



- Periodically your performance will be reviewed. If a performance award (bonus) is applicable, it will usually be paid subject to your performance appraisal, ratings and company performance and other such criteria at payout intervals determined by the Company.
- In the event of an Income tax liability or any other tax liability or any statutory charges arising as a result of your employment with the Company, these will be borne by yourself, and Company shall in no event be liable for payment of these taxes or any other charges of this nature for the period of your employment or after cessation of your employment with the Company.

5. SALARY REVISIONS

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

6. DEDUCTIONS FROM PAY

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

7. HOURS OF WORK

- Your usual working hours shall be 8 hours excluding the breaks. However, you may be required to put in additional hours as and when there is a business requirement.
- The business working days of the Company 6 Days a week. For any Shift working, the Company shall inform you reasonably in advance.

8. ADDITIONAL HOURS

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

9. LEAVES

- The Company's holiday year runs from the first day of January to the last day of December in the same year.
- In a Year, you are entitled to total 15 days of earned leave, including 3 day privilege leaves, 6 days of casual leave and 6 days of sickleave. This should be informed and approved by HR, AVP & VP/Head of the Department 15 days prior to the leaves.
- b.** Please refer to the detailed Leave Policy upon joining.
- No salary will be paid for periods of unauthorized absence. Unauthorized absence for a period of more than 3 days shall result in termination of employment on grounds of abandonment of employment.
- Subject to conditions prescribed by the law, Maternity Leave for a period of 6 months shall be available to women employees who have worked for a period of minimum of 80 days.

10. PLACE OF WORK AND MOBILITY

- Your usual location of work will be **Bangalore**. However, you may be required from time to time to work at or from any office or location of the Company or within different companies



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Bengaluru, Karnataka 560102

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affiliated to **Studique.com**. A change of your place of residence may be required from time to time and you may be transferred from one city to another for the business needs of the Company. In case of transfer, your transfer shall be subject to the Relocation Policy.

11. RETIREMENT

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

12. RULES AND REGULATIONS

- **Studique.com** is a business based on integrity and mutual trust. To maintain and safeguard the trust and confidence of customers and the public certain ethical principles and standards of conduct have to be maintained.
- In addition to any requirement under the Code of Conduct, you are also required as a condition of continued employment to disclose to Studique.com immediately and without any delay, any instance of you being arrested or charged or convicted of any criminal offence(s) and / or being declared bankrupt during the course of your employment. Failure to disclose such information may result in disciplinary proceedings up to and including but not limited to termination of employment.
- b. Other specific rules and regulations will be notified by the Company from time to time.
- Policies, Code of Conduct, rules, and regulations may be amended from time to time. You are required to keep yourself updated on such changes.

13. CONFIDENTIALITY

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

14. PROTECTION OF PERSONAL DATA

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

15. USE OF SOFTWARE AND SYSTEMS ACCESS

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


REGISTRAR




16. DATA PROTECTION

- Under the Company's policies, you have a responsibility to ensure that all personal data, confidential information you process or process, is kept protected. Unauthorized disclosure of personal data of anyone, yourself, your colleagues, vendors, or customers is a material breach and may result in disciplinary action including but not limited to termination of employment and other actions as may be necessary under the applicable laws governing data protection. Therefore, you must ensure that you do the following in addition to all other guidance regarding data protection you may receive from the Company from time to time.
- b. Do not disclose personal data without authority
- Do not access information or systems not directly relevant to each task Do not treat personal data carelessly
- c. Lock all printouts away when not in use
- d. Do not disclose your computer password to any unauthorized person.
- Under the Company's policies, it is important that the Company's internal, restricted, or highly restricted personal records are maintained as accurately as possible. Hence, you must notify the Company in writing of any change in your personal circumstances, such as your address, marital status, birth of children, attainment of professional qualifications, and so forth.

17. Performance Improvement Plan

During this period, you are required to adhere and deliver the KPI (Key performance indicators) which will be communicated to you as and when this is being implemented

18. TERMINATION OF YOUR EMPLOYMENT BY THE COMPANY

- Post confirmation, you may be terminated on the grounds of misconduct, breach of employment terms or policies, breach of laws.
- In the event of misconduct, breach of policies, Code of Conduct, involvement in any criminal activity of sexual harassment incident or similar such reasons, the notice period of one month shall not apply and services may require to be terminated at shorter notice.
- Notice of Termination may be handed to you personally, by email or sent to your last recorded address. The Company reserves the right to ask that you no longer work at your office location for the duration of your notice period in case circumstances so require.

19. TERMINATION OF EMPLOYMENT BY YOU

- During probation, you are required to give the company at least 15 days notice in writing. Post confirmation, you are required to give the company a minimum of **1 months'** notice in writing. Where a notice period as per terms of employment is not served, pay in lieu of notice period would be reduced from the final settlement dues to the employee.
- **Violation during Notice Period:** During notice period you are expected to adhere to all the KPIs and perform to the best of your abilities. In the event that the KPIs are not met, the work and compensation will be considered null and void during the notice period and the compensation as per clause 19.a will have to be paid by you.
- **Corollary:** If during the notice period, you fail to achieve the KPIs – you have an option to move to as "Pay per Conversion" model wherein you will be eligible to receive 50% of the revenue generated and received on behalf of the company.

20. RETURN OF ASSETS UPON END OF YOUR ENGAGEMENT

- You shall immediately return all computers, software, access cards, work deliverables, completed or work in progress and any other Studique.com provided property upon your end of employment. You shall not make any copies of work products or software or retain any of **Studique.com** assets in your possession after your employment with **Studique.com** comes to an end. You understand that a breach of this obligation entitles **Studique.com** to take civil and criminal actions as applicable for recovery of its assets.





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Bengaluru, Karnataka 560102

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21. INTELLECTUAL PROPERTY RIGHTS IN DELIVERABLES

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

22. INDEMNIFICATIONS

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

23. NON -SOLICITATION

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

24. AMENDMENTS

- The Company reserves the right to amend the terms and conditions related to employment, the policies, the rules, and regulations applicable to employees. Such changes would be communicated through internal communication to the employees at large. Such changes shall be deemed to be part of your employment conditions. All enclosures herewith are deemed part of your employment agreement with the Company.

25. EXCLUSIVE JURISDICTION

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

26. SEVERABILITY

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

27. Addendum for Sales Teams

- ☑ The minimum target to be achieved for every calendar month will be 3X of your Cost to Company, if this target is not achieved you will automatically move to pay per performance model wherein you will receive 70% of the revenue generated for the Company.





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- **Please note there will be 2 weeks of training of which 1 week will be unpaid and post the 2nd week it is mandatory for you to clear the certification.**
- You will be assigned basic target for you to achieve for you to get certified.
- If you do not clear the certification, you may be asked to leave the organization and the organization is not liable to pay any compensation for the training period and if you wish to continue with your job, you will be automatically moved to a consultant role and your pay-out will be paid as per 70% of revenue collected.

CONFIRMATION OF ACCEPTANCE

We request you to complete and return a copy of this letter as a token of written acceptance of this offer. If we do not receive a written acceptance as above from you within **7** days of the date of this letter, we shall assume that you do not wish to take up this offer of employment and our offer will lapse automatically. We sincerely hope that you will accept this appointment and look forward to having you onboard.

Yours sincerely,
Human Resource
Studique.com

Sanna
REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

ANNEXURE-1

Subject to deductions for Employee's contribution to PF, Professional Tax, Income Tax and other statutory deductions that may be applicable.

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

| Sl no | Salary Breakup | Total | Monthly |
|-------|-------------------------|--------------------|------------------|
| 1 | Basic Salary | 1,08,000.00 | 9,000.00 |
| 2 | Dearness Allowance | 32,400.00 | 2,700.00 |
| 3 | House Rent Allowance | 54,000.00 | 4,500.00 |
| 4 | Special Allowance | 21,600.00 | 1,800.00 |
| | Gross Salary | 2,16,000.00 | 18,000.00 |
| 1 | Professional Tax | 2,400.00 | 200.00 |
| 2 | Income tax - TDS | - | - |
| | Total Deductions | 2,400.00 | 200.00 |
| | Net Salary | 2,13,600.00 | 17,800.00 |

Yours sincerely,
Human Resource
Studique.com



15th December 2022

Sub: Offer of employment by Pin Click

Dear **Arfa Kaunain**,

Congratulations!

We are pleased to extend an offer to you to join Pin Click as “**Associate Property Advisor**”, *with effect from **7th February 2023***.

The terms of our offer are as follows:

1. The details of your annual earnings are attached herewith as Annexure A. Once the Probation is confirmed **4.8 LPA** is applicable and attached herewith Annexure B.
2. Your initial posting as Pin Click employee will be at the **Bangalore** office. Pin Click, however, reserves the choice to post/transfer you at any of their offices in India and outside. In which case, all transfer facilities applicable by company policies will be made available to you.
3. The Company reserves the right to conduct background investigations and/or reference checks on all its potential employees and your job offer is contingent upon such clearance
4. You will be on probation for a period of six months and maybe confirmed as a permanent employee upon successful completion of the probation. During the probation period, your services can be terminated without any notice or salary thereof on either side.
5. While we look forward to a long and profitable relationship, the employment relationship can be terminated by either of us at any time with 15daysnotice period or 15day'ssalary in lieu thereof. The Company will have discretion on the above mentioned options and can waive the notice period or accept/pay payment in lieu of notice period ormandate15 days notice at its sole discretion based on project deliverables, forecasting and appropriate knowledge transfer. Under any circumstance if you are unable to serve the notice period, the Company can decide to agree or refuse to provide the releasing letter of employment. Any statements or representations to the contrary (and, indeed, any statements contradicting any provision in this letter) should be regarded by you as ineffective.
6. You will be governed at all times by the policies, procedures and rules of Pin Click related to the salary, allowances, benefits and perquisites which are specified in this Agreement and its Annexure. Pin Click may modify or change such allowances, benefits and perquisites from time to time in accordance with its policies.
7. During your employment with Pin Click, you will, under no circumstances, work for any other firm or person, directly or indirectly, in a paid or honorary position, without an explicit permission from Pin Click.
8. You will not engage in any unethical practice, which might affect Pin Click and its employees, client and partners.

Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No :
+91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563



The details of your annual earnings are as **Annexure A**.

ANNEXURE – A

| COMPENSATION & BENEFITS STATEMENT – PIN CLICK | | | |
|---|--|----------------------------|---------------------|
| | Name | Arfa Kaunain | |
| | Designation | Associate Property Advisor | |
| | Department | Sales | |
| | Date of Joining | 7th February 2023 | |
| | CATEGORY | INR – Monthly | INR – Annual |
| A | Fixed Compensation | | |
| | Basic Salary | 6,600 | 79,200 |
| | House Rent Allowance | 5,500 | 66,000 |
| | Conveyance Allowance | 800 | 9,600 |
| | Medical Reimbursement | 1,250 | 15,000 |
| | Children Education Allowance | 2,000 | 24,000 |
| | Special Allowance | 4,741 | 56,892 |
| | Subtotal I / Gross Pay | 20,891 | 2,50,692 |
| B | Professional tax | 200 | 2,400 |
| | PF Employer | 792 | 9,504 |
| A-B | Net Salary | 19,899 | 2,38,788 |
| Benefits | | | |
| C | PF Employee | 792 | 9,504 |
| | Gratuity | 317 | 3,804 |
| | SubTotal II | 1,109 | 13,308 |
| Total A + C | Cost to the Company | 22,000 | 2,64,000 |
| | Performance Enhanced Incentives | 15,000* | 1,80,000* |
| <p>Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement</p> <ul style="list-style-type: none"> * The Offer/ Salary Is Subjective to Completion of Training * Two-wheeler is mandatory with valid driving license * 7-10 days of training period * 3000 rupees includes the traveling allowance, 500 rupees includes the mobile allowance. <ul style="list-style-type: none"> • Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable. | | | |

Pin Click Property Management Pvt Ltd

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The details of your annual earnings are as **Annexure B**.

ANNEXURE – B

| COMPENSATION & BENEFITS STATEMENT – PIN CLICK | | | |
|--|--|----------------------------|---------------------|
| | Name | Arfa Kaunain | |
| | Designation | Associate Property Advisor | |
| | Department | Sales | |
| | Date of Joining | 7th February 2023 | |
| | CATEGORY | INR – Monthly | INR – Annual |
| A | Fixed Compensation | | |
| | Basic Salary | 7,500 | 90,000 |
| | House Rent Allowance | 6,250 | 75,000 |
| | Conveyance Allowance | 800 | 9,600 |
| | Medical Reimbursement | 1,250 | 15,000 |
| | Children Education Allowance | 2,000 | 24,000 |
| | Special Allowance | 3,540 | 42,480 |
| | Subtotal I / Gross Pay | 23,740 | 2,84,880 |
| B | Professional tax | 200 | 2,400 |
| | PF Employer | 900 | 10,800 |
| A-B | Net Salary | 22,640 | 2,71,680 |
| Benefits | | | |
| C | PF Employee | 900 | 10,800 |
| | Gratuity | 360 | 4,320 |
| | SubTotal II | 1,260 | 15,120 |
| Total A + C | Cost to the Company | 25,000 | 3,00,000 |
| | Performance Enhanced Incentives | 15,000* | 1,80,000* |
| <p>Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement</p> <p>* The Offer/ Salary Is Subjective to Completion of Training</p> <p>* Two-wheeler is mandatory with valid driving license</p> <p>* 3000 rupees includes the traveling allowance, 500 rupees includes the mobile allowance.</p> <ul style="list-style-type: none"> Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable. | | | |

To accept this offer, sign the copy and return the duplicate/scan copy to the sender. Kindly ensure that the copy of acceptance reaches us as prescribed.

We look forward to the opportunity of working with you at Pin Click Property Management Pvt Ltd

Mr.Manik Kinra
Co Founder

Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No :
+91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563



Letter of Offer

- a) The employee shall manage the day-to-day affairs of the company and shall supervise the office staff and any other employees of the Company. The supervisory function shall be discharged by the employee with due regard to his KRA's.
- b) The employee shall at all times abide by the policies and practices of the Company and comply with applicable laws

I have read the terms and conditions set out above and completely understand the same. In accepting employment with Pin Click I undertake to confirm to the terms and conditions set out above as well as other policies, procedures, instructions, etc, as may be communicated to me from time to time.

Name: _____

Signature: _____

Date: _____

Anticipated Start Date: _____

Pin Click Property Management Pvt Ltd

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REGISTRAR




15th December 2022

Sub: Offer of employment by Pin Click

Dear **Leo Francis M,**

Congratulations!

We are pleased to extend an offer to you to join Pin Click as “**Associate Property Advisor**”, *with effect from **7th February 2023.***

The terms of our offer are as follows:

1. The details of your annual earnings are attached herewith as Annexure A. Once the Probation is confirmed **4.8 LPA** is applicable and attached herewith Annexure B.
2. Your initial posting as Pin Click employee will be at the **Bangalore** office. Pin Click, however, reserves the choice to post/transfer you at any of their offices in India and outside. In which case, all transfer facilities applicable by company policies will be made available to you.
3. The Company reserves the right to conduct background investigations and/or reference checks on all its potential employees and your job offer is contingent upon such clearance
4. You will be on probation for a period of six months and maybe confirmed as a permanent employee upon successful completion of the probation. During the probation period, your services can be terminated without any notice or salary thereof on either side.
5. While we look forward to a long and profitable relationship, the employment relationship can be terminated by either of us at any time with 15daysnotice period or 15day'ssalary in lieu thereof. The Company will have discretion on the above mentioned options and can waive the notice period or accept/pay payment in lieu of notice period ormandate15 days notice at its sole discretion based on project deliverables, forecasting and appropriate knowledge transfer. Under any circumstance if you are unable to serve the notice period, the Company can decide to agree or refuse to provide the releasing letter of employment. Any statements or representations to the contrary (and, indeed, any statements contradicting any provision in this letter) should be regarded by you as ineffective.
6. You will be governed at all times by the policies, procedures and rules of Pin Click related to the salary, allowances, benefits and perquisites which are specified in this Agreement and its Annexure. Pin Click may modify or change such allowances, benefits and perquisites from time to time in accordance with its policies.
7. During your employment with Pin Click, you will, under no circumstances, work for any other firm or person, directly or indirectly, in a paid or honorary position, without an explicit permission from Pin Click.
8. You will not engage in any unethical practice, which might affect Pin Click and its employees, client and partners.

Pin Click Property Management Pvt Ltd

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The details of your annual earnings are as **Annexure A**.

ANNEXURE – A

| COMPENSATION & BENEFITS STATEMENT – PIN CLICK | | | |
|---|--|----------------------------|---------------------|
| | Name | Leo Francis M | |
| | Designation | Associate Property Advisor | |
| | Department | Sales | |
| | Date of Joining | 7th February 2023 | |
| | CATEGORY | INR – Monthly | INR – Annual |
| A | Fixed Compensation | | |
| | Basic Salary | 6,600 | 79,200 |
| | House Rent Allowance | 5,500 | 66,000 |
| | Conveyance Allowance | 800 | 9,600 |
| | Medical Reimbursement | 1,250 | 15,000 |
| | Children Education Allowance | 2,000 | 24,000 |
| | Special Allowance | 4,741 | 56,892 |
| | Subtotal I / Gross Pay | 20,891 | 2,50,692 |
| B | Professional tax | 200 | 2,400 |
| | PF Employer | 792 | 9,504 |
| A-B | Net Salary | 19,899 | 2,38,788 |
| Benefits | | | |
| C | PF Employee | 792 | 9,504 |
| | Gratuity | 317 | 3,804 |
| | SubTotal II | 1,109 | 13,308 |
| Total A + C | Cost to the Company | 22,000 | 2,64,000 |
| | Performance Enhanced Incentives | 15,000* | 1,80,000* |
| <p>Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement</p> <ul style="list-style-type: none"> * The Offer/ Salary Is Subjective to Completion of Training * Two-wheeler is mandatory with valid driving license * 7-10 days of training period * 3000 rupees includes the traveling allowance, 500 rupees includes the mobile allowance. <ul style="list-style-type: none"> • Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable. | | | |

Pin Click Property Management Pvt Ltd

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The details of your annual earnings are as **Annexure B**.

ANNEXURE – B

| COMPENSATION & BENEFITS STATEMENT – PIN CLICK | | | |
|--|--|----------------------------|---------------------|
| | Name | Leo Francis M | |
| | Designation | Associate Property Advisor | |
| | Department | Sales | |
| | Date of Joining | 7th February 2023 | |
| | CATEGORY | INR – Monthly | INR – Annual |
| A | Fixed Compensation | | |
| | Basic Salary | 7,500 | 90,000 |
| | House Rent Allowance | 6,250 | 75,000 |
| | Conveyance Allowance | 800 | 9,600 |
| | Medical Reimbursement | 1,250 | 15,000 |
| | Children Education Allowance | 2,000 | 24,000 |
| | Special Allowance | 3,540 | 42,480 |
| | Subtotal I / Gross Pay | 23,740 | 2,84,880 |
| B | Professional tax | 200 | 2,400 |
| | PF Employer | 900 | 10,800 |
| A-B | Net Salary | 22,640 | 2,71,680 |
| Benefits | | | |
| C | PF Employee | 900 | 10,800 |
| | Gratuity | 360 | 4,320 |
| | SubTotal II | 1,260 | 15,120 |
| Total A + C | Cost to the Company | 25,000 | 3,00,000 |
| | Performance Enhanced Incentives | 15,000* | 1,80,000* |
| <p>Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement</p> <p>* The Offer/ Salary Is Subjective to Completion of Training</p> <p>* Two-wheeler is mandatory with valid driving license</p> <p>* 3000 rupees includes the traveling allowance, 500 rupees includes the mobile allowance.</p> <ul style="list-style-type: none"> Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable. | | | |

To accept this offer, sign the copy and return the duplicate/scan copy to the sender. Kindly ensure that the copy of acceptance reaches us as prescribed.

We look forward to the opportunity of working with you at Pin Click Property Management Pvt Ltd

Mr.Manik Kinra
Co Founder

Pin Click Property Management Pvt Ltd

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Letter of Offer

- a) The employee shall manage the day-to-day affairs of the company and shall supervise the office staff and any other employees of the Company. The supervisory function shall be discharged by the employee with due regard to his KRA's.
- b) The employee shall at all times abide by the policies and practices of the Company and comply with applicable laws

I have read the terms and conditions set out above and completely understand the same. In accepting employment with Pin Click I undertake to confirm to the terms and conditions set out above as well as other policies, procedures, instructions, etc, as may be communicated to me from time to time.

Name: _____

Signature: _____

Date: _____

Anticipated Start Date: _____

Pin Click Property Management Pvt Ltd

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REGISTRAR 



15th December 2022

Sub: Offer of employment by Pin Click

Dear **Neha B Kencharaddi**,

Congratulations!

We are pleased to extend an offer to you to join Pin Click as “**Associate Property Advisor**”, *with effect from **7th February 2023***.

The terms of our offer are as follows:

1. The details of your annual earnings are attached herewith as Annexure A. Once the Probation is confirmed **4.8 LPA** is applicable and attached herewith Annexure B.
2. Your initial posting as Pin Click employee will be at the **Bangalore** office. Pin Click, however, reserves the choice to post/transfer you at any of their offices in India and outside. In which case, all transfer facilities applicable by company policies will be made available to you.
3. The Company reserves the right to conduct background investigations and/or reference checks on all its potential employees and your job offer is contingent upon such clearance
4. You will be on probation for a period of six months and maybe confirmed as a permanent employee upon successful completion of the probation. During the probation period, your services can be terminated without any notice or salary thereof on either side.
5. While we look forward to a long and profitable relationship, the employment relationship can be terminated by either of us at any time with 15daysnotice period or 15day'ssalary in lieu thereof. The Company will have discretion on the above mentioned options and can waive the notice period or accept/pay payment in lieu of notice period ormandate15 days notice at its sole discretion based on project deliverables, forecasting and appropriate knowledge transfer. Under any circumstance if you are unable to serve the notice period, the Company can decide to agree or refuse to provide the releasing letter of employment. Any statements or representations to the contrary (and, indeed, any statements contradicting any provision in this letter) should be regarded by you as ineffective.
6. You will be governed at all times by the policies, procedures and rules of Pin Click related to the salary, allowances, benefits and perquisites which are specified in this Agreement and its Annexure. Pin Click may modify or change such allowances, benefits and perquisites from time to time in accordance with its policies.
7. During your employment with Pin Click, you will, under no circumstances, work for any other firm or person, directly or indirectly, in a paid or honorary position, without an explicit permission from Pin Click.
8. You will not engage in any unethical practice, which might affect Pin Click and its employees, client and partners.

Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No :
+91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563



The details of your annual earnings are as **Annexure A**.

ANNEXURE – A

| COMPENSATION & BENEFITS STATEMENT – PIN CLICK | | | |
|---|--|----------------------------|---------------------|
| | Name | Neha B Kencharaddi | |
| | Designation | Associate Property Advisor | |
| | Department | Sales | |
| | Date of Joining | 7th February 2023 | |
| | CATEGORY | INR – Monthly | INR – Annual |
| A | Fixed Compensation | | |
| | Basic Salary | 6,600 | 79,200 |
| | House Rent Allowance | 5,500 | 66,000 |
| | Conveyance Allowance | 800 | 9,600 |
| | Medical Reimbursement | 1,250 | 15,000 |
| | Children Education Allowance | 2,000 | 24,000 |
| | Special Allowance | 4,741 | 56,892 |
| | Subtotal I / Gross Pay | 20,891 | 2,50,692 |
| B | Professional tax | 200 | 2,400 |
| | PF Employer | 792 | 9,504 |
| A-B | Net Salary | 19,899 | 2,38,788 |
| Benefits | | | |
| C | PF Employee | 792 | 9,504 |
| | Gratuity | 317 | 3,804 |
| | SubTotal II | 1,109 | 13,308 |
| Total A + C | Cost to the Company | 22,000 | 2,64,000 |
| | Performance Enhanced Incentives | 15,000* | 1,80,000* |
| <p>Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement</p> <ul style="list-style-type: none"> * The Offer/ Salary Is Subjective to Completion of Training * Two-wheeler is mandatory with valid driving license * 7-10 days of training period * 3000 rupees includes the traveling allowance, 500 rupees includes the mobile allowance. <ul style="list-style-type: none"> • Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable. | | | |

Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No :
+91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563

The details of your annual earnings are as **Annexure B**.

ANNEXURE – B

| COMPENSATION & BENEFITS STATEMENT – PIN CLICK | | | |
|--|--|-----------------------------------|---------------------|
| | Name | Neha B Kencharaddi | |
| | Designation | Associate Property Advisor | |
| | Department | Sales | |
| | Date of Joining | 7th February 2023 | |
| | CATEGORY | INR – Monthly | INR – Annual |
| A | Fixed Compensation | | |
| | Basic Salary | 7,500 | 90,000 |
| | House Rent Allowance | 6,250 | 75,000 |
| | Conveyance Allowance | 800 | 9,600 |
| | Medical Reimbursement | 1,250 | 15,000 |
| | Children Education Allowance | 2,000 | 24,000 |
| | Special Allowance | 3,540 | 42,480 |
| | Subtotal I / Gross Pay | 23,740 | 2,84,880 |
| B | Professional tax | 200 | 2,400 |
| | PF Employer | 900 | 10,800 |
| A-B | Net Salary | 22,640 | 2,71,680 |
| Benefits | | | |
| C | PF Employee | 900 | 10,800 |
| | Gratuity | 360 | 4,320 |
| | SubTotal II | 1,260 | 15,120 |
| Total A + C | Cost to the Company | 25,000 | 3,00,000 |
| | Performance Enhanced Incentives | 15,000* | 1,80,000* |
| <p>Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement</p> <p>* The Offer/ Salary Is Subjective to Completion of Training</p> <p>* Two-wheeler is mandatory with valid driving license</p> <p>* 3000 rupees includes the traveling allowance, 500 rupees includes the mobile allowance.</p> <ul style="list-style-type: none"> Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable. | | | |

To accept this offer, sign the copy and return the duplicate/scan copy to the sender. Kindly ensure that the copy of acceptance reaches us as prescribed.

We look forward to the opportunity of working with you at Pin Click Property Management Pvt Ltd

Mr.Manik Kinra
Co Founder

Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No :
+91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563



Letter of Offer

- a) The employee shall manage the day-to-day affairs of the company and shall supervise the office staff and any other employees of the Company. The supervisory function shall be discharged by the employee with due regard to his KRA's.
- b) The employee shall at all times abide by the policies and practices of the Company and comply with applicable laws

I have read the terms and conditions set out above and completely understand the same. In accepting employment with Pin Click I undertake to confirm to the terms and conditions set out above as well as other policies, procedures, instructions, etc, as may be communicated to me from time to time.

Name: _____

Signature: _____

Date: _____

Anticipated Start Date: _____

Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No :
+91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563


REGISTRAR 

21st February, 2023

Sri Sampada V Pachhapur
India

Subject: Offer Letter

Dear **Sri Sampada**,

Congratulations! We are delighted to welcome you to the Course5 Family.

Subsequent to your job application and rounds of interviews, we are pleased to make you an offer for full time employment with Course5 Intelligence (referred as “Company” hereafter) in the capacity of **Senior Software Engineer, Band [E1]**. Your annual cost to company [CTC] will be **INR 6,00,000** (detailed break up and benefits are defined hereunder in Annexure II of the Offer Letter). Your Date of Joining will be **10th July, 2023**.

A letter of appointment will be provided to you on your date of joining the Company. You will be deputed at **Bengaluru** office of the Company however, during the course of your employment the Company may at its sole discretion and post offering a written intimation, depute you to its branch offices or client location, basis business requirements. Further, the Company may also assign you to a different role and business unit based on its requirement.

This offer of employment is subject to the receipt of satisfactory feedback from your background verification process. By accepting this offer, you provide us with your consent to conduct a thorough background check of the information shared by you at the recruitment stage in furtherance to facilitate your employment with the Company.

The Company is committed to providing a diverse workforce and inclusive workplace by providing equal opportunity to all and creating a safe and secure work environment that is free from any form of discrimination which includes but is not limited to our policy of zero tolerance to sexual harassment. Further, The Company aims at building and fostering diversity of gender, caste, creed, culture, sexual orientation and ensure for employees of multiple generations co-exist and develop as per individual aspirations and expectations.

Kindly note the detailed terms and conditions of your employment are listed in Annexure I and your remuneration package along with the other applicable benefits are detailed in Annexure II. Notwithstanding anything to the contrary, your designation, reporting manager, department, work location, remuneration, benefits and the terms and conditions of your employment are subject to changes during the tenure of your employment with the Company.



Course5 Intelligence Limited
(formerly Course5 Intelligence Private Limited)

Registered address: Bldg. 2A, Aster - East Tower Lower Ground Floor, Embassy Tech Village, Marathalli, Sarjapur Outer ring road, Devarabeesanahalli, Bengaluru – 560103, Tel: 080 – 40578100

E-mail address: sales@course5i.com | Website: www.course5i.com | CIN: U72200MH2000PL0303971



Annexure I

Terms and Conditions of Employment

In pursuance to the conformation of the offer, the following shall be the terms and conditions applicable to the employment:

- 1) The Employee shall in all respects use his/her best endeavors in carrying out the objectives of Course5 Intelligence Limited (the "Company") and protect its interests to the best of his/her ability and judgment. Complete confidentiality of all company information and operations is expected from the Employee, the Employee will be required to sign a Confidentiality & Non-Disclosure Agreement and a Non-compete Covenant at the time of joining as a condition to his/her employment.
- 2) The Employee shall be required to work for nine (9) hours a day that will include lunch / dinner breaks and five (5) working days a week (i.e. From Monday to Friday). The Employee shall devote his/her whole time and attention to the business of the Company, and shall not participate, be engaged or interested or concerned directly or indirectly in any other business or occupation of any kind or nature whatsoever. Further, the Employees are provided with the opportunity to take eighteen (18) privilege and twelve (12) sick leaves every year. The Company offers following additional leave benefits every year to its employees over and above Privilege and Casual leaves:
 - a) five (05) Paternity leaves,
 - b) 26 weeks (26) Maternity leave,
 - c) five (05) Milestone Leaves for 5, 10 and 15 year completion (5th , 10th and 15th year only),The company also provides public holidays, announced at the beginning of every year based on the Company's leave Policy. Except for emergencies and medical reasons leave will be granted only on 15 days prior notice and post securing approval by your manager in writing / on the HRIS system.
- 3) **Non-Compete:** The Employee shall covenants that he/she shall not do or indulge in any of the following, without the prior written consent of the Company:
 - 1) **Non - Compete:** The Employee shall expressly covenants and agrees that, during the term of his/her employment and for a period of one (1) year thereafter, the Employee shall not either directly or indirectly carry on or assist, engage or be employed with any competitors of the Company (whether as a partner, proprietor, employee, shareholder, director, officer, agent, adviser, consultant, or board member or be associated in any other position so as to derive any financial benefit by virtue of the Employee's association with such competitors of the Company) nor shall the Employee carry out any business which is similar to that of the Company or engage in any activity that conflicts with the Employee's obligation towards the Company.
 - 2) **Solicit business:** During the term and for a period of at least one (1) year after the term of the Employee's engagement with the Company, the Employee shall not solicit, and influence or attempt to influence any client, customer or another person directly or indirectly to direct his/its purchase of the Company's products and/or services to himself or any person in competition in business of the Company.



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- 3) **Solicit personnel:** During the term and for a period of at least one (1) year after the term, the employee shall not solicit or attempt to influence any person employed or engaged by the Company (whether as an employee, consultant, advisor or in any other manner) to terminate or otherwise cease such employment or engagement with the Company or become the employee of or directly or indirectly offer services in any form or manner to himself or any person who is a competitor of the Company.
- 4) There shall be a 6-month probation period. During the probation period, the Employee's overall performance and conduct will be evaluated and if found satisfactory in all respects, the Employee's services will be confirmed by a separate letter issued by the Company at its own sole discretion. In the event the Employee's performance and/or conduct are not found satisfactory, the Employee's services will come to an end, at the end of the probation period. During the probation period, the Employee shall be liable to take leaves based on the Company's existing leave policy and the Employee's services can be terminated by either side, by giving a One (1) month written notice during his/her probation period. Post confirmation of the Employment and subject to the designation of the Employee, the services of the Employee can be terminated for convenience by either side, by providing Two (2) months prior written notice to the other party in case the Employee's band is up to that of the Senior manager and if the Employee designation is above the level of a senior manager the applicable notice period would be that of three (3) months. If the Employee is desirous of immediately terminating his/her employment, subject to approval from the HR/ BU head, shall pay to the Company his/her applicable notice period's gross salary in lieu of a waiver for the said period while serving the notice. The Employee shall mandatorily serve his/her notice period should the Company decide to accept or reject the resignation of the Employee. Notwithstanding anything to the contrary, the Company shall reserve the right to reject the Employees request of rescinding his/her resignation. Notwithstanding anything to the contrary the provision in relation to the notice period may be subject to amendments from time to time based on the internal policies of the Company which shall be communicated to the Employee accordingly.
- a) **Bonus, Salary Appraisal and Relocation:** Joining Bonus, Relocation and associated expenses, if any, paid by Company at the time of joining will be recovered from the Employee in case of termination of employment within a period of twelve (12) months from the date of joining.
- b) The Performance bonus (hereinafter "PB") shall be paid on an annual / bi-annual basis as per the Employees band and level at which he/she is currently employed and existing performance bonus guidelines. The performance bonus pay-out cycle for Employees eligible to be paid on an annual basis shall be from April to March. Furthermore, the PB assessment cycle for bi annual pay-out for H1 ("Half One") shall be from April to September and for H2 ("Half 2") shall be from October to March. In the event that the employee has exited from the Company or serving his/her notice period as on his/her performance bonus eligibility date i.e. (for H1 30th September & H2 31-March) then he/she shall not be eligible for his/her PB payout for that cycle. Any Employee joining from and between 1st of July to 30th



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September during the H1 payment cycle shall not be eligible for receiving the performance bonus for that particular cycle period. However, such Employee shall be eligible to receive the performance bonus on a pro-rated basis in the next H2 cycle subject to the Employee fulfilling all the necessary terms specified herein. Subsequently, if any Employee joins the Company from and between 1st of January to 31st of March during the H2 payment cycle then such employee shall not be eligible to receiving the performance bonus for that particular cycle period. However, such employee shall be eligible to receive the performance bonus on a pro-rated basis in the next H1 payment cycle. Any performance bonus to be paid to the Employee shall be done so in accordance with the performance bonus guidelines of the Company. In the event if the performance bonus guidelines go through any amendments then the bonus to be paid shall be as per the then applicable/revised guidelines.

- c) The annual salary appraisal exercise of the Employee shall be conducted from April to March (which shall be the assessment period), In the event that the Employee resigns or is serving his/her notice period as on salary revision pay-out date then such Employee shall not be eligible for receiving his/her salary appraisal. Furthermore, any employee joining the Company after 30th September of that particular financial year shall not be eligible to receive the appraisal in the immediate salary appraisal cycle that would follow i.e., from April to March, however the said Employee shall be eligible to receive the remaining portion (that was due in the previous financial year) of his/her salary appraisal in the subsequent financial year on a pro-rated basis (appraisal from October to March) effective from date of joining on the basis of individual/organization performance and assessment guidelines. The salary appraisal to be paid to the Employee shall be done so in accordance with the salary appraisal guidelines of the Company.
 - d) The reimbursement components will be paid on a monthly basis on submission of bills/receipts. You will be required to submit your bills and/or receipts every month. Furthermore, any changes to be made in the reimbursement component shall be adjusted in the special allowance.
 - e) The Employee's Leave entitlement will be in accordance with the applicable rules and policies of the Company which would be subjective to change from time to time.
- 5) **Background Check:** This Appointment is subject to reference checks and information provided to the Company during the recruitment process, or subsequently. If any information provided is found to be misleading or falsified, the Company is entitled to withdraw the appointment and/or terminate the employee's services and take necessary legal action against the employee. The Employee on the date of joining would be required to sign an employment agreement which shall lay down the terms and conditions of his/her employment with the Company.
- 6) **Law of the Contract:** This offer should be interpreted according to the laws of India.



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E-mail address: sales@course5i.com | Website: www.course5i.com | CIN: U72200MH2000PL03971



- 7) **Acceptance:** Please confirm on your acceptance to this offer within five (5) working days from the receipt of this offer. On your acceptance you are also requested to provide the following documents in order to enable the Company initiate the Background checks:
- 2 passport size photographs.
 - Photo copies of all Educational Qualification certificates.
 - Photo copies of any other Professional Courses Certificates.
 - 2 copies of Photo identity (pan card)
 - 2 copies of Aadhar card
 - 1 copy of current & permanent address proof (ration card/passport/latest electricity bill/latest telephone bill/lease agreement)
 - Offer Letter and last 3 months salary slips in case the employee has prior working experience
 - Relieving letters from three (3) employers where the employee had previously worked with (if applicable).

We hope that your association with us will be fruitful and we wish you all the best for your journey at Course Intelligence.

On behalf of Course5 Intelligence Limited



Manish Kotwani
Vice President – Human Resources & Administration

I, **Sri Sampada V Pachhapur**, hereby understand and agree to the terms outlined in this letter of contract.

Date: _____

Signed: _____



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Annexure –II

Breakup of Cost to Company [CTC]

Name: Sri Sampada V Pachhapur
Designation: Senior Software Engineer

| Sr. No | Compensation Breakup | Monthly (INR) | Annual (INR) |
|----------|--|---------------|-----------------|
| 1 | Basic Salary | 19,000 | 2,28,000 |
| 2 | House Rent Allowance | 7,600 | 91,200 |
| 3 | Transport Allowance | 1,600 | 19,200 |
| 4 | Special Allowance (<i>Basket of Reimbursements</i>) | 13,920 | 1,67,041 |
| 5 | Statutory Bonus | 1,583 | 18,992 |
| A | Total Gross salary (1+2+3+4+5) | 43,703 | 5,24,433 |
| 6 | PF(Company's Contribution) | 1,800 | 21,600 |
| 7 | Gratuity | 914 | 10,967 |
| 8 | Group MediClaim Insurance (<i>Self & dependants</i>) | 1,083 | 13,000 |
| B | Fixed Cost To Company (A+6+7+8) | 47,500 | 5,70,000 |
| 9 | Performance Bonus | - | 30,000 |
| C | Total Cost To Company (B+9) | - | 6,00,000 |

Notes:

- a. **Group Mediciclaim Cover [GMC]** – Employees are offered GMC plans ranging from coverage amounts of INR 1 Lac to INR 7 Lacs and will cover Self, Spouse, upto 2 kids and dependent parents Premium amount towards the plan of **INR 3 Lacs** is featuring in the annual CTC break-up basis plan selected
- b. **Group Accident Cover [GPA]** – Over and above GMC, each employee is covered under Group Personal Accident (GPA) plan with coverage entitlement of INR 25 lakhs up to the Level of Manager and INR 50 Lakhs for level Sr Manager and above”.
- c. Terms & conditions and Organizational policy around Insurance benefits are shared with employees at the renewal stage each year which shall be final and binding to all.
- d. Gratuity Payments will be made to an employee per provisions applicable under Payments of Gratuity Act 1972.
- e. **Basket of Reimbursements** – Employees will be offered components applicable under basket of reimbursements at the joining stage / start of each financial year for selection. All payments will be made on a monthly basis and only post submission of relevant bills.
- f. Performance Bonus payments will be made to an employee basis Organization, Business unit and Individual performance rate achieved during the review period. The payments will be made per the performance bonus guidelines applicable for each Band and Level.
- g. All payments will be disbursed to an employee post deduction of applicable Income tax rates in force from time to time.
- h. Changes to Compensation & Benefit components, in line with Taxation laws, Labor laws and organizational policies, in force from time to time, shall be applicable and binding to all employees.



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E-mail address: sales@course5i.com | Website: www.course5i.com | CIN: U72200MH2000PL03971





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

Offer Letter

Date: 03/01/2023

To Nireeksha B H

Employee Code: _ PS007216

Dear Nireeksha,

Sub: Offer Letter

We are pleased to appoint you in our organization as a **Business Development Counsellor** with effect from **22nd February 2022**. You will be based out of PlanetSpark office at 1108-1109, 11th Floor.JMD Megapolis, Sohna Road, Gurgaon.

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


Annexure – A

Emoluments can be bifurcated as under:

| Particulars | Monthly | Yearly |
|--|--------------|----------------|
| Basic Pay | 18400 | 220800 |
| House Rent Allowance | 9200 | 110400 |
| Conveyance Allowance | 2000 | 24000 |
| Supplementary Allowance | 7000 | 84000 |
| Gross Salary | 36600 | 439200 |
| *Performance Linked Incentive based on Individual Target | 20000 | 240000 |
| Employer PF Contribution | 1800 | 21600 |
| Total CTC | | 700,800 |

During first month fixed component will be 25000 INR, including PF 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.

6. 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.

7. Annual Leave:

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

8. Termination of Service:

Either party can terminate this employment by serving a notice of one week on the other.

9. 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 WINSARK INNOVATIONS LEARNING PVT LTD



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

Signature

Date





ESDS SOFTWARE SOLUTION LIMITED

Registered Office: Plot No. B- 24 & 25, NICE Industrial Area,
Satpur MIDC Rd, Nashik, Maharashtra 422007.

Toll Free: 1800 209 3006 | Email: getintouch@esds.co.in



To,

Date: 19th August 2022

Mr. M Dheeraj
#61 Nagappa Reddy Layout,
Ramamurthy Nagar, Bangalore.

Sub: - Confidential - Letter of Offer

Dear Dheeraj

Welcome to ESDS Software Solution Limited!

We invite you to be part of this inspiring journey.

This has reference to your application and personal interview with us; we are pleased to offer you the role of Management Trainee in Sales Dept at our Bangalore location. Your total annual cost to the company CTC will be Rs.4,50,000 (Four Lakhs Fifty Thousand Rupees) all Inclusive. Tax will be deducted as per government norms. For detailed structure, please refer the Annexure - A.

Please note that the compensation details are strictly confidential between you and the Company and should not be divulged to anyone.

We expect you to join us on or before 22nd August 2022. Please note that this offer is valid subject to your acceptance communication to us latest by 20th August 2022.

Please note that if you do not join on 22nd August 2022 this offer stands invalid and withdrawn.

In case if you resign from the organization within 1 year of your joining, you will have to pay the company 25% of your Annual CTC or INR 1,00,000 /-, whichever is lower.

Please note that company may conduct your background check/reference check from your previous employers. Your employment with the company will be subject to positive report on background check/reference check.

We welcome you to the organization and look forward to a long term association with us.

Yours truly,

For ESDS Software Solution Limited,



Mr. Akshay Sanjay Joshi
Dy. General Manager - HR

I agree and accept employment and report on duties on or before 22nd August 2022.

Name and signature

Date



Great Place To Work.

CERTIFICATE OF INCORPORATION NO U72200MH2005PLC155433

SAP[®] Certified
in Cloud and Infrastructure Operations

SAP[®] Certified
in SAP HANA Operations

MeitY TIA
Empowered CSP TIA-942-B



TRIJIT TECHNOLOGIES PVT. LTD.

#531, 12th A Main Road, 14th A Cross, A Sector,
Yelahanka New Town, Bangalore-560064
India.



<http://www.trijit.in>
Email: info@trijit.com
Phone: +91 80-41138782
CIN: U72900KA2010PTC053501

Date: 1st March 2023

Employment Offer with TRIJIT

Dear Mr. Dhanush B C,

It gives us immense pleasure to have you as part of the Trijit Technologies Pvt. Ltd., Bangalore, India team as a 'Cloud Sales Associate'.

Trijit Technologies work ethic rests on teamwork resulting in synergies that will act as force multipliers in our effort to achieve our goals.

We look forward to working with you and hope that you will find working at TRIJIT as TRIJITIAN a rewarding experience.

Your total compensation inclusive of all benefits will be **INR 350,000** per annum and will be subject to a deduction in accordance with the prevailing laws. Details of your 'Annual Compensation' are attached herewith in Annexure A.

The retirement age is 60 years. This contract of employment can be terminated by either party by giving 60 days' notice. Either party is not bound to give any reasons thereof.

A formal letter communicating your location and date of joining will be send to you at a later period. We will endeavor to give you adequate notice so that you can make necessary arrangements and travel plan. At the time of joining, you are requested to submit the documents as per Annexure B.

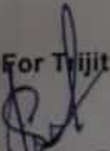
Please confirm that the terms are acceptable to you by signing a copy of the same with the below enclosed terms and conditions of your employment in Annexure C.

This is an offer of appointment. On your acceptance, this offer letter will be considered at the time of joining.

Once again, Welcome.

With Best Wishes

For Trijit Technologies Pvt. Ltd.


Suresh R
Human Resource



Annexure A

Compensation and Benefits

Designation: Cloud Sales Associate

Grade 1

| Your compensation and benefits per annum are as given below: | | per Annum (INR) |
|--|-----------------------------|--------------------|
| | Basic salary: | 96,000 |
| Allowances | | |
| | House Rent Allowance (HRA): | 38,400 |
| | Other Allowance: | 105,600 |
| | Incentive (Variable pay) | 60,000 |
| | Yearly Performance Bonus | 50,000 |
| | Annual Gross: | 3,50,000 |

Annexure B

At the time of joining, you are requested to bring the following documents in Original along with two Photo copies of each. The original certificates are required for verification only and will be returned on same day.

1. Certificates & mark sheets supporting your educational qualifications:
 - a. 10th Certificate & mark sheet
 - b. 12th Certificate and mark sheet
 - c. Degree Certificate/Provisional Certificate and individual semester mark sheets, consolidated mark sheets, course completion certificate (for each graduation / post-graduation)
2. Three copies of your recent Passport size color photograph
3. Copy of Trijit Offer letter and completed pre-employment form
4. Previous Work Experience Details along with last three months' Salary Slip
5. Copy of Passport / ID card issued by Indian Govt.
6. Copy of PAN (Permanent Account Number) or copy of application submitted for PAN.
7. Relieving letter from previous employer.

Note: If any declaration given or furnished by you to the company proves to be false or if you are found to have willfully suppressed any material information, in such case, you will be liable to be removed from the service without any notice and further legal action may be taken as per company policy.

Annexure C

Terms and Conditions

Your appointment with us is subjected to the following terms and conditions:

1. Your appointment is effective from your date of joining. i.e., on **March 01, 2023**.
2. Your annual gross CTC will be **INR 3,50,000/-**.
3. The annual breakup is as mention above in Annexure A
4. You will be on probation for an initial period of 9 months. After that probation period, your employment may get terminated or confirmed depending on your performance. During the probation period if your performance is found unsatisfactory then your contract of employment may be terminated without notice and Company reserves the right to pay salary compensation or recover all paid salary during probation period.
5. After confirmation of your employment, a notice period of 60 days will be given by either party before termination of the employment. You will be relieved after serving your notice period of 60 days and during the notice period your performance must be maintained. The company reserves the right to terminate your employment without any notice period. The company also reserves the right to pay or recover salary in lieu of notice period. Further the Company may its discretion relieve you from such date as it may deem fit or even before the expiry of the notice period without compensation for the un-expired period and is not bound to give any reason thereof.
6. On joining, you will be given a list of key result areas for which you are responsible to your immediate superior in the organization.
7. You may be required to undertake travel on Company work as and when required for the Company. You are required to abide the Company rules and regulations that are in force. Company rules and regulations may be amended, altered or extended from time to time as Company requires.
8. You shall diligently and faithfully carry out any responsibility, which may be assigned to you time to time to ensure results. You will be expected to work extra hours to achieve the set targets, whenever the job so requires.
9. You are entitled to take leave as per the leave policy of the Company.
10. The yearly performance bonus will paid on completion of one year. The company will set a target for the bonus and then calculate a percentage for the employee's bonus. The employee's bonus is then calculated by multiplying the percentage by the employee's salary.
11. The monthly incentive will be paid on month on month basis. The monthly incentive will be calculated as per the target achieved for that respective month.
12. During your tenure of service with the Company, you shall devote your full time and attention to the duties allotted to you and you shall not engage yourself directly or indirectly in any other business or trade or work for any other person or Company in any capacity including on part-time basis or otherwise.
13. During your tenure of service with the Company and after termination of the employment, you are required to maintain strict secrecy with regard to the work and shall not disclose any information connected to the Company. Information pertaining to the Company's Operations shall remain secret and safeguarded by you.
14. If during your tenure of service with the Company either alone or jointly with co-workers discover, learn or invent will be remained as a Company's property. The entire intellectual property what so ever is acquired during your tenure of service shall belong to and will be sole property of the Company only.

15. You will not at any time disclose or divulge or make any information public except on legal obligations regarding the organization affairs or administration or research carried out, whether the same may be confined to you or become known to you in the course of your service or otherwise.
16. If any of your declaration is proved false and breach of Company terms and policies, you will be liable to face legal action and termination from service without any prior notice.
17. You are strictly not authorized to take any information pertaining to work or Company in any form such as Papers, CD's, Emails, any storage drives and etc. Company's any property should be reserved by you within the Company only.

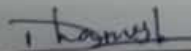
We have pleasure once again welcome you to our organization and hope that your period of service with TRIJIT will be long, pleasant and of mutual benefit.

For Trijit Technologies Pvt. Ltd.



Suresh R
Human Resource

I agree & accept employment on the terms and conditions mentioned in this letter.

Signature: 
(Dhanush B C)

Date: 30/03/23

Annexure D

TRIJIT Sales Target - Incentive Plan

Terms & Conditions:

1. The sales target will be INR 50 Thousand monthly revenues to generate from new customers. It does not include the revenue from existing customers.
2. The maximum 10% incentive will be paid as variable pay on monthly basis above INR 50 Thousand monthly revenue generation. No incentive is applicable if monthly achieved target revenue is INR 50 Thousand or less from new customers. Company reserve the rights to revise the target or change the incentive plan time to time.
3. Incentive is applicable only for those customers whose retention is minimum upto 3 months with TRIJIT. Any generated monthly revenue which gets cancelled or terminated by the customer before 3 months will not be a part of incentive calculation.
4. Incentive is calculated only on the revenue generated from core services offered by TRIJIT. It does not include the revenue generated from third party software licenses, domain purchase or any other service offerings where TRIJIT is procuring from other service providers.
5. The monthly incentive payment is not earned until the formal close of the customer. In addition, TRIJIT has the discretion to adjust the amount of any monthly incentive payment to account for any performance issues with respect to your employment or in light of other business needs as determined by management in its sole discretion.
6. No individual employee or other person has any claim or right to be included in the incentive Plan or to be granted an Incentive Award Payment under the Plan until he or she has been declared an-eligible participant and has been properly notified. In addition, all of the requirements and applicable rules and regulations of the incentive Plan must have been met, including but not limited to, the availability of funds for Incentive Award Payments, the determination of the extent to which goals have been met, the determination of the amount and receipt of each Incentive Award Payment, and approval of the incentive payments.
7. Incentive payments are based on management's discretion with respect to performance and contributions. In the event that a plan participant has no, little or shared involvement or impact on obtaining an order of significant value, management reserves the right to reduce or adjust the incentive paid to that employee.
8. Based on applicable credit splitting policies, TRIJIT management reserves the right and has full discretion to determine the splitting of credit among two or more salespersons, and when credit splitting should apply.
9. TRIJIT reserve the right to terminate or cancel the incentive plan on the basis of average performance of the employee or in any financial adverse situation determined by management. The incentive plan is tied up with the company growth and its overall performance and company is free to take any decision as it seems fit.
10. Management intends that the basic structure of this program remain in effect for the fiscal year. However, management reserves the right to modify, revise, or terminate the program at any time, including but not limited to the current Plan Year. Any such amendment, suspension or termination may be retroactive to the beginning of any Plan Year.
11. This incentive Plan is confidential and proprietary information of the Company. Employees are bound to refrain from discussing the contents of the incentive Plan with their colleagues or outside the company in any manner, and to refrain from sharing copies or discussing of the Plan directly or indirectly. The violation in any manner, and to refrain from sharing copies or discussing of the Plan directly or indirectly. The violation in any manner will result in the forfeiture of such incentive compensation payments and may result in corrective action up to and including termination along with appropriate legal action.

I agree & accept employment on the terms and conditions mentioned in this letter.

Signature: Dhanush B C
(Dhanush B C)

Date: 30/03/23

13th Feb 2023,

To,

Ashwin Kumar Mourya,

RE: Offer of Internship

Dear **Ashwin**,

We are pleased to offer you Internship with ANAROCK Property Consultants Pvt. Ltd, on the terms and conditions as per attached and as follows:

1. Your internship will be for a period of **6 Months starting from 13th Feb 2023 to 12th August 2023**. You will be based in Bangalore, and you will be reporting to Mr. Ashish Sharma.
2. You will be paid a monthly Stipend of **INR 25,000 (Indian Rupees Twenty-Five Thousand Only)** on or before 10th of every month.
3. **PAN card** is one of the mandatory documents to be furnished by you for the purpose of your internship with us. In the event you do not furnish the PAN details, as per the applicable law, 20% towards TDS would be deducted from the monthly Stipend amount payable to you and the said deduction is irreversible.
4. During the tenure of internship, you will not be entitled to any of the company/ staff welfare/ employee benefits.
5. Your normal hours of work will be from **9:30 A.M. to 5.30 P.M.** from Wednesday to Monday. However, due to exigencies of work, you may be required to work beyond normal working hours for which you will not be paid any over time.
6. You will need to put your best efforts in discharging the jobs assigned to you from time to time by your manager and you will not be entitled for any paid leaves during your internship. There will be applicable deduction in the stipend if in case you take leaves during the internship period.
7. The internship period may be extended at the end of LWD depending on mutual requirement and agreement.
8. Company reserves all the rights to terminate the internship at any point of time with or without assigning any reason.
9. You must not, at any time during your period of your internship (except if required under law) or after expiry or termination thereof, divulge to any third party or otherwise make use of any trade secret or confidential information, which comes to your knowledge relating to the business of the company. You will ensure to prevent use or disclosure of such confidential information by third parties.

For the avoidance of doubt 'confidential information' includes, but is not restricted to, all documentary and other information relating to the Company's business, either in hard or soft copy, including in particular client lists, details of the company's finances, clients or suppliers, staff of the Company and its Directors or Managers. It also includes all information in respect of which the Company is bound by an obligation of confidentiality to a third party and any information that is marked, or you are told, or which ANAROCK Property Consultants Pvt. Ltd. in any manner indicates, is confidential.

10. Upon expiry or termination of the Internship you will return to the Company all the papers, documents and any other property that might come into your possession during the internship with the Company, and you will not retain any copies or extracts thereof.


REGISTRAR


11. In the event of your expiry or termination of this internship, you will be required to confirm in writing that you have returned all confidential information and property belonging to the Company, and that you have not retained any copies or circulated any copy to third parties, and that you have no further access to copies. These restrictions will cease to apply to information or knowledge which you are required to disclose by law, or which comes into the public domain otherwise than through unauthorized disclosure by you.
12. You understand and agree that all the work products / deliverables derived by you during the Term of the internship period shall be deemed to be treated as "work made for hire". You undertake to irrevocable assign all Intellectual Property rights, title, and ownership in the said work products / deliverables in our favour.
13. You hereby unconditionally indemnify the Company against any claim, loss, damage, litigation, costs etc. suffered by the Company consequent to or occasioned by your breach or alleged breach of any of the terms of this engagement.
14. It is an essential condition of your employment that you must comply with all Company's existing, reviewed, and new policies and procedures. Any breach of the said policies or procedures may lead to disciplinary action including but not limited to termination.
15. The Company has an IT Policy, which covers the acceptable use of these systems, which you may be required to access at some stage in the course of your employment with ANAROCK Property Consultants Pvt. Ltd. You are required adhere to the Internet / E-mail Acceptable Use Policy as part of your conditions of internship.
16. It is ANAROCK Property Consultants Pvt. Ltd. policy to prohibit in our workplace any conduct, which constitutes sexual harassment. The Company has a policy on sexual harassment. It guarantees to deal with allegations of harassment seriously, promptly and in confidence and undertakes to protect from victimization of those individual who complain about sexual harassment.

In case the above terms are acceptable to you, kindly acknowledge the duplicate copy of the letter and return the same as a token of acceptance.

Thanking you and looking forward to a fruitful association with you.

Yours sincerely,



Sukhdeep Aurora
Chief People officer – Anarock Group

I, Ashwin Kumar Mourya, accept the above terms and conditions of internship with ANAROCK Property Consultants Pvt Ltd.

Signature.....

Date




REGISTRAR Registrar
PRESIDENCY UNIVERSITY
BANGALORE



EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

11 October, 2022

Mr. VYSHAG M NAIR
127, 1St Floor, C Block Ds Max Splendor,
Kellguddadahalli, Chikkabannavara, Bangalore
560090

Contact No: 9916691071
Email: 201910101882@presidencyuniversity.in

Dear **VYSHAG,**

Subject: Letter of Offer

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of offer subject to the following terms and conditions:

1. Position:

You will be offered a position in “**EY Global Delivery Services India LLP**” (the “Firm”).

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual total compensation of **INR.4,83,000/-** per annum. The annual total compensation includes variable pay bonus (VPB) and fringe benefits that are insurance and gratuity and this will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source.

Variable pay bonus(VPB) is a pay for performance program where you will be eligible to participate and have a differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of offer is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

EY Global Delivery Services India Private Limited, (A private limited company with registration no. U74999KA2016PTC093751) converted into EY Global Delivery Services India LLP (a limited liability partnership with LLP Identity No. AAL – 2743) effective 30 November, 2017 Regd.Office: 3rd floor, Tower 'C', RMZ Infinity, Old Madras Road, Benniganahalli, K R Puram Bangalore - 560016, India

[Handwritten Signature]
REGISTRAR

This file is signed using Digital Signature.



Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By: DIVYA PARIHAR

Reason: Letter of Offer

Location: Bangalore

Date:10/11/2022 18:35:10

Authorized Signatory

This file is signed using Digital Signature.





EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

11 October, 2022

Mr. SHARAN DILEEP
M-201 Magnum Opus Apartment, Paduranga Nagar,
Venkatadri Layout, Bannerghatta Road, Bengaluru,
Karnataka - 560076

Contact No: 7795874231
Email: 201910100661@presidencyuniversity.in

Dear **DILEEP,**

Subject: Letter of Offer

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of offer subject to the following terms and conditions:

1. Position:

You will be offered a position in “**EY Global Delivery Services India LLP**” (the “Firm”).

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual total compensation of **INR.4,83,000/-** per annum. The annual total compensation includes variable pay bonus (VPB) and fringe benefits that are insurance and gratuity and this will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source.

Variable pay bonus(VPB) is a pay for performance program where you will be eligible to participate and have a differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

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REGISTRAR


This file is signed using Digital Signature.



Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By: DIVYA PARIHAR

Reason: Letter of Offer

Location: Bangalore

Date:10/11/2022 18:35:10

Authorized Signatory





EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

11 October, 2022

Ms. VARSHA G N
#46, Kaleshappa Building, M H R Layout, T
Dasarahalli, Bangalore North, Karnataka - 560073

Contact No: 9535124912
Email: 201910101831@presidencyuniversity.in

Dear **VARSHA,**

Subject: Letter of Offer

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of offer subject to the following terms and conditions:

1. Position:

You will be offered a position in “**EY Global Delivery Services India LLP**” (the “Firm”).

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual total compensation of **INR.4,83,000/-** per annum. The annual total compensation includes variable pay bonus (VPB) and fringe benefits that are insurance and gratuity and this will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source.

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This letter of offer is subject to your successful completion of Btech exams by September 2023.

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REGISTRAR


This file is signed using Digital Signature.



Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By: DIVYA PARIHAR

Reason: Letter of Offer

Location: Bangalore

Date:10/11/2022 18:35:10

Authorized Signatory



DATE: 06/06/2023

Sub:- Letter of Offer

To: NAZIYA SULTANA

Thank you for exploring career opportunities with Employment Express VerbandLLP. You have successfully completed the selection process and we are pleased to inform you that you will be joining us on 12/06/2023

Your designation in the company will **Business development (Education sector)**. For six month you will get 7k Including PLI PM. Than After successful completion of six months Your salary will be upto 3.5LPA.

You are requested to send your formal acceptance for this letter by the end of the day of issue of this letter through mail to company HR (HR@Employmentexpress.net). Failure to do so shall result in withdrawal of selection, and the offer shall be null and void.

It is hereby stated this letter of offer is issued and considered valid as per company policy requirement and management is authorized to withdraw the offer as per company project policies.

Kindly mail the following documents to Hr@employmentexpress.net by the end of day of receiving offer-

- 1.Passport Size Photo-1
- 2.Pan Card
- 3.Aadhaar Card (front and back) With linked active Mobile Number.
- 4.Educational Mark-sheets & Certificates
- 5.Cancel Cheque/Bank Statement (Anyone)



Auth. Sig.

**ROOM NO. 15, PLOT NO. 22, Near MUNICIPAL SCHOOL, KHERWADI,
BANDRA (E), Mumbai, Maharashtra, India 400051
+91-7905044451, +91-8770132412
info@employmentexpress.net
employmentexpress.net**

DATE: 06/06/2023

Sub:- Letter of Offer

To: R VAISHNAVI

Thank you for exploring career opportunities with Employment Express VerbandLLP. You have successfully completed the selection process and we are pleased to inform you that you will be joining us on 12/06/2023

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BANDRA (E), Mumbai, Maharashtra, India 400051
+91-7905044451, +91-8770132412
info@employmentexpress.net
employmentexpress.net**

DATE: 06/06/2023

Sub:- Letter of Offer

To: VASAVI C S

Thank you for exploring career opportunities with Employment Express VerbandLLP. You have successfully completed the selection process and we are pleased to inform you that you will be joining us on 12/06/2023

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You are requested to send your formal acceptance for this letter by the end of the day of issue of this letter through mail to company HR (HR@Employmentexpress.net). Failure to do so shall result in withdrawal of selection, and the offer shall be null and void.

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+91-7905044451, +91-8770132412
info@employmentexpress.net
employmentexpress.net**



REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

DATE: 06/06/2023

Sub:- Letter of Offer

To: SRIHARSHA M P

Thank you for exploring career opportunities with Employment Express VerbandLLP. You have successfully completed the selection process and we are pleased to inform you that you will be joining us on 12/06/2023

Your designation in the company will **Business development (Education sector)**. For six month you will get 7k Including PLI PM. Than After successful completion of six months Your salary will be upto 3.5LPA.

You are requested to send your formal acceptance for this letter by the end of the day of issue of this letter through mail to company HR (HR@Employmentexpress.net). Failure to do so shall result in withdrawal of selection, and the offer shall be null and void.

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BANDRA (E), Mumbai, Maharashtra, India 400051
+91-7905044451, +91-8770132412
info@employmentexpress.net
employmentexpress.net**

DATE: 06/06/2023

Sub:- Letter of Offer

To: ANUSHA C V

Thank you for exploring career opportunities with Employment Express VerbandLLP. You have successfully completed the selection process and we are pleased to inform you that you will be joining us on 12/06/2023

Your designation in the company will **Business development (Education sector)**. For six month you will get 7k Including PLI PM. Than After successful completion of six months Your salary will be upto 3.5LPA.

You are requested to send your formal acceptance for this letter by the end of the day of issue of this letter through mail to company HR (HR@Employmentexpress.net). Failure to do so shall result in withdrawal of selection, and the offer shall be null and void.

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info@employmentexpress.net
employmentexpress.net**

DATE: 06/06/2023

Sub:- Letter of Offer

To: NAVEEN KUMAR G

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- 4.Educational Mark-sheets & Certificates
- 5.Cancel Cheque/Bank Statement (Anyone)



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**ROOM NO. 15, PLOT NO. 22, Near MUNICIPAL SCHOOL, KHERWADI,
BANDRA (E), Mumbai, Maharashtra, India 400051
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info@employmentexpress.net
employmentexpress.net**



REGISTRAR

DATE: 06/06/2023

Sub:- Letter of Offer

To: VIJAY REDDY

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REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

DATE: 06/06/2023

Sub:- Letter of Offer

To: BELLAM KONDA RAKETLA VENKATESH

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REGISTRAR

REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

DATE: 06/06/2023

Sub:- Letter of Offer

To: CHITTURI MOKSHITH SRI SAI EKANATH

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DATE: 06/06/2023

Sub:- Letter of Offer

To: GOTHAM VENKATESH

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DATE: 06/06/2023

Sub:- Letter of Offer

To: HARSHA K C

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BANGALORE

DATE: 06/06/2023

Sub:- Letter of Offer

To: SUPRIYA S

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DATE: 06/06/2023

Sub:- Letter of Offer

To: V PRUDHVI

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DATE: 06/06/2023

Sub:- Letter of Offer

To: VALLEPU AKHIL KUMAR

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DATE: 06/06/2023

Sub:- Letter of Offer

To: AKSHAYA KUMARI H K

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DATE: 06/06/2023

Sub:- Letter of Offer

To: G S KARTHIK

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Sub:- Letter of Offer

To: GUNAGANTI TEJA KUMAR

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Sub:- Letter of Offer

To: KURUPATI SRI SRAVYA

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Sub:- Letter of Offer

To: PEDDIREDDY BHAVATHEJ REDDY

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REGISTRAR

REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

DATE: 06/06/2023

Sub:- Letter of Offer

To: PRATHAMESH HAVINAL

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DATE: 06/06/2023

Sub:- Letter of Offer

To: SANDEEP G

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Sub:- Letter of Offer

To: SEVANTH M

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Sub:- Letter of Offer

To: SHREYA M H

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DATE: 06/06/2023

Sub:- Letter of Offer

To: SINDHU N

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Sub:- Letter of Offer

To: TEJA CHOWDARY BHOGAVALLI

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REGISTRAR

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DATE: 06/06/2023

Sub:- Letter of Offer

To: VENTRAPRAGADA YASWANTH

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- 5.Cancel Cheque/Bank Statement (Anyone)



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**ROOM NO. 15, PLOT NO. 22, Near MUNICIPAL SCHOOL, KHERWADI,
BANDRA (E), Mumbai, Maharashtra, India 400051
+91-7905044451, +91-8770132412
info@employmentexpress.net
employmentexpress.net**

DATE: 06/06/2023

Sub:- Letter of Offer

To: SHAIK ABDUL RAHIMAN

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DATE: 06/06/2023

Sub:- Letter of Offer

To: Poushali Dasgupta

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REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

DATE: 06/06/2023

Sub:- Letter of Offer

To: ARSHIYA R

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DATE: 06/06/2023

Sub:- Letter of Offer

To: KAVYA P

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REGISTRAR

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BANGALORE

DATE: 06/06/2023

Sub:- Letter of Offer

To: SHRIKRISHNA

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DATE: 06/06/2023

Sub:- Letter of Offer

To: KOMALA M E

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DATE: 06/06/2023

Sub:- Letter of Offer

To: NAVYA SHREE M

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DATE: 06/06/2023

Sub:- Letter of Offer

To: PRAJWAL HOSAMANI

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DATE: 06/06/2023

Sub:- Letter of Offer

To: YASHWANTH N

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REGISTRAR
PRESIDENCY UNIVERSITY
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DATE: 06/06/2023

Sub:- Letter of Offer

To: MOHAMMED ZUHAIB

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Sub:- Letter of Offer

To: VINUTH GOWDA R

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DATE: 06/06/2023

Sub:- Letter of Offer

To: SUMAN V

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Sub:- Letter of Offer

To: CHARANKUMAR A

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Sub:- Letter of Offer

To: GAGAN S B

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Sub:- Letter of Offer

To: KAUSHIK REDDY

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Sub:- Letter of Offer

To: KEERTHANA B V

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DATE: 06/06/2023

Sub:- Letter of Offer

To: MADHURYA C

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Sub:- Letter of Offer

To: MANJESH D K

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REGISTRAR

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PRESIDENCY UNIVERSITY
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DATE: 06/06/2023

Sub:- Letter of Offer

To: SHIVA SHARANA REDDY G

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Sub:- Letter of Offer

To: CHANDANA K S

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**ROOM NO. 15, PLOT NO. 22, Near MUNICIPAL SCHOOL, KHERWADI,
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info@employmentexpress.net
employmentexpress.net**



REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

DATE: 06/06/2023

Sub:- Letter of Offer

To: GODINA HANEESHA

Thank you for exploring career opportunities with Employment Express VerbandLLP. You have successfully completed the selection process and we are pleased to inform you that you will be joining us on 12/06/2023

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REGISTRAR
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BANGALORE

DATE: 06/06/2023

Sub:- Letter of Offer

To: HARSHINI K

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DATE: 06/06/2023

Sub:- Letter of Offer

To: SATYALA DASTAGIRI

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DATE: 06/06/2023

Sub:- Letter of Offer

To: SHAIK UMAR THAHIR

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DATE: 06/06/2023

Sub:- Letter of Offer

To: SYED HASSANULLA

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DATE: 06/06/2023

Sub:- Letter of Offer

To: WASIM AHMED SHARIFF

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DATE: 06/06/2023

Sub:- Letter of Offer

To: YAMINI N

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DATE: 06/06/2023

Sub:- Letter of Offer

To: YEGAVAKOTE KARTHIK

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Sub:- Letter of Offer

To: VEMULA PRASHANTH

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DATE: 06/06/2023

Sub:- Letter of Offer

To: AKASH S

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Sub:- Letter of Offer

To: KEERTHAN C POOJARI

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Sub:- Letter of Offer

To: SHAIK APSAR HUSSAIN

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Sub:- Letter of Offer

To: RESAPU LIKHITH REDDY

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Sub:- Letter of Offer

To: SHARATH B K

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Sub:- Letter of Offer

To: RAVIKUMAR K

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Sub:- Letter of Offer

To: JAYASHREE B N

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DATE: 06/06/2023

Sub:- Letter of Offer

To: JAYE SAI SUSMITHA

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Sub:- Letter of Offer

To: PATAN RASHEED KHAN

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DATE: 06/06/2023

Sub:- Letter of Offer

To: RAPARTHI SRIKAR

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REGISTRAR

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DATE: 06/06/2023

Sub:- Letter of Offer

To: SWAMY GARI CHARAN KOUSHIK

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**ROOM NO. 15, PLOT NO. 22, Near MUNICIPAL SCHOOL, KHERWADI,
BANDRA (E), Mumbai, Maharashtra, India 400051
+91-7905044451, +91-8770132412
info@employmentexpress.net
employmentexpress.net**

DATE: 06/06/2023

Sub:- Letter of Offer

To: THARUN GOWDA

Thank you for exploring career opportunities with Employment Express VerbandLLP. You have successfully completed the selection process and we are pleased to inform you that you will be joining us on 12/06/2023

Your designation in the company will **Business development (Education sector)**. For six month you will get 7k Including PLI PM. Than After successful completion of six months Your salary will be upto 3.5LPA.

You are requested to send your formal acceptance for this letter by the end of the day of issue of this letter through mail to company HR (HR@Employmentexpress.net). Failure to do so shall result in withdrawal of selection, and the offer shall be null and void.

It is hereby stated this letter of offer is issued and considered valid as per company policy requirement and management is authorized to withdraw the offer as per company project policies.

Kindly mail the following documents to Hr@employmentexpress.net by the end of day of receiving offer-

- 1.Passport Size Photo-1
- 2.Pan Card
- 3.Aadhaar Card (front and back) With linked active Mobile Number.
- 4.Educational Mark-sheets & Certificates
- 5.Cancel Cheque/Bank Statement (Anyone)



Auth. Sig.

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+91-7905044451, +91-8770132412
info@employmentexpress.net
employmentexpress.net**



REGISTRAR

DATE: 06/06/2023

Sub:- Letter of Offer

To: VAKA SREE GANESH

Thank you for exploring career opportunities with Employment Express VerbandLLP. You have successfully completed the selection process and we are pleased to inform you that you will be joining us on 12/06/2023

Your designation in the company will **Business development (Education sector)**. For six month you will get 7k Including PLI PM. Than After successful completion of six months Your salary will be upto 3.5LPA.

You are requested to send your formal acceptance for this letter by the end of the day of issue of this letter through mail to company HR (HR@Employmentexpress.net). Failure to do so shall result in withdrawal of selection, and the offer shall be null and void.

It is hereby stated this letter of offer is issued and considered valid as per company policy requirement and management is authorized to withdraw the offer as per company project policies.

Kindly mail the following documents to Hr@employmentexpress.net by the end of day of receiving offer-

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+91-7905044451, +91-8770132412
info@employmentexpress.net
employmentexpress.net**

DATE: 06/06/2023

Sub:- Letter of Offer

To: VARUN A S

Thank you for exploring career opportunities with Employment Express VerbandLLP. You have successfully completed the selection process and we are pleased to inform you that you will be joining us on 12/06/2023

Your designation in the company will **Business development (Education sector)**. For six month you will get 7k Including PLI PM. Than After successful completion of six months Your salary will be upto 3.5LPA.

You are requested to send your formal acceptance for this letter by the end of the day of issue of this letter through mail to company HR (HR@Employmentexpress.net). Failure to do so shall result in withdrawal of selection, and the offer shall be null and void.

It is hereby stated this letter of offer is issued and considered valid as per company policy requirement and management is authorized to withdraw the offer as per company project policies.

Kindly mail the following documents to Hr@employmentexpress.net by the end of day of receiving offer-

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- 2.Pan Card
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+91-7905044451, +91-8770132412
info@employmentexpress.net
employmentexpress.net**

DATE: 06/06/2023

Sub:- Letter of Offer

To: YERVA SRIDHAR KUMAR

Thank you for exploring career opportunities with Employment Express VerbandLLP. You have successfully completed the selection process and we are pleased to inform you that you will be joining us on 12/06/2023

Your designation in the company will **Business development (Education sector)**. For six month you will get 7k Including PLI PM. Than After successful completion of six months Your salary will be upto 3.5LPA.

You are requested to send your formal acceptance for this letter by the end of the day of issue of this letter through mail to company HR (HR@Employmentexpress.net). Failure to do so shall result in withdrawal of selection, and the offer shall be null and void.

It is hereby stated this letter of offer is issued and considered valid as per company policy requirement and management is authorized to withdraw the offer as per company project policies.

Kindly mail the following documents to Hr@employmentexpress.net by the end of day of receiving offer-

- 1.Passport Size Photo-1
- 2.Pan Card
- 3.Aadhaar Card (front and back) With linked active Mobile Number.
- 4.Educational Mark-sheets & Certificates
- 5.Cancel Cheque/Bank Statement (Anyone)



Auth. Sig.

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BANDRA (E), Mumbai, Maharashtra, India 400051
+91-7905044451, +91-8770132412
info@employmentexpress.net
employmentexpress.net**

DATE: 06/06/2023

Sub:- Letter of Offer

To: KUMMETHA BALASWAMI REDDY

Thank you for exploring career opportunities with Employment Express VerbandLLP. You have successfully completed the selection process and we are pleased to inform you that you will be joining us on 12/06/2023

Your designation in the company will **Business development (Education sector)**. For six month you will get 7k Including PLI PM. Than After successful completion of six months Your salary will be upto 3.5LPA.

You are requested to send your formal acceptance for this letter by the end of the day of issue of this letter through mail to company HR (HR@Employmentexpress.net). Failure to do so shall result in withdrawal of selection, and the offer shall be null and void.

It is hereby stated this letter of offer is issued and considered valid as per company policy requirement and management is authorized to withdraw the offer as per company project policies.

Kindly mail the following documents to Hr@employmentexpress.net by the end of day of receiving offer-

- 1.Passport Size Photo-1
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BANDRA (E), Mumbai, Maharashtra, India 400051
+91-7905044451, +91-8770132412
info@employmentexpress.net
employmentexpress.net**



REGISTRAR



15th December 2022

Sub: Offer of employment by Pin Click

Dear **S Malavika**,

Congratulations!

We are pleased to extend an offer to you to join Pin Click as “**Associate Property Advisor**”, *with effect from **7th February 2023***.

The terms of our offer are as follows:

1. The details of your annual earnings are attached herewith as Annexure A. Once the Probation is confirmed **4.8 LPA** is applicable and attached herewith Annexure B.
2. Your initial posting as Pin Click employee will be at the **Bangalore** office. Pin Click, however, reserves the choice to post/transfer you at any of their offices in India and outside. In which case, all transfer facilities applicable by company policies will be made available to you.
3. The Company reserves the right to conduct background investigations and/or reference checks on all its potential employees and your job offer is contingent upon such clearance
4. You will be on probation for a period of six months and maybe confirmed as a permanent employee upon successful completion of the probation. During the probation period, your services can be terminated without any notice or salary thereof on either side.
5. While we look forward to a long and profitable relationship, the employment relationship can be terminated by either of us at any time with 15daysnotice period or 15day'ssalary in lieu thereof. The Company will have discretion on the above mentioned options and can waive the notice period or accept/pay payment in lieu of notice period ormandate15 days notice at its sole discretion based on project deliverables, forecasting and appropriate knowledge transfer. Under any circumstance if you are unable to serve the notice period, the Company can decide to agree or refuse to provide the releasing letter of employment. Any statements or representations to the contrary (and, indeed, any statements contradicting any provision in this letter) should be regarded by you as ineffective.
6. You will be governed at all times by the policies, procedures and rules of Pin Click related to the salary, allowances, benefits and perquisites which are specified in this Agreement and its Annexure. Pin Click may modify or change such allowances, benefits and perquisites from time to time in accordance with its policies.
7. During your employment with Pin Click, you will, under no circumstances, work for any other firm or person, directly or indirectly, in a paid or honorary position, without an explicit permission from Pin Click.
8. You will not engage in any unethical practice, which might affect Pin Click and its employees, client and partners.

Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No :
+91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563



The details of your annual earnings are as **Annexure A**.

ANNEXURE – A

| COMPENSATION & BENEFITS STATEMENT – PIN CLICK | | | |
|---|--|----------------------------|---------------------|
| | Name | S Malavika | |
| | Designation | Associate Property Advisor | |
| | Department | Sales | |
| | Date of Joining | 7th February 2023 | |
| | CATEGORY | INR – Monthly | INR – Annual |
| A | Fixed Compensation | | |
| | Basic Salary | 6,600 | 79,200 |
| | House Rent Allowance | 5,500 | 66,000 |
| | Conveyance Allowance | 800 | 9,600 |
| | Medical Reimbursement | 1,250 | 15,000 |
| | Children Education Allowance | 2,000 | 24,000 |
| | Special Allowance | 4,741 | 56,892 |
| | Subtotal I / Gross Pay | 20,891 | 2,50,692 |
| B | Professional tax | 200 | 2,400 |
| | PF Employer | 792 | 9,504 |
| A-B | Net Salary | 19,899 | 2,38,788 |
| Benefits | | | |
| C | PF Employee | 792 | 9,504 |
| | Gratuity | 317 | 3,804 |
| | SubTotal II | 1,109 | 13,308 |
| Total A + C | Cost to the Company | 22,000 | 2,64,000 |
| | Performance Enhanced Incentives | 15,000* | 1,80,000* |
| <p>Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement</p> <ul style="list-style-type: none"> * The Offer/ Salary Is Subjective to Completion of Training * Two-wheeler is mandatory with valid driving license * 7-10 days of training period * 3000 rupees includes the traveling allowance, 500 rupees includes the mobile allowance. <ul style="list-style-type: none"> • Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable. | | | |

Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No :
+91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563

The details of your annual earnings are as **Annexure B**.

ANNEXURE – B

| COMPENSATION & BENEFITS STATEMENT – PIN CLICK | | | |
|--|--|-----------------------------------|---------------------|
| | Name | S Malavika | |
| | Designation | Associate Property Advisor | |
| | Department | Sales | |
| | Date of Joining | 7th February 2023 | |
| | CATEGORY | INR – Monthly | INR – Annual |
| A | Fixed Compensation | | |
| | Basic Salary | 7,500 | 90,000 |
| | House Rent Allowance | 6,250 | 75,000 |
| | Conveyance Allowance | 800 | 9,600 |
| | Medical Reimbursement | 1,250 | 15,000 |
| | Children Education Allowance | 2,000 | 24,000 |
| | Special Allowance | 3,540 | 42,480 |
| | Subtotal I / Gross Pay | 23,740 | 2,84,880 |
| B | Professional tax | 200 | 2,400 |
| | PF Employer | 900 | 10,800 |
| A-B | Net Salary | 22,640 | 2,71,680 |
| Benefits | | | |
| C | PF Employee | 900 | 10,800 |
| | Gratuity | 360 | 4,320 |
| | SubTotal II | 1,260 | 15,120 |
| Total A + C | Cost to the Company | 25,000 | 3,00,000 |
| | Performance Enhanced Incentives | 15,000* | 1,80,000* |
| <p>Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement</p> <p>* The Offer/ Salary Is Subjective to Completion of Training</p> <p>* Two-wheeler is mandatory with valid driving license</p> <p>* 3000 rupees includes the traveling allowance, 500 rupees includes the mobile allowance.</p> <ul style="list-style-type: none"> Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable. | | | |

To accept this offer, sign the copy and return the duplicate/scan copy to the sender. Kindly ensure that the copy of acceptance reaches us as prescribed.

We look forward to the opportunity of working with you at Pin Click Property Management Pvt Ltd

Mr.Manik Kinra
Co Founder

Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No :
+91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563



Letter of Offer

- a) The employee shall manage the day-to-day affairs of the company and shall supervise the office staff and any other employees of the Company. The supervisory function shall be discharged by the employee with due regard to his KRA's.
- b) The employee shall at all times abide by the policies and practices of the Company and comply with applicable laws

I have read the terms and conditions set out above and completely understand the same. In accepting employment with Pin Click I undertake to confirm to the terms and conditions set out above as well as other policies, procedures, instructions, etc, as may be communicated to me from time to time.

Name: _____

Signature: _____

Date: _____

Anticipated Start Date: _____

Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No :
+91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563


REGISTRAR 



15th December 2022

Sub: Offer of employment by Pin Click

Dear **Niharika M**,

Congratulations!

We are pleased to extend an offer to you to join Pin Click as “**Associate Property Advisor**”, *with effect from **7th February 2023***.

The terms of our offer are as follows:

1. The details of your annual earnings are attached herewith as Annexure A. Once the Probation is confirmed **4.8 LPA** is applicable and attached herewith Annexure B.
2. Your initial posting as Pin Click employee will be at the **Bangalore** office. Pin Click, however, reserves the choice to post/transfer you at any of their offices in India and outside. In which case, all transfer facilities applicable by company policies will be made available to you.
3. The Company reserves the right to conduct background investigations and/or reference checks on all its potential employees and your job offer is contingent upon such clearance
4. You will be on probation for a period of six months and maybe confirmed as a permanent employee upon successful completion of the probation. During the probation period, your services can be terminated without any notice or salary thereof on either side.
5. While we look forward to a long and profitable relationship, the employment relationship can be terminated by either of us at any time with 15daysnotice period or 15day'ssalary in lieu thereof. The Company will have discretion on the above mentioned options and can waive the notice period or accept/pay payment in lieu of notice period ormandate15 days notice at its sole discretion based on project deliverables, forecasting and appropriate knowledge transfer. Under any circumstance if you are unable to serve the notice period, the Company can decide to agree or refuse to provide the releasing letter of employment. Any statements or representations to the contrary (and, indeed, any statements contradicting any provision in this letter) should be regarded by you as ineffective.
6. You will be governed at all times by the policies, procedures and rules of Pin Click related to the salary, allowances, benefits and perquisites which are specified in this Agreement and its Annexure. Pin Click may modify or change such allowances, benefits and perquisites from time to time in accordance with its policies.
7. During your employment with Pin Click, you will, under no circumstances, work for any other firm or person, directly or indirectly, in a paid or honorary position, without an explicit permission from Pin Click.
8. You will not engage in any unethical practice, which might affect Pin Click and its employees, client and partners.

Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No :
+91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563



The details of your annual earnings are as **Annexure A**.

ANNEXURE – A

| COMPENSATION & BENEFITS STATEMENT – PIN CLICK | | | |
|---|--|----------------------------|---------------------|
| | Name | Niharika M | |
| | Designation | Associate Property Advisor | |
| | Department | Sales | |
| | Date of Joining | 7th February 2023 | |
| | CATEGORY | INR – Monthly | INR – Annual |
| A | Fixed Compensation | | |
| | Basic Salary | 6,600 | 79,200 |
| | House Rent Allowance | 5,500 | 66,000 |
| | Conveyance Allowance | 800 | 9,600 |
| | Medical Reimbursement | 1,250 | 15,000 |
| | Children Education Allowance | 2,000 | 24,000 |
| | Special Allowance | 4,741 | 56,892 |
| | Subtotal I / Gross Pay | 20,891 | 2,50,692 |
| B | Professional tax | 200 | 2,400 |
| | PF Employer | 792 | 9,504 |
| A-B | Net Salary | 19,899 | 2,38,788 |
| Benefits | | | |
| C | PF Employee | 792 | 9,504 |
| | Gratuity | 317 | 3,804 |
| | SubTotal II | 1,109 | 13,308 |
| Total A + C | Cost to the Company | 22,000 | 2,64,000 |
| | Performance Enhanced Incentives | 15,000* | 1,80,000* |
| <p>Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement</p> <ul style="list-style-type: none"> * The Offer/ Salary Is Subjective to Completion of Training * Two-wheeler is mandatory with valid driving license * 7-10 days of training period * 3000 rupees includes the traveling allowance, 500 rupees includes the mobile allowance. <ul style="list-style-type: none"> • Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable. | | | |

Pin Click Property Management Pvt Ltd

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The details of your annual earnings are as **Annexure B**.

ANNEXURE – B

| COMPENSATION & BENEFITS STATEMENT – PIN CLICK | | | |
|--|--|-----------------------------------|---------------------|
| | Name | Niharika M | |
| | Designation | Associate Property Advisor | |
| | Department | Sales | |
| | Date of Joining | 7th February 2023 | |
| | CATEGORY | INR – Monthly | INR – Annual |
| A | Fixed Compensation | | |
| | Basic Salary | 7,500 | 90,000 |
| | House Rent Allowance | 6,250 | 75,000 |
| | Conveyance Allowance | 800 | 9,600 |
| | Medical Reimbursement | 1,250 | 15,000 |
| | Children Education Allowance | 2,000 | 24,000 |
| | Special Allowance | 3,540 | 42,480 |
| | Subtotal I / Gross Pay | 23,740 | 2,84,880 |
| B | Professional tax | 200 | 2,400 |
| | PF Employer | 900 | 10,800 |
| A-B | Net Salary | 22,640 | 2,71,680 |
| Benefits | | | |
| C | PF Employee | 900 | 10,800 |
| | Gratuity | 360 | 4,320 |
| | SubTotal II | 1,260 | 15,120 |
| Total A + C | Cost to the Company | 25,000 | 3,00,000 |
| | Performance Enhanced Incentives | 15,000* | 1,80,000* |
| <p>Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement</p> <p>* The Offer/ Salary Is Subjective to Completion of Training</p> <p>* Two-wheeler is mandatory with valid driving license</p> <p>* 3000 rupees includes the traveling allowance, 500 rupees includes the mobile allowance.</p> <ul style="list-style-type: none"> Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable. | | | |

To accept this offer, sign the copy and return the duplicate/scan copy to the sender. Kindly ensure that the copy of acceptance reaches us as prescribed.

We look forward to the opportunity of working with you at Pin Click Property Management Pvt Ltd

Mr.Manik Kinra
Co Founder

Pin Click Property Management Pvt Ltd

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+91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563



Letter of Offer

- a) The employee shall manage the day-to-day affairs of the company and shall supervise the office staff and any other employees of the Company. The supervisory function shall be discharged by the employee with due regard to his KRA's.
- b) The employee shall at all times abide by the policies and practices of the Company and comply with applicable laws

I have read the terms and conditions set out above and completely understand the same. In accepting employment with Pin Click I undertake to confirm to the terms and conditions set out above as well as other policies, procedures, instructions, etc, as may be communicated to me from time to time.

Name: _____

Signature: _____

Date: _____

Anticipated Start Date: _____

Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No :
+91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563


REGISTRAR 

Dear **Rajvir Saini**,

Congratulations!!

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

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

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

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

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

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

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

Sincerely,

For Great West Global Business Services India Pvt. Ltd.

Authorized Signatory

Name:

Name of the College/Institute:

Date:

Signature:

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

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

CIN - U74900KA2014FTC077522

A handwritten signature in blue 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.



Dear Candidate,

Congratulations!!

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

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

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

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

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

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

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

Sincerely,

For Great West Global Business Services India Pvt. Ltd.

Authorized Signatory

Name: *putha chenna kesava Reddy*

Name of the College/Institute: *Presidency university*

Date: *15/03/2023*

Signature: *P. Chenna Kesava Reddy*

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

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

CIN - U74900KA2014FTC077522



Dear **Akash K S**,

Congratulations!!

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

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

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

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

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

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

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

Sincerely,

For Great West Global Business Services India Pvt. Ltd.

Authorized Signatory

Name:

Name of the College/Institute:

Date:

Signature:

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

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

CIN - U74900KA2014FTC077522

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

Dear **Dhiraj Chauhan**,

Congratulations!!

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

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

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- B) You are required to complete your current academic course with an aggregate of 50% in the first attempt in the current academic year with no backlogs

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

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

Sincerely,

For Great West Global Business Services India Pvt. Ltd.

Authorized Signatory

Name:

Name of the College/Institute:

Date:

Signature:

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

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

CIN - U74900KA2014FTC077522

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Dear **Proddutur Dadapeer,**

Congratulations!!

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

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Sincerely,

For Great West Global Business Services India Pvt. Ltd.

Authorized Signatory

Name:

Name of the College/Institute:

Date:

Signature:

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Dear **Md Shanawazuddin**,

Congratulations!!

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

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Sincerely,

For Great West Global Business Services India Pvt. Ltd.

Authorized Signatory

Name:

Name of the College/Institute:

Date:

Signature:

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India Private Limited –
Serving Empower and Putnam**

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Dear **Shetty Adarsh Chandrashekar**,

Congratulations!!

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

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Sincerely,

For Great West Global Business Services India Pvt. Ltd.

Authorized Signatory

Name:

Name of the College/Institute:

Date:

Signature:

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India Private Limited –
Serving Empower and Putnam**

Embassy Tech Village SEZ, 1st Floor, Block 2A Building
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Dear **Krishna Chandra Shekar**,

Congratulations!!

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

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Sincerely,

For Great West Global Business Services India Pvt. Ltd.

Authorized Signatory

Name:

Name of the College/Institute:

Date:

Signature:

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Dear **Annavarapu Sushwanth**,

Congratulations!!

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

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Sincerely,

For Great West Global Business Services India Pvt. Ltd.

Authorized Signatory

Name:

Name of the College/Institute:

Date:

Signature:

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CIN - U74900KA2014FTC077522


REGISTRAR




Dear **Candidate**,

Congratulations!!

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

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

Sincerely,

For Great West Global Business Services India Pvt. Ltd.

Authorized Signatory

Name: **CHAITRA . I**

Name of the College/Institute: **PRESIDENCY UNIVERSITY**

Date: **16-03-2023**

Signature:



Dear **Candidate**,

Congratulations!!

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

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Sincerely,

For Great West Global Business Services India Pvt. Ltd.

Authorized Signatory

Name: NIHARIKA.N.

Name of the College/Institute: PRESIDENCY UNIVERSITY.

Date: 16/03/2023.

Signature: Niharika N.

Dear **Tejas S,**

Congratulations!!

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

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Sincerely,

For Great West Global Business Services India Pvt. Ltd.

Authorized Signatory

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Name of the College/Institute:

Date:

Signature:

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JSC GOLLA ENGINEERING PRIVATE LIMITED

(SUBSIDIARY OF JONDISHAPOUR COMPANY)

CIN: U74999TG2021FTC154161

February 08, 2023

JSCGOLLA/APP/2023/193

Mr MALIPEDDU SAI PRANAV

SUB: LETTER OF APPOINTMENT

Dear Malipeddu Sai Pranav

We are pleased to appoint you to the position of Trainee Engineer Process in our Engineering Project Department and invite you to become a part of our Engineering, procurement, construction, and project management team.

As discussed, your date of joining shall be immediate.

As an Engineering Organization, our success depends upon the combined capabilities and contributions of all employees. Based on your background and qualifications, we believe you will be an outstanding addition to our work force.

Our philosophy and Modus Operandi are based on ethical conduct, mutual trust, and teamwork. We are dedicated to promoting a work environment which challenges and enriches everyone. We believe in continuous performance Improvement, through the ongoing challenge, testing, re-evaluation, and continual revision of our standards of excellence. Below mentioned are the terms and conditions with regards to your employment with us.

1.1. Salary:

Your salary is 3 lakhs per annum and will be reviewed annually based on your performance. Detailed breakup of Salary components will be given to you separately once you accept this appointment letter. In addition, you will get Employer share of provident fund as extra. This appointment can be terminated by either party by giving one (1) months' notice. The management reserves the right to terminate your services by giving one (1) month's salary in lieu of notice without assigning any reason.

1.2. Duties and Responsibilities:

During your employment, you will be required to undertake assignment at projects locations appropriate to your abilities, qualifications and experience within the company and its clients. The Management, at its sole discretion, reserves the right to change your designation and/or duties and transfer you temporarily or



JSC GOLLA ENGINEERING PRIVATE LIMITED

(SUBSIDIARY OF JONDISHAPOUR COMPANY)

CIN: U74999TG2021FTC154161

permanently to any of its establishments or offices or clients, those that may be established in the future, including corporations owned, managed, or operated by the Company. Such transfers will not, however, adversely affect your total compensation. For overseas project undertaking the remuneration package will be decided separately. During any such transfer, you shall be under the administrative control of the establishment to which you are transferred, and you will be governed by such terms and conditions of employment as are in force in the said establishment from time to time.

1.3. Leave and Holidays:

You will be entitled to all public and national holidays as established and published annually by the Company. A separate schedule of entitled Leaves will be given to you ,at the time of joining.

1.4. Miscellaneous:

You will be required to effectively carry out all duties and responsibilities assigned to you by your manager and others authorized by the Company to assign such duties and responsibilities while applying and maintaining the highest standard of personal conduct and integrity in compliance with all Company policies and procedures.

Where from time to time the Company changes or introduces policies and procedures in relation to its employees, these will be deemed to apply to this employment. You are advised to notify to the undersigned immediately, any change in your present contact address, so as to enable us to update our records.

Any violation of these or any other company procedures may result in strict disciplinary action being taken against you up to and including termination of you re-employment, with or without notice or compensation.

On behalf of the company, I wish you every success in your position and trust that our relationship will be long and mutually rewarding.

Sincerely,

Siva K Goll
Managing Director

Accepted By

(Malipeddu Sai Pranav)

Filename: Vasaantha
Directory: C:\Users\VVRAO\Documents
Template: C:\Users\VVRAO\AppData\Roaming\Microsoft\Templates\Normal.
dotm
Title: Microsoft Word - Lochanaa R.T Appt Letter
Subject:
Author: VVRAO
Keywords:
Comments:
Creation Date: 2/1/2023 9:55:00 AM
Change Number: 11
Last Saved On: 2/4/2023 6:58:00 PM
Last Saved By: Maivananan P
Total Editing Time: 37 Minutes
Last Printed On: 2/4/2023 7:00:00 PM
As of Last Complete Printing
Number of Pages: 2
Number of Words: 597 (approx.)
Number of Characters: 3,404 (approx.)


REGISTRAR 



15th December 2022

Sub: Offer of employment by Pin Click

Dear **Sahana V**,

Congratulations!

We are pleased to extend an offer to you to join Pin Click as “**Associate Property Advisor**”, *with effect from **7th February 2023***.

The terms of our offer are as follows:

1. The details of your annual earnings are attached herewith as Annexure A. Once the Probation is confirmed **4.8 LPA** is applicable and attached herewith Annexure B.
2. Your initial posting as Pin Click employee will be at the **Bangalore** office. Pin Click, however, reserves the choice to post/transfer you at any of their offices in India and outside. In which case, all transfer facilities applicable by company policies will be made available to you.
3. The Company reserves the right to conduct background investigations and/or reference checks on all its potential employees and your job offer is contingent upon such clearance
4. You will be on probation for a period of six months and maybe confirmed as a permanent employee upon successful completion of the probation. During the probation period, your services can be terminated without any notice or salary thereof on either side.
5. While we look forward to a long and profitable relationship, the employment relationship can be terminated by either of us at any time with 15daysnotice period or 15day'ssalary in lieu thereof. The Company will have discretion on the above mentioned options and can waive the notice period or accept/pay payment in lieu of notice period ormandate15 days notice at its sole discretion based on project deliverables, forecasting and appropriate knowledge transfer. Under any circumstance if you are unable to serve the notice period, the Company can decide to agree or refuse to provide the releasing letter of employment. Any statements or representations to the contrary (and, indeed, any statements contradicting any provision in this letter) should be regarded by you as ineffective.
6. You will be governed at all times by the policies, procedures and rules of Pin Click related to the salary, allowances, benefits and perquisites which are specified in this Agreement and its Annexure. Pin Click may modify or change such allowances, benefits and perquisites from time to time in accordance with its policies.
7. During your employment with Pin Click, you will, under no circumstances, work for any other firm or person, directly or indirectly, in a paid or honorary position, without an explicit permission from Pin Click.
8. You will not engage in any unethical practice, which might affect Pin Click and its employees, client and partners.

Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No :
+91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563



The details of your annual earnings are as **Annexure A**.

ANNEXURE – A

| COMPENSATION & BENEFITS STATEMENT – PIN CLICK | | | |
|---|--|-----------------------------------|---------------------|
| | Name | Sahana V | |
| | Designation | Associate Property Advisor | |
| | Department | Sales | |
| | Date of Joining | 7th February 2023 | |
| | CATEGORY | INR – Monthly | INR – Annual |
| A | Fixed Compensation | | |
| | Basic Salary | 6,600 | 79,200 |
| | House Rent Allowance | 5,500 | 66,000 |
| | Conveyance Allowance | 800 | 9,600 |
| | Medical Reimbursement | 1,250 | 15,000 |
| | Children Education Allowance | 2,000 | 24,000 |
| | Special Allowance | 4,741 | 56,892 |
| | Subtotal I / Gross Pay | 20,891 | 2,50,692 |
| B | Professional tax | 200 | 2,400 |
| | PF Employer | 792 | 9,504 |
| A-B | Net Salary | 19,899 | 2,38,788 |
| Benefits | | | |
| C | PF Employee | 792 | 9,504 |
| | Gratuity | 317 | 3,804 |
| | SubTotal II | 1,109 | 13,308 |
| Total A + C | Cost to the Company | 22,000 | 2,64,000 |
| | Performance Enhanced Incentives | 15,000* | 1,80,000* |
| <p>Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement</p> <ul style="list-style-type: none"> * The Offer/ Salary Is Subjective to Completion of Training * Two-wheeler is mandatory with valid driving license * 7-10 days of training period * 3000 rupees includes the traveling allowance, 500 rupees includes the mobile allowance. <ul style="list-style-type: none"> • Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable. | | | |

Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No :
+91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563

The details of your annual earnings are as **Annexure B**.

ANNEXURE – B

| COMPENSATION & BENEFITS STATEMENT – PIN CLICK | | | |
|--|--|-----------------------------------|---------------------|
| | Name | Sahana V | |
| | Designation | Associate Property Advisor | |
| | Department | Sales | |
| | Date of Joining | 7th February 2023 | |
| | CATEGORY | INR – Monthly | INR – Annual |
| A | Fixed Compensation | | |
| | Basic Salary | 7,500 | 90,000 |
| | House Rent Allowance | 6,250 | 75,000 |
| | Conveyance Allowance | 800 | 9,600 |
| | Medical Reimbursement | 1,250 | 15,000 |
| | Children Education Allowance | 2,000 | 24,000 |
| | Special Allowance | 3,540 | 42,480 |
| | Subtotal I / Gross Pay | 23,740 | 2,84,880 |
| B | Professional tax | 200 | 2,400 |
| | PF Employer | 900 | 10,800 |
| A-B | Net Salary | 22,640 | 2,71,680 |
| Benefits | | | |
| C | PF Employee | 900 | 10,800 |
| | Gratuity | 360 | 4,320 |
| | SubTotal II | 1,260 | 15,120 |
| Total A + C | Cost to the Company | 25,000 | 3,00,000 |
| | Performance Enhanced Incentives | 15,000* | 1,80,000* |
| <p>Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement</p> <p>* The Offer/ Salary Is Subjective to Completion of Training</p> <p>* Two-wheeler is mandatory with valid driving license</p> <p>* 3000 rupees includes the traveling allowance, 500 rupees includes the mobile allowance.</p> <ul style="list-style-type: none"> Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable. | | | |

To accept this offer, sign the copy and return the duplicate/scan copy to the sender. Kindly ensure that the copy of acceptance reaches us as prescribed.

We look forward to the opportunity of working with you at Pin Click Property Management Pvt Ltd

Mr.Manik Kinra
Co Founder

Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No :
+91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563



Letter of Offer

- a) The employee shall manage the day-to-day affairs of the company and shall supervise the office staff and any other employees of the Company. The supervisory function shall be discharged by the employee with due regard to his KRA's.
- b) The employee shall at all times abide by the policies and practices of the Company and comply with applicable laws

I have read the terms and conditions set out above and completely understand the same. In accepting employment with Pin Click I undertake to confirm to the terms and conditions set out above as well as other policies, procedures, instructions, etc, as may be communicated to me from time to time.

Name: _____

Signature: _____

Date: _____

Anticipated Start Date: _____

Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No :
+91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563


REGISTRAR 



15th December 2022

Sub: Offer of employment by Pin Click

Dear **Phebe Evangeline S,**

Congratulations!

We are pleased to extend an offer to you to join Pin Click as “**Associate Property Advisor**”, *with effect from **7th February 2023.***

The terms of our offer are as follows:

1. The details of your annual earnings are attached herewith as Annexure A. Once the Probation is confirmed **4.8 LPA** is applicable and attached herewith Annexure B.
2. Your initial posting as Pin Click employee will be at the **Bangalore** office. Pin Click, however, reserves the choice to post/transfer you at any of their offices in India and outside. In which case, all transfer facilities applicable by company policies will be made available to you.
3. The Company reserves the right to conduct background investigations and/or reference checks on all its potential employees and your job offer is contingent upon such clearance
4. You will be on probation for a period of six months and maybe confirmed as a permanent employee upon successful completion of the probation. During the probation period, your services can be terminated without any notice or salary thereof on either side.
5. While we look forward to a long and profitable relationship, the employment relationship can be terminated by either of us at any time with 15daysnotice period or 15day'ssalary in lieu thereof. The Company will have discretion on the above mentioned options and can waive the notice period or accept/pay payment in lieu of notice period ormandate15 days notice at its sole discretion based on project deliverables, forecasting and appropriate knowledge transfer. Under any circumstance if you are unable to serve the notice period, the Company can decide to agree or refuse to provide the releasing letter of employment. Any statements or representations to the contrary (and, indeed, any statements contradicting any provision in this letter) should be regarded by you as ineffective.
6. You will be governed at all times by the policies, procedures and rules of Pin Click related to the salary, allowances, benefits and perquisites which are specified in this Agreement and its Annexure. Pin Click may modify or change such allowances, benefits and perquisites from time to time in accordance with its policies.
7. During your employment with Pin Click, you will, under no circumstances, work for any other firm or person, directly or indirectly, in a paid or honorary position, without an explicit permission from Pin Click.
8. You will not engage in any unethical practice, which might affect Pin Click and its employees, client and partners.

Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No :
+91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563



The details of your annual earnings are as **Annexure A**.

ANNEXURE – A

| COMPENSATION & BENEFITS STATEMENT – PIN CLICK | | | |
|---|--|----------------------------|---------------------|
| | Name | Phebe Evangeline S | |
| | Designation | Associate Property Advisor | |
| | Department | Sales | |
| | Date of Joining | 7th February 2023 | |
| | CATEGORY | INR – Monthly | INR – Annual |
| A | Fixed Compensation | | |
| | Basic Salary | 6,600 | 79,200 |
| | House Rent Allowance | 5,500 | 66,000 |
| | Conveyance Allowance | 800 | 9,600 |
| | Medical Reimbursement | 1,250 | 15,000 |
| | Children Education Allowance | 2,000 | 24,000 |
| | Special Allowance | 4,741 | 56,892 |
| | Subtotal I / Gross Pay | 20,891 | 2,50,692 |
| B | Professional tax | 200 | 2,400 |
| | PF Employer | 792 | 9,504 |
| A-B | Net Salary | 19,899 | 2,38,788 |
| Benefits | | | |
| C | PF Employee | 792 | 9,504 |
| | Gratuity | 317 | 3,804 |
| | SubTotal II | 1,109 | 13,308 |
| Total A + C | Cost to the Company | 22,000 | 2,64,000 |
| | Performance Enhanced Incentives | 15,000* | 1,80,000* |
| <p>Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement</p> <ul style="list-style-type: none"> * The Offer/ Salary Is Subjective to Completion of Training * Two-wheeler is mandatory with valid driving license * 7-10 days of training period * 3000 rupees includes the traveling allowance, 500 rupees includes the mobile allowance. <ul style="list-style-type: none"> • Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable. | | | |

Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No : +91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563

The details of your annual earnings are as **Annexure B**.

ANNEXURE – B

| COMPENSATION & BENEFITS STATEMENT – PIN CLICK | | | |
|--|--|-----------------------------------|---------------------|
| | Name | Phebe Evangeline S | |
| | Designation | Associate Property Advisor | |
| | Department | Sales | |
| | Date of Joining | 7th February 2023 | |
| | CATEGORY | INR – Monthly | INR – Annual |
| A | Fixed Compensation | | |
| | Basic Salary | 7,500 | 90,000 |
| | House Rent Allowance | 6,250 | 75,000 |
| | Conveyance Allowance | 800 | 9,600 |
| | Medical Reimbursement | 1,250 | 15,000 |
| | Children Education Allowance | 2,000 | 24,000 |
| | Special Allowance | 3,540 | 42,480 |
| | Subtotal I / Gross Pay | 23,740 | 2,84,880 |
| B | Professional tax | 200 | 2,400 |
| | PF Employer | 900 | 10,800 |
| A-B | Net Salary | 22,640 | 2,71,680 |
| Benefits | | | |
| C | PF Employee | 900 | 10,800 |
| | Gratuity | 360 | 4,320 |
| | SubTotal II | 1,260 | 15,120 |
| Total A + C | Cost to the Company | 25,000 | 3,00,000 |
| | Performance Enhanced Incentives | 15,000* | 1,80,000* |
| <p>Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement</p> <p>* The Offer/ Salary Is Subjective to Completion of Training</p> <p>* Two-wheeler is mandatory with valid driving license</p> <p>* 3000 rupees includes the traveling allowance, 500 rupees includes the mobile allowance.</p> <ul style="list-style-type: none"> Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable. | | | |

To accept this offer, sign the copy and return the duplicate/scan copy to the sender. Kindly ensure that the copy of acceptance reaches us as prescribed.

We look forward to the opportunity of working with you at Pin Click Property Management Pvt Ltd

Mr.Manik Kinra
Co Founder

Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No :
+91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563



Letter of Offer

- a) The employee shall manage the day-to-day affairs of the company and shall supervise the office staff and any other employees of the Company. The supervisory function shall be discharged by the employee with due regard to his KRA's.
- b) The employee shall at all times abide by the policies and practices of the Company and comply with applicable laws

I have read the terms and conditions set out above and completely understand the same. In accepting employment with Pin Click I undertake to confirm to the terms and conditions set out above as well as other policies, procedures, instructions, etc, as may be communicated to me from time to time.

Name: _____

Signature: _____

Date: _____

Anticipated Start Date: _____

Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No :
+91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563


REGISTRAR 



15th December 2022

Sub: Offer of employment by Pin Click

Dear **Vikas Kumar Pandit S,**

Congratulations!

We are pleased to extend an offer to you to join Pin Click as “**Associate Property Advisor**”, *with effect from **7th February 2023.***

The terms of our offer are as follows:

1. The details of your annual earnings are attached herewith as Annexure A. Once the Probation is confirmed **4.8 LPA** is applicable and attached herewith Annexure B.
2. Your initial posting as Pin Click employee will be at the **Bangalore** office. Pin Click, however, reserves the choice to post/transfer you at any of their offices in India and outside. In which case, all transfer facilities applicable by company policies will be made available to you.
3. The Company reserves the right to conduct background investigations and/or reference checks on all its potential employees and your job offer is contingent upon such clearance
4. You will be on probation for a period of six months and maybe confirmed as a permanent employee upon successful completion of the probation. During the probation period, your services can be terminated without any notice or salary thereof on either side.
5. While we look forward to a long and profitable relationship, the employment relationship can be terminated by either of us at any time with 15daysnotice period or 15day'ssalary in lieu thereof. The Company will have discretion on the above mentioned options and can waive the notice period or accept/pay payment in lieu of notice period ormandate15 days notice at its sole discretion based on project deliverables, forecasting and appropriate knowledge transfer. Under any circumstance if you are unable to serve the notice period, the Company can decide to agree or refuse to provide the releasing letter of employment. Any statements or representations to the contrary (and, indeed, any statements contradicting any provision in this letter) should be regarded by you as ineffective.
6. You will be governed at all times by the policies, procedures and rules of Pin Click related to the salary, allowances, benefits and perquisites which are specified in this Agreement and its Annexure. Pin Click may modify or change such allowances, benefits and perquisites from time to time in accordance with its policies.
7. During your employment with Pin Click, you will, under no circumstances, work for any other firm or person, directly or indirectly, in a paid or honorary position, without an explicit permission from Pin Click.
8. You will not engage in any unethical practice, which might affect Pin Click and its employees, client and partners.

Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No :
+91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563



The details of your annual earnings are as **Annexure A**.

ANNEXURE – A

| COMPENSATION & BENEFITS STATEMENT – PIN CLICK | | | |
|---|--|-----------------------------------|---------------------|
| | Name | Vikas Kumar Pandit S | |
| | Designation | Associate Property Advisor | |
| | Department | Sales | |
| | Date of Joining | 7th February 2023 | |
| | CATEGORY | INR – Monthly | INR – Annual |
| A | Fixed Compensation | | |
| | Basic Salary | 6,600 | 79,200 |
| | House Rent Allowance | 5,500 | 66,000 |
| | Conveyance Allowance | 800 | 9,600 |
| | Medical Reimbursement | 1,250 | 15,000 |
| | Children Education Allowance | 2,000 | 24,000 |
| | Special Allowance | 4,741 | 56,892 |
| | Subtotal I / Gross Pay | 20,891 | 2,50,692 |
| B | Professional tax | 200 | 2,400 |
| | PF Employer | 792 | 9,504 |
| A-B | Net Salary | 19,899 | 2,38,788 |
| Benefits | | | |
| C | PF Employee | 792 | 9,504 |
| | Gratuity | 317 | 3,804 |
| | SubTotal II | 1,109 | 13,308 |
| Total A + C | Cost to the Company | 22,000 | 2,64,000 |
| | Performance Enhanced Incentives | 15,000* | 1,80,000* |
| <p>Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement</p> <ul style="list-style-type: none"> * The Offer/ Salary Is Subjective to Completion of Training * Two-wheeler is mandatory with valid driving license * 7-10 days of training period * 3000 rupees includes the traveling allowance, 500 rupees includes the mobile allowance. <ul style="list-style-type: none"> • Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable. | | | |

Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No :
+91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563

The details of your annual earnings are as **Annexure B**.

ANNEXURE – B

| COMPENSATION & BENEFITS STATEMENT – PIN CLICK | | | |
|--|--|-----------------------------------|---------------------|
| | Name | Vikas Kumar Pandit S | |
| | Designation | Associate Property Advisor | |
| | Department | Sales | |
| | Date of Joining | 7th February 2023 | |
| | CATEGORY | INR – Monthly | INR – Annual |
| A | Fixed Compensation | | |
| | Basic Salary | 7,500 | 90,000 |
| | House Rent Allowance | 6,250 | 75,000 |
| | Conveyance Allowance | 800 | 9,600 |
| | Medical Reimbursement | 1,250 | 15,000 |
| | Children Education Allowance | 2,000 | 24,000 |
| | Special Allowance | 3,540 | 42,480 |
| | Subtotal I / Gross Pay | 23,740 | 2,84,880 |
| B | Professional tax | 200 | 2,400 |
| | PF Employer | 900 | 10,800 |
| A-B | Net Salary | 22,640 | 2,71,680 |
| Benefits | | | |
| C | PF Employee | 900 | 10,800 |
| | Gratuity | 360 | 4,320 |
| | SubTotal II | 1,260 | 15,120 |
| Total A + C | Cost to the Company | 25,000 | 3,00,000 |
| | Performance Enhanced Incentives | 15,000* | 1,80,000* |
| <p>Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement</p> <p>* The Offer/ Salary Is Subjective to Completion of Training</p> <p>* Two-wheeler is mandatory with valid driving license</p> <p>* 3000 rupees includes the traveling allowance, 500 rupees includes the mobile allowance.</p> <ul style="list-style-type: none"> Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable. | | | |

To accept this offer, sign the copy and return the duplicate/scan copy to the sender. Kindly ensure that the copy of acceptance reaches us as prescribed.

We look forward to the opportunity of working with you at Pin Click Property Management Pvt Ltd

Mr.Manik Kinra
Co Founder

Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No :
+91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563



Letter of Offer

- a) The employee shall manage the day-to-day affairs of the company and shall supervise the office staff and any other employees of the Company. The supervisory function shall be discharged by the employee with due regard to his KRA's.
- b) The employee shall at all times abide by the policies and practices of the Company and comply with applicable laws

I have read the terms and conditions set out above and completely understand the same. In accepting employment with Pin Click I undertake to confirm to the terms and conditions set out above as well as other policies, procedures, instructions, etc, as may be communicated to me from time to time.

Name: _____

Signature: _____

Date: _____

Anticipated Start Date: _____

Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No :
+91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563


REGISTRAR 



15th December 2022

Sub: Offer of employment by Pin Click

Dear **Anand V**,

Congratulations!

We are pleased to extend an offer to you to join Pin Click as “**Associate Property Advisor**”, *with effect from **7th February 2023***.

The terms of our offer are as follows:

1. The details of your annual earnings are attached herewith as Annexure A. Once the Probation is confirmed **4.8 LPA** is applicable and attached herewith Annexure B.
2. Your initial posting as Pin Click employee will be at the **Bangalore** office. Pin Click, however, reserves the choice to post/transfer you at any of their offices in India and outside. In which case, all transfer facilities applicable by company policies will be made available to you.
3. The Company reserves the right to conduct background investigations and/or reference checks on all its potential employees and your job offer is contingent upon such clearance
4. You will be on probation for a period of six months and maybe confirmed as a permanent employee upon successful completion of the probation. During the probation period, your services can be terminated without any notice or salary thereof on either side.
5. While we look forward to a long and profitable relationship, the employment relationship can be terminated by either of us at any time with 15daysnotice period or 15day'ssalary in lieu thereof. The Company will have discretion on the above mentioned options and can waive the notice period or accept/pay payment in lieu of notice period ormandate15 days notice at its sole discretion based on project deliverables, forecasting and appropriate knowledge transfer. Under any circumstance if you are unable to serve the notice period, the Company can decide to agree or refuse to provide the releasing letter of employment. Any statements or representations to the contrary (and, indeed, any statements contradicting any provision in this letter) should be regarded by you as ineffective.
6. You will be governed at all times by the policies, procedures and rules of Pin Click related to the salary, allowances, benefits and perquisites which are specified in this Agreement and its Annexure. Pin Click may modify or change such allowances, benefits and perquisites from time to time in accordance with its policies.
7. During your employment with Pin Click, you will, under no circumstances, work for any other firm or person, directly or indirectly, in a paid or honorary position, without an explicit permission from Pin Click.
8. You will not engage in any unethical practice, which might affect Pin Click and its employees, client and partners.

Pin Click Property Management Pvt Ltd

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+91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563



The details of your annual earnings are as **Annexure A**.

ANNEXURE – A

| COMPENSATION & BENEFITS STATEMENT – PIN CLICK | | | |
|---|--|----------------------------|---------------------|
| | Name | Anand V | |
| | Designation | Associate Property Advisor | |
| | Department | Sales | |
| | Date of Joining | 7th February 2023 | |
| | CATEGORY | INR – Monthly | INR – Annual |
| A | Fixed Compensation | | |
| | Basic Salary | 6,600 | 79,200 |
| | House Rent Allowance | 5,500 | 66,000 |
| | Conveyance Allowance | 800 | 9,600 |
| | Medical Reimbursement | 1,250 | 15,000 |
| | Children Education Allowance | 2,000 | 24,000 |
| | Special Allowance | 4,741 | 56,892 |
| | Subtotal I / Gross Pay | 20,891 | 2,50,692 |
| B | Professional tax | 200 | 2,400 |
| | PF Employer | 792 | 9,504 |
| A-B | Net Salary | 19,899 | 2,38,788 |
| Benefits | | | |
| C | PF Employee | 792 | 9,504 |
| | Gratuity | 317 | 3,804 |
| | SubTotal II | 1,109 | 13,308 |
| Total A + C | Cost to the Company | 22,000 | 2,64,000 |
| | Performance Enhanced Incentives | 15,000* | 1,80,000* |
| <p>Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement</p> <ul style="list-style-type: none"> * The Offer/ Salary Is Subjective to Completion of Training * Two-wheeler is mandatory with valid driving license * 7-10 days of training period * 3000 rupees includes the traveling allowance, 500 rupees includes the mobile allowance. <ul style="list-style-type: none"> • Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable. | | | |

Pin Click Property Management Pvt Ltd

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The details of your annual earnings are as **Annexure B**.

ANNEXURE – B

| COMPENSATION & BENEFITS STATEMENT – PIN CLICK | | | |
|--|--|-----------------------------------|---------------------|
| | Name | Anand V | |
| | Designation | Associate Property Advisor | |
| | Department | Sales | |
| | Date of Joining | 7th February 2023 | |
| | CATEGORY | INR – Monthly | INR – Annual |
| A | Fixed Compensation | | |
| | Basic Salary | 7,500 | 90,000 |
| | House Rent Allowance | 6,250 | 75,000 |
| | Conveyance Allowance | 800 | 9,600 |
| | Medical Reimbursement | 1,250 | 15,000 |
| | Children Education Allowance | 2,000 | 24,000 |
| | Special Allowance | 3,540 | 42,480 |
| | Subtotal I / Gross Pay | 23,740 | 2,84,880 |
| B | Professional tax | 200 | 2,400 |
| | PF Employer | 900 | 10,800 |
| A-B | Net Salary | 22,640 | 2,71,680 |
| Benefits | | | |
| C | PF Employee | 900 | 10,800 |
| | Gratuity | 360 | 4,320 |
| | SubTotal II | 1,260 | 15,120 |
| Total A + C | Cost to the Company | 25,000 | 3,00,000 |
| | Performance Enhanced Incentives | 15,000* | 1,80,000* |
| <p>Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement</p> <p>* The Offer/ Salary Is Subjective to Completion of Training</p> <p>* Two-wheeler is mandatory with valid driving license</p> <p>* 3000 rupees includes the traveling allowance, 500 rupees includes the mobile allowance.</p> <ul style="list-style-type: none"> Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable. | | | |

To accept this offer, sign the copy and return the duplicate/scan copy to the sender. Kindly ensure that the copy of acceptance reaches us as prescribed.

We look forward to the opportunity of working with you at Pin Click Property Management Pvt Ltd

Mr.Manik Kinra
Co Founder

Pin Click Property Management Pvt Ltd

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Letter of Offer

- a) The employee shall manage the day-to-day affairs of the company and shall supervise the office staff and any other employees of the Company. The supervisory function shall be discharged by the employee with due regard to his KRA's.
- b) The employee shall at all times abide by the policies and practices of the Company and comply with applicable laws

I have read the terms and conditions set out above and completely understand the same. In accepting employment with Pin Click I undertake to confirm to the terms and conditions set out above as well as other policies, procedures, instructions, etc, as may be communicated to me from time to time.

Name: _____

Signature: _____

Date: _____

Anticipated Start Date: _____

Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No :
+91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563


REGISTRAR 



15th December 2022

Sub: Offer of employment by Pin Click

Dear **Priya R,**

Congratulations!

We are pleased to extend an offer to you to join Pin Click as “**Associate Property Advisor**”, *with effect from **7th February 2023.***

The terms of our offer are as follows:

1. The details of your annual earnings are attached herewith as Annexure A. Once the Probation is confirmed **4.8 LPA** is applicable and attached herewith Annexure B.
2. Your initial posting as Pin Click employee will be at the **Bangalore** office. Pin Click, however, reserves the choice to post/transfer you at any of their offices in India and outside. In which case, all transfer facilities applicable by company policies will be made available to you.
3. The Company reserves the right to conduct background investigations and/or reference checks on all its potential employees and your job offer is contingent upon such clearance
4. You will be on probation for a period of six months and maybe confirmed as a permanent employee upon successful completion of the probation. During the probation period, your services can be terminated without any notice or salary thereof on either side.
5. While we look forward to a long and profitable relationship, the employment relationship can be terminated by either of us at any time with 15daysnotice period or 15day'ssalary in lieu thereof. The Company will have discretion on the above mentioned options and can waive the notice period or accept/pay payment in lieu of notice period ormandate15 days notice at its sole discretion based on project deliverables, forecasting and appropriate knowledge transfer. Under any circumstance if you are unable to serve the notice period, the Company can decide to agree or refuse to provide the releasing letter of employment. Any statements or representations to the contrary (and, indeed, any statements contradicting any provision in this letter) should be regarded by you as ineffective.
6. You will be governed at all times by the policies, procedures and rules of Pin Click related to the salary, allowances, benefits and perquisites which are specified in this Agreement and its Annexure. Pin Click may modify or change such allowances, benefits and perquisites from time to time in accordance with its policies.
7. During your employment with Pin Click, you will, under no circumstances, work for any other firm or person, directly or indirectly, in a paid or honorary position, without an explicit permission from Pin Click.
8. You will not engage in any unethical practice, which might affect Pin Click and its employees, client and partners.

Pin Click Property Management Pvt Ltd

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+91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563



The details of your annual earnings are as **Annexure A**.

ANNEXURE – A

| COMPENSATION & BENEFITS STATEMENT – PIN CLICK | | | |
|---|--|----------------------------|---------------------|
| | Name | Priya R | |
| | Designation | Associate Property Advisor | |
| | Department | Sales | |
| | Date of Joining | 7th February 2023 | |
| | CATEGORY | INR – Monthly | INR – Annual |
| A | Fixed Compensation | | |
| | Basic Salary | 6,600 | 79,200 |
| | House Rent Allowance | 5,500 | 66,000 |
| | Conveyance Allowance | 800 | 9,600 |
| | Medical Reimbursement | 1,250 | 15,000 |
| | Children Education Allowance | 2,000 | 24,000 |
| | Special Allowance | 4,741 | 56,892 |
| | Subtotal I / Gross Pay | 20,891 | 2,50,692 |
| B | Professional tax | 200 | 2,400 |
| | PF Employer | 792 | 9,504 |
| A-B | Net Salary | 19,899 | 2,38,788 |
| Benefits | | | |
| C | PF Employee | 792 | 9,504 |
| | Gratuity | 317 | 3,804 |
| | SubTotal II | 1,109 | 13,308 |
| Total A + C | Cost to the Company | 22,000 | 2,64,000 |
| | Performance Enhanced Incentives | 15,000* | 1,80,000* |
| <p>Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement</p> <ul style="list-style-type: none"> * The Offer/ Salary Is Subjective to Completion of Training * Two-wheeler is mandatory with valid driving license * 7-10 days of training period * 3000 rupees includes the traveling allowance, 500 rupees includes the mobile allowance. <ul style="list-style-type: none"> • Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable. | | | |

Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No :
+91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563

The details of your annual earnings are as **Annexure B**.

ANNEXURE – B

| COMPENSATION & BENEFITS STATEMENT – PIN CLICK | | | |
|--|--|----------------------------|---------------------|
| | Name | Priya R | |
| | Designation | Associate Property Advisor | |
| | Department | Sales | |
| | Date of Joining | 7th February 2023 | |
| | CATEGORY | INR – Monthly | INR – Annual |
| A | Fixed Compensation | | |
| | Basic Salary | 7,500 | 90,000 |
| | House Rent Allowance | 6,250 | 75,000 |
| | Conveyance Allowance | 800 | 9,600 |
| | Medical Reimbursement | 1,250 | 15,000 |
| | Children Education Allowance | 2,000 | 24,000 |
| | Special Allowance | 3,540 | 42,480 |
| | Subtotal I / Gross Pay | 23,740 | 2,84,880 |
| B | Professional tax | 200 | 2,400 |
| | PF Employer | 900 | 10,800 |
| A-B | Net Salary | 22,640 | 2,71,680 |
| Benefits | | | |
| C | PF Employee | 900 | 10,800 |
| | Gratuity | 360 | 4,320 |
| | SubTotal II | 1,260 | 15,120 |
| Total A + C | Cost to the Company | 25,000 | 3,00,000 |
| | Performance Enhanced Incentives | 15,000* | 1,80,000* |
| <p>Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement</p> <p>* The Offer/ Salary Is Subjective to Completion of Training</p> <p>* Two-wheeler is mandatory with valid driving license</p> <p>* 3000 rupees includes the traveling allowance, 500 rupees includes the mobile allowance.</p> <ul style="list-style-type: none"> Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable. | | | |

To accept this offer, sign the copy and return the duplicate/scan copy to the sender. Kindly ensure that the copy of acceptance reaches us as prescribed.

We look forward to the opportunity of working with you at Pin Click Property Management Pvt Ltd

Mr.Manik Kinra
Co Founder

Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No :
+91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563



Letter of Offer

- a) The employee shall manage the day-to-day affairs of the company and shall supervise the office staff and any other employees of the Company. The supervisory function shall be discharged by the employee with due regard to his KRA's.
- b) The employee shall at all times abide by the policies and practices of the Company and comply with applicable laws

I have read the terms and conditions set out above and completely understand the same. In accepting employment with Pin Click I undertake to confirm to the terms and conditions set out above as well as other policies, procedures, instructions, etc, as may be communicated to me from time to time.

Name: _____

Signature: _____

Date: _____

Anticipated Start Date: _____

Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No :
+91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563


REGISTRAR 



July 18, 2023

IBM India Private Limited
Manyata Embassy Business Park,
G2 Block, Nagwara Outer Ring Road,
Bangalore – 560045, India.
Tel : 91-80-49139999
<http://www-07.ibm.com/in/careers/>

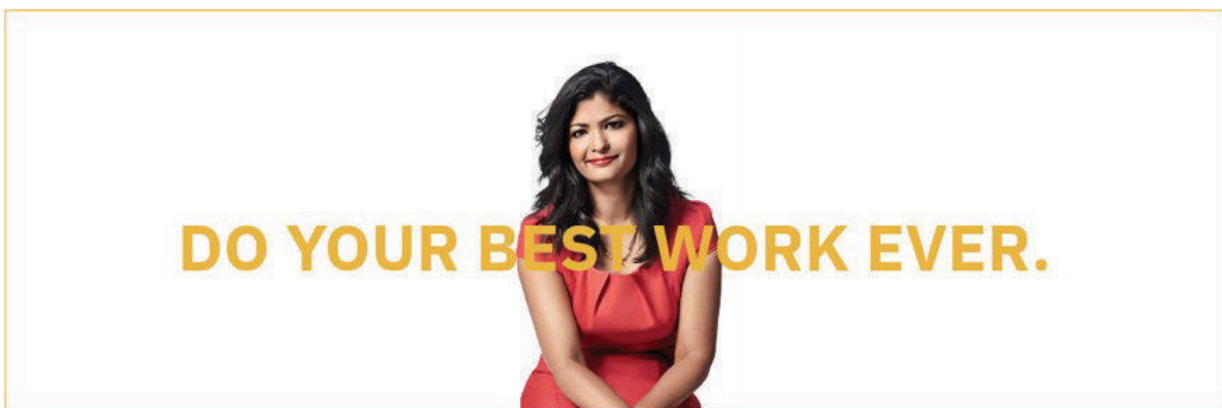
Dear Mohammed Ayan

At IBM you can innovate breakthroughs and help make life changing impact. We are experts in nearly every technical, scientific and business field. As IBMers, we are proud to apply our expertise in countries we are citizens of; all united by a single purpose: to be essential.

We invite you to join us as a Security Analyst, in band 06G and experience an inclusive, collaborative and learning culture with the support of technical & business experts, mentors, leaders and colleagues worldwide. You will thrive in an environment that cultivates creativity and individuality; and; be part of projects that help make the world work better.

Talent development is strategic to IBM; and you will have access to a unique learning platform powered by IBM's Watson, IBM Cloud and IBM Bluemix to help you learn quicker, learn smarter, and help the company stay agile and top-notch.

Your letter of employment is attached, for your review and acceptance. Please do not hesitate to reach out to us in case of queries or concerns. We look forward to hearing from you soon and welcome you to be a part of our team.





July 18, 2023

IBM India Private Limited
Manyata Embassy Business Park,
G2 Block, Nagwara Outer Ring Road,
Bangalore – 560045, India.
Tel : 91-80-49139999
<http://www-07.ibm.com/in/careers/>

Dear Mohammed Ayan

We are pleased to offer you the position of Security Analyst, in band 06G at IBM India Pvt Ltd (IBM or Company). The terms and conditions of your employment contract at IBM are detailed below. Please read these important details carefully, including your compensation and benefits.

Initially, you will have to undergo an IBM trainee program specially designed for all college campus hires. This training is to enable you to acclimatize to the industry and post qualifying, accelerate your transition to a live project.

You must complete your formal course of education, including final semester examinations to establish your qualifications, before joining. Further, this offer is contingent upon your obtaining the degree, consistent academic performance, minimum aggregate or equivalent of 65% or 6.5 CGPA in Bachelors & Post-Graduation and 60% or 6.0 CGPA in SSLC or X, HSC/PUC/XII, Diploma or the equivalent, failing which IBM may, at its sole discretion, withdraw this offer of employment.

Acceptance and Commencement

Your appointment will be effective on your joining date, i.e July 25, 2023 Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

To confirm your acceptance of this offer, you are required to:

- Accept this offer by selecting the 'accept' option at the bottom of the form. Please note that if you do not provide your acceptance, you will not be allowed to join on the joining date specified above.
- On your first day of employment, please report at 8:45 am to the Main Lobby located at IBM India Pvt Ltd, Bhartiya Centre of Information Technology, 15th Floor, Training Room Nos 3,4,5 & 6, Milestone Buildcon, Chokkanahalli, Thanisandra Main Road, Bangalore –560064. You will meet with your Onboarding Specialist who will assist you with your joining formalities. If you have questions about your First Day Start Paperwork, send a mail to pronboar@in.ibm.com

If you have questions about your First Day Documentation, send an email to eschoolhiring@in.ibm.com





On your joining date, please bring (i) 1 copy of this letter duly signed and dated by you (ii) 2 self photographs (passport size, color with white background) (iii) One set of print outs of the completed on boarding forms & Originals (iv) Aadhaar number (If you do not have one, please apply immediately and provide the enrolment number on the day of onboarding). This is required to facilitate remittance of your provident fund to the Employees Provident Fund Organization, as well as for any other purposes that may be required by statutory and regulatory authorities. Please note that Aadhaar is currently not mandatory for employees who do not hold an Indian passport, hence please notify us in advance if you fall within this category (v) Two sets of photocopies of the following mandatory documents:

- Relieving document from most recent employer – Relieving letter or service certificate or resignation acceptance e-mail with last working day (LWD) confirmation.
- Passport and Pan card– If you do not have a Passport or Pan card you need to bring one of the following IDs.
 - Voter ID card
 - Driving License
 - Aadhaar Card
 - Senior Secondary result/certificate with DOB and photo (for university hires only)
- In the absence of Passport and Pan card, apply for the same immediately and carry any one of the following as mentioned above to complete on boarding process.
- Disability certificate – If you have stated in your application to IBM that you are differently abled, please bring the disability certificate as per the prescribed format, duly filled & signed.
- Name change document – If you have ever changed your name at any point of time, and for any reason whatsoever. Valid Indian Work Permit, if applicable.
- Education documents (for university hires only) – Degree certificate and all year mark sheets for the highest degree attained.

Please contact us via eschoolhiring@in.ibm.com for any queries regarding your employment offer.

The other terms and conditions of the offer are as follows:

- Your employment with the Company is at all times subject to you having a valid work permit from the Government of India. It is your responsibility to obtain and maintain throughout your employment a valid work permit. A copy of the work permit needs to be furnished by you on the date of on boarding, failing which you will not be permitted to join.
- You are required to join work at your onboarding location, where you may be assigned to a specific training stream based on business requirements. You will undergo training at a specified location for a specified duration of time. (Your training location and the duration of training may change due to business requirements). You will be expected to undergo your training in any skill at the discretion of the Company.
- You acknowledge that the technology industry undergoes rapid transformations and structural changes. In this context, IBM frequently enters into agreements with other entities, including outsourcing arrangements, transitions, mergers, acquisitions, divestitures and other corporate actions.



If any such action relates to your role / position, you agree to cooperate with IBM and take any necessary steps to ensure a smooth transition.

- After the successful completion of the training program, you are expected to join your allocated posting in any location across India as specified by the Company. This may be different from your joining location. Please also note that, your services are transferable and you may be assigned to any office of IBM, a subsidiary, or associate company, or may be required to work out of a client location. In such case, you will be governed by the policies of that location. Any refusal to take up the assignment or projects assigned to you for any reason whatsoever, including location preferences, will be deemed to be a refusal to follow instructions of the Company, and may result in strict action against you, including termination of your services with the Company.
- (Note: It is clarified that IBM may also require you to work from any such offices within the same city (or, in the case of employees working in the National Capital Region, may require you to work from any such offices at Noida, Delhi or Gurgaon)).
- Your offer is contingent upon you agreeing to authorize IBM to recover a sum of INR 100000/- (Rupees One Lakh Only) as cost incurred towards your training during the course of your employment, in the event your services with IBM are terminated for whatever reason, including your resignation from services, within a period of 12 months from the date of your joining IBM or if you are absconding from work for a period of 8 days which will lead to eventual termination of your employment.
- Your appointment and continued employment at IBM is conditional upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer). If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
- Your designation may be changed at the discretion of the Company depending on the work assigned to you.
- You may be required to travel on Company work and you will be reimbursed expenses as per Company policy.
- If you are absent for a continuous period of 8 days without leave or obtaining your manager's approval, you will be deemed to have voluntarily terminated your service without notice.
- You will be on probation until your successful completion of the probationary period is confirmed in writing. The normal probation period is [6] months but may be extended or confirmed earlier based on your performance and at your manager's discretion. At any time during your probationary period, either you or the Company may terminate your service by giving 90 day's notice or basic salary in lieu thereof.
- You may be required to undergo certain training and assessments from time to time. You are expected to successfully complete the training and pass the assessment(s) to the satisfaction of IBM. Failure to pass these assessments, as determined solely by the company will be deemed as a failure to comply with the standards of performance required by the company.
- Upon completion of your probation period and confirmation as a regular employee, you or the Company may terminate your service at any time by giving 90 days notice or basic salary in lieu thereof. However due to exigencies of business the Company may at its sole discretion reject the



salary in lieu of notice and ask you to serve the entire or part of the notice period. You shall not be deemed to have been relieved of your services except upon issue of a letter by the Company to that effect.

- IBM encourages and fosters a culture of strong performance from its employees. Accordingly, during your service with IBM, you will be required to comply with the following:
 - The Company presents multiple opportunities across technologies to support employees develop their skills and build their career. You shall maintain a satisfactory level of performance at all times.
 - You agree to utilize IBM's resources, materials and training programs as applicable, and shall ensure that your skills are at all times current and relevant to IBM's business.
 - You may be required to undergo certain training and assessment programs from time to time and shall complete the same to the satisfaction of IBM.
 - You also understand and acknowledge that IBM requires its employees to be productively and effectively utilized at all times. IBM maintains listings of open positions on its internal job postings page. If you are no longer deployed on a project/ assignment, you shall search for positions that are commensurate with your skills and experience and ensure you are effectively utilized. If selected for such positions, your movement to these positions will be subject to IBM's processes and policies.
 - You will be aware that the Company works on a round the clock model depending on customer needs. You hereby consent, should your role require it, to working on any shift, including night shift, to support the business requirements of the Company.
 - Your compliance with the above terms and conditions shall be reviewed from time to time, and shall be an integral condition of your continued employment with IBM.
- You will retire from the services of the Company on attaining 58 years. Retirement action will be performed one day prior to the last working day of the retiring month.
- Upon your resignation or retirement from the Company or termination of your services, you are required to return all assets and property of the Company such as documents, machines, data, files and books etc. (including but not limited to leased properties).
- Any and all of the terms and conditions of service may be modified or changed at the Company's discretion.
- Your individual remuneration is strictly confidential and is detailed in Annexure A. It has been determined based on numerous factors such as your job, skills-specific background, and professional merit. This information and any changes made therein should be treated as personal, confidential and should not be disclosed to any person without IBM's prior written authorization.
- You will, by default, be enrolled in IBM's Group Medclaim Insurance Policy, unless you choose to opt out. A nominal premium will be charged to you for the same, for as long as you participate in the Policy. All benefits as outlined herein and in IBM policies are subject to change at the Company's discretion. You will be entitled to privilege leave in accordance with the Company's policy as applicable from time to time.
- It is your responsibility to notify the Company of any changes in your personal information within 3 working days. All notices shall be considered duly and properly delivered to the address on file with the Company.



- During your service with the Company, you are expected to devote your whole time and attention to the Company's affairs and refrain from directly or indirectly engaging in any other employment or business in any role or capacity.
- Information pertaining to IBM operations and intellectual property is confidential as detailed in Annexure B. You will also be bound by more specific non-disclosure agreements on sensitive issues based on business requirements. If you are bound by a confidentiality agreement with a previous employer, you must notify the Company and indemnify the Company against any breach thereof.
- All employees are required to read and comply with IBM's Business Conduct Guidelines and sign a statement to this effect. Any breach of the Guidelines or the terms and conditions of employment may result in termination of your services without notice or compensation.
- If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
- You hereby agree to abide by all the rules and regulations of the Company and accept the policies and processes of the Company which are in force from time to time and the Company shall have the right to vary or modify any or all of the rules, regulations or policies and the same shall be binding on you.
- This offer is conditional upon your having a valid Passport. If you do not have a passport as of the date of this offer, you are required to apply for one immediately and produce the relevant acknowledgement on the day of your on boarding. Should you be denied a passport or if you are otherwise unable to produce a copy of your passport, IBM shall be entitled to terminate your employment for cause. It is a condition of your employment that you have a valid passport at all times.
- You will be required to register your profile with National Skills Registry once you join IBM. The details on the National Skills Registry are available on www.nationalskillsregistry.com .To complete the registration process, you will be required to submit a photograph, a photo identity proof and registration fee of INR 300 + (Service taxes as applicable) – which includes INR 50/- annual usage fee at the POS (Point of Service) helpdesk at IBM office Registration with National Skills Registry is mandatory and should be completed within 30 days from your date of joining.
- You will be required to provide the Aadhaar Number on the day of onboarding and the same must be updated on the HR Systems mandatorily within 30 days of your onboarding. Please do ensure that the name as per Aadhaar is exactly the same as the name given by you to IBM , and that appears on this employment contract. In case there is a mismatch please have the same rectified with Aadhaar authority (UIDAI) prior to onboarding.



- This offer is contingent upon you being fully COVID-19 vaccinated prior to your start date, and submitting proof of your vaccination status before the start date. During the Onboarding process you will be asked to confirm your vaccination status, and onboarding / start of employment with IBM is contingent on your satisfactorily providing proof of vaccination status. However, if you are unable to be vaccinated due to a valid medical or religious reason, please indicate the same when asked. IBM will consider such requests on a case by case basis subject to submission of required proof satisfactory to IBM, and may either exempt you from vaccination requirements, or may permit you to defer submission of proof of vaccination to an alternate date. IBM's decision in this respect shall be final. The specific procedure for you to submit proof of vaccination status, or requests for exemption, will be separately communicated to you.
- You shall be entitled to the following benefits when you join at the training location. These amounts are subject to applicable income taxes, and shall not be considered a part of your salary for the purpose of any statutory deductions:

Settling in Allowance – A one-time amount of INR 25000 towards settling-in allowance will be paid to you upon joining the Company. The payment timeline is subject to the date of joining and the company payment cut-off date. For example: if your date of joining is between 1st to 10th of the month then the payment will be processed in the same month of joining else it will be processed in the subsequent month of joining. This amount is intended to offset any and all expenses applicable during the joining process of the employee and till the date of first project deployment post training (e.g., relocation expenses like travel, stay, conveyance etc. during initial training and any relocation for first project deployment post training) – no additional amounts are payable or reimbursable.

This amount will be paid as a fixed lump sum amount in your payroll and you will not be required to submit receipts for any expenses incurred. Please note that this settling-in allowance is subject to appropriate income tax deductions as per applicable law. If you resign from IBM, or your employment is terminated for any reason, within 1 year from your joining date, you agree that you will repay the entire settling in allowance to IBM. You may be required to repay to IBM any taxes that were deducted from your settling in allowance and paid to the income tax authorities, subject to applicable law, and if such amounts cannot be reclaimed by IBM, IBM may recover all such amounts from your final settlement.

A One time learning allowance of INR 25000/- is given to you post joining IBM. The payment timeline is subject to the date of joining and the company payment cut-off date. For example: if your date of joining is between 1st to 10th of the month then the payment will be processed in the same month of joining else it will be processed in the subsequent month of joining. If you resign, or your employment is terminated, for any reason, within 1 year from your joining date, you agree that you will repay the entire learning allowance to IBM. The allowance is subject to appropriate income tax as per law. You may be required to repay to IBM any taxes that were deducted from this component and paid to the income tax authorities, subject to applicable law, and if such amounts cannot be reclaimed by IBM, IBM may recover all such amounts from your final settlement.



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ANNEXURE A

| | | | |
|--|------------------|---------------------------|-----------|
| DATE | July 18, 2023 | | |
| NAME | Mohammed Ayan | BAND | 06G |
| DESIGNATION | Security Analyst | LOCATION | Bangalore |
| <u>Compensation Components</u> | | <u>IBM Offer (in INR)</u> | |
| 1. Annual Basic Salary | | 232264 | |
| 2. Annual Flexible Benefit Plan (FBP) | | 278716 | |
| 3. Annual Reference Salary (ARS) | | 510980 | |
| 4. Retirals | | | |
| a) Provident Fund (PF) | | 27872 | |
| b) Gratuity @ 4.8% | | 11149 | |
| 5. Annual Reference Salary + Retirals | | 550000 | |

Growth Driven Profit-sharing (GDP), an annual profit distribution scheme, is another important part of your compensation opportunity and is designed to support a team oriented, high-performance work culture. Further details of the program will be made available to you upon joining IBM. Please note: IBM reserves the right, in its sole discretion, to amend, change, suspend, or terminate the Growth Driven Profit-sharing program at any time, including, but not limited to, changing how the profit sharing pool is allocated or altering the payment amount at the region or country level based on unanticipated business issues or extenuating circumstances.

The Company presently has a Performance Award Program (PA). Further details of the Performance Award Program will be made available to you upon joining IBM. Please note: IBM reserves the right in its sole discretion to amend, change, suspend, or terminate Performance Award Program at any time.

You agree to the Company adjusting the statutory bonus amount, if any, under the Payment of Bonus Act, 1965, against payments made under the Company's profit distribution schemes GDP & PA.





OTHER BENEFITS:

- By default, you will be enrolled in the Group Medclaim Policy. You need to enroll your immediate family (Spouse & up to Four Children) within 45 days of joining. If you wish to do so, a nominal premium for covering you and your family will be charged to you unless you choose to opt out for yourself and family.
- Group Term Life and Accident Rider Coverage

OTHER COMMITMENTS/ CONDITIONS



The impact of today's technology and pace of change is tremendous. We hope you're as excited as we are to play a part in that revolution. At IBM, we're changing the world every day and we will be delighted to have you as part of our team. To confirm your acceptance of this offer letter on the terms and conditions specified herein, please sign in the space specified below and return the signed copy to IBM on your on boarding day.

Signed By – IBM Authorized Signatory
Talent Acquisition Leader ISA

ACCEPTANCE OF APPOINTMENT TERMS AND CONDITIONS (TO BE UPDATED BY THE CANDIDATE ON THE DATE OF JOINING))

I agree that I have read, understand, and accept employment with IBM under the terms and conditions stated above. By signing on this offer, I also agree and acknowledge that this offer letter does not require a physical signature, and the issuance of this offer of employment to me, my acceptance of this offer, and IBM's acknowledgment of the same and the affixing of a signature by the IBM representative shall be adequate to constitute a valid contract of employment between IBM India Pvt Ltd. and me. (Please sign below to confirm that you agree with the terms and conditions stated in this offer.)





SIGNATURE

PRINTED NAME

DATE OF JOINING

DATE

VERIFIED BY (FOR OFFICE USE ONLY – TO BE UPDATED BY ON BOARDING SPECIALIST)

SIGNATURE

PRINTED NAME

DATE





IBM CONFIDENTIAL

Explanation of Compensation Components

| Component | Summary Explanation* |
|----------------------------------|---|
| 1. Basic Salary | The fundamental salary component to which many other compensation components are linked. |
| 2. Flexible Benefit Plan (FBP) | The FBP allows employees to choose a benefit basket that suits their needs. For certain elements, employees may avail of tax exemptions as per prevailing tax laws. The elements are listed below. |
| (a) Leave Travel Allowance (LTA) | LTA can be used for up to maximum of economy class airfare twice during a 4 year period as per Income tax rules. |
| (b) House Rent Allowance | Maximum 50% of Basic Salary per annum. To be used for house rent. |
| (c) "Flat" Allowance | Remaining FBP funds and is a taxable amount. |
| 3. Retirals | These elements of compensation are not paid out until later when certain conditions are met. |
| (a) Provident Fund (PF) | 12% of Basic Salary is contributed to the Provident Fund. |
| (b) Gratuity | 4.8% of Basic Salary, which denotes the company's contribution to the Gratuity Fund based on actuarial calculations. You are not entitled to this amount as a cash component as this is intended to be a retiral benefit. Gratuity is payable to you as per the IBM Gratuity Trust Fund Rules and the Payment of Gratuity Act, 1972, on cessation of your employment after at least 5 years of continuous service with the Company. The amount of gratuity payable shall not exceed Twenty Lakh rupees (INR 2,000,000). |
| (c) ESIC | Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribed by law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same. |
| Annual Reference Salary | Annual Basic Salary + Annual FBP |

**For detailed information please refer to Company policies, which are subject to change from time to time.*



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Other Benefits- Additional Information*

Group Term Life and Accident Rider Coverage Scheme

Group Term Life Insurance Plan:

This is a company paid benefit which provides group term life coverage to all employees of IBM India Pvt. Ltd. The benefit basis for life coverage is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. The coverage is subject to completion of the Insurance Company's prescribed insurance underwriting procedure and awarding of coverage by the insurance company. Coverage applies world-wide, 24 hours a day.

Group Personal Accident Plan:

This is a company paid benefit which provides group personal accident coverage to all employees of IBM India Pvt. Ltd. The benefit basis for accident coverage against permanent total disability, permanent partial disability and dismemberment is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Medclaim Insurance Policy for Self and nuclear family (spouse and up to 4 children)

By default, you will be enrolled in the Group Medclaim Policy from the date of your joining with a coverage of up to INR 3 Lakh per year under Family Floater plan. As part of that, you can also enroll your immediate family (Spouse & up to Four Children) through our Third-Party Administrator's (TPA) website within 45 days of your joining. If you decide to avail Medclaim insurance policy, there will be an applicable Co-share of premium deduction from your salary. If you wish not to be covered, you may choose to opt out within 45 days of joining. You have the option of enhancing this cover up to a maximum of INR 10 Lakh per year (incremental premium to be borne by employee).

You also have the opportunity of purchasing insurance coverage for your parents. This is on an individual coverage basis and the premium incurred is to be borne by you.

Mid-term inclusion of only new born babies (within 45 days of the child birth) and newly married spouse (within 45 days from the date of marriage) is allowed. The insurance coverage for the newly acquired dependent (spouse/child) will be with effect from the date of event (marriage/ birth whichever is applicable) *

**Subject to enrolling the new dependent within 45 days from the date of event.*

All hospitalization claims under the Medical Insurance Policy pertaining to employee is borne by insurer at 90:10%. Claims pertaining to dependents (spouse, children and parents) will be borne by insurer and employee on a 80% : 20% basis.

Critical Illness Buffer

This benefit is provided to help you and your nuclear family in times of medical emergencies. If an employee, spouse or child is diagnosed with any of the illnesses defined under the "Critical Illness Buffer" criteria, you can also be eligible for an additional amount of INR 7 Lakh for required treatment once the Family Floater and any additional cover (if taken) is



exhausted. This is subject to available Corporate Buffer and policy T&C.

Domiciliary Benefit

Domiciliary expenses on out-patient care for employee, spouse and children up to a maximum of INR 10,000/- (at 50% Co-pay) is also provided to employees who participate in the Group Medclaim Insurance Policy.

National Pension System (NPS)

NPS is a voluntary defined contribution-based scheme option provided to all IBM India Regular employees. It's a tax saving retirement vehicle for which you can enroll by declaring your monthly contribution, minimum Rs. 500 per month and maximum of 10% of your Flexible Benefit Plan, on IBM Intranet. You can find more details about this program on IBM intranet.

Compensation under Employees Compensation Act

All IBM employees are entitled for compensation under the Employee's Compensation Act, 1923, as amended from time to time. The compensation under the Act will be inclusive of the coverage amount under Group term Life Insurance Plan and shall be paid under following circumstances:

- a) Incase of personal injury caused to an employee by an accident arising out of and in the course of his employment resulting in total or partial disablement of the employee for a period exceeding three days. Provided that the accident is not directly attributable to the employee having being under the influence of drink or drugs or willfully disobedience of any order expressly given for the safety of employees or willfully removal or disregard of any safety guard or other device provided for the purpose of securing safety of employees.
- b) Incase of any injury resulting in Death or permanent total disability.
- c) Incase of occupational disease as defined under the Act.

** For detailed information, please refer the Company's Intranet. Company benefits and policies are subject to withdrawal; change from time to time at the sole discretion of the Company and without the need of any prior notice to the employees.*



Important Letter on Transfer / Relocation / Type of Work Assigned

Date – July 18, 2023

Dear Mohammed Ayan,

This letter reiterates some of your obligations with respect to your employment with IBM India Pvt Ltd., and contains important information on your initial training and work assignment.

You are required to join at BANGALORE where you may be allocated to a specific training stream based on the organization's business requirements. You will undergo training at BANGALORE for a specified duration of time. You will be expected to undergo the training in any skill or technology at the discretion of the organization.

After the successful completion of the training program, you may be deployed on work and are expected to work at the allocated posting in any location across India as specified by the organization. This may be different from your joining / training location. The type of work assigned may vary from one assignment to the other.

Please also note that, your services are transferable, and you may be assigned to any office of IBM, a subsidiary, or associate company. In such case, you will be governed by the policies of that location. Any refusal to take up the specific assigned location / assignment / projects / type of work assigned to you will be viewed as a refusal to follow instructions of the Company, may result in strict action against you and could result in your termination from the services of the organization. (Note: It is clarified that IBM may also require you to work from any such offices within the same city (or, in the case of employees working in the National Capital Region, may require you to work from any such offices at Noida, Delhi or Gurgaon)).

We wish you all the best for a rewarding career with IBM India. If you have any queries, please write to eschoolhiring@in.ibm.com

Please sign on a copy of this letter and return the same to On-Boarding coordinator, to indicate your understanding and acknowledgement of the contents of this letter Signature.

Signature.





IBM CONFIDENTIAL

ANNEXURE B – NON-DISCLOSURE AGREEMENT

Agreement Regarding Confidential Information, Intellectual Property, and Other Matters

Serial # : _____ Date Of Hire : _____/_____/_____

In consideration of my employment or my continued employment by International Business Machines Corporation or one of its subsidiaries or affiliates (collectively, "IBM"), which I acknowledge is employment at will, and the payment to me of a salary or other compensation during my employment, I agree as follows:

1. I will not, without IBM's prior written permission, disclose to anyone outside of IBM or use in other than IBM's business, either during or after my employment, any confidential information or material of IBM, or any information or material received by IBM in confidence from third parties, such as suppliers or customers. If I leave the employ of IBM or at the request of IBM, I will return to IBM all property in my possession belonging to IBM or received by IBM from any third party, whether or not containing confidential information and whether stored on an IBM owned asset or a personally owned asset, including, but not limited to, electronic data, electronic files, diskettes and other storage media, drawings, notebooks, reports, and any other hard copy or electronic documents or records. No employee is prohibited from reporting possible violations of law or regulation to a government agency, as protected by law.

Confidential information or material of IBM is any information or material: (a) generated or collected by or utilized in the operations of IBM; received from any third party; obtained from an entity IBM acquired or in which IBM purchased a controlling interest (including information or material received by that entity from a third party); or suggested by or resulting from any task assigned to me or work performed by me for or on behalf of IBM; and (b) which has not been made available generally to the public, whether or not expressed in a document or other medium and whether or not marked "IBM Confidential" or with any similar legend of IBM or any third party. Confidential information or material may include, but is not limited to, information and material related to past, present and future development, manufacturing activities, or personnel matters; marketing and business plans; pricing information; customer lists; technical specifications, drawings, and designs; prototypes; computer programs; and databases.

2. (a) During my employment with IBM and for two years following the termination of my employment from IBM for any reason, I will not directly or indirectly within the Restricted Area solicit, or attempt to or participate or assist in any effort to solicit, any employee of IBM to be employed or perform services outside of IBM. For purposes of this Paragraph 2(a), "Restricted Area" shall mean any geographic area in the world in which I worked or for which I had job responsibilities, including supervisory responsibilities, during the last twelve (12) months of my employment with IBM. Also, for purposes of this Paragraph 2(a), "employee of IBM" shall mean any employee of IBM who worked within the Restricted Area at any time in the 12-month period immediately preceding any actual or attempted solicitation.

(b) I agree that during my employment with IBM and for one year following the termination of my employment for any reason, I will not directly or indirectly solicit for competitive business purposes any customer with which I was directly or indirectly involved as part of my job responsibilities during the twelve (12) months prior to the termination of my employment with IBM. This paragraph 2(b) does not apply to any IBM employee whose work location as reflected in IBM





records is within the state of California.

I acknowledge that IBM would suffer irreparable harm if I fail to comply with Paragraph 2(a) or (b), and that IBM would be entitled to any appropriate relief, including money damages, equitable relief and attorneys' fees.

3. I will not disclose to IBM, use in its business, or cause it to use, any information or material which is confidential to any third party unless authorized by IBM. In addition, I will not incorporate into any product used and/or sold by IBM, any copyrighted materials or patented inventions of any third party, unless authorized by IBM pursuant to Paragraph 5.

4. I will comply, and do all things necessary for IBM to comply, with (a) the laws and regulations of all governments under which IBM does business, (b) the provisions of contracts between any such government or its contractors and IBM that relate to intellectual property or to the safeguarding of information, and (c) IBM's corporate directives, including, without limitation, policies and information technology security standards issued from time to time as well as the IBM Business Conduct Guidelines as amended from time to time.

5. I hereby assign to IBM my entire right, title, and interest in any idea, concept, technique, invention, design (whether the design is ornamental or otherwise), computer programs and related documentation, other works of authorship, mask works, and the like (all hereinafter called "Developments"), hereafter made, conceived, written, or otherwise created solely or jointly by me, whether or not such Developments are patentable, subject to copyright or trademark protection or susceptible to any other form of protection which: (a) relate to the actual or anticipated business or research or development of IBM or its subsidiaries or (b) are suggested by or result from any task assigned to me or work performed by me for or on behalf of IBM or its subsidiaries.

If, by operation of law such right, title, and interest in Developments vest in IBM upon creation, I acknowledge that such right, title, and interest belong to IBM. Also, I hereby assign to IBM my entire right, title and interest in any such Developments that were or are suggested by or a result of any task assigned to me or work performed by me for or on behalf of any entity that IBM acquired or in which IBM purchased a controlling interest to the extent that any such right, title and interest is not already owned by said entity.

In the case of any "other works of authorship", such assignment or ownership shall be limited to those works of authorship which meet both conditions (a) and (b) above.

California Notice: For Developments subject to California law, notwithstanding anything above to the contrary, I understand that this assignment does not apply to a Development which qualifies fully under the provisions of Section 2870 of the California Labor Code.

The above provisions concerning assignment or ownership of Developments apply to Developments created while employed by IBM in an executive, managerial, professional, product or technical planning, technical, research, programming, or engineering capacity (including development, product, manufacturing, systems, applied science, and field engineering) or otherwise.

The assignment of Developments in this Paragraph 5 shall exclude any Developments in which I have a right, title, or interest and that were, prior to my employment with IBM, (1) conceived and/or made solely or jointly by me; (2) written wholly or in part by me; or (3) expressly stated in an agreement that I executed with another party which precludes an assignment to IBM (collectively, these exceptions to assigned Developments hereunder shall be known as "Excluded Developments"). Further, I acknowledge that I will not use or cause to be used, any Excluded Developments in IBM's business, research or development without a written or email authorization to do so from both my first and second line manager. For the avoidance of doubt, Excluded Developments shall not comprise any Developments that were or are suggested by or resulted from any task assigned to me or work performed by me for or on behalf of any entity that IBM acquired or in which IBM purchased a controlling interest, unless assignment of my right, title, and interest in the





Development is governed by an agreement executed prior to my IBM employment.

I hereby identify any and all Excluded Developments which are not published in a searchable public database (e.g. United States Patent & Trademark Office). In the following table I have provided a brief non-confidential description that sufficiently identifies the Excluded Development (e.g. title of publication), the creation date of the Excluded Development, and to the extent my rights to the Excluded Development are governed by an agreement, the other named party to the agreement and the date the obligation terminates.

If I do not have any Excluded Developments to declare I have left the following table blank or have written "None," "Non/Applicable," or a similar designation.

| Description of Excluded Development | Date Created | Named Party/Termination Date |
|-------------------------------------|--------------|------------------------------|
| | | |
| | | |
| | | |

Additional pages may be attached, as appropriate to identify other Excluded Developments, if any. IBM requires you to disclose Excluded Developments in this Paragraph 5. If you wish to interest IBM in any Excluded Development, you may contact the Intellectual Property and Licensing Department at Corporate Headquarters, which will provide you with instructions for submitting it to IBM.

6. In connection with any of the Developments assigned by Paragraph 5: (a) I will promptly disclose them in writing to the IBM Intellectual Property Law Department; and (b) I will, on IBM's request, promptly execute a specific assignment of title to IBM or its designee, and do anything else reasonably necessary to enable IBM or such designee to secure a patent, copyright or other form of protection therefore in the United States and in other countries. In addition, I agree to promptly notify the IBM Intellectual Property Law Department in writing of any patent or patent application in which I am an inventor but which is not assigned by Paragraph 5 and which discloses or claims any Development made, conceived, or written while I am employed by IBM. I also agree to promptly notify the IBM Intellectual Property Law Department if, after I leave the employ of IBM, I am contacted by anyone or any entity outside of IBM regarding any transaction, legal or governmental proceeding, litigation or other legal dispute concerning or relating to any of the Developments assigned by Paragraph 5.

7. IBM and its licensees, successors, or assigns (direct or indirect) are not required to designate me as an author of any Development which is subject to Paragraph 5, when it is distributed, publicly or otherwise, or to secure my permission to change or otherwise alter its integrity. I hereby waive and release, to the extent permitted by law, all rights in and to such designation and any rights I may have concerning modifications of such Developments.

I understand that any rights, waivers, releases, and assignments herein granted and made by me are freely assignable by IBM and are for the benefit of IBM and its subsidiaries, licensees, successors, and assigns.

8. I agree that IBM, its services providers and other third parties authorized by IBM will collect, use, store, make available to those who have a need-to-know, and otherwise process my personal information to establish, maintain and terminate my employment relationship with IBM and for other legitimate business purposes, anywhere in the world. Such personal information, whether provided to IBM, its service providers, or third parties directly by me or otherwise gathered, includes my name, photo, contact information, skills, compensation, performance, usage of IBM assets, background check results, bank account information, and disability or medical information.





I will not use for unauthorized purposes nor share with any unauthorized parties, either during or after my employment, any personal information about others to which I may have access during my employment at IBM.

IBM provides numerous opportunities for social computing through blogs, wikis, social networks, virtual worlds and other social media. I agree to comply with all IBM policies and practices regarding use of social computing tools and I understand that I am personally responsible for the content I post on any social computing tools (whether on IBM's internal platforms or on third party sites) and that any information I post, including any of my personal information, may be made broadly available to others, potentially inside or outside IBM, who have access to these tools.

9. The term "subsidiaries," as used in this Agreement, includes any entity owned or controlled, directly or indirectly, by International Business Machines Corporation.

10. The term "employment at will," as used in this Agreement, means the employment at the mutual consent of both me and IBM. Accordingly, either IBM or I can terminate the employment relationship at will, at any time, with or without cause or advance notice. However, this clause does not relieve me of my responsibility to serve the notice period in accordance with my terms of employment, in the event of my resignation from the services of IBM.

11. This Agreement supersedes all previous oral or written communications, representations, understandings, undertakings, or agreements relating to the subject matter hereof, except as expressly agreed otherwise by IBM in writing upon my hire or transfer of employment to IBM. Any waiver of a term in this Agreement and any amendment to this Agreement may only be made in a writing signed by the Senior Vice President of Human Resources for International Business Machines Corporation and myself.

12. This Agreement shall be governed by the laws of India. If any provision of this Agreement is unenforceable at law, the remainder shall remain in effect. I recognize that any violation of my obligations described herein would cause IBM to suffer irreparable harm and can result in disciplinary action, including dismissal from IBM, and any other appropriate relief for IBM including money damages, equitable relief and attorneys fees.

13. This Agreement shall constitute a part of my terms of employment with IBM, and is executed contemporaneously with my offer of employment/ employment contract with IBM.

My agreement, and my acknowledgment of receipt of a copy of this Agreement, are indicated by my signature below.

| | | | |
|----------------------|----------------------|---------------------|------|
| | | | |
| Employee's Full Name | Employee's Signature | Employee Serial No. | Date |





July 18, 2023

IBM India Private Limited
Manyata Embassy Business Park,
G2 Block, Nagwara Outer Ring Road,
Bangalore – 560045, India.
Tel : 91-80-49139999
<http://www-07.ibm.com/in/careers/>

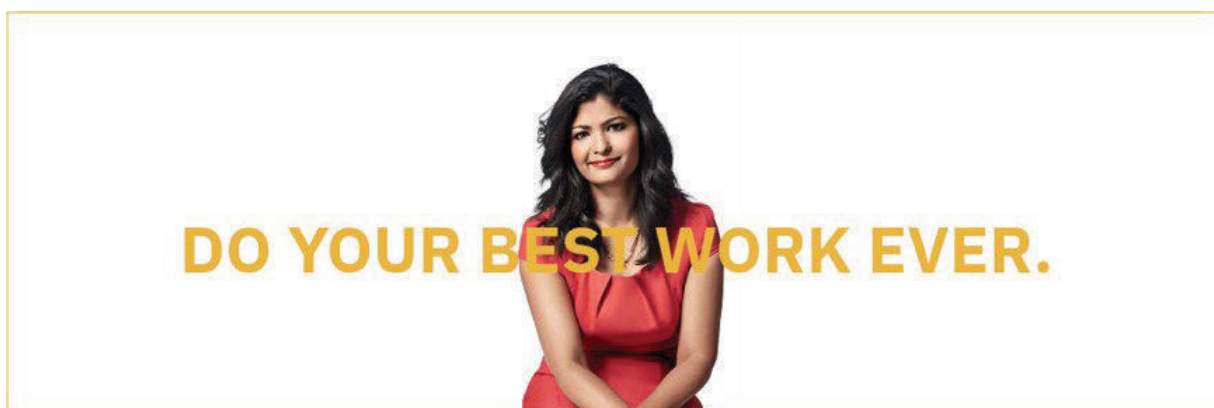
Dear Manjunath Achari S

At IBM you can innovate breakthroughs and help make life changing impact. We are experts in nearly every technical, scientific and business field. As IBMers, we are proud to apply our expertise in countries we are citizens of; all united by a single purpose: to be essential.

We invite you to join us as a Security Analyst, in band 06G and experience an inclusive, collaborative and learning culture with the support of technical & business experts, mentors, leaders and colleagues worldwide. You will thrive in an environment that cultivates creativity and individuality; and; be part of projects that help make the world work better.

Talent development is strategic to IBM; and you will have access to a unique learning platform powered by IBM's Watson, IBM Cloud and IBM Bluemix to help you learn quicker, learn smarter, and help the company stay agile and top-notch.

Your letter of employment is attached, for your review and acceptance. Please do not hesitate to reach out to us in case of queries or concerns. We look forward to hearing from you soon and welcome you to be a part of our team.





July 18, 2023

IBM India Private Limited
Manyata Embassy Business Park,
G2 Block, Nagwara Outer Ring Road,
Bangalore – 560045, India.
Tel : 91-80-49139999
<http://www-07.ibm.com/in/careers/>

Dear Manjunath Achari S

We are pleased to offer you the position of Security Analyst, in band 06G at IBM India Pvt Ltd (IBM or Company). The terms and conditions of your employment contract at IBM are detailed below. Please read these important details carefully, including your compensation and benefits.

Initially, you will have to undergo an IBM trainee program specially designed for all college campus hires. This training is to enable you to acclimatize to the industry and post qualifying, accelerate your transition to a live project.

You must complete your formal course of education, including final semester examinations to establish your qualifications, before joining. Further, this offer is contingent upon your obtaining the degree, consistent academic performance, minimum aggregate or equivalent of 65% or 6.5 CGPA in Bachelors & Post-Graduation and 60% or 6.0 CGPA in SSLC or X, HSC/PUC/XII, Diploma or the equivalent, failing which IBM may, at its sole discretion, withdraw this offer of employment.

Acceptance and Commencement

Your appointment will be effective on your joining date, i.e July 25, 2023 Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

To confirm your acceptance of this offer, you are required to:

- Accept this offer by selecting the 'accept' option at the bottom of the form. Please note that if you do not provide your acceptance, you will not be allowed to join on the joining date specified above.
- On your first day of employment, please report at 8:45 am to the Main Lobby located at IBM India Pvt Ltd, Bhartiya Centre of Information Technology, 15th Floor, Training Room Nos 3,4,5 & 6, Milestone Buildcon, Chokkanahalli, Thanisandra Main Road, Bangalore –560064. You will meet with your Onboarding Specialist who will assist you with your joining formalities. If you have questions about your First Day Start Paperwork, send a mail to pronboar@in.ibm.com

If you have questions about your First Day Documentation, send an email to eschoolhiring@in.ibm.com





On your joining date, please bring (i) 1 copy of this letter duly signed and dated by you (ii) 2 self photographs (passport size, color with white background) (iii) One set of print outs of the completed on boarding forms & Originals (iv) Aadhaar number (If you do not have one, please apply immediately and provide the enrolment number on the day of onboarding). This is required to facilitate remittance of your provident fund to the Employees Provident Fund Organization, as well as for any other purposes that may be required by statutory and regulatory authorities. Please note that Aadhaar is currently not mandatory for employees who do not hold an Indian passport, hence please notify us in advance if you fall within this category (v) Two sets of photocopies of the following mandatory documents:

- Relieving document from most recent employer – Relieving letter or service certificate or resignation acceptance e-mail with last working day (LWD) confirmation.
- Passport and Pan card– If you do not have a Passport or Pan card you need to bring one of the following IDs.
 - Voter ID card
 - Driving License
 - Aadhaar Card
 - Senior Secondary result/certificate with DOB and photo (for university hires only)
- In the absence of Passport and Pan card, apply for the same immediately and carry any one of the following as mentioned above to complete on boarding process.
- Disability certificate – If you have stated in your application to IBM that you are differently abled, please bring the disability certificate as per the prescribed format, duly filled & signed.
- Name change document – If you have ever changed your name at any point of time, and for any reason whatsoever. Valid Indian Work Permit, if applicable.
- Education documents (for university hires only) – Degree certificate and all year mark sheets for the highest degree attained.

Please contact us via eschoolhiring@in.ibm.com for any queries regarding your employment offer.

The other terms and conditions of the offer are as follows:

- Your employment with the Company is at all times subject to you having a valid work permit from the Government of India. It is your responsibility to obtain and maintain throughout your employment a valid work permit. A copy of the work permit needs to be furnished by you on the date of on boarding, failing which you will not be permitted to join.
- You are required to join work at your onboarding location, where you may be assigned to a specific training stream based on business requirements. You will undergo training at a specified location for a specified duration of time. (Your training location and the duration of training may change due to business requirements). You will be expected to undergo your training in any skill at the discretion of the Company.
- You acknowledge that the technology industry undergoes rapid transformations and structural changes. In this context, IBM frequently enters into agreements with other entities, including outsourcing arrangements, transitions, mergers, acquisitions, divestitures and other corporate actions.





If any such action relates to your role / position, you agree to cooperate with IBM and take any necessary steps to ensure a smooth transition.

- After the successful completion of the training program, you are expected to join your allocated posting in any location across India as specified by the Company. This may be different from your joining location. Please also note that, your services are transferable and you may be assigned to any office of IBM, a subsidiary, or associate company, or may be required to work out of a client location. In such case, you will be governed by the policies of that location. Any refusal to take up the assignment or projects assigned to you for any reason whatsoever, including location preferences, will be deemed to be a refusal to follow instructions of the Company, and may result in strict action against you, including termination of your services with the Company.
- (Note: It is clarified that IBM may also require you to work from any such offices within the same city (or, in the case of employees working in the National Capital Region, may require you to work from any such offices at Noida, Delhi or Gurgaon)).
- Your offer is contingent upon you agreeing to authorize IBM to recover a sum of INR 100000/- (Rupees One Lakh Only) as cost incurred towards your training during the course of your employment, in the event your services with IBM are terminated for whatever reason, including your resignation from services, within a period of 12 months from the date of your joining IBM or if you are absconding from work for a period of 8 days which will lead to eventual termination of your employment.
- Your appointment and continued employment at IBM is conditional upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer). If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
- Your designation may be changed at the discretion of the Company depending on the work assigned to you.
- You may be required to travel on Company work and you will be reimbursed expenses as per Company policy.
- If you are absent for a continuous period of 8 days without leave or obtaining your manager's approval, you will be deemed to have voluntarily terminated your service without notice.
- You will be on probation until your successful completion of the probationary period is confirmed in writing. The normal probation period is [6] months but may be extended or confirmed earlier based on your performance and at your manager's discretion. At any time during your probationary period, either you or the Company may terminate your service by giving 90 day's notice or basic salary in lieu thereof.
- You may be required to undergo certain training and assessments from time to time. You are expected to successfully complete the training and pass the assessment(s) to the satisfaction of IBM. Failure to pass these assessments, as determined solely by the company will be deemed as a failure to comply with the standards of performance required by the company.
- Upon completion of your probation period and confirmation as a regular employee, you or the Company may terminate your service at any time by giving 90 days notice or basic salary in lieu thereof. However due to exigencies of business the Company may at its sole discretion reject the



salary in lieu of notice and ask you to serve the entire or part of the notice period. You shall not be deemed to have been relieved of your services except upon issue of a letter by the Company to that effect.

- IBM encourages and fosters a culture of strong performance from its employees. Accordingly, during your service with IBM, you will be required to comply with the following:
 - The Company presents multiple opportunities across technologies to support employees develop their skills and build their career. You shall maintain a satisfactory level of performance at all times.
 - You agree to utilize IBM's resources, materials and training programs as applicable, and shall ensure that your skills are at all times current and relevant to IBM's business.
 - You may be required to undergo certain training and assessment programs from time to time and shall complete the same to the satisfaction of IBM.
 - You also understand and acknowledge that IBM requires its employees to be productively and effectively utilized at all times. IBM maintains listings of open positions on its internal job postings page. If you are no longer deployed on a project/ assignment, you shall search for positions that are commensurate with your skills and experience and ensure you are effectively utilized. If selected for such positions, your movement to these positions will be subject to IBM's processes and policies.
 - You will be aware that the Company works on a round the clock model depending on customer needs. You hereby consent, should your role require it, to working on any shift, including night shift, to support the business requirements of the Company.
 - Your compliance with the above terms and conditions shall be reviewed from time to time, and shall be an integral condition of your continued employment with IBM.
- You will retire from the services of the Company on attaining 58 years. Retirement action will be performed one day prior to the last working day of the retiring month.
- Upon your resignation or retirement from the Company or termination of your services, you are required to return all assets and property of the Company such as documents, machines, data, files and books etc. (including but not limited to leased properties).
- Any and all of the terms and conditions of service may be modified or changed at the Company's discretion.
- Your individual remuneration is strictly confidential and is detailed in Annexure A. It has been determined based on numerous factors such as your job, skills-specific background, and professional merit. This information and any changes made therein should be treated as personal, confidential and should not be disclosed to any person without IBM's prior written authorization.
- You will, by default, be enrolled in IBM's Group Medclaim Insurance Policy, unless you choose to opt out. A nominal premium will be charged to you for the same, for as long as you participate in the Policy. All benefits as outlined herein and in IBM policies are subject to change at the Company's discretion. You will be entitled to privilege leave in accordance with the Company's policy as applicable from time to time.
- It is your responsibility to notify the Company of any changes in your personal information within 3 working days. All notices shall be considered duly and properly delivered to the address on file with the Company.



- During your service with the Company, you are expected to devote your whole time and attention to the Company's affairs and refrain from directly or indirectly engaging in any other employment or business in any role or capacity.
- Information pertaining to IBM operations and intellectual property is confidential as detailed in Annexure B. You will also be bound by more specific non-disclosure agreements on sensitive issues based on business requirements. If you are bound by a confidentiality agreement with a previous employer, you must notify the Company and indemnify the Company against any breach thereof.
- All employees are required to read and comply with IBM's Business Conduct Guidelines and sign a statement to this effect. Any breach of the Guidelines or the terms and conditions of employment may result in termination of your services without notice or compensation.
- If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
- You hereby agree to abide by all the rules and regulations of the Company and accept the policies and processes of the Company which are in force from time to time and the Company shall have the right to vary or modify any or all of the rules, regulations or policies and the same shall be binding on you.
- This offer is conditional upon your having a valid Passport. If you do not have a passport as of the date of this offer, you are required to apply for one immediately and produce the relevant acknowledgement on the day of your on boarding. Should you be denied a passport or if you are otherwise unable to produce a copy of your passport, IBM shall be entitled to terminate your employment for cause. It is a condition of your employment that you have a valid passport at all times.
- You will be required to register your profile with National Skills Registry once you join IBM. The details on the National Skills Registry are available on www.nationalskillsregistry.com .To complete the registration process, you will be required to submit a photograph, a photo identity proof and registration fee of INR 300 + (Service taxes as applicable) – which includes INR 50/- annual usage fee at the POS (Point of Service) helpdesk at IBM office Registration with National Skills Registry is mandatory and should be completed within 30 days from your date of joining.
- You will be required to provide the Aadhaar Number on the day of onboarding and the same must be updated on the HR Systems mandatorily within 30 days of your onboarding. Please do ensure that the name as per Aadhaar is exactly the same as the name given by you to IBM , and that appears on this employment contract. In case there is a mismatch please have the same rectified with Aadhaar authority (UIDAI) prior to onboarding.



- This offer is contingent upon you being fully COVID-19 vaccinated prior to your start date, and submitting proof of your vaccination status before the start date. During the Onboarding process you will be asked to confirm your vaccination status, and onboarding / start of employment with IBM is contingent on your satisfactorily providing proof of vaccination status. However, if you are unable to be vaccinated due to a valid medical or religious reason, please indicate the same when asked. IBM will consider such requests on a case by case basis subject to submission of required proof satisfactory to IBM, and may either exempt you from vaccination requirements, or may permit you to defer submission of proof of vaccination to an alternate date. IBM's decision in this respect shall be final. The specific procedure for you to submit proof of vaccination status, or requests for exemption, will be separately communicated to you.
- You shall be entitled to the following benefits when you join at the training location. These amounts are subject to applicable income taxes, and shall not be considered a part of your salary for the purpose of any statutory deductions:

Settling in Allowance – A one-time amount of INR 25000 towards settling-in allowance will be paid to you upon joining the Company. The payment timeline is subject to the date of joining and the company payment cut-off date. For example: if your date of joining is between 1st to 10th of the month then the payment will be processed in the same month of joining else it will be processed in the subsequent month of joining. This amount is intended to offset any and all expenses applicable during the joining process of the employee and till the date of first project deployment post training (e.g., relocation expenses like travel, stay, conveyance etc. during initial training and any relocation for first project deployment post training) – no additional amounts are payable or reimbursable.

This amount will be paid as a fixed lump sum amount in your payroll and you will not be required to submit receipts for any expenses incurred. Please note that this settling-in allowance is subject to appropriate income tax deductions as per applicable law. If you resign from IBM, or your employment is terminated for any reason, within 1 year from your joining date, you agree that you will repay the entire settling in allowance to IBM. You may be required to repay to IBM any taxes that were deducted from your settling in allowance and paid to the income tax authorities, subject to applicable law, and if such amounts cannot be reclaimed by IBM, IBM may recover all such amounts from your final settlement.

A One time learning allowance of INR 25000/- is given to you post joining IBM. The payment timeline is subject to the date of joining and the company payment cut-off date. For example: if your date of joining is between 1st to 10th of the month then the payment will be processed in the same month of joining else it will be processed in the subsequent month of joining. If you resign, or your employment is terminated, for any reason, within 1 year from your joining date, you agree that you will repay the entire learning allowance to IBM. The allowance is subject to appropriate income tax as per law. You may be required to repay to IBM any taxes that were deducted from this component and paid to the income tax authorities, subject to applicable law, and if such amounts cannot be reclaimed by IBM, IBM may recover all such amounts from your final settlement.



IBM CONFIDENTIAL

ANNEXURE A

| | | | |
|--|--------------------|---------------------------|-----------|
| DATE | July 18, 2023 | | |
| NAME | Manjunath Achari S | BAND | 06G |
| DESIGNATION | Security Analyst | LOCATION | Bangalore |
| <u>Compensation Components</u> | | <u>IBM Offer (in INR)</u> | |
| 1. Annual Basic Salary | | 232264 | |
| 2. Annual Flexible Benefit Plan (FBP) | | 278716 | |
| 3. Annual Reference Salary (ARS) | | 510980 | |
| 4. Retirals | | | |
| a) Provident Fund (PF) | | 27872 | |
| b) Gratuity @ 4.8% | | 11149 | |
| 5. Annual Reference Salary + Retirals | | 550000 | |

Growth Driven Profit-sharing (GDP), an annual profit distribution scheme, is another important part of your compensation opportunity and is designed to support a team oriented, high-performance work culture. Further details of the program will be made available to you upon joining IBM. Please note: IBM reserves the right, in its sole discretion, to amend, change, suspend, or terminate the Growth Driven Profit-sharing program at any time, including, but not limited to, changing how the profit sharing pool is allocated or altering the payment amount at the region or country level based on unanticipated business issues or extenuating circumstances.

The Company presently has a Performance Award Program (PA). Further details of the Performance Award Program will be made available to you upon joining IBM. Please note: IBM reserves the right in its sole discretion to amend, change, suspend, or terminate Performance Award Program at any time.

You agree to the Company adjusting the statutory bonus amount, if any, under the Payment of Bonus Act, 1965, against payments made under the Company's profit distribution schemes GDP & PA.





OTHER BENEFITS:

- By default, you will be enrolled in the Group Medclaim Policy. You need to enroll your immediate family (Spouse & up to Four Children) within 45 days of joining. If you wish to do so, a nominal premium for covering you and your family will be charged to you unless you choose to opt out for yourself and family.
- Group Term Life and Accident Rider Coverage

OTHER COMMITMENTS/ CONDITIONS



The impact of today's technology and pace of change is tremendous. We hope you're as excited as we are to play a part in that revolution. At IBM, we're changing the world every day and we will be delighted to have you as part of our team. To confirm your acceptance of this offer letter on the terms and conditions specified herein, please sign in the space specified below and return the signed copy to IBM on your on boarding day.

Signed By – IBM Authorized Signatory
Talent Acquisition Leader ISA

ACCEPTANCE OF APPOINTMENT TERMS AND CONDITIONS (TO BE UPDATED BY THE CANDIDATE ON THE DATE OF JOINING))

I agree that I have read, understand, and accept employment with IBM under the terms and conditions stated above. By signing on this offer, I also agree and acknowledge that this offer letter does not require a physical signature, and the issuance of this offer of employment to me, my acceptance of this offer, and IBM's acknowledgment of the same and the affixing of a signature by the IBM representative shall be adequate to constitute a valid contract of employment between IBM India Pvt Ltd. and me. (Please sign below to confirm that you agree with the terms and conditions stated in this offer.)





SIGNATURE

PRINTED NAME

DATE OF JOINING

DATE

VERIFIED BY (FOR OFFICE USE ONLY – TO BE UPDATED BY ON BOARDING SPECIALIST)

SIGNATURE

PRINTED NAME

DATE





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Explanation of Compensation Components

| Component | Summary Explanation* |
|----------------------------------|---|
| 1. Basic Salary | The fundamental salary component to which many other compensation components are linked. |
| 2. Flexible Benefit Plan (FBP) | The FBP allows employees to choose a benefit basket that suits their needs. For certain elements, employees may avail of tax exemptions as per prevailing tax laws. The elements are listed below. |
| (a) Leave Travel Allowance (LTA) | LTA can be used for up to maximum of economy class airfare twice during a 4 year period as per Income tax rules. |
| (b) House Rent Allowance | Maximum 50% of Basic Salary per annum. To be used for house rent. |
| (c) "Flat" Allowance | Remaining FBP funds and is a taxable amount. |
| 3. Retirals | These elements of compensation are not paid out until later when certain conditions are met. |
| (a) Provident Fund (PF) | 12% of Basic Salary is contributed to the Provident Fund. |
| (b) Gratuity | 4.8% of Basic Salary, which denotes the company's contribution to the Gratuity Fund based on actuarial calculations. You are not entitled to this amount as a cash component as this is intended to be a retiral benefit. Gratuity is payable to you as per the IBM Gratuity Trust Fund Rules and the Payment of Gratuity Act, 1972, on cessation of your employment after at least 5 years of continuous service with the Company. The amount of gratuity payable shall not exceed Twenty Lakh rupees (INR 2,000,000). |
| (c) ESIC | Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribed by law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same. |
| Annual Reference Salary | Annual Basic Salary + Annual FBP |

**For detailed information please refer to Company policies, which are subject to change from time to time.*





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Other Benefits- Additional Information*

Group Term Life and Accident Rider Coverage Scheme

Group Term Life Insurance Plan:

This is a company paid benefit which provides group term life coverage to all employees of IBM India Pvt. Ltd. The benefit basis for life coverage is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. The coverage is subject to completion of the Insurance Company's prescribed insurance underwriting procedure and awarding of coverage by the insurance company. Coverage applies world-wide, 24 hours a day.

Group Personal Accident Plan:

This is a company paid benefit which provides group personal accident coverage to all employees of IBM India Pvt. Ltd. The benefit basis for accident coverage against permanent total disability, permanent partial disability and dismemberment is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Medclaim Insurance Policy for Self and nuclear family (spouse and up to 4 children)

By default, you will be enrolled in the Group Medclaim Policy from the date of your joining with a coverage of up to INR 3 Lakh per year under Family Floater plan. As part of that, you can also enroll your immediate family (Spouse & up to Four Children) through our Third-Party Administrator's (TPA) website within 45 days of your joining. If you decide to avail Medclaim insurance policy, there will be an applicable Co-share of premium deduction from your salary. If you wish not to be covered, you may choose to opt out within 45 days of joining. You have the option of enhancing this cover up to a maximum of INR 10 Lakh per year (incremental premium to be borne by employee).

You also have the opportunity of purchasing insurance coverage for your parents. This is on an individual coverage basis and the premium incurred is to be borne by you.

Mid-term inclusion of only new born babies (within 45 days of the child birth) and newly married spouse (within 45 days from the date of marriage) is allowed. The insurance coverage for the newly acquired dependent (spouse/child) will be with effect from the date of event (marriage/ birth whichever is applicable) *

**Subject to enrolling the new dependent within 45 days from the date of event.*

All hospitalization claims under the Medical Insurance Policy pertaining to employee is borne by insurer at 90:10%. Claims pertaining to dependents (spouse, children and parents) will be borne by insurer and employee on a 80% : 20% basis.

Critical Illness Buffer

This benefit is provided to help you and your nuclear family in times of medical emergencies. If an employee, spouse or child is diagnosed with any of the illnesses defined under the "Critical Illness Buffer" criteria, you can also be eligible for an additional amount of INR 7 Lakh for required treatment once the Family Floater and any additional cover (if taken) is



exhausted. This is subject to available Corporate Buffer and policy T&C.

Domiciliary Benefit

Domiciliary expenses on out-patient care for employee, spouse and children up to a maximum of INR 10,000/- (at 50% Co-pay) is also provided to employees who participate in the Group Medclaim Insurance Policy.

National Pension System (NPS)

NPS is a voluntary defined contribution-based scheme option provided to all IBM India Regular employees. It's a tax saving retirement vehicle for which you can enroll by declaring your monthly contribution, minimum Rs. 500 per month and maximum of 10% of your Flexible Benefit Plan, on IBM Intranet. You can find more details about this program on IBM intranet.

Compensation under Employees Compensation Act

All IBM employees are entitled for compensation under the Employee's Compensation Act, 1923, as amended from time to time. The compensation under the Act will be inclusive of the coverage amount under Group term Life Insurance Plan and shall be paid under following circumstances:

- a) Incase of personal injury caused to an employee by an accident arising out of and in the course of his employment resulting in total or partial disablement of the employee for a period exceeding three days. Provided that the accident is not directly attributable to the employee having being under the influence of drink or drugs or willfully disobedience of any order expressly given for the safety of employees or willfully removal or disregard of any safety guard or other device provided for the purpose of securing safety of employees.
- b) Incase of any injury resulting in Death or permanent total disability.
- c) Incase of occupational disease as defined under the Act.

** For detailed information, please refer the Company's Intranet. Company benefits and policies are subject to withdrawal; change from time to time at the sole discretion of the Company and without the need of any prior notice to the employees.*



Important Letter on Transfer / Relocation / Type of Work Assigned

Date – July 18, 2023

Dear Manjunath Achari S,

This letter reiterates some of your obligations with respect to your employment with IBM India Pvt Ltd., and contains important information on your initial training and work assignment.

You are required to join at BANGALORE where you may be allocated to a specific training stream based on the organization's business requirements. You will undergo training at BANGALORE for a specified duration of time. You will be expected to undergo the training in any skill or technology at the discretion of the organization.

After the successful completion of the training program, you may be deployed on work and are expected to work at the allocated posting in any location across India as specified by the organization. This may be different from your joining / training location. The type of work assigned may vary from one assignment to the other.

Please also note that, your services are transferable, and you may be assigned to any office of IBM, a subsidiary, or associate company. In such case, you will be governed by the policies of that location. Any refusal to take up the specific assigned location / assignment / projects / type of work assigned to you will be viewed as a refusal to follow instructions of the Company, may result in strict action against you and could result in your termination from the services of the organization. (Note: It is clarified that IBM may also require you to work from any such offices within the same city (or, in the case of employees working in the National Capital Region, may require you to work from any such offices at Noida, Delhi or Gurgaon)).

We wish you all the best for a rewarding career with IBM India. If you have any queries, please write to eschoolhiring@in.ibm.com

Please sign on a copy of this letter and return the same to On-Boarding coordinator, to indicate your understanding and acknowledgement of the contents of this letter Signature.

Signature.





IBM CONFIDENTIAL

ANNEXURE B – NON-DISCLOSURE AGREEMENT

Agreement Regarding Confidential Information, Intellectual Property, and Other Matters

Serial # : _____ Date Of Hire : _____/_____/_____

In consideration of my employment or my continued employment by International Business Machines Corporation or one of its subsidiaries or affiliates (collectively, "IBM"), which I acknowledge is employment at will, and the payment to me of a salary or other compensation during my employment, I agree as follows:

1. I will not, without IBM's prior written permission, disclose to anyone outside of IBM or use in other than IBM's business, either during or after my employment, any confidential information or material of IBM, or any information or material received by IBM in confidence from third parties, such as suppliers or customers. If I leave the employ of IBM or at the request of IBM, I will return to IBM all property in my possession belonging to IBM or received by IBM from any third party, whether or not containing confidential information and whether stored on an IBM owned asset or a personally owned asset, including, but not limited to, electronic data, electronic files, diskettes and other storage media, drawings, notebooks, reports, and any other hard copy or electronic documents or records. No employee is prohibited from reporting possible violations of law or regulation to a government agency, as protected by law.

Confidential information or material of IBM is any information or material: (a) generated or collected by or utilized in the operations of IBM; received from any third party; obtained from an entity IBM acquired or in which IBM purchased a controlling interest (including information or material received by that entity from a third party); or suggested by or resulting from any task assigned to me or work performed by me for or on behalf of IBM; and (b) which has not been made available generally to the public, whether or not expressed in a document or other medium and whether or not marked "IBM Confidential" or with any similar legend of IBM or any third party. Confidential information or material may include, but is not limited to, information and material related to past, present and future development, manufacturing activities, or personnel matters; marketing and business plans; pricing information; customer lists; technical specifications, drawings, and designs; prototypes; computer programs; and databases.

2. (a) During my employment with IBM and for two years following the termination of my employment from IBM for any reason, I will not directly or indirectly within the Restricted Area solicit, or attempt to or participate or assist in any effort to solicit, any employee of IBM to be employed or perform services outside of IBM. For purposes of this Paragraph 2(a), "Restricted Area" shall mean any geographic area in the world in which I worked or for which I had job responsibilities, including supervisory responsibilities, during the last twelve (12) months of my employment with IBM. Also, for purposes of this Paragraph 2(a), "employee of IBM" shall mean any employee of IBM who worked within the Restricted Area at any time in the 12-month period immediately preceding any actual or attempted solicitation.

(b) I agree that during my employment with IBM and for one year following the termination of my employment for any reason, I will not directly or indirectly solicit for competitive business purposes any customer with which I was directly or indirectly involved as part of my job responsibilities during the twelve (12) months prior to the termination of my employment with IBM. This paragraph 2(b) does not apply to any IBM employee whose work location as reflected in IBM





records is within the state of California.

I acknowledge that IBM would suffer irreparable harm if I fail to comply with Paragraph 2(a) or (b), and that IBM would be entitled to any appropriate relief, including money damages, equitable relief and attorneys' fees.

3. I will not disclose to IBM, use in its business, or cause it to use, any information or material which is confidential to any third party unless authorized by IBM. In addition, I will not incorporate into any product used and/or sold by IBM, any copyrighted materials or patented inventions of any third party, unless authorized by IBM pursuant to Paragraph 5.

4. I will comply, and do all things necessary for IBM to comply, with (a) the laws and regulations of all governments under which IBM does business, (b) the provisions of contracts between any such government or its contractors and IBM that relate to intellectual property or to the safeguarding of information, and (c) IBM's corporate directives, including, without limitation, policies and information technology security standards issued from time to time as well as the IBM Business Conduct Guidelines as amended from time to time.

5. I hereby assign to IBM my entire right, title, and interest in any idea, concept, technique, invention, design (whether the design is ornamental or otherwise), computer programs and related documentation, other works of authorship, mask works, and the like (all hereinafter called "Developments"), hereafter made, conceived, written, or otherwise created solely or jointly by me, whether or not such Developments are patentable, subject to copyright or trademark protection or susceptible to any other form of protection which: (a) relate to the actual or anticipated business or research or development of IBM or its subsidiaries or (b) are suggested by or result from any task assigned to me or work performed by me for or on behalf of IBM or its subsidiaries.

If, by operation of law such right, title, and interest in Developments vest in IBM upon creation, I acknowledge that such right, title, and interest belong to IBM. Also, I hereby assign to IBM my entire right, title and interest in any such Developments that were or are suggested by or a result of any task assigned to me or work performed by me for or on behalf of any entity that IBM acquired or in which IBM purchased a controlling interest to the extent that any such right, title and interest is not already owned by said entity.

In the case of any "other works of authorship", such assignment or ownership shall be limited to those works of authorship which meet both conditions (a) and (b) above.

California Notice: For Developments subject to California law, notwithstanding anything above to the contrary, I understand that this assignment does not apply to a Development which qualifies fully under the provisions of Section 2870 of the California Labor Code.

The above provisions concerning assignment or ownership of Developments apply to Developments created while employed by IBM in an executive, managerial, professional, product or technical planning, technical, research, programming, or engineering capacity (including development, product, manufacturing, systems, applied science, and field engineering) or otherwise.

The assignment of Developments in this Paragraph 5 shall exclude any Developments in which I have a right, title, or interest and that were, prior to my employment with IBM, (1) conceived and/or made solely or jointly by me; (2) written wholly or in part by me; or (3) expressly stated in an agreement that I executed with another party which precludes an assignment to IBM (collectively, these exceptions to assigned Developments hereunder shall be known as "Excluded Developments"). Further, I acknowledge that I will not use or cause to be used, any Excluded Developments in IBM's business, research or development without a written or email authorization to do so from both my first and second line manager. For the avoidance of doubt, Excluded Developments shall not comprise any Developments that were or are suggested by or resulted from any task assigned to me or work performed by me for or on behalf of any entity that IBM acquired or in which IBM purchased a controlling interest, unless assignment of my right, title, and interest in the





Development is governed by an agreement executed prior to my IBM employment.

I hereby identify any and all Excluded Developments which are not published in a searchable public database (e.g. United States Patent & Trademark Office). In the following table I have provided a brief non-confidential description that sufficiently identifies the Excluded Development (e.g. title of publication), the creation date of the Excluded Development, and to the extent my rights to the Excluded Development are governed by an agreement, the other named party to the agreement and the date the obligation terminates.

If I do not have any Excluded Developments to declare I have left the following table blank or have written "None," "Non/Applicable," or a similar designation.

| Description of Excluded Development | Date Created | Named Party/Termination Date |
|-------------------------------------|--------------|------------------------------|
| | | |
| | | |
| | | |

Additional pages may be attached, as appropriate to identify other Excluded Developments, if any. IBM requires you to disclose Excluded Developments in this Paragraph 5. If you wish to interest IBM in any Excluded Development, you may contact the Intellectual Property and Licensing Department at Corporate Headquarters, which will provide you with instructions for submitting it to IBM.

6. In connection with any of the Developments assigned by Paragraph 5: (a) I will promptly disclose them in writing to the IBM Intellectual Property Law Department; and (b) I will, on IBM's request, promptly execute a specific assignment of title to IBM or its designee, and do anything else reasonably necessary to enable IBM or such designee to secure a patent, copyright or other form of protection therefore in the United States and in other countries. In addition, I agree to promptly notify the IBM Intellectual Property Law Department in writing of any patent or patent application in which I am an inventor but which is not assigned by Paragraph 5 and which discloses or claims any Development made, conceived, or written while I am employed by IBM. I also agree to promptly notify the IBM Intellectual Property Law Department if, after I leave the employ of IBM, I am contacted by anyone or any entity outside of IBM regarding any transaction, legal or governmental proceeding, litigation or other legal dispute concerning or relating to any of the Developments assigned by Paragraph 5.

7. IBM and its licensees, successors, or assigns (direct or indirect) are not required to designate me as an author of any Development which is subject to Paragraph 5, when it is distributed, publicly or otherwise, or to secure my permission to change or otherwise alter its integrity. I hereby waive and release, to the extent permitted by law, all rights in and to such designation and any rights I may have concerning modifications of such Developments.

I understand that any rights, waivers, releases, and assignments herein granted and made by me are freely assignable by IBM and are for the benefit of IBM and its subsidiaries, licensees, successors, and assigns.

8. I agree that IBM, its services providers and other third parties authorized by IBM will collect, use, store, make available to those who have a need-to-know, and otherwise process my personal information to establish, maintain and terminate my employment relationship with IBM and for other legitimate business purposes, anywhere in the world. Such personal information, whether provided to IBM, its service providers, or third parties directly by me or otherwise gathered, includes my name, photo, contact information, skills, compensation, performance, usage of IBM assets, background check results, bank account information, and disability or medical information.





I will not use for unauthorized purposes nor share with any unauthorized parties, either during or after my employment, any personal information about others to which I may have access during my employment at IBM.

IBM provides numerous opportunities for social computing through blogs, wikis, social networks, virtual worlds and other social media. I agree to comply with all IBM policies and practices regarding use of social computing tools and I understand that I am personally responsible for the content I post on any social computing tools (whether on IBM's internal platforms or on third party sites) and that any information I post, including any of my personal information, may be made broadly available to others, potentially inside or outside IBM, who have access to these tools.

9. The term "subsidiaries," as used in this Agreement, includes any entity owned or controlled, directly or indirectly, by International Business Machines Corporation.

10. The term "employment at will," as used in this Agreement, means the employment at the mutual consent of both me and IBM. Accordingly, either IBM or I can terminate the employment relationship at will, at any time, with or without cause or advance notice. However, this clause does not relieve me of my responsibility to serve the notice period in accordance with my terms of employment, in the event of my resignation from the services of IBM.

11. This Agreement supersedes all previous oral or written communications, representations, understandings, undertakings, or agreements relating to the subject matter hereof, except as expressly agreed otherwise by IBM in writing upon my hire or transfer of employment to IBM. Any waiver of a term in this Agreement and any amendment to this Agreement may only be made in a writing signed by the Senior Vice President of Human Resources for International Business Machines Corporation and myself.

12. This Agreement shall be governed by the laws of India. If any provision of this Agreement is unenforceable at law, the remainder shall remain in effect. I recognize that any violation of my obligations described herein would cause IBM to suffer irreparable harm and can result in disciplinary action, including dismissal from IBM, and any other appropriate relief for IBM including money damages, equitable relief and attorneys fees.

13. This Agreement shall constitute a part of my terms of employment with IBM, and is executed contemporaneously with my offer of employment/ employment contract with IBM.

My agreement, and my acknowledgment of receipt of a copy of this Agreement, are indicated by my signature below.

| | | | |
|----------------------|----------------------|---------------------|------|
| | | | |
| Employee's Full Name | Employee's Signature | Employee Serial No. | Date |





Veera Vamshi M E <vvamshi706@gmail.com>

Mphasis_Revised L/O!

1 message

Mphasis - Campus Hiring <campushires@mphasis.com>

Tue, Oct 18, 2022 at 10:02 AM

To: vvamshi706@gmail.com <vvamshi706@gmail.com>

Cc: "satyanarayana@presidencyuniversity.in" <satyanarayana@presidencyuniversity.in>

Ref.No- MPHTH_CC2023-2618

Dear Veera Vamshi M E

College Name: **Presidency University, Bangalore.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of '**Associate Software Engineer**' in **Band 5, Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations
2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis



3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2023 passing out candidates anytime between June 1, 2023 to April 30, 2024. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

- a. PAN card
- b. Aadhar card
- c. Passport
- d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to campushires@mphasis.com.

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.





Katam Reddy Varun Kumar Reddy <katamreddy.varunkumarreddy@gmail.com>

Mphasis_Revised L/O!

1 message

Mphasis - Campus Hiring <campushires@mphasis.com>

Tue, Oct 18, 2022 at 10:04 AM

To: katamreddy.varunkumarreddy@gmail.com <katamreddy.varunkumarreddy@gmail.com>

Cc: "satyanarayana@presidencyuniversity.in" <satyanarayana@presidencyuniversity.in>

Ref.No- MPHTH_CC2023-2619

Dear Katam Reddy Varun Kumar Reddy

College Name: **Presidency University, Bangalore.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of '**Associate Software Engineer**' in **Band 5, Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations
2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis



3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

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Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.





Yashaswini R <yashaswinir2001@gmail.com>

Mphasis_Revised L/O!

1 message

Mphasis - Campus Hiring <campushires@mphasis.com>

Tue, Oct 18, 2022 at 10:06 AM

To: yashaswinir2001@gmail.com <yashaswinir2001@gmail.com>

Cc: "satyanarayana@presidencyuniversity.in" <satyanarayana@presidencyuniversity.in>

Ref.No- MPHTH_CC2023-2620

Dear Yashaswini R

College Name: **Presidency University, Bangalore.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of '**Associate Software Engineer**' in **Band 5, Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
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- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
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As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations
2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis



3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

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Thanks and Regards

Mphasis – Campus Team

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M Pavan Adithya Varma <pavanadithyavarma@gmail.com>

Mphasis_Revised L/O!

1 message

Mphasis - Campus Hiring <campushires@mphasis.com>

Tue, Oct 18, 2022 at 10:08 AM

To: pavanadithyavarma@gmail.com <pavanadithyavarma@gmail.com>

Cc: "satyanarayana@presidencyuniversity.in" <satyanarayana@presidencyuniversity.in>

Ref.No- MPHTH_CC2023-2621

Dear M Pavan Adithya Varma

College Name: **Presidency University, Bangalore.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

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Sinchana K N <sinchanaknsmg@gmail.com>

Mphasis_Revised L/O!

1 message

Mphasis - Campus Hiring <campushires@mphasis.com>

Tue, Oct 18, 2022 at 10:10 AM

To: sinchanaknsmg@gmail.com <sinchanaknsmg@gmail.com>

Cc: "satyanarayana@presidencyuniversity.in" <satyanarayana@presidencyuniversity.in>

Ref.No- MPHTH_CC2023-2622

Dear Sinchana K N

College Name: **Presidency University, Bangalore.**

Greetings from Mphasis!!

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Farhath Hassan <fhassanbm@gmail.com>

Mphasis_Revised L/O!

1 message

Mphasis - Campus Hiring <campushires@mphasis.com>

Tue, Oct 18, 2022 at 10:12 AM

To: fhassanbm@gmail.com <fhassanbm@gmail.com>

Cc: "satyanarayana@presidencyuniversity.in" <satyanarayana@presidencyuniversity.in>

Ref.No- MPHTH_CC2023-2623

Dear Farhath Hassan

College Name: **Presidency University, Bangalore.**

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P Visnu Pawan <vishnupawan04@gmail.com>

Mphasis_Revised L/O!

1 message

Mphasis - Campus Hiring <campushires@mphasis.com>

Tue, Oct 18, 2022 at 10:14 AM

To: vishnupawan04@gmail.com <vishnupawan04@gmail.com>

Cc: "satyanarayana@presidencyuniversity.in" <satyanarayana@presidencyuniversity.in>

Ref.No- MPHTH_CC2023-2624

Dear P Visnu Pawan

College Name: **Presidency University, Bangalore.**

Greetings from Mphasis!!

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Yerragunta Tarun Sai <tarunyerragunta.2000@gmail.com>

Mphasis_Revised L/O!

1 message

Mphasis - Campus Hiring <campushires@mphasis.com>

Tue, Oct 18, 2022 at 10:16 AM

To: tarunyerragunta.2000@gmail.com <tarunyerragunta.2000@gmail.com>

Cc: "satyanarayana@presidencyuniversity.in" <satyanarayana@presidencyuniversity.in>

Ref.No- MPHTH_CC2023-2625

Dear Yerragunta Tarun Sai

College Name: **Presidency University, Bangalore.**

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B Pavan Kumar <bpavankittu8374@gmail.com>

Mphasis_Revised L/O!

1 message

Mphasis - Campus Hiring <campushires@mphasis.com>

Tue, Oct 18, 2022 at 10:18 AM

To: bpavankittu8374@gmail.com <bpavankittu8374@gmail.com>

Cc: "satyanarayana@presidencyuniversity.in" <satyanarayana@presidencyuniversity.in>

Ref.No- MPHTH_CC2023-2626

Dear B Pavan Kumar

College Name: **Presidency University, Bangalore.**

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Abdul Hafeez <abdulhafeez7301@gmail.com>

Mphasis_Revised L/O!

1 message

Mphasis - Campus Hiring <campushires@mphasis.com>

Tue, Oct 18, 2022 at 10:20 AM

To: abdulhafeez7301@gmail.com <abdulhafeez7301@gmail.com>

Cc: "satyanarayana@presidencyuniversity.in" <satyanarayana@presidencyuniversity.in>

Ref.No- MPHTH_CC2023-2627

Dear Abdul Hafeez

College Name: **Presidency University, Bangalore.**

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Bukkapatnam Madhu Sree <bukkapatnammadhusree2002@gmail.com>

Mphasis_Revised L/O!

1 message

Mphasis - Campus Hiring <campushires@mphasis.com>

Tue, Oct 18, 2022 at 10:22 AM

To: bukkapatnammadhusree2002@gmail.com <bukkapatnammadhusree2002@gmail.com>

Cc: "satyanarayana@presidencyuniversity.in" <satyanarayana@presidencyuniversity.in>

Ref.No- MPHTH_CC2023-2628

Dear Bukkapatnam Madhu Sree

College Name: **Presidency University, Bangalore.**

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- d. All semester marks sheets and graduation certificate

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Thanks and Regards

Mphasis – Campus Team

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Chintapalli Bhumika <chintapallibhumika@gmail.com>

Mphasis_Revised L/O!

1 message

Mphasis - Campus Hiring <campushires@mphasis.com>

Tue, Oct 18, 2022 at 10:24 AM

To: chintapallibhumika@gmail.com <chintapallibhumika@gmail.com>

Cc: "satyanarayana@presidencyuniversity.in" <satyanarayana@presidencyuniversity.in>

Ref.No- MPHTH_CC2023-2629

Dear Chintapalli Bhumika

College Name: **Presidency University, Bangalore.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of '**Associate Software Engineer**' in **Band 5, Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
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- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

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3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
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Guggilla Rishitha <guggillarishitha23@gmail.com>

Mphasis_Revised L/O!

1 message

Mphasis - Campus Hiring <campushires@mphasis.com>

Tue, Oct 18, 2022 at 10:26 AM

To: guggillarishitha23@gmail.com <guggillarishitha23@gmail.com>

Cc: "satyanarayana@presidencyuniversity.in" <satyanarayana@presidencyuniversity.in>

Ref.No- MPHTH_CC2023-2630

Dear Guggilla Rishitha

College Name: **Presidency University, Bangalore.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

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K N Anil Kumar <knanilkumar07@gmail.com>

Mphasis_Revised L/O!

1 message

Mphasis - Campus Hiring <campushires@mphasis.com>

Tue, Oct 18, 2022 at 10:28 AM

To: knanilkumar07@gmail.com <knanilkumar07@gmail.com>

Cc: "satyanarayana@presidencyuniversity.in" <satyanarayana@presidencyuniversity.in>

Ref.No- MPHTH_CC2023-2631

Dear K N Anil Kumar

College Name: **Presidency University, Bangalore.**

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Kruthika T S <kruthikanakshatra@gmail.com>

Mphasis_Revised L/O!

1 message

Mphasis - Campus Hiring <campushires@mphasis.com>

Tue, Oct 18, 2022 at 10:30 AM

To: kruthikanakshatra@gmail.com <kruthikanakshatra@gmail.com>

Cc: "satyanarayana@presidencyuniversity.in" <satyanarayana@presidencyuniversity.in>

Ref.No- MPHTH_CC2023-2632

Dear Kruthika T S

College Name: **Presidency University, Bangalore.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

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Mohammed Kaab Sayeed <mdkaabsayeed@gmail.com>

Mphasis_Revised L/O!

1 message

Mphasis - Campus Hiring <campushires@mphasis.com>

Tue, Oct 18, 2022 at 10:32 AM

To: mdkaabsayeed@gmail.com <mdkaabsayeed@gmail.com>

Cc: "satyanarayana@presidencyuniversity.in" <satyanarayana@presidencyuniversity.in>

Ref.No- MPHTH_CC2023-2633

Dear Mohammed Kaab Sayeed

College Name: **Presidency University, Bangalore.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

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Narasaiahgari Sumanth <narasaiahgarisumanth@gmail.com>

Mphasis_Revised L/O!

1 message

Mphasis - Campus Hiring <campushires@mphasis.com>

Tue, Oct 18, 2022 at 10:34 AM

To: narasaiahgarisumanth@gmail.com <narasaiahgarisumanth@gmail.com>

Cc: "satyanarayana@presidencyuniversity.in" <satyanarayana@presidencyuniversity.in>

Ref.No- MPHTH_CC2023-2634

Dear Narasaiahgari Sumanth

College Name: **Presidency University, Bangalore.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

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Nischitha V <nischitha264@gmail.com>

Mphasis_Revised L/O!

1 message

Mphasis - Campus Hiring <campushires@mphasis.com>

Tue, Oct 18, 2022 at 10:36 AM

To: nischitha264@gmail.com <nischitha264@gmail.com>

Cc: "satyanarayana@presidencyuniversity.in" <satyanarayana@presidencyuniversity.in>

Ref.No- MPHTH_CC2023-2635

Dear Nischitha V

College Name: **Presidency University, Bangalore.**

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Prajwal B L <prajwalbl26@gmail.com>

Mphasis_Revised L/O!

1 message

Mphasis - Campus Hiring <campushires@mphasis.com>

Tue, Oct 18, 2022 at 10:38 AM

To: prajwalbl26@gmail.com <prajwalbl26@gmail.com>

Cc: "satyanarayana@presidencyuniversity.in" <satyanarayana@presidencyuniversity.in>

Ref.No- MPHTH_CC2023-2636

Dear Prajwal B L

College Name: **Presidency University, Bangalore.**

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S Padmanabhan <padmanabhan123345@gmail.com>

Mphasis_Revised L/O!

1 message

Mphasis - Campus Hiring <campushires@mphasis.com>

Tue, Oct 18, 2022 at 10:40 AM

To: padmanabhan123345@gmail.com <padmanabhan123345@gmail.com>

Cc: "satyanarayana@presidencyuniversity.in" <satyanarayana@presidencyuniversity.in>

Ref.No- MPHTH_CC2023-2637

Dear S Padmanabhan

College Name: **Presidency University, Bangalore.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of '**Associate Software Engineer**' in **Band 5, Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
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As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

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2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis



3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
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Shrinivasa S K <shre02052001@gmail.com>

Mphasis_Revised L/O!

1 message

Mphasis - Campus Hiring <campushires@mphasis.com>

Tue, Oct 18, 2022 at 10:42 AM

To: shre02052001@gmail.com <shre02052001@gmail.com>

Cc: "satyanarayana@presidencyuniversity.in" <satyanarayana@presidencyuniversity.in>

Ref.No- MPHTH_CC2023-2638

Dear Shrinivasa S K

College Name: **Presidency University, Bangalore.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

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Sunilshetty <shettysunils1802@gmail.com>

Mphasis_Revised L/O!

1 message

Mphasis - Campus Hiring <campushires@mphasis.com>

Tue, Oct 18, 2022 at 10:44 AM

To: shettysunils1802@gmail.com <shettysunils1802@gmail.com>

Cc: "satyanarayana@presidencyuniversity.in" <satyanarayana@presidencyuniversity.in>

Ref.No- MPHTH_CC2023-2639

Dear Sunilshetty

College Name: **Presidency University, Bangalore.**

Greetings from Mphasis!!

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Tejas S <tejas181999@gmail.com>

Mphasis_Revised L/O!

1 message

Mphasis - Campus Hiring <campushires@mphasis.com>

Tue, Oct 18, 2022 at 10:46 AM

To: tejas181999@gmail.com <tejas181999@gmail.com>

Cc: "satyanarayana@presidencyuniversity.in" <satyanarayana@presidencyuniversity.in>

Ref.No- MPHTH_CC2023-2640

Dear Tejas S

College Name: **Presidency University, Bangalore.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

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Varshith S <varshiths499@gmail.com>

Mphasis_Revised L/O!

1 message

Mphasis - Campus Hiring <campushires@mphasis.com>

Tue, Oct 18, 2022 at 10:48 AM

To: varshiths499@gmail.com <varshiths499@gmail.com>

Cc: "satyanarayana@presidencyuniversity.in" <satyanarayana@presidencyuniversity.in>

Ref.No- MPHTH_CC2023-2641

Dear Varshith S

College Name: **Presidency University, Bangalore.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

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Y Nanditha <nandithayubaraj@gmail.com>

Mphasis_Revised L/O!

1 message

Mphasis - Campus Hiring <campushires@mphasis.com>

Tue, Oct 18, 2022 at 10:50 AM

To: nandithayubaraj@gmail.com <nandithayubaraj@gmail.com>

Cc: "satyanarayana@presidencyuniversity.in" <satyanarayana@presidencyuniversity.in>

Ref.No- MPHTH_CC2023-2642

Dear Y Nanditha

College Name: **Presidency University, Bangalore.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

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Lisha <lishagowda779@gmail.com>

Mphasis_Revised L/O!

1 message

Mphasis - Campus Hiring <campushires@mphasis.com>

Tue, Oct 18, 2022 at 10:52 AM

To: lishagowda779@gmail.com <lishagowda779@gmail.com>

Cc: "satyanarayana@presidencyuniversity.in" <satyanarayana@presidencyuniversity.in>

Ref.No- MPHTH_CC2023-2643

Dear Lisha

College Name: **Presidency University, Bangalore.**

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Malleboina Jai Sahithi <sahithimalleboina@gmail.com>

Mphasis_Revised L/O!

1 message

Mphasis - Campus Hiring <campushires@mphasis.com>

Tue, Oct 18, 2022 at 10:54 AM

To: sahithimalleboina@gmail.com <sahithimalleboina@gmail.com>

Cc: "satyanarayana@presidencyuniversity.in" <satyanarayana@presidencyuniversity.in>

Ref.No- MPHTH_CC2023-2644

Dear Malleboina Jai Sahithi

College Name: **Presidency University, Bangalore.**

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Hiba Haifa <haifahiba40@gmail.com>

Mphasis_Revised L/O!

1 message

Mphasis - Campus Hiring <campushires@mphasis.com>

Tue, Oct 18, 2022 at 10:56 AM

To: haifahiba40@gmail.com <haifahiba40@gmail.com>

Cc: "satyanarayana@presidencyuniversity.in" <satyanarayana@presidencyuniversity.in>

Ref.No- MPHTH_CC2023-2645

Dear Hiba Haifa

College Name: **Presidency University, Bangalore.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of '**Associate Software Engineer**' in **Band 5, Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations
2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis



3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.

4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2023 passing out candidates anytime between June 1, 2023 to April 30, 2024. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

- a. PAN card
- b. Aadhar card
- c. Passport
- d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to campushires@mphasis.com.

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.





Rafeeda Fatima <rafeeda28@gmail.com>

Mphasis_Revised L/O!

1 message

Mphasis - Campus Hiring <campushires@mphasis.com>

Tue, Oct 18, 2022 at 10:58 AM

To: rafeeda28@gmail.com <rafeeda28@gmail.com>

Cc: "satyanarayana@presidencyuniversity.in" <satyanarayana@presidencyuniversity.in>

Ref.No- MPHTH_CC2023-2646

Dear Rafeeda Fatima

College Name: **Presidency University, Bangalore.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of '**Associate Software Engineer**' in **Band 5, Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
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