will depend on various factors including your performance during the preceding performance period. Notwithstanding the above, you acknowledge that it is Company's policy to review the salary payable to its employees for successive years and such compensation may be higher or lower than the salary received for the previous year depending on various factors, including the overall performance of the Company. The Company may, at any time and in its sole discretion amend, suspend, vary and modify any of the terms and conditions of these benefits and/or policies. The salary and/or benefits offered to you by the Company may be pro-rated depending upon your effective start or effective termination date.

Leave

You will be eligible for 30 days of Annual leave as per the company's leave policy, prorated from your date of joining. During the probation of 90 days and subsequent extension of probation you are not eligible for any leaves. All employees are eligible for holidays as per the holiday calendar published for the year. The Leave Policy may be amended from time to time as per the discretion of the Company.

Notice Period and Termination of Services

Your services may be terminated by your giving one months' notice to the company or the company giving you one month's notice in writing. However, in a situation where a written undertaking is given by you to serve the Company for a specified period of time, the applicable notice period from your end to terminate the appointment will be as per the written undertaking given. Notice pay and any other outstanding, which may be due from you, will be deducted from Company dues payable to you on separation / and recovered from you as the case may be. During your notice period you are not entitled to leave. In case leave is granted for any emergency, this may result in extension of the notice period if the situation demands it. Company may terminate your employment immediately, with or without notice, on the occurrence of your: a. Embezzlement, intoxication or illegal drug abuse, unauthorized absence in excess of the Company leave policy, unauthorized disclosure or misuse or attempted unauthorized disclosure or misuse of the Company's Confidential Information, gross insubordination, or receipt or attempted receipt of any impermissible rebate, kickback or other similar remuneration or consideration in connection with any potential or existing opportunity for the Company and its affiliates and their employees, contractors and clients; b. Engaging in misconduct (willful, intentional or otherwise) during or in connection with the performance of your obligations hereunder or being arrested, charged or convicted in a criminal proceeding or similar proceeding that involves a matter which Company believes, in its sole discretion, may affect the performance of your obligations hereunder, may affect the Company and/or its affiliates and their employees, contractors and/or clients or may otherwise bring the Company and/or its affiliates and their employees, contractors and/or clients any disrepute, whether or not such matter is directly related to the affairs of the Company and/or its affiliates and their employees, contractors or clients; and/or c. Involvement in any act of moral turpitude.(the term "moral turpitude" includes crimes having an inherent quality of baseness, vileness, or depravity with respect to a person's duty to the society in general such as rape, forgery, theft, solicitation, etc.), (ii) sexual harassment (adjudicated guilty as per the Company's policy and local laws) or (iii) other act that threatens or likely to damage Company's reputation or (iv) any misconduct or breach of terms and conditions outlined in this contract of employment including the Company's policies. (v) any activity leading to loss of business. d. Prolonged incompetent delivery of duties and responsibilities as judged by the Company. Upon termination or expiration of your employment, for any reason, or as otherwise requested by the Company, you will return to the Company a. Any property belonging to the Company such as laptop, desktop, SIM card, mobile phone, access card or other devices with details of any passwords or user ids installed therein. b. All confidential information and work product, including any documents and information, of whatever form or intangible, in your possession, together with copies, notes or summaries of such documents. Upon termination or expiration of your employment, all amounts due or payable from or to you by the Company shall be settled in full and an acknowledgment of such settlement shall be recorded in writing. The Company shall be entitled to, at its sole discretion, pursue any remedy available in law or in contract to ensure settlement of any amounts owed by you. The Company may be, at its sole discretion, entitled to withhold your relieving letter and all other documents regarding your employment hereunder. Any termination of employment or these Terms of Employment by Company shall be without any

further liability of Company and its affiliates and their employees, contractors or clients to you or to your successors-in-interest or assigns.

Non-Disclosure Agreement

During your employment, you may have access to trade secrets or confidential business information belonging to the Company (including, but not limited to “source code”, “graphical assets”, “source repositories”, “technical documentation”, “development binaries”, “company internet accounts”, etc.). By accepting this offer, you acknowledge that you must keep all of this information strictly confidential, and refrain from using it for your own purposes or from disclosing it to anyone outside the Company. In addition, you agree that, upon conclusion of your employment, you will immediately return to the Company, all of its property, equipment, and documents, including but not limited to electronically stored information. You agree to hereby indefinitely assign ownership of any intellectual property rights and copyrights to the Company for any and all work that is done as part of your employment with the Company.

Non-Compete and Non-Solicitation

The Employee undertakes, agrees and covenants with the Company that for a period of 6 (Six) months from the termination/ expiry of this contract, as the case may be (“Non-Compete Period”), the Employee shall not, either directly or indirectly work with any company, association, firm, individual or carry on any activity, which is the same as, or similar to, or which competes or is reasonably likely to compete with, the business of the Company, including, but not limited, to any company involved in the field of Education technology. The Employee acknowledges that the restrictions on competitive activity of the Employee set forth in this contract are mainly to protect the value of the Company due to loss of an employee. The Employee acknowledges and agrees that the covenants contained in this clause are no more extensive than is reasonable to protect the interests of the Company and to protect the business of the Company. During this Agreement and for a period of 6 months following the termination of this Agreement, you shall not (i) induce or attempt to induce any employee of MyCaptain to terminate, or in any way interfere with, the relationship between MyCaptain and any employee thereof, or (ii) hire directly or through another entity any person who was an employee of MyCaptain at any time during the term of this Agreement.

You agree that any rights, title and interest whatsoever, including, but not limited to, patent, copyright, trade secret and design rights, mask rights, whether registered or not, arising or created as a result of the development of and/or the application of any tangible or intangible work product or materials produced by you during or as a consequence of your employment, whether alone or in conjunction with others and whether during normal working hours or not, including, but not limited to, any invention, design, discovery, improvement, computer program, documentation, other material which you conceive, discover or create during or in consequence of employment hereunder (“Work Product”) shall belong exclusively to the Company. You hereby convey ownership in such rights, title and interest to the Company and its affiliates upon inception of development.

All Work Products shall constitute a work(s) made for hire under all copyright acts. To the extent that any Work Product does not constitute a work made for hire under the foregoing laws, you hereby irrevocably assign all worldwide right, title, and interest (including without limitation patents, copyright, trade secret, trademarks, design rights, contract and licensing rights) in such Work Product to Company and its affiliates. You retain no rights to use the Work Product and you agree not to challenge the validity of the Company's and its affiliates' ownership in the Work Product. You hereby forever waive all moral rights in the Work Product and any results that proceeds there from, even if after expiration or termination of your employment hereunder. If you have any rights to the Work Product that cannot be assigned to MyCaptain or its affiliates, you hereby unconditionally and irrevocably waive the enforcement of such rights and all claims and causes of action of any kind against MyCaptain and its affiliates and their employees, contractors or clients with respect to such rights and grant to MyCaptain and its affiliates an exclusive, irrevocable, perpetual, worldwide, sub licensable, fully paid-up and royalty free license to such Work Product, or part thereof. On termination or expiration of your employment or these Terms of Employment, you will deliver to the Company all Work Product, including any parts or copies thereof completed, created and/or prepared up through the date of termination and all copies thereof. You agree to, for no further consideration, execute any documents and take any other actions reasonably requested by Company and its affiliates and their clients and contractors to achieve the objectives of this Section (including waiver of any such rights including author's special rights under Section 57 of the Copyright Act 1957). In the event that Company is unable for any reason, after reasonable effort, to secure your signature on any document needed to perfect the title of Company and its affiliates, you hereby irrevocably designate and appoint Company as its duly authorized officers and agents as your agent and attorney in fact to act for and on your behalf to execute, file and verify such documents and to do all other lawfully permitted acts with the same legal force and effect as if executed by you. You agree that you will not violate or attempt to violate the intellectual property rights, interests or title of any third party. Your obligations under this Section shall remain in effect and survive any termination or expiration of your employment or these Terms of Employment. The Company shall be entitled to immediate injunctive or similar relief upon a potential or actual breach of this section by you.

We hope you have a great learning experience with us and grow in the process of this role.

Annexure			
Name	M Yokesh		
Designation	Business Operations Executive		
Department	Operations		
Job Location	Bengaluru,Karnataka		
A.	Fixed Components	INR(p.m)	INR(p.a)
1.	Basic Salary	15000	180000
2.	HRA	6000	72000
3.	Special Allowance	6000	72000
B.	Variable Components		
	Annual Variable Cash		126000
C.	Deductions		
	Professional Tax	200	2400
	PF Employee	1800	21600
	Gross Deduction	2,000	24000
(A+B)-C	Cost to Company		450000
A-B	Net Salary Pay	25000	300000

Date :16th Dec 2021

Dear Syed Tabrez Pasha

Congratulations! We are pleased to offer you to join MyCaptain, Bangalore under the following terms and conditions-

Role: Business Operations Executive

Location: Bangalore ,India

Compensation :We confirm offering annual compensation of INR 4,50,000/- (Four Lakh Fifty thousand only) comprising INR 3,24,000/- (Fixed Component) & variable component of INR 1,26,000/-

Probation

You will be under probation for a period of 90 days (3 months) from the date of joining and will be made a confirmed employee after a review of your performance during the probationary period.

Benefits

You are eligible for Annual Leave as per the company Leave Policy post your probation. You will also be eligible for Medical Insurance for yourself.

We have prepared a Terms of Employment for your review and acceptance which details the complete terms of your employment with MyCaptain available in the Annexure.If you choose to accept this offer of employment, please revert to our mail confirming your acceptance. We hope you accept this offer and we look forward to working with you.

Sincerely,



Anush Ramachandran
Senior HR Manager



Climber Knowledge & Careers Pvt Ltd
3rd Floor, Classic Arena, Hosur Road
AECS Layout - A Block, Singasandra
Bengaluru, Karnataka 560068
CIN: U93000MH2016PTC273870

Email : hr@mycaptain.in
Phone: +91 9513987661

EMPLOYEE STATEMENT:

I agree with and accept the terms set forth in this letter.

Print Name

Signature

Date

Sanne
REGISTRAR
PRESIDENCY UNIVERSITY
Bangalore
Registrar
BANGALORE

ANNEXURE

TERMS OF EMPLOYMENT

Your employment for MyCaptain will be governed by Company's policies, as modified, from time to time and at Company's sole discretion. The terms and conditions contained herein ("Terms of Employment") must be read as part of all of the Company's current policies. These Terms of Employment and the policies shall be subject to modifications, from time to time.

Effectiveness

This agreement shall become effective on the commencement of your employment with the Company.

The Company reserves the right to withdraw the offer made to you even after the acceptance of such an offer by you, if the Company becomes aware of any material information that may have been concealed or misrepresented by you at the time the offer was made by the Company. The start date of your employment at MyCaptain will be informed by the company.

You are requested to abide by guidelines and regulations of the office and required to maintain the code of conduct and disciplinary rules, which may be framed or modified from time to time.

During the course of your employment, you will employ yourself efficiently and diligently to the best of your ability and devote your whole time and attention to the interests of the company and carry out all duties and responsibilities assigned to you and shall comply with all lawful orders and directions given to you by the Management.

Probation

You will be on probation for a period of Ninety(90 days) from the date of commencement of employment with the company. While on probation the company may terminate your services by providing one (1) month's notice in writing. The company reserves the right to extend your probation beyond ninety(90 days) due to performance or behaviour issues. Your probation period will expire after a period of ninety (90 days) after your effective start date unless otherwise communicated by the company. If you desire to resign from employment during the probation period, you shall provide the company Thirty(30) days of prior written notice with reasons for such a resignation.

Your salary during the probation period shall be **INR 18,000 plus incentives**, comprising INR 15,000 (Fixed Component) & INR 3,000 (Variable Component) .

Hours of Work

A working day will comprise 9 hours which is inclusive of a break of 1 hour. Your working hours will be 11.30 am to 8.30 pm Monday to Saturday. In view of your position in the company, you will effectively perform to ensure results and you will be expected to work beyond the standard working hours to achieve the results, whenever it is required. The company may also introduce staggered work shifts from time to time. You are requested to make changes to your work timings to accommodate these changes.

Salary and Benefits

Your monthly salary package will be as per the terms mentioned in this letter. Your compensation package may differ based on period reviews. This is as per the compensation policy applicable to other employees of your category in your respective department as detailed below.

Your compensation will be reviewed on an yearly basis and any salary increase will depend on various factors including your performance during the preceding performance period. Notwithstanding the above, you acknowledge that it is Company's policy to review the salary payable to its employees for successive years and such compensation may be higher or lower than the salary received for the previous year depending on various factors, including the overall performance of the Company. The Company may, at any time and in its sole discretion amend, suspend, vary and modify any of the terms and conditions of these benefits and/or policies. The salary and/or benefits offered to you by the Company may be pro-rated depending upon your effective start or effective termination date.

Leave

You will be eligible for 30 days of Annual leave as per the company's leave policy, prorated from your date of joining. During the probation of 90 days and subsequent extension of probation you are not eligible for any leaves. All employees are eligible for holidays as per the holiday calendar published for the year. The Leave Policy may be amended from time to time as per the discretion of the Company.

Notice Period and Termination of Services

Your services may be terminated by your giving one months' notice to the company or the company giving you one month's notice in writing. However, in a situation where a written undertaking is given by you to serve the Company for a specified period of time, the applicable notice period from your end to terminate the appointment will be as per the written undertaking given. Notice pay and any other outstanding, which may be due from you, will be deducted from Company dues payable to you on separation / and recovered from you as the case may be. During your notice period you are not entitled to leave. In case leave is granted for any emergency, this may result in extension of the notice period if the situation demands it. Company may terminate your employment immediately, with or without notice, on the occurrence of your: a. Embezzlement, intoxication or illegal drug abuse, unauthorized absence in excess of the Company leave policy, unauthorized disclosure or misuse or attempted unauthorized disclosure or misuse of the Company's Confidential Information, gross insubordination, or receipt or attempted receipt of any impermissible rebate, kickback or other similar remuneration or consideration in connection with any potential or existing opportunity for the Company and its affiliates and their employees, contractors and clients; b. Engaging in misconduct (willful, intentional or otherwise) during or in connection with the performance of your obligations hereunder or being arrested, charged or convicted in a criminal proceeding or similar proceeding that involves a matter which Company believes, in its sole discretion, may affect the performance of your obligations hereunder, may affect the Company and/or its affiliates and their employees, contractors and/or clients or may otherwise bring the Company and/or its affiliates and their employees, contractors and/or clients any disrepute, whether or not such matter is directly related to the affairs of the Company and/or its affiliates and their employees, contractors or clients; and/or c. Involvement in any act of moral turpitude.(the term "moral turpitude" includes crimes having an inherent quality of baseness, vileness, or depravity with respect to a person's duty to the society in general such as rape, forgery, theft, solicitation, etc.), (ii) sexual harassment (adjudicated guilty as per the Company's policy and local laws) or (iii) other act that threatens or likely to damage Company's reputation or (iv) any misconduct or breach of terms and conditions outlined in this contract of employment including the Company's policies. (v) any activity leading to loss of business. d. Prolonged incompetent delivery of duties and responsibilities as judged by the Company. Upon termination or expiration of your employment, for any reason, or as otherwise requested by the Company, you will return to the Company a. Any property belonging to the Company such as laptop, desktop, SIM card, mobile phone, access card or other devices with details of any passwords or user ids installed therein. b. All confidential information and work product, including any documents and information, of whatever form or intangible, in your possession, together with copies, notes or summaries of such documents. Upon termination or expiration of your employment, all amounts due or payable from or to you by the Company shall be settled in full and an acknowledgment of such settlement shall be recorded in writing. The Company shall be entitled to, at its sole discretion, pursue any remedy available in law or in contract to ensure settlement of any amounts owed by you. The Company may be, at its sole discretion, entitled to withhold your relieving letter and all other documents regarding your employment hereunder. Any termination of employment or these Terms of Employment by Company shall be without any

further liability of Company and its affiliates and their employees, contractors or clients to you or to your successors-in-interest or assigns.

Non-Disclosure Agreement

During your employment, you may have access to trade secrets or confidential business information belonging to the Company (including, but not limited to “source code”, “graphical assets”, “source repositories”, “technical documentation”, “development binaries”, “company internet accounts”, etc.). By accepting this offer, you acknowledge that you must keep all of this information strictly confidential, and refrain from using it for your own purposes or from disclosing it to anyone outside the Company. In addition, you agree that, upon conclusion of your employment, you will immediately return to the Company, all of its property, equipment, and documents, including but not limited to electronically stored information. You agree to hereby indefinitely assign ownership of any intellectual property rights and copyrights to the Company for any and all work that is done as part of your employment with the Company.

Non-Compete and Non-Solicitation

The Employee undertakes, agrees and covenants with the Company that for a period of 6 (Six) months from the termination/ expiry of this contract, as the case may be (“Non-Compete Period”), the Employee shall not, either directly or indirectly work with any company, association, firm, individual or carry on any activity, which is the same as, or similar to, or which competes or is reasonably likely to compete with, the business of the Company, including, but not limited, to any company involved in the field of Education technology. The Employee acknowledges that the restrictions on competitive activity of the Employee set forth in this contract are mainly to protect the value of the Company due to loss of an employee. The Employee acknowledges and agrees that the covenants contained in this clause are no more extensive than is reasonable to protect the interests of the Company and to protect the business of the Company. During this Agreement and for a period of 6 months following the termination of this Agreement, you shall not (i) induce or attempt to induce any employee of MyCaptain to terminate, or in any way interfere with, the relationship between MyCaptain and any employee thereof, or (ii) hire directly or through another entity any person who was an employee of MyCaptain at any time during the term of this Agreement.

You agree that any rights, title and interest whatsoever, including, but not limited to, patent, copyright, trade secret and design rights, mask rights, whether registered or not, arising or created as a result of the development of and/or the application of any tangible or intangible work product or materials produced by you during or as a consequence of your employment, whether alone or in conjunction with others and whether during normal working hours or not, including, but not limited to, any invention, design, discovery, improvement, computer program, documentation, other material which you conceive, discover or create during or in consequence of employment hereunder (“Work Product”) shall belong exclusively to the Company. You hereby convey ownership in such rights, title and interest to the Company and its affiliates upon inception of development.

All Work Products shall constitute a work(s) made for hire under all copyright acts. To the extent that any Work Product does not constitute a work made for hire under the foregoing laws, you hereby irrevocably assign all worldwide right, title, and interest (including without limitation patents, copyright, trade secret, trademarks, design rights, contract and licensing rights) in such Work Product to Company and its affiliates. You retain no rights to use the Work Product and you agree not to challenge the validity of the Company's and its affiliates' ownership in the Work Product. You hereby forever waive all moral rights in the Work Product and any results that proceeds there from, even if after expiration or termination of your employment hereunder. If you have any rights to the Work Product that cannot be assigned to MyCaptain or its affiliates, you hereby unconditionally and irrevocably waive the enforcement of such rights and all claims and causes of action of any kind against MyCaptain and its affiliates and their employees, contractors or clients with respect to such rights and grant to MyCaptain and its affiliates an exclusive, irrevocable, perpetual, worldwide, sub licensable, fully paid-up and royalty free license to such Work Product, or part thereof. On termination or expiration of your employment or these Terms of Employment, you will deliver to the Company all Work Product, including any parts or copies thereof completed, created and/or prepared up through the date of termination and all copies thereof. You agree to, for no further consideration, execute any documents and take any other actions reasonably requested by Company and its affiliates and their clients and contractors to achieve the objectives of this Section (including waiver of any such rights including authorisation special rights under Section 57 of the Copyright Act 1957). In the event that Company is unable for any reason, after reasonable effort, to secure your signature on any document needed to perfect the title of Company and its affiliates, you hereby irrevocably designate and appoint Company as its duly authorized officers and agents as your agent and attorney in fact to act for and on your behalf to execute, file and verify such documents and to do all other lawfully permitted acts with the same legal force and effect as if executed by you. You agree that you will not violate or attempt to violate the intellectual property rights, interests or title of any third party. Your obligations under this Section shall remain in effect and survive any termination or expiration of your employment or these Terms of Employment. The Company shall be entitled to immediate injunctive or similar relief upon a potential or actual breach of this section by you.

We hope you have a great learning experience with us and grow in the process of this role.

Annexure			
Name	Syed Tabrez Pasha		
Designation	Business Operations Executive		
Department	Operations		
Job Location	Bengaluru,Karnataka		
A.	Fixed Components	INR(p.m)	INR(p.a)
1.	Basic Salary	15000	180000
2.	HRA	6000	72000
3.	Special Allowance	6000	72000
B.	Variable Components		
	Annual Variable Cash		126000
C.	Deductions		
	Professional Tax	200	2400
	PF Employee	1800	21600
	Gross Deduction	2,000	24000
(A+B)-C	Cost to Company		450000
A-B	Net Salary Pay	25000	300000

Date :16th Dec 2021

Dear **Avinash**

Congratulations! We are pleased to offer you to join MyCaptain, Bangalore under the following terms and conditions-

Role: Business Operations Executive

Location: Bangalore ,India

Compensation :We confirm offering annual compensation of INR **4,50,000/-**(Four Lakh Fifty thousand only) comprising INR **3,24,000/-** (Fixed Component) & variable component of INR **1,26,000/-**

Probation

You will be under probation for a period of 90 days (3 months) from the date of joining and will be made a confirmed employee after a review of your performance during the probationary period.

Benefits

You are eligible for Annual Leave as per the company Leave Policy post your probation. You will also be eligible for Medical Insurance for yourself.

We have prepared a Terms of Employment for your review and acceptance which details the complete terms of your employment with MyCaptain available in the Annexure.If you choose to accept this offer of employment, please revert to our mail confirming your acceptance. We hope you accept this offer and we look forward to working with you.

Sincerely,



Anush Ramachandran
Senior HR Manager



Climber Knowledge & Careers Pvt Ltd
3rd Floor, Classic Arena, Hosur Road
AECS Layout - A Block, Singasandra
Bengaluru, Karnataka 560068
CIN: U93000MH2016PTC273870

Email : hr@mycaptain.in
Phone: +91 9513987661

EMPLOYEE STATEMENT:

I agree with and accept the terms set forth in this letter.

Print Name

Signature

Date

Sanne
REGISTRAR
PRESIDENCY UNIVERSITY
Registrar
BANGALORE

ANNEXURE

TERMS OF EMPLOYMENT

Your employment for MyCaptain will be governed by Company's policies, as modified, from time to time and at Company's sole discretion. The terms and conditions contained herein ("Terms of Employment") must be read as part of all of the Company's current policies. These Terms of Employment and the policies shall be subject to modifications, from time to time.

Effectiveness

This agreement shall become effective on the commencement of your employment with the Company.

The Company reserves the right to withdraw the offer made to you even after the acceptance of such an offer by you, if the Company becomes aware of any material information that may have been concealed or misrepresented by you at the time the offer was made by the Company. The start date of your employment at MyCaptain will be informed by the company.

You are requested to abide by guidelines and regulations of the office and required to maintain the code of conduct and disciplinary rules, which may be framed or modified from time to time.

During the course of your employment, you will employ yourself efficiently and diligently to the best of your ability and devote your whole time and attention to the interests of the company and carry out all duties and responsibilities assigned to you and shall comply with all lawful orders and directions given to you by the Management.

Probation

You will be on probation for a period of Ninety(90 days) from the date of commencement of employment with the company. While on probation the company may terminate your services by providing one (1) month's notice in writing. The company reserves the right to extend your probation beyond ninety(90 days) due to performance or behaviour issues. Your probation period will expire after a period of ninety (90 days) after your effective start date unless otherwise communicated by the company. If you desire to resign from employment during the probation period, you shall provide the company Thirty(30) days of prior written notice with reasons for such a resignation.

Your salary during the probation period shall be **INR 18,000 plus incentives**, comprising INR 15,000 (Fixed Component) & INR 3,000 (Variable Component) .

Hours of Work

A working day will comprise 9 hours which is inclusive of a break of 1 hour. Your working hours will be 11.30 am to 8.30 pm Monday to Saturday. In view of your position in the company, you will effectively perform to ensure results and you will be expected to work beyond the standard working hours to achieve the results, whenever it is required. The company may also introduce staggered work shifts from time to time. You are requested to make changes to your work timings to accommodate these changes.

Salary and Benefits

Your monthly salary package will be as per the terms mentioned in this letter. Your compensation package may differ based on period reviews. This is as per the compensation policy applicable to other employees of your category in your respective department as detailed below.

Your compensation will be reviewed on an yearly basis and any salary increase will depend on various factors including your performance during the preceding performance period. Notwithstanding the above, you acknowledge that it is Company's policy to review the salary payable to its employees for successive years and such compensation may be higher or lower than the salary received for the previous year depending on various factors, including the overall performance of the Company. The Company may, at any time and in its sole discretion amend, suspend, vary and modify any of the terms and conditions of these benefits and/or policies. The salary and/or benefits offered to you by the Company may be pro-rated depending upon your effective start or effective termination date.

Leave

You will be eligible for 30 days of Annual leave as per the company's leave policy, prorated from your date of joining. During the probation of 90 days and subsequent extension of probation you are not eligible for any leaves. All employees are eligible for holidays as per the holiday calendar published for the year. The Leave Policy may be amended from time to time as per the discretion of the Company.

Notice Period and Termination of Services

Your services may be terminated by your giving one months' notice to the company or the company giving you one month's notice in writing. However, in a situation where a written undertaking is given by you to serve the Company for a specified period of time, the applicable notice period from your end to terminate the appointment will be as per the written undertaking given. Notice pay and any other outstanding, which may be due from you, will be deducted from Company dues payable to you on separation / and recovered from you as the case may be. During your notice period you are not entitled to leave. In case leave is granted for any emergency, this may result in extension of the notice period if the situation demands it. Company may terminate your employment immediately, with or without notice, on the occurrence of your: a. Embezzlement, intoxication or illegal drug abuse, unauthorized absence in excess of the Company leave policy, unauthorized disclosure or misuse or attempted unauthorized disclosure or misuse of the Company's Confidential Information, gross insubordination, or receipt or attempted receipt of any impermissible rebate, kickback or other similar remuneration or consideration in connection with any potential or existing opportunity for the Company and its affiliates and their employees, contractors and clients; b. Engaging in misconduct (willful, intentional or otherwise) during or in connection with the performance of your obligations hereunder or being arrested, charged or convicted in a criminal proceeding or similar proceeding that involves a matter which Company believes, in its sole discretion, may affect the performance of your obligations hereunder, may affect the Company and/or its affiliates and their employees, contractors and/or clients or may otherwise bring the Company and/or its affiliates and their employees, contractors and/or clients any disrepute, whether or not such matter is directly related to the affairs of the Company and/or its affiliates and their employees, contractors or clients; and/or c. Involvement in any act of moral turpitude.(the term "moral turpitude" includes crimes having an inherent quality of baseness, vileness, or depravity with respect to a person's duty to the society in general such as rape, forgery, theft, solicitation, etc.), (ii) sexual harassment (adjudicated guilty as per the Company's policy and local laws) or (iii) other act that threatens or likely to damage Company's reputation or (iv) any misconduct or breach of terms and conditions outlined in this contract of employment including the Company's policies. (v) any activity leading to loss of business. d. Prolonged incompetent delivery of duties and responsibilities as judged by the Company. Upon termination or expiration of your employment, for any reason, or as otherwise requested by the Company, you will return to the Company a. Any property belonging to the Company such as laptop, desktop, SIM card, mobile phone, access card or other devices with details of any passwords or user ids installed therein. b. All confidential information and work product, including any documents and information, of whatever form or intangible, in your possession, together with copies, notes or summaries of such documents. Upon termination or expiration of your employment, all amounts due or payable from or to you by the Company shall be settled in full and an acknowledgment of such settlement shall be recorded in writing. The Company shall be entitled to, at its sole discretion, pursue any remedy available in law or in contract to ensure settlement of any amounts owed by you. The Company may be, at its sole discretion, entitled to withhold your relieving letter and all other documents regarding your employment hereunder. Any termination of employment or these Terms of Employment by Company shall be without any

further liability of Company and its affiliates and their employees, contractors or clients to you or to your successors-in-interest or assigns.

Non-Disclosure Agreement

During your employment, you may have access to trade secrets or confidential business information belonging to the Company (including, but not limited to “source code”, “graphical assets”, “source repositories”, “technical documentation”, “development binaries”, “company internet accounts”, etc.). By accepting this offer, you acknowledge that you must keep all of this information strictly confidential, and refrain from using it for your own purposes or from disclosing it to anyone outside the Company. In addition, you agree that, upon conclusion of your employment, you will immediately return to the Company, all of its property, equipment, and documents, including but not limited to electronically stored information. You agree to hereby indefinitely assign ownership of any intellectual property rights and copyrights to the Company for any and all work that is done as part of your employment with the Company.

Non-Compete and Non-Solicitation

The Employee undertakes, agrees and covenants with the Company that for a period of 6 (Six) months from the termination/ expiry of this contract, as the case may be (“Non-Compete Period”), the Employee shall not, either directly or indirectly work with any company, association, firm, individual or carry on any activity, which is the same as, or similar to, or which competes or is reasonably likely to compete with, the business of the Company, including, but not limited, to any company involved in the field of Education technology. The Employee acknowledges that the restrictions on competitive activity of the Employee set forth in this contract are mainly to protect the value of the Company due to loss of an employee. The Employee acknowledges and agrees that the covenants contained in this clause are no more extensive than is reasonable to protect the interests of the Company and to protect the business of the Company. During this Agreement and for a period of 6 months following the termination of this Agreement, you shall not (i) induce or attempt to induce any employee of MyCaptain to terminate, or in any way interfere with, the relationship between MyCaptain and any employee thereof, or (ii) hire directly or through another entity any person who was an employee of MyCaptain at any time during the term of this Agreement.

You agree that any rights, title and interest whatsoever, including, but not limited to, patent, copyright, trade secret and design rights, mask rights, whether registered or not, arising or created as a result of the development of and/or the application of any tangible or intangible work product or materials produced by you during or as a consequence of your employment, whether alone or in conjunction with others and whether during normal working hours or not, including, but not limited to, any invention, design, discovery, improvement, computer program, documentation, other material which you conceive, discover or create during or in consequence of employment hereunder (“Work Product”) shall belong exclusively to the Company. You hereby convey ownership in such rights, title and interest to the Company and its affiliates upon inception of development.

All Work Products shall constitute a work(s) made for hire under all copyright acts. To the extent that any Work Product does not constitute a work made for hire under the foregoing laws, you hereby irrevocably assign all worldwide right, title, and interest (including without limitation patents, copyright, trade secret, trademarks, design rights, contract and licensing rights) in such Work Product to Company and its affiliates. You retain no rights to use the Work Product and you agree not to challenge the validity of the Company's and its affiliates' ownership in the Work Product. You hereby forever waive all moral rights in the Work Product and any results that proceeds there from, even if after expiration or termination of your employment hereunder. If you have any rights to the Work Product that cannot be assigned to MyCaptain or its affiliates, you hereby unconditionally and irrevocably waive the enforcement of such rights and all claims and causes of action of any kind against MyCaptain and its affiliates and their employees, contractors or clients with respect to such rights and grant to MyCaptain and its affiliates an exclusive, irrevocable, perpetual, worldwide, sub licensable, fully paid-up and royalty free license to such Work Product, or part thereof. On termination or expiration of your employment or these Terms of Employment, you will deliver to the Company all Work Product, including any parts or copies thereof completed, created and/or prepared up through the date of termination and all copies thereof. You agree to, for no further consideration, execute any documents and take any other actions reasonably requested by Company and its affiliates and their clients and contractors to achieve the objectives of this Section (including waiver of any such rights including author's special rights under Section 57 of the Copyright Act 1957). In the event that Company is unable for any reason, after reasonable effort, to secure your signature on any document needed to perfect the title of Company and its affiliates, you hereby irrevocably designate and appoint Company as its duly authorized officers and agents as your agent and attorney in fact to act for and on your behalf to execute, file and verify such documents and to do all other lawfully permitted acts with the same legal force and effect as if executed by you. You agree that you will not violate or attempt to violate the intellectual property rights, interests or title of any third party. Your obligations under this Section shall remain in effect and survive any termination or expiration of your employment or these Terms of Employment. The Company shall be entitled to immediate injunctive or similar relief upon a potential or actual breach of this section by you.

We hope you have a great learning experience with us and grow in the process of this role.

Climber Knowledge & Careers Pvt Ltd
3rd Floor, Classic Arena, Hosur Road
AECS Layout - A Block, Singasandra
Bengaluru, Karnataka 560068
CIN: U93000MH2016PTC273870

Annexure			
Name	Avinash		
Designation	Business Operations Executive		
Department	Operations		
Job Location	Bengaluru,Karnataka		
A.	Fixed Components	INR(p.m)	INR(p.a)
1.	Basic Salary	15000	180000
2.	HRA	6000	72000
3.	Special Allowance	6000	72000
B.	Variable Components		
	Annual Variable Cash		126000
C.	Deductions		
	Professional Tax	200	2400
	PF Employee	1800	21600
	Gross Deduction	2,000	24000
(A+B)-C	Cost to Company		450000
A-B	Net Salary Pay	25000	300000

Date :16th Dec 2021

Dear J D Ansho Jerfin Singh

Congratulations! We are pleased to offer you to join MyCaptain, Bangalore under the following terms and conditions-

Role: Business Operations Executive

Location: Bangalore ,India

Compensation :We confirm offering annual compensation of INR 4,50,000/- (Four Lakh Fifty thousand only) comprising INR 3,24,000/- (Fixed Component) & variable component of INR 1,26,000/-

Probation

You will be under probation for a period of 90 days (3 months) from the date of joining and will be made a confirmed employee after a review of your performance during the probationary period.

Benefits

You are eligible for Annual Leave as per the company Leave Policy post your probation. You will also be eligible for Medical Insurance for yourself.

We have prepared a Terms of Employment for your review and acceptance which details the complete terms of your employment with MyCaptain available in the Annexure.If you choose to accept this offer of employment, please revert to our mail confirming your acceptance. We hope you accept this offer and we look forward to working with you.

Sincerely,



Anush Ramachandran
Senior HR Manager



Climber Knowledge & Careers Pvt Ltd
3rd Floor, Classic Arena, Hosur Road
AECS Layout - A Block, Singasandra
Bengaluru, Karnataka 560068
CIN: U93000MH2016PTC273870

Email : hr@mycaptain.in
Phone: +91 9513987661

EMPLOYEE STATEMENT:

I agree with and accept the terms set forth in this letter.

Print Name

Signature

Date

Sanne
REGISTRAR
PRESIDENCY UNIVERSITY
Registrar
BANGALORE

ANNEXURE

TERMS OF EMPLOYMENT

Your employment for MyCaptain will be governed by Company's policies, as modified, from time to time and at Company's sole discretion. The terms and conditions contained herein ("Terms of Employment") must be read as part of all of the Company's current policies. These Terms of Employment and the policies shall be subject to modifications, from time to time.

Effectiveness

This agreement shall become effective on the commencement of your employment with the Company.

The Company reserves the right to withdraw the offer made to you even after the acceptance of such an offer by you, if the Company becomes aware of any material information that may have been concealed or misrepresented by you at the time the offer was made by the Company. The start date of your employment at MyCaptain will be informed by the company.

You are requested to abide by guidelines and regulations of the office and required to maintain the code of conduct and disciplinary rules, which may be framed or modified from time to time.

During the course of your employment, you will employ yourself efficiently and diligently to the best of your ability and devote your whole time and attention to the interests of the company and carry out all duties and responsibilities assigned to you and shall comply with all lawful orders and directions given to you by the Management.

Probation

You will be on probation for a period of Ninety(90 days) from the date of commencement of employment with the company. While on probation the company may terminate your services by providing one (1) month's notice in writing. The company reserves the right to extend your probation beyond ninety(90 days) due to performance or behaviour issues. Your probation period will expire after a period of ninety (90 days) after your effective start date unless otherwise communicated by the company. If you desire to resign from employment during the probation period, you shall provide the company Thirty(30) days of prior written notice with reasons for such a resignation.

Your salary during the probation period shall be **INR 18,000 plus incentives**, comprising INR 15,000 (Fixed Component) & INR 3,000 (Variable Component) .

Hours of Work

A working day will comprise 9 hours which is inclusive of a break of 1 hour. Your working hours will be 11.30 am to 8.30 pm Monday to Saturday. In view of your position in the company, you will effectively perform to ensure results and you will be expected to work beyond the standard working hours to achieve the results, whenever it is required. The company may also introduce staggered work shifts from time to time. You are requested to make changes to your work timings to accommodate these changes.

Salary and Benefits

Your monthly salary package will be as per the terms mentioned in this letter. Your compensation package may differ based on period reviews. This is as per the compensation policy applicable to other employees of your category in your respective department as detailed below.

Your compensation will be reviewed on an yearly basis and any salary increase will depend on various factors including your performance during the preceding performance period. Notwithstanding the above, you acknowledge that it is Company's policy to review the salary payable to its employees for successive years and such compensation may be higher or lower than the salary received for the previous year depending on various factors, including the overall performance of the Company. The Company may, at any time and in its sole discretion amend, suspend, vary and modify any of the terms and conditions of these benefits and/or policies. The salary and/or benefits offered to you by the Company may be pro-rated depending upon your effective start or effective termination date.

Leave

You will be eligible for 30 days of Annual leave as per the company's leave policy, prorated from your date of joining. During the probation of 90 days and subsequent extension of probation you are not eligible for any leaves. All employees are eligible for holidays as per the holiday calendar published for the year. The Leave Policy may be amended from time to time as per the discretion of the Company.

Notice Period and Termination of Services

Your services may be terminated by your giving one months' notice to the company or the company giving you one month's notice in writing. However, in a situation where a written undertaking is given by you to serve the Company for a specified period of time, the applicable notice period from your end to terminate the appointment will be as per the written undertaking given. Notice pay and any other outstanding, which may be due from you, will be deducted from Company dues payable to you on separation / and recovered from you as the case may be. During your notice period you are not entitled to leave. In case leave is granted for any emergency, this may result in extension of the notice period if the situation demands it. Company may terminate your employment immediately, with or without notice, on the occurrence of your: a. Embezzlement, intoxication or illegal drug abuse, unauthorized absence in excess of the Company leave policy, unauthorized disclosure or misuse or attempted unauthorized disclosure or misuse of the Company's Confidential Information, gross insubordination, or receipt or attempted receipt of any impermissible rebate, kickback or other similar remuneration or consideration in connection with any potential or existing opportunity for the Company and its affiliates and their employees, contractors and clients; b. Engaging in misconduct (willful, intentional or otherwise) during or in connection with the performance of your obligations hereunder or being arrested, charged or convicted in a criminal proceeding or similar proceeding that involves a matter which Company believes, in its sole discretion, may affect the performance of your obligations hereunder, may affect the Company and/or its affiliates and their employees, contractors and/or clients or may otherwise bring the Company and/or its affiliates and their employees, contractors and/or clients any disrepute, whether or not such matter is directly related to the affairs of the Company and/or its affiliates and their employees, contractors or clients; and/or c. Involvement in any act of moral turpitude.(the term "moral turpitude" includes crimes having an inherent quality of baseness, vileness, or depravity with respect to a person's duty to the society in general such as rape, forgery, theft, solicitation, etc.), (ii) sexual harassment (adjudicated guilty as per the Company's policy and local laws) or (iii) other act that threatens or likely to damage Company's reputation or (iv) any misconduct or breach of terms and conditions outlined in this contract of employment including the Company's policies. (v) any activity leading to loss of business. d. Prolonged incompetent delivery of duties and responsibilities as judged by the Company. Upon termination or expiration of your employment, for any reason, or as otherwise requested by the Company, you will return to the Company a. Any property belonging to the Company such as laptop, desktop, SIM card, mobile phone, access card or other devices with details of any passwords or user ids installed therein. b. All confidential information and work product, including any documents and information, of whatever form or intangible, in your possession, together with copies, notes or summaries of such documents. Upon termination or expiration of your employment, all amounts due or payable from or to you by the Company shall be settled in full and an acknowledgment of such settlement shall be recorded in writing. The Company shall be entitled to, at its sole discretion, pursue any remedy available in law or in contract to ensure settlement of any amounts owed by you. The Company may be, at its sole discretion, entitled to withhold your relieving letter and all other documents regarding your employment hereunder. Any termination of employment or these Terms of Employment by Company shall be without any

further liability of Company and its affiliates and their employees, contractors or clients to you or to your successors-in-interest or assigns.

Non-Disclosure Agreement

During your employment, you may have access to trade secrets or confidential business information belonging to the Company (including, but not limited to “source code”, “graphical assets”, “source repositories”, “technical documentation”, “development binaries”, “company internet accounts”, etc.). By accepting this offer, you acknowledge that you must keep all of this information strictly confidential, and refrain from using it for your own purposes or from disclosing it to anyone outside the Company. In addition, you agree that, upon conclusion of your employment, you will immediately return to the Company, all of its property, equipment, and documents, including but not limited to electronically stored information. You agree to hereby indefinitely assign ownership of any intellectual property rights and copyrights to the Company for any and all work that is done as part of your employment with the Company.

Non-Compete and Non-Solicitation

The Employee undertakes, agrees and covenants with the Company that for a period of 6 (Six) months from the termination/ expiry of this contract, as the case may be (“Non-Compete Period”), the Employee shall not, either directly or indirectly work with any company, association, firm, individual or carry on any activity, which is the same as, or similar to, or which competes or is reasonably likely to compete with, the business of the Company, including, but not limited, to any company involved in the field of Education technology. The Employee acknowledges that the restrictions on competitive activity of the Employee set forth in this contract are mainly to protect the value of the Company due to loss of an employee. The Employee acknowledges and agrees that the covenants contained in this clause are no more extensive than is reasonable to protect the interests of the Company and to protect the business of the Company. During this Agreement and for a period of 6 months following the termination of this Agreement, you shall not (i) induce or attempt to induce any employee of MyCaptain to terminate, or in any way interfere with, the relationship between MyCaptain and any employee thereof, or (ii) hire directly or through another entity any person who was an employee of MyCaptain at any time during the term of this Agreement.

You agree that any rights, title and interest whatsoever, including, but not limited to, patent, copyright, trade secret and design rights, mask rights, whether registered or not, arising or created as a result of the development of and/or the application of any tangible or intangible work product or materials produced by you during or as a consequence of your employment, whether alone or in conjunction with others and whether during normal working hours or not, including, but not limited to, any invention, design, discovery, improvement, computer program, documentation, other material which you conceive, discover or create during or in consequence of employment hereunder (“Work Product”) shall belong exclusively to the Company. You hereby convey ownership in such rights, title and interest to the Company and its affiliates upon inception of development.

All Work Products shall constitute a work(s) made for hire under all copyright acts. To the extent that any Work Product does not constitute a work made for hire under the foregoing laws, you hereby irrevocably assign all worldwide right, title, and interest (including without limitation patents, copyright, trade secret, trademarks, design rights, contract and licensing rights) in such Work Product to Company and its affiliates. You retain no rights to use the Work Product and you agree not to challenge the validity of the Company's and its affiliates' ownership in the Work Product. You hereby forever waive all moral rights in the Work Product and any results that proceeds there from, even if after expiration or termination of your employment hereunder. If you have any rights to the Work Product that cannot be assigned to MyCaptain or its affiliates, you hereby unconditionally and irrevocably waive the enforcement of such rights and all claims and causes of action of any kind against MyCaptain and its affiliates and their employees, contractors or clients with respect to such rights and grant to MyCaptain and its affiliates an exclusive, irrevocable, perpetual, worldwide, sub licensable, fully paid-up and royalty free license to such Work Product, or part thereof. On termination or expiration of your employment or these Terms of Employment, you will deliver to the Company all Work Product, including any parts or copies thereof completed, created and/or prepared up through the date of termination and all copies thereof. You agree to, for no further consideration, execute any documents and take any other actions reasonably requested by Company and its affiliates and their clients and contractors to achieve the objectives of this Section (including waiver of any such rights including author's special rights under Section 57 of the Copyright Act 1957). In the event that Company is unable for any reason, after reasonable effort, to secure your signature on any document needed to perfect the title of Company and its affiliates, you hereby irrevocably designate and appoint Company as its duly authorized officers and agents as your agent and attorney in fact to act for and on your behalf to execute, file and verify such documents and to do all other lawfully permitted acts with the same legal force and effect as if executed by you. You agree that you will not violate or attempt to violate the intellectual property rights, interests or title of any third party. Your obligations under this Section shall remain in effect and survive any termination or expiration of your employment or these Terms of Employment. The Company shall be entitled to immediate injunctive or similar relief upon a potential or actual breach of this section by you.

We hope you have a great learning experience with us and grow in the process of this role.

Annexure			
Name	J D Ansho Jerfin Singh		
Designation	Business Operations Executive		
Department	Operations		
Job Location	Bengaluru,Karnataka		
A.	Fixed Components	INR(p.m)	INR(p.a)
1.	Basic Salary	15000	180000
2.	HRA	6000	72000
3.	Special Allowance	6000	72000
B.	Variable Components		
	Annual Variable Cash		126000
C.	Deductions		
	Professional Tax	200	2400
	PF Employee	1800	21600
	Gross Deduction	2,000	24000
(A+B)-C	Cost to Company		450000
A-B	Net Salary Pay	25000	300000

Date :16th Dec 2021

Dear **Naveen K N**

Congratulations! We are pleased to offer you to join MyCaptain, Bangalore under the following terms and conditions-

Role: Business Operations Executive

Location: Bangalore ,India

Compensation :We confirm offering annual compensation of INR **4,50,000/-**(Four Lakh Fifty thousand only) comprising INR **3,24,000/-** (Fixed Component) & variable component of INR **1,26,000/-**

Probation

You will be under probation for a period of 90 days (3 months) from the date of joining and will be made a confirmed employee after a review of your performance during the probationary period.

Benefits

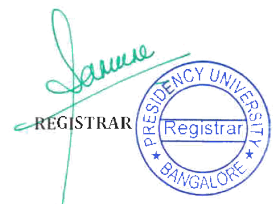
You are eligible for Annual Leave as per the company Leave Policy post your probation. You will also be eligible for Medical Insurance for yourself.

We have prepared a Terms of Employment for your review and acceptance which details the complete terms of your employment with MyCaptain available in the Annexure.If you choose to accept this offer of employment, please revert to our mail confirming your acceptance. We hope you accept this offer and we look forward to working with you.

Sincerely,



Anush Ramachandran
Senior HR Manager



REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE



Climber Knowledge & Careers Pvt Ltd
3rd Floor, Classic Arena, Hosur Road
AECS Layout - A Block, Singasandra
Bengaluru, Karnataka 560068
CIN: U93000MH2016PTC273870

Email : hr@mycaptain.in
Phone: +91 9513987661

EMPLOYEE STATEMENT:

I agree with and accept the terms set forth in this letter.

Print Name

Signature

Date

Sanne
REGISTRAR
PRESIDENCY UNIVERSITY
Registrar
BANGALORE

ANNEXURE

TERMS OF EMPLOYMENT

Your employment for MyCaptain will be governed by Company's policies, as modified, from time to time and at Company's sole discretion. The terms and conditions contained herein ("Terms of Employment") must be read as part of all of the Company's current policies. These Terms of Employment and the policies shall be subject to modifications, from time to time.

Effectiveness

This agreement shall become effective on the commencement of your employment with the Company.

The Company reserves the right to withdraw the offer made to you even after the acceptance of such an offer by you, if the Company becomes aware of any material information that may have been concealed or misrepresented by you at the time the offer was made by the Company. The start date of your employment at MyCaptain will be informed by the company.

You are requested to abide by guidelines and regulations of the office and required to maintain the code of conduct and disciplinary rules, which may be framed or modified from time to time.

During the course of your employment, you will employ yourself efficiently and diligently to the best of your ability and devote your whole time and attention to the interests of the company and carry out all duties and responsibilities assigned to you and shall comply with all lawful orders and directions given to you by the Management.

Probation

You will be on probation for a period of Ninety(90 days) from the date of commencement of employment with the company. While on probation the company may terminate your services by providing one (1) month's notice in writing. The company reserves the right to extend your probation beyond ninety(90 days) due to performance or behaviour issues. Your probation period will expire after a period of ninety (90 days) after your effective start date unless otherwise communicated by the company. If you desire to resign from employment during the probation period, you shall provide the company Thirty(30) days of prior written notice with reasons for such a resignation.

Your salary during the probation period shall be **INR 18,000 plus incentives**, comprising INR 15,000 (Fixed Component) & INR 3,000 (Variable Component) .

Hours of Work

A working day will comprise 9 hours which is inclusive of a break of 1 hour. Your working hours will be 11.30 am to 8.30 pm Monday to Saturday. In view of your position in the company, you will effectively perform to ensure results and you will be expected to work beyond the standard working hours to achieve the results, whenever it is required. The company may also introduce staggered work shifts from time to time. You are requested to make changes to your work timings to accommodate these changes.

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Your monthly salary package will be as per the terms mentioned in this letter. Your compensation package may differ based on period reviews. This is as per the compensation policy applicable to other employees of your category in your respective department as detailed below.

Your compensation will be reviewed on an yearly basis and any salary increase will depend on various factors including your performance during the preceding performance period. Notwithstanding the above, you acknowledge that it is Company's policy to review the salary payable to its employees for successive years and such compensation may be higher or lower than the salary received for the previous year depending on various factors, including the overall performance of the Company. The Company may, at any time and in its sole discretion amend, suspend, vary and modify any of the terms and conditions of these benefits and/or policies. The salary and/or benefits offered to you by the Company may be pro-rated depending upon your effective start or effective termination date.

Leave

You will be eligible for 30 days of Annual leave as per the company's leave policy, prorated from your date of joining. During the probation of 90 days and subsequent extension of probation you are not eligible for any leaves. All employees are eligible for holidays as per the holiday calendar published for the year. The Leave Policy may be amended from time to time as per the discretion of the Company.

Notice Period and Termination of Services

Your services may be terminated by your giving one months' notice to the company or the company giving you one month's notice in writing. However, in a situation where a written undertaking is given by you to serve the Company for a specified period of time, the applicable notice period from your end to terminate the appointment will be as per the written undertaking given. Notice pay and any other outstanding, which may be due from you, will be deducted from Company dues payable to you on separation / and recovered from you as the case may be. During your notice period you are not entitled to leave. In case leave is granted for any emergency, this may result in extension of the notice period if the situation demands it. Company may terminate your employment immediately, with or without notice, on the occurrence of your: a. Embezzlement, intoxication or illegal drug abuse, unauthorized absence in excess of the Company leave policy, unauthorized disclosure or misuse or attempted unauthorized disclosure or misuse of the Company's Confidential Information, gross insubordination, or receipt or attempted receipt of any impermissible rebate, kickback or other similar remuneration or consideration in connection with any potential or existing opportunity for the Company and its affiliates and their employees, contractors and clients; b. Engaging in misconduct (willful, intentional or otherwise) during or in connection with the performance of your obligations hereunder or being arrested, charged or convicted in a criminal proceeding or similar proceeding that involves a matter which Company believes, in its sole discretion, may affect the performance of your obligations hereunder, may affect the Company and/or its affiliates and their employees, contractors and/or clients or may otherwise bring the Company and/or its affiliates and their employees, contractors and/or clients any disrepute, whether or not such matter is directly related to the affairs of the Company and/or its affiliates and their employees, contractors or clients; and/or c. Involvement in any act of moral turpitude.(the term "moral turpitude" includes crimes having an inherent quality of baseness, vileness, or depravity with respect to a person's duty to the society in general such as rape, forgery, theft, solicitation, etc.), (ii) sexual harassment (adjudicated guilty as per the Company's policy and local laws) or (iii) other act that threatens or likely to damage Company's reputation or (iv) any misconduct or breach of terms and conditions outlined in this contract of employment including the Company's policies. (v) any activity leading to loss of business. d. Prolonged incompetent delivery of duties and responsibilities as judged by the Company. Upon termination or expiration of your employment, for any reason, or as otherwise requested by the Company, you will return to the Company a. Any property belonging to the Company such as laptop, desktop, SIM card, mobile phone, access card or other devices with details of any passwords or user ids installed therein. b. All confidential information and work product, including any documents and information, of whatever form or intangible, in your possession, together with copies, notes or summaries of such documents. Upon termination or expiration of your employment, all amounts due or payable from or to you by the Company shall be settled in full and an acknowledgment of such settlement shall be recorded in writing. The Company shall be entitled to, at its sole discretion, pursue any remedy available in law or in contract to ensure settlement of any amounts owed by you. The Company may be, at its sole discretion, entitled to withhold your relieving letter and all other documents regarding your employment hereunder. Any termination of employment or these Terms of Employment by Company shall be without any

further liability of Company and its affiliates and their employees, contractors or clients to you or to your successors-in-interest or assigns.

Non-Disclosure Agreement

During your employment, you may have access to trade secrets or confidential business information belonging to the Company (including, but not limited to “source code”, “graphical assets”, “source repositories”, “technical documentation”, “development binaries”, “company internet accounts”, etc.). By accepting this offer, you acknowledge that you must keep all of this information strictly confidential, and refrain from using it for your own purposes or from disclosing it to anyone outside the Company. In addition, you agree that, upon conclusion of your employment, you will immediately return to the Company, all of its property, equipment, and documents, including but not limited to electronically stored information. You agree to hereby indefinitely assign ownership of any intellectual property rights and copyrights to the Company for any and all work that is done as part of your employment with the Company.

Non-Compete and Non-Solicitation

The Employee undertakes, agrees and covenants with the Company that for a period of 6 (Six) months from the termination/ expiry of this contract, as the case may be (“Non-Compete Period”), the Employee shall not, either directly or indirectly work with any company, association, firm, individual or carry on any activity, which is the same as, or similar to, or which competes or is reasonably likely to compete with, the business of the Company, including, but not limited, to any company involved in the field of Education technology. The Employee acknowledges that the restrictions on competitive activity of the Employee set forth in this contract are mainly to protect the value of the Company due to loss of an employee. The Employee acknowledges and agrees that the covenants contained in this clause are no more extensive than is reasonable to protect the interests of the Company and to protect the business of the Company. During this Agreement and for a period of 6 months following the termination of this Agreement, you shall not (i) induce or attempt to induce any employee of MyCaptain to terminate, or in any way interfere with, the relationship between MyCaptain and any employee thereof, or (ii) hire directly or through another entity any person who was an employee of MyCaptain at any time during the term of this Agreement.

You agree that any rights, title and interest whatsoever, including, but not limited to, patent, copyright, trade secret and design rights, mask rights, whether registered or not, arising or created as a result of the development of and/or the application of any tangible or intangible work product or materials produced by you during or as a consequence of your employment, whether alone or in conjunction with others and whether during normal working hours or not, including, but not limited to, any invention, design, discovery, improvement, computer program, documentation, other material which you conceive, discover or create during or in consequence of employment hereunder (“Work Product”) shall belong exclusively to the Company. You hereby convey ownership in such rights, title and interest to the Company and its affiliates upon inception of development.

All Work Products shall constitute a work(s) made for hire under all copyright acts. To the extent that any Work Product does not constitute a work made for hire under the foregoing laws, you hereby irrevocably assign all worldwide right, title, and interest (including without limitation patents, copyright, trade secret, trademarks, design rights, contract and licensing rights) in such Work Product to Company and its affiliates. You retain no rights to use the Work Product and you agree not to challenge the validity of the Company's and its affiliates' ownership in the Work Product. You hereby forever waive all moral rights in the Work Product and any results that proceeds there from, even if after expiration or termination of your employment hereunder. If you have any rights to the Work Product that cannot be assigned to MyCaptain or its affiliates, you hereby unconditionally and irrevocably waive the enforcement of such rights and all claims and causes of action of any kind against MyCaptain and its affiliates and their employees, contractors or clients with respect to such rights and grant to MyCaptain and its affiliates an exclusive, irrevocable, perpetual, worldwide, sub licensable, fully paid-up and royalty free license to such Work Product, or part thereof. On termination or expiration of your employment or these Terms of Employment, you will deliver to the Company all Work Product, including any parts or copies thereof completed, created and/or prepared up through the date of termination and all copies thereof. You agree to, for no further consideration, execute any documents and take any other actions reasonably requested by Company and its affiliates and their clients and contractors to achieve the objectives of this Section (including waiver of any such rights including author's special rights under Section 57 of the Copyright Act 1957). In the event that Company is unable for any reason, after reasonable effort, to secure your signature on any document needed to perfect the title of Company and its affiliates, you hereby irrevocably designate and appoint Company as its duly authorized officers and agents as your agent and attorney in fact to act for and on your behalf to execute, file and verify such documents and to do all other lawfully permitted acts with the same legal force and effect as if executed by you. You agree that you will not violate or attempt to violate the intellectual property rights, interests or title of any third party. Your obligations under this Section shall remain in effect and survive any termination or expiration of your employment or these Terms of Employment. The Company shall be entitled to immediate injunctive or similar relief upon a potential or actual breach of this section by you.

We hope you have a great learning experience with us and grow in the process of this role.

Annexure			
Name	Naveen K N		
Designation	Business Operations Executive		
Department	Operations		
Job Location	Bengaluru,Karnataka		
A.	Fixed Components	INR(p.m)	INR(p.a)
1.	Basic Salary	15000	180000
2.	HRA	6000	72000
3.	Special Allowance	6000	72000
B.	Variable Components		
	Annual Variable Cash		126000
C.	Deductions		
	Professional Tax	200	2400
	PF Employee	1800	21600
	Gross Deduction	2,000	24000
(A+B)-C	Cost to Company		450000
A-B	Net Salary Pay	25000	300000

Thrillophilia Offer Letter & Employment Agreement

Congratulations Vinayprasad N

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 Vinayprasad N** 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

Vinayprasad N

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

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.

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.

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.

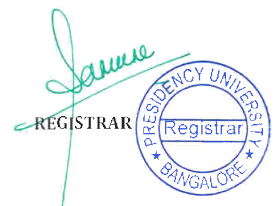
Understood, Agreed & Approved

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 :

Vinayprasad N

Date: 05/03/2022

A handwritten signature in green ink is written over a circular blue stamp. The stamp contains the text "REGISTRAR" at the top, "Presidency University" in the middle, and "BANGALORE" at the bottom, with a small "Registrar" label in the center.

OL No: TN837

28 December 2021

Dear **Settipalli Devendra Reddy**

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 Month

Incentives : 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: _____

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: _____

Thrillophilia Offer Letter & Employment Agreement

Congratulations Chandavath Sai Preetham Naik

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 Chandavath Sai Preetham Naik** 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

Chandavath Sai Preetham Naik

Signature -

Sai
REGISTRAR
PRESIDENCY UNIVERSITY
Bangalore
Registrar
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.

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.

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.

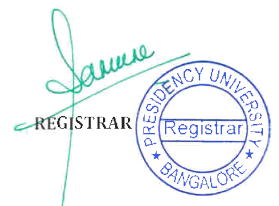
Understood, Agreed & Approved

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 :

Chandavath Sai Preetham Naik

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.

OL No: TN838

28 December 2021

Dear **Sanjay S**

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 Month

Incentives : 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: _____

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: _____

Thrillophilia Offer Letter & Employment Agreement

Congratulations Hamaad Ajaz Khan

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 Hamaad Ajaz Khan**. 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

Hamaad Ajaz Khan

Signature -

Jasme
REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE
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.

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.

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 :

Hamaad Ajaz Khan

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.

Date :16th Dec 2021

Dear Fazala Junaid

Congratulations! We are pleased to offer you to join MyCaptain, Bangalore under the following terms and conditions-

Role: Business Operations Executive

Location: Bangalore ,India

Compensation :We confirm offering annual compensation of INR 4,50,000/- (Four Lakh Fifty thousand only) comprising INR 3,24,000/- (Fixed Component) & variable component of INR 1,26,000/-

Probation

You will be under probation for a period of 90 days (3 months) from the date of joining and will be made a confirmed employee after a review of your performance during the probationary period.

Benefits

You are eligible for Annual Leave as per the company Leave Policy post your probation. You will also be eligible for Medical Insurance for yourself.

We have prepared a Terms of Employment for your review and acceptance which details the complete terms of your employment with MyCaptain available in the Annexure.If you choose to accept this offer of employment, please revert to our mail confirming your acceptance. We hope you accept this offer and we look forward to working with you.

Sincerely,



Anush Ramachandran
Senior HR Manager



Climber Knowledge & Careers Pvt Ltd
3rd Floor, Classic Arena, Hosur Road
AECS Layout - A Block, Singasandra
Bengaluru, Karnataka 560068
CIN: U93000MH2016PTC273870

Email : hr@mycaptain.in
Phone: +91 9513987661

EMPLOYEE STATEMENT:

I agree with and accept the terms set forth in this letter.

Print Name

Signature

Date

Sanne
REGISTRAR
PRESIDENCY UNIVERSITY
Registrar
BANGALORE

ANNEXURE

TERMS OF EMPLOYMENT

Your employment for MyCaptain will be governed by Company's policies, as modified, from time to time and at Company's sole discretion. The terms and conditions contained herein ("Terms of Employment") must be read as part of all of the Company's current policies. These Terms of Employment and the policies shall be subject to modifications, from time to time.

Effectiveness

This agreement shall become effective on the commencement of your employment with the Company.

The Company reserves the right to withdraw the offer made to you even after the acceptance of such an offer by you, if the Company becomes aware of any material information that may have been concealed or misrepresented by you at the time the offer was made by the Company. The start date of your employment at MyCaptain will be informed by the company.

You are requested to abide by guidelines and regulations of the office and required to maintain the code of conduct and disciplinary rules, which may be framed or modified from time to time.

During the course of your employment, you will employ yourself efficiently and diligently to the best of your ability and devote your whole time and attention to the interests of the company and carry out all duties and responsibilities assigned to you and shall comply with all lawful orders and directions given to you by the Management.

Probation

You will be on probation for a period of Ninety(90 days) from the date of commencement of employment with the company. While on probation the company may terminate your services by providing one (1) month's notice in writing. The company reserves the right to extend your probation beyond ninety(90 days) due to performance or behaviour issues. Your probation period will expire after a period of ninety (90 days) after your effective start date unless otherwise communicated by the company. If you desire to resign from employment during the probation period, you shall provide the company Thirty(30) days of prior written notice with reasons for such a resignation.

Your salary during the probation period shall be **INR 18,000 plus incentives**, comprising INR 15,000 (Fixed Component) & INR 3,000 (Variable Component) .

Hours of Work

A working day will comprise 9 hours which is inclusive of a break of 1 hour. Your working hours will be 11.30 am to 8.30 pm Monday to Saturday. In view of your position in the company, you will effectively perform to ensure results and you will be expected to work beyond the standard working hours to achieve the results, whenever it is required. The company may also introduce staggered work shifts from time to time. You are requested to make changes to your work timings to accommodate these changes.

Salary and Benefits

Your monthly salary package will be as per the terms mentioned in this letter. Your compensation package may differ based on period reviews. This is as per the compensation policy applicable to other employees of your category in your respective department as detailed below.

Your compensation will be reviewed on an yearly basis and any salary increase will depend on various factors including your performance during the preceding performance period. Notwithstanding the above, you acknowledge that it is Company's policy to review the salary payable to its employees for successive years and such compensation may be higher or lower than the salary received for the previous year depending on various factors, including the overall performance of the Company. The Company may, at any time and in its sole discretion amend, suspend, vary and modify any of the terms and conditions of these benefits and/or policies. The salary and/or benefits offered to you by the Company may be pro-rated depending upon your effective start or effective termination date.

Leave

You will be eligible for 30 days of Annual leave as per the company's leave policy, prorated from your date of joining. During the probation of 90 days and subsequent extension of probation you are not eligible for any leaves. All employees are eligible for holidays as per the holiday calendar published for the year. The Leave Policy may be amended from time to time as per the discretion of the Company.

Notice Period and Termination of Services

Your services may be terminated by your giving one months' notice to the company or the company giving you one month's notice in writing. However, in a situation where a written undertaking is given by you to serve the Company for a specified period of time, the applicable notice period from your end to terminate the appointment will be as per the written undertaking given. Notice pay and any other outstanding, which may be due from you, will be deducted from Company dues payable to you on separation / and recovered from you as the case may be. During your notice period you are not entitled to leave. In case leave is granted for any emergency, this may result in extension of the notice period if the situation demands it. Company may terminate your employment immediately, with or without notice, on the occurrence of your: a. Embezzlement, intoxication or illegal drug abuse, unauthorized absence in excess of the Company leave policy, unauthorized disclosure or misuse or attempted unauthorized disclosure or misuse of the Company's Confidential Information, gross insubordination, or receipt or attempted receipt of any impermissible rebate, kickback or other similar remuneration or consideration in connection with any potential or existing opportunity for the Company and its affiliates and their employees, contractors and clients; b. Engaging in misconduct (willful, intentional or otherwise) during or in connection with the performance of your obligations hereunder or being arrested, charged or convicted in a criminal proceeding or similar proceeding that involves a matter which Company believes, in its sole discretion, may affect the performance of your obligations hereunder, may affect the Company and/or its affiliates and their employees, contractors and/or clients or may otherwise bring the Company and/or its affiliates and their employees, contractors and/or clients any disrepute, whether or not such matter is directly related to the affairs of the Company and/or its affiliates and their employees, contractors or clients; and/or c. Involvement in any act of moral turpitude.(the term "moral turpitude" includes crimes having an inherent quality of baseness, vileness, or depravity with respect to a person's duty to the society in general such as rape, forgery, theft, solicitation, etc.), (ii) sexual harassment (adjudicated guilty as per the Company's policy and local laws) or (iii) other act that threatens or likely to damage Company's reputation or (iv) any misconduct or breach of terms and conditions outlined in this contract of employment including the Company's policies. (v) any activity leading to loss of business. d. Prolonged incompetent delivery of duties and responsibilities as judged by the Company. Upon termination or expiration of your employment, for any reason, or as otherwise requested by the Company, you will return to the Company a. Any property belonging to the Company such as laptop, desktop, SIM card, mobile phone, access card or other devices with details of any passwords or user ids installed therein. b. All confidential information and work product, including any documents and information, of whatever form or intangible, in your possession, together with copies, notes or summaries of such documents. Upon termination or expiration of your employment, all amounts due or payable from or to you by the Company shall be settled in full and an acknowledgment of such settlement shall be recorded in writing. The Company shall be entitled to, at its sole discretion, pursue any remedy available in law or in contract to ensure settlement of any amounts owed by you. The Company may be, at its sole discretion, entitled to withhold your relieving letter and all other documents regarding your employment hereunder. Any termination of employment or these Terms of Employment by Company shall be without any

further liability of Company and its affiliates and their employees, contractors or clients to you or to your successors-in-interest or assigns.

Non-Disclosure Agreement

During your employment, you may have access to trade secrets or confidential business information belonging to the Company (including, but not limited to “source code”, “graphical assets”, “source repositories”, “technical documentation”, “development binaries”, “company internet accounts”, etc.). By accepting this offer, you acknowledge that you must keep all of this information strictly confidential, and refrain from using it for your own purposes or from disclosing it to anyone outside the Company. In addition, you agree that, upon conclusion of your employment, you will immediately return to the Company, all of its property, equipment, and documents, including but not limited to electronically stored information. You agree to hereby indefinitely assign ownership of any intellectual property rights and copyrights to the Company for any and all work that is done as part of your employment with the Company.

Non-Compete and Non-Solicitation

The Employee undertakes, agrees and covenants with the Company that for a period of 6 (Six) months from the termination/ expiry of this contract, as the case may be (“Non-Compete Period”), the Employee shall not, either directly or indirectly work with any company, association, firm, individual or carry on any activity, which is the same as, or similar to, or which competes or is reasonably likely to compete with, the business of the Company, including, but not limited, to any company involved in the field of Education technology. The Employee acknowledges that the restrictions on competitive activity of the Employee set forth in this contract are mainly to protect the value of the Company due to loss of an employee. The Employee acknowledges and agrees that the covenants contained in this clause are no more extensive than is reasonable to protect the interests of the Company and to protect the business of the Company. During this Agreement and for a period of 6 months following the termination of this Agreement, you shall not (i) induce or attempt to induce any employee of MyCaptain to terminate, or in any way interfere with, the relationship between MyCaptain and any employee thereof, or (ii) hire directly or through another entity any person who was an employee of MyCaptain at any time during the term of this Agreement.

You agree that any rights, title and interest whatsoever, including, but not limited to, patent, copyright, trade secret and design rights, mask rights, whether registered or not, arising or created as a result of the development of and/or the application of any tangible or intangible work product or materials produced by you during or as a consequence of your employment, whether alone or in conjunction with others and whether during normal working hours or not, including, but not limited to, any invention, design, discovery, improvement, computer program, documentation, other material which you conceive, discover or create during or in consequence of employment hereunder (“Work Product”) shall belong exclusively to the Company. You hereby convey ownership in such rights, title and interest to the Company and its affiliates upon inception of development.

All Work Products shall constitute a work(s) made for hire under all copyright acts. To the extent that any Work Product does not constitute a work made for hire under the foregoing laws, you hereby irrevocably assign all worldwide right, title, and interest (including without limitation patents, copyright, trade secret, trademarks, design rights, contract and licensing rights) in such Work Product to Company and its affiliates. You retain no rights to use the Work Product and you agree not to challenge the validity of the Company's and its affiliates' ownership in the Work Product. You hereby forever waive all moral rights in the Work Product and any results that proceeds there from, even if after expiration or termination of your employment hereunder. If you have any rights to the Work Product that cannot be assigned to MyCaptain or its affiliates, you hereby unconditionally and irrevocably waive the enforcement of such rights and all claims and causes of action of any kind against MyCaptain and its affiliates and their employees, contractors or clients with respect to such rights and grant to MyCaptain and its affiliates an exclusive, irrevocable, perpetual, worldwide, sub licensable, fully paid-up and royalty free license to such Work Product, or part thereof. On termination or expiration of your employment or these Terms of Employment, you will deliver to the Company all Work Product, including any parts or copies thereof completed, created and/or prepared up through the date of termination and all copies thereof. You agree to, for no further consideration, execute any documents and take any other actions reasonably requested by Company and its affiliates and their clients and contractors to achieve the objectives of this Section (including waiver of any such rights including author's special rights under Section 57 of the Copyright Act 1957). In the event that Company is unable for any reason, after reasonable effort, to secure your signature on any document needed to perfect the title of Company and its affiliates, you hereby irrevocably designate and appoint Company as its duly authorized officers and agents as your agent and attorney in fact to act for and on your behalf to execute, file and verify such documents and to do all other lawfully permitted acts with the same legal force and effect as if executed by you. You agree that you will not violate or attempt to violate the intellectual property rights, interests or title of any third party. Your obligations under this Section shall remain in effect and survive any termination or expiration of your employment or these Terms of Employment. The Company shall be entitled to immediate injunctive or similar relief upon a potential or actual breach of this section by you.

We hope you have a great learning experience with us and grow in the process of this role.

Annexure			
Name	Fazala Junaid		
Designation	Business Operations Executive		
Department	Operations		
Job Location	Bengaluru,Karnataka		
A.	Fixed Components	INR(p.m)	INR(p.a)
1.	Basic Salary	15000	180000
2.	HRA	6000	72000
3.	Special Allowance	6000	72000
B.	Variable Components		
	Annual Variable Cash		126000
C.	Deductions		
	Professional Tax	200	2400
	PF Employee	1800	21600
	Gross Deduction	2,000	24000
(A+B)-C	Cost to Company		450000
A-B	Net Salary Pay	25000	300000

Apr 02, 2022

Mr. P Harshavardhan Reddy
201810101169@presidencyuniversity.in
Candidate Id: CN20220890

Dear P Harshavardhan Reddy,

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

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

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

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

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

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

A handwritten signature in blue ink is written over a circular blue stamp. The stamp contains the text "REGISTRAR" at the top, "PRESIDENCY UNIVERSITY" around the perimeter, and "Registrar" in the center. There are also some smaller, less legible markings within the stamp.

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

Notes: *Associates will be covered under the company group accidental policy for Life CoverRs.10,00,000). The premium for the same will be borne by the company.

Thank you

Yours sincerely

For Focus 4 – D Career Education Pvt Ltd.



Arumugam N Vadivelu
Senior Manager – HR Ops & Strategy

ACCEPTANCE OF OFFER

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

Name & Signature of the candidate with date of acceptance



Apr 02, 2022

Mr. Santhosh T
201710101607@presidencyuniversity.in
Candidate Id: CN20220891

Dear Santhosh T,

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

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

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

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

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

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

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

Thank you

Yours sincerely

For Focus 4 – D Career Education Pvt Ltd.



Arumugam N Vadivelu
Senior Manager – HR Ops & Strategy

ACCEPTANCE OF OFFER

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

Name & Signature of the candidate with date of acceptance



Apr 02, 2022

Mr. K Abhishek Gowd
201810101108@presidencyuniversity.in
Candidate Id: CN20220892

Dear K Abhishek Gowd,

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

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

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

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

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

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

Notes: *Associates will be covered under the company group accidental policy for Life CoverRs.10,00,000). The premium for the same will be borne by the company.

Thank you

Yours sincerely

For Focus 4 – D Career Education Pvt Ltd.



Arumugam N Vadivelu
Senior Manager – HR Ops & Strategy

ACCEPTANCE OF OFFER

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

Name & Signature of the candidate with date of acceptance





WINSPARK INNOVATIONS LEARNING PVT
LTD.
1108-1109, 11th floor, JMD Megapolis, Sohna Road, Gurgaon
<http://www.planetspark.in>

Offer Letter

Date: 07/07/2022

To

Ashad Mohammed

Employee Code: _PS0426

Dear Ashad,

Sub: Offer Letter

We are pleased to appoint you in our organization as a **Business Development Counsellor** with effect from **05 October 2022**. You will be working from home. Shift timings will be 09:30am to 06:30pm

You will be paid gross emoluments and incentives as detailed in Annexure – A.

Your employment with us will be governed by the Terms & Conditions as detailed in Annexure – B.

Your offer has been made based on information furnished by you. However, if there is a discrepancy in the copies of documents or certificates given by you as a proof of above we retain the right to review our offer of employment.

Please sign and return duplicate copy of this letter in token of your acceptance.


We congratulate you on your appointment and wish you a long and successful career with us. We are confident that your contribution will take us further in our journey towards sparking the joy of learning in every child in India. We assure you of our support for your professional development and growth.

Yours truly,

For WINSPARK INNOVATIONS LEARNING PRIVATE LIMITED.

AUTHORIZED SIGNATORY

Encl.: As above


REGISTRAR
PRESIDENCY UNIVERSITY
Bangalore
Registrar
BANGALORE

Annexure – A

Emoluments can be bifurcated as under:

Particulars	Monthly	Yearly
Basic Pay	15600	187200
House Rent Allowance	7800	93600
Medical Allowance	2000	24000
Supplementary Allowance	2000	24000
Gross Salary	27400	328800
*Performance Linked Incentive based on Individual Target	20000	240000
Employer PF Contribution	1800	21600
Total CTC		590400

During first month fixed component will be 20000 INR and second month onwards CTC will be revised according to annexure A.

Annexure – B

1. Personal Particulars:

You will keep us informed of any change in your residential address, your family status or any other relevant particulars. You would also let us know the name and address of your legal heir/nominee.

2. Probation

You will be in probation period of 21 Days from the date of joining and will not be confirmed if you are unable to get license to sell i.e. successfully complete the training within 21 days of joining.

3. Nature of Work:

You will work at high standard of initiative, creativeness, efficiency and economy in the organization. The nature of work and responsibilities within **Business Development Counsellor** will be assigned and explained to you from time to time.

4. Training:

You will hold yourself in readiness for any training at any place whenever required. Such training would be imparted to you at the company's expense.

5. Intellectual Property Right:

If during the period of your employment with us you achieve any invention, process improvement, operational improvement, or other process/method likely to result in more efficient operation of any of the activities of the company, the company shall be entitled to use and utilize such improvement and you shall



assign all rights thereof to the company for the purpose of seeking any patent rights or for any other purpose. The company shall have the sole ownership rights of all the intellectual property rights that you may create during the tenure of association with the company including but not limited to the creative concept that you may develop during your association with the company.

1. Secrecy/Confidentiality:

You will not during the course of your employment with the company or at any time there after divulge or disclose to any person whomsoever, make any use whatsoever for your own purpose or for any other purpose other than that of the company, of any information or knowledge obtained by you during your employment as to the business or affairs of the company including development, process reports and reporting system and you will during the course of your employment hereunder also use your best endeavour to prevent any other person from doing so.

2. Annual Leave:

You will be entitled to 4 annual leaves for every completed quarter at the company.

3. Termination of Service:

Either party can terminate this employment by serving a notice of one week on the other. The Full and Final settlement will be processed after 45 days from the last working date.

4. Appointment in Good Faith:

It must be specifically understood that this offer is made based on your proficiency on technical/professional skills you have declared to possess as per your application for employment and your ability to handle any assignment/job independently.

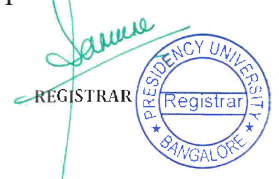
The above terms and conditions are based on the company's policy, procedures and other rules currently applicable in India and are subject to amendments and adjustments from time to time. In all matter including those not specifically covered here such as traveling, retirement, etc. you will be governed by the rules of the company as shall be in force from time to time.

Sincerely,

For and on behalf of WINSPARK INNOVATIONS LEARNING PVT LTD



“I hereby accept this offer and I Confirm that I have signed out of the placement process”



Signature

Date

Sanne
REGISTRAR REGISTRAR
PRESIDENCY UNIVERSITY BANGALORE



WINSPARK INNOVATIONS LEARNING PVT
LTD.
1108-1109, 11th floor, JMD Megapolis, Sohna Road, Gurgaon
<http://www.planetspark.in>

Offer Letter

Date: 07/07/2022

To

Ibrahim Ali Baig Mirza

Employee Code: _PS0427

Dear Ali,

Sub: Offer Letter

We are pleased to appoint you in our organization as a **Business Development Counsellor** with effect from **05 October 2022**. You will be working from home. Shift timings will be 09:30am to 06:30pm

You will be paid gross emoluments and incentives as detailed in Annexure – A.

Your employment with us will be governed by the Terms & Conditions as detailed in Annexure – B.

Your offer has been made based on information furnished by you. However, if there is a discrepancy in the copies of documents or certificates given by you as a proof of above we retain the right to review our offer of employment.

Please sign and return duplicate copy of this letter in token of your acceptance.

We congratulate you on your appointment and wish you a long and successful career with us. We are confident that your contribution will take us further in our journey towards sparking the joy of learning in every child in India. We assure you of our support for your professional development and growth.

Yours truly,

For WINSPARK INNOVATIONS LEARNING PRIVATE LIMITED.

AUTHORIZED SIGNATORY

Encl.: As above

A handwritten signature in green ink is written over a circular blue stamp. The stamp contains the text "REGISTRAR" at the top, "Presidency University" in the middle, and "BANGALORE" at the bottom. The word "Registrar" is also printed inside the stamp.

Annexure – A

Emoluments can be bifurcated as under:

Particulars	Monthly	Yearly
Basic Pay	15600	187200
House Rent Allowance	7800	93600
Medical Allowance	2000	24000
Supplementary Allowance	2000	24000
Gross Salary	27400	328800
*Performance Linked Incentive based on Individual Target	20000	240000
Employer PF Contribution	1800	21600
Total CTC		590400

During first month fixed component will be 20000 INR and second month onwards CTC will be revised according to annexure A.

Annexure – B

1. Personal Particulars:

You will keep us informed of any change in your residential address, your family status or any other relevant particulars. You would also let us know the name and address of your legal heir/nominee.

2. Probation

You will be in probation period of 21 Days from the date of joining and will not be confirmed if you are unable to get license to sell i.e. successfully complete the training within 21 days of joining.

3. Nature of Work:

You will work at high standard of initiative, creativeness, efficiency and economy in the organization. The nature of work and responsibilities within **Business Development Counsellor** will be assigned and explained to you from time to time.

4. Training:

You will hold yourself in readiness for any training at any place whenever required. Such training would be imparted to you at the company's expense.

5. Intellectual Property Right:

If during the period of your employment with us you achieve any invention, process improvement, operational improvement, or other process/method likely to result in more efficient operation of any of the activities of the company, the company shall be entitled to use and utilize such improvement and you shall



assign all rights thereof to the company for the purpose of seeking any patent rights or for any other purpose. The company shall have the sole ownership rights of all the intellectual property rights that you may create during the tenure of association with the company including but not limited to the creative concept that you may develop during your association with the company.

1. Secrecy/Confidentiality:

You will not during the course of your employment with the company or at any time there after divulge or disclose to any person whomsoever, make any use whatsoever for your own purpose or for any other purpose other than that of the company, of any information or knowledge obtained by you during your employment as to the business or affairs of the company including development, process reports and reporting system and you will during the course of your employment hereunder also use your best endeavour to prevent any other person from doing so.

2. Annual Leave:

You will be entitled to 4 annual leaves for every completed quarter at the company.

3. Termination of Service:

Either party can terminate this employment by serving a notice of one week on the other. The Full and Final settlement will be processed after 45 days from the last working date.

4. Appointment in Good Faith:

It must be specifically understood that this offer is made based on your proficiency on technical/professional skills you have declared to possess as per your application for employment and your ability to handle any assignment/job independently.

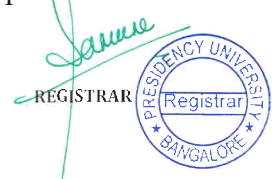
The above terms and conditions are based on the company's policy, procedures and other rules currently applicable in India and are subject to amendments and adjustments from time to time. In all matter including those not specifically covered here such as traveling, retirement, etc. you will be governed by the rules of the company as shall be in force from time to time.

Sincerely,

For and on behalf of WINSPARK INNOVATIONS LEARNING PVT LTD



“I hereby accept this offer and I Confirm that I have signed out of the placement process”



Signature

Date

Sanne
REGISTRAR REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

Date :16th Dec 2021

Dear Vyshnav K P

Congratulations! We are pleased to offer you to join MyCaptain, Bangalore under the following terms and conditions-

Role: Business Operations Executive

Location: Bangalore ,India

Compensation :We confirm offering annual compensation of INR **4,50,000/-**(Four Lakh Fifty thousand only) comprising INR **3,24,000/-** (Fixed Component) & variable component of INR **1,26,000/-**

Probation

You will be under probation for a period of 90 days (3 months) from the date of joining and will be made a confirmed employee after a review of your performance during the probationary period.

Benefits

You are eligible for Annual Leave as per the company Leave Policy post your probation. You will also be eligible for Medical Insurance for yourself.

We have prepared a Terms of Employment for your review and acceptance which details the complete terms of your employment with MyCaptain available in the Annexure.If you choose to accept this offer of employment, please revert to our mail confirming your acceptance. We hope you accept this offer and we look forward to working with you.

Sincerely,



Anush Ramachandran
Senior HR Manager



Climber Knowledge & Careers Pvt Ltd
3rd Floor, Classic Arena, Hosur Road
AECS Layout - A Block, Singasandra
Bengaluru, Karnataka 560068
CIN: U93000MH2016PTC273870

Email : hr@mycaptain.in
Phone: +91 9513987661

EMPLOYEE STATEMENT:

I agree with and accept the terms set forth in this letter.

Print Name

Signature

Date

Sanne
REGISTRAR
PRESIDENCY UNIVERSITY
Registrar
BANGALORE

ANNEXURE

TERMS OF EMPLOYMENT

Your employment for MyCaptain will be governed by Company's policies, as modified, from time to time and at Company's sole discretion. The terms and conditions contained herein ("Terms of Employment") must be read as part of all of the Company's current policies. These Terms of Employment and the policies shall be subject to modifications, from time to time.

Effectiveness

This agreement shall become effective on the commencement of your employment with the Company.

The Company reserves the right to withdraw the offer made to you even after the acceptance of such an offer by you, if the Company becomes aware of any material information that may have been concealed or misrepresented by you at the time the offer was made by the Company. The start date of your employment at MyCaptain will be informed by the company.

You are requested to abide by guidelines and regulations of the office and required to maintain the code of conduct and disciplinary rules, which may be framed or modified from time to time.

During the course of your employment, you will employ yourself efficiently and diligently to the best of your ability and devote your whole time and attention to the interests of the company and carry out all duties and responsibilities assigned to you and shall comply with all lawful orders and directions given to you by the Management.

Probation

You will be on probation for a period of Ninety(90 days) from the date of commencement of employment with the company. While on probation the company may terminate your services by providing one (1) month's notice in writing. The company reserves the right to extend your probation beyond ninety(90 days) due to performance or behaviour issues. Your probation period will expire after a period of ninety (90 days) after your effective start date unless otherwise communicated by the company. If you desire to resign from employment during the probation period, you shall provide the company Thirty(30) days of prior written notice with reasons for such a resignation.

Your salary during the probation period shall be **INR 18,000 plus incentives**, comprising INR 15,000 (Fixed Component) & INR 3,000 (Variable Component) .

Hours of Work

A working day will comprise 9 hours which is inclusive of a break of 1 hour. Your working hours will be 11.30 am to 8.30 pm Monday to Saturday. In view of your position in the company, you will effectively perform to ensure results and you will be expected to work beyond the standard working hours to achieve the results, whenever it is required. The company may also introduce staggered work shifts from time to time. You are requested to make changes to your work timings to accommodate these changes.

Salary and Benefits

Your monthly salary package will be as per the terms mentioned in this letter. Your compensation package may differ based on period reviews. This is as per the compensation policy applicable to other employees of your category in your respective department as detailed below.

Your compensation will be reviewed on an yearly basis and any salary increase will depend on various factors including your performance during the preceding performance period. Notwithstanding the above, you acknowledge that it is Company's policy to review the salary payable to its employees for successive years and such compensation may be higher or lower than the salary received for the previous year depending on various factors, including the overall performance of the Company. The Company may, at any time and in its sole discretion amend, suspend, vary and modify any of the terms and conditions of these benefits and/or policies. The salary and/or benefits offered to you by the Company may be pro-rated depending upon your effective start or effective termination date.

Leave

You will be eligible for 30 days of Annual leave as per the company's leave policy, prorated from your date of joining. During the probation of 90 days and subsequent extension of probation you are not eligible for any leaves. All employees are eligible for holidays as per the holiday calendar published for the year. The Leave Policy may be amended from time to time as per the discretion of the Company.

Notice Period and Termination of Services

Your services may be terminated by your giving one months' notice to the company or the company giving you one month's notice in writing. However, in a situation where a written undertaking is given by you to serve the Company for a specified period of time, the applicable notice period from your end to terminate the appointment will be as per the written undertaking given. Notice pay and any other outstanding, which may be due from you, will be deducted from Company dues payable to you on separation / and recovered from you as the case may be. During your notice period you are not entitled to leave. In case leave is granted for any emergency, this may result in extension of the notice period if the situation demands it. Company may terminate your employment immediately, with or without notice, on the occurrence of your: a. Embezzlement, intoxication or illegal drug abuse, unauthorized absence in excess of the Company leave policy, unauthorized disclosure or misuse or attempted unauthorized disclosure or misuse of the Company's Confidential Information, gross insubordination, or receipt or attempted receipt of any impermissible rebate, kickback or other similar remuneration or consideration in connection with any potential or existing opportunity for the Company and its affiliates and their employees, contractors and clients; b. Engaging in misconduct (willful, intentional or otherwise) during or in connection with the performance of your obligations hereunder or being arrested, charged or convicted in a criminal proceeding or similar proceeding that involves a matter which Company believes, in its sole discretion, may affect the performance of your obligations hereunder, may affect the Company and/or its affiliates and their employees, contractors and/or clients or may otherwise bring the Company and/or its affiliates and their employees, contractors and/or clients any disrepute, whether or not such matter is directly related to the affairs of the Company and/or its affiliates and their employees, contractors or clients; and/or c. Involvement in any act of moral turpitude.(the term "moral turpitude" includes crimes having an inherent quality of baseness, vileness, or depravity with respect to a person's duty to the society in general such as rape, forgery, theft, solicitation, etc.), (ii) sexual harassment (adjudicated guilty as per the Company's policy and local laws) or (iii) other act that threatens or likely to damage Company's reputation or (iv) any misconduct or breach of terms and conditions outlined in this contract of employment including the Company's policies. (v) any activity leading to loss of business. d. Prolonged incompetent delivery of duties and responsibilities as judged by the Company. Upon termination or expiration of your employment, for any reason, or as otherwise requested by the Company, you will return to the Company a. Any property belonging to the Company such as laptop, desktop, SIM card, mobile phone, access card or other devices with details of any passwords or user ids installed therein. b. All confidential information and work product, including any documents and information, of whatever form or intangible, in your possession, together with copies, notes or summaries of such documents. Upon termination or expiration of your employment, all amounts due or payable from or to you by the Company shall be settled in full and an acknowledgment of such settlement shall be recorded in writing. The Company shall be entitled to, at its sole discretion, pursue any remedy available in law or in contract to ensure settlement of any amounts owed by you. The Company may be, at its sole discretion, entitled to withhold your relieving letter and all other documents regarding your employment hereunder. Any termination of employment or these Terms of Employment by Company shall be without any

further liability of Company and its affiliates and their employees, contractors or clients to you or to your successors-in-interest or assigns.

Non-Disclosure Agreement

During your employment, you may have access to trade secrets or confidential business information belonging to the Company (including, but not limited to “source code”, “graphical assets”, “source repositories”, “technical documentation”, “development binaries”, “company internet accounts”, etc.). By accepting this offer, you acknowledge that you must keep all of this information strictly confidential, and refrain from using it for your own purposes or from disclosing it to anyone outside the Company. In addition, you agree that, upon conclusion of your employment, you will immediately return to the Company, all of its property, equipment, and documents, including but not limited to electronically stored information. You agree to hereby indefinitely assign ownership of any intellectual property rights and copyrights to the Company for any and all work that is done as part of your employment with the Company.

Non-Compete and Non-Solicitation

The Employee undertakes, agrees and covenants with the Company that for a period of 6 (Six) months from the termination/ expiry of this contract, as the case may be (“Non-Compete Period”), the Employee shall not, either directly or indirectly work with any company, association, firm, individual or carry on any activity, which is the same as, or similar to, or which competes or is reasonably likely to compete with, the business of the Company, including, but not limited, to any company involved in the field of Education technology. The Employee acknowledges that the restrictions on competitive activity of the Employee set forth in this contract are mainly to protect the value of the Company due to loss of an employee. The Employee acknowledges and agrees that the covenants contained in this clause are no more extensive than is reasonable to protect the interests of the Company and to protect the business of the Company. During this Agreement and for a period of 6 months following the termination of this Agreement, you shall not (i) induce or attempt to induce any employee of MyCaptain to terminate, or in any way interfere with, the relationship between MyCaptain and any employee thereof, or (ii) hire directly or through another entity any person who was an employee of MyCaptain at any time during the term of this Agreement.

You agree that any rights, title and interest whatsoever, including, but not limited to, patent, copyright, trade secret and design rights, mask rights, whether registered or not, arising or created as a result of the development of and/or the application of any tangible or intangible work product or materials produced by you during or as a consequence of your employment, whether alone or in conjunction with others and whether during normal working hours or not, including, but not limited to, any invention, design, discovery, improvement, computer program, documentation, other material which you conceive, discover or create during or in consequence of employment hereunder (“Work Product”) shall belong exclusively to the Company. You hereby convey ownership in such rights, title and interest to the Company and its affiliates upon inception of development.

All Work Products shall constitute a work(s) made for hire under all copyright acts. To the extent that any Work Product does not constitute a work made for hire under the foregoing laws, you hereby irrevocably assign all worldwide right, title, and interest (including without limitation patents, copyright, trade secret, trademarks, design rights, contract and licensing rights) in such Work Product to Company and its affiliates. You retain no rights to use the Work Product and you agree not to challenge the validity of the Company's and its affiliates' ownership in the Work Product. You hereby forever waive all moral rights in the Work Product and any results that proceeds there from, even if after expiration or termination of your employment hereunder. If you have any rights to the Work Product that cannot be assigned to MyCaptain or its affiliates, you hereby unconditionally and irrevocably waive the enforcement of such rights and all claims and causes of action of any kind against MyCaptain and its affiliates and their employees, contractors or clients with respect to such rights and grant to MyCaptain and its affiliates an exclusive, irrevocable, perpetual, worldwide, sub licensable, fully paid-up and royalty free license to such Work Product, or part thereof. On termination or expiration of your employment or these Terms of Employment, you will deliver to the Company all Work Product, including any parts or copies thereof completed, created and/or prepared up through the date of termination and all copies thereof. You agree to, for no further consideration, execute any documents and take any other actions reasonably requested by Company and its affiliates and their clients and contractors to achieve the objectives of this Section (including waiver of any such rights including author's special rights under Section 57 of the Copyright Act 1957). In the event that Company is unable for any reason, after reasonable effort, to secure your signature on any document needed to perfect the title of Company and its affiliates, you hereby irrevocably designate and appoint Company as its duly authorized officers and agents as your agent and attorney in fact to act for and on your behalf to execute, file and verify such documents and to do all other lawfully permitted acts with the same legal force and effect as if executed by you. You agree that you will not violate or attempt to violate the intellectual property rights, interests or title of any third party. Your obligations under this Section shall remain in effect and survive any termination or expiration of your employment or these Terms of Employment. The Company shall be entitled to immediate injunctive or similar relief upon a potential or actual breach of this section by you.

We hope you have a great learning experience with us and grow in the process of this role.

Annexure			
Name	Vyshnav K P		
Designation	Business Operations Executive		
Department	Operations		
Job Location	Bengaluru,Karnataka		
A.	Fixed Components	INR(p.m)	INR(p.a)
1.	Basic Salary	15000	180000
2.	HRA	6000	72000
3.	Special Allowance	6000	72000
B.	Variable Components		
	Annual Variable Cash		126000
C.	Deductions		
	Professional Tax	200	2400
	PF Employee	1800	21600
	Gross Deduction	2,000	24000
(A+B)-C	Cost to Company		450000
A-B	Net Salary Pay	25000	300000

Date :16th Dec 2021

Dear **Thoranashree R**

Congratulations! We are pleased to offer you to join MyCaptain, Bangalore under the following terms and conditions-

Role: Business Operations Executive

Location: Bangalore ,India

Compensation :We confirm offering annual compensation of INR **4,50,000/-**(Four Lakh Fifty thousand only) comprising INR **3,24,000/-** (Fixed Component) & variable component of INR **1,26,000/-**

Probation

You will be under probation for a period of 90 days (3 months) from the date of joining and will be made a confirmed employee after a review of your performance during the probationary period.

Benefits

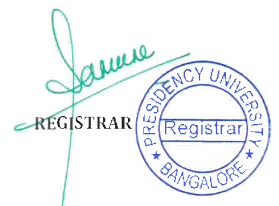
You are eligible for Annual Leave as per the company Leave Policy post your probation. You will also be eligible for Medical Insurance for yourself.

We have prepared a Terms of Employment for your review and acceptance which details the complete terms of your employment with MyCaptain available in the Annexure.If you choose to accept this offer of employment, please revert to our mail confirming your acceptance. We hope you accept this offer and we look forward to working with you.

Sincerely,



Anush Ramachandran
Senior HR Manager



REGISTRAR
PRESIDENCY UNIVERSITY
Bangalore
BANGALORE



Climber Knowledge & Careers Pvt Ltd
3rd Floor, Classic Arena, Hosur Road
AECS Layout - A Block, Singasandra
Bengaluru, Karnataka 560068
CIN: U93000MH2016PTC273870

Email : hr@mycaptain.in
Phone: +91 9513987661

EMPLOYEE STATEMENT:

I agree with and accept the terms set forth in this letter.

Print Name

Signature

Date

Sanne
REGISTRAR
PRESIDENCY UNIVERSITY
Bangalore
Registrar
BANGALORE

ANNEXURE

TERMS OF EMPLOYMENT

Your employment for MyCaptain will be governed by Company's policies, as modified, from time to time and at Company's sole discretion. The terms and conditions contained herein ("Terms of Employment") must be read as part of all of the Company's current policies. These Terms of Employment and the policies shall be subject to modifications, from time to time.

Effectiveness

This agreement shall become effective on the commencement of your employment with the Company.

The Company reserves the right to withdraw the offer made to you even after the acceptance of such an offer by you, if the Company becomes aware of any material information that may have been concealed or misrepresented by you at the time the offer was made by the Company. The start date of your employment at MyCaptain will be informed by the company.

You are requested to abide by guidelines and regulations of the office and required to maintain the code of conduct and disciplinary rules, which may be framed or modified from time to time.

During the course of your employment, you will employ yourself efficiently and diligently to the best of your ability and devote your whole time and attention to the interests of the company and carry out all duties and responsibilities assigned to you and shall comply with all lawful orders and directions given to you by the Management.

Probation

You will be on probation for a period of Ninety(90 days) from the date of commencement of employment with the company. While on probation the company may terminate your services by providing one (1) month's notice in writing. The company reserves the right to extend your probation beyond ninety(90 days) due to performance or behaviour issues. Your probation period will expire after a period of ninety (90 days) after your effective start date unless otherwise communicated by the company. If you desire to resign from employment during the probation period, you shall provide the company Thirty(30) days of prior written notice with reasons for such a resignation.

Your salary during the probation period shall be **INR 18,000 plus incentives**, comprising INR 15,000 (Fixed Component) & INR 3,000 (Variable Component) .

Hours of Work

A working day will comprise 9 hours which is inclusive of a break of 1 hour. Your working hours will be 11.30 am to 8.30 pm Monday to Saturday. In view of your position in the company, you will effectively perform to ensure results and you will be expected to work beyond the standard working hours to achieve the results, whenever it is required. The company may also introduce staggered work shifts from time to time. You are requested to make changes to your work timings to accommodate these changes.

Salary and Benefits

Your monthly salary package will be as per the terms mentioned in this letter. Your compensation package may differ based on period reviews. This is as per the compensation policy applicable to other employees of your category in your respective department as detailed below.

Your compensation will be reviewed on an yearly basis and any salary increase will depend on various factors including your performance during the preceding performance period. Notwithstanding the above, you acknowledge that it is Company's policy to review the salary payable to its employees for successive years and such compensation may be higher or lower than the salary received for the previous year depending on various factors, including the overall performance of the Company. The Company may, at any time and in its sole discretion amend, suspend, vary and modify any of the terms and conditions of these benefits and/or policies. The salary and/or benefits offered to you by the Company may be pro-rated depending upon your effective start or effective termination date.

Leave

You will be eligible for 30 days of Annual leave as per the company's leave policy, prorated from your date of joining. During the probation of 90 days and subsequent extension of probation you are not eligible for any leaves. All employees are eligible for holidays as per the holiday calendar published for the year. The Leave Policy may be amended from time to time as per the discretion of the Company.

Notice Period and Termination of Services

Your services may be terminated by your giving one months' notice to the company or the company giving you one month's notice in writing. However, in a situation where a written undertaking is given by you to serve the Company for a specified period of time, the applicable notice period from your end to terminate the appointment will be as per the written undertaking given. Notice pay and any other outstanding, which may be due from you, will be deducted from Company dues payable to you on separation / and recovered from you as the case may be. During your notice period you are not entitled to leave. In case leave is granted for any emergency, this may result in extension of the notice period if the situation demands it. Company may terminate your employment immediately, with or without notice, on the occurrence of your: a. Embezzlement, intoxication or illegal drug abuse, unauthorized absence in excess of the Company leave policy, unauthorized disclosure or misuse or attempted unauthorized disclosure or misuse of the Company's Confidential Information, gross insubordination, or receipt or attempted receipt of any impermissible rebate, kickback or other similar remuneration or consideration in connection with any potential or existing opportunity for the Company and its affiliates and their employees, contractors and clients; b. Engaging in misconduct (willful, intentional or otherwise) during or in connection with the performance of your obligations hereunder or being arrested, charged or convicted in a criminal proceeding or similar proceeding that involves a matter which Company believes, in its sole discretion, may affect the performance of your obligations hereunder, may affect the Company and/or its affiliates and their employees, contractors and/or clients or may otherwise bring the Company and/or its affiliates and their employees, contractors and/or clients any disrepute, whether or not such matter is directly related to the affairs of the Company and/or its affiliates and their employees, contractors or clients; and/or c. Involvement in any act of moral turpitude.(the term "moral turpitude" includes crimes having an inherent quality of baseness, vileness, or depravity with respect to a person's duty to the society in general such as rape, forgery, theft, solicitation, etc.), (ii) sexual harassment (adjudicated guilty as per the Company's policy and local laws) or (iii) other act that threatens or likely to damage Company's reputation or (iv) any misconduct or breach of terms and conditions outlined in this contract of employment including the Company's policies. (v) any activity leading to loss of business. d. Prolonged incompetent delivery of duties and responsibilities as judged by the Company. Upon termination or expiration of your employment, for any reason, or as otherwise requested by the Company, you will return to the Company a. Any property belonging to the Company such as laptop, desktop, SIM card, mobile phone, access card or other devices with details of any passwords or user ids installed therein. b. All confidential information and work product, including any documents and information, of whatever form or intangible, in your possession, together with copies, notes or summaries of such documents. Upon termination or expiration of your employment, all amounts due or payable from or to you by the Company shall be settled in full and an acknowledgment of such settlement shall be recorded in writing. The Company shall be entitled to, at its sole discretion, pursue any remedy available in law or in contract to ensure settlement of any amounts owed by you. The Company may be, at its sole discretion, entitled to withhold your relieving letter and all other documents regarding your employment hereunder. Any termination of employment or these Terms of Employment by Company shall be without any

further liability of Company and its affiliates and their employees, contractors or clients to you or to your successors-in-interest or assigns.

Non-Disclosure Agreement

During your employment, you may have access to trade secrets or confidential business information belonging to the Company (including, but not limited to “source code”, “graphical assets”, “source repositories”, “technical documentation”, “development binaries”, “company internet accounts”, etc.). By accepting this offer, you acknowledge that you must keep all of this information strictly confidential, and refrain from using it for your own purposes or from disclosing it to anyone outside the Company. In addition, you agree that, upon conclusion of your employment, you will immediately return to the Company, all of its property, equipment, and documents, including but not limited to electronically stored information. You agree to hereby indefinitely assign ownership of any intellectual property rights and copyrights to the Company for any and all work that is done as part of your employment with the Company.

Non-Compete and Non-Solicitation

The Employee undertakes, agrees and covenants with the Company that for a period of 6 (Six) months from the termination/ expiry of this contract, as the case may be (“Non-Compete Period”), the Employee shall not, either directly or indirectly work with any company, association, firm, individual or carry on any activity, which is the same as, or similar to, or which competes or is reasonably likely to compete with, the business of the Company, including, but not limited, to any company involved in the field of Education technology. The Employee acknowledges that the restrictions on competitive activity of the Employee set forth in this contract are mainly to protect the value of the Company due to loss of an employee. The Employee acknowledges and agrees that the covenants contained in this clause are no more extensive than is reasonable to protect the interests of the Company and to protect the business of the Company. During this Agreement and for a period of 6 months following the termination of this Agreement, you shall not (i) induce or attempt to induce any employee of MyCaptain to terminate, or in any way interfere with, the relationship between MyCaptain and any employee thereof, or (ii) hire directly or through another entity any person who was an employee of MyCaptain at any time during the term of this Agreement.

You agree that any rights, title and interest whatsoever, including, but not limited to, patent, copyright, trade secret and design rights, mask rights, whether registered or not, arising or created as a result of the development of and/or the application of any tangible or intangible work product or materials produced by you during or as a consequence of your employment, whether alone or in conjunction with others and whether during normal working hours or not, including, but not limited to, any invention, design, discovery, improvement, computer program, documentation, other material which you conceive, discover or create during or in consequence of employment hereunder (“Work Product”) shall belong exclusively to the Company. You hereby convey ownership in such rights, title and interest to the Company and its affiliates upon inception of development.

All Work Products shall constitute a work(s) made for hire under all copyright acts. To the extent that any Work Product does not constitute a work made for hire under the foregoing laws, you hereby irrevocably assign all worldwide right, title, and interest (including without limitation patents, copyright, trade secret, trademarks, design rights, contract and licensing rights) in such Work Product to Company and its affiliates. You retain no rights to use the Work Product and you agree not to challenge the validity of the Company's and its affiliates' ownership in the Work Product. You hereby forever waive all moral rights in the Work Product and any results that proceeds there from, even if after expiration or termination of your employment hereunder. If you have any rights to the Work Product that cannot be assigned to MyCaptain or its affiliates, you hereby unconditionally and irrevocably waive the enforcement of such rights and all claims and causes of action of any kind against MyCaptain and its affiliates and their employees, contractors or clients with respect to such rights and grant to MyCaptain and its affiliates an exclusive, irrevocable, perpetual, worldwide, sub licensable, fully paid-up and royalty free license to such Work Product, or part thereof. On termination or expiration of your employment or these Terms of Employment, you will deliver to the Company all Work Product, including any parts or copies thereof completed, created and/or prepared up through the date of termination and all copies thereof. You agree to, for no further consideration, execute any documents and take any other actions reasonably requested by Company and its affiliates and their clients and contractors to achieve the objectives of this Section (including waiver of any such rights including author's special rights under Section 57 of the Copyright Act 1957). In the event that Company is unable for any reason, after reasonable effort, to secure your signature on any document needed to perfect the title of Company and its affiliates, you hereby irrevocably designate and appoint Company as its duly authorized officers and agents as your agent and attorney in fact to act for and on your behalf to execute, file and verify such documents and to do all other lawfully permitted acts with the same legal force and effect as if executed by you. You agree that you will not violate or attempt to violate the intellectual property rights, interests or title of any third party. Your obligations under this Section shall remain in effect and survive any termination or expiration of your employment or these Terms of Employment. The Company shall be entitled to immediate injunctive or similar relief upon a potential or actual breach of this section by you.

We hope you have a great learning experience with us and grow in the process of this role.

Annexure			
Name	Thoranashree R		
Designation	Business Operations Executive		
Department	Operations		
Job Location	Bengaluru,Karnataka		
A.	Fixed Components	INR(p.m)	INR(p.a)
1.	Basic Salary	15000	180000
2.	HRA	6000	72000
3.	Special Allowance	6000	72000
B.	Variable Components		
	Annual Variable Cash		126000
C.	Deductions		
	Professional Tax	200	2400
	PF Employee	1800	21600
	Gross Deduction	2,000	24000
(A+B)-C	Cost to Company		450000
A-B	Net Salary Pay	25000	300000

Date :16th Dec 2021

Dear **Ali Imran**

Congratulations! We are pleased to offer you to join MyCaptain, Bangalore under the following terms and conditions-

Role: Business Operations Executive

Location: Bangalore ,India

Compensation :We confirm offering annual compensation of INR **4,50,000/-**(Four Lakh Fifty thousand only) comprising INR **3,24,000/-** (Fixed Component) & variable component of INR **1,26,000/-**

Probation

You will be under probation for a period of 90 days (3 months) from the date of joining and will be made a confirmed employee after a review of your performance during the probationary period.

Benefits

You are eligible for Annual Leave as per the company Leave Policy post your probation. You will also be eligible for Medical Insurance for yourself.

We have prepared a Terms of Employment for your review and acceptance which details the complete terms of your employment with MyCaptain available in the Annexure.If you choose to accept this offer of employment, please revert to our mail confirming your acceptance. We hope you accept this offer and we look forward to working with you.

Sincerely,



Anush Ramachandran
Senior HR Manager



Climber Knowledge & Careers Pvt Ltd
3rd Floor, Classic Arena, Hosur Road
AECS Layout - A Block, Singasandra
Bengaluru, Karnataka 560068
CIN: U93000MH2016PTC273870

Email : hr@mycaptain.in
Phone: +91 9513987661

EMPLOYEE STATEMENT:

I agree with and accept the terms set forth in this letter.

Print Name

Signature

Date

Sanne
REGISTRAR
PRESIDENCY UNIVERSITY
Registrar
BANGALORE

ANNEXURE

TERMS OF EMPLOYMENT

Your employment for MyCaptain will be governed by Company's policies, as modified, from time to time and at Company's sole discretion. The terms and conditions contained herein ("Terms of Employment") must be read as part of all of the Company's current policies. These Terms of Employment and the policies shall be subject to modifications, from time to time.

Effectiveness

This agreement shall become effective on the commencement of your employment with the Company.

The Company reserves the right to withdraw the offer made to you even after the acceptance of such an offer by you, if the Company becomes aware of any material information that may have been concealed or misrepresented by you at the time the offer was made by the Company. The start date of your employment at MyCaptain will be informed by the company.

You are requested to abide by guidelines and regulations of the office and required to maintain the code of conduct and disciplinary rules, which may be framed or modified from time to time.

During the course of your employment, you will employ yourself efficiently and diligently to the best of your ability and devote your whole time and attention to the interests of the company and carry out all duties and responsibilities assigned to you and shall comply with all lawful orders and directions given to you by the Management.

Probation

You will be on probation for a period of Ninety(90 days) from the date of commencement of employment with the company. While on probation the company may terminate your services by providing one (1) month's notice in writing. The company reserves the right to extend your probation beyond ninety(90 days) due to performance or behaviour issues. Your probation period will expire after a period of ninety (90 days) after your effective start date unless otherwise communicated by the company. If you desire to resign from employment during the probation period, you shall provide the company Thirty(30) days of prior written notice with reasons for such a resignation.

Your salary during the probation period shall be **INR 18,000 plus incentives**, comprising INR 15,000 (Fixed Component) & INR 3,000 (Variable Component) .

Hours of Work

A working day will comprise 9 hours which is inclusive of a break of 1 hour. Your working hours will be 11.30 am to 8.30 pm Monday to Saturday. In view of your position in the company, you will effectively perform to ensure results and you will be expected to work beyond the standard working hours to achieve the results, whenever it is required. The company may also introduce staggered work shifts from time to time. You are requested to make changes to your work timings to accommodate these changes.

Salary and Benefits

Your monthly salary package will be as per the terms mentioned in this letter. Your compensation package may differ based on period reviews. This is as per the compensation policy applicable to other employees of your category in your respective department as detailed below.

Your compensation will be reviewed on an yearly basis and any salary increase will depend on various factors including your performance during the preceding performance period. Notwithstanding the above, you acknowledge that it is Company's policy to review the salary payable to its employees for successive years and such compensation may be higher or lower than the salary received for the previous year depending on various factors, including the overall performance of the Company. The Company may, at any time and in its sole discretion amend, suspend, vary and modify any of the terms and conditions of these benefits and/or policies. The salary and/or benefits offered to you by the Company may be pro-rated depending upon your effective start or effective termination date.

Leave

You will be eligible for 30 days of Annual leave as per the company's leave policy, prorated from your date of joining. During the probation of 90 days and subsequent extension of probation you are not eligible for any leaves. All employees are eligible for holidays as per the holiday calendar published for the year. The Leave Policy may be amended from time to time as per the discretion of the Company.

Notice Period and Termination of Services

Your services may be terminated by your giving one months' notice to the company or the company giving you one month's notice in writing. However, in a situation where a written undertaking is given by you to serve the Company for a specified period of time, the applicable notice period from your end to terminate the appointment will be as per the written undertaking given. Notice pay and any other outstanding, which may be due from you, will be deducted from Company dues payable to you on separation / and recovered from you as the case may be. During your notice period you are not entitled to leave. In case leave is granted for any emergency, this may result in extension of the notice period if the situation demands it. Company may terminate your employment immediately, with or without notice, on the occurrence of your: a. Embezzlement, intoxication or illegal drug abuse, unauthorized absence in excess of the Company leave policy, unauthorized disclosure or misuse or attempted unauthorized disclosure or misuse of the Company's Confidential Information, gross insubordination, or receipt or attempted receipt of any impermissible rebate, kickback or other similar remuneration or consideration in connection with any potential or existing opportunity for the Company and its affiliates and their employees, contractors and clients; b. Engaging in misconduct (willful, intentional or otherwise) during or in connection with the performance of your obligations hereunder or being arrested, charged or convicted in a criminal proceeding or similar proceeding that involves a matter which Company believes, in its sole discretion, may affect the performance of your obligations hereunder, may affect the Company and/or its affiliates and their employees, contractors and/or clients or may otherwise bring the Company and/or its affiliates and their employees, contractors and/or clients any disrepute, whether or not such matter is directly related to the affairs of the Company and/or its affiliates and their employees, contractors or clients; and/or c. Involvement in any act of moral turpitude.(the term "moral turpitude" includes crimes having an inherent quality of baseness, vileness, or depravity with respect to a person's duty to the society in general such as rape, forgery, theft, solicitation, etc.), (ii) sexual harassment (adjudicated guilty as per the Company's policy and local laws) or (iii) other act that threatens or likely to damage Company's reputation or (iv) any misconduct or breach of terms and conditions outlined in this contract of employment including the Company's policies. (v) any activity leading to loss of business. d. Prolonged incompetent delivery of duties and responsibilities as judged by the Company. Upon termination or expiration of your employment, for any reason, or as otherwise requested by the Company, you will return to the Company a. Any property belonging to the Company such as laptop, desktop, SIM card, mobile phone, access card or other devices with details of any passwords or user ids installed therein. b. All confidential information and work product, including any documents and information, of whatever form or intangible, in your possession, together with copies, notes or summaries of such documents. Upon termination or expiration of your employment, all amounts due or payable from or to you by the Company shall be settled in full and an acknowledgment of such settlement shall be recorded in writing. The Company shall be entitled to, at its sole discretion, pursue any remedy available in law or in contract to ensure settlement of any amounts owed by you. The Company may be, at its sole discretion, entitled to withhold your relieving letter and all other documents regarding your employment hereunder. Any termination of employment or these Terms of Employment by Company shall be without any

further liability of Company and its affiliates and their employees, contractors or clients to you or to your successors-in-interest or assigns.

Non-Disclosure Agreement

During your employment, you may have access to trade secrets or confidential business information belonging to the Company (including, but not limited to “source code”, “graphical assets”, “source repositories”, “technical documentation”, “development binaries”, “company internet accounts”, etc.). By accepting this offer, you acknowledge that you must keep all of this information strictly confidential, and refrain from using it for your own purposes or from disclosing it to anyone outside the Company. In addition, you agree that, upon conclusion of your employment, you will immediately return to the Company, all of its property, equipment, and documents, including but not limited to electronically stored information. You agree to hereby indefinitely assign ownership of any intellectual property rights and copyrights to the Company for any and all work that is done as part of your employment with the Company.

Non-Compete and Non-Solicitation

The Employee undertakes, agrees and covenants with the Company that for a period of 6 (Six) months from the termination/ expiry of this contract, as the case may be (“Non-Compete Period”), the Employee shall not, either directly or indirectly work with any company, association, firm, individual or carry on any activity, which is the same as, or similar to, or which competes or is reasonably likely to compete with, the business of the Company, including, but not limited, to any company involved in the field of Education technology. The Employee acknowledges that the restrictions on competitive activity of the Employee set forth in this contract are mainly to protect the value of the Company due to loss of an employee. The Employee acknowledges and agrees that the covenants contained in this clause are no more extensive than is reasonable to protect the interests of the Company and to protect the business of the Company. During this Agreement and for a period of 6 months following the termination of this Agreement, you shall not (i) induce or attempt to induce any employee of MyCaptain to terminate, or in any way interfere with, the relationship between MyCaptain and any employee thereof, or (ii) hire directly or through another entity any person who was an employee of MyCaptain at any time during the term of this Agreement.

You agree that any rights, title and interest whatsoever, including, but not limited to, patent, copyright, trade secret and design rights, mask rights, whether registered or not, arising or created as a result of the development of and/or the application of any tangible or intangible work product or materials produced by you during or as a consequence of your employment, whether alone or in conjunction with others and whether during normal working hours or not, including, but not limited to, any invention, design, discovery, improvement, computer program, documentation, other material which you conceive, discover or create during or in consequence of employment hereunder (“Work Product”) shall belong exclusively to the Company. You hereby convey ownership in such rights, title and interest to the Company and its affiliates upon inception of development.

All Work Products shall constitute a work(s) made for hire under all copyright acts. To the extent that any Work Product does not constitute a work made for hire under the foregoing laws, you hereby irrevocably assign all worldwide right, title, and interest (including without limitation patents, copyright, trade secret, trademarks, design rights, contract and licensing rights) in such Work Product to Company and its affiliates. You retain no rights to use the Work Product and you agree not to challenge the validity of the Company's and its affiliates' ownership in the Work Product. You hereby forever waive all moral rights in the Work Product and any results that proceeds there from, even if after expiration or termination of your employment hereunder. If you have any rights to the Work Product that cannot be assigned to MyCaptain or its affiliates, you hereby unconditionally and irrevocably waive the enforcement of such rights and all claims and causes of action of any kind against MyCaptain and its affiliates and their employees, contractors or clients with respect to such rights and grant to MyCaptain and its affiliates an exclusive, irrevocable, perpetual, worldwide, sub licensable, fully paid-up and royalty free license to such Work Product, or part thereof. On termination or expiration of your employment or these Terms of Employment, you will deliver to the Company all Work Product, including any parts or copies thereof completed, created and/or prepared up through the date of termination and all copies thereof. You agree to, for no further consideration, execute any documents and take any other actions reasonably requested by Company and its affiliates and their clients and contractors to achieve the objectives of this Section (including waiver of any such rights including author's special rights under Section 57 of the Copyright Act 1957). In the event that Company is unable for any reason, after reasonable effort, to secure your signature on any document needed to perfect the title of Company and its affiliates, you hereby irrevocably designate and appoint Company as its duly authorized officers and agents as your agent and attorney in fact to act for and on your behalf to execute, file and verify such documents and to do all other lawfully permitted acts with the same legal force and effect as if executed by you. You agree that you will not violate or attempt to violate the intellectual property rights, interests or title of any third party. Your obligations under this Section shall remain in effect and survive any termination or expiration of your employment or these Terms of Employment. The Company shall be entitled to immediate injunctive or similar relief upon a potential or actual breach of this section by you.

We hope you have a great learning experience with us and grow in the process of this role.

Annexure			
Name	Ali Imran		
Designation	Business Operations Executive		
Department	Operations		
Job Location	Bengaluru,Karnataka		
A.	Fixed Components	INR(p.m)	INR(p.a)
1.	Basic Salary	15000	180000
2.	HRA	6000	72000
3.	Special Allowance	6000	72000
B.	Variable Components		
	Annual Variable Cash		126000
C.	Deductions		
	Professional Tax	200	2400
	PF Employee	1800	21600
	Gross Deduction	2,000	24000
(A+B)-C	Cost to Company		450000
A-B	Net Salary Pay	25000	300000

Thrillophilia Offer Letter & Employment Agreement

Congratulations Sinan

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 Sinan**. 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

Sinan

Signature -

Sinan
REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE
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.

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.

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 :

Sinan

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.

Thrillophilia Offer Letter & Employment Agreement

Congratulations Jithu Johny

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 Jithu Johny** 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

Jithu Johny

Signature -

Jithu
REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE
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.

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.

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 :

Jithu Johny

Date: 05/03/2022

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

Apr 02, 2022

Mr. Jahirsha C
201810101302@presidencyuniversity.in
Candidate Id: CN20220893

Dear Jahirsha C,

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

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

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

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

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

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

A handwritten signature in green ink is written over a circular blue stamp. The stamp contains the text "REGISTRAR" and "PRESIDENCY UNIVERSITY Registrar".

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

Notes: *Associates will be covered under the company group accidental policy for Life CoverRs.10,00,000). The premium for the same will be borne by the company.

Thank you

Yours sincerely

For Focus 4 – D Career Education Pvt Ltd.



Arumugam N Vadivelu
Senior Manager – HR Ops & Strategy

ACCEPTANCE OF OFFER

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

Name & Signature of the candidate with date of acceptance



Offer Letter

Mr. Syed Riyaan Arshad A

15th December, 2021

Sub: Offer of appointment as **Associate Manager-Bangalore** Sunstone Education Technology Pvt. Ltd.

Dear Syed Riyaan Arshad A,

Please refer to your application and the subsequent interview you had with us. We are pleased to offer you an appointment **Associate Manager- Bangalore** on the following terms and conditions:

1. You will be paid monthly emoluments as mentioned in annexure A. These have been discussed and accepted by you during the selection process.
2. You will join the company on **1st February 2022 i.e., Tuesday**.
3. Your base location will be Bangalore.
4. You will be a part of the **Admissions** Department.
5. This offer is provisional in nature and the regular offer of appointment shall be made to you upon your joining the duties and satisfactory completion of the joining formalities.
6. After successfully completion of the 3 months' probation period your salary will revised as per **Annexure B**.
7. If you accept the above, please report to the HR Department of sunstone Education Technology Pvt. Ltd. On the date mentioned above at 11:00 AM along with the following:
 - (a) 6 passport size color photographs.
 - (b) Proof of age certificate along with the photocopy.
 - (c) Proof of academic / technical qualifications certificates along with the photocopies.
 - (d) Copy of resignation letter duly stamped and accepted by your current employer, if in employment or Relieving letter from the current employer.
 - (e) Last pay drawn certificate, if in employment.
 - (f) Form16 from Last Employer, if in employment
 - (g) PAN Card

regd office

A95, Ground Floor,
Saraswati Vihar,
Delhi 110034

corporate office

Sunstone Eduversity, 3rd Floor, Tower B,
Unitech Cyber Park, Sector 39,
Gurgaon, Haryana 122002

contact

+91 8860 22 34 56
+91 8800 92 08 08

www.sunstone.edu.in
connect@sunstone.edu.in



- (h) Cancelled Cheque / Photocopy of Credit Card
 - (i) Appointment letter from current employer
 - (j) Last increment letter from current from current employer, if in employment
 - (k) Residence Address Proof
8. The management reserves the right to withdraw the said offer in case any of the information provided by you in the Application Form/Personal Data Form is found misleading or misconceived and/or if any of the above conditions are not fulfilled by you at the time of joining and/ or the background verification check is found to be not in accordance with the Code of Conduct of **Sunstone Education Technology Pvt. Ltd.**
9. By accepting this offer, both Sunstone Education Technology Pvt. Ltd. and you agree to not entertain any offers or take steps towards exploring any other alternative opportunity related to the possible break down on the engagement pertaining to the position **Associate Manager-Bangalore** at Sunstone Education Technology Pvt. Ltd.

In token of having accepted the above, please sign on the duplicate copy of this letter and return to us.

Thanking you

Yours faithfully,

For **Sunstone Education Technology Pvt. Ltd.**

Sanam Chawla Sarda

Sanam Chawla Sarda

AVP- Human Resources

regd office

A95, Ground Floor,
Saraswati Vihar,
Delhi 110034

corporate office

Sunstone Eduversity, 3rd Floor, Tower B,
Unitech Cyber Park, Sector 39,
Gurgaon, Haryana 122002

contact

+91 8860 22 34 56
+91 8800 92 08 08

www.sunstone.edu.in
connect@sunstone.edu.in



Compensation Breakup from Sunstone Education Technology Pvt. Ltd.

Annexure A

Components Monthly Annual	Monthly	Annual
Basic	11,379	1,36,550
HRA	5,690	68,275
Other Allowance	5,690	68,275
Gross CTC (A)	22,758	2,73,100
Deduc ons		
Provident Fund	1,366	16,386
Company Contribution to Provident Fund	1,366	16,386
Total (B)	2,731	32,772
Net Take Home (Before TDS and Incentive)	20,027	2,40,328

*Note: Rs. 25/- will be deducted every month from net pay for Labour Welfare Fund.

Annexure B

Components Monthly Annual	Monthly	Annual
Basic	14,583	1,75,000
HRA	7,292	87,500
Other Allowance	7,292	87,500
Gross CTC (A)	29,167	3,50,000
Deduc ons		
Provident Fund	1,750	21,000
Company Contribution to Provident Fund	1,750	21,000
Total (B)	3,500	42,000
Performance Linked Incentive*		1,50,000
Total CTC		5,00,000
Net Take Home (Before TDS and Incentive)	25,667	3,08,000

*Performance Linked Incentive will be paid annually.

*Note: Rs. 25/- will be deducted every month from net pay for Labour Welfare Fund.

regd office

A95, Ground Floor,
Saraswati Vihar,
Delhi 110034

corporate office

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Unitech Cyber Park, Sector 39,
Gurgaon, Haryana 122002

contact

+91 8860 22 34 56
+91 8800 92 08 08

www.sunstone.edu.in
connect@sunstone.edu.in



Thrillophilia Offer Letter & Employment Agreement

Congratulations Tattala Venkata Naga Pavan Kalyan

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 Tattala Venkata Naga Pavan Kalyan** 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

Tattala Venkata Naga Pavan Kalyan

Signature -

Janus
REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE
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.

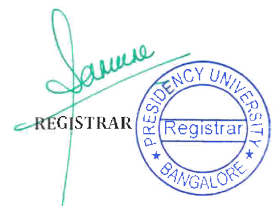
Terms and Conditions

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



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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.

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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.

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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.

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Employees will receive their Incentives on the basis of performance.

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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.

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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.

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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.

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(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.

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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.

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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.

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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.

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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.

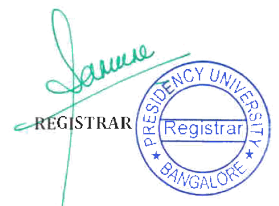
Understood, Agreed & Approved

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 :

Tattala Venkata Naga Pavan Kalyan

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.



CLINIKK™ OHEALER HEALTHCARE SERVICES PVT. LTD.

Date: 2nd February 2022

To,

AMBATI SAI KUMAR REDDY

Phone No: +91 7989321878

Email ID: 201810101413@presidencyuniversity.in

Sub: Offer Letter

Dear AMBATI SAI KUMAR REDDY We are pleased to offer the position of **Business Development Associate** with Ohealer Healthcare Services Private Limited. Your effective date of employment will commence from **7th February 2022** subject to your acceptance of this offer letter.

1. Posting

Your place of posting shall be in **Bangalore (RT Nagar), India.**

2. Emoluments

You shall be employed with the company with an initial **Total Annual CTC** of **INR 6,00,000/-** (Rupees Six Lakhs Only) with:

Fixed Annual CTC of INR 3,00,000/- (Rupees Three Lakhs Only) per Annum and Variable Annual CTC (Based on Performance) of INR 3,00,000/- (Rupees Three Lakhs Only) per Annum. The Breakup of the Fixed component will be given in Annexure 1.

There is a joining bonus of INR 10,000/- (Rupees Ten Thousand Only) which will be paid after completion of 1 month with us.

3. Perquisites and Conditions

Along with the above you shall also be eligible / entitled for leave, bonus and other benefits as per the company's policy.

You shall be governed at all times by the policies procedures and rules of the company related to the salary, allowance, benefits and perquisites, further the company may modify or change such allowances, benefits and prerequisites from time to time in accordance with its policies.

Employment and benefits begin only after you have signed the document and it has been received by the **undersigned/ HR Department** subject further to you joining the office at Bangalore. All emoluments given below are acceptable after joining.

4. Probation

You shall be initially under probation for a period of **6 (Six) months** from the date of joining. Your period of probation will continue until you are expressly confirmed in the

Sanne
REGISTRAR
Page 1 of 6
REGISTRAR
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BANGALORE



CLINIKK™ OHEALER HEALTHCARE SERVICES PVT. LTD.

regular services of the company. Your confirmation into the company is based purely on your performance.

5. Provident Funds

You shall participate in the company's provident Fund scheme as per the company's policy.

6. Gratuities

Gratuity when implemented and applicable, you shall be covered as per the payment of gratuity act.

7. Leaves

Sl. No.	Type of Leave	No.of Days in Calendar Year	Eligibility & Remarks
1	Casual	6	Eligible from date of joining on pro rata basis Credited every year on 1 st January and will carry forward to next year. Not en-cashable. Leave can be used for emergency/ to meet family commitment/ social obligation purposes. Can be availed for minimum of half a day and maximum of 1 day at a time.
2	Medical/ Sick	6	Applicable only in special cases. Detailed medical reports need to be provided to avail of this special leave.
3	Earned/ Privilege	1 day for every 20 working days (total 15 days a year)	Eligible from date of confirmation on a pro rata basis. Credited every year on Jan 1 st with arrears. Maximum carry forward up to 12 days, beyond which leave lapses Normally, leave is to be sanctioned a minimum 15 days before proceeding on leave. Can be availed for a minimum of 2 days
4	Maternity	17 weeks/ 120 days at a time	Eligible for Female employees only
5	Loss of pay	Maximum of 10 days	To be availed when no other leave is available can be availed only for



CLINIKK™ OHEALER HEALTHCARE SERVICES PVT. LTD.

			emergency situations. Permission of Manager needed.
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Note: Leaves on probation will be on LOP.

8. Annual Reviews

Your salary will be revised on an annual basis depending purely on your performance. Your increments are discretionary and will be subject to and on the basis of effectiveness and results during the review period by your appraiser.

9. Office Travel / tour

You may be required to travel to other locations as and when required by the company from time to time.

10. Transfers

You may be transferred to any place of business of the company as existing / operating presently or acquired later in any part of India or abroad at any time. You may also be deputed to any work or assigned the work of any associate / sister concerns, subsidiaries or any other companies, organizations, firms.

11. Whole Time Service / Employment

While you are in the service/ employment of the company, you shall not engage or associate directly or indirectly in any other manner, whatsoever or in any post or work part-time. You are required to devote full time attention and use your skills to the best of the ability for the business of the company and shall not directly or indirectly be connected / concerned, employed or engaged in any other business or activities whatsoever, without the prior written permission of the company and shall not accept any emoluments, commission or honoraria whatsoever from any other party.

12. Working Hours

The usual working hours will be from **09:30 AM to 7:00 PM, Monday to Saturday**, The same is subject to change at the discretion of the employer. However, you may also be required to work on weekly off / holidays if there is any urgent need for your presence.

14. Confidentiality, Proprietary Information

During your employment with the company you will or may receive confidential information, which is of use to the company or its subsidiaries etc. you therefore agree to abide by the following terms and conditions.

Your employment with the company creates a relationship of confidence and trust between you and the company, with respect to certain information, proprietary of trade secret nature.

For the purpose of this agreement, all such confidential, proprietary information will be treated as proprietary information.



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15. Non-disclosure and exclusivity

You shall not disclose, except under legal obligation, to any party or company or in any way make it known to general public any trade secret, invention, innovation or dealings of the company or any connected proprietary information of the company at any time during your employment with the company or even upon you separating from the services of the company.

documents Plans, photos, correspondence, instructions, information, programs, codes (source code / object code) etc. that pass through you or come to your knowledge shall be treated as confidential and you are bound not to divulge, pass over to any one or any entity or otherwise deal in any similar manner or take them out of the company premises without prior permission of the authorised person of the company in this regard and except in rightful discharge of your duty assigned to you by the company.

In the event of your separation from the services of the company shall promptly disclose all inventions and shall surrender possession of all such inventions, trade secrets or other equivalents.

16. Cyber crimes

You shall not divulge either by yourself or in association with others, either through the facility of the company or otherwise, in any cyber crime or any related activity which is deemed to be a crime under any law for the time being in force. While in employment with the company you shall promptly report all such activities that may come to your knowledge and shall not be an accomplice to such activities in any manner. You shall not logon to download or get connected to any obscene or prohibited internet sites, during the working hours of the company.

17. Company's Property

You shall always maintain in good condition the company's property, which may be entrusted to you for official use during the course of your employment and shall return the same to the company immediately upon relinquishment of your services, failing which the company shall recover the cost of the same.

18. Non Acceptance of Favours

You shall not borrow or accept any gifts, rewards and compensation for your personal gain from any person or otherwise place yourself under pecuniary obligation to any person with whom the company may be having official dealings. Normal company's giveaways, promotional gifts, which are of very nominal value, are fine.



CLINIKK™ OHEALER HEALTHCARE SERVICES PVT. LTD.

19. Service Conditions

You shall be governed by the rules, regulations, policies and practices framed by the company from time to time; you shall not be governed by the statutory laws enacted by the local authorities, state or central government as applicable to you from time to time.

20. Notice Period

In the event of an employee deciding to separate from the services of the company, you are required to give in writing 60 days' notice or 2 months' pay in lieu thereof. No dues certificate needs to be obtained from all the department heads and submit it to the HR department for smooth proceedings of the relieving formalities not less than **7 (Seven) days** before the date of relieving. During the probation period, the employer may terminate the services of the employee without cause, with a notice period of 7 days or pay in lieu thereof which may be extended at the discretion of the employer.

21. Additions / Alterations

You shall in addition to the general service conditions as specifically stated herein above be governed by other rules, regulations, practices, systems, procedures and policies as are in force or may be added by the company from time to time.

For Ohealer Healthcare Services Pvt. Ltd

Authorised Signatory

I, AMBATI SAI KUMAR REDDY, have read and understood the appointment order and all the terms and conditions governing my services/employment with the organization and the same are acceptable to me in totality.

Signature: _____



Date:

Place: Bangalore.



CLINIKK™ OHEALER HEALTHCARE SERVICES PVT. LTD.

Annexure 1

Salary Breakup	Fixed Annual CTC	Fixed Monthly CTC
Basic Allowance	150,000	12,500
House Rent Allowance	75,000	6,250
Other Allowances	75,000	6,250
Total	3,00,000	25,000
Provident Fund Contribution	21,600	1,800
Professional Tax	2,400	200
Total Deductions	24,000	2,000
Net Remuneration	2,76,000	23,000

Variable Annual CTC of upto 3 Lakh will depend on Performance of the employee.

Note: TDS will be deducted based on the Employee's Investment Declaration.



CLINIKK™ OHEALER HEALTHCARE SERVICES PVT. LTD.

Date: 2nd February 2022

To,

PRAJWAL B J

Phone No: +91 7353958564

Email ID: 201810101549@presidencyuniversity.in

Sub: Offer Letter

Dear PRAJWAL B J We are pleased to offer the position of **Business Development Associate** with Ohealer Healthcare Services Private Limited. Your effective date of employment will commence from **7th February 2022** subject to your acceptance of this offer letter.

1. Posting

Your place of posting shall be in **Bangalore (RT Nagar), India.**

2. Emoluments

You shall be employed with the company with an initial **Total Annual CTC** of **INR 6,00,000/-** (Rupees Six Lakhs Only) with:

Fixed Annual CTC of INR 3,00,000/- (Rupees Three Lakhs Only) per Annum and Variable Annual CTC (Based on Performance) of INR 3,00,000/- (Rupees Three Lakhs Only) per Annum. The Breakup of the Fixed component will be given in Annexure 1.

There is a joining bonus of INR 10,000/- (Rupees Ten Thousand Only) which will be paid after completion of 1 month with us.

3. Perquisites and Conditions

Along with the above you shall also be eligible / entitled for leave, bonus and other benefits as per the company's policy.

You shall be governed at all times by the policies procedures and rules of the company related to the salary, allowance, benefits and perquisites, further the company may modify or change such allowances, benefits and prerequisites from time to time in accordance with its policies.

Employment and benefits begin only after you have signed the document and it has been received by the **undersigned/ HR Department** subject further to you joining the office at Bangalore. All emoluments given below are acceptable after joining.

4. Probation

You shall be initially under probation for a period of **6 (Six) months** from the date of joining. Your period of probation will continue until you are expressly confirmed in the

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BANGALORE



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regular services of the company. Your confirmation into the company is based purely on your performance.

5. Provident Funds

You shall participate in the company's provident Fund scheme as per the company's policy.

6. Gratuities

Gratuity when implemented and applicable, you shall be covered as per the payment of gratuity act.

7. Leaves

Sl. No.	Type of Leave	No.of Days in Calendar Year	Eligibility & Remarks
1	Casual	6	Eligible from date of joining on pro rata basis Credited every year on 1 st January and will carry forward to next year. Not en-cashable. Leave can be used for emergency/ to meet family commitment/ social obligation purposes. Can be availed for minimum of half a day and maximum of 1 day at a time.
2	Medical/ Sick	6	Applicable only in special cases. Detailed medical reports need to be provided to avail of this special leave.
3	Earned/ Privilege	1 day for every 20 working days (total 15 days a year)	Eligible from date of confirmation on a pro rata basis. Credited every year on Jan 1 st with arrears. Maximum carry forward up to 12 days, beyond which leave lapses Normally, leave is to be sanctioned a minimum 15 days before proceeding on leave. Can be availed for a minimum of 2 days
4	Maternity	17 weeks/ 120 days at a time	Eligible for Female employees only
5	Loss of pay	Maximum of 10 days	To be availed when no other leave is available can be availed only for



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documents Plans, photos, correspondence, instructions, information, programs, codes (source code / object code) etc. that pass through you or come to your knowledge shall be treated as confidential and you are bound not to divulge, pass over to any one or any entity or otherwise deal in any similar manner or take them out of the company premises without prior permission of the authorised person of the company in this regard and except in rightful discharge of your duty assigned to you by the company.

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CLINIKK™ OHEALER HEALTHCARE SERVICES PVT. LTD.

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21. Additions / Alterations

You shall in addition to the general service conditions as specifically stated herein above be governed by other rules, regulations, practices, systems, procedures and policies as are in force or may be added by the company from time to time.

For Ohealer Healthcare Services Pvt. Ltd

Authorised Signatory

I, PRAJWAL B J, have read and understood the appointment order and all the terms and conditions governing my services/employment with the organization and the same are acceptable to me in totality.

Signature: _____



Date:

Place: Bangalore.



CLINIKK™ OHEALER HEALTHCARE SERVICES PVT. LTD.

Annexure 1

Salary Breakup	Fixed Annual CTC	Fixed Monthly CTC
Basic Allowance	150,000	12,500
House Rent Allowance	75,000	6,250
Other Allowances	75,000	6,250
Total	3,00,000	25,000
Provident Fund Contribution	21,600	1,800
Professional Tax	2,400	200
Total Deductions	24,000	2,000
Net Remuneration	2,76,000	23,000

Variable Annual CTC of upto 3 Lakh will depend on Performance of the employee.

Note: TDS will be deducted based on the Employee's Investment Declaration.



CLINIKK™ OHEALER HEALTHCARE SERVICES PVT. LTD.

Date: 2nd February 2022

To,

NIKHIL S BALGANOOR

Phone No: +91 9945437517

Email ID: 201810101543@presidencyuniversity.in

Sub: Offer Letter

Dear NIKHIL S BALGANOOR We are pleased to offer the position of **Business Development Associate** with Ohealer Healthcare Services Private Limited. Your effective date of employment will commence from **7th February 2022** subject to your acceptance of this offer letter.

1. Posting

Your place of posting shall be in **Bangalore (RT Nagar), India.**

2. Emoluments

You shall be employed with the company with an initial **Total Annual CTC** of **INR 6,00,000/-** (Rupees Six Lakhs Only) with:

Fixed Annual CTC of INR 3,00,000/- (Rupees Three Lakhs Only) per Annum and Variable Annual CTC (Based on Performance) of INR 3,00,000/- (Rupees Three Lakhs Only) per Annum. The Breakup of the Fixed component will be given in Annexure 1.

There is a joining bonus of INR 10,000/- (Rupees Ten Thousand Only) which will be paid after completion of 1 month with us.

3. Perquisites and Conditions

Along with the above you shall also be eligible / entitled for leave, bonus and other benefits as per the company's policy.

You shall be governed at all times by the policies procedures and rules of the company related to the salary, allowance, benefits and perquisites, further the company may modify or change such allowances, benefits and prerequisites from time to time in accordance with its policies.

Employment and benefits begin only after you have signed the document and it has been received by the **undersigned/ HR Department** subject further to you joining the office at Bangalore. All emoluments given below are acceptable after joining.

4. Probation

You shall be initially under probation for a period of **6 (Six) months** from the date of joining. Your period of probation will continue until you are expressly confirmed in the

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regular services of the company. Your confirmation into the company is based purely on your performance.

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You shall participate in the company's provident Fund scheme as per the company's policy.

6. Gratuities

Gratuity when implemented and applicable, you shall be covered as per the payment of gratuity act.

7. Leaves

Sl. No.	Type of Leave	No.of Days in Calendar Year	Eligibility & Remarks
1	Casual	6	Eligible from date of joining on pro rata basis Credited every year on 1 st January and will carry forward to next year. Not en-cashable. Leave can be used for emergency/ to meet family commitment/ social obligation purposes. Can be availed for minimum of half a day and maximum of 1 day at a time.
2	Medical/ Sick	6	Applicable only in special cases. Detailed medical reports need to be provided to avail of this special leave.
3	Earned/ Privilege	1 day for every 20 working days (total 15 days a year)	Eligible from date of confirmation on a pro rata basis. Credited every year on Jan 1 st with arrears. Maximum carry forward up to 12 days, beyond which leave lapses Normally, leave is to be sanctioned a minimum 15 days before proceeding on leave. Can be availed for a minimum of 2 days
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Note: Leaves on probation will be on LOP.

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Your salary will be revised on an annual basis depending purely on your performance. Your increments are discretionary and will be subject to and on the basis of effectiveness and results during the review period by your appraiser.

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You shall in addition to the general service conditions as specifically stated herein above be governed by other rules, regulations, practices, systems, procedures and policies as are in force or may be added by the company from time to time.

For Ohealer Healthcare Services Pvt. Ltd

Authorised Signatory

I, NIKHIL S BALGANOOR, have read and understood the appointment order and all the terms and conditions governing my services/employment with the organization and the same are acceptable to me in totality.

Signature: _____



Date:

Place: Bangalore.



CLINIKK™ OHEALER HEALTHCARE SERVICES PVT. LTD.

Annexure 1

Salary Breakup	Fixed Annual CTC	Fixed Monthly CTC
Basic Allowance	150,000	12,500
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Variable Annual CTC of upto 3 Lakh will depend on Performance of the employee.

Note: TDS will be deducted based on the Employee's Investment Declaration.



CLINIKK™ OHEALER HEALTHCARE SERVICES PVT. LTD.

Date: 2nd February 2022

To,

GOWRI KRISHNAVENI

Phone No: +91 7624960712

Email ID: 201810101513@presidencyuniversity.in

Sub: Offer Letter

Dear GOWRI KRISHNAVENI We are pleased to offer the position of **Business Development Associate** with Ohealer Healthcare Services Private Limited. Your effective date of employment will commence from **7th February 2022** subject to your acceptance of this offer letter.

1. Posting

Your place of posting shall be in **Bangalore (RT Nagar), India.**

2. Emoluments

You shall be employed with the company with an initial **Total Annual CTC** of **INR 6,00,000/-** (Rupees Six Lakhs Only) with:

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There is a joining bonus of INR 10,000/- (Rupees Ten Thousand Only) which will be paid after completion of 1 month with us.

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Along with the above you shall also be eligible / entitled for leave, bonus and other benefits as per the company's policy.

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Bangalore



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16. Cyber crimes

You shall not divulge either by yourself or in association with others, either through the facility of the company or otherwise, in any cyber crime or any related activity which is deemed to be a crime under any law for the time being in force. While in employment with the company you shall promptly report all such activities that may come to your knowledge and shall not be an accomplice to such activities in any manner. You shall not logon to download or get connected to any obscene or prohibited internet sites, during the working hours of the company.

17. Company's Property

You shall always maintain in good condition the company's property, which may be entrusted to you for official use during the course of your employment and shall return the same to the company immediately upon relinquishment of your services, failing which the company shall recover the cost of the same.

18. Non Acceptance of Favours

You shall not borrow or accept any gifts, rewards and compensation for your personal gain from any person or otherwise place yourself under pecuniary obligation to any person with whom the company may be having official dealings. Normal company's giveaways, promotional gifts, which are of very nominal value, are fine.



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19. Service Conditions

You shall be governed by the rules, regulations, policies and practices framed by the company from time to time; you shall not be governed by the statutory laws enacted by the local authorities, state or central government as applicable to you from time to time.

20. Notice Period

In the event of an employee deciding to separate from the services of the company, you are required to give in writing 60 days' notice or 2 months' pay in lieu thereof. No dues certificate needs to be obtained from all the department heads and submit it to the HR department for smooth proceedings of the relieving formalities not less than **7 (Seven) days** before the date of relieving. During the probation period, the employer may terminate the services of the employee without cause, with a notice period of 7 days or pay in lieu thereof which may be extended at the discretion of the employer.

21. Additions / Alterations

You shall in addition to the general service conditions as specifically stated herein above be governed by other rules, regulations, practices, systems, procedures and policies as are in force or may be added by the company from time to time.

For Ohealer Healthcare Services Pvt. Ltd

Authorised Signatory

I, GOWRI KRISHNAVENI, have read and understood the appointment order and all the terms and conditions governing my services/employment with the organization and the same are acceptable to me in totality.

Signature: _____



Date:

Place: Bangalore.



CLINIKK™ OHEALER HEALTHCARE SERVICES PVT. LTD.

Annexure 1

Salary Breakup	Fixed Annual CTC	Fixed Monthly CTC
Basic Allowance	150,000	12,500
House Rent Allowance	75,000	6,250
Other Allowances	75,000	6,250
Total	3,00,000	25,000
Provident Fund Contribution	21,600	1,800
Professional Tax	2,400	200
Total Deductions	24,000	2,000
Net Remuneration	2,76,000	23,000

Variable Annual CTC of upto 3 Lakh will depend on Performance of the employee.

Note: TDS will be deducted based on the Employee's Investment Declaration.



CLINIKK™ OHEALER HEALTHCARE SERVICES PVT. LTD.

Date: 2nd February 2022

To,

DHAREPPA BISTAGOND

Phone No: +91 9741751079

Email ID: 201810101476@presidencyuniversity.in

Sub: Offer Letter

Dear DHAREPPA BISTAGOND We are pleased to offer the position of **Business Development Associate** with Ohealer Healthcare Services Private Limited. Your effective date of employment will commence from **7th February 2022** subject to your acceptance of this offer letter.

1. Posting

Your place of posting shall be in **Bangalore (RT Nagar), India.**

2. Emoluments

You shall be employed with the company with an initial **Total Annual CTC** of **INR 6,00,000/-** (Rupees Six Lakhs Only) with:

Fixed Annual CTC of INR 3,00,000/- (Rupees Three Lakhs Only) per Annum and Variable Annual CTC (Based on Performance) of INR 3,00,000/- (Rupees Three Lakhs Only) per Annum. The Breakup of the Fixed component will be given in Annexure 1.

There is a joining bonus of INR 10,000/- (Rupees Ten Thousand Only) which will be paid after completion of 1 month with us.

3. Perquisites and Conditions

Along with the above you shall also be eligible / entitled for leave, bonus and other benefits as per the company's policy.

You shall be governed at all times by the policies procedures and rules of the company related to the salary, allowance, benefits and perquisites, further the company may modify or change such allowances, benefits and prerequisites from time to time in accordance with its policies.

Employment and benefits begin only after you have signed the document and it has been received by the **undersigned/ HR Department** subject further to you joining the office at Bangalore. All emoluments given below are acceptable after joining.

4. Probation

You shall be initially under probation for a period of **6 (Six) months** from the date of joining. Your period of probation will continue until you are expressly confirmed in the

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regular services of the company. Your confirmation into the company is based purely on your performance.

5. Provident Funds

You shall participate in the company's provident Fund scheme as per the company's policy.

6. Gratuities

Gratuity when implemented and applicable, you shall be covered as per the payment of gratuity act.

7. Leaves

Sl. No.	Type of Leave	No.of Days in Calendar Year	Eligibility & Remarks
1	Casual	6	Eligible from date of joining on pro rata basis Credited every year on 1 st January and will carry forward to next year. Not en-cashable. Leave can be used for emergency/ to meet family commitment/ social obligation purposes. Can be availed for minimum of half a day and maximum of 1 day at a time.
2	Medical/ Sick	6	Applicable only in special cases. Detailed medical reports need to be provided to avail of this special leave.
3	Earned/ Privilege	1 day for every 20 working days (total 15 days a year)	Eligible from date of confirmation on a pro rata basis. Credited every year on Jan 1 st with arrears. Maximum carry forward up to 12 days, beyond which leave lapses Normally, leave is to be sanctioned a minimum 15 days before proceeding on leave. Can be availed for a minimum of 2 days
4	Maternity	17 weeks/ 120 days at a time	Eligible for Female employees only
5	Loss of pay	Maximum of 10 days	To be availed when no other leave is available can be availed only for



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			emergency situations. Permission of Manager needed.
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Note: Leaves on probation will be on LOP.

8. Annual Reviews

Your salary will be revised on an annual basis depending purely on your performance. Your increments are discretionary and will be subject to and on the basis of effectiveness and results during the review period by your appraiser.

9. Office Travel / tour

You may be required to travel to other locations as and when required by the company from time to time.

10. Transfers

You may be transferred to any place of business of the company as existing / operating presently or acquired later in any part of India or abroad at any time. You may also be deputed to any work or assigned the work of any associate / sister concerns, subsidiaries or any other companies, organizations, firms.

11. Whole Time Service / Employment

While you are in the service/ employment of the company, you shall not engage or associate directly or indirectly in any other manner, whatsoever or in any post or work part-time. You are required to devote full time attention and use your skills to the best of the ability for the business of the company and shall not directly or indirectly be connected / concerned, employed or engaged in any other business or activities whatsoever, without the prior written permission of the company and shall not accept any emoluments, commission or honoraria whatsoever from any other party.

12. Working Hours

The usual working hours will be from **09:30 AM to 7:00 PM, Monday to Saturday**, The same is subject to change at the discretion of the employer. However, you may also be required to work on weekly off / holidays if there is any urgent need for your presence.

14. Confidentiality, Proprietary Information

During your employment with the company you will or may receive confidential information, which is of use to the company or its subsidiaries etc. you therefore agree to abide by the following terms and conditions.

Your employment with the company creates a relationship of confidence and trust between you and the company, with respect to certain information, proprietary of trade secret nature.

For the purpose of this agreement, all such confidential, proprietary information will be treated as proprietary information.



CLINIKK™ OHEALER HEALTHCARE SERVICES PVT. LTD.

15. Non-disclosure and exclusivity

You shall not disclose, except under legal obligation, to any party or company or in any way make it known to general public any trade secret, invention, innovation or dealings of the company or any connected proprietary information of the company at any time during your employment with the company or even upon you separating from the services of the company.

documents Plans, photos, correspondence, instructions, information, programs, codes (source code / object code) etc. that pass through you or come to your knowledge shall be treated as confidential and you are bound not to divulge, pass over to any one or any entity or otherwise deal in any similar manner or take them out of the company premises without prior permission of the authorised person of the company in this regard and except in rightful discharge of your duty assigned to you by the company.

In the event of your separation from the services of the company shall promptly disclose all inventions and shall surrender possession of all such inventions, trade secrets or other equivalents.

16. Cyber crimes

You shall not divulge either by yourself or in association with others, either through the facility of the company or otherwise, in any cyber crime or any related activity which is deemed to be a crime under any law for the time being in force. While in employment with the company you shall promptly report all such activities that may come to your knowledge and shall not be an accomplice to such activities in any manner. You shall not logon to download or get connected to any obscene or prohibited internet sites, during the working hours of the company.

17. Company's Property

You shall always maintain in good condition the company's property, which may be entrusted to you for official use during the course of your employment and shall return the same to the company immediately upon relinquishment of your services, failing which the company shall recover the cost of the same.

18. Non Acceptance of Favours

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CLINIKK™ OHEALER HEALTHCARE SERVICES PVT. LTD.

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You shall be governed by the rules, regulations, policies and practices framed by the company from time to time; you shall not be governed by the statutory laws enacted by the local authorities, state or central government as applicable to you from time to time.

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In the event of an employee deciding to separate from the services of the company, you are required to give in writing 60 days' notice or 2 months' pay in lieu thereof. No dues certificate needs to be obtained from all the department heads and submit it to the HR department for smooth proceedings of the relieving formalities not less than **7 (Seven) days** before the date of relieving. During the probation period, the employer may terminate the services of the employee without cause, with a notice period of 7 days or pay in lieu thereof which may be extended at the discretion of the employer.

21. Additions / Alterations

You shall in addition to the general service conditions as specifically stated herein above be governed by other rules, regulations, practices, systems, procedures and policies as are in force or may be added by the company from time to time.

For Ohealer Healthcare Services Pvt. Ltd

Authorised Signatory

I, DHAREPPA BISTAGOND, have read and understood the appointment order and all the terms and conditions governing my services/employment with the organization and the same are acceptable to me in totality.

Signature: _____



Date:

Place: Bangalore.



CLINIKK™ OHEALER HEALTHCARE SERVICES PVT. LTD.

Annexure 1

Salary Breakup	Fixed Annual CTC	Fixed Monthly CTC
Basic Allowance	150,000	12,500
House Rent Allowance	75,000	6,250
Other Allowances	75,000	6,250
Total	3,00,000	25,000
Provident Fund Contribution	21,600	1,800
Professional Tax	2,400	200
Total Deductions	24,000	2,000
Net Remuneration	2,76,000	23,000

Variable Annual CTC of upto 3 Lakh will depend on Performance of the employee.

Note: TDS will be deducted based on the Employee's Investment Declaration.



CLINIKK™ OHEALER HEALTHCARE SERVICES PVT. LTD.

Date: 2nd February 2022

To,

AMITH KUMAR S

Phone No: +91 9663176287

Email ID: 201810101414@presidencyuniversity.in

Sub: Offer Letter

Dear AMITH KUMAR S We are pleased to offer the position of **Business Development Associate** with Ohealer Healthcare Services Private Limited. Your effective date of employment will commence from **7th February 2022** subject to your acceptance of this offer letter.

1. Posting

Your place of posting shall be in **Bangalore (RT Nagar), India.**

2. Emoluments

You shall be employed with the company with an initial **Total Annual CTC** of **INR 6,00,000/-** (Rupees Six Lakhs Only) with:

Fixed Annual CTC of INR 3,00,000/- (Rupees Three Lakhs Only) per Annum and Variable Annual CTC (Based on Performance) of INR 3,00,000/- (Rupees Three Lakhs Only) per Annum. The Breakup of the Fixed component will be given in Annexure 1.

There is a joining bonus of INR 10,000/- (Rupees Ten Thousand Only) which will be paid after completion of 1 month with us.

3. Perquisites and Conditions

Along with the above you shall also be eligible / entitled for leave, bonus and other benefits as per the company's policy.

You shall be governed at all times by the policies procedures and rules of the company related to the salary, allowance, benefits and perquisites, further the company may modify or change such allowances, benefits and prerequisites from time to time in accordance with its policies.

Employment and benefits begin only after you have signed the document and it has been received by the **undersigned/ HR Department** subject further to you joining the office at Bangalore. All emoluments given below are acceptable after joining.

4. Probation

You shall be initially under probation for a period of **6 (Six) months** from the date of joining. Your period of probation will continue until you are expressly confirmed in the

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regular services of the company. Your confirmation into the company is based purely on your performance.

5. Provident Funds

You shall participate in the company's provident Fund scheme as per the company's policy.

6. Gratuities

Gratuity when implemented and applicable, you shall be covered as per the payment of gratuity act.

7. Leaves

Sl. No.	Type of Leave	No.of Days in Calendar Year	Eligibility & Remarks
1	Casual	6	Eligible from date of joining on pro rata basis Credited every year on 1 st January and will carry forward to next year. Not en-cashable. Leave can be used for emergency/ to meet family commitment/ social obligation purposes. Can be availed for minimum of half a day and maximum of 1 day at a time.
2	Medical/ Sick	6	Applicable only in special cases. Detailed medical reports need to be provided to avail of this special leave.
3	Earned/ Privilege	1 day for every 20 working days (total 15 days a year)	Eligible from date of confirmation on a pro rata basis. Credited every year on Jan 1 st with arrears. Maximum carry forward up to 12 days, beyond which leave lapses Normally, leave is to be sanctioned a minimum 15 days before proceeding on leave. Can be availed for a minimum of 2 days
4	Maternity	17 weeks/ 120 days at a time	Eligible for Female employees only
5	Loss of pay	Maximum of 10 days	To be availed when no other leave is available can be availed only for



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			emergency situations. Permission of Manager needed.
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Note: Leaves on probation will be on LOP.

8. Annual Reviews

Your salary will be revised on an annual basis depending purely on your performance. Your increments are discretionary and will be subject to and on the basis of effectiveness and results during the review period by your appraiser.

9. Office Travel / tour

You may be required to travel to other locations as and when required by the company from time to time.

10. Transfers

You may be transferred to any place of business of the company as existing / operating presently or acquired later in any part of India or abroad at any time. You may also be deputed to any work or assigned the work of any associate / sister concerns, subsidiaries or any other companies, organizations, firms.

11. Whole Time Service / Employment

While you are in the service/ employment of the company, you shall not engage or associate directly or indirectly in any other manner, whatsoever or in any post or work part-time. You are required to devote full time attention and use your skills to the best of the ability for the business of the company and shall not directly or indirectly be connected / concerned, employed or engaged in any other business or activities whatsoever, without the prior written permission of the company and shall not accept any emoluments, commission or honoraria whatsoever from any other party.

12. Working Hours

The usual working hours will be from **09:30 AM to 7:00 PM, Monday to Saturday**, The same is subject to change at the discretion of the employer. However, you may also be required to work on weekly off / holidays if there is any urgent need for your presence.

14. Confidentiality, Proprietary Information

During your employment with the company you will or may receive confidential information, which is of use to the company or its subsidiaries etc. you therefore agree to abide by the following terms and conditions.

Your employment with the company creates a relationship of confidence and trust between you and the company, with respect to certain information, proprietary of trade secret nature.

For the purpose of this agreement, all such confidential, proprietary information will be treated as proprietary information.



CLINIKK™ OHEALER HEALTHCARE SERVICES PVT. LTD.

15. Non-disclosure and exclusivity

You shall not disclose, except under legal obligation, to any party or company or in any way make it known to general public any trade secret, invention, innovation or dealings of the company or any connected proprietary information of the company at any time during your employment with the company or even upon you separating from the services of the company.

documents Plans, photos, correspondence, instructions, information, programs, codes (source code / object code) etc. that pass through you or come to your knowledge shall be treated as confidential and you are bound not to divulge, pass over to any one or any entity or otherwise deal in any similar manner or take them out of the company premises without prior permission of the authorised person of the company in this regard and except in rightful discharge of your duty assigned to you by the company.

In the event of your separation from the services of the company shall promptly disclose all inventions and shall surrender possession of all such inventions, trade secrets or other equivalents.

16. Cyber crimes

You shall not divulge either by yourself or in association with others, either through the facility of the company or otherwise, in any cyber crime or any related activity which is deemed to be a crime under any law for the time being in force. While in employment with the company you shall promptly report all such activities that may come to your knowledge and shall not be an accomplice to such activities in any manner. You shall not logon to download or get connected to any obscene or prohibited internet sites, during the working hours of the company.

17. Company's Property

You shall always maintain in good condition the company's property, which may be entrusted to you for official use during the course of your employment and shall return the same to the company immediately upon relinquishment of your services, failing which the company shall recover the cost of the same.

18. Non Acceptance of Favours

You shall not borrow or accept any gifts, rewards and compensation for your personal gain from any person or otherwise place yourself under pecuniary obligation to any person with whom the company may be having official dealings. Normal company's giveaways, promotional gifts, which are of very nominal value, are fine.



CLINIKK™ OHEALER HEALTHCARE SERVICES PVT. LTD.

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20. Notice Period

In the event of an employee deciding to separate from the services of the company, you are required to give in writing 60 days' notice or 2 months' pay in lieu thereof. No dues certificate needs to be obtained from all the department heads and submit it to the HR department for smooth proceedings of the relieving formalities not less than **7 (Seven) days** before the date of relieving. During the probation period, the employer may terminate the services of the employee without cause, with a notice period of 7 days or pay in lieu thereof which may be extended at the discretion of the employer.

21. Additions / Alterations

You shall in addition to the general service conditions as specifically stated herein above be governed by other rules, regulations, practices, systems, procedures and policies as are in force or may be added by the company from time to time.

For Ohealer Healthcare Services Pvt. Ltd

Authorised Signatory

I, AMITH KUMAR S, have read and understood the appointment order and all the terms and conditions governing my services/employment with the organization and the same are acceptable to me in totality.

Signature: _____



Date:

Place: Bangalore.



CLINIKK™ OHEALER HEALTHCARE SERVICES PVT. LTD.

Annexure 1

Salary Breakup	Fixed Annual CTC	Fixed Monthly CTC
Basic Allowance	150,000	12,500
House Rent Allowance	75,000	6,250
Other Allowances	75,000	6,250
Total	3,00,000	25,000
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Professional Tax	2,400	200
Total Deductions	24,000	2,000
Net Remuneration	2,76,000	23,000

Variable Annual CTC of upto 3 Lakh will depend on Performance of the employee.

Note: TDS will be deducted based on the Employee's Investment Declaration.



CLINIKK™ OHEALER HEALTHCARE SERVICES PVT. LTD.

Date: 2nd February 2022

To,

ABHILASH KUMAR A

Phone No: +91 7022497257

Email ID: 201810101398@presidencyuniversity.in

Sub: Offer Letter

Dear ABHILASH KUMAR A We are pleased to offer the position of **Business Development Associate** with Ohealer Healthcare Services Private Limited. Your effective date of employment will commence from **7th February 2022** subject to your acceptance of this offer letter.

1. Posting

Your place of posting shall be in **Bangalore (RT Nagar), India.**

2. Emoluments

You shall be employed with the company with an initial **Total Annual CTC** of **INR 6,00,000/-** (Rupees Six Lakhs Only) with:

Fixed Annual CTC of INR 3,00,000/- (Rupees Three Lakhs Only) per Annum and Variable Annual CTC (Based on Performance) of INR 3,00,000/- (Rupees Three Lakhs Only) per Annum. The Breakup of the Fixed component will be given in Annexure 1.

There is a joining bonus of INR 10,000/- (Rupees Ten Thousand Only) which will be paid after completion of 1 month with us.

3. Perquisites and Conditions

Along with the above you shall also be eligible / entitled for leave, bonus and other benefits as per the company's policy.

You shall be governed at all times by the policies procedures and rules of the company related to the salary, allowance, benefits and perquisites, further the company may modify or change such allowances, benefits and prerequisites from time to time in accordance with its policies.

Employment and benefits begin only after you have signed the document and it has been received by the **undersigned/ HR Department** subject further to you joining the office at Bangalore. All emoluments given below are acceptable after joining.

4. Probation

You shall be initially under probation for a period of **6 (Six) months** from the date of joining. Your period of probation will continue until you are expressly confirmed in the

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regular services of the company. Your confirmation into the company is based purely on your performance.

5. Provident Funds

You shall participate in the company's provident Fund scheme as per the company's policy.

6. Gratuities

Gratuity when implemented and applicable, you shall be covered as per the payment of gratuity act.

7. Leaves

Sl. No.	Type of Leave	No.of Days in Calendar Year	Eligibility & Remarks
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4	Maternity	17 weeks/ 120 days at a time	Eligible for Female employees only
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			emergency situations. Permission of Manager needed.
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Note: Leaves on probation will be on LOP.

8. Annual Reviews

Your salary will be revised on an annual basis depending purely on your performance. Your increments are discretionary and will be subject to and on the basis of effectiveness and results during the review period by your appraiser.

9. Office Travel / tour

You may be required to travel to other locations as and when required by the company from time to time.

10. Transfers

You may be transferred to any place of business of the company as existing / operating presently or acquired later in any part of India or abroad at any time. You may also be deputed to any work or assigned the work of any associate / sister concerns, subsidiaries or any other companies, organizations, firms.

11. Whole Time Service / Employment

While you are in the service/ employment of the company, you shall not engage or associate directly or indirectly in any other manner, whatsoever or in any post or work part-time. You are required to devote full time attention and use your skills to the best of the ability for the business of the company and shall not directly or indirectly be connected / concerned, employed or engaged in any other business or activities whatsoever, without the prior written permission of the company and shall not accept any emoluments, commission or honoraria whatsoever from any other party.

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documents Plans, photos, correspondence, instructions, information, programs, codes (source code / object code) etc. that pass through you or come to your knowledge shall be treated as confidential and you are bound not to divulge, pass over to any one or any entity or otherwise deal in any similar manner or take them out of the company premises without prior permission of the authorised person of the company in this regard and except in rightful discharge of your duty assigned to you by the company.

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21. Additions / Alterations

You shall in addition to the general service conditions as specifically stated herein above be governed by other rules, regulations, practices, systems, procedures and policies as are in force or may be added by the company from time to time.

For Ohealer Healthcare Services Pvt. Ltd

Authorised Signatory

I, ABHILASH KUMAR A, have read and understood the appointment order and all the terms and conditions governing my services/employment with the organization and the same are acceptable to me in totality.

Signature: _____



Date:

Place: Bangalore.



CLINIKK™ OHEALER HEALTHCARE SERVICES PVT. LTD.

Annexure 1

Salary Breakup	Fixed Annual CTC	Fixed Monthly CTC
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Variable Annual CTC of upto 3 Lakh will depend on Performance of the employee.

Note: TDS will be deducted based on the Employee's Investment Declaration.



CLINIKK™ OHEALER HEALTHCARE SERVICES PVT. LTD.

Date: 2nd February 2022

To,

DHARMESH GOKUL Y

Phone No: +91 7411075280

Email ID: 201710100352@presidencyuniversity.in

Sub: Offer Letter

Dear DHARMESH GOKUL Y We are pleased to offer the position of **Business Development Associate** with Ohealer Healthcare Services Private Limited. Your effective date of employment will commence from **7th February 2022** subject to your acceptance of this offer letter.

1. Posting

Your place of posting shall be in **Bangalore (RT Nagar), India.**

2. Emoluments

You shall be employed with the company with an initial **Total Annual CTC** of **INR 6,00,000/-** (Rupees Six Lakhs Only) with:

Fixed Annual CTC of INR 3,00,000/- (Rupees Three Lakhs Only) per Annum and Variable Annual CTC (Based on Performance) of INR 3,00,000/- (Rupees Three Lakhs Only) per Annum. The Breakup of the Fixed component will be given in Annexure 1.

There is a joining bonus of INR 10,000/- (Rupees Ten Thousand Only) which will be paid after completion of 1 month with us.

3. Perquisites and Conditions

Along with the above you shall also be eligible / entitled for leave, bonus and other benefits as per the company's policy.

You shall be governed at all times by the policies procedures and rules of the company related to the salary, allowance, benefits and perquisites, further the company may modify or change such allowances, benefits and prerequisites from time to time in accordance with its policies.

Employment and benefits begin only after you have signed the document and it has been received by the **undersigned/ HR Department** subject further to you joining the office at Bangalore. All emoluments given below are acceptable after joining.

4. Probation

You shall be initially under probation for a period of **6 (Six) months** from the date of joining. Your period of probation will continue until you are expressly confirmed in the

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Bangalore



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regular services of the company. Your confirmation into the company is based purely on your performance.

5. Provident Funds

You shall participate in the company's provident Fund scheme as per the company's policy.

6. Gratuities

Gratuity when implemented and applicable, you shall be covered as per the payment of gratuity act.

7. Leaves

Sl. No.	Type of Leave	No.of Days in Calendar Year	Eligibility & Remarks
1	Casual	6	Eligible from date of joining on pro rata basis Credited every year on 1 st January and will carry forward to next year. Not en-cashable. Leave can be used for emergency/ to meet family commitment/ social obligation purposes. Can be availed for minimum of half a day and maximum of 1 day at a time.
2	Medical/ Sick	6	Applicable only in special cases. Detailed medical reports need to be provided to avail of this special leave.
3	Earned/ Privilege	1 day for every 20 working days (total 15 days a year)	Eligible from date of confirmation on a pro rata basis. Credited every year on Jan 1 st with arrears. Maximum carry forward up to 12 days, beyond which leave lapses Normally, leave is to be sanctioned a minimum 15 days before proceeding on leave. Can be availed for a minimum of 2 days
4	Maternity	17 weeks/ 120 days at a time	Eligible for Female employees only
5	Loss of pay	Maximum of 10 days	To be availed when no other leave is available can be availed only for



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			emergency situations. Permission of Manager needed.
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Note: Leaves on probation will be on LOP.

8. Annual Reviews

Your salary will be revised on an annual basis depending purely on your performance. Your increments are discretionary and will be subject to and on the basis of effectiveness and results during the review period by your appraiser.

9. Office Travel / tour

You may be required to travel to other locations as and when required by the company from time to time.

10. Transfers

You may be transferred to any place of business of the company as existing / operating presently or acquired later in any part of India or abroad at any time. You may also be deputed to any work or assigned the work of any associate / sister concerns, subsidiaries or any other companies, organizations, firms.

11. Whole Time Service / Employment

While you are in the service/ employment of the company, you shall not engage or associate directly or indirectly in any other manner, whatsoever or in any post or work part-time. You are required to devote full time attention and use your skills to the best of the ability for the business of the company and shall not directly or indirectly be connected / concerned, employed or engaged in any other business or activities whatsoever, without the prior written permission of the company and shall not accept any emoluments, commission or honoraria whatsoever from any other party.

12. Working Hours

The usual working hours will be from **09:30 AM to 7:00 PM, Monday to Saturday**, The same is subject to change at the discretion of the employer. However, you may also be required to work on weekly off / holidays if there is any urgent need for your presence.

14. Confidentiality, Proprietary Information

During your employment with the company you will or may receive confidential information, which is of use to the company or its subsidiaries etc. you therefore agree to abide by the following terms and conditions.

Your employment with the company creates a relationship of confidence and trust between you and the company, with respect to certain information, proprietary of trade secret nature.

For the purpose of this agreement, all such confidential, proprietary information will be treated as proprietary information.



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15. Non-disclosure and exclusivity

You shall not disclose, except under legal obligation, to any party or company or in any way make it known to general public any trade secret, invention, innovation or dealings of the company or any connected proprietary information of the company at any time during your employment with the company or even upon you separating from the services of the company.

documents Plans, photos, correspondence, instructions, information, programs, codes (source code / object code) etc. that pass through you or come to your knowledge shall be treated as confidential and you are bound not to divulge, pass over to any one or any entity or otherwise deal in any similar manner or take them out of the company premises without prior permission of the authorised person of the company in this regard and except in rightful discharge of your duty assigned to you by the company.

In the event of your separation from the services of the company shall promptly disclose all inventions and shall surrender possession of all such inventions, trade secrets or other equivalents.

16. Cyber crimes

You shall not divulge either by yourself or in association with others, either through the facility of the company or otherwise, in any cyber crime or any related activity which is deemed to be a crime under any law for the time being in force. While in employment with the company you shall promptly report all such activities that may come to your knowledge and shall not be an accomplice to such activities in any manner. You shall not logon to download or get connected to any obscene or prohibited internet sites, during the working hours of the company.

17. Company's Property

You shall always maintain in good condition the company's property, which may be entrusted to you for official use during the course of your employment and shall return the same to the company immediately upon relinquishment of your services, failing which the company shall recover the cost of the same.

18. Non Acceptance of Favours

You shall not borrow or accept any gifts, rewards and compensation for your personal gain from any person or otherwise place yourself under pecuniary obligation to any person with whom the company may be having official dealings. Normal company's giveaways, promotional gifts, which are of very nominal value, are fine.



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19. Service Conditions

You shall be governed by the rules, regulations, policies and practices framed by the company from time to time; you shall not be governed by the statutory laws enacted by the local authorities, state or central government as applicable to you from time to time.

20. Notice Period

In the event of an employee deciding to separate from the services of the company, you are required to give in writing 60 days' notice or 2 months' pay in lieu thereof. No dues certificate needs to be obtained from all the department heads and submit it to the HR department for smooth proceedings of the relieving formalities not less than **7 (Seven) days** before the date of relieving. During the probation period, the employer may terminate the services of the employee without cause, with a notice period of 7 days or pay in lieu thereof which may be extended at the discretion of the employer.

21. Additions / Alterations

You shall in addition to the general service conditions as specifically stated herein above be governed by other rules, regulations, practices, systems, procedures and policies as are in force or may be added by the company from time to time.

For Ohealer Healthcare Services Pvt. Ltd

Authorised Signatory

I, DHARMESH GOKUL Y, have read and understood the appointment order and all the terms and conditions governing my services/employment with the organization and the same are acceptable to me in totality.

Signature: _____



Date:

Place: Bangalore.



CLINIKK™ OHEALER HEALTHCARE SERVICES PVT. LTD.

Annexure 1

Salary Breakup	Fixed Annual CTC	Fixed Monthly CTC
Basic Allowance	150,000	12,500
House Rent Allowance	75,000	6,250
Other Allowances	75,000	6,250
Total	3,00,000	25,000
Provident Fund Contribution	21,600	1,800
Professional Tax	2,400	200
Total Deductions	24,000	2,000
Net Remuneration	2,76,000	23,000

Variable Annual CTC of upto 3 Lakh will depend on Performance of the employee.

Note: TDS will be deducted based on the Employee's Investment Declaration.



CLINIKK™ OHEALER HEALTHCARE SERVICES PVT. LTD.

Date: 2nd February 2022

To,

AMGAD ABDULRAHMAN ABDULMUAIN

Phone No: +91 7619352736

Email ID: 201710100942@presidencyuniversity.in

Sub: Offer Letter

Dear AMGAD ABDULRAHMAN ABDULMUAIN We are pleased to offer the position of **Business Development Associate** with Ohealer Healthcare Services Private Limited. Your effective date of employment will commence from **7th February 2022** subject to your acceptance of this offer letter.

1. Posting

Your place of posting shall be in **Bangalore (RT Nagar), India.**

2. Emoluments

You shall be employed with the company with an initial **Total Annual CTC** of **INR 6,00,000/-** (Rupees Six Lakhs Only) with:

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There is a joining bonus of INR 10,000/- (Rupees Ten Thousand Only) which will be paid after completion of 1 month with us.

3. Perquisites and Conditions

Along with the above you shall also be eligible / entitled for leave, bonus and other benefits as per the company's policy.

You shall be governed at all times by the policies procedures and rules of the company related to the salary, allowance, benefits and perquisites, further the company may modify or change such allowances, benefits and prerequisites from time to time in accordance with its policies.

Employment and benefits begin only after you have signed the document and it has been received by the **undersigned/ HR Department** subject further to you joining the office at Bangalore. All emoluments given below are acceptable after joining.

4. Probation

You shall be initially under probation for a period of **6 (Six) months** from the date of joining. Your period of probation will continue until you are expressly confirmed in the

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5. Provident Funds

You shall participate in the company's provident Fund scheme as per the company's policy.

6. Gratuities

Gratuity when implemented and applicable, you shall be covered as per the payment of gratuity act.

7. Leaves

Sl. No.	Type of Leave	No.of Days in Calendar Year	Eligibility & Remarks
1	Casual	6	Eligible from date of joining on pro rata basis Credited every year on 1 st January and will carry forward to next year. Not en-cashable. Leave can be used for emergency/ to meet family commitment/ social obligation purposes. Can be availed for minimum of half a day and maximum of 1 day at a time.
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3	Earned/ Privilege	1 day for every 20 working days (total 15 days a year)	Eligible from date of confirmation on a pro rata basis. Credited every year on Jan 1 st with arrears. Maximum carry forward up to 12 days, beyond which leave lapses Normally, leave is to be sanctioned a minimum 15 days before proceeding on leave. Can be availed for a minimum of 2 days
4	Maternity	17 weeks/ 120 days at a time	Eligible for Female employees only
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			emergency situations. Permission of Manager needed.
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Note: Leaves on probation will be on LOP.

8. Annual Reviews

Your salary will be revised on an annual basis depending purely on your performance. Your increments are discretionary and will be subject to and on the basis of effectiveness and results during the review period by your appraiser.

9. Office Travel / tour

You may be required to travel to other locations as and when required by the company from time to time.

10. Transfers

You may be transferred to any place of business of the company as existing / operating presently or acquired later in any part of India or abroad at any time. You may also be deputed to any work or assigned the work of any associate / sister concerns, subsidiaries or any other companies, organizations, firms.

11. Whole Time Service / Employment

While you are in the service/ employment of the company, you shall not engage or associate directly or indirectly in any other manner, whatsoever or in any post or work part-time. You are required to devote full time attention and use your skills to the best of the ability for the business of the company and shall not directly or indirectly be connected / concerned, employed or engaged in any other business or activities whatsoever, without the prior written permission of the company and shall not accept any emoluments, commission or honoraria whatsoever from any other party.

12. Working Hours

The usual working hours will be from **09:30 AM to 7:00 PM, Monday to Saturday**, The same is subject to change at the discretion of the employer. However, you may also be required to work on weekly off / holidays if there is any urgent need for your presence.

14. Confidentiality, Proprietary Information

During your employment with the company you will or may receive confidential information, which is of use to the company or its subsidiaries etc. you therefore agree to abide by the following terms and conditions.

Your employment with the company creates a relationship of confidence and trust between you and the company, with respect to certain information, proprietary of trade secret nature.

For the purpose of this agreement, all such confidential, proprietary information will be treated as proprietary information.



CLINIKK™ OHEALER HEALTHCARE SERVICES PVT. LTD.

15. Non-disclosure and exclusivity

You shall not disclose, except under legal obligation, to any party or company or in any way make it known to general public any trade secret, invention, innovation or dealings of the company or any connected proprietary information of the company at any time during your employment with the company or even upon you separating from the services of the company.

documents Plans, photos, correspondence, instructions, information, programs, codes (source code / object code) etc. that pass through you or come to your knowledge shall be treated as confidential and you are bound not to divulge, pass over to any one or any entity or otherwise deal in any similar manner or take them out of the company premises without prior permission of the authorised person of the company in this regard and except in rightful discharge of your duty assigned to you by the company.

In the event of your separation from the services of the company shall promptly disclose all inventions and shall surrender possession of all such inventions, trade secrets or other equivalents.

16. Cyber crimes

You shall not divulge either by yourself or in association with others, either through the facility of the company or otherwise, in any cyber crime or any related activity which is deemed to be a crime under any law for the time being in force. While in employment with the company you shall promptly report all such activities that may come to your knowledge and shall not be an accomplice to such activities in any manner. You shall not logon to download or get connected to any obscene or prohibited internet sites, during the working hours of the company.

17. Company's Property

You shall always maintain in good condition the company's property, which may be entrusted to you for official use during the course of your employment and shall return the same to the company immediately upon relinquishment of your services, failing which the company shall recover the cost of the same.

18. Non Acceptance of Favours

You shall not borrow or accept any gifts, rewards and compensation for your personal gain from any person or otherwise place yourself under pecuniary obligation to any person with whom the company may be having official dealings. Normal company's giveaways, promotional gifts, which are of very nominal value, are fine.



CLINIKK™ OHEALER HEALTHCARE SERVICES PVT. LTD.

19. Service Conditions

You shall be governed by the rules, regulations, policies and practices framed by the company from time to time; you shall not be governed by the statutory laws enacted by the local authorities, state or central government as applicable to you from time to time.

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In the event of an employee deciding to separate from the services of the company, you are required to give in writing 60 days' notice or 2 months' pay in lieu thereof. No dues certificate needs to be obtained from all the department heads and submit it to the HR department for smooth proceedings of the relieving formalities not less than **7 (Seven) days** before the date of relieving. During the probation period, the employer may terminate the services of the employee without cause, with a notice period of 7 days or pay in lieu thereof which may be extended at the discretion of the employer.

21. Additions / Alterations

You shall in addition to the general service conditions as specifically stated herein above be governed by other rules, regulations, practices, systems, procedures and policies as are in force or may be added by the company from time to time.

For Ohealer Healthcare Services Pvt. Ltd

Authorised Signatory

I, AMGAD ABDULRAHMAN ABDULMUAIN, have read and understood the appointment order and all the terms and conditions governing my services/employment with the organization and the same are acceptable to me in totality.

Signature: _____



Date:

Place: Bangalore.



CLINIKK™ OHEALER HEALTHCARE SERVICES PVT. LTD.

Annexure 1

Salary Breakup	Fixed Annual CTC	Fixed Monthly CTC
Basic Allowance	150,000	12,500
House Rent Allowance	75,000	6,250
Other Allowances	75,000	6,250
Total	3,00,000	25,000
Provident Fund Contribution	21,600	1,800
Professional Tax	2,400	200
Total Deductions	24,000	2,000
Net Remuneration	2,76,000	23,000

Variable Annual CTC of upto 3 Lakh will depend on Performance of the employee.

Note: TDS will be deducted based on the Employee's Investment Declaration.



CLINIKK™ OHEALER HEALTHCARE SERVICES PVT. LTD.

Date: 2nd February 2022

To,

JUVERIA ANJUM

Phone No: +91 8197926806

Email ID: 201810101944@presidencyuniversity.in

Sub: Offer Letter

Dear JUVERIA ANJUM We are pleased to offer the position of **Business Development Associate** with Ohealer Healthcare Services Private Limited. Your effective date of employment will commence from **7th February 2022** subject to your acceptance of this offer letter.

1. Posting

Your place of posting shall be in **Bangalore (RT Nagar), India.**

2. Emoluments

You shall be employed with the company with an initial **Total Annual CTC** of **INR 6,00,000/-** (Rupees Six Lakhs Only) with:

Fixed Annual CTC of INR 3,00,000/- (Rupees Three Lakhs Only) per Annum and Variable Annual CTC (Based on Performance) of INR 3,00,000/- (Rupees Three Lakhs Only) per Annum. The Breakup of the Fixed component will be given in Annexure 1.

There is a joining bonus of INR 10,000/- (Rupees Ten Thousand Only) which will be paid after completion of 1 month with us.

3. Perquisites and Conditions

Along with the above you shall also be eligible / entitled for leave, bonus and other benefits as per the company's policy.

You shall be governed at all times by the policies procedures and rules of the company related to the salary, allowance, benefits and perquisites, further the company may modify or change such allowances, benefits and prerequisites from time to time in accordance with its policies.

Employment and benefits begin only after you have signed the document and it has been received by the **undersigned/ HR Department** subject further to you joining the office at Bangalore. All emoluments given below are acceptable after joining.

4. Probation

You shall be initially under probation for a period of **6 (Six) months** from the date of joining. Your period of probation will continue until you are expressly confirmed in the

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regular services of the company. Your confirmation into the company is based purely on your performance.

5. Provident Funds

You shall participate in the company's provident Fund scheme as per the company's policy.

6. Gratuities

Gratuity when implemented and applicable, you shall be covered as per the payment of gratuity act.

7. Leaves

Sl. No.	Type of Leave	No.of Days in Calendar Year	Eligibility & Remarks
1	Casual	6	Eligible from date of joining on pro rata basis Credited every year on 1 st January and will carry forward to next year. Not en-cashable. Leave can be used for emergency/ to meet family commitment/ social obligation purposes. Can be availed for minimum of half a day and maximum of 1 day at a time.
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			emergency situations. Permission of Manager needed.
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Note: Leaves on probation will be on LOP.

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Your salary will be revised on an annual basis depending purely on your performance. Your increments are discretionary and will be subject to and on the basis of effectiveness and results during the review period by your appraiser.

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CLINIKK™ OHEALER HEALTHCARE SERVICES PVT. LTD.

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documents Plans, photos, correspondence, instructions, information, programs, codes (source code / object code) etc. that pass through you or come to your knowledge shall be treated as confidential and you are bound not to divulge, pass over to any one or any entity or otherwise deal in any similar manner or take them out of the company premises without prior permission of the authorised person of the company in this regard and except in rightful discharge of your duty assigned to you by the company.

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CLINIKK™ OHEALER HEALTHCARE SERVICES PVT. LTD.

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You shall in addition to the general service conditions as specifically stated herein above be governed by other rules, regulations, practices, systems, procedures and policies as are in force or may be added by the company from time to time.

For Ohealer Healthcare Services Pvt. Ltd

Authorised Signatory

I, JUVERIA ANJUM, have read and understood the appointment order and all the terms and conditions governing my services/employment with the organization and the same are acceptable to me in totality.

Signature: _____



Date:

Place: Bangalore.



CLINIKK™ OHEALER HEALTHCARE SERVICES PVT. LTD.

Annexure 1

Salary Breakup	Fixed Annual CTC	Fixed Monthly CTC
Basic Allowance	150,000	12,500
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Variable Annual CTC of upto 3 Lakh will depend on Performance of the employee.

Note: TDS will be deducted based on the Employee's Investment Declaration.



CLINIKK™ OHEALER HEALTHCARE SERVICES PVT. LTD.

Date: 2nd February 2022

To,

ARCHIT KUMAR

Phone No: +91 9255777704

Email ID: 201810101894@presidencyuniversity.in

Sub: Offer Letter

Dear ARCHIT KUMAR We are pleased to offer the position of **Business Development Associate** with Ohealer Healthcare Services Private Limited. Your effective date of employment will commence from **7th February 2022** subject to your acceptance of this offer letter.

1. Posting

Your place of posting shall be in **Bangalore (RT Nagar), India.**

2. Emoluments

You shall be employed with the company with an initial **Total Annual CTC** of **INR 6,00,000/-** (Rupees Six Lakhs Only) with:

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1	Casual	6	Eligible from date of joining on pro rata basis Credited every year on 1 st January and will carry forward to next year. Not en-cashable. Leave can be used for emergency/ to meet family commitment/ social obligation purposes. Can be availed for minimum of half a day and maximum of 1 day at a time.
2	Medical/ Sick	6	Applicable only in special cases. Detailed medical reports need to be provided to avail of this special leave.
3	Earned/ Privilege	1 day for every 20 working days (total 15 days a year)	Eligible from date of confirmation on a pro rata basis. Credited every year on Jan 1 st with arrears. Maximum carry forward up to 12 days, beyond which leave lapses Normally, leave is to be sanctioned a minimum 15 days before proceeding on leave. Can be availed for a minimum of 2 days
4	Maternity	17 weeks/ 120 days at a time	Eligible for Female employees only
5	Loss of pay	Maximum of 10 days	To be availed when no other leave is available can be availed only for



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			emergency situations. Permission of Manager needed.
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Note: Leaves on probation will be on LOP.

8. Annual Reviews

Your salary will be revised on an annual basis depending purely on your performance. Your increments are discretionary and will be subject to and on the basis of effectiveness and results during the review period by your appraiser.

9. Office Travel / tour

You may be required to travel to other locations as and when required by the company from time to time.

10. Transfers

You may be transferred to any place of business of the company as existing / operating presently or acquired later in any part of India or abroad at any time. You may also be deputed to any work or assigned the work of any associate / sister concerns, subsidiaries or any other companies, organizations, firms.

11. Whole Time Service / Employment

While you are in the service/ employment of the company, you shall not engage or associate directly or indirectly in any other manner, whatsoever or in any post or work part-time. You are required to devote full time attention and use your skills to the best of the ability for the business of the company and shall not directly or indirectly be connected / concerned, employed or engaged in any other business or activities whatsoever, without the prior written permission of the company and shall not accept any emoluments, commission or honoraria whatsoever from any other party.

12. Working Hours

The usual working hours will be from **09:30 AM to 7:00 PM, Monday to Saturday**, The same is subject to change at the discretion of the employer. However, you may also be required to work on weekly off / holidays if there is any urgent need for your presence.

14. Confidentiality, Proprietary Information

During your employment with the company you will or may receive confidential information, which is of use to the company or its subsidiaries etc. you therefore agree to abide by the following terms and conditions.

Your employment with the company creates a relationship of confidence and trust between you and the company, with respect to certain information, proprietary of trade secret nature.

For the purpose of this agreement, all such confidential, proprietary information will be treated as proprietary information.



CLINIKK™ OHEALER HEALTHCARE SERVICES PVT. LTD.

15. Non-disclosure and exclusivity

You shall not disclose, except under legal obligation, to any party or company or in any way make it known to general public any trade secret, invention, innovation or dealings of the company or any connected proprietary information of the company at any time during your employment with the company or even upon you separating from the services of the company.

documents Plans, photos, correspondence, instructions, information, programs, codes (source code / object code) etc. that pass through you or come to your knowledge shall be treated as confidential and you are bound not to divulge, pass over to any one or any entity or otherwise deal in any similar manner or take them out of the company premises without prior permission of the authorised person of the company in this regard and except in rightful discharge of your duty assigned to you by the company.

In the event of your separation from the services of the company shall promptly disclose all inventions and shall surrender possession of all such inventions, trade secrets or other equivalents.

16. Cyber crimes

You shall not divulge either by yourself or in association with others, either through the facility of the company or otherwise, in any cyber crime or any related activity which is deemed to be a crime under any law for the time being in force. While in employment with the company you shall promptly report all such activities that may come to your knowledge and shall not be an accomplice to such activities in any manner. You shall not logon to download or get connected to any obscene or prohibited internet sites, during the working hours of the company.

17. Company's Property

You shall always maintain in good condition the company's property, which may be entrusted to you for official use during the course of your employment and shall return the same to the company immediately upon relinquishment of your services, failing which the company shall recover the cost of the same.

18. Non Acceptance of Favours

You shall not borrow or accept any gifts, rewards and compensation for your personal gain from any person or otherwise place yourself under pecuniary obligation to any person with whom the company may be having official dealings. Normal company's giveaways, promotional gifts, which are of very nominal value, are fine.



CLINIKK™ OHEALER HEALTHCARE SERVICES PVT. LTD.

19. Service Conditions

You shall be governed by the rules, regulations, policies and practices framed by the company from time to time; you shall not be governed by the statutory laws enacted by the local authorities, state or central government as applicable to you from time to time.

20. Notice Period

In the event of an employee deciding to separate from the services of the company, you are required to give in writing 60 days' notice or 2 months' pay in lieu thereof. No dues certificate needs to be obtained from all the department heads and submit it to the HR department for smooth proceedings of the relieving formalities not less than **7 (Seven) days** before the date of relieving. During the probation period, the employer may terminate the services of the employee without cause, with a notice period of 7 days or pay in lieu thereof which may be extended at the discretion of the employer.

21. Additions / Alterations

You shall in addition to the general service conditions as specifically stated herein above be governed by other rules, regulations, practices, systems, procedures and policies as are in force or may be added by the company from time to time.

For Ohealer Healthcare Services Pvt. Ltd

Authorised Signatory

I, ARCHIT KUMAR, have read and understood the appointment order and all the terms and conditions governing my services/employment with the organization and the same are acceptable to me in totality.

Signature: _____



Date:

Place: Bangalore.



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Annexure 1

Salary Breakup	Fixed Annual CTC	Fixed Monthly CTC
Basic Allowance	150,000	12,500
House Rent Allowance	75,000	6,250
Other Allowances	75,000	6,250
Total	3,00,000	25,000
Provident Fund Contribution	21,600	1,800
Professional Tax	2,400	200
Total Deductions	24,000	2,000
Net Remuneration	2,76,000	23,000

Variable Annual CTC of upto 3 Lakh will depend on Performance of the employee.

Note: TDS will be deducted based on the Employee's Investment Declaration.



CLINIKK™ OHEALER HEALTHCARE SERVICES PVT. LTD.

Date: 2nd February 2022

To,

N MOHAMMED NAWAZ

Phone No: +91 9036146615

Email ID: 201810101976@presidencyuniversity.in

Sub: Offer Letter

Dear N MOHAMMED NAWAZ We are pleased to offer the position of **Business Development Associate** with Ohealer Healthcare Services Private Limited. Your effective date of employment will commence from **7th February 2022** subject to your acceptance of this offer letter.

1. Posting

Your place of posting shall be in **Bangalore (RT Nagar), India.**

2. Emoluments

You shall be employed with the company with an initial **Total Annual CTC** of **INR 6,00,000/-** (Rupees Six Lakhs Only) with:

Fixed Annual CTC of INR 3,00,000/- (Rupees Three Lakhs Only) per Annum and Variable Annual CTC (Based on Performance) of INR 3,00,000/- (Rupees Three Lakhs Only) per Annum. The Breakup of the Fixed component will be given in Annexure 1.

There is a joining bonus of INR 10,000/- (Rupees Ten Thousand Only) which will be paid after completion of 1 month with us.

3. Perquisites and Conditions

Along with the above you shall also be eligible / entitled for leave, bonus and other benefits as per the company's policy.

You shall be governed at all times by the policies procedures and rules of the company related to the salary, allowance, benefits and perquisites, further the company may modify or change such allowances, benefits and prerequisites from time to time in accordance with its policies.

Employment and benefits begin only after you have signed the document and it has been received by the **undersigned/ HR Department** subject further to you joining the office at Bangalore. All emoluments given below are acceptable after joining.

4. Probation

You shall be initially under probation for a period of **6 (Six) months** from the date of joining. Your period of probation will continue until you are expressly confirmed in the

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PRESIDENCY UNIVERSITY
Registrar
BANGALORE



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regular services of the company. Your confirmation into the company is based purely on your performance.

5. Provident Funds

You shall participate in the company's provident Fund scheme as per the company's policy.

6. Gratuities

Gratuity when implemented and applicable, you shall be covered as per the payment of gratuity act.

7. Leaves

Sl. No.	Type of Leave	No.of Days in Calendar Year	Eligibility & Remarks
1	Casual	6	Eligible from date of joining on pro rata basis Credited every year on 1 st January and will carry forward to next year. Not en-cashable. Leave can be used for emergency/ to meet family commitment/ social obligation purposes. Can be availed for minimum of half a day and maximum of 1 day at a time.
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Note: Leaves on probation will be on LOP.

8. Annual Reviews

Your salary will be revised on an annual basis depending purely on your performance. Your increments are discretionary and will be subject to and on the basis of effectiveness and results during the review period by your appraiser.

9. Office Travel / tour

You may be required to travel to other locations as and when required by the company from time to time.

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documents Plans, photos, correspondence, instructions, information, programs, codes (source code / object code) etc. that pass through you or come to your knowledge shall be treated as confidential and you are bound not to divulge, pass over to any one or any entity or otherwise deal in any similar manner or take them out of the company premises without prior permission of the authorised person of the company in this regard and except in rightful discharge of your duty assigned to you by the company.

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You shall always maintain in good condition the company's property, which may be entrusted to you for official use during the course of your employment and shall return the same to the company immediately upon relinquishment of your services, failing which the company shall recover the cost of the same.

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21. Additions / Alterations

You shall in addition to the general service conditions as specifically stated herein above be governed by other rules, regulations, practices, systems, procedures and policies as are in force or may be added by the company from time to time.

For Ohealer Healthcare Services Pvt. Ltd

Authorised Signatory

I, N MOHAMMED NAWAZ, have read and understood the appointment order and all the terms and conditions governing my services/employment with the organization and the same are acceptable to me in totality.

Signature: _____



Date:

Place: Bangalore.



CLINIKK™ OHEALER HEALTHCARE SERVICES PVT. LTD.

Annexure 1

Salary Breakup	Fixed Annual CTC	Fixed Monthly CTC
Basic Allowance	150,000	12,500
House Rent Allowance	75,000	6,250
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Total	3,00,000	25,000
Provident Fund Contribution	21,600	1,800
Professional Tax	2,400	200
Total Deductions	24,000	2,000
Net Remuneration	2,76,000	23,000

Variable Annual CTC of upto 3 Lakh will depend on Performance of the employee.

Note: TDS will be deducted based on the Employee's Investment Declaration.



CLINIKK™ OHEALER HEALTHCARE SERVICES PVT. LTD.

Date: 2nd February 2022

To,

YUSUF ALI

Phone No: +91 9739247281

Email ID: 201810102160@presidencyuniversity.in

Sub: Offer Letter

Dear YUSUF ALI We are pleased to offer the position of **Business Development Associate** with Ohealer Healthcare Services Private Limited. Your effective date of employment will commence from **7th February 2022** subject to your acceptance of this offer letter.

1. Posting

Your place of posting shall be in **Bangalore (RT Nagar), India.**

2. Emoluments

You shall be employed with the company with an initial **Total Annual CTC** of **INR 6,00,000/-** (Rupees Six Lakhs Only) with:

Fixed Annual CTC of INR 3,00,000/- (Rupees Three Lakhs Only) per Annum and Variable Annual CTC (Based on Performance) of INR 3,00,000/- (Rupees Three Lakhs Only) per Annum. The Breakup of the Fixed component will be given in Annexure 1.

There is a joining bonus of INR 10,000/- (Rupees Ten Thousand Only) which will be paid after completion of 1 month with us.

3. Perquisites and Conditions

Along with the above you shall also be eligible / entitled for leave, bonus and other benefits as per the company's policy.

You shall be governed at all times by the policies procedures and rules of the company related to the salary, allowance, benefits and perquisites, further the company may modify or change such allowances, benefits and prerequisites from time to time in accordance with its policies.

Employment and benefits begin only after you have signed the document and it has been received by the **undersigned/ HR Department** subject further to you joining the office at Bangalore. All emoluments given below are acceptable after joining.

4. Probation

You shall be initially under probation for a period of **6 (Six) months** from the date of joining. Your period of probation will continue until you are expressly confirmed in the



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regular services of the company. Your confirmation into the company is based purely on your performance.

5. Provident Funds

You shall participate in the company's provident Fund scheme as per the company's policy.

6. Gratuities

Gratuity when implemented and applicable, you shall be covered as per the payment of gratuity act.

7. Leaves

Sl. No.	Type of Leave	No.of Days in Calendar Year	Eligibility & Remarks
1	Casual	6	Eligible from date of joining on pro rata basis Credited every year on 1 st January and will carry forward to next year. Not en-cashable. Leave can be used for emergency/ to meet family commitment/ social obligation purposes. Can be availed for minimum of half a day and maximum of 1 day at a time.
2	Medical/ Sick	6	Applicable only in special cases. Detailed medical reports need to be provided to avail of this special leave.
3	Earned/ Privilege	1 day for every 20 working days (total 15 days a year)	Eligible from date of confirmation on a pro rata basis. Credited every year on Jan 1 st with arrears. Maximum carry forward up to 12 days, beyond which leave lapses Normally, leave is to be sanctioned a minimum 15 days before proceeding on leave. Can be availed for a minimum of 2 days
4	Maternity	17 weeks/ 120 days at a time	Eligible for Female employees only
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			emergency situations. Permission of Manager needed.
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Note: Leaves on probation will be on LOP.

8. Annual Reviews

Your salary will be revised on an annual basis depending purely on your performance. Your increments are discretionary and will be subject to and on the basis of effectiveness and results during the review period by your appraiser.

9. Office Travel / tour

You may be required to travel to other locations as and when required by the company from time to time.

10. Transfers

You may be transferred to any place of business of the company as existing / operating presently or acquired later in any part of India or abroad at any time. You may also be deputed to any work or assigned the work of any associate / sister concerns, subsidiaries or any other companies, organizations, firms.

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While you are in the service/ employment of the company, you shall not engage or associate directly or indirectly in any other manner, whatsoever or in any post or work part-time. You are required to devote full time attention and use your skills to the best of the ability for the business of the company and shall not directly or indirectly be connected / concerned, employed or engaged in any other business or activities whatsoever, without the prior written permission of the company and shall not accept any emoluments, commission or honoraria whatsoever from any other party.

12. Working Hours

The usual working hours will be from **09:30 AM to 7:00 PM, Monday to Saturday**, The same is subject to change at the discretion of the employer. However, you may also be required to work on weekly off / holidays if there is any urgent need for your presence.

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documents Plans, photos, correspondence, instructions, information, programs, codes (source code / object code) etc. that pass through you or come to your knowledge shall be treated as confidential and you are bound not to divulge, pass over to any one or any entity or otherwise deal in any similar manner or take them out of the company premises without prior permission of the authorised person of the company in this regard and except in rightful discharge of your duty assigned to you by the company.

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You shall always maintain in good condition the company's property, which may be entrusted to you for official use during the course of your employment and shall return the same to the company immediately upon relinquishment of your services, failing which the company shall recover the cost of the same.

18. Non Acceptance of Favours

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CLINIKK™ OHEALER HEALTHCARE SERVICES PVT. LTD.

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21. Additions / Alterations

You shall in addition to the general service conditions as specifically stated herein above be governed by other rules, regulations, practices, systems, procedures and policies as are in force or may be added by the company from time to time.

For Ohealer Healthcare Services Pvt. Ltd

Authorised Signatory

I, YUSUF ALI, have read and understood the appointment order and all the terms and conditions governing my services/employment with the organization and the same are acceptable to me in totality.

Signature: _____



Date:

Place: Bangalore.



CLINIKK™ OHEALER HEALTHCARE SERVICES PVT. LTD.

Annexure 1

Salary Breakup	Fixed Annual CTC	Fixed Monthly CTC
Basic Allowance	150,000	12,500
House Rent Allowance	75,000	6,250
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Total	3,00,000	25,000
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Total Deductions	24,000	2,000
Net Remuneration	2,76,000	23,000

Variable Annual CTC of upto 3 Lakh will depend on Performance of the employee.

Note: TDS will be deducted based on the Employee's Investment Declaration.



CLINIKK™ OHEALER HEALTHCARE SERVICES PVT. LTD.

Date: 2nd February 2022

To,

SURYA SAMARTH J

Phone No: +91 9980259809

Email ID: 201810102029@presidencyuniversity.in

Sub: Offer Letter

Dear SURYA SAMARTH J We are pleased to offer the position of **Business Development Associate** with Ohealer Healthcare Services Private Limited. Your effective date of employment will commence from **7th February 2022** subject to your acceptance of this offer letter.

1. Posting

Your place of posting shall be in **Bangalore (RT Nagar), India.**

2. Emoluments

You shall be employed with the company with an initial **Total Annual CTC** of **INR 6,00,000/-** (Rupees Six Lakhs Only) with:

Fixed Annual CTC of INR 3,00,000/- (Rupees Three Lakhs Only) per Annum and Variable Annual CTC (Based on Performance) of INR 3,00,000/- (Rupees Three Lakhs Only) per Annum. The Breakup of the Fixed component will be given in Annexure 1.

There is a joining bonus of INR 10,000/- (Rupees Ten Thousand Only) which will be paid after completion of 1 month with us.

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Along with the above you shall also be eligible / entitled for leave, bonus and other benefits as per the company's policy.

You shall be governed at all times by the policies procedures and rules of the company related to the salary, allowance, benefits and perquisites, further the company may modify or change such allowances, benefits and prerequisites from time to time in accordance with its policies.

Employment and benefits begin only after you have signed the document and it has been received by the **undersigned/ HR Department** subject further to you joining the office at Bangalore. All emoluments given below are acceptable after joining.

4. Probation

You shall be initially under probation for a period of **6 (Six) months** from the date of joining. Your period of probation will continue until you are expressly confirmed in the

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BANGALORE



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You shall not disclose, except under legal obligation, to any party or company or in any way make it known to general public any trade secret, invention, innovation or dealings of the company or any connected proprietary information of the company at any time during your employment with the company or even upon you separating from the services of the company.

documents Plans, photos, correspondence, instructions, information, programs, codes (source code / object code) etc. that pass through you or come to your knowledge shall be treated as confidential and you are bound not to divulge, pass over to any one or any entity or otherwise deal in any similar manner or take them out of the company premises without prior permission of the authorised person of the company in this regard and except in rightful discharge of your duty assigned to you by the company.

In the event of your separation from the services of the company shall promptly disclose all inventions and shall surrender possession of all such inventions, trade secrets or other equivalents.

16. Cyber crimes

You shall not divulge either by yourself or in association with others, either through the facility of the company or otherwise, in any cyber crime or any related activity which is deemed to be a crime under any law for the time being in force. While in employment with the company you shall promptly report all such activities that may come to your knowledge and shall not be an accomplice to such activities in any manner. You shall not logon to download or get connected to any obscene or prohibited internet sites, during the working hours of the company.

17. Company's Property

You shall always maintain in good condition the company's property, which may be entrusted to you for official use during the course of your employment and shall return the same to the company immediately upon relinquishment of your services, failing which the company shall recover the cost of the same.

18. Non Acceptance of Favours

You shall not borrow or accept any gifts, rewards and compensation for your personal gain from any person or otherwise place yourself under pecuniary obligation to any person with whom the company may be having official dealings. Normal company's giveaways, promotional gifts, which are of very nominal value, are fine.



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19. Service Conditions

You shall be governed by the rules, regulations, policies and practices framed by the company from time to time; you shall not be governed by the statutory laws enacted by the local authorities, state or central government as applicable to you from time to time.

20. Notice Period

In the event of an employee deciding to separate from the services of the company, you are required to give in writing 60 days' notice or 2 months' pay in lieu thereof. No dues certificate needs to be obtained from all the department heads and submit it to the HR department for smooth proceedings of the relieving formalities not less than **7 (Seven) days** before the date of relieving. During the probation period, the employer may terminate the services of the employee without cause, with a notice period of 7 days or pay in lieu thereof which may be extended at the discretion of the employer.

21. Additions / Alterations

You shall in addition to the general service conditions as specifically stated herein above be governed by other rules, regulations, practices, systems, procedures and policies as are in force or may be added by the company from time to time.

For Ohealer Healthcare Services Pvt. Ltd

Authorised Signatory

I, SURYA SAMARTH J, have read and understood the appointment order and all the terms and conditions governing my services/employment with the organization and the same are acceptable to me in totality.

Signature: _____



Date:

Place: Bangalore.



CLINIKK™ OHEALER HEALTHCARE SERVICES PVT. LTD.

Annexure 1

Salary Breakup	Fixed Annual CTC	Fixed Monthly CTC
Basic Allowance	150,000	12,500
House Rent Allowance	75,000	6,250
Other Allowances	75,000	6,250
Total	3,00,000	25,000
Provident Fund Contribution	21,600	1,800
Professional Tax	2,400	200
Total Deductions	24,000	2,000
Net Remuneration	2,76,000	23,000

Variable Annual CTC of upto 3 Lakh will depend on Performance of the employee.

Note: TDS will be deducted based on the Employee's Investment Declaration.



CLINIKK™ OHEALER HEALTHCARE SERVICES PVT. LTD.

Date: 2nd February 2022

To,

SYED SALEH FOUZAN

Phone No: +91 9743488855

Email ID: 201810100743@presidencyuniversity.in

Sub: Offer Letter

Dear SYED SALEH FOUZAN We are pleased to offer the position of **Business Development Associate** with Ohealer Healthcare Services Private Limited. Your effective date of employment will commence from **7th February 2022** subject to your acceptance of this offer letter.

1. Posting

Your place of posting shall be in **Bangalore (RT Nagar), India.**

2. Emoluments

You shall be employed with the company with an initial **Total Annual CTC** of **INR 6,00,000/-** (Rupees Six Lakhs Only) with:

Fixed Annual CTC of INR 3,00,000/- (Rupees Three Lakhs Only) per Annum and Variable Annual CTC (Based on Performance) of INR 3,00,000/- (Rupees Three Lakhs Only) per Annum. The Breakup of the Fixed component will be given in Annexure 1.

There is a joining bonus of INR 10,000/- (Rupees Ten Thousand Only) which will be paid after completion of 1 month with us.

3. Perquisites and Conditions

Along with the above you shall also be eligible / entitled for leave, bonus and other benefits as per the company's policy.

You shall be governed at all times by the policies procedures and rules of the company related to the salary, allowance, benefits and perquisites, further the company may modify or change such allowances, benefits and prerequisites from time to time in accordance with its policies.

Employment and benefits begin only after you have signed the document and it has been received by the **undersigned/ HR Department** subject further to you joining the office at Bangalore. All emoluments given below are acceptable after joining.

4. Probation

You shall be initially under probation for a period of **6 (Six) months** from the date of joining. Your period of probation will continue until you are expressly confirmed in the

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BANGALORE



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regular services of the company. Your confirmation into the company is based purely on your performance.

5. Provident Funds

You shall participate in the company's provident Fund scheme as per the company's policy.

6. Gratuities

Gratuity when implemented and applicable, you shall be covered as per the payment of gratuity act.

7. Leaves

Sl. No.	Type of Leave	No.of Days in Calendar Year	Eligibility & Remarks
1	Casual	6	Eligible from date of joining on pro rata basis Credited every year on 1 st January and will carry forward to next year. Not en-cashable. Leave can be used for emergency/ to meet family commitment/ social obligation purposes. Can be availed for minimum of half a day and maximum of 1 day at a time.
2	Medical/ Sick	6	Applicable only in special cases. Detailed medical reports need to be provided to avail of this special leave.
3	Earned/ Privilege	1 day for every 20 working days (total 15 days a year)	Eligible from date of confirmation on a pro rata basis. Credited every year on Jan 1 st with arrears. Maximum carry forward up to 12 days, beyond which leave lapses Normally, leave is to be sanctioned a minimum 15 days before proceeding on leave. Can be availed for a minimum of 2 days
4	Maternity	17 weeks/ 120 days at a time	Eligible for Female employees only
5	Loss of pay	Maximum of 10 days	To be availed when no other leave is available can be availed only for



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			emergency situations. Permission of Manager needed.
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Note: Leaves on probation will be on LOP.

8. Annual Reviews

Your salary will be revised on an annual basis depending purely on your performance. Your increments are discretionary and will be subject to and on the basis of effectiveness and results during the review period by your appraiser.

9. Office Travel / tour

You may be required to travel to other locations as and when required by the company from time to time.

10. Transfers

You may be transferred to any place of business of the company as existing / operating presently or acquired later in any part of India or abroad at any time. You may also be deputed to any work or assigned the work of any associate / sister concerns, subsidiaries or any other companies, organizations, firms.

11. Whole Time Service / Employment

While you are in the service/ employment of the company, you shall not engage or associate directly or indirectly in any other manner, whatsoever or in any post or work part-time. You are required to devote full time attention and use your skills to the best of the ability for the business of the company and shall not directly or indirectly be connected / concerned, employed or engaged in any other business or activities whatsoever, without the prior written permission of the company and shall not accept any emoluments, commission or honoraria whatsoever from any other party.

12. Working Hours

The usual working hours will be from **09:30 AM to 7:00 PM, Monday to Saturday**, The same is subject to change at the discretion of the employer. However, you may also be required to work on weekly off / holidays if there is any urgent need for your presence.

14. Confidentiality, Proprietary Information

During your employment with the company you will or may receive confidential information, which is of use to the company or its subsidiaries etc. you therefore agree to abide by the following terms and conditions.

Your employment with the company creates a relationship of confidence and trust between you and the company, with respect to certain information, proprietary of trade secret nature.

For the purpose of this agreement, all such confidential, proprietary information will be treated as proprietary information.



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You shall not disclose, except under legal obligation, to any party or company or in any way make it known to general public any trade secret, invention, innovation or dealings of the company or any connected proprietary information of the company at any time during your employment with the company or even upon you separating from the services of the company.

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21. Additions / Alterations

You shall in addition to the general service conditions as specifically stated herein above be governed by other rules, regulations, practices, systems, procedures and policies as are in force or may be added by the company from time to time.

For Ohealer Healthcare Services Pvt. Ltd

Authorised Signatory

I, SYED SALEH FOUZAN, have read and understood the appointment order and all the terms and conditions governing my services/employment with the organization and the same are acceptable to me in totality.

Signature: _____



Date:

Place: Bangalore.



CLINIKK™ OHEALER HEALTHCARE SERVICES PVT. LTD.

Annexure 1

Salary Breakup	Fixed Annual CTC	Fixed Monthly CTC
Basic Allowance	150,000	12,500
House Rent Allowance	75,000	6,250
Other Allowances	75,000	6,250
Total	3,00,000	25,000
Provident Fund Contribution	21,600	1,800
Professional Tax	2,400	200
Total Deductions	24,000	2,000
Net Remuneration	2,76,000	23,000

Variable Annual CTC of upto 3 Lakh will depend on Performance of the employee.

Note: TDS will be deducted based on the Employee's Investment Declaration.



CLINIKK™ OHEALER HEALTHCARE SERVICES PVT. LTD.

Date: 2nd February 2022

To,

SYED MUHAMMED UMAIR

Phone No: +91 9066164623

Email ID: 201810100741@presidencyuniversity.in

Sub: Offer Letter

Dear SYED MUHAMMED UMAIR We are pleased to offer the position of **Business Development Associate** with Ohealer Healthcare Services Private Limited. Your effective date of employment will commence from **7th February 2022** subject to your acceptance of this offer letter.

1. Posting

Your place of posting shall be in **Bangalore (RT Nagar), India.**

2. Emoluments

You shall be employed with the company with an initial **Total Annual CTC** of **INR 6,00,000/-** (Rupees Six Lakhs Only) with:

Fixed Annual CTC of INR 3,00,000/- (Rupees Three Lakhs Only) per Annum and Variable Annual CTC (Based on Performance) of INR 3,00,000/- (Rupees Three Lakhs Only) per Annum. The Breakup of the Fixed component will be given in Annexure 1.

There is a joining bonus of INR 10,000/- (Rupees Ten Thousand Only) which will be paid after completion of 1 month with us.

3. Perquisites and Conditions

Along with the above you shall also be eligible / entitled for leave, bonus and other benefits as per the company's policy.

You shall be governed at all times by the policies procedures and rules of the company related to the salary, allowance, benefits and perquisites, further the company may modify or change such allowances, benefits and prerequisites from time to time in accordance with its policies.

Employment and benefits begin only after you have signed the document and it has been received by the **undersigned/ HR Department** subject further to you joining the office at Bangalore. All emoluments given below are acceptable after joining.

4. Probation

You shall be initially under probation for a period of **6 (Six) months** from the date of joining. Your period of probation will continue until you are expressly confirmed in the

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regular services of the company. Your confirmation into the company is based purely on your performance.

5. Provident Funds

You shall participate in the company's provident Fund scheme as per the company's policy.

6. Gratuities

Gratuity when implemented and applicable, you shall be covered as per the payment of gratuity act.

7. Leaves

Sl. No.	Type of Leave	No.of Days in Calendar Year	Eligibility & Remarks
1	Casual	6	Eligible from date of joining on pro rata basis Credited every year on 1 st January and will carry forward to next year. Not en-cashable. Leave can be used for emergency/ to meet family commitment/ social obligation purposes. Can be availed for minimum of half a day and maximum of 1 day at a time.
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Note: Leaves on probation will be on LOP.

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Your salary will be revised on an annual basis depending purely on your performance. Your increments are discretionary and will be subject to and on the basis of effectiveness and results during the review period by your appraiser.

9. Office Travel / tour

You may be required to travel to other locations as and when required by the company from time to time.

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While you are in the service/ employment of the company, you shall not engage or associate directly or indirectly in any other manner, whatsoever or in any post or work part-time. You are required to devote full time attention and use your skills to the best of the ability for the business of the company and shall not directly or indirectly be connected / concerned, employed or engaged in any other business or activities whatsoever, without the prior written permission of the company and shall not accept any emoluments, commission or honoraria whatsoever from any other party.

12. Working Hours

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During your employment with the company you will or may receive confidential information, which is of use to the company or its subsidiaries etc. you therefore agree to abide by the following terms and conditions.

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documents Plans, photos, correspondence, instructions, information, programs, codes (source code / object code) etc. that pass through you or come to your knowledge shall be treated as confidential and you are bound not to divulge, pass over to any one or any entity or otherwise deal in any similar manner or take them out of the company premises without prior permission of the authorised person of the company in this regard and except in rightful discharge of your duty assigned to you by the company.

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You shall in addition to the general service conditions as specifically stated herein above be governed by other rules, regulations, practices, systems, procedures and policies as are in force or may be added by the company from time to time.

For Ohealer Healthcare Services Pvt. Ltd

Authorised Signatory

I, SYED MUHAMMED UMAIR, have read and understood the appointment order and all the terms and conditions governing my services/employment with the organization and the same are acceptable to me in totality.

Signature: _____



Date:

Place: Bangalore.



CLINIKK™ OHEALER HEALTHCARE SERVICES PVT. LTD.

Annexure 1

Salary Breakup	Fixed Annual CTC	Fixed Monthly CTC
Basic Allowance	150,000	12,500
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Variable Annual CTC of upto 3 Lakh will depend on Performance of the employee.

Note: TDS will be deducted based on the Employee's Investment Declaration.



CLINIKK™ OHEALER HEALTHCARE SERVICES PVT. LTD.

Date: 2nd February 2022

To,

SYED KHADAR FAREED

Phone No: +91 9848255786

Email ID: 201810100740@presidencyuniversity.in

Sub: Offer Letter

Dear SYED KHADAR FAREED We are pleased to offer the position of **Business Development Associate** with Ohealer Healthcare Services Private Limited. Your effective date of employment will commence from **7th February 2022** subject to your acceptance of this offer letter.

1. Posting

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2. Emoluments

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For Ohealer Healthcare Services Pvt. Ltd

Authorised Signatory

I, SYED KHADAR FAREED, have read and understood the appointment order and all the terms and conditions governing my services/employment with the organization and the same are acceptable to me in totality.

Signature: _____



Date:

Place: Bangalore.



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Annexure 1

Salary Breakup	Fixed Annual CTC	Fixed Monthly CTC
Basic Allowance	150,000	12,500
House Rent Allowance	75,000	6,250
Other Allowances	75,000	6,250
Total	3,00,000	25,000
Provident Fund Contribution	21,600	1,800
Professional Tax	2,400	200
Total Deductions	24,000	2,000
Net Remuneration	2,76,000	23,000

Variable Annual CTC of upto 3 Lakh will depend on Performance of the employee.

Note: TDS will be deducted based on the Employee's Investment Declaration.



CLINIKK™ OHEALER HEALTHCARE SERVICES PVT. LTD.

Date: 2nd February 2022

To,

SWATHI N

Phone No: +91 7892087546

Email ID: 201810100733@presidencyuniversity.in

Sub: Offer Letter

Dear SWATHI N We are pleased to offer the position of **Business Development Associate** with Ohealer Healthcare Services Private Limited. Your effective date of employment will commence from **7th February 2022** subject to your acceptance of this offer letter.

1. Posting

Your place of posting shall be in **Bangalore (RT Nagar), India.**

2. Emoluments

You shall be employed with the company with an initial **Total Annual CTC** of **INR 6,00,000/-** (Rupees Six Lakhs Only) with:

Fixed Annual CTC of INR 3,00,000/- (Rupees Three Lakhs Only) per Annum and Variable Annual CTC (Based on Performance) of INR 3,00,000/- (Rupees Three Lakhs Only) per Annum. The Breakup of the Fixed component will be given in Annexure 1.

There is a joining bonus of INR 10,000/- (Rupees Ten Thousand Only) which will be paid after completion of 1 month with us.

3. Perquisites and Conditions

Along with the above you shall also be eligible / entitled for leave, bonus and other benefits as per the company's policy.

You shall be governed at all times by the policies procedures and rules of the company related to the salary, allowance, benefits and perquisites, further the company may modify or change such allowances, benefits and prerequisites from time to time in accordance with its policies.

Employment and benefits begin only after you have signed the document and it has been received by the **undersigned/ HR Department** subject further to you joining the office at Bangalore. All emoluments given below are acceptable after joining.

4. Probation

You shall be initially under probation for a period of **6 (Six) months** from the date of joining. Your period of probation will continue until you are expressly confirmed in the



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regular services of the company. Your confirmation into the company is based purely on your performance.

5. Provident Funds

You shall participate in the company's provident Fund scheme as per the company's policy.

6. Gratuities

Gratuity when implemented and applicable, you shall be covered as per the payment of gratuity act.

7. Leaves

Sl. No.	Type of Leave	No.of Days in Calendar Year	Eligibility & Remarks
1	Casual	6	Eligible from date of joining on pro rata basis Credited every year on 1 st January and will carry forward to next year. Not en-cashable. Leave can be used for emergency/ to meet family commitment/ social obligation purposes. Can be availed for minimum of half a day and maximum of 1 day at a time.
2	Medical/ Sick	6	Applicable only in special cases. Detailed medical reports need to be provided to avail of this special leave.
3	Earned/ Privilege	1 day for every 20 working days (total 15 days a year)	Eligible from date of confirmation on a pro rata basis. Credited every year on Jan 1 st with arrears. Maximum carry forward up to 12 days, beyond which leave lapses Normally, leave is to be sanctioned a minimum 15 days before proceeding on leave. Can be availed for a minimum of 2 days
4	Maternity	17 weeks/ 120 days at a time	Eligible for Female employees only
5	Loss of pay	Maximum of 10 days	To be availed when no other leave is available can be availed only for



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			emergency situations. Permission of Manager needed.
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Note: Leaves on probation will be on LOP.

8. Annual Reviews

Your salary will be revised on an annual basis depending purely on your performance. Your increments are discretionary and will be subject to and on the basis of effectiveness and results during the review period by your appraiser.

9. Office Travel / tour

You may be required to travel to other locations as and when required by the company from time to time.

10. Transfers

You may be transferred to any place of business of the company as existing / operating presently or acquired later in any part of India or abroad at any time. You may also be deputed to any work or assigned the work of any associate / sister concerns, subsidiaries or any other companies, organizations, firms.

11. Whole Time Service / Employment

While you are in the service/ employment of the company, you shall not engage or associate directly or indirectly in any other manner, whatsoever or in any post or work part-time. You are required to devote full time attention and use your skills to the best of the ability for the business of the company and shall not directly or indirectly be connected / concerned, employed or engaged in any other business or activities whatsoever, without the prior written permission of the company and shall not accept any emoluments, commission or honoraria whatsoever from any other party.

12. Working Hours

The usual working hours will be from **09:30 AM to 7:00 PM, Monday to Saturday**, The same is subject to change at the discretion of the employer. However, you may also be required to work on weekly off / holidays if there is any urgent need for your presence.

14. Confidentiality, Proprietary Information

During your employment with the company you will or may receive confidential information, which is of use to the company or its subsidiaries etc. you therefore agree to abide by the following terms and conditions.

Your employment with the company creates a relationship of confidence and trust between you and the company, with respect to certain information, proprietary of trade secret nature.

For the purpose of this agreement, all such confidential, proprietary information will be treated as proprietary information.



CLINIKK™ OHEALER HEALTHCARE SERVICES PVT. LTD.

15. Non-disclosure and exclusivity

You shall not disclose, except under legal obligation, to any party or company or in any way make it known to general public any trade secret, invention, innovation or dealings of the company or any connected proprietary information of the company at any time during your employment with the company or even upon you separating from the services of the company.

documents Plans, photos, correspondence, instructions, information, programs, codes (source code / object code) etc. that pass through you or come to your knowledge shall be treated as confidential and you are bound not to divulge, pass over to any one or any entity or otherwise deal in any similar manner or take them out of the company premises without prior permission of the authorised person of the company in this regard and except in rightful discharge of your duty assigned to you by the company.

In the event of your separation from the services of the company shall promptly disclose all inventions and shall surrender possession of all such inventions, trade secrets or other equivalents.

16. Cyber crimes

You shall not divulge either by yourself or in association with others, either through the facility of the company or otherwise, in any cyber crime or any related activity which is deemed to be a crime under any law for the time being in force. While in employment with the company you shall promptly report all such activities that may come to your knowledge and shall not be an accomplice to such activities in any manner. You shall not logon to download or get connected to any obscene or prohibited internet sites, during the working hours of the company.

17. Company's Property

You shall always maintain in good condition the company's property, which may be entrusted to you for official use during the course of your employment and shall return the same to the company immediately upon relinquishment of your services, failing which the company shall recover the cost of the same.

18. Non Acceptance of Favours

You shall not borrow or accept any gifts, rewards and compensation for your personal gain from any person or otherwise place yourself under pecuniary obligation to any person with whom the company may be having official dealings. Normal company's giveaways, promotional gifts, which are of very nominal value, are fine.



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19. Service Conditions

You shall be governed by the rules, regulations, policies and practices framed by the company from time to time; you shall not be governed by the statutory laws enacted by the local authorities, state or central government as applicable to you from time to time.

20. Notice Period

In the event of an employee deciding to separate from the services of the company, you are required to give in writing 60 days' notice or 2 months' pay in lieu thereof. No dues certificate needs to be obtained from all the department heads and submit it to the HR department for smooth proceedings of the relieving formalities not less than **7 (Seven) days** before the date of relieving. During the probation period, the employer may terminate the services of the employee without cause, with a notice period of 7 days or pay in lieu thereof which may be extended at the discretion of the employer.

21. Additions / Alterations

You shall in addition to the general service conditions as specifically stated herein above be governed by other rules, regulations, practices, systems, procedures and policies as are in force or may be added by the company from time to time.

For Ohealer Healthcare Services Pvt. Ltd

Authorised Signatory

I, SWATHI N, have read and understood the appointment order and all the terms and conditions governing my services/employment with the organization and the same are acceptable to me in totality.

Signature: _____



Date:

Place: Bangalore.



CLINIKK™ OHEALER HEALTHCARE SERVICES PVT. LTD.

Annexure 1

Salary Breakup	Fixed Annual CTC	Fixed Monthly CTC
Basic Allowance	150,000	12,500
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Total Deductions	24,000	2,000
Net Remuneration	2,76,000	23,000

Variable Annual CTC of upto 3 Lakh will depend on Performance of the employee.

Note: TDS will be deducted based on the Employee's Investment Declaration.



CLINIKK™ OHEALER HEALTHCARE SERVICES PVT. LTD.

Date: 2nd February 2022

To,

SUSHMA S

Phone No: +91 8884627779

Email ID: 201810100731@presidencyuniversity.in

Sub: Offer Letter

Dear SUSHMA S We are pleased to offer the position of **Business Development Associate** with Ohealer Healthcare Services Private Limited. Your effective date of employment will commence from **7th February 2022** subject to your acceptance of this offer letter.

1. Posting

Your place of posting shall be in **Bangalore (RT Nagar), India.**

2. Emoluments

You shall be employed with the company with an initial **Total Annual CTC** of **INR 6,00,000/-** (Rupees Six Lakhs Only) with:

Fixed Annual CTC of INR 3,00,000/- (Rupees Three Lakhs Only) per Annum and Variable Annual CTC (Based on Performance) of INR 3,00,000/- (Rupees Three Lakhs Only) per Annum. The Breakup of the Fixed component will be given in Annexure 1.

There is a joining bonus of INR 10,000/- (Rupees Ten Thousand Only) which will be paid after completion of 1 month with us.

3. Perquisites and Conditions

Along with the above you shall also be eligible / entitled for leave, bonus and other benefits as per the company's policy.

You shall be governed at all times by the policies procedures and rules of the company related to the salary, allowance, benefits and perquisites, further the company may modify or change such allowances, benefits and prerequisites from time to time in accordance with its policies.

Employment and benefits begin only after you have signed the document and it has been received by the **undersigned/ HR Department** subject further to you joining the office at Bangalore. All emoluments given below are acceptable after joining.

4. Probation

You shall be initially under probation for a period of **6 (Six) months** from the date of joining. Your period of probation will continue until you are expressly confirmed in the



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regular services of the company. Your confirmation into the company is based purely on your performance.

5. Provident Funds

You shall participate in the company's provident Fund scheme as per the company's policy.

6. Gratuities

Gratuity when implemented and applicable, you shall be covered as per the payment of gratuity act.

7. Leaves

Sl. No.	Type of Leave	No.of Days in Calendar Year	Eligibility & Remarks
1	Casual	6	Eligible from date of joining on pro rata basis Credited every year on 1 st January and will carry forward to next year. Not en-cashable. Leave can be used for emergency/ to meet family commitment/ social obligation purposes. Can be availed for minimum of half a day and maximum of 1 day at a time.
2	Medical/ Sick	6	Applicable only in special cases. Detailed medical reports need to be provided to avail of this special leave.
3	Earned/ Privilege	1 day for every 20 working days (total 15 days a year)	Eligible from date of confirmation on a pro rata basis. Credited every year on Jan 1 st with arrears. Maximum carry forward up to 12 days, beyond which leave lapses Normally, leave is to be sanctioned a minimum 15 days before proceeding on leave. Can be availed for a minimum of 2 days
4	Maternity	17 weeks/ 120 days at a time	Eligible for Female employees only
5	Loss of pay	Maximum of 10 days	To be availed when no other leave is available can be availed only for



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			emergency situations. Permission of Manager needed.
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Note: Leaves on probation will be on LOP.

8. Annual Reviews

Your salary will be revised on an annual basis depending purely on your performance. Your increments are discretionary and will be subject to and on the basis of effectiveness and results during the review period by your appraiser.

9. Office Travel / tour

You may be required to travel to other locations as and when required by the company from time to time.

10. Transfers

You may be transferred to any place of business of the company as existing / operating presently or acquired later in any part of India or abroad at any time. You may also be deputed to any work or assigned the work of any associate / sister concerns, subsidiaries or any other companies, organizations, firms.

11. Whole Time Service / Employment

While you are in the service/ employment of the company, you shall not engage or associate directly or indirectly in any other manner, whatsoever or in any post or work part-time. You are required to devote full time attention and use your skills to the best of the ability for the business of the company and shall not directly or indirectly be connected / concerned, employed or engaged in any other business or activities whatsoever, without the prior written permission of the company and shall not accept any emoluments, commission or honoraria whatsoever from any other party.

12. Working Hours

The usual working hours will be from **09:30 AM to 7:00 PM, Monday to Saturday**, The same is subject to change at the discretion of the employer. However, you may also be required to work on weekly off / holidays if there is any urgent need for your presence.

14. Confidentiality, Proprietary Information

During your employment with the company you will or may receive confidential information, which is of use to the company or its subsidiaries etc. you therefore agree to abide by the following terms and conditions.

Your employment with the company creates a relationship of confidence and trust between you and the company, with respect to certain information, proprietary of trade secret nature.

For the purpose of this agreement, all such confidential, proprietary information will be treated as proprietary information.



CLINIKK™ OHEALER HEALTHCARE SERVICES PVT. LTD.

15. Non-disclosure and exclusivity

You shall not disclose, except under legal obligation, to any party or company or in any way make it known to general public any trade secret, invention, innovation or dealings of the company or any connected proprietary information of the company at any time during your employment with the company or even upon you separating from the services of the company.

documents Plans, photos, correspondence, instructions, information, programs, codes (source code / object code) etc. that pass through you or come to your knowledge shall be treated as confidential and you are bound not to divulge, pass over to any one or any entity or otherwise deal in any similar manner or take them out of the company premises without prior permission of the authorised person of the company in this regard and except in rightful discharge of your duty assigned to you by the company.

In the event of your separation from the services of the company shall promptly disclose all inventions and shall surrender possession of all such inventions, trade secrets or other equivalents.

16. Cyber crimes

You shall not divulge either by yourself or in association with others, either through the facility of the company or otherwise, in any cyber crime or any related activity which is deemed to be a crime under any law for the time being in force. While in employment with the company you shall promptly report all such activities that may come to your knowledge and shall not be an accomplice to such activities in any manner. You shall not logon to download or get connected to any obscene or prohibited internet sites, during the working hours of the company.

17. Company's Property

You shall always maintain in good condition the company's property, which may be entrusted to you for official use during the course of your employment and shall return the same to the company immediately upon relinquishment of your services, failing which the company shall recover the cost of the same.

18. Non Acceptance of Favours

You shall not borrow or accept any gifts, rewards and compensation for your personal gain from any person or otherwise place yourself under pecuniary obligation to any person with whom the company may be having official dealings. Normal company's giveaways, promotional gifts, which are of very nominal value, are fine.



CLINIKK™ OHEALER HEALTHCARE SERVICES PVT. LTD.

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You shall be governed by the rules, regulations, policies and practices framed by the company from time to time; you shall not be governed by the statutory laws enacted by the local authorities, state or central government as applicable to you from time to time.

20. Notice Period

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21. Additions / Alterations

You shall in addition to the general service conditions as specifically stated herein above be governed by other rules, regulations, practices, systems, procedures and policies as are in force or may be added by the company from time to time.

For Ohealer Healthcare Services Pvt. Ltd

Authorised Signatory

I, SUSHMA S, have read and understood the appointment order and all the terms and conditions governing my services/employment with the organization and the same are acceptable to me in totality.

Signature: _____



Date:

Place: Bangalore.



CLINIKK™ OHEALER HEALTHCARE SERVICES PVT. LTD.

Annexure 1

Salary Breakup	Fixed Annual CTC	Fixed Monthly CTC
Basic Allowance	150,000	12,500
House Rent Allowance	75,000	6,250
Other Allowances	75,000	6,250
Total	3,00,000	25,000
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Total Deductions	24,000	2,000
Net Remuneration	2,76,000	23,000

Variable Annual CTC of upto 3 Lakh will depend on Performance of the employee.

Note: TDS will be deducted based on the Employee's Investment Declaration.



CLINIKK™ OHEALER HEALTHCARE SERVICES PVT. LTD.

Date: 2nd February 2022

To,

SUMUKH ARADHYA K J

Phone No: +91 8861742783

Email ID: 201810100725@presidencyuniversity.in

Sub: Offer Letter

Dear SUMUKH ARADHYA K J We are pleased to offer the position of **Business Development Associate** with Ohealer Healthcare Services Private Limited. Your effective date of employment will commence from **7th February 2022** subject to your acceptance of this offer letter.

1. Posting

Your place of posting shall be in **Bangalore (RT Nagar), India.**

2. Emoluments

You shall be employed with the company with an initial **Total Annual CTC** of **INR 6,00,000/-** (Rupees Six Lakhs Only) with:

Fixed Annual CTC of INR 3,00,000/- (Rupees Three Lakhs Only) per Annum and Variable Annual CTC (Based on Performance) of INR 3,00,000/- (Rupees Three Lakhs Only) per Annum. The Breakup of the Fixed component will be given in Annexure 1.

There is a joining bonus of INR 10,000/- (Rupees Ten Thousand Only) which will be paid after completion of 1 month with us.

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Along with the above you shall also be eligible / entitled for leave, bonus and other benefits as per the company's policy.

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Employment and benefits begin only after you have signed the document and it has been received by the **undersigned/ HR Department** subject further to you joining the office at Bangalore. All emoluments given below are acceptable after joining.

4. Probation

You shall be initially under probation for a period of **6 (Six) months** from the date of joining. Your period of probation will continue until you are expressly confirmed in the

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Bangalore



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regular services of the company. Your confirmation into the company is based purely on your performance.

5. Provident Funds

You shall participate in the company's provident Fund scheme as per the company's policy.

6. Gratuities

Gratuity when implemented and applicable, you shall be covered as per the payment of gratuity act.

7. Leaves

Sl. No.	Type of Leave	No.of Days in Calendar Year	Eligibility & Remarks
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			emergency situations. Permission of Manager needed.
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CLINIKK™ OHEALER HEALTHCARE SERVICES PVT. LTD.

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CLINIKK™ OHEALER HEALTHCARE SERVICES PVT. LTD.

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For Ohealer Healthcare Services Pvt. Ltd

Authorised Signatory

I, SUMUKH ARADHYA K J, have read and understood the appointment order and all the terms and conditions governing my services/employment with the organization and the same are acceptable to me in totality.

Signature: _____



Date:

Place: Bangalore.



CLINIKK™ OHEALER HEALTHCARE SERVICES PVT. LTD.

Annexure 1

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Note: TDS will be deducted based on the Employee's Investment Declaration.



CLINIKK™ OHEALER HEALTHCARE SERVICES PVT. LTD.

Date: 2nd February 2022

To,

SRIKARTHIK V

Phone No: +91 7795957755

Email ID: 201810100714@presidencyuniversity.in

Sub: Offer Letter

Dear SRIKARTHIK V We are pleased to offer the position of **Business Development Associate** with Ohealer Healthcare Services Private Limited. Your effective date of employment will commence from **7th February 2022** subject to your acceptance of this offer letter.

1. Posting

Your place of posting shall be in **Bangalore (RT Nagar), India.**

2. Emoluments

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REGISTRAR
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BANGALORE



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7. Leaves

Sl. No.	Type of Leave	No.of Days in Calendar Year	Eligibility & Remarks
1	Casual	6	Eligible from date of joining on pro rata basis Credited every year on 1 st January and will carry forward to next year. Not en-cashable. Leave can be used for emergency/ to meet family commitment/ social obligation purposes. Can be availed for minimum of half a day and maximum of 1 day at a time.
2	Medical/ Sick	6	Applicable only in special cases. Detailed medical reports need to be provided to avail of this special leave.
3	Earned/ Privilege	1 day for every 20 working days (total 15 days a year)	Eligible from date of confirmation on a pro rata basis. Credited every year on Jan 1 st with arrears. Maximum carry forward up to 12 days, beyond which leave lapses Normally, leave is to be sanctioned a minimum 15 days before proceeding on leave. Can be availed for a minimum of 2 days
4	Maternity	17 weeks/ 120 days at a time	Eligible for Female employees only
5	Loss of pay	Maximum of 10 days	To be availed when no other leave is available can be availed only for



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			emergency situations. Permission of Manager needed.
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Note: Leaves on probation will be on LOP.

8. Annual Reviews

Your salary will be revised on an annual basis depending purely on your performance. Your increments are discretionary and will be subject to and on the basis of effectiveness and results during the review period by your appraiser.

9. Office Travel / tour

You may be required to travel to other locations as and when required by the company from time to time.

10. Transfers

You may be transferred to any place of business of the company as existing / operating presently or acquired later in any part of India or abroad at any time. You may also be deputed to any work or assigned the work of any associate / sister concerns, subsidiaries or any other companies, organizations, firms.

11. Whole Time Service / Employment

While you are in the service/ employment of the company, you shall not engage or associate directly or indirectly in any other manner, whatsoever or in any post or work part-time. You are required to devote full time attention and use your skills to the best of the ability for the business of the company and shall not directly or indirectly be connected / concerned, employed or engaged in any other business or activities whatsoever, without the prior written permission of the company and shall not accept any emoluments, commission or honoraria whatsoever from any other party.

12. Working Hours

The usual working hours will be from **09:30 AM to 7:00 PM, Monday to Saturday**, The same is subject to change at the discretion of the employer. However, you may also be required to work on weekly off / holidays if there is any urgent need for your presence.

14. Confidentiality, Proprietary Information

During your employment with the company you will or may receive confidential information, which is of use to the company or its subsidiaries etc. you therefore agree to abide by the following terms and conditions.

Your employment with the company creates a relationship of confidence and trust between you and the company, with respect to certain information, proprietary of trade secret nature.

For the purpose of this agreement, all such confidential, proprietary information will be treated as proprietary information.



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15. Non-disclosure and exclusivity

You shall not disclose, except under legal obligation, to any party or company or in any way make it known to general public any trade secret, invention, innovation or dealings of the company or any connected proprietary information of the company at any time during your employment with the company or even upon you separating from the services of the company.

documents Plans, photos, correspondence, instructions, information, programs, codes (source code / object code) etc. that pass through you or come to your knowledge shall be treated as confidential and you are bound not to divulge, pass over to any one or any entity or otherwise deal in any similar manner or take them out of the company premises without prior permission of the authorised person of the company in this regard and except in rightful discharge of your duty assigned to you by the company.

In the event of your separation from the services of the company shall promptly disclose all inventions and shall surrender possession of all such inventions, trade secrets or other equivalents.

16. Cyber crimes

You shall not divulge either by yourself or in association with others, either through the facility of the company or otherwise, in any cyber crime or any related activity which is deemed to be a crime under any law for the time being in force. While in employment with the company you shall promptly report all such activities that may come to your knowledge and shall not be an accomplice to such activities in any manner. You shall not logon to download or get connected to any obscene or prohibited internet sites, during the working hours of the company.

17. Company's Property

You shall always maintain in good condition the company's property, which may be entrusted to you for official use during the course of your employment and shall return the same to the company immediately upon relinquishment of your services, failing which the company shall recover the cost of the same.

18. Non Acceptance of Favours

You shall not borrow or accept any gifts, rewards and compensation for your personal gain from any person or otherwise place yourself under pecuniary obligation to any person with whom the company may be having official dealings. Normal company's giveaways, promotional gifts, which are of very nominal value, are fine.



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19. Service Conditions

You shall be governed by the rules, regulations, policies and practices framed by the company from time to time; you shall not be governed by the statutory laws enacted by the local authorities, state or central government as applicable to you from time to time.

20. Notice Period

In the event of an employee deciding to separate from the services of the company, you are required to give in writing 60 days' notice or 2 months' pay in lieu thereof. No dues certificate needs to be obtained from all the department heads and submit it to the HR department for smooth proceedings of the relieving formalities not less than **7 (Seven) days** before the date of relieving. During the probation period, the employer may terminate the services of the employee without cause, with a notice period of 7 days or pay in lieu thereof which may be extended at the discretion of the employer.

21. Additions / Alterations

You shall in addition to the general service conditions as specifically stated herein above be governed by other rules, regulations, practices, systems, procedures and policies as are in force or may be added by the company from time to time.

For Ohealer Healthcare Services Pvt. Ltd

Authorised Signatory

I, SRIKARTHIK V, have read and understood the appointment order and all the terms and conditions governing my services/employment with the organization and the same are acceptable to me in totality.

Signature: _____



Date:

Place: Bangalore.



CLINIKK™ OHEALER HEALTHCARE SERVICES PVT. LTD.

Annexure 1

Salary Breakup	Fixed Annual CTC	Fixed Monthly CTC
Basic Allowance	150,000	12,500
House Rent Allowance	75,000	6,250
Other Allowances	75,000	6,250
Total	3,00,000	25,000
Provident Fund Contribution	21,600	1,800
Professional Tax	2,400	200
Total Deductions	24,000	2,000
Net Remuneration	2,76,000	23,000

Variable Annual CTC of upto 3 Lakh will depend on Performance of the employee.

Note: TDS will be deducted based on the Employee's Investment Declaration.



CLINIKK™ OHEALER HEALTHCARE SERVICES PVT. LTD.

Date: 2nd February 2022

To,

SIVARAAM K R

Phone No: +91 6362562449

Email ID: 201810100697@presidencyuniversity.in

Sub: Offer Letter

Dear SIVARAAM K R We are pleased to offer the position of **Business Development Associate** with Ohealer Healthcare Services Private Limited. Your effective date of employment will commence from **7th February 2022** subject to your acceptance of this offer letter.

1. Posting

Your place of posting shall be in **Bangalore (RT Nagar), India.**

2. Emoluments

You shall be employed with the company with an initial **Total Annual CTC** of **INR 6,00,000/-** (Rupees Six Lakhs Only) with:

Fixed Annual CTC of INR 3,00,000/- (Rupees Three Lakhs Only) per Annum and Variable Annual CTC (Based on Performance) of INR 3,00,000/- (Rupees Three Lakhs Only) per Annum. The Breakup of the Fixed component will be given in Annexure 1.

There is a joining bonus of INR 10,000/- (Rupees Ten Thousand Only) which will be paid after completion of 1 month with us.

3. Perquisites and Conditions

Along with the above you shall also be eligible / entitled for leave, bonus and other benefits as per the company's policy.

You shall be governed at all times by the policies procedures and rules of the company related to the salary, allowance, benefits and perquisites, further the company may modify or change such allowances, benefits and prerequisites from time to time in accordance with its policies.

Employment and benefits begin only after you have signed the document and it has been received by the **undersigned/ HR Department** subject further to you joining the office at Bangalore. All emoluments given below are acceptable after joining.

4. Probation

You shall be initially under probation for a period of **6 (Six) months** from the date of joining. Your period of probation will continue until you are expressly confirmed in the

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BANGALORE



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regular services of the company. Your confirmation into the company is based purely on your performance.

5. Provident Funds

You shall participate in the company's provident Fund scheme as per the company's policy.

6. Gratuities

Gratuity when implemented and applicable, you shall be covered as per the payment of gratuity act.

7. Leaves

Sl. No.	Type of Leave	No.of Days in Calendar Year	Eligibility & Remarks
1	Casual	6	Eligible from date of joining on pro rata basis Credited every year on 1 st January and will carry forward to next year. Not en-cashable. Leave can be used for emergency/ to meet family commitment/ social obligation purposes. Can be availed for minimum of half a day and maximum of 1 day at a time.
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Note: Leaves on probation will be on LOP.

8. Annual Reviews

Your salary will be revised on an annual basis depending purely on your performance. Your increments are discretionary and will be subject to and on the basis of effectiveness and results during the review period by your appraiser.

9. Office Travel / tour

You may be required to travel to other locations as and when required by the company from time to time.

10. Transfers

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12. Working Hours

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documents Plans, photos, correspondence, instructions, information, programs, codes (source code / object code) etc. that pass through you or come to your knowledge shall be treated as confidential and you are bound not to divulge, pass over to any one or any entity or otherwise deal in any similar manner or take them out of the company premises without prior permission of the authorised person of the company in this regard and except in rightful discharge of your duty assigned to you by the company.

In the event of your separation from the services of the company shall promptly disclose all inventions and shall surrender possession of all such inventions, trade secrets or other equivalents.

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You shall always maintain in good condition the company's property, which may be entrusted to you for official use during the course of your employment and shall return the same to the company immediately upon relinquishment of your services, failing which the company shall recover the cost of the same.

18. Non Acceptance of Favours

You shall not borrow or accept any gifts, rewards and compensation for your personal gain from any person or otherwise place yourself under pecuniary obligation to any person with whom the company may be having official dealings. Normal company's giveaways, promotional gifts, which are of very nominal value, are fine.



CLINIKK™ OHEALER HEALTHCARE SERVICES PVT. LTD.

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You shall be governed by the rules, regulations, policies and practices framed by the company from time to time; you shall not be governed by the statutory laws enacted by the local authorities, state or central government as applicable to you from time to time.

20. Notice Period

In the event of an employee deciding to separate from the services of the company, you are required to give in writing 60 days' notice or 2 months' pay in lieu thereof. No dues certificate needs to be obtained from all the department heads and submit it to the HR department for smooth proceedings of the relieving formalities not less than **7 (Seven) days** before the date of relieving. During the probation period, the employer may terminate the services of the employee without cause, with a notice period of 7 days or pay in lieu thereof which may be extended at the discretion of the employer.

21. Additions / Alterations

You shall in addition to the general service conditions as specifically stated herein above be governed by other rules, regulations, practices, systems, procedures and policies as are in force or may be added by the company from time to time.

For Ohealer Healthcare Services Pvt. Ltd

Authorised Signatory

I, SIVARAAM K R, have read and understood the appointment order and all the terms and conditions governing my services/employment with the organization and the same are acceptable to me in totality.

Signature: _____



Date:

Place: Bangalore.



CLINIKK™ OHEALER HEALTHCARE SERVICES PVT. LTD.

Annexure 1

Salary Breakup	Fixed Annual CTC	Fixed Monthly CTC
Basic Allowance	150,000	12,500
House Rent Allowance	75,000	6,250
Other Allowances	75,000	6,250
Total	3,00,000	25,000
Provident Fund Contribution	21,600	1,800
Professional Tax	2,400	200
Total Deductions	24,000	2,000
Net Remuneration	2,76,000	23,000

Variable Annual CTC of upto 3 Lakh will depend on Performance of the employee.

Note: TDS will be deducted based on the Employee's Investment Declaration.



CLINIKK™ OHEALER HEALTHCARE SERVICES PVT. LTD.

Date: 2nd February 2022

To,

SIDDANATHI GIRISH KUMAR

Phone No: +91 8184997273

Email ID: 201810100690@presidencyuniversity.in

Sub: Offer Letter

Dear SIDDANATHI GIRISH KUMAR We are pleased to offer the position of **Business Development Associate** with Ohealer Healthcare Services Private Limited. Your effective date of employment will commence from **7th February 2022** subject to your acceptance of this offer letter.

1. Posting

Your place of posting shall be in **Bangalore (RT Nagar), India.**

2. Emoluments

You shall be employed with the company with an initial **Total Annual CTC** of **INR 6,00,000/-** (Rupees Six Lakhs Only) with:

Fixed Annual CTC of INR 3,00,000/- (Rupees Three Lakhs Only) per Annum and Variable Annual CTC (Based on Performance) of INR 3,00,000/- (Rupees Three Lakhs Only) per Annum. The Breakup of the Fixed component will be given in Annexure 1.

There is a joining bonus of INR 10,000/- (Rupees Ten Thousand Only) which will be paid after completion of 1 month with us.

3. Perquisites and Conditions

Along with the above you shall also be eligible / entitled for leave, bonus and other benefits as per the company's policy.

You shall be governed at all times by the policies procedures and rules of the company related to the salary, allowance, benefits and perquisites, further the company may modify or change such allowances, benefits and prerequisites from time to time in accordance with its policies.

Employment and benefits begin only after you have signed the document and it has been received by the **undersigned/ HR Department** subject further to you joining the office at Bangalore. All emoluments given below are acceptable after joining.

4. Probation

You shall be initially under probation for a period of **6 (Six) months** from the date of joining. Your period of probation will continue until you are expressly confirmed in the

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Bangalore



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regular services of the company. Your confirmation into the company is based purely on your performance.

5. Provident Funds

You shall participate in the company's provident Fund scheme as per the company's policy.

6. Gratuities

Gratuity when implemented and applicable, you shall be covered as per the payment of gratuity act.

7. Leaves

Sl. No.	Type of Leave	No.of Days in Calendar Year	Eligibility & Remarks
1	Casual	6	Eligible from date of joining on pro rata basis Credited every year on 1 st January and will carry forward to next year. Not en-cashable. Leave can be used for emergency/ to meet family commitment/ social obligation purposes. Can be availed for minimum of half a day and maximum of 1 day at a time.
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			emergency situations. Permission of Manager needed.
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Note: Leaves on probation will be on LOP.

8. Annual Reviews

Your salary will be revised on an annual basis depending purely on your performance. Your increments are discretionary and will be subject to and on the basis of effectiveness and results during the review period by your appraiser.

9. Office Travel / tour

You may be required to travel to other locations as and when required by the company from time to time.

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documents Plans, photos, correspondence, instructions, information, programs, codes (source code / object code) etc. that pass through you or come to your knowledge shall be treated as confidential and you are bound not to divulge, pass over to any one or any entity or otherwise deal in any similar manner or take them out of the company premises without prior permission of the authorised person of the company in this regard and except in rightful discharge of your duty assigned to you by the company.

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CLINIKK™ OHEALER HEALTHCARE SERVICES PVT. LTD.

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For Ohealer Healthcare Services Pvt. Ltd

Authorised Signatory

I, SIDDANATHI GIRISH KUMAR, have read and understood the appointment order and all the terms and conditions governing my services/employment with the organization and the same are acceptable to me in totality.

Signature: _____



Date:

Place: Bangalore.



CLINIKK™ OHEALER HEALTHCARE SERVICES PVT. LTD.

Annexure 1

Salary Breakup	Fixed Annual CTC	Fixed Monthly CTC
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Variable Annual CTC of upto 3 Lakh will depend on Performance of the employee.

Note: TDS will be deducted based on the Employee's Investment Declaration.



CLINIKK™ OHEALER HEALTHCARE SERVICES PVT. LTD.

Date: 2nd February 2022

To,

SHUDHANSHU RANJAN

Phone No: +91 7568905901

Email ID: 201810100687@presidencyuniversity.in

Sub: Offer Letter

Dear SHUDHANSHU RANJAN We are pleased to offer the position of **Business Development Associate** with Ohealer Healthcare Services Private Limited. Your effective date of employment will commence from **7th February 2022** subject to your acceptance of this offer letter.

1. Posting

Your place of posting shall be in **Bangalore (RT Nagar), India.**

2. Emoluments

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CLINIKK™ OHEALER HEALTHCARE SERVICES PVT. LTD.

15. Non-disclosure and exclusivity

You shall not disclose, except under legal obligation, to any party or company or in any way make it known to general public any trade secret, invention, innovation or dealings of the company or any connected proprietary information of the company at any time during your employment with the company or even upon you separating from the services of the company.

documents Plans, photos, correspondence, instructions, information, programs, codes (source code / object code) etc. that pass through you or come to your knowledge shall be treated as confidential and you are bound not to divulge, pass over to any one or any entity or otherwise deal in any similar manner or take them out of the company premises without prior permission of the authorised person of the company in this regard and except in rightful discharge of your duty assigned to you by the company.

In the event of your separation from the services of the company shall promptly disclose all inventions and shall surrender possession of all such inventions, trade secrets or other equivalents.

16. Cyber crimes

You shall not divulge either by yourself or in association with others, either through the facility of the company or otherwise, in any cyber crime or any related activity which is deemed to be a crime under any law for the time being in force. While in employment with the company you shall promptly report all such activities that may come to your knowledge and shall not be an accomplice to such activities in any manner. You shall not logon to download or get connected to any obscene or prohibited internet sites, during the working hours of the company.

17. Company's Property

You shall always maintain in good condition the company's property, which may be entrusted to you for official use during the course of your employment and shall return the same to the company immediately upon relinquishment of your services, failing which the company shall recover the cost of the same.

18. Non Acceptance of Favours

You shall not borrow or accept any gifts, rewards and compensation for your personal gain from any person or otherwise place yourself under pecuniary obligation to any person with whom the company may be having official dealings. Normal company's giveaways, promotional gifts, which are of very nominal value, are fine.



CLINIKK™ OHEALER HEALTHCARE SERVICES PVT. LTD.

19. Service Conditions

You shall be governed by the rules, regulations, policies and practices framed by the company from time to time; you shall not be governed by the statutory laws enacted by the local authorities, state or central government as applicable to you from time to time.

20. Notice Period

In the event of an employee deciding to separate from the services of the company, you are required to give in writing 60 days' notice or 2 months' pay in lieu thereof. No dues certificate needs to be obtained from all the department heads and submit it to the HR department for smooth proceedings of the relieving formalities not less than **7 (Seven) days** before the date of relieving. During the probation period, the employer may terminate the services of the employee without cause, with a notice period of 7 days or pay in lieu thereof which may be extended at the discretion of the employer.

21. Additions / Alterations

You shall in addition to the general service conditions as specifically stated herein above be governed by other rules, regulations, practices, systems, procedures and policies as are in force or may be added by the company from time to time.

For Ohealer Healthcare Services Pvt. Ltd

Authorised Signatory

I, SHUDHANSHU RANJAN, have read and understood the appointment order and all the terms and conditions governing my services/employment with the organization and the same are acceptable to me in totality.

Signature: _____



Date:

Place: Bangalore.



CLINIKK™ OHEALER HEALTHCARE SERVICES PVT. LTD.

Annexure 1

Salary Breakup	Fixed Annual CTC	Fixed Monthly CTC
Basic Allowance	150,000	12,500
House Rent Allowance	75,000	6,250
Other Allowances	75,000	6,250
Total	3,00,000	25,000
Provident Fund Contribution	21,600	1,800
Professional Tax	2,400	200
Total Deductions	24,000	2,000
Net Remuneration	2,76,000	23,000

Variable Annual CTC of upto 3 Lakh will depend on Performance of the employee.

Note: TDS will be deducted based on the Employee's Investment Declaration.



CLINIKK™ OHEALER HEALTHCARE SERVICES PVT. LTD.

Date: 2nd February 2022

To,

SHUBH GUPTA

Phone No: +91 8077104225

Email ID: 201810100684@presidencyuniversity.in

Sub: Offer Letter

Dear SHUBH GUPTA We are pleased to offer the position of **Business Development Associate** with Ohealer Healthcare Services Private Limited. Your effective date of employment will commence from **7th February 2022** subject to your acceptance of this offer letter.

1. Posting

Your place of posting shall be in **Bangalore (RT Nagar), India.**

2. Emoluments

You shall be employed with the company with an initial **Total Annual CTC** of **INR 6,00,000/-** (Rupees Six Lakhs Only) with:

Fixed Annual CTC of INR 3,00,000/- (Rupees Three Lakhs Only) per Annum and Variable Annual CTC (Based on Performance) of INR 3,00,000/- (Rupees Three Lakhs Only) per Annum. The Breakup of the Fixed component will be given in Annexure 1.

There is a joining bonus of INR 10,000/- (Rupees Ten Thousand Only) which will be paid after completion of 1 month with us.

3. Perquisites and Conditions

Along with the above you shall also be eligible / entitled for leave, bonus and other benefits as per the company's policy.

You shall be governed at all times by the policies procedures and rules of the company related to the salary, allowance, benefits and perquisites, further the company may modify or change such allowances, benefits and prerequisites from time to time in accordance with its policies.

Employment and benefits begin only after you have signed the document and it has been received by the **undersigned/ HR Department** subject further to you joining the office at Bangalore. All emoluments given below are acceptable after joining.

4. Probation

You shall be initially under probation for a period of **6 (Six) months** from the date of joining. Your period of probation will continue until you are expressly confirmed in the

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BANGALORE



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regular services of the company. Your confirmation into the company is based purely on your performance.

5. Provident Funds

You shall participate in the company's provident Fund scheme as per the company's policy.

6. Gratuities

Gratuity when implemented and applicable, you shall be covered as per the payment of gratuity act.

7. Leaves

Sl. No.	Type of Leave	No.of Days in Calendar Year	Eligibility & Remarks
1	Casual	6	Eligible from date of joining on pro rata basis Credited every year on 1 st January and will carry forward to next year. Not en-cashable. Leave can be used for emergency/ to meet family commitment/ social obligation purposes. Can be availed for minimum of half a day and maximum of 1 day at a time.
2	Medical/ Sick	6	Applicable only in special cases. Detailed medical reports need to be provided to avail of this special leave.
3	Earned/ Privilege	1 day for every 20 working days (total 15 days a year)	Eligible from date of confirmation on a pro rata basis. Credited every year on Jan 1 st with arrears. Maximum carry forward up to 12 days, beyond which leave lapses Normally, leave is to be sanctioned a minimum 15 days before proceeding on leave. Can be availed for a minimum of 2 days
4	Maternity	17 weeks/ 120 days at a time	Eligible for Female employees only
5	Loss of pay	Maximum of 10 days	To be availed when no other leave is available can be availed only for



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Note: Leaves on probation will be on LOP.

8. Annual Reviews

Your salary will be revised on an annual basis depending purely on your performance. Your increments are discretionary and will be subject to and on the basis of effectiveness and results during the review period by your appraiser.

9. Office Travel / tour

You may be required to travel to other locations as and when required by the company from time to time.

10. Transfers

You may be transferred to any place of business of the company as existing / operating presently or acquired later in any part of India or abroad at any time. You may also be deputed to any work or assigned the work of any associate / sister concerns, subsidiaries or any other companies, organizations, firms.

11. Whole Time Service / Employment

While you are in the service/ employment of the company, you shall not engage or associate directly or indirectly in any other manner, whatsoever or in any post or work part-time. You are required to devote full time attention and use your skills to the best of the ability for the business of the company and shall not directly or indirectly be connected / concerned, employed or engaged in any other business or activities whatsoever, without the prior written permission of the company and shall not accept any emoluments, commission or honoraria whatsoever from any other party.

12. Working Hours

The usual working hours will be from **09:30 AM to 7:00 PM, Monday to Saturday**, The same is subject to change at the discretion of the employer. However, you may also be required to work on weekly off / holidays if there is any urgent need for your presence.

14. Confidentiality, Proprietary Information

During your employment with the company you will or may receive confidential information, which is of use to the company or its subsidiaries etc. you therefore agree to abide by the following terms and conditions.

Your employment with the company creates a relationship of confidence and trust between you and the company, with respect to certain information, proprietary of trade secret nature.

For the purpose of this agreement, all such confidential, proprietary information will be treated as proprietary information.



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For Ohealer Healthcare Services Pvt. Ltd

Authorised Signatory

I, SHUBH GUPTA, have read and understood the appointment order and all the terms and conditions governing my services/employment with the organization and the same are acceptable to me in totality.

Signature: _____



Date:

Place: Bangalore.



CLINIKK™ OHEALER HEALTHCARE SERVICES PVT. LTD.

Annexure 1

Salary Breakup	Fixed Annual CTC	Fixed Monthly CTC
Basic Allowance	150,000	12,500
House Rent Allowance	75,000	6,250
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Total	3,00,000	25,000
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Professional Tax	2,400	200
Total Deductions	24,000	2,000
Net Remuneration	2,76,000	23,000

Variable Annual CTC of upto 3 Lakh will depend on Performance of the employee.

Note: TDS will be deducted based on the Employee's Investment Declaration.



CLINIKK™ OHEALER HEALTHCARE SERVICES PVT. LTD.

Date: 2nd February 2022

To,

SHREYAS

Phone No: +91 9901137174

Email ID: 201810100680@presidencyuniversity.in

Sub: Offer Letter

Dear SHREYAS We are pleased to offer the position of **Business Development Associate** with Ohealer Healthcare Services Private Limited. Your effective date of employment will commence from **7th February 2022** subject to your acceptance of this offer letter.

1. Posting

Your place of posting shall be in **Bangalore (RT Nagar), India.**

2. Emoluments

You shall be employed with the company with an initial **Total Annual CTC** of **INR 6,00,000/-** (Rupees Six Lakhs Only) with:

Fixed Annual CTC of INR 3,00,000/- (Rupees Three Lakhs Only) per Annum and Variable Annual CTC (Based on Performance) of INR 3,00,000/- (Rupees Three Lakhs Only) per Annum. The Breakup of the Fixed component will be given in Annexure 1.

There is a joining bonus of INR 10,000/- (Rupees Ten Thousand Only) which will be paid after completion of 1 month with us.

3. Perquisites and Conditions

Along with the above you shall also be eligible / entitled for leave, bonus and other benefits as per the company's policy.

You shall be governed at all times by the policies procedures and rules of the company related to the salary, allowance, benefits and perquisites, further the company may modify or change such allowances, benefits and prerequisites from time to time in accordance with its policies.

Employment and benefits begin only after you have signed the document and it has been received by the **undersigned/ HR Department** subject further to you joining the office at Bangalore. All emoluments given below are acceptable after joining.

4. Probation

You shall be initially under probation for a period of **6 (Six) months** from the date of joining. Your period of probation will continue until you are expressly confirmed in the



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regular services of the company. Your confirmation into the company is based purely on your performance.

5. Provident Funds

You shall participate in the company's provident Fund scheme as per the company's policy.

6. Gratuities

Gratuity when implemented and applicable, you shall be covered as per the payment of gratuity act.

7. Leaves

Sl. No.	Type of Leave	No.of Days in Calendar Year	Eligibility & Remarks
1	Casual	6	Eligible from date of joining on pro rata basis Credited every year on 1 st January and will carry forward to next year. Not en-cashable. Leave can be used for emergency/ to meet family commitment/ social obligation purposes. Can be availed for minimum of half a day and maximum of 1 day at a time.
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Note: Leaves on probation will be on LOP.

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Your salary will be revised on an annual basis depending purely on your performance. Your increments are discretionary and will be subject to and on the basis of effectiveness and results during the review period by your appraiser.

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You may be required to travel to other locations as and when required by the company from time to time.

10. Transfers

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While you are in the service/ employment of the company, you shall not engage or associate directly or indirectly in any other manner, whatsoever or in any post or work part-time. You are required to devote full time attention and use your skills to the best of the ability for the business of the company and shall not directly or indirectly be connected / concerned, employed or engaged in any other business or activities whatsoever, without the prior written permission of the company and shall not accept any emoluments, commission or honoraria whatsoever from any other party.

12. Working Hours

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For Ohealer Healthcare Services Pvt. Ltd

Authorised Signatory

I, SHREYAS, have read and understood the appointment order and all the terms and conditions governing my services/employment with the organization and the same are acceptable to me in totality.

Signature: _____



Date:

Place: Bangalore.



CLINIKK™ OHEALER HEALTHCARE SERVICES PVT. LTD.

Annexure 1

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CLINIKK™ OHEALER HEALTHCARE SERVICES PVT. LTD.

Date: 2nd February 2022

To,

SHIKHAR JAISWAL

Phone No: +91 9953523159

Email ID: 201810100674@presidencyuniversity.in

Sub: Offer Letter

Dear SHIKHAR JAISWAL We are pleased to offer the position of **Business Development Associate** with Ohealer Healthcare Services Private Limited. Your effective date of employment will commence from **7th February 2022** subject to your acceptance of this offer letter.

1. Posting

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For Ohealer Healthcare Services Pvt. Ltd

Authorised Signatory

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Signature: _____



Date:

Place: Bangalore.



CLINIKK™ OHEALER HEALTHCARE SERVICES PVT. LTD.

Annexure 1

Salary Breakup	Fixed Annual CTC	Fixed Monthly CTC
Basic Allowance	150,000	12,500
House Rent Allowance	75,000	6,250
Other Allowances	75,000	6,250
Total	3,00,000	25,000
Provident Fund Contribution	21,600	1,800
Professional Tax	2,400	200
Total Deductions	24,000	2,000
Net Remuneration	2,76,000	23,000

Variable Annual CTC of upto 3 Lakh will depend on Performance of the employee.

Note: TDS will be deducted based on the Employee's Investment Declaration.



CLINIKK™ OHEALER HEALTHCARE SERVICES PVT. LTD.

Date: 2nd February 2022

To,

SHAIQ IQBAL

Phone No: +91 7006343764

Email ID: 201810100667@presidencyuniversity.in

Sub: Offer Letter

Dear SHAIQ IQBAL We are pleased to offer the position of **Business Development Associate** with Ohealer Healthcare Services Private Limited. Your effective date of employment will commence from **7th February 2022** subject to your acceptance of this offer letter.

1. Posting

Your place of posting shall be in **Bangalore (RT Nagar), India.**

2. Emoluments

You shall be employed with the company with an initial **Total Annual CTC** of **INR 6,00,000/-** (Rupees Six Lakhs Only) with:

Fixed Annual CTC of INR 3,00,000/- (Rupees Three Lakhs Only) per Annum and Variable Annual CTC (Based on Performance) of INR 3,00,000/- (Rupees Three Lakhs Only) per Annum. The Breakup of the Fixed component will be given in Annexure 1.

There is a joining bonus of INR 10,000/- (Rupees Ten Thousand Only) which will be paid after completion of 1 month with us.

3. Perquisites and Conditions

Along with the above you shall also be eligible / entitled for leave, bonus and other benefits as per the company's policy.

You shall be governed at all times by the policies procedures and rules of the company related to the salary, allowance, benefits and perquisites, further the company may modify or change such allowances, benefits and prerequisites from time to time in accordance with its policies.

Employment and benefits begin only after you have signed the document and it has been received by the **undersigned/ HR Department** subject further to you joining the office at Bangalore. All emoluments given below are acceptable after joining.

4. Probation

You shall be initially under probation for a period of **6 (Six) months** from the date of joining. Your period of probation will continue until you are expressly confirmed in the

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regular services of the company. Your confirmation into the company is based purely on your performance.

5. Provident Funds

You shall participate in the company's provident Fund scheme as per the company's policy.

6. Gratuities

Gratuity when implemented and applicable, you shall be covered as per the payment of gratuity act.

7. Leaves

Sl. No.	Type of Leave	No.of Days in Calendar Year	Eligibility & Remarks
1	Casual	6	Eligible from date of joining on pro rata basis Credited every year on 1 st January and will carry forward to next year. Not en-cashable. Leave can be used for emergency/ to meet family commitment/ social obligation purposes. Can be availed for minimum of half a day and maximum of 1 day at a time.
2	Medical/ Sick	6	Applicable only in special cases. Detailed medical reports need to be provided to avail of this special leave.
3	Earned/ Privilege	1 day for every 20 working days (total 15 days a year)	Eligible from date of confirmation on a pro rata basis. Credited every year on Jan 1 st with arrears. Maximum carry forward up to 12 days, beyond which leave lapses Normally, leave is to be sanctioned a minimum 15 days before proceeding on leave. Can be availed for a minimum of 2 days
4	Maternity	17 weeks/ 120 days at a time	Eligible for Female employees only
5	Loss of pay	Maximum of 10 days	To be availed when no other leave is available can be availed only for



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			emergency situations. Permission of Manager needed.
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Note: Leaves on probation will be on LOP.

8. Annual Reviews

Your salary will be revised on an annual basis depending purely on your performance. Your increments are discretionary and will be subject to and on the basis of effectiveness and results during the review period by your appraiser.

9. Office Travel / tour

You may be required to travel to other locations as and when required by the company from time to time.

10. Transfers

You may be transferred to any place of business of the company as existing / operating presently or acquired later in any part of India or abroad at any time. You may also be deputed to any work or assigned the work of any associate / sister concerns, subsidiaries or any other companies, organizations, firms.

11. Whole Time Service / Employment

While you are in the service/ employment of the company, you shall not engage or associate directly or indirectly in any other manner, whatsoever or in any post or work part-time. You are required to devote full time attention and use your skills to the best of the ability for the business of the company and shall not directly or indirectly be connected / concerned, employed or engaged in any other business or activities whatsoever, without the prior written permission of the company and shall not accept any emoluments, commission or honoraria whatsoever from any other party.

12. Working Hours

The usual working hours will be from **09:30 AM to 7:00 PM, Monday to Saturday**, The same is subject to change at the discretion of the employer. However, you may also be required to work on weekly off / holidays if there is any urgent need for your presence.

14. Confidentiality, Proprietary Information

During your employment with the company you will or may receive confidential information, which is of use to the company or its subsidiaries etc. you therefore agree to abide by the following terms and conditions.

Your employment with the company creates a relationship of confidence and trust between you and the company, with respect to certain information, proprietary of trade secret nature.

For the purpose of this agreement, all such confidential, proprietary information will be treated as proprietary information.



CLINIKK™ OHEALER HEALTHCARE SERVICES PVT. LTD.

15. Non-disclosure and exclusivity

You shall not disclose, except under legal obligation, to any party or company or in any way make it known to general public any trade secret, invention, innovation or dealings of the company or any connected proprietary information of the company at any time during your employment with the company or even upon you separating from the services of the company.

documents Plans, photos, correspondence, instructions, information, programs, codes (source code / object code) etc. that pass through you or come to your knowledge shall be treated as confidential and you are bound not to divulge, pass over to any one or any entity or otherwise deal in any similar manner or take them out of the company premises without prior permission of the authorised person of the company in this regard and except in rightful discharge of your duty assigned to you by the company.

In the event of your separation from the services of the company shall promptly disclose all inventions and shall surrender possession of all such inventions, trade secrets or other equivalents.

16. Cyber crimes

You shall not divulge either by yourself or in association with others, either through the facility of the company or otherwise, in any cyber crime or any related activity which is deemed to be a crime under any law for the time being in force. While in employment with the company you shall promptly report all such activities that may come to your knowledge and shall not be an accomplice to such activities in any manner. You shall not logon to download or get connected to any obscene or prohibited internet sites, during the working hours of the company.

17. Company's Property

You shall always maintain in good condition the company's property, which may be entrusted to you for official use during the course of your employment and shall return the same to the company immediately upon relinquishment of your services, failing which the company shall recover the cost of the same.

18. Non Acceptance of Favours

You shall not borrow or accept any gifts, rewards and compensation for your personal gain from any person or otherwise place yourself under pecuniary obligation to any person with whom the company may be having official dealings. Normal company's giveaways, promotional gifts, which are of very nominal value, are fine.



CLINIKK™ OHEALER HEALTHCARE SERVICES PVT. LTD.

19. Service Conditions

You shall be governed by the rules, regulations, policies and practices framed by the company from time to time; you shall not be governed by the statutory laws enacted by the local authorities, state or central government as applicable to you from time to time.

20. Notice Period

In the event of an employee deciding to separate from the services of the company, you are required to give in writing 60 days' notice or 2 months' pay in lieu thereof. No dues certificate needs to be obtained from all the department heads and submit it to the HR department for smooth proceedings of the relieving formalities not less than **7 (Seven) days** before the date of relieving. During the probation period, the employer may terminate the services of the employee without cause, with a notice period of 7 days or pay in lieu thereof which may be extended at the discretion of the employer.

21. Additions / Alterations

You shall in addition to the general service conditions as specifically stated herein above be governed by other rules, regulations, practices, systems, procedures and policies as are in force or may be added by the company from time to time.

For Ohealer Healthcare Services Pvt. Ltd

Authorised Signatory

I, SHAIQ IQBAL, have read and understood the appointment order and all the terms and conditions governing my services/employment with the organization and the same are acceptable to me in totality.

Signature: _____



Date:

Place: Bangalore.



CLINIKK™ OHEALER HEALTHCARE SERVICES PVT. LTD.

Annexure 1

Salary Breakup	Fixed Annual CTC	Fixed Monthly CTC
Basic Allowance	150,000	12,500
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Net Remuneration	2,76,000	23,000

Variable Annual CTC of upto 3 Lakh will depend on Performance of the employee.

Note: TDS will be deducted based on the Employee's Investment Declaration.



CLINIKK™ OHEALER HEALTHCARE SERVICES PVT. LTD.

Date: 2nd February 2022

To,

SHAIK MADARVALI

Phone No: +91 9177001895

Email ID: 201810100661@presidencyuniversity.in

Sub: Offer Letter

Dear SHAIK MADARVALI We are pleased to offer the position of **Business Development Associate** with Ohealer Healthcare Services Private Limited. Your effective date of employment will commence from **7th February 2022** subject to your acceptance of this offer letter.

1. Posting

Your place of posting shall be in **Bangalore (RT Nagar), India.**

2. Emoluments

You shall be employed with the company with an initial **Total Annual CTC** of **INR 6,00,000/-** (Rupees Six Lakhs Only) with:

Fixed Annual CTC of INR 3,00,000/- (Rupees Three Lakhs Only) per Annum and Variable Annual CTC (Based on Performance) of INR 3,00,000/- (Rupees Three Lakhs Only) per Annum. The Breakup of the Fixed component will be given in Annexure 1.

There is a joining bonus of INR 10,000/- (Rupees Ten Thousand Only) which will be paid after completion of 1 month with us.

3. Perquisites and Conditions

Along with the above you shall also be eligible / entitled for leave, bonus and other benefits as per the company's policy.

You shall be governed at all times by the policies procedures and rules of the company related to the salary, allowance, benefits and perquisites, further the company may modify or change such allowances, benefits and prerequisites from time to time in accordance with its policies.

Employment and benefits begin only after you have signed the document and it has been received by the **undersigned/ HR Department** subject further to you joining the office at Bangalore. All emoluments given below are acceptable after joining.

4. Probation

You shall be initially under probation for a period of **6 (Six) months** from the date of joining. Your period of probation will continue until you are expressly confirmed in the

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regular services of the company. Your confirmation into the company is based purely on your performance.

5. Provident Funds

You shall participate in the company's provident Fund scheme as per the company's policy.

6. Gratuities

Gratuity when implemented and applicable, you shall be covered as per the payment of gratuity act.

7. Leaves

Sl. No.	Type of Leave	No.of Days in Calendar Year	Eligibility & Remarks
1	Casual	6	Eligible from date of joining on pro rata basis Credited every year on 1 st January and will carry forward to next year. Not en-cashable. Leave can be used for emergency/ to meet family commitment/ social obligation purposes. Can be availed for minimum of half a day and maximum of 1 day at a time.
2	Medical/ Sick	6	Applicable only in special cases. Detailed medical reports need to be provided to avail of this special leave.
3	Earned/ Privilege	1 day for every 20 working days (total 15 days a year)	Eligible from date of confirmation on a pro rata basis. Credited every year on Jan 1 st with arrears. Maximum carry forward up to 12 days, beyond which leave lapses Normally, leave is to be sanctioned a minimum 15 days before proceeding on leave. Can be availed for a minimum of 2 days
4	Maternity	17 weeks/ 120 days at a time	Eligible for Female employees only
5	Loss of pay	Maximum of 10 days	To be availed when no other leave is available can be availed only for



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			emergency situations. Permission of Manager needed.
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Note: Leaves on probation will be on LOP.

8. Annual Reviews

Your salary will be revised on an annual basis depending purely on your performance. Your increments are discretionary and will be subject to and on the basis of effectiveness and results during the review period by your appraiser.

9. Office Travel / tour

You may be required to travel to other locations as and when required by the company from time to time.

10. Transfers

You may be transferred to any place of business of the company as existing / operating presently or acquired later in any part of India or abroad at any time. You may also be deputed to any work or assigned the work of any associate / sister concerns, subsidiaries or any other companies, organizations, firms.

11. Whole Time Service / Employment

While you are in the service/ employment of the company, you shall not engage or associate directly or indirectly in any other manner, whatsoever or in any post or work part-time. You are required to devote full time attention and use your skills to the best of the ability for the business of the company and shall not directly or indirectly be connected / concerned, employed or engaged in any other business or activities whatsoever, without the prior written permission of the company and shall not accept any emoluments, commission or honoraria whatsoever from any other party.

12. Working Hours

The usual working hours will be from **09:30 AM to 7:00 PM, Monday to Saturday**, The same is subject to change at the discretion of the employer. However, you may also be required to work on weekly off / holidays if there is any urgent need for your presence.

14. Confidentiality, Proprietary Information

During your employment with the company you will or may receive confidential information, which is of use to the company or its subsidiaries etc. you therefore agree to abide by the following terms and conditions.

Your employment with the company creates a relationship of confidence and trust between you and the company, with respect to certain information, proprietary of trade secret nature.

For the purpose of this agreement, all such confidential, proprietary information will be treated as proprietary information.



CLINIKK™ OHEALER HEALTHCARE SERVICES PVT. LTD.

15. Non-disclosure and exclusivity

You shall not disclose, except under legal obligation, to any party or company or in any way make it known to general public any trade secret, invention, innovation or dealings of the company or any connected proprietary information of the company at any time during your employment with the company or even upon you separating from the services of the company.

documents Plans, photos, correspondence, instructions, information, programs, codes (source code / object code) etc. that pass through you or come to your knowledge shall be treated as confidential and you are bound not to divulge, pass over to any one or any entity or otherwise deal in any similar manner or take them out of the company premises without prior permission of the authorised person of the company in this regard and except in rightful discharge of your duty assigned to you by the company.

In the event of your separation from the services of the company shall promptly disclose all inventions and shall surrender possession of all such inventions, trade secrets or other equivalents.

16. Cyber crimes

You shall not divulge either by yourself or in association with others, either through the facility of the company or otherwise, in any cyber crime or any related activity which is deemed to be a crime under any law for the time being in force. While in employment with the company you shall promptly report all such activities that may come to your knowledge and shall not be an accomplice to such activities in any manner. You shall not logon to download or get connected to any obscene or prohibited internet sites, during the working hours of the company.

17. Company's Property

You shall always maintain in good condition the company's property, which may be entrusted to you for official use during the course of your employment and shall return the same to the company immediately upon relinquishment of your services, failing which the company shall recover the cost of the same.

18. Non Acceptance of Favours

You shall not borrow or accept any gifts, rewards and compensation for your personal gain from any person or otherwise place yourself under pecuniary obligation to any person with whom the company may be having official dealings. Normal company's giveaways, promotional gifts, which are of very nominal value, are fine.



CLINIKK™ OHEALER HEALTHCARE SERVICES PVT. LTD.

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You shall be governed by the rules, regulations, policies and practices framed by the company from time to time; you shall not be governed by the statutory laws enacted by the local authorities, state or central government as applicable to you from time to time.

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In the event of an employee deciding to separate from the services of the company, you are required to give in writing 60 days' notice or 2 months' pay in lieu thereof. No dues certificate needs to be obtained from all the department heads and submit it to the HR department for smooth proceedings of the relieving formalities not less than **7 (Seven) days** before the date of relieving. During the probation period, the employer may terminate the services of the employee without cause, with a notice period of 7 days or pay in lieu thereof which may be extended at the discretion of the employer.

21. Additions / Alterations

You shall in addition to the general service conditions as specifically stated herein above be governed by other rules, regulations, practices, systems, procedures and policies as are in force or may be added by the company from time to time.

For Ohealer Healthcare Services Pvt. Ltd

Authorised Signatory

I, SHAIK MADARVALI, have read and understood the appointment order and all the terms and conditions governing my services/employment with the organization and the same are acceptable to me in totality.

Signature: _____



Date:

Place: Bangalore.



CLINIKK™ OHEALER HEALTHCARE SERVICES PVT. LTD.

Annexure 1

Salary Breakup	Fixed Annual CTC	Fixed Monthly CTC
Basic Allowance	150,000	12,500
House Rent Allowance	75,000	6,250
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Total Deductions	24,000	2,000
Net Remuneration	2,76,000	23,000

Variable Annual CTC of upto 3 Lakh will depend on Performance of the employee.

Note: TDS will be deducted based on the Employee's Investment Declaration.



CLINIKK™ OHEALER HEALTHCARE SERVICES PVT. LTD.

Date: 2nd February 2022

To,

SHAIK ARBAZ RASHEED

Phone No: +91 6302982131

Email ID: 201810100657@presidencyuniversity.in

Sub: Offer Letter

Dear SHAIK ARBAZ RASHEED We are pleased to offer the position of **Business Development Associate** with Ohealer Healthcare Services Private Limited. Your effective date of employment will commence from **7th February 2022** subject to your acceptance of this offer letter.

1. Posting

Your place of posting shall be in **Bangalore (RT Nagar), India.**

2. Emoluments

You shall be employed with the company with an initial **Total Annual CTC** of **INR 6,00,000/-** (Rupees Six Lakhs Only) with:

Fixed Annual CTC of INR 3,00,000/- (Rupees Three Lakhs Only) per Annum and Variable Annual CTC (Based on Performance) of INR 3,00,000/- (Rupees Three Lakhs Only) per Annum. The Breakup of the Fixed component will be given in Annexure 1.

There is a joining bonus of INR 10,000/- (Rupees Ten Thousand Only) which will be paid after completion of 1 month with us.

3. Perquisites and Conditions

Along with the above you shall also be eligible / entitled for leave, bonus and other benefits as per the company's policy.

You shall be governed at all times by the policies procedures and rules of the company related to the salary, allowance, benefits and perquisites, further the company may modify or change such allowances, benefits and prerequisites from time to time in accordance with its policies.

Employment and benefits begin only after you have signed the document and it has been received by the **undersigned/ HR Department** subject further to you joining the office at Bangalore. All emoluments given below are acceptable after joining.

4. Probation

You shall be initially under probation for a period of **6 (Six) months** from the date of joining. Your period of probation will continue until you are expressly confirmed in the

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5. Provident Funds

You shall participate in the company's provident Fund scheme as per the company's policy.

6. Gratuities

Gratuity when implemented and applicable, you shall be covered as per the payment of gratuity act.

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While you are in the service/ employment of the company, you shall not engage or associate directly or indirectly in any other manner, whatsoever or in any post or work part-time. You are required to devote full time attention and use your skills to the best of the ability for the business of the company and shall not directly or indirectly be connected / concerned, employed or engaged in any other business or activities whatsoever, without the prior written permission of the company and shall not accept any emoluments, commission or honoraria whatsoever from any other party.

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CLINIKK™ OHEALER HEALTHCARE SERVICES PVT. LTD.

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For Ohealer Healthcare Services Pvt. Ltd

Authorised Signatory

I, SHAIK ARBAZ RASHEED, have read and understood the appointment order and all the terms and conditions governing my services/employment with the organization and the same are acceptable to me in totality.

Signature: _____



Date:

Place: Bangalore.



CLINIKK™ OHEALER HEALTHCARE SERVICES PVT. LTD.

Annexure 1

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Variable Annual CTC of upto 3 Lakh will depend on Performance of the employee.

Note: TDS will be deducted based on the Employee's Investment Declaration.



CLINIKK™ OHEALER HEALTHCARE SERVICES PVT. LTD.

Date: 2nd February 2022

To,

SATYANSH SINHA

Phone No: +91 9785079779

Email ID: 201810100651@presidencyuniversity.in

Sub: Offer Letter

Dear SATYANSH SINHA We are pleased to offer the position of **Business Development Associate** with Ohealer Healthcare Services Private Limited. Your effective date of employment will commence from **7th February 2022** subject to your acceptance of this offer letter.

1. Posting

Your place of posting shall be in **Bangalore (RT Nagar), India.**

2. Emoluments

You shall be employed with the company with an initial **Total Annual CTC** of **INR 6,00,000/-** (Rupees Six Lakhs Only) with:

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Gratuity when implemented and applicable, you shall be covered as per the payment of gratuity act.

7. Leaves

Sl. No.	Type of Leave	No.of Days in Calendar Year	Eligibility & Remarks
1	Casual	6	Eligible from date of joining on pro rata basis Credited every year on 1 st January and will carry forward to next year. Not en-cashable. Leave can be used for emergency/ to meet family commitment/ social obligation purposes. Can be availed for minimum of half a day and maximum of 1 day at a time.
2	Medical/ Sick	6	Applicable only in special cases. Detailed medical reports need to be provided to avail of this special leave.
3	Earned/ Privilege	1 day for every 20 working days (total 15 days a year)	Eligible from date of confirmation on a pro rata basis. Credited every year on Jan 1 st with arrears. Maximum carry forward up to 12 days, beyond which leave lapses Normally, leave is to be sanctioned a minimum 15 days before proceeding on leave. Can be availed for a minimum of 2 days
4	Maternity	17 weeks/ 120 days at a time	Eligible for Female employees only
5	Loss of pay	Maximum of 10 days	To be availed when no other leave is available can be availed only for



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			emergency situations. Permission of Manager needed.
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Note: Leaves on probation will be on LOP.

8. Annual Reviews

Your salary will be revised on an annual basis depending purely on your performance. Your increments are discretionary and will be subject to and on the basis of effectiveness and results during the review period by your appraiser.

9. Office Travel / tour

You may be required to travel to other locations as and when required by the company from time to time.

10. Transfers

You may be transferred to any place of business of the company as existing / operating presently or acquired later in any part of India or abroad at any time. You may also be deputed to any work or assigned the work of any associate / sister concerns, subsidiaries or any other companies, organizations, firms.

11. Whole Time Service / Employment

While you are in the service/ employment of the company, you shall not engage or associate directly or indirectly in any other manner, whatsoever or in any post or work part-time. You are required to devote full time attention and use your skills to the best of the ability for the business of the company and shall not directly or indirectly be connected / concerned, employed or engaged in any other business or activities whatsoever, without the prior written permission of the company and shall not accept any emoluments, commission or honoraria whatsoever from any other party.

12. Working Hours

The usual working hours will be from **09:30 AM to 7:00 PM, Monday to Saturday**, The same is subject to change at the discretion of the employer. However, you may also be required to work on weekly off / holidays if there is any urgent need for your presence.

14. Confidentiality, Proprietary Information

During your employment with the company you will or may receive confidential information, which is of use to the company or its subsidiaries etc. you therefore agree to abide by the following terms and conditions.

Your employment with the company creates a relationship of confidence and trust between you and the company, with respect to certain information, proprietary of trade secret nature.

For the purpose of this agreement, all such confidential, proprietary information will be treated as proprietary information.



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15. Non-disclosure and exclusivity

You shall not disclose, except under legal obligation, to any party or company or in any way make it known to general public any trade secret, invention, innovation or dealings of the company or any connected proprietary information of the company at any time during your employment with the company or even upon you separating from the services of the company.

documents Plans, photos, correspondence, instructions, information, programs, codes (source code / object code) etc. that pass through you or come to your knowledge shall be treated as confidential and you are bound not to divulge, pass over to any one or any entity or otherwise deal in any similar manner or take them out of the company premises without prior permission of the authorised person of the company in this regard and except in rightful discharge of your duty assigned to you by the company.

In the event of your separation from the services of the company shall promptly disclose all inventions and shall surrender possession of all such inventions, trade secrets or other equivalents.

16. Cyber crimes

You shall not divulge either by yourself or in association with others, either through the facility of the company or otherwise, in any cyber crime or any related activity which is deemed to be a crime under any law for the time being in force. While in employment with the company you shall promptly report all such activities that may come to your knowledge and shall not be an accomplice to such activities in any manner. You shall not logon to download or get connected to any obscene or prohibited internet sites, during the working hours of the company.

17. Company's Property

You shall always maintain in good condition the company's property, which may be entrusted to you for official use during the course of your employment and shall return the same to the company immediately upon relinquishment of your services, failing which the company shall recover the cost of the same.

18. Non Acceptance of Favours

You shall not borrow or accept any gifts, rewards and compensation for your personal gain from any person or otherwise place yourself under pecuniary obligation to any person with whom the company may be having official dealings. Normal company's giveaways, promotional gifts, which are of very nominal value, are fine.



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19. Service Conditions

You shall be governed by the rules, regulations, policies and practices framed by the company from time to time; you shall not be governed by the statutory laws enacted by the local authorities, state or central government as applicable to you from time to time.

20. Notice Period

In the event of an employee deciding to separate from the services of the company, you are required to give in writing 60 days' notice or 2 months' pay in lieu thereof. No dues certificate needs to be obtained from all the department heads and submit it to the HR department for smooth proceedings of the relieving formalities not less than **7 (Seven) days** before the date of relieving. During the probation period, the employer may terminate the services of the employee without cause, with a notice period of 7 days or pay in lieu thereof which may be extended at the discretion of the employer.

21. Additions / Alterations

You shall in addition to the general service conditions as specifically stated herein above be governed by other rules, regulations, practices, systems, procedures and policies as are in force or may be added by the company from time to time.

For Ohealer Healthcare Services Pvt. Ltd

Authorised Signatory

I, SATYANSH SINHA, have read and understood the appointment order and all the terms and conditions governing my services/employment with the organization and the same are acceptable to me in totality.

Signature: _____



Date:

Place: Bangalore.



CLINIKK™ OHEALER HEALTHCARE SERVICES PVT. LTD.

Annexure 1

Salary Breakup	Fixed Annual CTC	Fixed Monthly CTC
Basic Allowance	150,000	12,500
House Rent Allowance	75,000	6,250
Other Allowances	75,000	6,250
Total	3,00,000	25,000
Provident Fund Contribution	21,600	1,800
Professional Tax	2,400	200
Total Deductions	24,000	2,000
Net Remuneration	2,76,000	23,000

Variable Annual CTC of upto 3 Lakh will depend on Performance of the employee.

Note: TDS will be deducted based on the Employee's Investment Declaration.



CLINIKK™ OHEALER HEALTHCARE SERVICES PVT. LTD.

Date: 2nd February 2022

To,

SARTHAK KUMAR

Phone No: +91 7739769376

Email ID: 201810100646@presidencyuniversity.in

Sub: Offer Letter

Dear SARTHAK KUMAR We are pleased to offer the position of **Business Development Associate** with Ohealer Healthcare Services Private Limited. Your effective date of employment will commence from **7th February 2022** subject to your acceptance of this offer letter.

1. Posting

Your place of posting shall be in **Bangalore (RT Nagar), India.**

2. Emoluments

You shall be employed with the company with an initial **Total Annual CTC** of **INR 6,00,000/-** (Rupees Six Lakhs Only) with:

Fixed Annual CTC of INR 3,00,000/- (Rupees Three Lakhs Only) per Annum and Variable Annual CTC (Based on Performance) of INR 3,00,000/- (Rupees Three Lakhs Only) per Annum. The Breakup of the Fixed component will be given in Annexure 1.

There is a joining bonus of INR 10,000/- (Rupees Ten Thousand Only) which will be paid after completion of 1 month with us.

3. Perquisites and Conditions

Along with the above you shall also be eligible / entitled for leave, bonus and other benefits as per the company's policy.

You shall be governed at all times by the policies procedures and rules of the company related to the salary, allowance, benefits and perquisites, further the company may modify or change such allowances, benefits and prerequisites from time to time in accordance with its policies.

Employment and benefits begin only after you have signed the document and it has been received by the **undersigned/ HR Department** subject further to you joining the office at Bangalore. All emoluments given below are acceptable after joining.

4. Probation

You shall be initially under probation for a period of **6 (Six) months** from the date of joining. Your period of probation will continue until you are expressly confirmed in the

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regular services of the company. Your confirmation into the company is based purely on your performance.

5. Provident Funds

You shall participate in the company's provident Fund scheme as per the company's policy.

6. Gratuities

Gratuity when implemented and applicable, you shall be covered as per the payment of gratuity act.

7. Leaves

Sl. No.	Type of Leave	No.of Days in Calendar Year	Eligibility & Remarks
1	Casual	6	Eligible from date of joining on pro rata basis Credited every year on 1 st January and will carry forward to next year. Not en-cashable. Leave can be used for emergency/ to meet family commitment/ social obligation purposes. Can be availed for minimum of half a day and maximum of 1 day at a time.
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			emergency situations. Permission of Manager needed.
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Note: Leaves on probation will be on LOP.

8. Annual Reviews

Your salary will be revised on an annual basis depending purely on your performance. Your increments are discretionary and will be subject to and on the basis of effectiveness and results during the review period by your appraiser.

9. Office Travel / tour

You may be required to travel to other locations as and when required by the company from time to time.

10. Transfers

You may be transferred to any place of business of the company as existing / operating presently or acquired later in any part of India or abroad at any time. You may also be deputed to any work or assigned the work of any associate / sister concerns, subsidiaries or any other companies, organizations, firms.

11. Whole Time Service / Employment

While you are in the service/ employment of the company, you shall not engage or associate directly or indirectly in any other manner, whatsoever or in any post or work part-time. You are required to devote full time attention and use your skills to the best of the ability for the business of the company and shall not directly or indirectly be connected / concerned, employed or engaged in any other business or activities whatsoever, without the prior written permission of the company and shall not accept any emoluments, commission or honoraria whatsoever from any other party.

12. Working Hours

The usual working hours will be from **09:30 AM to 7:00 PM, Monday to Saturday**, The same is subject to change at the discretion of the employer. However, you may also be required to work on weekly off / holidays if there is any urgent need for your presence.

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During your employment with the company you will or may receive confidential information, which is of use to the company or its subsidiaries etc. you therefore agree to abide by the following terms and conditions.

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CLINIKK™ OHEALER HEALTHCARE SERVICES PVT. LTD.

15. Non-disclosure and exclusivity

You shall not disclose, except under legal obligation, to any party or company or in any way make it known to general public any trade secret, invention, innovation or dealings of the company or any connected proprietary information of the company at any time during your employment with the company or even upon you separating from the services of the company.

documents Plans, photos, correspondence, instructions, information, programs, codes (source code / object code) etc. that pass through you or come to your knowledge shall be treated as confidential and you are bound not to divulge, pass over to any one or any entity or otherwise deal in any similar manner or take them out of the company premises without prior permission of the authorised person of the company in this regard and except in rightful discharge of your duty assigned to you by the company.

In the event of your separation from the services of the company shall promptly disclose all inventions and shall surrender possession of all such inventions, trade secrets or other equivalents.

16. Cyber crimes

You shall not divulge either by yourself or in association with others, either through the facility of the company or otherwise, in any cyber crime or any related activity which is deemed to be a crime under any law for the time being in force. While in employment with the company you shall promptly report all such activities that may come to your knowledge and shall not be an accomplice to such activities in any manner. You shall not logon to download or get connected to any obscene or prohibited internet sites, during the working hours of the company.

17. Company's Property

You shall always maintain in good condition the company's property, which may be entrusted to you for official use during the course of your employment and shall return the same to the company immediately upon relinquishment of your services, failing which the company shall recover the cost of the same.

18. Non Acceptance of Favours

You shall not borrow or accept any gifts, rewards and compensation for your personal gain from any person or otherwise place yourself under pecuniary obligation to any person with whom the company may be having official dealings. Normal company's giveaways, promotional gifts, which are of very nominal value, are fine.



CLINIKK™ OHEALER HEALTHCARE SERVICES PVT. LTD.

19. Service Conditions

You shall be governed by the rules, regulations, policies and practices framed by the company from time to time; you shall not be governed by the statutory laws enacted by the local authorities, state or central government as applicable to you from time to time.

20. Notice Period

In the event of an employee deciding to separate from the services of the company, you are required to give in writing 60 days' notice or 2 months' pay in lieu thereof. No dues certificate needs to be obtained from all the department heads and submit it to the HR department for smooth proceedings of the relieving formalities not less than **7 (Seven) days** before the date of relieving. During the probation period, the employer may terminate the services of the employee without cause, with a notice period of 7 days or pay in lieu thereof which may be extended at the discretion of the employer.

21. Additions / Alterations

You shall in addition to the general service conditions as specifically stated herein above be governed by other rules, regulations, practices, systems, procedures and policies as are in force or may be added by the company from time to time.

For Ohealer Healthcare Services Pvt. Ltd

Authorised Signatory

I, SARTHAK KUMAR, have read and understood the appointment order and all the terms and conditions governing my services/employment with the organization and the same are acceptable to me in totality.

Signature: _____



Date:

Place: Bangalore.



CLINIKK™ OHEALER HEALTHCARE SERVICES PVT. LTD.

Annexure 1

Salary Breakup	Fixed Annual CTC	Fixed Monthly CTC
Basic Allowance	150,000	12,500
House Rent Allowance	75,000	6,250
Other Allowances	75,000	6,250
Total	3,00,000	25,000
Provident Fund Contribution	21,600	1,800
Professional Tax	2,400	200
Total Deductions	24,000	2,000
Net Remuneration	2,76,000	23,000

Variable Annual CTC of upto 3 Lakh will depend on Performance of the employee.

Note: TDS will be deducted based on the Employee's Investment Declaration.



CLINIKK™ OHEALER HEALTHCARE SERVICES PVT. LTD.

Date: 2nd February 2022

To,

SAHANAS N

Phone No: +91 7483285772

Email ID: 201810100625@presidencyuniversity.in

Sub: Offer Letter

Dear SAHANAS N We are pleased to offer the position of **Business Development Associate** with Ohealer Healthcare Services Private Limited. Your effective date of employment will commence from **7th February 2022** subject to your acceptance of this offer letter.

1. Posting

Your place of posting shall be in **Bangalore (RT Nagar), India.**

2. Emoluments

You shall be employed with the company with an initial **Total Annual CTC** of **INR 6,00,000/-** (Rupees Six Lakhs Only) with:

Fixed Annual CTC of INR 3,00,000/- (Rupees Three Lakhs Only) per Annum and Variable Annual CTC (Based on Performance) of INR 3,00,000/- (Rupees Three Lakhs Only) per Annum. The Breakup of the Fixed component will be given in Annexure 1.

There is a joining bonus of INR 10,000/- (Rupees Ten Thousand Only) which will be paid after completion of 1 month with us.

3. Perquisites and Conditions

Along with the above you shall also be eligible / entitled for leave, bonus and other benefits as per the company's policy.

You shall be governed at all times by the policies procedures and rules of the company related to the salary, allowance, benefits and perquisites, further the company may modify or change such allowances, benefits and prerequisites from time to time in accordance with its policies.

Employment and benefits begin only after you have signed the document and it has been received by the **undersigned/ HR Department** subject further to you joining the office at Bangalore. All emoluments given below are acceptable after joining.

4. Probation

You shall be initially under probation for a period of **6 (Six) months** from the date of joining. Your period of probation will continue until you are expressly confirmed in the

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regular services of the company. Your confirmation into the company is based purely on your performance.

5. Provident Funds

You shall participate in the company's provident Fund scheme as per the company's policy.

6. Gratuities

Gratuity when implemented and applicable, you shall be covered as per the payment of gratuity act.

7. Leaves

Sl. No.	Type of Leave	No.of Days in Calendar Year	Eligibility & Remarks
1	Casual	6	Eligible from date of joining on pro rata basis Credited every year on 1 st January and will carry forward to next year. Not en-cashable. Leave can be used for emergency/ to meet family commitment/ social obligation purposes. Can be availed for minimum of half a day and maximum of 1 day at a time.
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			emergency situations. Permission of Manager needed.
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Note: Leaves on probation will be on LOP.

8. Annual Reviews

Your salary will be revised on an annual basis depending purely on your performance. Your increments are discretionary and will be subject to and on the basis of effectiveness and results during the review period by your appraiser.

9. Office Travel / tour

You may be required to travel to other locations as and when required by the company from time to time.

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While you are in the service/ employment of the company, you shall not engage or associate directly or indirectly in any other manner, whatsoever or in any post or work part-time. You are required to devote full time attention and use your skills to the best of the ability for the business of the company and shall not directly or indirectly be connected / concerned, employed or engaged in any other business or activities whatsoever, without the prior written permission of the company and shall not accept any emoluments, commission or honoraria whatsoever from any other party.

12. Working Hours

The usual working hours will be from **09:30 AM to 7:00 PM, Monday to Saturday**, The same is subject to change at the discretion of the employer. However, you may also be required to work on weekly off / holidays if there is any urgent need for your presence.

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documents Plans, photos, correspondence, instructions, information, programs, codes (source code / object code) etc. that pass through you or come to your knowledge shall be treated as confidential and you are bound not to divulge, pass over to any one or any entity or otherwise deal in any similar manner or take them out of the company premises without prior permission of the authorised person of the company in this regard and except in rightful discharge of your duty assigned to you by the company.

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You shall always maintain in good condition the company's property, which may be entrusted to you for official use during the course of your employment and shall return the same to the company immediately upon relinquishment of your services, failing which the company shall recover the cost of the same.

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CLINIKK™ OHEALER HEALTHCARE SERVICES PVT. LTD.

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21. Additions / Alterations

You shall in addition to the general service conditions as specifically stated herein above be governed by other rules, regulations, practices, systems, procedures and policies as are in force or may be added by the company from time to time.

For Ohealer Healthcare Services Pvt. Ltd

Authorised Signatory

I, SAHANAS N, have read and understood the appointment order and all the terms and conditions governing my services/employment with the organization and the same are acceptable to me in totality.

Signature: _____



Date:

Place: Bangalore.



CLINIKK™ OHEALER HEALTHCARE SERVICES PVT. LTD.

Annexure 1

Salary Breakup	Fixed Annual CTC	Fixed Monthly CTC
Basic Allowance	150,000	12,500
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Total Deductions	24,000	2,000
Net Remuneration	2,76,000	23,000

Variable Annual CTC of upto 3 Lakh will depend on Performance of the employee.

Note: TDS will be deducted based on the Employee's Investment Declaration.



CLINIKK™ OHEALER HEALTHCARE SERVICES PVT. LTD.

Date: 2nd February 2022

To,

ROHITH D L

Phone No: +91 9535707832

Email ID: 201810100607@presidencyuniversity.in

Sub: Offer Letter

Dear ROHITH D L We are pleased to offer the position of Business Development Associate with Ohealer Healthcare Services Private Limited. Your effective date of employment will commence from 7th February 2022 subject to your acceptance of this offer letter.

1. Posting

Your place of posting shall be in **Bangalore (RT Nagar), India.**

2. Emoluments

You shall be employed with the company with an initial **Total Annual CTC** of **INR 6,00,000/-** (Rupees Six Lakhs Only) with:

Fixed Annual CTC of INR 3,00,000/- (Rupees Three Lakhs Only) per Annum and Variable Annual CTC (Based on Performance) of INR 3,00,000/- (Rupees Three Lakhs Only) per Annum. The Breakup of the Fixed component will be given in Annexure 1.

There is a joining bonus of INR 10,000/- (Rupees Ten Thousand Only) which will be paid after completion of 1 month with us.

3. Perquisites and Conditions

Along with the above you shall also be eligible / entitled for leave, bonus and other benefits as per the company's policy.

You shall be governed at all times by the policies procedures and rules of the company related to the salary, allowance, benefits and perquisites, further the company may modify or change such allowances, benefits and prerequisites from time to time in accordance with its policies.

Employment and benefits begin only after you have signed the document and it has been received by the **undersigned/ HR Department** subject further to you joining the office at Bangalore. All emoluments given below are acceptable after joining.

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CLINIKK™ OHEALER HEALTHCARE SERVICES PVT. LTD.

15. Non-disclosure and exclusivity

You shall not disclose, except under legal obligation, to any party or company or in any way make it known to general public any trade secret, invention, innovation or dealings of the company or any connected proprietary information of the company at any time during your employment with the company or even upon you separating from the services of the company.

documents Plans, photos, correspondence, instructions, information, programs, codes (source code / object code) etc. that pass through you or come to your knowledge shall be treated as confidential and you are bound not to divulge, pass over to any one or any entity or otherwise deal in any similar manner or take them out of the company premises without prior permission of the authorised person of the company in this regard and except in rightful discharge of your duty assigned to you by the company.

In the event of your separation from the services of the company shall promptly disclose all inventions and shall surrender possession of all such inventions, trade secrets or other equivalents.

16. Cyber crimes

You shall not divulge either by yourself or in association with others, either through the facility of the company or otherwise, in any cyber crime or any related activity which is deemed to be a crime under any law for the time being in force. While in employment with the company you shall promptly report all such activities that may come to your knowledge and shall not be an accomplice to such activities in any manner. You shall not logon to download or get connected to any obscene or prohibited internet sites, during the working hours of the company.

17. Company's Property

You shall always maintain in good condition the company's property, which may be entrusted to you for official use during the course of your employment and shall return the same to the company immediately upon relinquishment of your services, failing which the company shall recover the cost of the same.

18. Non Acceptance of Favours

You shall not borrow or accept any gifts, rewards and compensation for your personal gain from any person or otherwise place yourself under pecuniary obligation to any person with whom the company may be having official dealings. Normal company's giveaways, promotional gifts, which are of very nominal value, are fine.



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19. Service Conditions

You shall be governed by the rules, regulations, policies and practices framed by the company from time to time; you shall not be governed by the statutory laws enacted by the local authorities, state or central government as applicable to you from time to time.

20. Notice Period

In the event of an employee deciding to separate from the services of the company, you are required to give in writing 60 days' notice or 2 months' pay in lieu thereof. No dues certificate needs to be obtained from all the department heads and submit it to the HR department for smooth proceedings of the relieving formalities not less than **7 (Seven) days** before the date of relieving. During the probation period, the employer may terminate the services of the employee without cause, with a notice period of 7 days or pay in lieu thereof which may be extended at the discretion of the employer.

21. Additions / Alterations

You shall in addition to the general service conditions as specifically stated herein above be governed by other rules, regulations, practices, systems, procedures and policies as are in force or may be added by the company from time to time.

For Ohealer Healthcare Services Pvt. Ltd

Authorised Signatory

I, ROHITH D L, have read and understood the appointment order and all the terms and conditions governing my services/employment with the organization and the same are acceptable to me in totality.

Signature: _____



Date:

Place: Bangalore.



CLINIKK™ OHEALER HEALTHCARE SERVICES PVT. LTD.

Annexure 1

Salary Breakup	Fixed Annual CTC	Fixed Monthly CTC
Basic Allowance	150,000	12,500
House Rent Allowance	75,000	6,250
Other Allowances	75,000	6,250
Total	3,00,000	25,000
Provident Fund Contribution	21,600	1,800
Professional Tax	2,400	200
Total Deductions	24,000	2,000
Net Remuneration	2,76,000	23,000

Variable Annual CTC of upto 3 Lakh will depend on Performance of the employee.

Note: TDS will be deducted based on the Employee's Investment Declaration.



CLINIKK™ OHEALER HEALTHCARE SERVICES PVT. LTD.

Date: 2nd February 2022

To,

RAMA PRAVEEN KUMAR

Phone No: +91 9381860624

Email ID: 201810100593@presidencyuniversity.in

Sub: Offer Letter

Dear RAMA PRAVEEN KUMAR We are pleased to offer the position of **Business Development Associate** with Ohealer Healthcare Services Private Limited. Your effective date of employment will commence from **7th February 2022** subject to your acceptance of this offer letter.

1. Posting

Your place of posting shall be in **Bangalore (RT Nagar), India.**

2. Emoluments

You shall be employed with the company with an initial **Total Annual CTC** of **INR 6,00,000/-** (Rupees Six Lakhs Only) with:

Fixed Annual CTC of INR 3,00,000/- (Rupees Three Lakhs Only) per Annum and Variable Annual CTC (Based on Performance) of INR 3,00,000/- (Rupees Three Lakhs Only) per Annum. The Breakup of the Fixed component will be given in Annexure 1.

There is a joining bonus of INR 10,000/- (Rupees Ten Thousand Only) which will be paid after completion of 1 month with us.

3. Perquisites and Conditions

Along with the above you shall also be eligible / entitled for leave, bonus and other benefits as per the company's policy.

You shall be governed at all times by the policies procedures and rules of the company related to the salary, allowance, benefits and perquisites, further the company may modify or change such allowances, benefits and prerequisites from time to time in accordance with its policies.

Employment and benefits begin only after you have signed the document and it has been received by the **undersigned/ HR Department** subject further to you joining the office at Bangalore. All emoluments given below are acceptable after joining.

4. Probation

You shall be initially under probation for a period of **6 (Six) months** from the date of joining. Your period of probation will continue until you are expressly confirmed in the

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regular services of the company. Your confirmation into the company is based purely on your performance.

5. Provident Funds

You shall participate in the company's provident Fund scheme as per the company's policy.

6. Gratuities

Gratuity when implemented and applicable, you shall be covered as per the payment of gratuity act.

7. Leaves

Sl. No.	Type of Leave	No.of Days in Calendar Year	Eligibility & Remarks
1	Casual	6	Eligible from date of joining on pro rata basis Credited every year on 1 st January and will carry forward to next year. Not en-cashable. Leave can be used for emergency/ to meet family commitment/ social obligation purposes. Can be availed for minimum of half a day and maximum of 1 day at a time.
2	Medical/ Sick	6	Applicable only in special cases. Detailed medical reports need to be provided to avail of this special leave.
3	Earned/ Privilege	1 day for every 20 working days (total 15 days a year)	Eligible from date of confirmation on a pro rata basis. Credited every year on Jan 1 st with arrears. Maximum carry forward up to 12 days, beyond which leave lapses Normally, leave is to be sanctioned a minimum 15 days before proceeding on leave. Can be availed for a minimum of 2 days
4	Maternity	17 weeks/ 120 days at a time	Eligible for Female employees only
5	Loss of pay	Maximum of 10 days	To be availed when no other leave is available can be availed only for



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			emergency situations. Permission of Manager needed.
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Note: Leaves on probation will be on LOP.

8. Annual Reviews

Your salary will be revised on an annual basis depending purely on your performance. Your increments are discretionary and will be subject to and on the basis of effectiveness and results during the review period by your appraiser.

9. Office Travel / tour

You may be required to travel to other locations as and when required by the company from time to time.

10. Transfers

You may be transferred to any place of business of the company as existing / operating presently or acquired later in any part of India or abroad at any time. You may also be deputed to any work or assigned the work of any associate / sister concerns, subsidiaries or any other companies, organizations, firms.

11. Whole Time Service / Employment

While you are in the service/ employment of the company, you shall not engage or associate directly or indirectly in any other manner, whatsoever or in any post or work part-time. You are required to devote full time attention and use your skills to the best of the ability for the business of the company and shall not directly or indirectly be connected / concerned, employed or engaged in any other business or activities whatsoever, without the prior written permission of the company and shall not accept any emoluments, commission or honoraria whatsoever from any other party.

12. Working Hours

The usual working hours will be from **09:30 AM to 7:00 PM, Monday to Saturday**, The same is subject to change at the discretion of the employer. However, you may also be required to work on weekly off / holidays if there is any urgent need for your presence.

14. Confidentiality, Proprietary Information

During your employment with the company you will or may receive confidential information, which is of use to the company or its subsidiaries etc. you therefore agree to abide by the following terms and conditions.

Your employment with the company creates a relationship of confidence and trust between you and the company, with respect to certain information, proprietary of trade secret nature.

For the purpose of this agreement, all such confidential, proprietary information will be treated as proprietary information.



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documents Plans, photos, correspondence, instructions, information, programs, codes (source code / object code) etc. that pass through you or come to your knowledge shall be treated as confidential and you are bound not to divulge, pass over to any one or any entity or otherwise deal in any similar manner or take them out of the company premises without prior permission of the authorised person of the company in this regard and except in rightful discharge of your duty assigned to you by the company.

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21. Additions / Alterations

You shall in addition to the general service conditions as specifically stated herein above be governed by other rules, regulations, practices, systems, procedures and policies as are in force or may be added by the company from time to time.

For Ohealer Healthcare Services Pvt. Ltd

Authorised Signatory

I, RAMA PRAVEEN KUMAR, have read and understood the appointment order and all the terms and conditions governing my services/employment with the organization and the same are acceptable to me in totality.

Signature: _____



Date:

Place: Bangalore.



CLINIKK™ OHEALER HEALTHCARE SERVICES PVT. LTD.

Annexure 1

Salary Breakup	Fixed Annual CTC	Fixed Monthly CTC
Basic Allowance	150,000	12,500
House Rent Allowance	75,000	6,250
Other Allowances	75,000	6,250
Total	3,00,000	25,000
Provident Fund Contribution	21,600	1,800
Professional Tax	2,400	200
Total Deductions	24,000	2,000
Net Remuneration	2,76,000	23,000

Variable Annual CTC of upto 3 Lakh will depend on Performance of the employee.

Note: TDS will be deducted based on the Employee's Investment Declaration.



CLINIKK™ OHEALER HEALTHCARE SERVICES PVT. LTD.

Date: 2nd February 2022

To,

PAVAN REDDY TATIPARTHI

Phone No: +91 9515223929

Email ID: 201810100539@presidencyuniversity.in

Sub: Offer Letter

Dear PAVAN REDDY TATIPARTHI We are pleased to offer the position of **Business Development Associate** with Ohealer Healthcare Services Private Limited. Your effective date of employment will commence from **7th February 2022** subject to your acceptance of this offer letter.

1. Posting

Your place of posting shall be in **Bangalore (RT Nagar), India.**

2. Emoluments

You shall be employed with the company with an initial **Total Annual CTC** of **INR 6,00,000/-** (Rupees Six Lakhs Only) with:

Fixed Annual CTC of INR 3,00,000/- (Rupees Three Lakhs Only) per Annum and Variable Annual CTC (Based on Performance) of INR 3,00,000/- (Rupees Three Lakhs Only) per Annum. The Breakup of the Fixed component will be given in Annexure 1.

There is a joining bonus of INR 10,000/- (Rupees Ten Thousand Only) which will be paid after completion of 1 month with us.

3. Perquisites and Conditions

Along with the above you shall also be eligible / entitled for leave, bonus and other benefits as per the company's policy.

You shall be governed at all times by the policies procedures and rules of the company related to the salary, allowance, benefits and perquisites, further the company may modify or change such allowances, benefits and prerequisites from time to time in accordance with its policies.

Employment and benefits begin only after you have signed the document and it has been received by the **undersigned/ HR Department** subject further to you joining the office at Bangalore. All emoluments given below are acceptable after joining.

4. Probation

You shall be initially under probation for a period of **6 (Six) months** from the date of joining. Your period of probation will continue until you are expressly confirmed in the

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regular services of the company. Your confirmation into the company is based purely on your performance.

5. Provident Funds

You shall participate in the company's provident Fund scheme as per the company's policy.

6. Gratuities

Gratuity when implemented and applicable, you shall be covered as per the payment of gratuity act.

7. Leaves

Sl. No.	Type of Leave	No.of Days in Calendar Year	Eligibility & Remarks
1	Casual	6	Eligible from date of joining on pro rata basis Credited every year on 1 st January and will carry forward to next year. Not en-cashable. Leave can be used for emergency/ to meet family commitment/ social obligation purposes. Can be availed for minimum of half a day and maximum of 1 day at a time.
2	Medical/ Sick	6	Applicable only in special cases. Detailed medical reports need to be provided to avail of this special leave.
3	Earned/ Privilege	1 day for every 20 working days (total 15 days a year)	Eligible from date of confirmation on a pro rata basis. Credited every year on Jan 1 st with arrears. Maximum carry forward up to 12 days, beyond which leave lapses Normally, leave is to be sanctioned a minimum 15 days before proceeding on leave. Can be availed for a minimum of 2 days
4	Maternity	17 weeks/ 120 days at a time	Eligible for Female employees only
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			emergency situations. Permission of Manager needed.
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Note: Leaves on probation will be on LOP.

8. Annual Reviews

Your salary will be revised on an annual basis depending purely on your performance. Your increments are discretionary and will be subject to and on the basis of effectiveness and results during the review period by your appraiser.

9. Office Travel / tour

You may be required to travel to other locations as and when required by the company from time to time.

10. Transfers

You may be transferred to any place of business of the company as existing / operating presently or acquired later in any part of India or abroad at any time. You may also be deputed to any work or assigned the work of any associate / sister concerns, subsidiaries or any other companies, organizations, firms.

11. Whole Time Service / Employment

While you are in the service/ employment of the company, you shall not engage or associate directly or indirectly in any other manner, whatsoever or in any post or work part-time. You are required to devote full time attention and use your skills to the best of the ability for the business of the company and shall not directly or indirectly be connected / concerned, employed or engaged in any other business or activities whatsoever, without the prior written permission of the company and shall not accept any emoluments, commission or honoraria whatsoever from any other party.

12. Working Hours

The usual working hours will be from **09:30 AM to 7:00 PM, Monday to Saturday**, The same is subject to change at the discretion of the employer. However, you may also be required to work on weekly off / holidays if there is any urgent need for your presence.

14. Confidentiality, Proprietary Information

During your employment with the company you will or may receive confidential information, which is of use to the company or its subsidiaries etc. you therefore agree to abide by the following terms and conditions.

Your employment with the company creates a relationship of confidence and trust between you and the company, with respect to certain information, proprietary of trade secret nature.

For the purpose of this agreement, all such confidential, proprietary information will be treated as proprietary information.



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documents Plans, photos, correspondence, instructions, information, programs, codes (source code / object code) etc. that pass through you or come to your knowledge shall be treated as confidential and you are bound not to divulge, pass over to any one or any entity or otherwise deal in any similar manner or take them out of the company premises without prior permission of the authorised person of the company in this regard and except in rightful discharge of your duty assigned to you by the company.

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You shall not divulge either by yourself or in association with others, either through the facility of the company or otherwise, in any cyber crime or any related activity which is deemed to be a crime under any law for the time being in force. While in employment with the company you shall promptly report all such activities that may come to your knowledge and shall not be an accomplice to such activities in any manner. You shall not logon to download or get connected to any obscene or prohibited internet sites, during the working hours of the company.

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You shall always maintain in good condition the company's property, which may be entrusted to you for official use during the course of your employment and shall return the same to the company immediately upon relinquishment of your services, failing which the company shall recover the cost of the same.

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In the event of an employee deciding to separate from the services of the company, you are required to give in writing 60 days' notice or 2 months' pay in lieu thereof. No dues certificate needs to be obtained from all the department heads and submit it to the HR department for smooth proceedings of the relieving formalities not less than **7 (Seven) days** before the date of relieving. During the probation period, the employer may terminate the services of the employee without cause, with a notice period of 7 days or pay in lieu thereof which may be extended at the discretion of the employer.

21. Additions / Alterations

You shall in addition to the general service conditions as specifically stated herein above be governed by other rules, regulations, practices, systems, procedures and policies as are in force or may be added by the company from time to time.

For Ohealer Healthcare Services Pvt. Ltd

Authorised Signatory

I, PAVAN REDDY TATIPARTHI, have read and understood the appointment order and all the terms and conditions governing my services/employment with the organization and the same are acceptable to me in totality.

Signature: _____



Date:

Place: Bangalore.



CLINIKK™ OHEALER HEALTHCARE SERVICES PVT. LTD.

Annexure 1

Salary Breakup	Fixed Annual CTC	Fixed Monthly CTC
Basic Allowance	150,000	12,500
House Rent Allowance	75,000	6,250
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Total Deductions	24,000	2,000
Net Remuneration	2,76,000	23,000

Variable Annual CTC of upto 3 Lakh will depend on Performance of the employee.

Note: TDS will be deducted based on the Employee's Investment Declaration.



CLINIKK™ OHEALER HEALTHCARE SERVICES PVT. LTD.

Date: 2nd February 2022

To,

PALADUGU SAI KIRAN

Phone No: +91 6309793172

Email ID: 201810100521@presidencyuniversity.in

Sub: Offer Letter

Dear PALADUGU SAI KIRAN We are pleased to offer the position of **Business Development Associate** with Ohealer Healthcare Services Private Limited. Your effective date of employment will commence from **7th February 2022** subject to your acceptance of this offer letter.

1. Posting

Your place of posting shall be in **Bangalore (RT Nagar), India.**

2. Emoluments

You shall be employed with the company with an initial **Total Annual CTC** of **INR 6,00,000/-** (Rupees Six Lakhs Only) with:

Fixed Annual CTC of INR 3,00,000/- (Rupees Three Lakhs Only) per Annum and Variable Annual CTC (Based on Performance) of INR 3,00,000/- (Rupees Three Lakhs Only) per Annum. The Breakup of the Fixed component will be given in Annexure 1.

There is a joining bonus of INR 10,000/- (Rupees Ten Thousand Only) which will be paid after completion of 1 month with us.

3. Perquisites and Conditions

Along with the above you shall also be eligible / entitled for leave, bonus and other benefits as per the company's policy.

You shall be governed at all times by the policies procedures and rules of the company related to the salary, allowance, benefits and perquisites, further the company may modify or change such allowances, benefits and prerequisites from time to time in accordance with its policies.

Employment and benefits begin only after you have signed the document and it has been received by the **undersigned/ HR Department** subject further to you joining the office at Bangalore. All emoluments given below are acceptable after joining.

4. Probation

You shall be initially under probation for a period of **6 (Six) months** from the date of joining. Your period of probation will continue until you are expressly confirmed in the

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You shall participate in the company's provident Fund scheme as per the company's policy.

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Sl. No.	Type of Leave	No.of Days in Calendar Year	Eligibility & Remarks
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11. Whole Time Service / Employment

While you are in the service/ employment of the company, you shall not engage or associate directly or indirectly in any other manner, whatsoever or in any post or work part-time. You are required to devote full time attention and use your skills to the best of the ability for the business of the company and shall not directly or indirectly be connected / concerned, employed or engaged in any other business or activities whatsoever, without the prior written permission of the company and shall not accept any emoluments, commission or honoraria whatsoever from any other party.

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For Ohealer Healthcare Services Pvt. Ltd

Authorised Signatory

I, PALADUGU SAI KIRAN, have read and understood the appointment order and all the terms and conditions governing my services/employment with the organization and the same are acceptable to me in totality.

Signature: _____



Date:

Place: Bangalore.



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Annexure 1

Salary Breakup	Fixed Annual CTC	Fixed Monthly CTC
Basic Allowance	150,000	12,500
House Rent Allowance	75,000	6,250
Other Allowances	75,000	6,250
Total	3,00,000	25,000
Provident Fund Contribution	21,600	1,800
Professional Tax	2,400	200
Total Deductions	24,000	2,000
Net Remuneration	2,76,000	23,000

Variable Annual CTC of upto 3 Lakh will depend on Performance of the employee.

Note: TDS will be deducted based on the Employee's Investment Declaration.



CLINIKK™ OHEALER HEALTHCARE SERVICES PVT. LTD.

Date: 2nd February 2022

To,

P M TAIEB

Phone No: +91 9632491220

Email ID: 201810100517@presidencyuniversity.in

Sub: Offer Letter

Dear P M TAIEB We are pleased to offer the position of **Business Development Associate** with Ohealer Healthcare Services Private Limited. Your effective date of employment will commence from **7th February 2022** subject to your acceptance of this offer letter.

1. Posting

Your place of posting shall be in **Bangalore (RT Nagar), India.**

2. Emoluments

You shall be employed with the company with an initial **Total Annual CTC** of **INR 6,00,000/-** (Rupees Six Lakhs Only) with:

Fixed Annual CTC of INR 3,00,000/- (Rupees Three Lakhs Only) per Annum and Variable Annual CTC (Based on Performance) of INR 3,00,000/- (Rupees Three Lakhs Only) per Annum. The Breakup of the Fixed component will be given in Annexure 1.

There is a joining bonus of INR 10,000/- (Rupees Ten Thousand Only) which will be paid after completion of 1 month with us.

3. Perquisites and Conditions

Along with the above you shall also be eligible / entitled for leave, bonus and other benefits as per the company's policy.

You shall be governed at all times by the policies procedures and rules of the company related to the salary, allowance, benefits and perquisites, further the company may modify or change such allowances, benefits and prerequisites from time to time in accordance with its policies.

Employment and benefits begin only after you have signed the document and it has been received by the **undersigned/ HR Department** subject further to you joining the office at Bangalore. All emoluments given below are acceptable after joining.

4. Probation

You shall be initially under probation for a period of **6 (Six) months** from the date of joining. Your period of probation will continue until you are expressly confirmed in the



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regular services of the company. Your confirmation into the company is based purely on your performance.

5. Provident Funds

You shall participate in the company's provident Fund scheme as per the company's policy.

6. Gratuities

Gratuity when implemented and applicable, you shall be covered as per the payment of gratuity act.

7. Leaves

Sl. No.	Type of Leave	No.of Days in Calendar Year	Eligibility & Remarks
1	Casual	6	Eligible from date of joining on pro rata basis Credited every year on 1 st January and will carry forward to next year. Not en-cashable. Leave can be used for emergency/ to meet family commitment/ social obligation purposes. Can be availed for minimum of half a day and maximum of 1 day at a time.
2	Medical/ Sick	6	Applicable only in special cases. Detailed medical reports need to be provided to avail of this special leave.
3	Earned/ Privilege	1 day for every 20 working days (total 15 days a year)	Eligible from date of confirmation on a pro rata basis. Credited every year on Jan 1 st with arrears. Maximum carry forward up to 12 days, beyond which leave lapses Normally, leave is to be sanctioned a minimum 15 days before proceeding on leave. Can be availed for a minimum of 2 days
4	Maternity	17 weeks/ 120 days at a time	Eligible for Female employees only
5	Loss of pay	Maximum of 10 days	To be availed when no other leave is available can be availed only for



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			emergency situations. Permission of Manager needed.
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Note: Leaves on probation will be on LOP.

8. Annual Reviews

Your salary will be revised on an annual basis depending purely on your performance. Your increments are discretionary and will be subject to and on the basis of effectiveness and results during the review period by your appraiser.

9. Office Travel / tour

You may be required to travel to other locations as and when required by the company from time to time.

10. Transfers

You may be transferred to any place of business of the company as existing / operating presently or acquired later in any part of India or abroad at any time. You may also be deputed to any work or assigned the work of any associate / sister concerns, subsidiaries or any other companies, organizations, firms.

11. Whole Time Service / Employment

While you are in the service/ employment of the company, you shall not engage or associate directly or indirectly in any other manner, whatsoever or in any post or work part-time. You are required to devote full time attention and use your skills to the best of the ability for the business of the company and shall not directly or indirectly be connected / concerned, employed or engaged in any other business or activities whatsoever, without the prior written permission of the company and shall not accept any emoluments, commission or honoraria whatsoever from any other party.

12. Working Hours

The usual working hours will be from **09:30 AM to 7:00 PM, Monday to Saturday**, The same is subject to change at the discretion of the employer. However, you may also be required to work on weekly off / holidays if there is any urgent need for your presence.

14. Confidentiality, Proprietary Information

During your employment with the company you will or may receive confidential information, which is of use to the company or its subsidiaries etc. you therefore agree to abide by the following terms and conditions.

Your employment with the company creates a relationship of confidence and trust between you and the company, with respect to certain information, proprietary of trade secret nature.

For the purpose of this agreement, all such confidential, proprietary information will be treated as proprietary information.



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15. Non-disclosure and exclusivity

You shall not disclose, except under legal obligation, to any party or company or in any way make it known to general public any trade secret, invention, innovation or dealings of the company or any connected proprietary information of the company at any time during your employment with the company or even upon you separating from the services of the company.

documents Plans, photos, correspondence, instructions, information, programs, codes (source code / object code) etc. that pass through you or come to your knowledge shall be treated as confidential and you are bound not to divulge, pass over to any one or any entity or otherwise deal in any similar manner or take them out of the company premises without prior permission of the authorised person of the company in this regard and except in rightful discharge of your duty assigned to you by the company.

In the event of your separation from the services of the company shall promptly disclose all inventions and shall surrender possession of all such inventions, trade secrets or other equivalents.

16. Cyber crimes

You shall not divulge either by yourself or in association with others, either through the facility of the company or otherwise, in any cyber crime or any related activity which is deemed to be a crime under any law for the time being in force. While in employment with the company you shall promptly report all such activities that may come to your knowledge and shall not be an accomplice to such activities in any manner. You shall not logon to download or get connected to any obscene or prohibited internet sites, during the working hours of the company.

17. Company's Property

You shall always maintain in good condition the company's property, which may be entrusted to you for official use during the course of your employment and shall return the same to the company immediately upon relinquishment of your services, failing which the company shall recover the cost of the same.

18. Non Acceptance of Favours

You shall not borrow or accept any gifts, rewards and compensation for your personal gain from any person or otherwise place yourself under pecuniary obligation to any person with whom the company may be having official dealings. Normal company's giveaways, promotional gifts, which are of very nominal value, are fine.



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19. Service Conditions

You shall be governed by the rules, regulations, policies and practices framed by the company from time to time; you shall not be governed by the statutory laws enacted by the local authorities, state or central government as applicable to you from time to time.

20. Notice Period

In the event of an employee deciding to separate from the services of the company, you are required to give in writing 60 days' notice or 2 months' pay in lieu thereof. No dues certificate needs to be obtained from all the department heads and submit it to the HR department for smooth proceedings of the relieving formalities not less than **7 (Seven) days** before the date of relieving. During the probation period, the employer may terminate the services of the employee without cause, with a notice period of 7 days or pay in lieu thereof which may be extended at the discretion of the employer.

21. Additions / Alterations

You shall in addition to the general service conditions as specifically stated herein above be governed by other rules, regulations, practices, systems, procedures and policies as are in force or may be added by the company from time to time.

For Ohealer Healthcare Services Pvt. Ltd

Authorised Signatory

I, P M TAIEB, have read and understood the appointment order and all the terms and conditions governing my services/employment with the organization and the same are acceptable to me in totality.

Signature: _____



Date:

Place: Bangalore.



CLINIKK™ OHEALER HEALTHCARE SERVICES PVT. LTD.

Annexure 1

Salary Breakup	Fixed Annual CTC	Fixed Monthly CTC
Basic Allowance	150,000	12,500
House Rent Allowance	75,000	6,250
Other Allowances	75,000	6,250
Total	3,00,000	25,000
Provident Fund Contribution	21,600	1,800
Professional Tax	2,400	200
Total Deductions	24,000	2,000
Net Remuneration	2,76,000	23,000

Variable Annual CTC of upto 3 Lakh will depend on Performance of the employee.

Note: TDS will be deducted based on the Employee's Investment Declaration.



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07-02-2022

Lekeeth Kumar R

Offer Letter

Dear Lekeeth Kumar R,

We are glad to offer you the position of “**Sr. Executive Corporate Sales**” at our **Bangalore** Office, on the following terms and conditions.

You will be reporting to **Mr. Cassius Cleetus** in this role.

Your date of appointment will be 19.02.2022 This offer is valid for a week from the date of Issue.

We are pleased to inform you that your starting salary would be as per the Annexure – 1.

1. Emoluments & Benefits

1.1. Compensation

Your annual Cost-to-Company (CTC) would be INR. 4,30,000/- (Rupees Four lakhs thirty Lakhs Only). The details of your remuneration are as detailed in Annexure -1. Your annual emolument will be inclusive of Employer’s contribution to provident fund. Income tax and statutory deductions are applicable as per law in India and to be borne by the employee.

1.2. Leave

1.2.1. You will be entitled to 22 earned leaves (EL) (prorated from the Date of joining) and 12 Sick Leaves (prorated from date of joining).

1.2.2. Apart from these you will have 8 national holidays and 2 restricted holidays.

1.2.3. The Company’s leave year runs from 1st Jan to 31st Dec and run in conjunction with the company accounting period. If your employment has commenced or terminates part way through the leave year, your entitlement to leave during that year will be assessed on a pro rata

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basis. Deductions from final salary due to you on separation of employment will be made in respect of any holidays taken in excess of entitlement.

2. Employment Terms and conditions

2.1. Hours of work

2.1.1. Your normal hours of work are from 10:00 am to 7:00 pm, Monday to Saturdays, excluding public holidays. You may be required to work additional time based on business requirements. It may not always be possible to give you notice of such a requirement.

2.1.2. You will be required to comply with any time keeping or record-keeping scheme existing or to be introduced by the Company.

2.2. Probation period

You will be on probation for an initial period of 3 months. Your performance and suitability for continued employment will be assessed by the end of the probation period.

2.3. Transfer

You will initially be posted at **Bangalore**. However, the Company may at its sole discretion, transfer or assign you to work any time from one job to another, from one post to another, from one department/section to another, owned, operated or managed by the company, or any of its associated companies in India or abroad. On such transfer you will be governed by the terms and conditions of service applicable to your category of employees in the establishment to which you are transferred.

2.4. Exclusiveness

You will be in the exclusive employment of the company and will not engage yourself alone or in company with any other person in any work or business similar to, or directly in conflict with, interests of the company in any manner.

2.5. Retirement

You will automatically retire from the services of the company on attaining 65 years of age unless the management gives an extension in writing. For this purpose, the official record of your date of birth available with the company will be treated as conclusive proof of your age.

2.6. Termination of Service

Your employment can be terminated with a two months' notice from either side, on completion of probation. During probation, the notice period for separation will be one month from either side.

2.7. Background Verification

The offer or employment is contingent upon successful completion of all paperwork such as references, employment verification and a background check. Your services shall be terminated

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without notice, if at any time you have been found to have concealed any material information or have given any false details.

2.8. Start and continuity

Your employment is confirmed with **Fancymonk Technologies located at #1722, First Floor, 19th Main Road, Sector-2, HSR Layout, Bengaluru 560102.**

You shall be governed by service conditions, at all times, **Fancymonk Technologies Pvt. Ltd.**, may have in force from time to time. You will also carry out and abide by any instructions, office orders and policies and processes issued by the Management from time to time and the same will be deemed to be a part of your employment service conditions.

Upon joining us you will have to sign the non-competition and non-disclosure agreements of the company.

You are requested to sign and return the copy of this letter as acceptance by **14-02-2022**.

Once you accept the offer, details on documents to be submitted will be intimated to you, a week prior to your joining.

We extend a warm welcome and look forward for you to have a successful association with **Fancymonk Technologies Pvt. Ltd.**

Yours Sincerely,

For

Fancymonk Technologies Pvt. Ltd.

Accepted

Signature

Date:

Place:

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ANNEXURE- I

Name: Lekeeth Kumar R

Designation: Sr. Executive Corporate Sales

Sr. No	Salary Components	Per Month salary (INR)	Per Annum salary (INR)
A			
1	Basic + DA	15000	180000
2	House Rent Allowance	7500	90000
3	Other Allowance	2500	30000
	Total	25000	300000
1	Professional Tax Deduction	200	2400
2	PF Employer Contribution Deduction	1800	21600
	Total	2000	24000
B			
1	Incentives	10,834	1,30,008
	Total Annual CTC (A+B)	35,834	4,30,000

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07-02-2022

Nishanth R

Offer Letter

Dear Nishanth R,

We are glad to offer you the position of “**Sr. Executive Corporate Sales**” at our **Bangalore** Office, on the following terms and conditions.

You will be reporting to **Mr. Cassius Cleetus** in this role.

Your date of appointment will be 19.02.2022 This offer is valid for a week from the date of Issue.

We are pleased to inform you that your starting salary would be as per the Annexure – 1.

1. Emoluments & Benefits

1.1. Compensation

Your annual Cost-to-Company (CTC) would be INR. 4,30,000/- (Rupees Four lakhs thirty Lakhs Only). The details of your remuneration are as detailed in Annexure -1. Your annual emolument will be inclusive of Employer’s contribution to provident fund. Income tax and statutory deductions are applicable as per law in India and to be borne by the employee.

1.2. Leave

1.2.1. You will be entitled to 22 earned leaves (EL) (prorated from the Date of joining) and 12 Sick Leaves (prorated from date of joining).

1.2.2. Apart from these you will have 8 national holidays and 2 restricted holidays.

1.2.3. The Company’s leave year runs from 1st Jan to 31st Dec and run in conjunction with the company accounting period. If your employment has commenced or terminates part way through the leave year, your entitlement to leave during that year will be assessed on a pro rata

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basis. Deductions from final salary due to you on separation of employment will be made in respect of any holidays taken in excess of entitlement.

2. Employment Terms and conditions

2.1. Hours of work

2.1.1. Your normal hours of work are from 10:00 am to 7:00 pm, Monday to Saturdays, excluding public holidays. You may be required to work additional time based on business requirements. It may not always be possible to give you notice of such a requirement.

2.1.2. You will be required to comply with any time keeping or record-keeping scheme existing or to be introduced by the Company.

2.2. Probation period

You will be on probation for an initial period of 3 months. Your performance and suitability for continued employment will be assessed by the end of the probation period.

2.3. Transfer

You will initially be posted at **Bangalore**. However, the Company may at its sole discretion, transfer or assign you to work any time from one job to another, from one post to another, from one department/section to another, owned, operated or managed by the company, or any of its associated companies in India or abroad. On such transfer you will be governed by the terms and conditions of service applicable to your category of employees in the establishment to which you are transferred.

2.4. Exclusiveness

You will be in the exclusive employment of the company and will not engage yourself alone or in company with any other person in any work or business similar to, or directly in conflict with, interests of the company in any manner.

2.5. Retirement

You will automatically retire from the services of the company on attaining 65 years of age unless the management gives an extension in writing. For this purpose, the official record of your date of birth available with the company will be treated as conclusive proof of your age.

2.6. Termination of Service

Your employment can be terminated with a two months' notice from either side, on completion of probation. During probation, the notice period for separation will be one month from either side.

2.7. Background Verification

The offer or employment is contingent upon successful completion of all paperwork such as references, employment verification and a background check. Your services shall be terminated

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without notice, if at any time you have been found to have concealed any material information or have given any false details.

2.8. Start and continuity

Your employment is confirmed with **Fancymonk Technologies located at #1722, First Floor, 19th Main Road, Sector-2, HSR Layout, Bengaluru 560102.**

You shall be governed by service conditions, at all times, **Fancymonk Technologies Pvt. Ltd.**, may have in force from time to time. You will also carry out and abide by any instructions, office orders and policies and processes issued by the Management from time to time and the same will be deemed to be a part of your employment service conditions.

Upon joining us you will have to sign the non-competition and non-disclosure agreements of the company.

You are requested to sign and return the copy of this letter as acceptance by **14-02-2022.**

Once you accept the offer, details on documents to be submitted will be intimated to you, a week prior to your joining.

We extend a warm welcome and look forward for you to have a successful association with **Fancymonk Technologies Pvt. Ltd.**

Yours Sincerely,

For

Fancymonk Technologies Pvt. Ltd.

Accepted

Signature

Date:

Place:

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ANNEXURE- I

Name: Nishanth R

Designation: Sr. Executive Corporate Sales

Sr. No	Salary Components	Per Month salary (INR)	Per Annum salary (INR)
A			
1	Basic + DA	15000	180000
2	House Rent Allowance	7500	90000
3	Other Allowance	2500	30000
	Total	25000	300000
1	Professional Tax Deduction	200	2400
2	PF Employer Contribution Deduction	1800	21600
	Total	2000	24000
B			
1	Incentives	10,834	1,30,008
	Total Annual CTC (A+B)	35,834	4,30,000

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07-02-2022

Prakasha T S

Offer Letter

Dear Prakasha T S,

We are glad to offer you the position of “**Sr. Executive Corporate Sales**” at our **Bangalore** Office, on the following terms and conditions.

You will be reporting to **Mr. Cassius Cleetus** in this role.

Your date of appointment will be 19.02.2022 This offer is valid for a week from the date of Issue.

We are pleased to inform you that your starting salary would be as per the Annexure – 1.

1. Emoluments & Benefits

1.1. Compensation

Your annual Cost-to-Company (CTC) would be INR. 4,30,000/- (Rupees Four lakhs thirty Lakhs Only). The details of your remuneration are as detailed in Annexure -1. Your annual emolument will be inclusive of Employer’s contribution to provident fund. Income tax and statutory deductions are applicable as per law in India and to be borne by the employee.

1.2. Leave

1.2.1. You will be entitled to 22 earned leaves (EL) (prorated from the Date of joining) and 12 Sick Leaves (prorated from date of joining).

1.2.2. Apart from these you will have 8 national holidays and 2 restricted holidays.

1.2.3. The Company’s leave year runs from 1st Jan to 31st Dec and run in conjunction with the company accounting period. If your employment has commenced or terminates part way through the leave year, your entitlement to leave during that year will be assessed on a pro rata

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basis. Deductions from final salary due to you on separation of employment will be made in respect of any holidays taken in excess of entitlement.

2. Employment Terms and conditions

2.1. Hours of work

2.1.1. Your normal hours of work are from 10:00 am to 7:00 pm, Monday to Saturdays, excluding public holidays. You may be required to work additional time based on business requirements. It may not always be possible to give you notice of such a requirement.

2.1.2. You will be required to comply with any time keeping or record-keeping scheme existing or to be introduced by the Company.

2.2. Probation period

You will be on probation for an initial period of 3 months. Your performance and suitability for continued employment will be assessed by the end of the probation period.

2.3. Transfer

You will initially be posted at **Bangalore**. However, the Company may at its sole discretion, transfer or assign you to work any time from one job to another, from one post to another, from one department/section to another, owned, operated or managed by the company, or any of its associated companies in India or abroad. On such transfer you will be governed by the terms and conditions of service applicable to your category of employees in the establishment to which you are transferred.

2.4. Exclusiveness

You will be in the exclusive employment of the company and will not engage yourself alone or in company with any other person in any work or business similar to, or directly in conflict with, interests of the company in any manner.

2.5. Retirement

You will automatically retire from the services of the company on attaining 65 years of age unless the management gives an extension in writing. For this purpose, the official record of your date of birth available with the company will be treated as conclusive proof of your age.

2.6. Termination of Service

Your employment can be terminated with a two months' notice from either side, on completion of probation. During probation, the notice period for separation will be one month from either side.

2.7. Background Verification

The offer or employment is contingent upon successful completion of all paperwork such as references, employment verification and a background check. Your services shall be terminated

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without notice, if at any time you have been found to have concealed any material information or have given any false details.

2.8. Start and continuity

Your employment is confirmed with **Fancymonk Technologies located at #1722, First Floor, 19th Main Road, Sector-2, HSR Layout, Bengaluru 560102.**

You shall be governed by service conditions, at all times, **Fancymonk Technologies Pvt. Ltd.**, may have in force from time to time. You will also carry out and abide by any instructions, office orders and policies and processes issued by the Management from time to time and the same will be deemed to be a part of your employment service conditions.

Upon joining us you will have to sign the non-competition and non-disclosure agreements of the company.

You are requested to sign and return the copy of this letter as acceptance by **14-02-2022.**

Once you accept the offer, details on documents to be submitted will be intimated to you, a week prior to your joining.

We extend a warm welcome and look forward for you to have a successful association with **Fancymonk Technologies Pvt. Ltd.**

Yours Sincerely,

For

Fancymonk Technologies Pvt. Ltd.

Accepted

Signature

Date:

Place:

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ANNEXURE- I

Name: Prakasha T S

Designation: Sr. Executive Corporate Sales

Sr. No	Salary Components	Per Month salary (INR)	Per Annum salary (INR)
A			
1	Basic + DA	15000	180000
2	House Rent Allowance	7500	90000
3	Other Allowance	2500	30000
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1	Professional Tax Deduction	200	2400
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07-02-2022

Vamshi R L

Offer Letter

Dear Vamshi R L,

We are glad to offer you the position of “**Sr. Executive Corporate Sales**” at our **Bangalore** Office, on the following terms and conditions.

You will be reporting to **Mr. Cassius Cleetus** in this role.

Your date of appointment will be 19.02.2022 This offer is valid for a week from the date of Issue.

We are pleased to inform you that your starting salary would be as per the Annexure – 1.

1. Emoluments & Benefits

1.1. Compensation

Your annual Cost-to-Company (CTC) would be INR. 4,30,000/- (Rupees Four lakhs thirty Lakhs Only). The details of your remuneration are as detailed in Annexure -1. Your annual emolument will be inclusive of Employer’s contribution to provident fund. Income tax and statutory deductions are applicable as per law in India and to be borne by the employee.

1.2. Leave

1.2.1. You will be entitled to 22 earned leaves (EL) (prorated from the Date of joining) and 12 Sick Leaves (prorated from date of joining).

1.2.2. Apart from these you will have 8 national holidays and 2 restricted holidays.

1.2.3. The Company’s leave year runs from 1st Jan to 31st Dec and run in conjunction with the company accounting period. If your employment has commenced or terminates part way through the leave year, your entitlement to leave during that year will be assessed on a pro rata

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basis. Deductions from final salary due to you on separation of employment will be made in respect of any holidays taken in excess of entitlement.

2. Employment Terms and conditions

2.1. Hours of work

2.1.1. Your normal hours of work are from 10:00 am to 7:00 pm, Monday to Saturdays, excluding public holidays. You may be required to work additional time based on business requirements. It may not always be possible to give you notice of such a requirement.

2.1.2. You will be required to comply with any time keeping or record-keeping scheme existing or to be introduced by the Company.

2.2. Probation period

You will be on probation for an initial period of 3 months. Your performance and suitability for continued employment will be assessed by the end of the probation period.

2.3. Transfer

You will initially be posted at **Bangalore**. However, the Company may at its sole discretion, transfer or assign you to work any time from one job to another, from one post to another, from one department/section to another, owned, operated or managed by the company, or any of its associated companies in India or abroad. On such transfer you will be governed by the terms and conditions of service applicable to your category of employees in the establishment to which you are transferred.

2.4. Exclusiveness

You will be in the exclusive employment of the company and will not engage yourself alone or in company with any other person in any work or business similar to, or directly in conflict with, interests of the company in any manner.

2.5. Retirement

You will automatically retire from the services of the company on attaining 65 years of age unless the management gives an extension in writing. For this purpose, the official record of your date of birth available with the company will be treated as conclusive proof of your age.

2.6. Termination of Service

Your employment can be terminated with a two months' notice from either side, on completion of probation. During probation, the notice period for separation will be one month from either side.

2.7. Background Verification

The offer or employment is contingent upon successful completion of all paperwork such as references, employment verification and a background check. Your services shall be terminated

Building Marketplace – Platform for



#1722, 1ST Floor, 19TH Main,
Opp. Nagarjuna Green Ridge
Apartment,
H. S. R. Layout,



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+91 – 973 968





without notice, if at any time you have been found to have concealed any material information or have given any false details.

2.8. Start and continuity

Your employment is confirmed with **Fancymonk Technologies located at #1722, First Floor, 19th Main Road, Sector-2, HSR Layout, Bengaluru 560102.**

You shall be governed by service conditions, at all times, **Fancymonk Technologies Pvt. Ltd.**, may have in force from time to time. You will also carry out and abide by any instructions, office orders and policies and processes issued by the Management from time to time and the same will be deemed to be a part of your employment service conditions.

Upon joining us you will have to sign the non-competition and non-disclosure agreements of the company.

You are requested to sign and return the copy of this letter as acceptance by **14-02-2022.**

Once you accept the offer, details on documents to be submitted will be intimated to you, a week prior to your joining.

We extend a warm welcome and look forward for you to have a successful association with **Fancymonk Technologies Pvt. Ltd.**

Yours Sincerely,

For

Fancymonk Technologies Pvt. Ltd.

Accepted

Signature

Date:

Place:

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