



HR 2.01 F10 – Data Consent Form

Personal data - Consent

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

I hereby expressly agree and consent as follows:

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

I understand and agree that:

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

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

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

Date:

Signature:

Name


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The CTC provided by the company is will be **INR 7,36,000 per annum**. **INR 4,36,000** is fixed (per annum) and INR 3,00,000 is the variable (per annum). The variable is based on the performance (achieving the revenue targets) and is paid out on a monthly basis as per the existing incentive structure at that point in time.

Full Breakdown of fixed CTC will be given below

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

S.No.	Salary	Annual	Monthly
1	Basic Salary	₹206,300	₹17,192
2	House Rent Allowance	₹82,520	₹6,877
3	LTA	₹20,630	₹1,719
4	Special Allowances	₹103,150	₹8,596
5	Night Allowance	₹36,014	₹3,001
	Gross Salary	₹412,600	₹34,383
	Employer Contribution to PF	₹23,400	₹1,950
A	CTC Total	436000	36333
	Deductions		
1	Professional Tax	₹2,400	₹200
2	Provident Fund	₹1,600	₹1,800
B	Total Deductions	₹4,000	₹2,000
A - B	Net Salary	₹388,600	₹32,383

With regards,

Shailendra Dhakad
Director
Codeyoung





The Pearl, 1537, 5th Main Rd,
Rajiv Gandhi Nagar, Sector 7, HSR
Layout, Bengaluru -560102
<https://maps.app.goo.gl/9G9pNvJmeXFhXxCr5>
support@Codeyoung.com
8186928385.

Employment Offer and Employment Agreement

19th December 2022,

Dear Mohith J,

Further to your recent interview, conditional on and subject to no adverse findings arising from any of the employee background verification checks, required to be carried out by the Organization, I am pleased to offer you the following employment with Codeyoung. This offer letter upon written acceptance by you shall be deemed as an Employment Agreement. Your date of joining is **3rd April 2023**.

1. BACKGROUND CHECKS AND REFERENCE CHECKS

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

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

2. Probation/ Training

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


REGISTRAR


JOB TITLE: Inside Sales Executive.

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

3. COMPENSATION

Your remuneration shall be as per Annexure titled “Compensation”

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

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

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

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

4. SALARY REVISIONS

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

5. DEDUCTIONS FROM PAY

When your employment ends, if the number of annual leaves you have taken exceed 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.


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6. HOURS OF WORK

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

7. ADDITIONAL HOURS

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

8. PLACE OF WORK AND MOBILITY

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

9. RETIREMENT

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

10. RULES AND REGULATIONS

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

In addition to any requirement under the Code of Conduct, you are also required as a condition of continued employment to disclose to Codeyoung immediately and without any delay, any instance of you being arrested or charged or convicted of any criminal offence(s) and

or
being declared bankrupt during the course of your employment. Failure to disclose such information may result in disciplinary proceedings up to and including but not limited to termination of employment.


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

11. CONFIDENTIALITY

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

12. PROTECTION OF PERSONAL DATA

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

13. USE OF SOFTWARE AND SYSTEMS ACCESS

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

14. DATA PROTECTION

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

- Do not disclose personal data without authority


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

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

15. TERMINATION OF YOUR EMPLOYMENT BY THE COMPANY

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

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

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

16. TERMINATION OF EMPLOYMENT BY YOU

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

17. A RETURN OF ASSETS UPON END OF YOUR ENGAGEMENT

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





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

18. INTELLECTUAL PROPERTY RIGHTS IN DELIVERABLES

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

19. INDEMNIFICATIONS

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

20. NON -SOLICITATION

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

21. AMENDMENTS

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


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

22. EXCLUSIVE JURISDICTION

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

23. SEVERABILITY

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


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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 3 days from the date of this letter, we shall assume that you do not wish to take up this offer of employment and our offer will lapse automatically. We sincerely hope that you will accept this appointment and look forward to having you onboard.

Yours sincerely,

Shailendra Dhakad

Director

Codeyoung

Shailendra Dhakad
REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE



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

To

Codeyoung

("Thecompany")

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

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

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

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

Name:

Date:

Signature:


REGISTRAR


HR 2.01 F6 – Data Protection Declaration

To: Codeyoung (“Codeyoung”)

1. I, the undersigned, make this declaration in my capacity as an employee of Codeyoung, and as a condition of being assigned by Codeyoung to perform certain services for Codeyoung and any of its direct or indirect subsidiaries (individually a “Data Controller” and together the “Data Controllers”).

2. I hereby and solemnly undertake that I will at all times maintain strict confidentiality with regard to, and will not for my own or anyone else’s use (whether for profit or not) make copies of or notes about, any and all matters of a confidential nature or the Personal Data of anyone including but not limited to name, age, preferences, medical or health status or any other information which is reasonably deemed Personal in nature or deemed personal data by law concerning any of the Data Controllers, their customers, the state of their accounts or any other matter relating to the affairs of a Data Controller and its customers except where required by law to disclose such information or with the prior written permission of the Data Controller or the person to whom any duty of confidentiality is owed. Should I be required by law to make such a disclosure, I shall so far as lawful promptly inform the Codeyoung of such a requirement.

3. I undertake to deliver up to Codeyoung all and any records in any medium which I may hold at the end of my assignment in performing services for any of the Data Controllers.

4. I hereby confirm that I have read or viewed, and will confirm during the period of my assignment in performing services for any of the Data Controllers with, the following rules or requirements (as the same may be amended from time to time):

5. Codeyoung policies and standards concerning Information Technology and Information Technology Security.: In this respect I understand that the loading or use of software not supplied and authorized by Codeyoung on Codeyoung computer systems and/or the loading or use of Codeyoung Group's software on any other equipment is strictly forbidden;

- a. Codeyoung staff training video on data protection;
- b. Security procedures specific to the building where I am to carry out my assignment; and Codeyoung staff handbook.



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BANGALORE

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

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

SIGNATURE

DATE


REGISTRAR




DECLARATION OF ABSENCE OF PROCEEDINGS

I hereby confirm that:

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

I have never been declared bankrupt.

Signed _____

Name _____

Codeyoung Dept. / Job title__

Date _____


REGISTRAR Registrar
PRESIDENCY UNIVERSITY
BANGALORE

INFORMATION SYSTEMS USAGE - TERMS AND CONDITIONS

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

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

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

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

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

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

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

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


REGISTRAR




I **Mohith J,**

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

SIGNATURE

DATE


REGISTRAR


The Registrar's signature is written in green ink. To its right is a circular blue stamp that reads 'PRESIDENCY UNIVERSITY REGISTRAR BANGALORE'.



HR 2.01 F10 – Data Consent Form

Personal data - Consent

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

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I understand and agree that:

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Date:

Signature:

Name


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Full Breakdown of fixed CTC will be given below

- Subject to deductions for Employee’s contribution to PF, Professional Tax, Income Tax and other statutory deductions that may be applicable
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With regards,

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Director
Codeyoung





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support@Codeyoung.com
8186928385.

Employment Offer and Employment Agreement

19th December 2022,

Dear Adarsh G Kulakarni,

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

15. TERMINATION OF YOUR EMPLOYMENT BY THE COMPANY

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

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

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

16. TERMINATION OF EMPLOYMENT BY YOU

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

17. A RETURN OF ASSETS UPON END OF YOUR ENGAGEMENT

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





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

18. INTELLECTUAL PROPERTY RIGHTS IN DELIVERABLES

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

19. INDEMNIFICATIONS

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

20. NON -SOLICITATION

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

21. AMENDMENTS

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


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

22. EXCLUSIVE JURISDICTION

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

23. SEVERABILITY

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


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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 3 days from the date of this letter, we shall assume that you do not wish to take up this offer of employment and our offer will lapse automatically. We sincerely hope that you will accept this appointment and look forward to having you onboard.

Yours sincerely,

Shailendra Dhakad

Director

Codeyoung

Shailendra Dhakad
REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE



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

To

Codeyoung

("Thecompany")

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

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

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

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

Name:

Date:

Signature:


REGISTRAR


HR 2.01 F6 – Data Protection Declaration

To: Codeyoung (“Codeyoung”)

1. I, the undersigned, make this declaration in my capacity as an employee of Codeyoung, and as a condition of being assigned by Codeyoung to perform certain services for Codeyoung and any of its direct or indirect subsidiaries (individually a “Data Controller” and together the “Data Controllers”).

2. I hereby and solemnly undertake that I will at all times maintain strict confidentiality with regard to, and will not for my own or anyone else’s use (whether for profit or not) make copies of or notes about, any and all matters of a confidential nature or the Personal Data of anyone including but not limited to name, age, preferences, medical or health status or any other information which is reasonably deemed Personal in nature or deemed personal data by law concerning any of the Data Controllers, their customers, the state of their accounts or any other matter relating to the affairs of a Data Controller and its customers except where required by law to disclose such information or with the prior written permission of the Data Controller or the person to whom any duty of confidentiality is owed. Should I be required by law to make such a disclosure, I shall so far as lawful promptly inform the Codeyoung of such a requirement.

3. I undertake to deliver up to Codeyoung all and any records in any medium which I may hold at the end of my assignment in performing services for any of the Data Controllers.

4. I hereby confirm that I have read or viewed, and will confirm during the period of my assignment in performing services for any of the Data Controllers with, the following rules or requirements (as the same may be amended from time to time):

5. Codeyoung policies and standards concerning Information Technology and Information Technology Security.: In this respect I understand that the loading or use of software not supplied and authorized by Codeyoung on Codeyoung computer systems and/or the loading or use of Codeyoung Group's software on any other equipment is strictly forbidden;

- a. Codeyoung staff training video on data protection;
- b. Security procedures specific to the building where I am to carry out my assignment; and Codeyoung staff handbook.



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BANGALORE

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

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

SIGNATURE

DATE


REGISTRAR 



DECLARATION OF ABSENCE OF PROCEEDINGS

I hereby confirm that:

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

I have never been declared bankrupt.

Signed _____

Name _____

Codeyoung Dept. / Job title__

Date _____


REGISTRAR Registrar
PRESIDENCY UNIVERSITY
BANGALORE

INFORMATION SYSTEMS USAGE - TERMS AND CONDITIONS

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

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

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

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

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

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

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

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


REGISTRAR




I **Adarsh G Kulakarni,**

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

SIGNATURE

DATE

Adarsh
REGISTRAR
PRESIDENCY UNIVERSITY
Registrar
BANGALORE



HR 2.01 F10 – Data Consent Form

Personal data - Consent

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

I hereby expressly agree and consent as follows:

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

I understand and agree that:

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

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

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

Date:

Signature:

Name


REGISTRAR


HR 2.01 F10 – Data Consent Form

The CTC provided by the company is will be **INR 7,36,000 per annum**. **INR 4,36,000** is fixed (per annum) and INR 3,00,000 is the variable (per annum). The variable is based on the performance (achieving the revenue targets) and is paid out on a monthly basis as per the existing incentive structure at that point in time.

Full Breakdown of fixed CTC will be given below

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

S.No.	Salary	Annual	Monthly
1	Basic Salary	₹206,300	₹17,192
2	House Rent Allowance	₹82,520	₹6,877
3	LTA	₹20,630	₹1,719
4	Special Allowances	₹103,150	₹8,596
5	Night Allowance	₹36,014	₹3,001
	Gross Salary	₹412,600	₹34,383
	Employer Contribution to PF	₹23,400	₹1,950
A	CTC Total	436000	36333
	Deductions		
1	Professional Tax	₹2,400	₹200
2	Provident Fund	₹1,600	₹1,800
B	Total Deductions	₹4,000	₹2,000
A - B	Net Salary	₹388,600	₹32,383

With regards,

Shailendra Dhakad
Director
Codeyoung





The Pearl, 1537, 5th Main Rd,
Rajiv Gandhi Nagar, Sector 7, HSR
Layout, Bengaluru -560102
<https://maps.app.goo.gl/9G9pNvJmeXFhXxCr5>
support@Codeyoung.com
8186928385.

Employment Offer and Employment Agreement

19th December 2022,

Dear **Abhishek M S,**

Further to your recent interview, conditional on and subject to no adverse findings arising from any of the employee background verification checks, required to be carried out by the Organization, I am pleased to offer you the following employment with Codeyoung. This offer letter upon written acceptance by you shall be deemed as an Employment Agreement. Your date of joining is **3rd April 2023.**

1. BACKGROUND CHECKS AND REFERENCE CHECKS

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

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

2. Probation/ Training

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


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JOB TITLE: Inside Sales Executive.

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

3. COMPENSATION

Your remuneration shall be as per Annexure titled “Compensation”

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

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

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

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

4. SALARY REVISIONS

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

5. DEDUCTIONS FROM PAY

When your employment ends, if the number of annual leaves you have taken exceed 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.


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6. HOURS OF WORK

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

7. ADDITIONAL HOURS

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

8. PLACE OF WORK AND MOBILITY

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

9. RETIREMENT

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

10. RULES AND REGULATIONS

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

In addition to any requirement under the Code of Conduct, you are also required as a condition of continued employment to disclose to Codeyoung immediately and without any delay, any instance of you being arrested or charged or convicted of any criminal offence(s) and

or
being declared bankrupt during the course of your employment. Failure to disclose such information may result in disciplinary proceedings up to and including but not limited to termination of employment.


REGISTRAR


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

11. CONFIDENTIALITY

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

12. PROTECTION OF PERSONAL DATA

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

13. USE OF SOFTWARE AND SYSTEMS ACCESS

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

14. DATA PROTECTION

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

- Do not disclose personal data without authority


REGISTRAR


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

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

15. TERMINATION OF YOUR EMPLOYMENT BY THE COMPANY

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

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

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

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





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

18. INTELLECTUAL PROPERTY RIGHTS IN DELIVERABLES

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

19. INDEMNIFICATIONS

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

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

21. AMENDMENTS

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


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

22. EXCLUSIVE JURISDICTION

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

23. SEVERABILITY

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


REGISTRAR 



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 3 days from the date of this letter, we shall assume that you do not wish to take up this offer of employment and our offer will lapse automatically. We sincerely hope that you will accept this appointment and look forward to having you onboard.

Yours sincerely,

Shailendra Dhakad

Director

Codeyoung

Shailendra Dhakad
REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE



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

To

Codeyoung

("Thecompany")

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

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

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

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

Name:

Date:

Signature:


REGISTRAR


HR 2.01 F6 – Data Protection Declaration

To: Codeyoung (“Codeyoung”)

1. I, the undersigned, make this declaration in my capacity as an employee of Codeyoung, and as a condition of being assigned by Codeyoung to perform certain services for Codeyoung and any of its direct or indirect subsidiaries (individually a “Data Controller” and together the “Data Controllers”).

2. I hereby and solemnly undertake that I will at all times maintain strict confidentiality with regard to, and will not for my own or anyone else’s use (whether for profit or not) make copies of or notes about, any and all matters of a confidential nature or the Personal Data of anyone including but not limited to name, age, preferences, medical or health status or any other information which is reasonably deemed Personal in nature or deemed personal data by law concerning any of the Data Controllers, their customers, the state of their accounts or any other matter relating to the affairs of a Data Controller and its customers except where required by law to disclose such information or with the prior written permission of the Data Controller or the person to whom any duty of confidentiality is owed. Should I be required by law to make such a disclosure, I shall so far as lawful promptly inform the Codeyoung of such a requirement.

3. I undertake to deliver up to Codeyoung all and any records in any medium which I may hold at the end of my assignment in performing services for any of the Data Controllers.

4. I hereby confirm that I have read or viewed, and will confirm during the period of my assignment in performing services for any of the Data Controllers with, the following rules or requirements (as the same may be amended from time to time):

5. Codeyoung policies and standards concerning Information Technology and Information Technology Security.: In this respect I understand that the loading or use of software not supplied and authorized by Codeyoung on Codeyoung computer systems and/or the loading or use of Codeyoung Group's software on any other equipment is strictly forbidden;

- a. Codeyoung staff training video on data protection;
- b. Security procedures specific to the building where I am to carry out my assignment; and Codeyoung staff handbook.



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BANGALORE

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

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

SIGNATURE

DATE


REGISTRAR 



DECLARATION OF ABSENCE OF PROCEEDINGS

I hereby confirm that:

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

I have never been declared bankrupt.

Signed _____

Name _____

Codeyoung Dept. / Job title__

Date _____


REGISTRAR Registrar
PRESIDENCY UNIVERSITY
BANGALORE

INFORMATION SYSTEMS USAGE - TERMS AND CONDITIONS

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

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

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

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

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

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

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

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


REGISTRAR




I **Abhishek M S,**

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

SIGNATURE

DATE

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



HR 2.01 F10 – Data Consent Form

Personal data - Consent

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

I hereby expressly agree and consent as follows:

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

I understand and agree that:

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

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

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

Date:

Signature:

Name


REGISTRAR


HR 2.01 F10 – Data Consent Form

The CTC provided by the company is will be **INR 7,36,000 per annum**. **INR 4,36,000** is fixed (per annum) and INR 3,00,000 is the variable (per annum). The variable is based on the performance (achieving the revenue targets) and is paid out on a monthly basis as per the existing incentive structure at that point in time.

Full Breakdown of fixed CTC will be given below

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

S.No.	Salary	Annual	Monthly
1	Basic Salary	₹206,300	₹17,192
2	House Rent Allowance	₹82,520	₹6,877
3	LTA	₹20,630	₹1,719
4	Special Allowances	₹103,150	₹8,596
5	Night Allowance	₹36,014	₹3,001
	Gross Salary	₹412,600	₹34,383
	Employer Contribution to PF	₹23,400	₹1,950
A	CTC Total	436000	36333
	Deductions		
1	Professional Tax	₹2,400	₹200
2	Provident Fund	₹1,600	₹1,800
B	Total Deductions	₹4,000	₹2,000
A - B	Net Salary	₹388,600	₹32,383

With regards,

Shailendra Dhakad
Director
Codeyoung





The Pearl, 1537, 5th Main Rd,
Rajiv Gandhi Nagar, Sector 7, HSR
Layout, Bengaluru -560102
<https://maps.app.goo.gl/9G9pNvJmeXFhXxCr5>
support@Codeyoung.com
8186928385.

Employment Offer and Employment Agreement

19th December 2022,

Dear Vishwambhar V S L,

Further to your recent interview, conditional on and subject to no adverse findings arising from any of the employee background verification checks, required to be carried out by the Organization, I am pleased to offer you the following employment with Codeyoung. This offer letter upon written acceptance by you shall be deemed as an Employment Agreement. Your date of joining is **3rd April 2023**.

1. BACKGROUND CHECKS AND REFERENCE CHECKS

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

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

2. Probation/ Training

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


REGISTRAR


JOB TITLE: Inside Sales Executive.

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

3. COMPENSATION

Your remuneration shall be as per Annexure titled “Compensation”

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

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

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

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

4. SALARY REVISIONS

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

5. DEDUCTIONS FROM PAY

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


REGISTRAR


6. HOURS OF WORK

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

7. ADDITIONAL HOURS

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

8. PLACE OF WORK AND MOBILITY

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

9. RETIREMENT

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

10. RULES AND REGULATIONS

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

In addition to any requirement under the Code of Conduct, you are also required as a condition of continued employment to disclose to Codeyoung immediately and without any delay, any instance of you being arrested or charged or convicted of any criminal offence(s) and

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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.


REGISTRAR Registrar
PRESIDENCY UNIVERSITY
BANGALORE

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

11. CONFIDENTIALITY

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

12. PROTECTION OF PERSONAL DATA

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

13. USE OF SOFTWARE AND SYSTEMS ACCESS

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

14. DATA PROTECTION

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

- Do not disclose personal data without authority


REGISTRAR


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

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

15. TERMINATION OF YOUR EMPLOYMENT BY THE COMPANY

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

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

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

16. TERMINATION OF EMPLOYMENT BY YOU

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

17. A RETURN OF ASSETS UPON END OF YOUR ENGAGEMENT

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





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

18. INTELLECTUAL PROPERTY RIGHTS IN DELIVERABLES

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

19. INDEMNIFICATIONS

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

20. NON -SOLICITATION

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

21. AMENDMENTS

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


REGISTRAR




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

22. EXCLUSIVE JURISDICTION

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

23. SEVERABILITY

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


REGISTRAR 



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 3 days from the date of this letter, we shall assume that you do not wish to take up this offer of employment and our offer will lapse automatically. We sincerely hope that you will accept this appointment and look forward to having you onboard.

Yours sincerely,

Shailendra Dhakad

Director

Codeyoung

Shailendra Dhakad
REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE



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

To

Codeyoung

("Thecompany")

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

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

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

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

Name:

Date:

Signature:


REGISTRAR


HR 2.01 F6 – Data Protection Declaration

To: Codeyoung (“Codeyoung”)

1. I, the undersigned, make this declaration in my capacity as an employee of Codeyoung, and as a condition of being assigned by Codeyoung to perform certain services for Codeyoung and any of its direct or indirect subsidiaries (individually a “Data Controller” and together the “Data Controllers”).

2. I hereby and solemnly undertake that I will at all times maintain strict confidentiality with regard to, and will not for my own or anyone else’s use (whether for profit or not) make copies of or notes about, any and all matters of a confidential nature or the Personal Data of anyone including but not limited to name, age, preferences, medical or health status or any other information which is reasonably deemed Personal in nature or deemed personal data by law concerning any of the Data Controllers, their customers, the state of their accounts or any other matter relating to the affairs of a Data Controller and its customers except where required by law to disclose such information or with the prior written permission of the Data Controller or the person to whom any duty of confidentiality is owed. Should I be required by law to make such a disclosure, I shall so far as lawful promptly inform the Codeyoung of such a requirement.

3. I undertake to deliver up to Codeyoung all and any records in any medium which I may hold at the end of my assignment in performing services for any of the Data Controllers.

4. I hereby confirm that I have read or viewed, and will confirm during the period of my assignment in performing services for any of the Data Controllers with, the following rules or requirements (as the same may be amended from time to time):

5. Codeyoung policies and standards concerning Information Technology and Information Technology Security.: In this respect I understand that the loading or use of software not supplied and authorized by Codeyoung on Codeyoung computer systems and/or the loading or use of Codeyoung Group's software on any other equipment is strictly forbidden;

- a. Codeyoung staff training video on data protection;
- b. Security procedures specific to the building where I am to carry out my assignment; and Codeyoung staff handbook.



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BANGALORE

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

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

SIGNATURE

DATE


REGISTRAR 



DECLARATION OF ABSENCE OF PROCEEDINGS

I hereby confirm that:

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

I have never been declared bankrupt.

Signed _____

Name _____

Codeyoung Dept. / Job title__

Date _____


REGISTRAR Registrar
PRESIDENCY UNIVERSITY
BANGALORE

INFORMATION SYSTEMS USAGE - TERMS AND CONDITIONS

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

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

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

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

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

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

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

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


REGISTRAR




I Vishwambhar V S L,

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

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HR 2.01 F10 – Data Consent Form

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Name


REGISTRAR


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With regards,

Shailendra Dhakad
Director
Codeyoung





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8186928385.

Employment Offer and Employment Agreement

19th December 2022,

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

14. DATA PROTECTION

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

- Do not disclose personal data without authority


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

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

15. TERMINATION OF YOUR EMPLOYMENT BY THE COMPANY

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

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

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

16. TERMINATION OF EMPLOYMENT BY YOU

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

17. A RETURN OF ASSETS UPON END OF YOUR ENGAGEMENT

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





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

18. INTELLECTUAL PROPERTY RIGHTS IN DELIVERABLES

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

19. INDEMNIFICATIONS

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

20. NON -SOLICITATION

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

21. AMENDMENTS

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


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

22. EXCLUSIVE JURISDICTION

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

23. SEVERABILITY

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


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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 3 days from the date of this letter, we shall assume that you do not wish to take up this offer of employment and our offer will lapse automatically. We sincerely hope that you will accept this appointment and look forward to having you onboard.

Yours sincerely,

Shailendra Dhakad

Director

Codeyoung

Shailendra Dhakad
REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE



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

To

Codeyoung

("Thecompany")

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

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

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

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

Name:

Date:

Signature:


REGISTRAR


HR 2.01 F6 – Data Protection Declaration

To: Codeyoung (“Codeyoung”)

1. I, the undersigned, make this declaration in my capacity as an employee of Codeyoung, and as a condition of being assigned by Codeyoung to perform certain services for Codeyoung and any of its direct or indirect subsidiaries (individually a “Data Controller” and together the “Data Controllers”).

2. I hereby and solemnly undertake that I will at all times maintain strict confidentiality with regard to, and will not for my own or anyone else’s use (whether for profit or not) make copies of or notes about, any and all matters of a confidential nature or the Personal Data of anyone including but not limited to name, age, preferences, medical or health status or any other information which is reasonably deemed Personal in nature or deemed personal data by law concerning any of the Data Controllers, their customers, the state of their accounts or any other matter relating to the affairs of a Data Controller and its customers except where required by law to disclose such information or with the prior written permission of the Data Controller or the person to whom any duty of confidentiality is owed. Should I be required by law to make such a disclosure, I shall so far as lawful promptly inform the Codeyoung of such a requirement.

3. I undertake to deliver up to Codeyoung all and any records in any medium which I may hold at the end of my assignment in performing services for any of the Data Controllers.

4. I hereby confirm that I have read or viewed, and will confirm during the period of my assignment in performing services for any of the Data Controllers with, the following rules or requirements (as the same may be amended from time to time):

5. Codeyoung policies and standards concerning Information Technology and Information Technology Security.: In this respect I understand that the loading or use of software not supplied and authorized by Codeyoung on Codeyoung computer systems and/or the loading or use of Codeyoung Group's software on any other equipment is strictly forbidden;

- a. Codeyoung staff training video on data protection;
- b. Security procedures specific to the building where I am to carry out my assignment; and Codeyoung staff handbook.



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BANGALORE

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

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

SIGNATURE

DATE


REGISTRAR 



DECLARATION OF ABSENCE OF PROCEEDINGS

I hereby confirm that:

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

I have never been declared bankrupt.

Signed _____

Name _____

Codeyoung Dept. / Job title__

Date _____


REGISTRAR Registrar
PRESIDENCY UNIVERSITY
BANGALORE

INFORMATION SYSTEMS USAGE - TERMS AND CONDITIONS

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

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

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

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

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

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

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

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


REGISTRAR




I Charan Teja D B,

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

SIGNATURE

DATE


REGISTRAR


The Registrar's signature is written in green ink. To its right is a circular blue stamp that reads 'PRESIDENCY UNIVERSITY REGISTRAR BANGALORE'.



HR 2.01 F10 – Data Consent Form

Personal data - Consent

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

I hereby expressly agree and consent as follows:

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

I understand and agree that:

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

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

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

Date:

Signature:

Name


REGISTRAR


HR 2.01 F10 – Data Consent Form

The CTC provided by the company is will be **INR 7,36,000 per annum**. **INR 4,36,000** is fixed (per annum) and INR 3,00,000 is the variable (per annum). The variable is based on the performance (achieving the revenue targets) and is paid out on a monthly basis as per the existing incentive structure at that point in time.

Full Breakdown of fixed CTC will be given below

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

S.No.	Salary	Annual	Monthly
1	Basic Salary	₹206,300	₹17,192
2	House Rent Allowance	₹82,520	₹6,877
3	LTA	₹20,630	₹1,719
4	Special Allowances	₹103,150	₹8,596
5	Night Allowance	₹36,014	₹3,001
	Gross Salary	₹412,600	₹34,383
	Employer Contribution to PF	₹23,400	₹1,950
A	CTC Total	436000	36333
	Deductions		
1	Professional Tax	₹2,400	₹200
2	Provident Fund	₹1,600	₹1,800
B	Total Deductions	₹4,000	₹2,000
A - B	Net Salary	₹388,600	₹32,383

With regards,

Shailendra Dhakad
Director
Codeyoung





The Pearl, 1537, 5th Main Rd,
Rajiv Gandhi Nagar, Sector 7, HSR
Layout, Bengaluru -560102
<https://maps.app.goo.gl/9G9pNvJmeXFhXxCr5>
support@Codeyoung.com
8186928385.

Employment Offer and Employment Agreement

19th December 2022,

Dear Kattubadi Bhanu Taslima Nazrin,

Further to your recent interview, conditional on and subject to no adverse findings arising from any of the employee background verification checks, required to be carried out by the Organization, I am pleased to offer you the following employment with Codeyoung. This offer letter upon written acceptance by you shall be deemed as an Employment Agreement. Your date of joining is **3rd April 2023**.

1. BACKGROUND CHECKS AND REFERENCE CHECKS

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

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

2. Probation/ Training

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


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JOB TITLE: Inside Sales Executive.

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

3. COMPENSATION

Your remuneration shall be as per Annexure titled “Compensation”

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

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

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

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

4. SALARY REVISIONS

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

5. DEDUCTIONS FROM PAY

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


REGISTRAR


6. HOURS OF WORK

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

7. ADDITIONAL HOURS

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

8. PLACE OF WORK AND MOBILITY

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

9. RETIREMENT

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

10. RULES AND REGULATIONS

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

In addition to any requirement under the Code of Conduct, you are also required as a condition of continued employment to disclose to Codeyoung immediately and without any delay, any instance of you being arrested or charged or convicted of any criminal offence(s) and

or
being declared bankrupt during the course of your employment. Failure to disclose such information may result in disciplinary proceedings up to and including but not limited to termination of employment.


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PRESIDENCY UNIVERSITY
BANGALORE

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

11. CONFIDENTIALITY

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

12. PROTECTION OF PERSONAL DATA

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

13. USE OF SOFTWARE AND SYSTEMS ACCESS

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

14. DATA PROTECTION

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

- Do not disclose personal data without authority


REGISTRAR


- Do not access information or systems not directly relevant to each task
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- 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.

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

18. INTELLECTUAL PROPERTY RIGHTS IN DELIVERABLES

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

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

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

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


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

22. EXCLUSIVE JURISDICTION

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

23. SEVERABILITY

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


REGISTRAR 



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 3 days from the date of this letter, we shall assume that you do not wish to take up this offer of employment and our offer will lapse automatically. We sincerely hope that you will accept this appointment and look forward to having you onboard.

Yours sincerely,

Shailendra Dhakad

Director

Codeyoung

Shailendra Dhakad
REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE



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

To

Codeyoung

("Thecompany")

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

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

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

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

Name:

Date:

Signature:


REGISTRAR


HR 2.01 F6 – Data Protection Declaration

To: Codeyoung (“Codeyoung”)

1. I, the undersigned, make this declaration in my capacity as an employee of Codeyoung, and as a condition of being assigned by Codeyoung to perform certain services for Codeyoung and any of its direct or indirect subsidiaries (individually a “Data Controller” and together the “Data Controllers”).

2. I hereby and solemnly undertake that I will at all times maintain strict confidentiality with regard to, and will not for my own or anyone else’s use (whether for profit or not) make copies of or notes about, any and all matters of a confidential nature or the Personal Data of anyone including but not limited to name, age, preferences, medical or health status or any other information which is reasonably deemed Personal in nature or deemed personal data by law concerning any of the Data Controllers, their customers, the state of their accounts or any other matter relating to the affairs of a Data Controller and its customers except where required by law to disclose such information or with the prior written permission of the Data Controller or the person to whom any duty of confidentiality is owed. Should I be required by law to make such a disclosure, I shall so far as lawful promptly inform the Codeyoung of such a requirement.

3. I undertake to deliver up to Codeyoung all and any records in any medium which I may hold at the end of my assignment in performing services for any of the Data Controllers.

4. I hereby confirm that I have read or viewed, and will confirm during the period of my assignment in performing services for any of the Data Controllers with, the following rules or requirements (as the same may be amended from time to time):

5. Codeyoung policies and standards concerning Information Technology and Information Technology Security.: In this respect I understand that the loading or use of software not supplied and authorized by Codeyoung on Codeyoung computer systems and/or the loading or use of Codeyoung Group's software on any other equipment is strictly forbidden;

- a. Codeyoung staff training video on data protection;
- b. Security procedures specific to the building where I am to carry out my assignment; and Codeyoung staff handbook.



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BANGALORE

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

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

SIGNATURE

DATE


REGISTRAR




DECLARATION OF ABSENCE OF PROCEEDINGS

I hereby confirm that:

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

I have never been declared bankrupt.

Signed _____

Name _____

Codeyoung Dept. / Job title__

Date _____


REGISTRAR Registrar
PRESIDENCY UNIVERSITY
BANGALORE

INFORMATION SYSTEMS USAGE - TERMS AND CONDITIONS

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

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

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

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

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

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

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

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



REGISTRAR
PRESIDENCY UNIVERSITY
Registrar
BANGALORE



I **Kattubadi Bhanu Taslima Nazrin,**

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

SIGNATURE

DATE

Sanna
REGISTRAR
PRESIDENCY UNIVERSITY
Registrar
BANGALORE



HR 2.01 F10 – Data Consent Form

Personal data - Consent

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

I hereby expressly agree and consent as follows:

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

I understand and agree that:

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

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

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

Date:

Signature:

Name


REGISTRAR


HR 2.01 F10 – Data Consent Form

The CTC provided by the company is will be **INR 7,36,000 per annum**. **INR 4,36,000** is fixed (per annum) and INR 3,00,000 is the variable (per annum). The variable is based on the performance (achieving the revenue targets) and is paid out on a monthly basis as per the existing incentive structure at that point in time.

Full Breakdown of fixed CTC will be given below

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

S.No.	Salary	Annual	Monthly
1	Basic Salary	₹206,300	₹17,192
2	House Rent Allowance	₹82,520	₹6,877
3	LTA	₹20,630	₹1,719
4	Special Allowances	₹103,150	₹8,596
5	Night Allowance	₹36,014	₹3,001
	Gross Salary	₹412,600	₹34,383
	Employer Contribution to PF	₹23,400	₹1,950
A	CTC Total	436000	36333
	Deductions		
1	Professional Tax	₹2,400	₹200
2	Provident Fund	₹1,600	₹1,800
B	Total Deductions	₹4,000	₹2,000
A - B	Net Salary	₹388,600	₹32,383

With regards,

Shailendra Dhakad
Director
Codeyoung





The Pearl, 1537, 5th Main Rd,
Rajiv Gandhi Nagar, Sector 7, HSR
Layout, Bengaluru -560102
<https://maps.app.goo.gl/9G9pNvJmeXFhXxCr5>
support@Codeyoung.com
8186928385.

Employment Offer and Employment Agreement

19th December 2022,

Dear **Bhavani H G,**

Further to your recent interview, conditional on and subject to no adverse findings arising from any of the employee background verification checks, required to be carried out by the Organization, I am pleased to offer you the following employment with Codeyoung. This offer letter upon written acceptance by you shall be deemed as an Employment Agreement. Your date of joining is **3rd April 2023.**

1. BACKGROUND CHECKS AND REFERENCE CHECKS

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

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

2. Probation/ Training

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


REGISTRAR


JOB TITLE: Inside Sales Executive.

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

3. COMPENSATION

Your remuneration shall be as per Annexure titled “Compensation”

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

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

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

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

4. SALARY REVISIONS

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

5. DEDUCTIONS FROM PAY

When your employment ends, if the number of annual leaves you have taken exceed 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.


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6. HOURS OF WORK

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

7. ADDITIONAL HOURS

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

8. PLACE OF WORK AND MOBILITY

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

9. RETIREMENT

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

10. RULES AND REGULATIONS

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

In addition to any requirement under the Code of Conduct, you are also required as a condition of continued employment to disclose to Codeyoung immediately and without any delay, any instance of you being arrested or charged or convicted of any criminal offence(s) and

or
being declared bankrupt during the course of your employment. Failure to disclose such information may result in disciplinary proceedings up to and including but not limited to termination of employment.


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BANGALORE

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

11. CONFIDENTIALITY

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

12. PROTECTION OF PERSONAL DATA

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

13. USE OF SOFTWARE AND SYSTEMS ACCESS

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

14. DATA PROTECTION

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

- Do not disclose personal data without authority


REGISTRAR


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

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

15. TERMINATION OF YOUR EMPLOYMENT BY THE COMPANY

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

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

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

16. TERMINATION OF EMPLOYMENT BY YOU

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

17. A RETURN OF ASSETS UPON END OF YOUR ENGAGEMENT

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





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

18. INTELLECTUAL PROPERTY RIGHTS IN DELIVERABLES

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

19. INDEMNIFICATIONS

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

20. NON -SOLICITATION

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

21. AMENDMENTS

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


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

22. EXCLUSIVE JURISDICTION

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

23. SEVERABILITY

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

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Registrar
BANGALORE



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 3 days from the date of this letter, we shall assume that you do not wish to take up this offer of employment and our offer will lapse automatically. We sincerely hope that you will accept this appointment and look forward to having you onboard.

Yours sincerely,

Shailendra Dhakad

Director

Codeyoung

Shailendra Dhakad
REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE



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

To

Codeyoung

("Thecompany")

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

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

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

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

Name:

Date:

Signature:


REGISTRAR


HR 2.01 F6 – Data Protection Declaration

To: Codeyoung (“Codeyoung”)

1. I, the undersigned, make this declaration in my capacity as an employee of Codeyoung, and as a condition of being assigned by Codeyoung to perform certain services for Codeyoung and any of its direct or indirect subsidiaries (individually a “Data Controller” and together the “Data Controllers”).

2. I hereby and solemnly undertake that I will at all times maintain strict confidentiality with regard to, and will not for my own or anyone else’s use (whether for profit or not) make copies of or notes about, any and all matters of a confidential nature or the Personal Data of anyone including but not limited to name, age, preferences, medical or health status or any other information which is reasonably deemed Personal in nature or deemed personal data by law concerning any of the Data Controllers, their customers, the state of their accounts or any other matter relating to the affairs of a Data Controller and its customers except where required by law to disclose such information or with the prior written permission of the Data Controller or the person to whom any duty of confidentiality is owed. Should I be required by law to make such a disclosure, I shall so far as lawful promptly inform the Codeyoung of such a requirement.

3. I undertake to deliver up to Codeyoung all and any records in any medium which I may hold at the end of my assignment in performing services for any of the Data Controllers.

4. I hereby confirm that I have read or viewed, and will confirm during the period of my assignment in performing services for any of the Data Controllers with, the following rules or requirements (as the same may be amended from time to time):

5. Codeyoung policies and standards concerning Information Technology and Information Technology Security.: In this respect I understand that the loading or use of software not supplied and authorized by Codeyoung on Codeyoung computer systems and/or the loading or use of Codeyoung Group's software on any other equipment is strictly forbidden;

- a. Codeyoung staff training video on data protection;
- b. Security procedures specific to the building where I am to carry out my assignment; and Codeyoung staff handbook.



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BANGALORE

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

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

SIGNATURE

DATE


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DECLARATION OF ABSENCE OF PROCEEDINGS

I hereby confirm that:

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

I have never been declared bankrupt.

Signed _____

Name _____

Codeyoung Dept. / Job title__

Date _____


REGISTRAR Registrar
PRESIDENCY UNIVERSITY
BANGALORE

INFORMATION SYSTEMS USAGE - TERMS AND CONDITIONS

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

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

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

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

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REGISTRAR




I **Bhavani H G,**

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

SIGNATURE

DATE

Janus
REGISTRAR
PRESIDENCY UNIVERSITY
Registrar
BANGALORE



HR 2.01 F10 – Data Consent Form

Personal data - Consent

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

I hereby expressly agree and consent as follows:

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

I understand and agree that:

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

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

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

Date:

Signature:

Name


REGISTRAR


HR 2.01 F10 – Data Consent Form

The CTC provided by the company is will be **INR 7,36,000 per annum**. **INR 4,36,000** is fixed (per annum) and INR 3,00,000 is the variable (per annum). The variable is based on the performance (achieving the revenue targets) and is paid out on a monthly basis as per the existing incentive structure at that point in time.

Full Breakdown of fixed CTC will be given below

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B	Total Deductions	₹4,000	₹2,000
A - B	Net Salary	₹388,600	₹32,383

With regards,

Shailendra Dhakad
Director
Codeyoung





The Pearl, 1537, 5th Main Rd,
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<https://maps.app.goo.gl/9G9pNvJmeXFhXxCr5>
support@Codeyoung.com
8186928385.

Employment Offer and Employment Agreement

19th December 2022,

Dear Leela Krishna R,

Further to your recent interview, conditional on and subject to no adverse findings arising from any of the employee background verification checks, required to be carried out by the Organization, I am pleased to offer you the following employment with Codeyoung. This offer letter upon written acceptance by you shall be deemed as an Employment Agreement. Your date of joining is **3rd April 2023**.

1. BACKGROUND CHECKS AND REFERENCE CHECKS

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

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

2. Probation/ Training

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


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JOB TITLE: Inside Sales Executive.

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

3. COMPENSATION

Your remuneration shall be as per Annexure titled “Compensation”

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

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

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

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

4. SALARY REVISIONS

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

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When your employment ends, if the number of annual leaves you have taken exceed 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.


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6. HOURS OF WORK

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

7. ADDITIONAL HOURS

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

8. PLACE OF WORK AND MOBILITY

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

9. RETIREMENT

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

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

In addition to any requirement under the Code of Conduct, you are also required as a condition of continued employment to disclose to Codeyoung immediately and without any delay, any instance of you being arrested or charged or convicted of any criminal offence(s) and

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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.


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

11. CONFIDENTIALITY

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

12. PROTECTION OF PERSONAL DATA

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

13. USE OF SOFTWARE AND SYSTEMS ACCESS

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

14. DATA PROTECTION

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

- Do not disclose personal data without authority


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

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

15. TERMINATION OF YOUR EMPLOYMENT BY THE COMPANY

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

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

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

16. TERMINATION OF EMPLOYMENT BY YOU

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

17. A RETURN OF ASSETS UPON END OF YOUR ENGAGEMENT

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





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

18. INTELLECTUAL PROPERTY RIGHTS IN DELIVERABLES

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

19. INDEMNIFICATIONS


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

20. NON -SOLICITATION

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

21. AMENDMENTS

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


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

22. EXCLUSIVE JURISDICTION

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

23. SEVERABILITY

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


REGISTRAR 



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 3 days from the date of this letter, we shall assume that you do not wish to take up this offer of employment and our offer will lapse automatically. We sincerely hope that you will accept this appointment and look forward to having you onboard.

Yours sincerely,

Shailendra Dhakad

Director

Codeyoung

Shailendra Dhakad
REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE



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

To

Codeyoung

(“Thecompany”)

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

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

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

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

Name:

Date:

Signature:


REGISTRAR


HR 2.01 F6 – Data Protection Declaration

To: Codeyoung (“Codeyoung”)

1. I, the undersigned, make this declaration in my capacity as an employee of Codeyoung, and as a condition of being assigned by Codeyoung to perform certain services for Codeyoung and any of its direct or indirect subsidiaries (individually a “Data Controller” and together the “Data Controllers”).

2. I hereby and solemnly undertake that I will at all times maintain strict confidentiality with regard to, and will not for my own or anyone else’s use (whether for profit or not) make copies of or notes about, any and all matters of a confidential nature or the Personal Data of anyone including but not limited to name, age, preferences, medical or health status or any other information which is reasonably deemed Personal in nature or deemed personal data by law concerning any of the Data Controllers, their customers, the state of their accounts or any other matter relating to the affairs of a Data Controller and its customers except where required by law to disclose such information or with the prior written permission of the Data Controller or the person to whom any duty of confidentiality is owed. Should I be required by law to make such a disclosure, I shall so far as lawful promptly inform the Codeyoung of such a requirement.

3. I undertake to deliver up to Codeyoung all and any records in any medium which I may hold at the end of my assignment in performing services for any of the Data Controllers.

4. I hereby confirm that I have read or viewed, and will confirm during the period of my assignment in performing services for any of the Data Controllers with, the following rules or requirements (as the same may be amended from time to time):

5. Codeyoung policies and standards concerning Information Technology and Information Technology Security.: In this respect I understand that the loading or use of software not supplied and authorized by Codeyoung on Codeyoung computer systems and/or the loading or use of Codeyoung Group's software on any other equipment is strictly forbidden;

- a. Codeyoung staff training video on data protection;
- b. Security procedures specific to the building where I am to carry out my assignment; and Codeyoung staff handbook.



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BANGALORE

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

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

SIGNATURE

DATE


REGISTRAR




DECLARATION OF ABSENCE OF PROCEEDINGS

I hereby confirm that:

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

I have never been declared bankrupt.

Signed _____

Name _____

Codeyoung Dept. / Job title__

Date _____


REGISTRAR Registrar
PRESIDENCY UNIVERSITY
BANGALORE

INFORMATION SYSTEMS USAGE - TERMS AND CONDITIONS

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

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

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

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

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

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

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

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


REGISTRAR




I **Leela Krishna R,**

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

SIGNATURE

DATE

Leela
REGISTRAR
PRESIDENCY UNIVERSITY
Registrar
BANGALORE



HR 2.01 F10 – Data Consent Form

Personal data - Consent

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

I hereby expressly agree and consent as follows:

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

I understand and agree that:

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

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

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

Date:

Signature:

Name


REGISTRAR


HR 2.01 F10 – Data Consent Form

The CTC provided by the company is will be **INR 7,36,000 per annum**. **INR 4,36,000** is fixed (per annum) and INR 3,00,000 is the variable (per annum). The variable is based on the performance (achieving the revenue targets) and is paid out on a monthly basis as per the existing incentive structure at that point in time.

Full Breakdown of fixed CTC will be given below

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

S.No.	Salary	Annual	Monthly
1	Basic Salary	₹206,300	₹17,192
2	House Rent Allowance	₹82,520	₹6,877
3	LTA	₹20,630	₹1,719
4	Special Allowances	₹103,150	₹8,596
5	Night Allowance	₹36,014	₹3,001
	Gross Salary	₹412,600	₹34,383
	Employer Contribution to PF	₹23,400	₹1,950
A	CTC Total	436000	36333
	Deductions		
1	Professional Tax	₹2,400	₹200
2	Provident Fund	₹1,600	₹1,800
B	Total Deductions	₹4,000	₹2,000
A - B	Net Salary	₹388,600	₹32,383

With regards,

Shailendra Dhakad
Director
Codeyoung





The Pearl, 1537, 5th Main Rd,
Rajiv Gandhi Nagar, Sector 7, HSR
Layout, Bengaluru -560102
<https://maps.app.goo.gl/9G9pNvJmeXFhXxCr5>
support@Codeyoung.com
8186928385.

Employment Offer and Employment Agreement

19th December 2022,

Dear **K Nikhil Sai Reddy,**

Further to your recent interview, conditional on and subject to no adverse findings arising from any of the employee background verification checks, required to be carried out by the Organization, I am pleased to offer you the following employment with Codeyoung. This offer letter upon written acceptance by you shall be deemed as an Employment Agreement. Your date of joining is **3rd April 2023.**

1. BACKGROUND CHECKS AND REFERENCE CHECKS

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

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

2. Probation/ Training

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


REGISTRAR


JOB TITLE: Inside Sales Executive.

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

3. COMPENSATION

Your remuneration shall be as per Annexure titled “Compensation”

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

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

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

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

4. SALARY REVISIONS

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

5. DEDUCTIONS FROM PAY

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


REGISTRAR


6. HOURS OF WORK

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

7. ADDITIONAL HOURS

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

8. PLACE OF WORK AND MOBILITY

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

9. RETIREMENT

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

10. RULES AND REGULATIONS

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

In addition to any requirement under the Code of Conduct, you are also required as a condition of continued employment to disclose to Codeyoung immediately and without any delay, any instance of you being arrested or charged or convicted of any criminal offence(s) and

or
being declared bankrupt during the course of your employment. Failure to disclose such information may result in disciplinary proceedings up to and including but not limited to termination of employment.


REGISTRAR


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

11. CONFIDENTIALITY

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

12. PROTECTION OF PERSONAL DATA

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

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- Do not disclose personal data without authority


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

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

15. TERMINATION OF YOUR EMPLOYMENT BY THE COMPANY

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

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

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16. TERMINATION OF EMPLOYMENT BY YOU

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

18. INTELLECTUAL PROPERTY RIGHTS IN DELIVERABLES

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

19. INDEMNIFICATIONS

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

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

21. AMENDMENTS

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


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

22. EXCLUSIVE JURISDICTION

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

23. SEVERABILITY

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


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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 3 days from the date of this letter, we shall assume that you do not wish to take up this offer of employment and our offer will lapse automatically. We sincerely hope that you will accept this appointment and look forward to having you onboard.

Yours sincerely,

Shailendra Dhakad

Director

Codeyoung

Shailendra Dhakad
REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE



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

To

Codeyoung

("Thecompany")

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

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

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

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

Name:

Date:

Signature:


REGISTRAR


HR 2.01 F6 – Data Protection Declaration

To: Codeyoung (“Codeyoung”)

1. I, the undersigned, make this declaration in my capacity as an employee of Codeyoung, and as a condition of being assigned by Codeyoung to perform certain services for Codeyoung and any of its direct or indirect subsidiaries (individually a “Data Controller” and together the “Data Controllers”).

2. I hereby and solemnly undertake that I will at all times maintain strict confidentiality with regard to, and will not for my own or anyone else’s use (whether for profit or not) make copies of or notes about, any and all matters of a confidential nature or the Personal Data of anyone including but not limited to name, age, preferences, medical or health status or any other information which is reasonably deemed Personal in nature or deemed personal data by law concerning any of the Data Controllers, their customers, the state of their accounts or any other matter relating to the affairs of a Data Controller and its customers except where required by law to disclose such information or with the prior written permission of the Data Controller or the person to whom any duty of confidentiality is owed. Should I be required by law to make such a disclosure, I shall so far as lawful promptly inform the Codeyoung of such a requirement.

3. I undertake to deliver up to Codeyoung all and any records in any medium which I may hold at the end of my assignment in performing services for any of the Data Controllers.

4. I hereby confirm that I have read or viewed, and will confirm during the period of my assignment in performing services for any of the Data Controllers with, the following rules or requirements (as the same may be amended from time to time):

5. Codeyoung policies and standards concerning Information Technology and Information Technology Security.: In this respect I understand that the loading or use of software not supplied and authorized by Codeyoung on Codeyoung computer systems and/or the loading or use of Codeyoung Group's software on any other equipment is strictly forbidden;

- a. Codeyoung staff training video on data protection;
- b. Security procedures specific to the building where I am to carry out my assignment; and Codeyoung staff handbook.



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BANGALORE

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

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

SIGNATURE

DATE


REGISTRAR 



DECLARATION OF ABSENCE OF PROCEEDINGS

I hereby confirm that:

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

I have never been declared bankrupt.

Signed _____

Name _____

Codeyoung Dept. / Job title__

Date _____


REGISTRAR Registrar
PRESIDENCY UNIVERSITY
BANGALORE

INFORMATION SYSTEMS USAGE - TERMS AND CONDITIONS

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

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

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

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

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

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

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

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


REGISTRAR




I K Nikhil Sai Reddy,

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

SIGNATURE

DATE

A handwritten signature in green ink, appearing to read 'Sai Reddy', is written over a blue circular stamp. The stamp contains the text 'REGISTRAR' at the top, 'PRESIDENCY UNIVERSITY' on the left, 'Registrar' in the center, and 'BANGALORE' at the bottom.



HR 2.01 F10 – Data Consent Form

Personal data - Consent

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

I hereby expressly agree and consent as follows:

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

I understand and agree that:

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

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

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

Date:

Signature:

Name


REGISTRAR


HR 2.01 F10 – Data Consent Form

The CTC provided by the company is will be **INR 7,36,000 per annum**. **INR 4,36,000** is fixed (per annum) and INR 3,00,000 is the variable (per annum). The variable is based on the performance (achieving the revenue targets) and is paid out on a monthly basis as per the existing incentive structure at that point in time.

Full Breakdown of fixed CTC will be given below

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

S.No.	Salary	Annual	Monthly
1	Basic Salary	₹206,300	₹17,192
2	House Rent Allowance	₹82,520	₹6,877
3	LTA	₹20,630	₹1,719
4	Special Allowances	₹103,150	₹8,596
5	Night Allowance	₹36,014	₹3,001
	Gross Salary	₹412,600	₹34,383
	Employer Contribution to PF	₹23,400	₹1,950
A	CTC Total	436000	36333
	Deductions		
1	Professional Tax	₹2,400	₹200
2	Provident Fund	₹1,600	₹1,800
B	Total Deductions	₹4,000	₹2,000
A - B	Net Salary	₹388,600	₹32,383

With regards,

Shailendra Dhakad
Director
Codeyoung





The Pearl, 1537, 5th Main Rd,
Rajiv Gandhi Nagar, Sector 7, HSR
Layout, Bengaluru -560102
<https://maps.app.goo.gl/9G9pNvJmeXFhXxCr5>
support@Codeyoung.com
8186928385.

Employment Offer and Employment Agreement

19th December 2022,

Dear Tarun N,

Further to your recent interview, conditional on and subject to no adverse findings arising from any of the employee background verification checks, required to be carried out by the Organization, I am pleased to offer you the following employment with Codeyoung. This offer letter upon written acceptance by you shall be deemed as an Employment Agreement. Your date of joining is **3rd April 2023**.

1. BACKGROUND CHECKS AND REFERENCE CHECKS

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

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

2. Probation/ Training

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


REGISTRAR


JOB TITLE: Inside Sales Executive.

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

3. COMPENSATION

Your remuneration shall be as per Annexure titled “Compensation”

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

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

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

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

4. SALARY REVISIONS

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

5. DEDUCTIONS FROM PAY

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


REGISTRAR


6. HOURS OF WORK

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

7. ADDITIONAL HOURS

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

8. PLACE OF WORK AND MOBILITY

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

9. RETIREMENT

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

10. RULES AND REGULATIONS

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

In addition to any requirement under the Code of Conduct, you are also required as a condition of continued employment to disclose to Codeyoung immediately and without any delay, any instance of you being arrested or charged or convicted of any criminal offence(s) and

or
being declared bankrupt during the course of your employment. Failure to disclose such information may result in disciplinary proceedings up to and including but not limited to termination of employment.


REGISTRAR Registrar
PRESIDENCY UNIVERSITY
BANGALORE

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

11. CONFIDENTIALITY

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

12. PROTECTION OF PERSONAL DATA

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

13. USE OF SOFTWARE AND SYSTEMS ACCESS

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

14. DATA PROTECTION

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

- Do not disclose personal data without authority


REGISTRAR


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

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

15. TERMINATION OF YOUR EMPLOYMENT BY THE COMPANY

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

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

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

16. TERMINATION OF EMPLOYMENT BY YOU

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

17. A RETURN OF ASSETS UPON END OF YOUR ENGAGEMENT

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





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

18. INTELLECTUAL PROPERTY RIGHTS IN DELIVERABLES

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

19. INDEMNIFICATIONS

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

20. NON -SOLICITATION

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

21. AMENDMENTS

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


REGISTRAR




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

22. EXCLUSIVE JURISDICTION

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

23. SEVERABILITY

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


REGISTRAR 



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 3 days from the date of this letter, we shall assume that you do not wish to take up this offer of employment and our offer will lapse automatically. We sincerely hope that you will accept this appointment and look forward to having you onboard.

Yours sincerely,

Shailendra Dhakad

Director

Codeyoung

Shailendra Dhakad
REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE



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

To

Codeyoung

(“Thecompany”)

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

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

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

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

Name:

Date:

Signature:


REGISTRAR


HR 2.01 F6 – Data Protection Declaration

To: Codeyoung (“Codeyoung”)

1. I, the undersigned, make this declaration in my capacity as an employee of Codeyoung, and as a condition of being assigned by Codeyoung to perform certain services for Codeyoung and any of its direct or indirect subsidiaries (individually a “Data Controller” and together the “Data Controllers”).

2. I hereby and solemnly undertake that I will at all times maintain strict confidentiality with regard to, and will not for my own or anyone else’s use (whether for profit or not) make copies of or notes about, any and all matters of a confidential nature or the Personal Data of anyone including but not limited to name, age, preferences, medical or health status or any other information which is reasonably deemed Personal in nature or deemed personal data by law concerning any of the Data Controllers, their customers, the state of their accounts or any other matter relating to the affairs of a Data Controller and its customers except where required by law to disclose such information or with the prior written permission of the Data Controller or the person to whom any duty of confidentiality is owed. Should I be required by law to make such a disclosure, I shall so far as lawful promptly inform the Codeyoung of such a requirement.

3. I undertake to deliver up to Codeyoung all and any records in any medium which I may hold at the end of my assignment in performing services for any of the Data Controllers.

4. I hereby confirm that I have read or viewed, and will confirm during the period of my assignment in performing services for any of the Data Controllers with, the following rules or requirements (as the same may be amended from time to time):

5. Codeyoung policies and standards concerning Information Technology and Information Technology Security.: In this respect I understand that the loading or use of software not supplied and authorized by Codeyoung on Codeyoung computer systems and/or the loading or use of Codeyoung Group's software on any other equipment is strictly forbidden;

- a. Codeyoung staff training video on data protection;
- b. Security procedures specific to the building where I am to carry out my assignment; and Codeyoung staff handbook.



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BANGALORE

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

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

SIGNATURE

DATE


REGISTRAR




DECLARATION OF ABSENCE OF PROCEEDINGS

I hereby confirm that:

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

I have never been declared bankrupt.

Signed _____

Name _____

Codeyoung Dept. / Job title__

Date _____


REGISTRAR Registrar
PRESIDENCY UNIVERSITY
BANGALORE

INFORMATION SYSTEMS USAGE - TERMS AND CONDITIONS

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

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

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REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE



I **Tarun N,**

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

SIGNATURE

DATE

Tarun
REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE



HR 2.01 F10 – Data Consent Form

Personal data - Consent

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I hereby expressly agree and consent as follows:

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

I understand and agree that:

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

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

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

Date:

Signature:

Name


REGISTRAR


HR 2.01 F10 – Data Consent Form

The CTC provided by the company is will be **INR 7,36,000 per annum**. **INR 4,36,000** is fixed (per annum) and INR 3,00,000 is the variable (per annum). The variable is based on the performance (achieving the revenue targets) and is paid out on a monthly basis as per the existing incentive structure at that point in time.

Full Breakdown of fixed CTC will be given below

- Subject to deductions for Employee’s contribution to PF, Professional Tax, Income Tax and other statutory deductions that may be applicable
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- As per IT Act, it is mandatory for all individuals working in India whose receipts are subject to deduction of tax at source (the deductee) to furnish his/ her PAN details to the deductor (Company), failing which the deductor (Company) w.e.f. April 2010 will deduct Tax at Source at rates higher than normal as per norms.

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4	Special Allowances	₹103,150	₹8,596
5	Night Allowance	₹36,014	₹3,001
	Gross Salary	₹412,600	₹34,383
	Employer Contribution to PF	₹23,400	₹1,950
A	CTC Total	436000	36333
	Deductions		
1	Professional Tax	₹2,400	₹200
2	Provident Fund	₹1,600	₹1,800
B	Total Deductions	₹4,000	₹2,000
A - B	Net Salary	₹388,600	₹32,383

With regards,

Shailendra Dhakad
Director
Codeyoung



Private and Confidential

February 10, 2023

Mr. Shaeif Thajudheen

Dear Shaeif Thajudheen,

We are pleased to offer you an employment as “**Graduate Associate**” at **Grade G1**. On behalf of the Company, I welcome you and wish you a long-term enriching career with us.

You will be given a detailed letter of employment after you joining us. Your gross salary will be **Rs. 500,000/- (Rupees Five Lakhs only)** per annum on cost to company basis. The detailed break up is given in Appendix – I

Please refer Appendix – II for the checklist of documents that you have to bring on the day of joining.

I hope you will find CrimsonLogic India Pvt. Ltd to be an exciting and challenging place to work. Please feel free to contact me with any questions you may have regarding your appointment.

Please return a copy of this letter signed in confirmation of your acceptance of this Offer.

Yours sincerely,

FOR CRIMSONLOGIC INDIA PVT LTD

Sunitha Rao M

Sunitha Rao M
Senior Manager Human Resource

I hereby accept the offer and will be joining by _____

Signature:

Name:

Date:

Sunitha Rao M
REGISTRAR


CrimsonLogic India Pvt. Ltd.

Unit N0 601, 6th Floor Block A Alpha Embassy Tech Square, Kadubeesanahalli Village, Varthur Hobli Bengaluru South Taluk, Bengaluru - 560103

Tel: +91 80 6770 9500

Headquarters: 31, The Crimson, Science Park Road, Singapore I I76I I Tel (65) 6887 7888 Fax (65) 6778 5277

Website: <http://www.crimsonlogic.com>, Email: india@crimsonlogic.com

(CIN: U72200KA2001PTC028649)

Appendix: I

Salary Per annum	500,000.00
Monthly Salary	41,667.00
Basic	12,500.00
House Rent Allowance	5,000.00
Co's Contri to PF	1,500.00
FBP	
There are quite a few options where you can save your tax and will be explained to you once you join us	
Personal Pay	22,667.00
(Balancing Figure)	
TOTAL GROSS PAY	40,167.00
DEDUCTIONS	
Employees PF	1,500.00
Professional Tax	200.00
TDS(depends on Individual)	
TOTAL DEDUCTIONS	1,700.00
NET PAY	38,467.00

Sanne
REGISTRAR


CrimsonLogic India Pvt. Ltd.

Unit N0 601, 6th Floor Block A Alpha Embassy Tech Square, Kadubeesanahalli Village, Varthur Hobli Bengaluru South Taluk, Bengaluru - 560103
Tel: +91 80 6770 9500
Headquarters: 31, The Crimson, Science Park Road, Singapore I I76I I Tel (65) 6887 7888 Fax (65) 6778 5277
Website: <http://www.crimsonlogic.com>, Email: india@crimsonlogic.com
(CIN: U72200KA2001PTC028649)

Appendix: II

Checklist of Documents

1. 10th Mark Sheet
2. 12th Mark Sheet
3. Degree mark sheets and certificate
4. Post-Graduation degree and mark sheets
5. 5 passport size photographs
6. Passport copy
7. Certificate of any course attended
8. Pan Number

Please bring only the Xerox of all the above documents.


REGISTRAR 

CrimsonLogic India Pvt. Ltd.

Unit N0 601, 6th Floor Block A Alpha Embassy Tech Square, Kadubeesanahalli Village, Varthur Hobli Bengaluru South Taluk, Bengaluru - 560103
Tel: +91 80 6770 9500
Headquarters: 31, The Crimson, Science Park Road, Singapore I I76I I Tel (65) 6887 7888 Fax (65) 6778 5277
Website: <http://www.crimsonlogic.com>, Email: india@crimsonlogic.com
(CIN: U72200KA2001PTC028649)

Private and Confidential

February 10, 2023

Mr. Thota Charan

Dear Thota Charan,

We are pleased to offer you an employment as “**Graduate Associate**” at **Grade G1**. On behalf of the Company, I welcome you and wish you a long-term enriching career with us.

You will be given a detailed letter of employment after you joining us. Your gross salary will be **Rs. 500,000/- (Rupees Five Lakhs only)** per annum on cost to company basis. The detailed break up is given in Appendix – I

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I hope you will find CrimsonLogic India Pvt. Ltd to be an exciting and challenging place to work. Please feel free to contact me with any questions you may have regarding your appointment.

Please return a copy of this letter signed in confirmation of your acceptance of this Offer.

Yours sincerely,

FOR CRIMSONLOGIC INDIA PVT LTD

Sunitha Rao M

Sunitha Rao M
Senior Manager Human Resource

I hereby accept the offer and will be joining by _____

Signature:

Name:

Date:

Sunitha Rao M
REGISTRAR


CrimsonLogic India Pvt. Ltd.

Unit N0 601, 6th Floor Block A Alpha Embassy Tech Square, Kadubeesanahalli Village, Varthur Hobli Bengaluru South Taluk, Bengaluru - 560103

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Website: <http://www.crimsonlogic.com>, Email: india@crimsonlogic.com

(CIN: U72200KA2001PTC028649)

Appendix: I

Salary Per annum	500,000.00
Monthly Salary	41,667.00
Basic	12,500.00
House Rent Allowance	5,000.00
Co's Contri to PF	1,500.00
FBP	
There are quite a few options where you can save your tax and will be explained to you once you join us	
Personal Pay	22,667.00
(Balancing Figure)	
TOTAL GROSS PAY	40,167.00
DEDUCTIONS	
Employees PF	1,500.00
Professional Tax	200.00
TDS(depends on Individual)	
TOTAL DEDUCTIONS	1,700.00
NET PAY	38,467.00

Sanne
REGISTRAR


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Private and Confidential

February 10, 2023

Mr. Usurupati Nithin Raj

Dear Usurupati Nithin Raj,

We are pleased to offer you an employment as “**Graduate Associate**” at **Grade G1**. On behalf of the Company, I welcome you and wish you a long-term enriching career with us.

You will be given a detailed letter of employment after you joining us. Your gross salary will be **Rs. 500,000/- (Rupees Five Lakhs only)** per annum on cost to company basis. The detailed break up is given in Appendix – I

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Please return a copy of this letter signed in confirmation of your acceptance of this Offer.

Yours sincerely,

FOR CRIMSONLOGIC INDIA PVT LTD

Sunitha Rao M

Sunitha Rao M
Senior Manager Human Resource

I hereby accept the offer and will be joining by _____

Signature:

Name:

Date:

Sunitha Rao M
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Sanne
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Private and Confidential

February 10, 2023

Ms. Jahnvi P

Dear Jahnvi P,

We are pleased to offer you an employment as “**Graduate Associate**” at **Grade G1**. On behalf of the Company, I welcome you and wish you a long-term enriching career with us.

You will be given a detailed letter of employment after you joining us. Your gross salary will be **Rs. 500,000/- (Rupees Five Lakhs only)** per annum on cost to company basis. The detailed break up is given in Appendix – I

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Yours sincerely,

FOR CRIMSONLOGIC INDIA PVT LTD

Sunitha Rao M

Sunitha Rao M
Senior Manager Human Resource

I hereby accept the offer and will be joining by _____

Signature:

Name:

Date:

Sunitha Rao M
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February 10, 2023

Mr. Kota Syam Anirudh

Dear Kota Syam Anirudh,

We are pleased to offer you an employment as “**Graduate Associate**” at **Grade G1**. On behalf of the Company, I welcome you and wish you a long-term enriching career with us.

You will be given a detailed letter of employment after you joining us. Your gross salary will be **Rs. 500,000/- (Rupees Five Lakhs only)** per annum on cost to company basis. The detailed break up is given in Appendix – I

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Please return a copy of this letter signed in confirmation of your acceptance of this Offer.

Yours sincerely,

FOR CRIMSONLOGIC INDIA PVT LTD

Sunitha Rao M

Sunitha Rao M
Senior Manager Human Resource

I hereby accept the offer and will be joining by _____

Signature:

Name:

Date:

Sunitha Rao M
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NET PAY	38,467.00

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Private and Confidential

February 10, 2023

Ms. Madhumitha R

Dear Madhumitha R,

We are pleased to offer you an employment as “**Graduate Associate**” at **Grade G1**. On behalf of the Company, I welcome you and wish you a long-term enriching career with us.

You will be given a detailed letter of employment after you joining us. Your gross salary will be **Rs. 500,000/- (Rupees Five Lakhs only)** per annum on cost to company basis. The detailed break up is given in Appendix – I

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Yours sincerely,

FOR CRIMSONLOGIC INDIA PVT LTD

Sunitha Rao M

Sunitha Rao M
Senior Manager Human Resource

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Signature:

Name:

Date:

Sunitha Rao M
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Private and Confidential

February 10, 2023

Mr. Jillellamudi Jagadeesh

Dear Jillellamudi Jagadeesh,

We are pleased to offer you an employment as “**Graduate Associate**” at **Grade G1**. On behalf of the Company, I welcome you and wish you a long-term enriching career with us.

You will be given a detailed letter of employment after you joining us. Your gross salary will be **Rs. 500,000/- (Rupees Five Lakhs only)** per annum on cost to company basis. The detailed break up is given in Appendix – I

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Yours sincerely,

FOR CRIMSONLOGIC INDIA PVT LTD

Sunitha Rao M

Sunitha Rao M
Senior Manager Human Resource

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Signature:

Name:

Date:

Sunitha Rao M
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February 10, 2023

Ms. Keerthi Sreenidhi T

Dear Keerthi Sreenidhi T,

We are pleased to offer you an employment as “**Graduate Associate**” at **Grade G1**. On behalf of the Company, I welcome you and wish you a long-term enriching career with us.

You will be given a detailed letter of employment after you joining us. Your gross salary will be **Rs. 500,000/- (Rupees Five Lakhs only)** per annum on cost to company basis. The detailed break up is given in Appendix – I

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FOR CRIMSONLOGIC INDIA PVT LTD

Sunitha Rao M

Sunitha Rao M
Senior Manager Human Resource

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Name:

Date:

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February 10, 2023

Mr. Chirayush Vyas

Dear Chirayush Vyas,

We are pleased to offer you an employment as **“Graduate Associate”** at **Grade G1**. On behalf of the Company, I welcome you and wish you a long-term enriching career with us.

You will be given a detailed letter of employment after you joining us. Your gross salary will be **Rs. 500,000/- (Rupees Five Lakhs only)** per annum on cost to company basis. The detailed break up is given in Appendix – I

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FOR CRIMSONLOGIC INDIA PVT LTD

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Website: <http://www.crimsonlogic.com>, Email: india@crimsonlogic.com
(CIN: U72200KA2001PTC028649)

Private and Confidential

February 10, 2023

Mr. Basavaraj Patil

Dear Basavaraj Patil,

We are pleased to offer you an employment as “**Graduate Associate**” at **Grade G1**. On behalf of the Company, I welcome you and wish you a long-term enriching career with us.

You will be given a detailed letter of employment after you joining us. Your gross salary will be **Rs. 500,000/- (Rupees Five Lakhs only)** per annum on cost to company basis. The detailed break up is given in Appendix – I

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I hope you will find CrimsonLogic India Pvt. Ltd to be an exciting and challenging place to work. Please feel free to contact me with any questions you may have regarding your appointment.

Please return a copy of this letter signed in confirmation of your acceptance of this Offer.

Yours sincerely,

FOR CRIMSONLOGIC INDIA PVT LTD

Sunitha Rao M

Sunitha Rao M
Senior Manager Human Resource

I hereby accept the offer and will be joining by _____

Signature:

Name:

Date:

Sunitha Rao M
REGISTRAR


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Salary Per annum	500,000.00
Monthly Salary	41,667.00
Basic	12,500.00
House Rent Allowance	5,000.00
Co's Contri to PF	1,500.00
FBP	
There are quite a few options where you can save your tax and will be explained to you once you join us	
Personal Pay	22,667.00
(Balancing Figure)	
TOTAL GROSS PAY	40,167.00
DEDUCTIONS	
Employees PF	1,500.00
Professional Tax	200.00
TDS(depends on Individual)	
TOTAL DEDUCTIONS	1,700.00
NET PAY	38,467.00

Sanne
REGISTRAR


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February 10, 2023

Mr. Shaik Abdul Niyaz

Dear Shaik Abdul Niyaz,

We are pleased to offer you an employment as “**Graduate Associate**” at **Grade G1**. On behalf of the Company, I welcome you and wish you a long-term enriching career with us.

You will be given a detailed letter of employment after you joining us. Your gross salary will be **Rs. 500,000/- (Rupees Five Lakhs only)** per annum on cost to company basis. The detailed break up is given in Appendix – I

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Please return a copy of this letter signed in confirmation of your acceptance of this Offer.

Yours sincerely,

FOR CRIMSONLOGIC INDIA PVT LTD

Sunitha Rao M

Sunitha Rao M
Senior Manager Human Resource

I hereby accept the offer and will be joining by _____

Signature:

Name:

Date:

Sunitha Rao M
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Sanne
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February 10, 2023

Mr. Kakunuru Kotesh

Dear Kakunuru Kotesh,

We are pleased to offer you an employment as **“Graduate Associate”** at **Grade G1**. On behalf of the Company, I welcome you and wish you a long-term enriching career with us.

You will be given a detailed letter of employment after you joining us. Your gross salary will be **Rs. 500,000/- (Rupees Five Lakhs only)** per annum on cost to company basis. The detailed break up is given in Appendix – I

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Please return a copy of this letter signed in confirmation of your acceptance of this Offer.

Yours sincerely,

FOR CRIMSONLOGIC INDIA PVT LTD

Sunitha Rao M

Sunitha Rao M
Senior Manager Human Resource

I hereby accept the offer and will be joining by _____

Signature:

Name:

Date:

Sunitha Rao M
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February 10, 2023

Mr. Chakrala Uday Kumar

Dear Chakrala Uday Kumar,

We are pleased to offer you an employment as “**Graduate Associate**” at **Grade G1**. On behalf of the Company, I welcome you and wish you a long-term enriching career with us.

You will be given a detailed letter of employment after you joining us. Your gross salary will be **Rs. 500,000/- (Rupees Five Lakhs only)** per annum on cost to company basis. The detailed break up is given in Appendix – I

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I hope you will find CrimsonLogic India Pvt. Ltd to be an exciting and challenging place to work. Please feel free to contact me with any questions you may have regarding your appointment.

Please return a copy of this letter signed in confirmation of your acceptance of this Offer.

Yours sincerely,

FOR CRIMSONLOGIC INDIA PVT LTD

Sunitha Rao M

Sunitha Rao M
Senior Manager Human Resource

I hereby accept the offer and will be joining by _____

Signature:

Name:

Date:

Sunitha Rao M
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TOTAL DEDUCTIONS	1,700.00
NET PAY	38,467.00

Sanne
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February 10, 2023

Mr. Yashas H R

Dear Yashas H R,

We are pleased to offer you an employment as “**Graduate Associate**” at **Grade G1**. On behalf of the Company, I welcome you and wish you a long-term enriching career with us.

You will be given a detailed letter of employment after you joining us. Your gross salary will be **Rs. 500,000/- (Rupees Five Lakhs only)** per annum on cost to company basis. The detailed break up is given in Appendix – I

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Please return a copy of this letter signed in confirmation of your acceptance of this Offer.

Yours sincerely,

FOR CRIMSONLOGIC INDIA PVT LTD

Sunitha Rao M

Sunitha Rao M
Senior Manager Human Resource

I hereby accept the offer and will be joining by _____

Signature:

Name:

Date:

Sunitha Rao M
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Sanne
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February 10, 2023

Mr. Bharath Kumar O

Dear Bharath Kumar O,

We are pleased to offer you an employment as **“Graduate Associate”** at **Grade G1**. On behalf of the Company, I welcome you and wish you a long-term enriching career with us.

You will be given a detailed letter of employment after you joining us. Your gross salary will be **Rs. 500,000/- (Rupees Five Lakhs only)** per annum on cost to company basis. The detailed break up is given in Appendix – I

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FOR CRIMSONLOGIC INDIA PVT LTD

Sunitha Rao M

Sunitha Rao M
Senior Manager Human Resource

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Signature:

Name:

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Sunitha Rao M
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February 10, 2023

Mr. Panga Koteswara Rao

Dear Panga Koteswara Rao,

We are pleased to offer you an employment as “**Graduate Associate**” at **Grade G1**. On behalf of the Company, I welcome you and wish you a long-term enriching career with us.

You will be given a detailed letter of employment after you joining us. Your gross salary will be **Rs. 500,000/- (Rupees Five Lakhs only)** per annum on cost to company basis. The detailed break up is given in Appendix – I

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FOR CRIMSONLOGIC INDIA PVT LTD

Sunitha Rao M

Sunitha Rao M
Senior Manager Human Resource

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Sunitha Rao M
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February 10, 2023

Mr. V Nagadarshan

Dear V Nagadarshan,

We are pleased to offer you an employment as **“Graduate Associate”** at **Grade G1**. On behalf of the Company, I welcome you and wish you a long-term enriching career with us.

You will be given a detailed letter of employment after you joining us. Your gross salary will be **Rs. 500,000/- (Rupees Five Lakhs only)** per annum on cost to company basis. The detailed break up is given in Appendix – I

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(CIN: U72200KA2001PTC028649)

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1. 10th Mark Sheet
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5. 5 passport size photographs
6. Passport copy
7. Certificate of any course attended
8. Pan Number

Please bring only the Xerox of all the above documents.


REGISTRAR 

CrimsonLogic India Pvt. Ltd.

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Private and Confidential

February 10, 2023

Mr. Satuluri Rajeev Varma

Dear Satuluri Rajeev Varma,

We are pleased to offer you an employment as “**Graduate Associate**” at **Grade G1**. On behalf of the Company, I welcome you and wish you a long-term enriching career with us.

You will be given a detailed letter of employment after you joining us. Your gross salary will be **Rs. 500,000/- (Rupees Five Lakhs only)** per annum on cost to company basis. The detailed break up is given in Appendix – I

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I hope you will find CrimsonLogic India Pvt. Ltd to be an exciting and challenging place to work. Please feel free to contact me with any questions you may have regarding your appointment.

Please return a copy of this letter signed in confirmation of your acceptance of this Offer.

Yours sincerely,

FOR CRIMSONLOGIC INDIA PVT LTD

Sunitha Rao M

Sunitha Rao M
Senior Manager Human Resource

I hereby accept the offer and will be joining by _____

Signature:

Name:

Date:

Sunitha Rao M
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Salary Per annum	500,000.00
Monthly Salary	41,667.00
Basic	12,500.00
House Rent Allowance	5,000.00
Co's Contri to PF	1,500.00
FBP	
There are quite a few options where you can save your tax and will be explained to you once you join us	
Personal Pay	22,667.00
(Balancing Figure)	
TOTAL GROSS PAY	40,167.00
DEDUCTIONS	
Employees PF	1,500.00
Professional Tax	200.00
TDS(depends on Individual)	
TOTAL DEDUCTIONS	1,700.00
NET PAY	38,467.00

Sanne
REGISTRAR


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Private and Confidential

February 10, 2023

Mr. K Mani Kalyan

Dear K Mani Kalyan,

We are pleased to offer you an employment as “**Graduate Associate**” at **Grade G1**. On behalf of the Company, I welcome you and wish you a long-term enriching career with us.

You will be given a detailed letter of employment after you joining us. Your gross salary will be **Rs. 500,000/- (Rupees Five Lakhs only)** per annum on cost to company basis. The detailed break up is given in Appendix – I

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Please return a copy of this letter signed in confirmation of your acceptance of this Offer.

Yours sincerely,

FOR CRIMSONLOGIC INDIA PVT LTD

Sunitha Rao M

Sunitha Rao M
Senior Manager Human Resource

I hereby accept the offer and will be joining by _____

Signature:

Name:

Date:

Sunitha Rao M
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(Balancing Figure)	
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DEDUCTIONS	
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Professional Tax	200.00
TDS(depends on Individual)	
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NET PAY	38,467.00

Sanne
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Private and Confidential

February 10, 2023

Ms. Fancy Angeline U

Dear Fancy Angeline U,

We are pleased to offer you an employment as “**Graduate Associate**” at **Grade G1**. On behalf of the Company, I welcome you and wish you a long-term enriching career with us.

You will be given a detailed letter of employment after you joining us. Your gross salary will be **Rs. 500,000/- (Rupees Five Lakhs only)** per annum on cost to company basis. The detailed break up is given in Appendix – I

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Please return a copy of this letter signed in confirmation of your acceptance of this Offer.

Yours sincerely,

FOR CRIMSONLOGIC INDIA PVT LTD

Sunitha Rao M

Sunitha Rao M
Senior Manager Human Resource

I hereby accept the offer and will be joining by _____

Signature:

Name:

Date:

Sunitha Rao M
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NET PAY	38,467.00

Sanne
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February 10, 2023

Ms. Nischitha S V

Dear Nischitha S V,

We are pleased to offer you an employment as “**Graduate Associate**” at **Grade G1**. On behalf of the Company, I welcome you and wish you a long-term enriching career with us.

You will be given a detailed letter of employment after you joining us. Your gross salary will be **Rs. 500,000/- (Rupees Five Lakhs only)** per annum on cost to company basis. The detailed break up is given in Appendix – I

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I hope you will find CrimsonLogic India Pvt. Ltd to be an exciting and challenging place to work. Please feel free to contact me with any questions you may have regarding your appointment.

Please return a copy of this letter signed in confirmation of your acceptance of this Offer.

Yours sincerely,

FOR CRIMSONLOGIC INDIA PVT LTD

Sunitha Rao M

Sunitha Rao M
Senior Manager Human Resource

I hereby accept the offer and will be joining by _____

Signature:

Name:

Date:

Sunitha Rao M
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DEDUCTIONS	
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Professional Tax	200.00
TDS(depends on Individual)	
TOTAL DEDUCTIONS	1,700.00
NET PAY	38,467.00

Sanne
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Private and Confidential

February 10, 2023

Ms. Gnanavi T

Dear Gnanavi T,

We are pleased to offer you an employment as “**Graduate Associate**” at **Grade G1**. On behalf of the Company, I welcome you and wish you a long-term enriching career with us.

You will be given a detailed letter of employment after you joining us. Your gross salary will be **Rs. 500,000/- (Rupees Five Lakhs only)** per annum on cost to company basis. The detailed break up is given in Appendix – I

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Please return a copy of this letter signed in confirmation of your acceptance of this Offer.

Yours sincerely,

FOR CRIMSONLOGIC INDIA PVT LTD

Sunitha Rao M

Sunitha Rao M
Senior Manager Human Resource

I hereby accept the offer and will be joining by _____

Signature:

Name:

Date:

Sunitha Rao M
REGISTRAR


CrimsonLogic India Pvt. Ltd.

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TDS(depends on Individual)	
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NET PAY	38,467.00

Sanne
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February 10, 2023

Mr. Dhanush P

Dear Dhanush P,

We are pleased to offer you an employment as “**Graduate Associate**” at **Grade G1**. On behalf of the Company, I welcome you and wish you a long-term enriching career with us.

You will be given a detailed letter of employment after you joining us. Your gross salary will be **Rs. 500,000/- (Rupees Five Lakhs only)** per annum on cost to company basis. The detailed break up is given in Appendix – I

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Yours sincerely,

FOR CRIMSONLOGIC INDIA PVT LTD

Sunitha Rao M

Sunitha Rao M
Senior Manager Human Resource

I hereby accept the offer and will be joining by _____

Signature:

Name:

Date:

Sunitha Rao M
REGISTRAR


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February 10, 2023

Mr. E Hemanth Reddy

Dear E Hemanth Reddy,

We are pleased to offer you an employment as “**Graduate Associate**” at **Grade G1**. On behalf of the Company, I welcome you and wish you a long-term enriching career with us.

You will be given a detailed letter of employment after you joining us. Your gross salary will be **Rs. 500,000/- (Rupees Five Lakhs only)** per annum on cost to company basis. The detailed break up is given in Appendix – I

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Yours sincerely,

FOR CRIMSONLOGIC INDIA PVT LTD

Sunitha Rao M

Sunitha Rao M
Senior Manager Human Resource

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Signature:

Name:

Date:

Sunitha Rao M
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February 10, 2023

Mr. Ankith G

Dear Ankith G,

We are pleased to offer you an employment as “**Graduate Associate**” at **Grade G1**. On behalf of the Company, I welcome you and wish you a long-term enriching career with us.

You will be given a detailed letter of employment after you joining us. Your gross salary will be **Rs. 500,000/- (Rupees Five Lakhs only)** per annum on cost to company basis. The detailed break up is given in Appendix – I

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FOR CRIMSONLOGIC INDIA PVT LTD

Sunitha Rao M

Sunitha Rao M
Senior Manager Human Resource

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Name:

Date:

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TOTAL DEDUCTIONS	1,700.00
NET PAY	38,467.00

Sanne
REGISTRAR


CrimsonLogic India Pvt. Ltd.

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(CIN: U72200KA2001PTC028649)

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Checklist of Documents

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Private and Confidential

February 10, 2023

Ms. Chithra Shree M N

Dear Chithra Shree M N,

We are pleased to offer you an employment as “**Graduate Associate**” at **Grade G1**. On behalf of the Company, I welcome you and wish you a long-term enriching career with us.

You will be given a detailed letter of employment after you joining us. Your gross salary will be **Rs. 500,000/- (Rupees Five Lakhs only)** per annum on cost to company basis. The detailed break up is given in Appendix – I

Please refer Appendix – II for the checklist of documents that you have to bring on the day of joining.

I hope you will find CrimsonLogic India Pvt. Ltd to be an exciting and challenging place to work. Please feel free to contact me with any questions you may have regarding your appointment.

Please return a copy of this letter signed in confirmation of your acceptance of this Offer.

Yours sincerely,

FOR CRIMSONLOGIC INDIA PVT LTD

Sunitha Rao M

Sunitha Rao M
Senior Manager Human Resource

I hereby accept the offer and will be joining by _____

Signature:

Name:

Date:

Sunitha Rao M
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Salary Per annum	500,000.00
Monthly Salary	41,667.00
Basic	12,500.00
House Rent Allowance	5,000.00
Co's Contri to PF	1,500.00
FBP	
There are quite a few options where you can save your tax and will be explained to you once you join us	
Personal Pay	22,667.00
(Balancing Figure)	
TOTAL GROSS PAY	40,167.00
DEDUCTIONS	
Employees PF	1,500.00
Professional Tax	200.00
TDS(depends on Individual)	
TOTAL DEDUCTIONS	1,700.00
NET PAY	38,467.00

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Private and Confidential

February 10, 2023

Mr. Likith S

Dear Likith S,

We are pleased to offer you an employment as **“Graduate Associate”** at **Grade G1**. On behalf of the Company, I welcome you and wish you a long-term enriching career with us.

You will be given a detailed letter of employment after you joining us. Your gross salary will be **Rs. 500,000/- (Rupees Five Lakhs only)** per annum on cost to company basis. The detailed break up is given in Appendix – I

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Please return a copy of this letter signed in confirmation of your acceptance of this Offer.

Yours sincerely,

FOR CRIMSONLOGIC INDIA PVT LTD

Sunitha Rao M

Sunitha Rao M
Senior Manager Human Resource

I hereby accept the offer and will be joining by _____

Signature:

Name:

Date:

Sunitha Rao M
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February 10, 2023

Mr. Arman Aqib

Dear Arman Aqib,

We are pleased to offer you an employment as “**Graduate Associate**” at **Grade G1**. On behalf of the Company, I welcome you and wish you a long-term enriching career with us.

You will be given a detailed letter of employment after you joining us. Your gross salary will be **Rs. 500,000/- (Rupees Five Lakhs only)** per annum on cost to company basis. The detailed break up is given in Appendix – I

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Please return a copy of this letter signed in confirmation of your acceptance of this Offer.

Yours sincerely,

FOR CRIMSONLOGIC INDIA PVT LTD

Sunitha Rao M

Sunitha Rao M
Senior Manager Human Resource

I hereby accept the offer and will be joining by _____

Signature:

Name:

Date:

Sunitha Rao M
REGISTRAR


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February 10, 2023

Mr. Jefin Jomon

Dear Jefin Jomon,

We are pleased to offer you an employment as “**Graduate Associate**” at **Grade G1**. On behalf of the Company, I welcome you and wish you a long-term enriching career with us.

You will be given a detailed letter of employment after you joining us. Your gross salary will be **Rs. 500,000/- (Rupees Five Lakhs only)** per annum on cost to company basis. The detailed break up is given in Appendix – I

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Please return a copy of this letter signed in confirmation of your acceptance of this Offer.

Yours sincerely,

FOR CRIMSONLOGIC INDIA PVT LTD

Sunitha Rao M

Sunitha Rao M
Senior Manager Human Resource

I hereby accept the offer and will be joining by _____

Signature:

Name:

Date:

Sunitha Rao M
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Private and Confidential

February 10, 2023

Mr. Konika Halder

Dear Konika Halder,

We are pleased to offer you an employment as “**Graduate Associate**” at **Grade G1**. On behalf of the Company, I welcome you and wish you a long-term enriching career with us.

You will be given a detailed letter of employment after you joining us. Your gross salary will be **Rs. 500,000/- (Rupees Five Lakhs only)** per annum on cost to company basis. The detailed break up is given in Appendix – I

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Please return a copy of this letter signed in confirmation of your acceptance of this Offer.

Yours sincerely,

FOR CRIMSONLOGIC INDIA PVT LTD

Sunitha Rao M

Sunitha Rao M
Senior Manager Human Resource

I hereby accept the offer and will be joining by _____

Signature:

Name:

Date:

Sunitha Rao M
REGISTRAR


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February 10, 2023

Ms. Madduru Greeshma Reddy

Dear Madduru Greeshma Reddy,

We are pleased to offer you an employment as “**Graduate Associate**” at **Grade G1**. On behalf of the Company, I welcome you and wish you a long-term enriching career with us.

You will be given a detailed letter of employment after you joining us. Your gross salary will be **Rs. 500,000/- (Rupees Five Lakhs only)** per annum on cost to company basis. The detailed break up is given in Appendix – I

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Yours sincerely,

FOR CRIMSONLOGIC INDIA PVT LTD

Sunitha Rao M

Sunitha Rao M
Senior Manager Human Resource

I hereby accept the offer and will be joining by _____

Signature:

Name:

Date:

Sunitha Rao M
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February 10, 2023

Mr. V Gautham

Dear V Gautham,

We are pleased to offer you an employment as **“Graduate Associate”** at **Grade G1**. On behalf of the Company, I welcome you and wish you a long-term enriching career with us.

You will be given a detailed letter of employment after you joining us. Your gross salary will be **Rs. 500,000/- (Rupees Five Lakhs only)** per annum on cost to company basis. The detailed break up is given in Appendix – I

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FOR CRIMSONLOGIC INDIA PVT LTD

Sunitha Rao M

Sunitha Rao M
Senior Manager Human Resource

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February 10, 2023

Mr. Shaik Shoaib Hussain

Dear Shaik Shoaib Hussain,

We are pleased to offer you an employment as “**Graduate Associate**” at **Grade G1**. On behalf of the Company, I welcome you and wish you a long-term enriching career with us.

You will be given a detailed letter of employment after you joining us. Your gross salary will be **Rs. 500,000/- (Rupees Five Lakhs only)** per annum on cost to company basis. The detailed break up is given in Appendix – I

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FOR CRIMSONLOGIC INDIA PVT LTD

Sunitha Rao M

Sunitha Rao M
Senior Manager Human Resource

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House Rent Allowance	5,000.00
Co's Contri to PF	1,500.00
FBP	
There are quite a few options where you can save your tax and will be explained to you once you join us	
Personal Pay	22,667.00
(Balancing Figure)	
TOTAL GROSS PAY	40,167.00
DEDUCTIONS	
Employees PF	1,500.00
Professional Tax	200.00
TDS(depends on Individual)	
TOTAL DEDUCTIONS	1,700.00
NET PAY	38,467.00

Sanne
REGISTRAR


CrimsonLogic India Pvt. Ltd.

Unit N0 601, 6th Floor Block A Alpha Embassy Tech Square, Kadubeesanahalli Village, Varthur Hobli Bengaluru South Taluk, Bengaluru - 560103
Tel: +91 80 6770 9500
Headquarters: 31, The Crimson, Science Park Road, Singapore I I76I I Tel (65) 6887 7888 Fax (65) 6778 5277
Website: <http://www.crimsonlogic.com>, Email: india@crimsonlogic.com
(CIN: U72200KA2001PTC028649)

Appendix: II

Checklist of Documents

1. 10th Mark Sheet
2. 12th Mark Sheet
3. Degree mark sheets and certificate
4. Post-Graduation degree and mark sheets
5. 5 passport size photographs
6. Passport copy
7. Certificate of any course attended
8. Pan Number

Please bring only the Xerox of all the above documents.


REGISTRAR 

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(CIN: U72200KA2001PTC028649)

Private and Confidential

February 10, 2023

Ms. Monika Vincent

Dear Monika Vincent,

We are pleased to offer you an employment as “**Graduate Associate**” at **Grade G1**. On behalf of the Company, I welcome you and wish you a long-term enriching career with us.

You will be given a detailed letter of employment after you joining us. Your gross salary will be **Rs. 500,000/- (Rupees Five Lakhs only)** per annum on cost to company basis. The detailed break up is given in Appendix – I

Please refer Appendix – II for the checklist of documents that you have to bring on the day of joining.

I hope you will find CrimsonLogic India Pvt. Ltd to be an exciting and challenging place to work. Please feel free to contact me with any questions you may have regarding your appointment.

Please return a copy of this letter signed in confirmation of your acceptance of this Offer.

Yours sincerely,

FOR CRIMSONLOGIC INDIA PVT LTD

Sunitha Rao M

Sunitha Rao M
Senior Manager Human Resource

I hereby accept the offer and will be joining by _____

Signature:

Name:

Date:

Sunitha Rao M
REGISTRAR


CrimsonLogic India Pvt. Ltd.

Unit N0 601, 6th Floor Block A Alpha Embassy Tech Square, Kadubeesanahalli Village, Varthur Hobli Bengaluru South Taluk, Bengaluru - 560103

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Appendix: I

Salary Per annum	500,000.00
Monthly Salary	41,667.00
Basic	12,500.00
House Rent Allowance	5,000.00
Co's Contri to PF	1,500.00
FBP	
There are quite a few options where you can save your tax and will be explained to you once you join us	
Personal Pay	22,667.00
(Balancing Figure)	
TOTAL GROSS PAY	40,167.00
DEDUCTIONS	
Employees PF	1,500.00
Professional Tax	200.00
TDS(depends on Individual)	
TOTAL DEDUCTIONS	1,700.00
NET PAY	38,467.00

Sanne
REGISTRAR


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Appendix: II

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8. Pan Number

Please bring only the Xerox of all the above documents.


REGISTRAR 

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(CIN: U72200KA2001PTC028649)

Private and Confidential

February 10, 2023

Ms. Vanishree D C

Dear Vanishree D C,

We are pleased to offer you an employment as “**Graduate Associate**” at **Grade G1**. On behalf of the Company, I welcome you and wish you a long-term enriching career with us.

You will be given a detailed letter of employment after you joining us. Your gross salary will be **Rs. 500,000/- (Rupees Five Lakhs only)** per annum on cost to company basis. The detailed break up is given in Appendix – I

Please refer Appendix – II for the checklist of documents that you have to bring on the day of joining.

I hope you will find CrimsonLogic India Pvt. Ltd to be an exciting and challenging place to work. Please feel free to contact me with any questions you may have regarding your appointment.

Please return a copy of this letter signed in confirmation of your acceptance of this Offer.

Yours sincerely,

FOR CRIMSONLOGIC INDIA PVT LTD

Sunitha Rao M

Sunitha Rao M
Senior Manager Human Resource

I hereby accept the offer and will be joining by _____

Signature:

Name:

Date:

Sunitha Rao M
REGISTRAR

PRESIDENCY UNIVERSITY
Registrar
BANGALORE

CrimsonLogic India Pvt. Ltd.

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(CIN: U72200KA2001PTC028649)

Appendix: I

Salary Per annum	500,000.00
Monthly Salary	41,667.00
Basic	12,500.00
House Rent Allowance	5,000.00
Co's Contri to PF	1,500.00
FBP	
There are quite a few options where you can save your tax and will be explained to you once you join us	
Personal Pay	22,667.00
(Balancing Figure)	
TOTAL GROSS PAY	40,167.00
DEDUCTIONS	
Employees PF	1,500.00
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TDS(depends on Individual)	
TOTAL DEDUCTIONS	1,700.00
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Sanne
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(CIN: U72200KA2001PTC028649)



PRIVATE AND CONFIDENTIAL

Date: 08 Nov 2022

Anil Kumar V S

Dear Anil,

Subsequent to your meetings with Go Digit General Insurance Limited, we are pleased to make an offer of employment on the following terms and conditions:

1.1 You shall be appointed to the position of Graduate Trainee Engineer - Analytics and Data Science

1.2 As an employee of the Organisation, your Gross Annual Compensation (Cost to Company) will be 450,000/- (Rupees Four Lac Fifty Thousand Only).

1.3 Your Gross Annual Compensation will include a performance-linked variable of 11.11% subject to achievement of pre-defined targets.

1.4 All terms and conditions of your employment, including the code of conduct, will be in accordance with the Company's policies and procedures and the Employment Agreement.

1.5 The Trainee Program will be for a period of 1 year from your date of joining.

1.6 Your employment will also be dependent upon completion of your Graduation / Post Graduation as per the training programme.

1.7 Your employment with the Company is subject to:

- (a) The accuracy of the testimonials and information provided by you; and,**
- (b) You being free from any contractual restrictions preventing you from accepting this offer and will return receipt of acceptance of this offer within 5 working days.**

1.8 At any time, the contract may be terminated by either party by giving 90 days' notice in writing. Go Digit General Insurance reserves the right to payment of salary in lieu of the notice period.

1.9 On the day of your joining kindly bring photocopies of your certificates (all education qualifications, address proof, Pan card copy, ID proof, all previous employers' certificates, Form 16, Last employer's salary slip of last 3 months, relieving Letter from last employer), along with four passport size photographs.


REGISTRAR


Go Digit General Insurance Limited (formerly known as Oben General Insurance Limited) | Pioneer Atlantis, 94-95, 4th B Cross Rd, Koramangala Industrial Layout, Koramangala Bengaluru, Karnataka 560034 | CIN: U66010PN2016PLC167410



BACKED BY FAIRFAX

This offer is being issued subject to successful verification of all your documents submitted. As a token of your acceptance of our offer and the terms of this letter, please sign in the space provided below and return the same to us. We are excited at the prospect of having you join us and look forward to a rewarding association.

Annexure A
Compensation Entitlement Sheet



	Monthly	Annual
Basic Salary	11,667	140,000
HRA	4,667	56,000
Education Allowance	200	2,400
LTA	972	11,662
Statutory Bonus	972	11,662
Special Allowance	12,495	149,942
Gross Salary	30,972	371,666
<u>Employer Contributions</u>		
EPF	1,800	21,600
ESI	0	0
Gratuity	561	6,734
Fixed Compensation	33,333	400,000
Variable Pay		50000
Annual Cost to Company		450,000

Deductions:

EPF	1,800	21,600
ESIC	0	0
PT Deduction	200	2,500
Net Pay	28,972	347,566

*TDS deduction is subject to taxable income.

** Variable pay shall be paid depending upon the performance of the employee and as per the company policies. Employee can earn up to 200% of the variable pay. Employee who has resigned or is serving his / her notice period, as on the date of payment, will not be eligible for payment of variable pay.


REGISTRAR


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BACKED BY FAIRFAX

*** Eligibility for increment shall be depending upon the performance of the employee and as per company policies. Employee who has resigned or is serving his/her notice period will not be eligible for increment

Sincerely,
For Go Digit General Insurance Limited

Amrit Jaidka Arora
CHRO

Anil Kumar V S


REGISTRAR 

Go Digit General Insurance Limited (formerly known as Oben General Insurance Limited) | Pioneer Atlantis, 94-95, 4th B Cross Rd, Koramangala Industrial Layout, Koramangala Bengaluru, Karnataka 560034 | CIN: U66010PN2016PLC167410



PRIVATE AND CONFIDENTIAL

Date: 08 Nov 2022

Nandedapu Hemanth Kumar

Dear Hemanth,

Subsequent to your meetings with Go Digit General Insurance Limited, we are pleased to make an offer of employment on the following terms and conditions:

1.1 You shall be appointed to the position of Graduate Trainee Engineer - Analytics and Data Science

1.2 As an employee of the Organisation, your Gross Annual Compensation (Cost to Company) will be 450,000/- (Rupees Four Lac Fifty Thousand Only).

1.3 Your Gross Annual Compensation will include a performance-linked variable of 11.11% subject to achievement of pre-defined targets.

1.4 All terms and conditions of your employment, including the code of conduct, will be in accordance with the Company's policies and procedures and the Employment Agreement.

1.5 The Trainee Program will be for a period of 1 year from your date of joining.

1.6 Your employment will also be dependent upon completion of your Graduation / Post Graduation as per the training programme.

1.7 Your employment with the Company is subject to:

- (a) The accuracy of the testimonials and information provided by you; and,**
- (b) You being free from any contractual restrictions preventing you from accepting this offer and will return receipt of acceptance of this offer within 5 working days.**

1.8 At any time, the contract may be terminated by either party by giving 90 days' notice in writing. Go Digit General Insurance reserves the right to payment of salary in lieu of the notice period.

1.9 On the day of your joining kindly bring photocopies of your certificates (all education qualifications, address proof, Pan card copy, ID proof, all previous employers' certificates, Form 16, Last employer's salary slip of last 3 months, relieving Letter from last employer), along with four passport size photographs.


REGISTRAR


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BACKED BY FAIRFAX

This offer is being issued subject to successful verification of all your documents submitted. As a token of your acceptance of our offer and the terms of this letter, please sign in the space provided below and return the same to us. We are excited at the prospect of having you join us and look forward to a rewarding association.

Annexure A
Compensation Entitlement Sheet



	Monthly	Annual
Basic Salary	11,667	140,000
HRA	4,667	56,000
Education Allowance	200	2,400
LTA	972	11,662
Statutory Bonus	972	11,662
Special Allowance	12,495	149,942
Gross Salary	30,972	371,666
<u>Employer Contributions</u>		
EPF	1,800	21,600
ESI	0	0
Gratuity	561	6,734
Fixed Compensation	33,333	400,000
Variable Pay		50000
Annual Cost to Company		450,000

Deductions:

EPF	1,800	21,600
ESIC	0	0
PT Deduction	200	2,500
Net Pay	28,972	347,566

*TDS deduction is subject to taxable income.

** Variable pay shall be paid depending upon the performance of the employee and as per the company policies. Employee can earn up to 200% of the variable pay. Employee who has resigned or is serving his / her notice period, as on the date of payment, will not be eligible for payment of variable pay.


REGISTRAR


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*** Eligibility for increment shall be depending upon the performance of the employee and as per company policies. Employee who has resigned or is serving his/her notice period will not be eligible for increment

Sincerely,
For Go Digit General Insurance Limited

Amrit Jaidka Arora
CHRO

Nandedapu Hemanth Kumar



Go Digit General Insurance Limited (formerly known as Oben General Insurance Limited) | Pioneer Atlantis, 94-95, 4th B Cross Rd, Koramangala Industrial Layout, Koramangala Bengaluru, Karnataka 560034 | CIN: U66010PN2016PLC167410



PRIVATE AND CONFIDENTIAL

Date: 08 Nov 2022

Prajna T

Dear Prajna,

Subsequent to your meetings with Go Digit General Insurance Limited, we are pleased to make an offer of employment on the following terms and conditions:

1.1 You shall be appointed to the position of Graduate Trainee Engineer - Analytics and Data Science

1.2 As an employee of the Organisation, your Gross Annual Compensation (Cost to Company) will be 450,000/- (Rupees Four Lac Fifty Thousand Only).

1.3 Your Gross Annual Compensation will include a performance-linked variable of 11.11% subject to achievement of pre-defined targets.

1.4 All terms and conditions of your employment, including the code of conduct, will be in accordance with the Company's policies and procedures and the Employment Agreement.

1.5 The Trainee Program will be for a period of 1 year from your date of joining.

1.6 Your employment will also be dependent upon completion of your Graduation / Post Graduation as per the training programme.

1.7 Your employment with the Company is subject to:

- (a) The accuracy of the testimonials and information provided by you; and,
- (b) You being free from any contractual restrictions preventing you from accepting this offer and will return receipt of acceptance of this offer within 5 working days.

1.8 At any time, the contract may be terminated by either party by giving 90 days' notice in writing. Go Digit General Insurance reserves the right to payment of salary in lieu of the notice period.

1.9 On the day of your joining kindly bring photocopies of your certificates (all education qualifications, address proof, Pan card copy, ID proof, all previous employers' certificates, Form 16, Last employer's salary slip of last 3 months, relieving Letter from last employer), along with four passport size photographs.


REGISTRAR


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BACKED BY FAIRFAX

This offer is being issued subject to successful verification of all your documents submitted. As a token of your acceptance of our offer and the terms of this letter, please sign in the space provided below and return the same to us. We are excited at the prospect of having you join us and look forward to a rewarding association.

Annexure A
Compensation Entitlement Sheet



	Monthly	Annual
Basic Salary	11,667	140,000
HRA	4,667	56,000
Education Allowance	200	2,400
LTA	972	11,662
Statutory Bonus	972	11,662
Special Allowance	12,495	149,942
Gross Salary	30,972	371,666
<u>Employer Contributions</u>		
EPF	1,800	21,600
ESI	0	0
Gratuity	561	6,734
Fixed Compensation	33,333	400,000
Variable Pay		50000
Annual Cost to Company		450,000

Deductions:

EPF	1,800	21,600
ESIC	0	0
PT Deduction	200	2,500
Net Pay	28,972	347,566

*TDS deduction is subject to taxable income.

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BACKED BY FAIRFAX

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Sincerely,
For Go Digit General Insurance Limited

Amrit Jaidka Arora
CHRO

Prajna T



Go Digit General Insurance Limited (formerly known as Oben General Insurance Limited) | Pioneer Atlantis, 94-95, 4th B Cross Rd, Koramangala Industrial Layout, Koramangala Bengaluru, Karnataka 560034 | CIN: U66010PN2016PLC167410



PRIVATE AND CONFIDENTIAL

Date: 08 Nov 2022

Akula Anudeep

Dear Anudeep,

Subsequent to your meetings with Go Digit General Insurance Limited, we are pleased to make an offer of employment on the following terms and conditions:

1.1 You shall be appointed to the position of Graduate Trainee Engineer - Analytics and Data Science

1.2 As an employee of the Organisation, your Gross Annual Compensation (Cost to Company) will be 450,000/- (Rupees Four Lac Fifty Thousand Only).

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1.4 All terms and conditions of your employment, including the code of conduct, will be in accordance with the Company's policies and procedures and the Employment Agreement.

1.5 The Trainee Program will be for a period of 1 year from your date of joining.

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1.9 On the day of your joining kindly bring photocopies of your certificates (all education qualifications, address proof, Pan card copy, ID proof, all previous employers' certificates, Form 16, Last employer's salary slip of last 3 months, relieving Letter from last employer), along with four passport size photographs.


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BACKED BY FAIRFAX

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Compensation Entitlement Sheet



	Monthly	Annual
Basic Salary	11,667	140,000
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EPF	1,800	21,600
ESI	0	0
Gratuity	561	6,734
Fixed Compensation	33,333	400,000
Variable Pay		50000
Annual Cost to Company		450,000

Deductions:

EPF	1,800	21,600
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Sincerely,
For Go Digit General Insurance Limited

Amrit Jaidka Arora
CHRO

Akula Anudeep



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PRIVATE AND CONFIDENTIAL

Date: 08 Nov 2022

Pamula Vamsi Krishna

Dear Vamsi,

Subsequent to your meetings with Go Digit General Insurance Limited, we are pleased to make an offer of employment on the following terms and conditions:

1.1 You shall be appointed to the position of Graduate Trainee Engineer - Analytics and Data Science

1.2 As an employee of the Organisation, your Gross Annual Compensation (Cost to Company) will be 450,000/- (Rupees Four Lac Fifty Thousand Only).

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Gratuity	561	6,734
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Variable Pay		50000
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BACKED BY FAIRFAX

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Sincerely,
For Go Digit General Insurance Limited

Amrit Jaidka Arora
CHRO

Pamula Vamsi Krishna


REGISTRAR 

Go Digit General Insurance Limited (formerly known as Oben General Insurance Limited) | Pioneer Atlantis, 94-95, 4th B Cross Rd, Koramangala Industrial Layout, Koramangala Bengaluru, Karnataka 560034 | CIN: U66010PN2016PLC167410



PRIVATE AND CONFIDENTIAL

Date: 08 Nov 2022

Pothugunta Sharmista Chowdary

Dear Sharmista,

Subsequent to your meetings with Go Digit General Insurance Limited, we are pleased to make an offer of employment on the following terms and conditions:

1.1 You shall be appointed to the position of Graduate Trainee Engineer - Analytics and Data Science

1.2 As an employee of the Organisation, your Gross Annual Compensation (Cost to Company) will be 450,000/- (Rupees Four Lac Fifty Thousand Only).

1.3 Your Gross Annual Compensation will include a performance-linked variable of 11.11% subject to achievement of pre-defined targets.

1.4 All terms and conditions of your employment, including the code of conduct, will be in accordance with the Company's policies and procedures and the Employment Agreement.

1.5 The Trainee Program will be for a period of 1 year from your date of joining.

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- (a) The accuracy of the testimonials and information provided by you; and,**
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1.9 On the day of your joining kindly bring photocopies of your certificates (all education qualifications, address proof, Pan card copy, ID proof, all previous employers' certificates, Form 16, Last employer's salary slip of last 3 months, relieving Letter from last employer), along with four passport size photographs.


REGISTRAR


Go Digit General Insurance Limited (formerly known as Oben General Insurance Limited) | Pioneer Atlantis, 94-95, 4th B Cross Rd, Koramangala Industrial Layout, Koramangala Bengaluru, Karnataka 560034 | CIN: U66010PN2016PLC167410



BACKED BY FAIRFAX

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Annexure A
Compensation Entitlement Sheet



	Monthly	Annual
Basic Salary	11,667	140,000
HRA	4,667	56,000
Education Allowance	200	2,400
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<u>Employer Contributions</u>		
EPF	1,800	21,600
ESI	0	0
Gratuity	561	6,734
Fixed Compensation	33,333	400,000
Variable Pay		50000
Annual Cost to Company		450,000

Deductions:

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PT Deduction	200	2,500
Net Pay	28,972	347,566

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BACKED BY FAIRFAX

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Sincerely,
For Go Digit General Insurance Limited

Amrit Jaidka Arora
CHRO

Pothugunta Sharmista Chowdary


REGISTRAR 

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PRIVATE AND CONFIDENTIAL

Date: 08 Nov 2022

Sagar M S

Dear Sagar,

Subsequent to your meetings with Go Digit General Insurance Limited, we are pleased to make an offer of employment on the following terms and conditions:

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Sincerely,
For Go Digit General Insurance Limited

Amrit Jaidka Arora
CHRO

Sagar M S



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PRIVATE AND CONFIDENTIAL

Date: 08 Nov 2022

Guttakatti Misba Muskaan

Dear Misba,

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Sincerely,
For Go Digit General Insurance Limited

Amrit Jaidka Arora
CHRO

Guttakatti Misba Muskaan


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PRIVATE AND CONFIDENTIAL

Date: 08 Nov 2022

Angadala Jalapathi Naaga Dastagiri

Dear Dastagiri,

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Sincerely,
For Go Digit General Insurance Limited

Amrit Jaidka Arora
CHRO

Angadala Jalapathi Naaga Dastagiri



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PRIVATE AND CONFIDENTIAL

Date: 08 Nov 2022

M Ronit Reddy

Dear Ronit,

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**Sincerely,
For Go Digit General Insurance Limited**

**Amrit Jaidka Arora
CHRO**

M Ronit Reddy



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PRIVATE AND CONFIDENTIAL

Date: 08 Nov 2022

Kasireddy Sudarshan Reddy

Dear Sudarshan,

Subsequent to your meetings with Go Digit General Insurance Limited, we are pleased to make an offer of employment on the following terms and conditions:

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For Go Digit General Insurance Limited

Amrit Jaidka Arora
CHRO

Kasireddy Sudarshan Reddy



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PRIVATE AND CONFIDENTIAL

Date: 08 Nov 2022

Meghana M

Dear Meghana,

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Sincerely,
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Amrit Jaidka Arora
CHRO

Meghana M


REGISTRAR 

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PRIVATE AND CONFIDENTIAL

Date: 08 Nov 2022

Chandan S Patil

Dear Chandan,

Subsequent to your meetings with Go Digit General Insurance Limited, we are pleased to make an offer of employment on the following terms and conditions:

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REGISTRAR


Go Digit General Insurance Limited (formerly known as Oben General Insurance Limited) | Pioneer Atlantis, 94-95, 4th B Cross Rd, Koramangala Industrial Layout, Koramangala Bengaluru, Karnataka 560034 | CIN: U66010PN2016PLC167410



BACKED BY FAIRFAX

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Annexure A
Compensation Entitlement Sheet



	Monthly	Annual
Basic Salary	11,667	140,000
HRA	4,667	56,000
Education Allowance	200	2,400
LTA	972	11,662
Statutory Bonus	972	11,662
Special Allowance	12,495	149,942
Gross Salary	30,972	371,666
<u>Employer Contributions</u>		
EPF	1,800	21,600
ESI	0	0
Gratuity	561	6,734
Fixed Compensation	33,333	400,000
Variable Pay		50000
Annual Cost to Company		450,000

Deductions:

EPF	1,800	21,600
ESIC	0	0
PT Deduction	200	2,500
Net Pay	28,972	347,566

*TDS deduction is subject to taxable income.

** Variable pay shall be paid depending upon the performance of the employee and as per the company policies. Employee can earn up to 200% of the variable pay. Employee who has resigned or is serving his / her notice period, as on the date of payment, will not be eligible for payment of variable pay.


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**Sincerely,
For Go Digit General Insurance Limited**

**Amrit Jaidka Arora
CHRO**

Chandan S Patil



Go Digit General Insurance Limited (formerly known as Oben General Insurance Limited) | Pioneer Atlantis, 94-95, 4th B Cross Rd, Koramangala Industrial Layout, Koramangala Bengaluru, Karnataka 560034 | CIN: U66010PN2016PLC167410



PRIVATE AND CONFIDENTIAL

Date: 08 Nov 2022

Perivaram Jashwanth

Dear Jashwanth,

Subsequent to your meetings with Go Digit General Insurance Limited, we are pleased to make an offer of employment on the following terms and conditions:

1.1 You shall be appointed to the position of Graduate Trainee Engineer - Analytics and Data Science

1.2 As an employee of the Organisation, your Gross Annual Compensation (Cost to Company) will be 450,000/- (Rupees Four Lac Fifty Thousand Only).

1.3 Your Gross Annual Compensation will include a performance-linked variable of 11.11% subject to achievement of pre-defined targets.

1.4 All terms and conditions of your employment, including the code of conduct, will be in accordance with the Company's policies and procedures and the Employment Agreement.

1.5 The Trainee Program will be for a period of 1 year from your date of joining.

1.6 Your employment will also be dependent upon completion of your Graduation / Post Graduation as per the training programme.

1.7 Your employment with the Company is subject to:

- (a) The accuracy of the testimonials and information provided by you; and,**
- (b) You being free from any contractual restrictions preventing you from accepting this offer and will return receipt of acceptance of this offer within 5 working days.**

1.8 At any time, the contract may be terminated by either party by giving 90 days' notice in writing. Go Digit General Insurance reserves the right to payment of salary in lieu of the notice period.

1.9 On the day of your joining kindly bring photocopies of your certificates (all education qualifications, address proof, Pan card copy, ID proof, all previous employers' certificates, Form 16, Last employer's salary slip of last 3 months, relieving Letter from last employer), along with four passport size photographs.


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Sincerely,
For Go Digit General Insurance Limited

Amrit Jaidka Arora
CHRO

Perivaram Jashwanth


REGISTRAR 

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PRIVATE AND CONFIDENTIAL

Date: 08 Nov 2022

Deepika Pratap Barve

Dear Pratap,

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Sincerely,
For Go Digit General Insurance Limited

Amrit Jaidka Arora
CHRO

Deepika Pratap Barve


REGISTRAR 

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PRIVATE AND CONFIDENTIAL

Date: 08 Nov 2022

Chandu C M

Dear Chandu,

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Sincerely,
For Go Digit General Insurance Limited

Amrit Jaidka Arora
CHRO

Chandu C M



Go Digit General Insurance Limited (formerly known as Oben General Insurance Limited) | Pioneer Atlantis, 94-95, 4th B Cross Rd, Koramangala Industrial Layout, Koramangala Bengaluru, Karnataka 560034 | CIN: U66010PN2016PLC167410



PRIVATE AND CONFIDENTIAL

Date: 08 Nov 2022

Balla Harikrishna

Dear Harikrishna,

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Sincerely,
For Go Digit General Insurance Limited

Amrit Jaidka Arora
CHRO

Balla Harikrishna


REGISTRAR 

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PRIVATE AND CONFIDENTIAL

Date: 08 Nov 2022

Derangula Naresh

Dear Naresh,

Subsequent to your meetings with Go Digit General Insurance Limited, we are pleased to make an offer of employment on the following terms and conditions:

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For Go Digit General Insurance Limited

Amrit Jaidka Arora
CHRO

Derangula Naresh


REGISTRAR 

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PRIVATE AND CONFIDENTIAL

Date: 08 Nov 2022

Pakkirammagari Suresh

Dear Suresh,

Subsequent to your meetings with Go Digit General Insurance Limited, we are pleased to make an offer of employment on the following terms and conditions:

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For Go Digit General Insurance Limited

Amrit Jaidka Arora
CHRO

Pakkirammagari Suresh


REGISTRAR


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PRIVATE AND CONFIDENTIAL

Date: 08 Nov 2022

B H Gayathri

Dear Gayathri,

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** Variable pay shall be paid depending upon the performance of the employee and as per the company policies. Employee can earn up to 200% of the variable pay. Employee who has resigned or is serving his / her notice period, as on the date of payment, will not be eligible for payment of variable pay.


REGISTRAR


Go Digit General Insurance Limited (formerly known as Oben General Insurance Limited) | Pioneer Atlantis, 94-95, 4th B Cross Rd, Koramangala Industrial Layout, Koramangala Bengaluru, Karnataka 560034 | CIN: U66010PN2016PLC167410



BACKED BY FAIRFAX

*** Eligibility for increment shall be depending upon the performance of the employee and as per company policies. Employee who has resigned or is serving his/her notice period will not be eligible for increment

Sincerely,
For Go Digit General Insurance Limited

Amrit Jaidka Arora
CHRO

B H Gayathri


REGISTRAR 

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PRIVATE AND CONFIDENTIAL

Date: 08 Nov 2022

Buragadda Mani Kanta Lokesh

Dear Lokesh,

Subsequent to your meetings with Go Digit General Insurance Limited, we are pleased to make an offer of employment on the following terms and conditions:

1.1 You shall be appointed to the position of Graduate Trainee Engineer - Analytics and Data Science

1.2 As an employee of the Organisation, your Gross Annual Compensation (Cost to Company) will be 450,000/- (Rupees Four Lac Fifty Thousand Only).

1.3 Your Gross Annual Compensation will include a performance-linked variable of 11.11% subject to achievement of pre-defined targets.

1.4 All terms and conditions of your employment, including the code of conduct, will be in accordance with the Company's policies and procedures and the Employment Agreement.

1.5 The Trainee Program will be for a period of 1 year from your date of joining.

1.6 Your employment will also be dependent upon completion of your Graduation / Post Graduation as per the training programme.

1.7 Your employment with the Company is subject to:

- (a) The accuracy of the testimonials and information provided by you; and,**
- (b) You being free from any contractual restrictions preventing you from accepting this offer and will return receipt of acceptance of this offer within 5 working days.**

1.8 At any time, the contract may be terminated by either party by giving 90 days' notice in writing. Go Digit General Insurance reserves the right to payment of salary in lieu of the notice period.

1.9 On the day of your joining kindly bring photocopies of your certificates (all education qualifications, address proof, Pan card copy, ID proof, all previous employers' certificates, Form 16, Last employer's salary slip of last 3 months, relieving Letter from last employer), along with four passport size photographs.


REGISTRAR


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Annexure A
Compensation Entitlement Sheet



	Monthly	Annual
Basic Salary	11,667	140,000
HRA	4,667	56,000
Education Allowance	200	2,400
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Gross Salary	30,972	371,666
<u>Employer Contributions</u>		
EPF	1,800	21,600
ESI	0	0
Gratuity	561	6,734
Fixed Compensation	33,333	400,000
Variable Pay		50000
Annual Cost to Company		450,000

Deductions:

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Sincerely,
For Go Digit General Insurance Limited

Amrit Jaidka Arora
CHRO

Buragadda Mani Kanta Lokesh


REGISTRAR 

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PRIVATE AND CONFIDENTIAL

Date: 08 Nov 2022

Gowtham R

Dear Gowtham,

Subsequent to your meetings with Go Digit General Insurance Limited, we are pleased to make an offer of employment on the following terms and conditions:

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Sincerely,
For Go Digit General Insurance Limited

Amrit Jaidka Arora
CHRO

Gowtham R


REGISTRAR 

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PRIVATE AND CONFIDENTIAL

Date: 08 Nov 2022

Uday V

Dear Uday,

Subsequent to your meetings with Go Digit General Insurance Limited, we are pleased to make an offer of employment on the following terms and conditions:

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REGISTRAR


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Annexure A
Compensation Entitlement Sheet



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Sincerely,
For Go Digit General Insurance Limited

Amrit Jaidka Arora
CHRO

Uday V



Go Digit General Insurance Limited (formerly known as Oben General Insurance Limited) | Pioneer Atlantis, 94-95, 4th B Cross Rd, Koramangala Industrial Layout, Koramangala Bengaluru, Karnataka 560034 | CIN: U66010PN2016PLC167410



PRIVATE AND CONFIDENTIAL

Date: 08 Nov 2022

Rajesh Devarakonda

Dear Rajesh,

Subsequent to your meetings with Go Digit General Insurance Limited, we are pleased to make an offer of employment on the following terms and conditions:

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Compensation Entitlement Sheet



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Sincerely,
For Go Digit General Insurance Limited

Amrit Jaidka Arora
CHRO

Rajesh Devarakonda


REGISTRAR 

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PRIVATE AND CONFIDENTIAL

Date: 08 Nov 2022

Praneeth R

Dear Praneeth,

Subsequent to your meetings with Go Digit General Insurance Limited, we are pleased to make an offer of employment on the following terms and conditions:

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Sincerely,
For Go Digit General Insurance Limited

Amrit Jaidka Arora
CHRO

Praneeth R



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PRIVATE AND CONFIDENTIAL

Date: 08 Nov 2022

Maka Srinivas

Dear Srinivas,

Subsequent to your meetings with Go Digit General Insurance Limited, we are pleased to make an offer of employment on the following terms and conditions:

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Sincerely,
For Go Digit General Insurance Limited

Amrit Jaidka Arora
CHRO

Maka Srinivas


REGISTRAR


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PRIVATE AND CONFIDENTIAL

Date: 08 Nov 2022

Shaik Mulla Zubair

Dear Zubair,

Subsequent to your meetings with Go Digit General Insurance Limited, we are pleased to make an offer of employment on the following terms and conditions:

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Sincerely,
For Go Digit General Insurance Limited

Amrit Jaidka Arora
CHRO

Shaik Mulla Zubair


REGISTRAR


Go Digit General Insurance Limited (formerly known as Oben General Insurance Limited) | Pioneer Atlantis, 94-95, 4th B Cross Rd, Koramangala Industrial Layout, Koramangala Bengaluru, Karnataka 560034 | CIN: U66010PN2016PLC167410



PRIVATE AND CONFIDENTIAL

Date: 08 Nov 2022

Keerthana P

Dear Keerthana,

Subsequent to your meetings with Go Digit General Insurance Limited, we are pleased to make an offer of employment on the following terms and conditions:

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REGISTRAR


Go Digit General Insurance Limited (formerly known as Oben General Insurance Limited) | Pioneer Atlantis, 94-95, 4th B Cross Rd, Koramangala Industrial Layout, Koramangala Bengaluru, Karnataka 560034 | CIN: U66010PN2016PLC167410



BACKED BY FAIRFAX

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Compensation Entitlement Sheet



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Gratuity	561	6,734
Fixed Compensation	33,333	400,000
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Annual Cost to Company		450,000

Deductions:

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Sincerely,
For Go Digit General Insurance Limited

Amrit Jaidka Arora
CHRO

Keerthana P


REGISTRAR 

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PRIVATE AND CONFIDENTIAL

Date: 08 Nov 2022

Busagani Gurudeepak

Dear Gurudeepak,

Subsequent to your meetings with Go Digit General Insurance Limited, we are pleased to make an offer of employment on the following terms and conditions:

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Sincerely,
For Go Digit General Insurance Limited

Amrit Jaidka Arora
CHRO

Busagani Gurudeepak


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PRIVATE AND CONFIDENTIAL

Date: 08 Nov 2022

Harsha N M

Dear Harsha,

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Sincerely,
For Go Digit General Insurance Limited

Amrit Jaidka Arora
CHRO

Harsha N M



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PRIVATE AND CONFIDENTIAL

Date: 08 Nov 2022

Sanjay S

Dear Sanjay,

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For Go Digit General Insurance Limited

Amrit Jaidka Arora
CHRO

Sanjay S



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PRIVATE AND CONFIDENTIAL

Date: 08 Nov 2022

Chinnappa Naidu Anil Kumar Dishanth

Dear Anil,

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Sincerely,
For Go Digit General Insurance Limited

Amrit Jaidka Arora
CHRO

Chinnappa Naidu Anil Kumar Dishanth


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PRIVATE AND CONFIDENTIAL

Date: 08 Nov 2022

Sumith Padma P V

Dear Padma,

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Amrit Jaidka Arora
CHRO

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REGISTRAR 

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PRIVATE AND CONFIDENTIAL

Date: 08 Nov 2022

Allada Bhanu Sai Subba Rao

Dear Sai,

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Sincerely,
For Go Digit General Insurance Limited

Amrit Jaidka Arora
CHRO

Allada Bhanu Sai Subba Rao



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PRIVATE AND CONFIDENTIAL

Date: 08 Nov 2022

Varun A

Dear Varun,

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REGISTRAR


Go Digit General Insurance Limited (formerly known as Oben General Insurance Limited) | Pioneer Atlantis, 94-95, 4th B Cross Rd, Koramangala Industrial Layout, Koramangala Bengaluru, Karnataka 560034 | CIN: U66010PN2016PLC167410



BACKED BY FAIRFAX

This offer is being issued subject to successful verification of all your documents submitted. As a token of your acceptance of our offer and the terms of this letter, please sign in the space provided below and return the same to us. We are excited at the prospect of having you join us and look forward to a rewarding association.

Annexure A
Compensation Entitlement Sheet



	Monthly	Annual
Basic Salary	11,667	140,000
HRA	4,667	56,000
Education Allowance	200	2,400
LTA	972	11,662
Statutory Bonus	972	11,662
Special Allowance	12,495	149,942
Gross Salary	30,972	371,666
<u>Employer Contributions</u>		
EPF	1,800	21,600
ESI	0	0
Gratuity	561	6,734
Fixed Compensation	33,333	400,000
Variable Pay		50000
Annual Cost to Company		450,000

Deductions:

EPF	1,800	21,600
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PT Deduction	200	2,500
Net Pay	28,972	347,566

*TDS deduction is subject to taxable income.

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BACKED BY FAIRFAX

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Sincerely,
For Go Digit General Insurance Limited

Amrit Jaidka Arora
CHRO

Varun A



Go Digit General Insurance Limited (formerly known as Oben General Insurance Limited) | Pioneer Atlantis, 94-95, 4th B Cross Rd, Koramangala Industrial Layout, Koramangala Bengaluru, Karnataka 560034 | CIN: U66010PN2016PLC167410



PRIVATE AND CONFIDENTIAL

Date: 08 Nov 2022

Prajna P Shetty

Dear Prajna,

Subsequent to your meetings with Go Digit General Insurance Limited, we are pleased to make an offer of employment on the following terms and conditions:

1.1 You shall be appointed to the position of Graduate Trainee Engineer - Analytics and Data Science

1.2 As an employee of the Organisation, your Gross Annual Compensation (Cost to Company) will be 450,000/- (Rupees Four Lac Fifty Thousand Only).

1.3 Your Gross Annual Compensation will include a performance-linked variable of 11.11% subject to achievement of pre-defined targets.

1.4 All terms and conditions of your employment, including the code of conduct, will be in accordance with the Company's policies and procedures and the Employment Agreement.

1.5 The Trainee Program will be for a period of 1 year from your date of joining.

1.6 Your employment will also be dependent upon completion of your Graduation / Post Graduation as per the training programme.

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- (a) The accuracy of the testimonials and information provided by you; and,**
- (b) You being free from any contractual restrictions preventing you from accepting this offer and will return receipt of acceptance of this offer within 5 working days.**

1.8 At any time, the contract may be terminated by either party by giving 90 days' notice in writing. Go Digit General Insurance reserves the right to payment of salary in lieu of the notice period.

1.9 On the day of your joining kindly bring photocopies of your certificates (all education qualifications, address proof, Pan card copy, ID proof, all previous employers' certificates, Form 16, Last employer's salary slip of last 3 months, relieving Letter from last employer), along with four passport size photographs.


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Compensation Entitlement Sheet



	Monthly	Annual
Basic Salary	11,667	140,000
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Sincerely,
For Go Digit General Insurance Limited

Amrit Jaidka Arora
CHRO

Prajna P Shetty


REGISTRAR 

Go Digit General Insurance Limited (formerly known as Oben General Insurance Limited) | Pioneer Atlantis, 94-95, 4th B Cross Rd, Koramangala Industrial Layout, Koramangala Bengaluru, Karnataka 560034 | CIN: U66010PN2016PLC167410



PRIVATE AND CONFIDENTIAL

Date: 08 Nov 2022

Pinnepalli Basava Vyshnavi

Dear Vyshnavi,

Subsequent to your meetings with Go Digit General Insurance Limited, we are pleased to make an offer of employment on the following terms and conditions:

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Compensation Entitlement Sheet



	Monthly	Annual
Basic Salary	11,667	140,000
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Sincerely,
For Go Digit General Insurance Limited

Amrit Jaidka Arora
CHRO

Pinnepalli Basava Vyshnavi



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PRIVATE AND CONFIDENTIAL

Date: 08 Nov 2022

Mooli Nithin Kumar Reddy

Dear Nithin,

Subsequent to your meetings with Go Digit General Insurance Limited, we are pleased to make an offer of employment on the following terms and conditions:

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Sincerely,
For Go Digit General Insurance Limited

Amrit Jaidka Arora
CHRO

Mooli Nithin Kumar Reddy


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PRIVATE AND CONFIDENTIAL

Date: 08 Nov 2022

Leander Nathan

Dear Nathan,

Subsequent to your meetings with Go Digit General Insurance Limited, we are pleased to make an offer of employment on the following terms and conditions:

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**Sincerely,
For Go Digit General Insurance Limited**

**Amrit Jaidka Arora
CHRO**

Leander Nathan



Go Digit General Insurance Limited (formerly known as Oben General Insurance Limited) | Pioneer Atlantis, 94-95, 4th B Cross Rd, Koramangala Industrial Layout, Koramangala Bengaluru, Karnataka 560034 | CIN: U66010PN2016PLC167410



PRIVATE AND CONFIDENTIAL

Date: 08 Nov 2022

Karthik Banjan

Dear Karthik,

Subsequent to your meetings with Go Digit General Insurance Limited, we are pleased to make an offer of employment on the following terms and conditions:

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Sincerely,
For Go Digit General Insurance Limited

Amrit Jaidka Arora
CHRO

Karthik Banjan



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Requisition ID # 2458

Resume ID # 31249

04 January 2023

To,

Nishitha Y

92 2Nd Lane, 1St Cross, Ramachandrapura Jalahalli, Bangalore,
Karnataka, India-560013

Dear Nishitha,

Congratulations! We are pleased to inform that you have successfully completed the selection process conducted by Indegene Private Limited. At Indegene, success is the outcome of choice and expectations, more than a matter of circumstances and we are delighted that you have chosen us. We are confident that you will add value through your role and strengthen our values by living the Indegene culture credo. We look forward to a long-term relationship and wishing you all the success with us.

This letter is to confirm that we intend to offer you employment on the following terms and conditions:

- I. Your designation will be Junior Web Developer in the Career A2 Career Grade.
- II. Your Cost to Company (CTC) will be 320000 INR CTC p.a. You will also be eligible for other benefits as governed by our compensation philosophy, details of which shall be shared with the offer letter.
- III. The offer letter will be shared with you subsequently and closer to your date of joining which will be notified at a later date.
- IV. Indegene shall have the sole discretion to withdraw this Letter of Intent without assigning any reason.

Kindly note that your appointment is subject to the satisfactory verification of your documents and details mentioned in your employment application form and/or any information furnished by you at the time of interview, in addition to the fulfilment of the eligibility criteria. We look forward to having a long and fruitful relationship with you at Indegene, wish you all the best!

Please acknowledge this letter of intent on the duplicate copy of the same in token of your acceptance.

With best wishes,



Bina Patil

Vice President – Human Resources



Indegene Private Limited, Aspen Block G4, 3rd Floor,
Manvata Embassy Business Park, Outer Ring Road
Nagawara Bengaluru-560045, India
Phone: +91 80 4674 4567, +91 8046447777
www.indegene.com



Requisition ID # 2459

Resume ID # 31250

04 January 2023

To,

Seethavari Sathvika

Mns Complex, House No:08,Old Railway Station Road, Lakshmipur, Hindupur,
Andhra Pradesh, 515201

Dear Sathvika,

Congratulations! We are pleased to inform that you have successfully completed the selection process conducted by Indegene Private Limited. At Indegene, success is the outcome of choice and expectations, more than a matter of circumstances and we are delighted that you have chosen us. We are confident that you will add value through your role and strengthen our values by living the Indegene culture credo. We look forward to a long-term relationship and wishing you all the success with us.

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Bina Patil

Vice President – Human Resources



Indegene Private Limited, Aspen Block G4, 3rd Floor,
Manvata Embassy Business Park, Outer Ring Road
Nagawara Bengaluru-560045, India
Phone: +91 80 4674 4567, +91 8046447777
www.indegene.com



Requisition ID # 2460

Resume ID # 31251

04 January 2023

To,

P V Praneeth Reddy

5/13, Brahmin Street (Bhujanga Rao Street) Cuddapah, Ysr Dist, Andhra Pradesh, India-516001

Dear Praneeth,

Congratulations! We are pleased to inform that you have successfully completed the selection process conducted by Indegene Private Limited. At Indegene, success is the outcome of choice and expectations, more than a matter of circumstances and we are delighted that you have chosen us. We are confident that you will add value through your role and strengthen our values by living the Indegene culture credo. We look forward to a long-term relationship and wishing you all the success with us.

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With best wishes,



Bina Patil

Vice President – Human Resources



Indegene Private Limited, Aspen Block G4, 3rd Floor,
Manvata Embassy Business Park, Outer Ring Road
Nagawara Bengaluru-560045, India
Phone: +91 80 4674 4567, +91 8046447777
www.indegene.com



Requisition ID # 2461

Resume ID # 31252

04 January 2023

To,

Yashaswini M

No.3, Saraswathamma Kashimuniyappa Badavane-02,
Ganapathi Nagara Road, Thammenahalli Bangalore, Karnataka, 560090

Dear Yashaswini,

Congratulations! We are pleased to inform that you have successfully completed the selection process conducted by Indegene Private Limited. At Indegene, success is the outcome of choice and expectations, more than a matter of circumstances and we are delighted that you have chosen us. We are confident that you will add value through your role and strengthen our values by living the Indegene culture credo. We look forward to a long-term relationship and wishing you all the success with us.

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Please acknowledge this letter of intent on the duplicate copy of the same in token of your acceptance.

With best wishes,



Bina Patil

Vice President – Human Resources



Indegene Private Limited, Aspen Block G4, 3rd Floor,
Manvata Embassy Business Park, Outer Ring Road
Nagawara Bengaluru-560045, India
Phone: +91 80 4674 4567, +91 8046447777
www.indegene.com



Requisition ID # 2462

Resume ID # 31253

04 January 2023

To,

Rishabh Singh

Smq-P-15/4, A F Station, Yelahanka Bangalore North, Karnataka-560063

Dear Rishabh,

Congratulations! We are pleased to inform that you have successfully completed the selection process conducted by Indegene Private Limited. At Indegene, success is the outcome of choice and expectations, more than a matter of circumstances and we are delighted that you have chosen us. We are confident that you will add value through your role and strengthen our values by living the Indegene culture credo. We look forward to a long-term relationship and wishing you all the success with us.

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Requisition ID # 2463

Resume ID # 31254

04 January 2023

To,

Trisha S

74, 2Nd Main, 7Th A Cross, Shivanagar , Rajajinagar, Bangalore - 560010

Dear Trisha,

Congratulations! We are pleased to inform that you have successfully completed the selection process conducted by Indegene Private Limited. At Indegene, success is the outcome of choice and expectations, more than a matter of circumstances and we are delighted that you have chosen us. We are confident that you will add value through your role and strengthen our values by living the Indegene culture credo. We look forward to a long-term relationship and wishing you all the success with us.

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Requisition ID # 2464

Resume ID # 31255

04 January 2023

To,

Saurabh Kumar

Smq 240/1,Air Force Station Jalahalli East,Bangalore Karnataka,India-560015

Dear Kumar,

Congratulations! We are pleased to inform that you have successfully completed the selection process conducted by Indegene Private Limited. At Indegene, success is the outcome of choice and expectations, more than a matter of circumstances and we are delighted that you have chosen us. We are confident that you will add value through your role and strengthen our values by living the Indegene culture credo. We look forward to a long-term relationship and wishing you all the success with us.

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Requisition ID # 2465

Resume ID # 31256

04 January 2023

To,

Priyanka H B

Hanumaigaripalli,Chintamani Taluk Chikkaballapur Ditriect Karnataka,India-563123

Dear Priyanka,

Congratulations! We are pleased to inform that you have successfully completed the selection process conducted by Indegene Private Limited. At Indegene, success is the outcome of choice and expectations, more than a matter of circumstances and we are delighted that you have chosen us. We are confident that you will add value through your role and strengthen our values by living the Indegene culture credo. We look forward to a long-term relationship and wishing you all the success with us.

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Requisition ID # 2466

Resume ID # 31257

04 January 2023

To,
Surendra L
Kurugoud, Sadashivanagar, 1St Cross, Ballari - 583101

Dear Surendra,

Congratulations! We are pleased to inform that you have successfully completed the selection process conducted by Indegene Private Limited. At Indegene, success is the outcome of choice and expectations, more than a matter of circumstances and we are delighted that you have chosen us. We are confident that you will add value through your role and strengthen our values by living the Indegene culture credo. We look forward to a long-term relationship and wishing you all the success with us.

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Requisition ID # 2467

Resume ID # 31258

04 January 2023

To,

Bhuvana D

Chowdadenahalli Village, Jayamangala, Malur, Kolar, Karnataka - 563160

Dear Bhuvana,

Congratulations! We are pleased to inform that you have successfully completed the selection process conducted by Indegene Private Limited. At Indegene, success is the outcome of choice and expectations, more than a matter of circumstances and we are delighted that you have chosen us. We are confident that you will add value through your role and strengthen our values by living the Indegene culture credo. We look forward to a long-term relationship and wishing you all the success with us.

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Requisition ID # 2468

Resume ID # 31259

04 January 2023

To,

M S Likhita

Near New Bus Stand Venkat Rao Colony Ward No 8 Sindhanur, Karnataka 584128

Dear Likhita,

Congratulations! We are pleased to inform that you have successfully completed the selection process conducted by Indegene Private Limited. At Indegene, success is the outcome of choice and expectations, more than a matter of circumstances and we are delighted that you have chosen us. We are confident that you will add value through your role and strengthen our values by living the Indegene culture credo. We look forward to a long-term relationship and wishing you all the success with us.

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Requisition ID # 2469

Resume ID # 31260

04 January 2023

To,

Ranjan G T

Gowrapura Village, Ajjampur Post And Taluk Chikkamangalore District
Karnataka, India-577547

Dear Ranjan,

Congratulations! We are pleased to inform that you have successfully completed the selection process conducted by Indegene Private Limited. At Indegene, success is the outcome of choice and expectations, more than a matter of circumstances and we are delighted that you have chosen us. We are confident that you will add value through your role and strengthen our values by living the Indegene culture credo. We look forward to a long-term relationship and wishing you all the success with us.

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Requisition ID # 2470

Resume ID # 31261

04 January 2023

To,

Bopanna P A

#3 Yash Nilaya, 1St Main Road, Ward No.13, Old Junjappa Temple, Mallasandra,
Bangalore 560057

Dear Bopanna,

Congratulations! We are pleased to inform that you have successfully completed the selection process conducted by Indegene Private Limited. At Indegene, success is the outcome of choice and expectations, more than a matter of circumstances and we are delighted that you have chosen us. We are confident that you will add value through your role and strengthen our values by living the Indegene culture credo. We look forward to a long-term relationship and wishing you all the success with us.

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Requisition ID # 2471

Resume ID # 31262

04 January 2023

To,

Nallanna Gari Hemalatha

30/11/190 Kollakunta,Hindupur(M) Ananthapur,Andhra Pradesh,India-515201

Dear Hemalatha,

Congratulations! We are pleased to inform that you have successfully completed the selection process conducted by Indegene Private Limited. At Indegene, success is the outcome of choice and expectations, more than a matter of circumstances and we are delighted that you have chosen us. We are confident that you will add value through your role and strengthen our values by living the Indegene culture credo. We look forward to a long-term relationship and wishing you all the success with us.

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Requisition ID # 2473

Resume ID # 31264

04 January 2023

To,

M Harshith

Flat No. 201, Thirumala Sai Residency Mess Road, Cantonment, Ballari,
Karnataka 583104

Dear Harshith,

Congratulations! We are pleased to inform that you have successfully completed the selection process conducted by Indegene Private Limited. At Indegene, success is the outcome of choice and expectations, more than a matter of circumstances and we are delighted that you have chosen us. We are confident that you will add value through your role and strengthen our values by living the Indegene culture credo. We look forward to a long-term relationship and wishing you all the success with us.

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Requisition ID # 2474

Resume ID # 31265

04 January 2023

To,

Kishor B K

2Nd Cross Araleri Road, Adarsha Nagar, Malur, Kolar, Karnataka 563130

Dear Kishor,

Congratulations! We are pleased to inform that you have successfully completed the selection process conducted by Indegene Private Limited. At Indegene, success is the outcome of choice and expectations, more than a matter of circumstances and we are delighted that you have chosen us. We are confident that you will add value through your role and strengthen our values by living the Indegene culture credo. We look forward to a long-term relationship and wishing you all the success with us.

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Requisition ID # 2475

Resume ID # 31266

04 January 2023

To,

J Jagadesh

Sbi Colony, Mellapuram, Hindupur (M), Ananrapur (Dist), Andhra Pradesh 515201

Dear Jagadesh,

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Requisition ID # 2476

Resume ID # 31267

04 January 2023

To,

Thatikonda Srinadh

Near Milk Bath, Old Ponnur, Guntur, Andhra Pradesh - 522124,

Dear Srinadh,

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Requisition ID # 2478

Resume ID # 31269

04 January 2023

To,

C Sree Sruthi

4-1690/A, D N Colony, Greenpet, Chittoor, Andhra Pradesh 5160011

Dear Sruthi,

Congratulations! We are pleased to inform that you have successfully completed the selection process conducted by Indegene Private Limited. At Indegene, success is the outcome of choice and expectations, more than a matter of circumstances and we are delighted that you have chosen us. We are confident that you will add value through your role and strengthen our values by living the Indegene culture credo. We look forward to a long-term relationship and wishing you all the success with us.

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Requisition ID # 2479

Resume ID # 31270

04 January 2023

To,

Pachipulusu Akash Kumar
27-3-694, S V S Avenue, 16th Cross Road Balaji Nagar, Nellore, Stonehousepet
Andhra Pradesh-524002

Dear Akash,

Congratulations! We are pleased to inform that you have successfully completed the selection process conducted by Indegene Private Limited. At Indegene, success is the outcome of choice and expectations, more than a matter of circumstances and we are delighted that you have chosen us. We are confident that you will add value through your role and strengthen our values by living the Indegene culture credo. We look forward to a long-term relationship and wishing you all the success with us.

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Indegene Private Limited, Aspen Block G4, 3rd Floor,
Manvata Embassy Business Park, Outer Ring Road
Nagawara Bengaluru-560045, India
Phone: +91 80 4674 4567, +91 8046447777
www.indegene.com



Requisition ID # 2480

Resume ID # 31271

04 January 2023

To,

Doddy Jaya Simha Reddy
3/4, Akkampalli, Ananthapur, Andhra Pradesh 515004

Dear Jaya Simha,

Congratulations! We are pleased to inform that you have successfully completed the selection process conducted by Indegene Private Limited. At Indegene, success is the outcome of choice and expectations, more than a matter of circumstances and we are delighted that you have chosen us. We are confident that you will add value through your role and strengthen our values by living the Indegene culture credo. We look forward to a long-term relationship and wishing you all the success with us.

This letter is to confirm that we intend to offer you employment on the following terms and conditions:

- I. Your designation will be Junior Web Developer in the Career A2 Career Grade.
- II. Your Cost to Company (CTC) will be 320000 INR CTC p.a. You will also be eligible for other benefits as governed by our compensation philosophy, details of which shall be shared with the offer letter.
- III. The offer letter will be shared with you subsequently and closer to your date of joining which will be notified at a later date.
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Kindly note that your appointment is subject to the satisfactory verification of your documents and details mentioned in your employment application form and/or any information furnished by you at the time of interview, in addition to the fulfilment of the eligibility criteria. We look forward to having a long and fruitful relationship with you at Indegene, wish you all the best!

Please acknowledge this letter of intent on the duplicate copy of the same in token of your acceptance.

With best wishes,



Bina Patil

Vice President – Human Resources



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Requisition ID # 2483

Resume ID # 31274

04 January 2023

To,

Mohammed Ismail

Flat No.Gf-10,1St Floor,Rk Kohinoor Apartments Cock Burn Road,Shivajinagar
Bangalore North,H K P Road Bengaluru,Karnataka-560051

Dear Ismail,

Congratulations! We are pleased to inform that you have successfully completed the selection process conducted by Indegene Private Limited. At Indegene, success is the outcome of choice and expectations, more than a matter of circumstances and we are delighted that you have chosen us. We are confident that you will add value through your role and strengthen our values by living the Indegene culture credo. We look forward to a long-term relationship and wishing you all the success with us.

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Requisition ID # 2484

Resume ID # 31275

04 January 2023

To,

Rambha Akshar Naveen Theja

Opp To SR School, Roupparapally Road, Kesamudram, Mahaboobad,
Telangana, India-506112

Dear Naveen,

Congratulations! We are pleased to inform that you have successfully completed the selection process conducted by Indegene Private Limited. At Indegene, success is the outcome of choice and expectations, more than a matter of circumstances and we are delighted that you have chosen us. We are confident that you will add value through your role and strengthen our values by living the Indegene culture credo. We look forward to a long-term relationship and wishing you all the success with us.

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www.indegene.com



Requisition ID # 2485

Resume ID # 31276

04 January 2023

To,

Shahbaaz Ahmed Sadiq

No.1-53 Mission Road,P Kalinga Road, S R Nagar Bangalore South,Wilson Garden
Bangalore,Karnatka-560027

Dear Sadiq,

Congratulations! We are pleased to inform that you have successfully completed the selection process conducted by Indegene Private Limited. At Indegene, success is the outcome of choice and expectations, more than a matter of circumstances and we are delighted that you have chosen us. We are confident that you will add value through your role and strengthen our values by living the Indegene culture credo. We look forward to a long-term relationship and wishing you all the success with us.

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Requisition ID # 2486

Resume ID # 31277

04 January 2023

To,

Rohith Kumar V

No.954, J C Circle, Court Road, Maruthinagar, Doddabalapur, Bangalore Rural,
Karnataka 561203

Dear Rohith,

Congratulations! We are pleased to inform that you have successfully completed the selection process conducted by Indegene Private Limited. At Indegene, success is the outcome of choice and expectations, more than a matter of circumstances and we are delighted that you have chosen us. We are confident that you will add value through your role and strengthen our values by living the Indegene culture credo. We look forward to a long-term relationship and wishing you all the success with us.

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Requisition ID # 2487

Resume ID # 31278

04 January 2023

To,

Farwah Asmath

#78, 7Th Cross, Near Sai Baba Temple, Cambridge Layout, Ulsoor, Bangalore 560008

Dear Asmath,

Congratulations! We are pleased to inform that you have successfully completed the selection process conducted by Indegene Private Limited. At Indegene, success is the outcome of choice and expectations, more than a matter of circumstances and we are delighted that you have chosen us. We are confident that you will add value through your role and strengthen our values by living the Indegene culture credo. We look forward to a long-term relationship and wishing you all the success with us.

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Requisition ID # 2488

Resume ID # 31279

04 January 2023

To,

Syed Farzan

#14, F Street, Cleveland Town, Frazer Town, Bangalore 560005

Dear Farzan,

Congratulations! We are pleased to inform that you have successfully completed the selection process conducted by Indegene Private Limited. At Indegene, success is the outcome of choice and expectations, more than a matter of circumstances and we are delighted that you have chosen us. We are confident that you will add value through your role and strengthen our values by living the Indegene culture credo. We look forward to a long-term relationship and wishing you all the success with us.

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With best wishes,



Bina Patil

Vice President – Human Resources



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www.indegene.com



Requisition ID # 2489

Resume ID # 31280

04 January 2023

To,

Raika Imtiyaz

No. 12/2 1St Main Jayamahal Extn. Benson Town, Bangalore 560046

Dear Imtiyaz,

Congratulations! We are pleased to inform that you have successfully completed the selection process conducted by Indegene Private Limited. At Indegene, success is the outcome of choice and expectations, more than a matter of circumstances and we are delighted that you have chosen us. We are confident that you will add value through your role and strengthen our values by living the Indegene culture credo. We look forward to a long-term relationship and wishing you all the success with us.

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www.indegene.com



Requisition ID # 2490

Resume ID # 31281

04 January 2023

To,
Tejas S
#56, 4Th Main, 12Nd Block, Byraveswaranagar, Shettyhalli, Jalahalli West,
Bangalore North, Karnataka - 560015

Dear Tejas,

Congratulations! We are pleased to inform that you have successfully completed the selection process conducted by Indegene Private Limited. At Indegene, success is the outcome of choice and expectations, more than a matter of circumstances and we are delighted that you have chosen us. We are confident that you will add value through your role and strengthen our values by living the Indegene culture credo. We look forward to a long-term relationship and wishing you all the success with us.

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With best wishes,



Bina Patil

Vice President – Human Resources



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www.indegene.com



Requisition ID # 2491

Resume ID # 31282

04 January 2023

To,

Tejas Prakash D

No. 23, 2Nd Main, 2Nd Cross, Near, Saibaba Temple Mathru Layout Diary Cross,
Yelhanka New Town, Bangalore 560064

Dear Prakash,

Congratulations! We are pleased to inform that you have successfully completed the selection process conducted by Indegene Private Limited. At Indegene, success is the outcome of choice and expectations, more than a matter of circumstances and we are delighted that you have chosen us. We are confident that you will add value through your role and strengthen our values by living the Indegene culture credo. We look forward to a long-term relationship and wishing you all the success with us.

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Requisition ID # 2492

Resume ID # 31283

04 January 2023

To,

Poorna Chandra S
#21, Krishnaja Avenue, Airport Rd, Maruti Nagar, Yalahanka, Bangalore,
Karnataka, 560064

Dear Poorna

Congratulations! We are pleased to inform that you have successfully completed the selection process conducted by Indegene Private Limited. At Indegene, success is the outcome of choice and expectations, more than a matter of circumstances and we are delighted that you have chosen us. We are confident that you will add value through your role and strengthen our values by living the Indegene culture credo. We look forward to a long-term relationship and wishing you all the success with us.

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InSolare Energy Pvt. Ltd.

Regd Office: ASK Towers, 5th Floor, Thoobarahalli Village, Varthur Hobli, Bangalore, Karnataka-560037.

CIN: U45206KA2008PTC101033 **Ph.:** +91 080 41279389/86

Branch Office: 608/609, 6th Floor Lilamani Corporate Heights, Nr. Oron Angan Tower, Opp. Ramapir Tekra BRTS Bus Stop, Nava Wadaj, Ahmedabad-380013. **Ph.:** 079-29600277

To:

Mr. Pellakuru Sricharan
S/O Pellakuru Murali Prasad Reddy
Bogole, Bitragunta, Nellore, Andhra Pradesh - 524142

Subject: Internship/Employment offer to work with InSolare Pvt Ltd

Date: 02nd Feb 2023

Dear Pellakuru Sricharan,

We are pleased to offer you position of Intern cum Graduate Trainee Engineer at InSolare Pvt Ltd (Ahmedabad).

You will be paid Rs. 18,000.00 per month till the internship period.

On completion of Your Degree and confirmation, you will be holding Position of Graduate Trainee Engineer at the Remuneration of Rs 25,000.00 per month.

Please confirm the receipt of this offer and respond to us by 13th March 2023 with acceptance of this offer.

Once you accept the offer, you have choice to join us immediately either in Work from Home/Office as per situation.

Please contact us via email and/or phone to confirm and accept the initial offer.

Thanks



Dolly Kushwaha
AVP-HR
InSolare Energy Pvt Ltd.



InSolare Energy Pvt. Ltd.

Regd Office: ASK Towers, 5th Floor, Thoobarahalli Village, Varthur Hobli, Bangalore, Karnataka-560037.

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Opp. Ramapir Tekra BRTS Bus Stop, Nava Wadaj, Ahmedabad-380013. **Ph.:** 079-29600277

To:

Mr. Vinay E

S/O Erappa N

#22 2Nd Cross Kaverinagar Laggerebangalore,
Karnataka, 560058

Subject: Internship/Employment offer to work with InSolare Pvt Ltd

Date: 02nd Feb 2023

Dear Vinay E,

We are pleased to offer you position of Intern cum Graduate Trainee Engineer at InSolare Pvt Ltd (Ahmedabad).

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Opp. Ramapir Tekra BRTS Bus Stop, Nava Wadaj, Ahmedabad-380013. **Ph.:** 079-29600277

To:

Mr. Sumit Ranjan Barad
S/O Sudhansu Sekhar Barad
Qrs No. A-536, Koelnagar, Sundegarh, Rourkela,
Odisha - 769014

Subject: Internship/Employment offer to work with InSolare Pvt Ltd

Date: 02nd Feb 2023

Dear Sumit Ranjan Barad,

We are pleased to offer you position of Intern cum Graduate Trainee Engineer at InSolare Pvt Ltd (Ahmedabad).

You will be paid Rs. 18,000.00 per month till the internship period.

On completion of Your Degree and confirmation, you will be holding Position of Graduate Trainee Engineer at the Remuneration of Rs 25,000.00 per month.

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To:

Mr. Harini Karan

S/O K Karunakaran Ramya Karan

#9, Near, Govt School, Thanisandra, Dr. Shivarama

Karantn Nagar, Bangalore North, Karnataka - 560077

Subject: Internship/Employment offer to work with InSolare Pvt Ltd

Date: 02nd Feb 2023

Dear Harini Karan,

We are pleased to offer you position of Intern cum Graduate Trainee Engineer at InSolare Pvt Ltd (Ahmedabad).

You will be paid Rs. 18,000.00 per month till the internship period.

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Opp. Ramapir Tekra BRTS Bus Stop, Nava Wadaj, Ahmedabad-380013. **Ph.:** 079-29600277

To:

Mr. Harshavardhan M
S/O Mallappa C V
ChannarayanaHalli, Yenumalapadi, Chikkaballapur,
Karnataka - 563123

Subject: Internship/Employment offer to work with InSolare Pvt Ltd

Date: 02nd Feb 2023

Dear Harshavardhan M,

We are pleased to offer you position of Intern cum Graduate Trainee Engineer at InSolare Pvt Ltd (Ahmedabad).

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Opp. Ramapir Tekra BRTS Bus Stop, Nava Wadaj, Ahmedabad-380013. **Ph.:** 079-29600277

To:

Mr. Chethan Kalappa Ammanichanda
S/O A N Kalappa /
#140, 1St Floor, 1St Main 1St Cross, 3Rd Phase,
Manjunathanagar, Rajajinagar, Banagalore - 560010

Subject: Internship/Employment offer to work with InSolare Pvt Ltd

Date: 02nd Feb 2023

Dear Chethan Kalappa Ammanichanda,

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CIN: U45206KA2008PTC101033 **Ph.:** +91 080 41279389/86

Branch Office: 608/609, 6th Floor Lilamani Corporate Heights, Nr. Oron Angan Tower,
Opp. Ramapir Tekra BRTS Bus Stop, Nava Wadaj, Ahmedabad-380013. **Ph.:** 079-29600277

To:

Mr. Mudimela Venkata Lokesh
S/O Mudimela Sreenivasulu
1-128, Alamuru, Rudravaram Mandal, Allagadda,
Kurnool, Andhra Pradesh - 518543

Subject: Internship/Employment offer to work with InSolare Pvt Ltd

Date: 02nd Feb 2023

Dear Mudimela Venkata Lokesh,

We are pleased to offer you position of Intern cum Graduate Trainee Engineer at InSolare Pvt Ltd (Ahmedabad).

You will be paid Rs. 18,000.00 per month till the internship period.

On completion of Your Degree and confirmation, you will be holding Position of Graduate Trainee Engineer at the Remuneration of Rs 25,000.00 per month.

Please confirm the receipt of this offer and respond to us by 13th March 2023 with acceptance of this offer.

Once you accept the offer, you have choice to join us immediately either in Work from Home/Office as per situation.

Please contact us via email and/or phone to confirm and accept the initial offer.

Thanks



Dolly Kushwaha
AVP-HR
InSolare Energy Pvt Ltd.



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To:

Mr. Immidisetty Murali
S/O Immidisetty Munuswamy
Epuru Bit - I - B, Pantapalem, Muthukuru, Nellore,
Andhra Pradesh - 524323

Subject: Internship/Employment offer to work with InSolare Pvt Ltd

Date: 02nd Feb 2023

Dear Immidisetty Murali,

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To:

Mr. Vinay Kumar S
S/O Somashankar
R Gaddur, Gm Halli Post, Mulbagal Taluk, Bangalore,
Karnataka - 563132

Subject: Internship/Employment offer to work with InSolare Pvt Ltd

Date: 02nd Feb 2023

Dear Vinay Kumar S,

We are pleased to offer you position of Intern cum Graduate Trainee Engineer at InSolare Pvt Ltd (Ahmedabad).

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To:

Mr. Niranjana L
S/O Lakshmana Murthy C
Ward No 4, Prashanth Nagar, Chikkaballapur District,
Karnataka - 562101

Subject: Internship/Employment offer to work with InSolare Pvt Ltd

Date: 02nd Feb 2023

Dear Niranjana L,

We are pleased to offer you position of Intern cum Graduate Trainee Engineer at InSolare Pvt Ltd (Ahmedabad).

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To:

Mr. Hemanth K

S/O R Krishnamurthy

Vayunandana Layout, Narayanappa Site-1, Hebbal

Kempapura, Bangalore 560024

Subject: Internship/Employment offer to work with InSolare Pvt Ltd

Date: 02nd Feb 2023

Dear Hemanth K,

We are pleased to offer you position of Intern cum Graduate Trainee Engineer at InSolare Pvt Ltd (Ahmedabad).

You will be paid Rs. 18,000.00 per month till the internship period.

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To:

Mr. Dade Rahul

S/O Dade Sreeni

28/850-Q, Viswanagar, Near Gayatri Temple Nandyal,
Kurnool, Andhra Pradesh - 518501

Subject: Internship/Employment offer to work with InSolare Pvt Ltd

Date: 02nd Feb 2023

Dear Dade Rahul,

We are pleased to offer you position of Intern cum Graduate Trainee Engineer at InSolare Pvt Ltd (Ahmedabad).

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To:

Mr. Chris Benjamin Oliver
S/O Carlton Oliver
E-3, Manyata Residency, Manyata Tech Park, Nagavara,
Bangalore North, Karnataka - 560045

Subject: Internship/Employment offer to work with InSolare Pvt Ltd

Date: 02nd Feb 2023

Dear Chris Benjamin Oliver,

We are pleased to offer you position of Intern cum Graduate Trainee Engineer at InSolare Pvt Ltd (Ahmedabad).

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To:

Mr. Duggasani Venkata Yoganatha Reddy
S/O Duggasani Pavan Kumar Reddy
56-9, Boggudu Palli, Pulivendla, Cuddapah,
Andhra Pradesh - 516390

Subject: Internship/Employment offer to work with InSolare Pvt Ltd

Date: 02nd Feb 2023

Dear Duggasani Venkata Yoganatha Reddy,

We are pleased to offer you position of Intern cum Graduate Trainee Engineer at InSolare Pvt Ltd (Ahmedabad).

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To:

Mr. Baredy Niranjan Reddy
S/O Baredy Nageswara Reddy
2-78, Gubagundam, Kurnool District,
Andhra Pradesh, 518543

Subject: Internship/Employment offer to work with InSolare Pvt Ltd

Date: 02nd Feb 2023

Dear Baredy Niranjan Reddy,

We are pleased to offer you position of Intern cum Graduate Trainee Engineer at InSolare Pvt Ltd (Ahmedabad).

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To:

Mr. Bhemisetty Kireti
S/O B Prabhaker
8-4-34, Balaj Street, Gadwal, Mahabubnagar,
Telanagana - 509125

Subject: Internship/Employment offer to work with InSolare Pvt Ltd

Date: 02nd Feb 2023

Dear Bhemisetty Kireti,

We are pleased to offer you position of Intern cum Graduate Trainee Engineer at InSolare Pvt Ltd (Ahmedabad).

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To:

Mr. Kadali Lakshmi Swaroop
S/O Kadali Eswara Rao
6-105, Tatipaka, Razole Mandalam, Telephone Exchange
Venuka, East Godavari, Andhra Pradesh - 533249

Subject: Internship/Employment offer to work with InSolare Pvt Ltd

Date: 02nd Feb 2023

Dear Kadali Lakshmi Swaroop,

We are pleased to offer you position of Intern cum Graduate Trainee Engineer at InSolare Pvt Ltd (Ahmedabad).

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To:

Mr. Vishal V M

S/O M V Manohar

No.163, Srisai Krupa, 1St Cross, G.Ramaiah Enclave, Best
County, Bangalore, Karnataka - 560097

Subject: Internship/Employment offer to work with InSolare Pvt Ltd

Date: 02nd Feb 2023

Dear Vishal V M,

We are pleased to offer you position of Intern cum Graduate Trainee Engineer at InSolare Pvt Ltd (Ahmedabad).

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To:

Mr. Palle Jaya Sandeep Reddy
S/O Palle Venkateswara Reddy
2-95, Maon Road, Narsepalle, Uyyalawada, Kurnool,
Andhra Pradesh - 518155

Subject: Internship/Employment offer to work with InSolare Pvt Ltd

Date: 02nd Feb 2023

Dear Palle Jaya Sandeep Reddy,

We are pleased to offer you position of Intern cum Graduate Trainee Engineer at InSolare Pvt Ltd (Ahmedabad).

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To:

Mr. Muhammed Jazib Ahmed
S/O Muhammed Jameel Ahmed
No 183 ,6Th Main 2Nd Block, Rt Nagar,Bangalore,
Karnataka, 560032

Subject: Internship/Employment offer to work with InSolare Pvt Ltd

Date: 02nd Feb 2023

Dear Muhammed Jazib Ahmed,

We are pleased to offer you position of Intern cum Graduate Trainee Engineer at InSolare Pvt Ltd (Ahmedabad).

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To:

Mr. Rudraprasad T M
S/O Manjunath T G
Shree Vidyanikethana School, Attur Layout, Yelahanka
Bangaluru, Karnataka, 560064

Subject: Internship/Employment offer to work with InSolare Pvt Ltd

Date: 02nd Feb 2023

Dear Rudraprasad T M,

We are pleased to offer you position of Intern cum Graduate Trainee Engineer at InSolare Pvt Ltd (Ahmedabad).

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To:

Mr. Chinthala Palli Kranthi Kumar
S/O Chinthala Palli Narayana Swam
1-108, Gotlur, Dharmavaram, Ananthapur
Andhra Pradesh - 515672

Subject: Internship/Employment offer to work with InSolare Pvt Ltd

Date: 02nd Feb 2023

Dear Chinthala Palli Kranthi Kumar,

We are pleased to offer you position of Intern cum Graduate Trainee Engineer at InSolare Pvt Ltd (Ahmedabad).

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To:

Mr. Uday A

S/O Annappa Shetty

#02, Narayana Gowda Building, Kempegowda Nagara,

T.Dasarahalli, Bangalore, Karnataka - 560057

Subject: Internship/Employment offer to work with InSolare Pvt Ltd

Date: 02nd Feb 2023

Dear Uday A,

We are pleased to offer you position of Intern cum Graduate Trainee Engineer at InSolare Pvt Ltd (Ahmedabad).

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To:

Mr. Yeddula Prudhvinath Reddy
S/O Yeddula Naga Lingeswara Reddy
3-4, Konguntapalli, Diguwapalli, Anantapur,
Andhra Pradesh - 515414

Subject: Internship/Employment offer to work with InSolare Pvt Ltd

Date: 02nd Feb 2023

Dear Yeddula Prudhvinath Reddy,

We are pleased to offer you position of Intern cum Graduate Trainee Engineer at InSolare Pvt Ltd (Ahmedabad).

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To:

Mr. Adarsh N

S/O Nataraju K C

No: 10, Adarsga Nilaya, 4Th Cross, 8Th Main,
Bhuvaneshwari Nagar, Dasarahalli, Bangalore North,
Karnataka - 560057

Subject: Internship/Employment offer to work with InSolare Pvt Ltd

Date: 02nd Feb 2023

Dear Adarsh N,

We are pleased to offer you position of Intern cum Graduate Trainee Engineer at InSolare Pvt Ltd (Ahmedabad).

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To:

Mr. Yarramsetty Venkata Sai Aravind
S/O Y Venkataramana
4-588-2, Kamatam Vari Palli, Pileru, Kondreddigaripalle,
Chittoor, Andhra Pradesh - 517214

Subject: Internship/Employment offer to work with InSolare Pvt Ltd

Date: 02nd Feb 2023

Dear Yarramsetty Venkata Sai Aravind,

We are pleased to offer you position of Intern cum Graduate Trainee Engineer at InSolare Pvt Ltd (Ahmedabad).

You will be paid Rs. 18,000.00 per month till the internship period.

On completion of Your Degree and confirmation, you will be holding Position of Graduate Trainee Engineer at the Remuneration of Rs 25,000.00 per month.

Please confirm the receipt of this offer and respond to us by 13th March 2023 with acceptance of this offer.

Once you accept the offer, you have choice to join us immediately either in Work from Home/Office as per situation.

Please contact us via email and/or phone to confirm and accept the initial offer.

Thanks



Dolly Kushwaha
AVP-HR
InSolare Energy Pvt Ltd.



InSolare Energy Pvt. Ltd.

Regd Office: ASK Towers, 5th Floor, Thoobarahalli Village, Varthur Hobli, Bangalore, Karnataka-560037.

CIN: U45206KA2008PTC101033 **Ph.:** +91 080 41279389/86

Branch Office: 608/609, 6th Floor Lilamani Corporate Heights, Nr. Oron Angan Tower,
Opp. Ramapir Tekra BRTS Bus Stop, Nava Wadaj, Ahmedabad-380013. **Ph.:** 079-29600277

To:

Mr. Mummireddygar Pavan Kumar Reddy
S/O M Muraga Reddy
4-107, Sivagiri Village, Chandragiri Mandalam, K
Sanambatla, Chittoor, Andhra Pradesh - 517505

Subject: Internship/Employment offer to work with InSolare Pvt Ltd

Date: 02nd Feb 2023

Dear Mummireddygar Pavan Kumar Reddy,

We are pleased to offer you position of Intern cum Graduate Trainee Engineer at InSolare Pvt Ltd (Ahmedabad).

You will be paid Rs. 18,000.00 per month till the internship period.

On completion of Your Degree and confirmation, you will be holding Position of Graduate Trainee Engineer at the Remuneration of Rs 25,000.00 per month.

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Opp. Ramapir Tekra BRTS Bus Stop, Nava Wadaj, Ahmedabad-380013. **Ph.:** 079-29600277

To:

Mr. Salipela Vasudeva Reddy
S/O Salipela Narayana Reddy
1-129, Nandyala, Bheemavaram, Kurnool,
Andhra Pradesh - 518523

Subject: Internship/Employment offer to work with InSolare Pvt Ltd

Date: 02nd Feb 2023

Dear Salipela Vasudeva Reddy,

We are pleased to offer you position of Intern cum Graduate Trainee Engineer at InSolare Pvt Ltd (Ahmedabad).

You will be paid Rs. 18,000.00 per month till the internship period.

On completion of Your Degree and confirmation, you will be holding Position of Graduate Trainee Engineer at the Remuneration of Rs 25,000.00 per month.

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Opp. Ramapir Tekra BRTS Bus Stop, Nava Wadaj, Ahmedabad-380013. **Ph.:** 079-29600277

To:

Ms. Nithya S

S/O Selvakumar T

No.4/1,1St Floor, 2Nd Cross, R S Palya, Kammanahalli,
Bangalore, Karnataka - 560033

Subject: Internship/Employment offer to work with InSolare Pvt Ltd

Date: 02nd Feb 2023

Dear Nithya S,

We are pleased to offer you position of Intern cum Graduate Trainee Engineer at InSolare Pvt Ltd (Ahmedabad).

You will be paid Rs. 18,000.00 per month till the internship period.

On completion of Your Degree and confirmation, you will be holding Position of Graduate Trainee Engineer at the Remuneration of Rs 25,000.00 per month.

Please confirm the receipt of this offer and respond to us by 13th March 2023 with acceptance of this offer.

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AVP-HR
InSolare Energy Pvt Ltd.



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Opp. Ramapir Tekra BRTS Bus Stop, Nava Wadaj, Ahmedabad-380013. **Ph.:** 079-29600277

To:

Mr. Raju Kumar

S/O Chote Lal

Gopalpur, Po-Sarkarpool Ps-Maheshtala Motherland

Kolkata, West Bengal, 700143

Subject: Internship/Employment offer to work with InSolare Pvt Ltd

Date: 02nd Feb 2023

Dear Raju Kumar,

We are pleased to offer you position of Intern cum Graduate Trainee Engineer at InSolare Pvt Ltd (Ahmedabad).

You will be paid Rs. 18,000.00 per month till the internship period.

On completion of Your Degree and confirmation, you will be holding Position of Graduate Trainee Engineer at the Remuneration of Rs 25,000.00 per month.

Please confirm the receipt of this offer and respond to us by 13th March 2023 with acceptance of this offer.

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InSolare Energy Pvt Ltd.



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Opp. Ramapir Tekra BRTS Bus Stop, Nava Wadaj, Ahmedabad-380013. **Ph.:** 079-29600277

To:

Mr. Pavan M R

S/O Ramesh P

#8, Madapura Village, Ambadalli Post, Channapatna,
Ramanagar District

Subject: Internship/Employment offer to work with InSolare Pvt Ltd

Date: 02nd Feb 2023

Dear Pavan M R,

We are pleased to offer you position of Intern cum Graduate Trainee Engineer at InSolare Pvt Ltd (Ahmedabad).

You will be paid Rs. 18,000.00 per month till the internship period.

On completion of Your Degree and confirmation, you will be holding Position of Graduate Trainee Engineer at the Remuneration of Rs 25,000.00 per month.

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Thanks



Dolly Kushwaha
AVP-HR
InSolare Energy Pvt Ltd.



To

Date: 9th December, 2022

Jagin R

Subject: Internship Offer Letter

Dear Jagin R,

In reference to your application, we would like to congratulate you on being selected for an internship with the IntelliPaat Software Solutions Pvt. Ltd. Your work is scheduled to start on **13th March, 2023** for a period of **6** months. During this period, you will get paid **Rs. 22,000/month** (Rupees Twenty-Two Thousand Only) and you will be working as a '**Business Development Trainee**'. The technical platform and job role will be shared with you by your manager on the day of your joining.

Note:

- Number of working days is **6** days a week.
- Your first month's salary(30 Days Salary)will be dispersed along with your **4th** month's salary.
- During this Internship, you are eligible to get up to **Rs 200,000/-** as an incentive based on your performance.
- During your internship, you are expected to be disciplined and sincere towards your job responsibility.
- Based on your performance, the Pre-Placement Offer will be released before the completion of your internship at IntelliPaat.
- The company reserves the right to pay or recover salary in lieu of the notice period (if applicable) or to relieve you before the expiry of the notice period. All payments and recoveries made under this clause will be based on Gross Salary
- You need to serve **30** days of notice period without fail, or else the management of IntelliPaat can hold your salary/ experience letter / relieving letter/ any background verification in the future.
- Minimum working duration must be 9 hours including a one-hour lunch/dinner break.
- After the successful completion of 6 Months Internship period total CTC would be **Rs 900,000 INR**.
- No examination preparatory leaves will be provided during this period
- If the college/university exams are pending then you are allowed to take leaves for exams and for applying for the same you need to get the letter from your TPO with examination dates and get it approved by your manager.

Again, congratulations and we look forward to working with you.

Yours truly,

For IntelliPaat Software Solutions Private Limited



Dewaker Singh Bisht
Director - Human Resources



IntelliPaat Software Solutions Pvt. Ltd.

AMR Tech Park 3, Ground Floor, Tower B, Bommanahalli, Hosur Road, Bengaluru, Karnataka-560068

To

Date: 9th December, 2022

Kartik Reddy

Subject: Internship Offer Letter

Dear Kartik Reddy,

In reference to your application, we would like to congratulate you on being selected for an internship with the IntelliPaat Software Solutions Pvt. Ltd. Your work is scheduled to start on **13th March, 2023** for a period of **6** months. During this period, you will get paid **Rs. 22,000/month** (Rupees Twenty-Two Thousand Only) and you will be working as a '**Business Development Trainee**'. The technical platform and job role will be shared with you by your manager on the day of your joining.

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For IntelliPaat Software Solutions Private Limited



Dewaker Singh Bisht
Director - Human Resources



IntelliPaat Software Solutions Pvt. Ltd.

AMR Tech Park 3, Ground Floor, Tower B, Bommanahalli, Hosur Road, Bengaluru, Karnataka-560068

To

Date: 9th December, 2022

Nishanth Kumar K

Subject: Internship Offer Letter

Dear Nishanth Kumar K,

In reference to your application, we would like to congratulate you on being selected for an internship with the IntelliPaat Software Solutions Pvt. Ltd. Your work is scheduled to start on **13th March, 2023** for a period of **6** months. During this period, you will get paid **Rs. 22,000/month** (Rupees Twenty-Two Thousand Only) and you will be working as a '**Business Development Trainee**'. The technical platform and job role will be shared with you by your manager on the day of your joining.

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Yours truly,

For IntelliPaat Software Solutions Private Limited



Dewaker Singh Bisht
Director - Human Resources



IntelliPaat Software Solutions Pvt. Ltd.

AMR Tech Park 3, Ground Floor, Tower B, Bommanahalli, Hosur Road, Bengaluru, Karnataka-560068

To

Date: 9th December, 2022

Syed Mohammed Nemaan

Subject: Internship Offer Letter

Dear Syed Mohammed Nemaan,

In reference to your application, we would like to congratulate you on being selected for an internship with the IntelliPaat Software Solutions Pvt. Ltd. Your work is scheduled to start on **13th March, 2023** for a period of **6** months. During this period, you will get paid **Rs. 22,000/month** (Rupees Twenty-Two Thousand Only) and you will be working as a '**Business Development Trainee**'. The technical platform and job role will be shared with you by your manager on the day of your joining.

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Yours truly,
For IntelliPaat Software Solutions Private Limited



Dewaker Singh Bisht
Director - Human Resources



IntelliPaat Software Solutions Pvt. Ltd.

AMR Tech Park 3, Ground Floor, Tower B, Bommanahalli, Hosur Road, Bengaluru, Karnataka-560068

To

Date: 9th December, 2022

Ranjith Babu R

Subject: Internship Offer Letter

Dear Ranjith Babu R,

In reference to your application, we would like to congratulate you on being selected for an internship with the IntelliPaat Software Solutions Pvt. Ltd. Your work is scheduled to start on **13th March, 2023** for a period of **6** months. During this period, you will get paid **Rs. 22,000/month** (Rupees Twenty-Two Thousand Only) and you will be working as a '**Business Development Trainee**'. The technical platform and job role will be shared with you by your manager on the day of your joining.

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Again, congratulations and we look forward to working with you.

Yours truly,

For IntelliPaat Software Solutions Private Limited



Dewaker Singh Bisht
Director - Human Resources



IntelliPaat Software Solutions Pvt. Ltd.

AMR Tech Park 3, Ground Floor, Tower B, Bommanahalli, Hosur Road, Bengaluru, Karnataka-560068

To

Date: 9th December, 2022

Devi Prasad B R

Subject: Internship Offer Letter

Dear Devi Prasad B R,

In reference to your application, we would like to congratulate you on being selected for an internship with the IntelliPaat Software Solutions Pvt. Ltd. Your work is scheduled to start on **13th March, 2023** for a period of **6** months. During this period, you will get paid **Rs. 22,000/month** (Rupees Twenty-Two Thousand Only) and you will be working as a '**Business Development Trainee**'. The technical platform and job role will be shared with you by your manager on the day of your joining.

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Again, congratulations and we look forward to working with you.

Yours truly,
For IntelliPaat Software Solutions Private Limited



Dewaker Singh Bisht
Director - Human Resources



IntelliPaat Software Solutions Pvt. Ltd.

AMR Tech Park 3, Ground Floor, Tower B, Bommanahalli, Hosur Road, Bengaluru, Karnataka-560068

To

Date: 9th December, 2022

Syed Sameer Hussain

Subject: Internship Offer Letter

Dear Syed Sameer Hussain,

In reference to your application, we would like to congratulate you on being selected for an internship with the IntelliPaat Software Solutions Pvt. Ltd. Your work is scheduled to start on **13th March, 2023** for a period of **6** months. During this period, you will get paid **Rs. 22,000/month** (Rupees Twenty-Two Thousand Only) and you will be working as a '**Business Development Trainee**'. The technical platform and job role will be shared with you by your manager on the day of your joining.

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Again, congratulations and we look forward to working with you.

Yours truly,

For IntelliPaat Software Solutions Private Limited



Dewaker Singh Bisht
Director - Human Resources



IntelliPaat Software Solutions Pvt. Ltd.

AMR Tech Park 3, Ground Floor, Tower B, Bommanahalli, Hosur Road, Bengaluru, Karnataka-560068

To

Date: 9th December, 2022

Mohammed Ghouse

Subject: Internship Offer Letter

Dear Mohammed Ghouse,

In reference to your application, we would like to congratulate you on being selected for an internship with the IntelliPaat Software Solutions Pvt. Ltd. Your work is scheduled to start on **13th March, 2023** for a period of **6** months. During this period, you will get paid **Rs. 22,000/month** (Rupees Twenty-Two Thousand Only) and you will be working as a '**Business Development Trainee**'. The technical platform and job role will be shared with you by your manager on the day of your joining.

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Yours truly,

For IntelliPaat Software Solutions Private Limited



Dewaker Singh Bisht
Director - Human Resources



IntelliPaat Software Solutions Pvt. Ltd.

AMR Tech Park 3, Ground Floor, Tower B, Bommanahalli, Hosur Road, Bengaluru, Karnataka-560068

To

Date: 9th December, 2022

Ruthvik R

Subject: Internship Offer Letter

Dear Ruthvik R,

In reference to your application, we would like to congratulate you on being selected for an internship with the IntelliPaat Software Solutions Pvt. Ltd. Your work is scheduled to start on **13th March, 2023** for a period of **6** months. During this period, you will get paid **Rs. 22,000/month** (Rupees Twenty-Two Thousand Only) and you will be working as a '**Business Development Trainee**'. The technical platform and job role will be shared with you by your manager on the day of your joining.

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Again, congratulations and we look forward to working with you.

Yours truly,

For IntelliPaat Software Solutions Private Limited



Dewaker Singh Bisht
Director - Human Resources



IntelliPaat Software Solutions Pvt. Ltd.

AMR Tech Park 3, Ground Floor, Tower B, Bommanahalli, Hosur Road, Bengaluru, Karnataka-560068

To

Date: 9th December, 2022

Rooman Shariff

Subject: Internship Offer Letter

Dear Rooman Shariff,

In reference to your application, we would like to congratulate you on being selected for an internship with the IntelliPaat Software Solutions Pvt. Ltd. Your work is scheduled to start on **13th March, 2023** for a period of **6** months. During this period, you will get paid **Rs. 22,000/month** (Rupees Twenty-Two Thousand Only) and you will be working as a '**Business Development Trainee**'. The technical platform and job role will be shared with you by your manager on the day of your joining.

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For IntelliPaat Software Solutions Private Limited



Dewaker Singh Bisht
Director - Human Resources



IntelliPaat Software Solutions Pvt. Ltd.

AMR Tech Park 3, Ground Floor, Tower B, Bommanahalli, Hosur Road, Bengaluru, Karnataka-560068

To

Date: 9th December, 2022

G V S Rohith

Subject: Internship Offer Letter

Dear G V S Rohith,

In reference to your application, we would like to congratulate you on being selected for an internship with the IntelliPaat Software Solutions Pvt. Ltd. Your work is scheduled to start on **13th March, 2023** for a period of **6** months. During this period, you will get paid **Rs. 22,000/month** (Rupees Twenty-Two Thousand Only) and you will be working as a '**Business Development Trainee**'. The technical platform and job role will be shared with you by your manager on the day of your joining.

Note:

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- No examination preparatory leaves will be provided during this period
- If the college/university exams are pending then you are allowed to take leaves for exams and for applying for the same you need to get the letter from your TPO with examination dates and get it approved by your manager.

Again, congratulations and we look forward to working with you.

Yours truly,

For IntelliPaat Software Solutions Private Limited



Dewaker Singh Bisht
Director - Human Resources



IntelliPaat Software Solutions Pvt. Ltd.

AMR Tech Park 3, Ground Floor, Tower B, Bommanahalli, Hosur Road, Bengaluru, Karnataka-560068

To

Date: 9th December, 2022

Vurimi Venkata Naga Harshavardhan

Subject: Internship Offer Letter

Dear Vurimi Venkata Naga Harshavardhan,

In reference to your application, we would like to congratulate you on being selected for an internship with the Intellipaat Software Solutions Pvt. Ltd. Your work is scheduled to start on **13th March, 2023** for a period of **6** months. During this period, you will get paid **Rs. 22,000/month** (Rupees Twenty-Two Thousand Only) and you will be working as a '**Business Development Trainee**'. The technical platform and job role will be shared with you by your manager on the day of your joining.

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For Intellipaat Software Solutions Private Limited



Dewaker Singh Bisht
Director - Human Resources



Intellipaat Software Solutions Pvt. Ltd.

AMR Tech Park 3, Ground Floor, Tower B, Bommanahalli, Hosur Road, Bengaluru, Karnataka-560068

To

Date: 9th December, 2022

Poornachandra R

Subject: Internship Offer Letter

Dear Poornachandra R,

In reference to your application, we would like to congratulate you on being selected for an internship with the IntelliPaat Software Solutions Pvt. Ltd. Your work is scheduled to start on **13th March, 2023** for a period of **6** months. During this period, you will get paid **Rs. 22,000/month** (Rupees Twenty-Two Thousand Only) and you will be working as a '**Business Development Trainee**'. The technical platform and job role will be shared with you by your manager on the day of your joining.

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Yours truly,

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Dewaker Singh Bisht
Director - Human Resources



IntelliPaat Software Solutions Pvt. Ltd.

AMR Tech Park 3, Ground Floor, Tower B, Bommanahalli, Hosur Road, Bengaluru, Karnataka-560068

To

Date: 9th December, 2022

Kunchapu Likhith

Subject: Internship Offer Letter

Dear Kunchapu Likhith,

In reference to your application, we would like to congratulate you on being selected for an internship with the IntelliPaat Software Solutions Pvt. Ltd. Your work is scheduled to start on **13th March, 2023** for a period of **6** months. During this period, you will get paid **Rs. 22,000/month** (Rupees Twenty-Two Thousand Only) and you will be working as a '**Business Development Trainee**'. The technical platform and job role will be shared with you by your manager on the day of your joining.

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Dewaker Singh Bisht
Director - Human Resources



IntelliPaat Software Solutions Pvt. Ltd.

AMR Tech Park 3, Ground Floor, Tower B, Bommanahalli, Hosur Road, Bengaluru, Karnataka-560068

To

Date: 9th December, 2022

Obili Prasanna Kumar

Subject: Internship Offer Letter

Dear Obili Prasanna Kumar,

In reference to your application, we would like to congratulate you on being selected for an internship with the IntelliPaat Software Solutions Pvt. Ltd. Your work is scheduled to start on **13th March, 2023** for a period of **6** months. During this period, you will get paid **Rs. 22,000/month** (Rupees Twenty-Two Thousand Only) and you will be working as a '**Business Development Trainee**'. The technical platform and job role will be shared with you by your manager on the day of your joining.

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For IntelliPaat Software Solutions Private Limited



Dewaker Singh Bisht
Director - Human Resources



IntelliPaat Software Solutions Pvt. Ltd.

AMR Tech Park 3, Ground Floor, Tower B, Bommanahalli, Hosur Road, Bengaluru, Karnataka-560068

To

Date: 9th December, 2022

Alan John

Subject: Internship Offer Letter

Dear Alan John,

In reference to your application, we would like to congratulate you on being selected for an internship with the IntelliPaat Software Solutions Pvt. Ltd. Your work is scheduled to start on **13th March, 2023** for a period of **6** months. During this period, you will get paid **Rs. 22,000/month** (Rupees Twenty-Two Thousand Only) and you will be working as a '**Business Development Trainee**'. The technical platform and job role will be shared with you by your manager on the day of your joining.

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Dewaker Singh Bisht
Director - Human Resources



IntelliPaat Software Solutions Pvt. Ltd.

AMR Tech Park 3, Ground Floor, Tower B, Bommanahalli, Hosur Road, Bengaluru, Karnataka-560068

To

Date: 9th December, 2022

Keerthan M

Subject: Internship Offer Letter

Dear Keerthan M,

In reference to your application, we would like to congratulate you on being selected for an internship with the IntelliPaat Software Solutions Pvt. Ltd. Your work is scheduled to start on **13th March, 2023** for a period of **6** months. During this period, you will get paid **Rs. 22,000/month** (Rupees Twenty-Two Thousand Only) and you will be working as a '**Business Development Trainee**'. The technical platform and job role will be shared with you by your manager on the day of your joining.

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Director - Human Resources



IntelliPaat Software Solutions Pvt. Ltd.

AMR Tech Park 3, Ground Floor, Tower B, Bommanahalli, Hosur Road, Bengaluru, Karnataka-560068

To

Date: 9th December, 2022

Abhishek Kamble

Subject: Internship Offer Letter

Dear Abhishek Kamble,

In reference to your application, we would like to congratulate you on being selected for an internship with the IntelliPaat Software Solutions Pvt. Ltd. Your work is scheduled to start on **13th March, 2023** for a period of **6** months. During this period, you will get paid **Rs. 22,000/month** (Rupees Twenty-Two Thousand Only) and you will be working as a '**Business Development Trainee**'. The technical platform and job role will be shared with you by your manager on the day of your joining.

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Director - Human Resources



IntelliPaat Software Solutions Pvt. Ltd.

AMR Tech Park 3, Ground Floor, Tower B, Bommanahalli, Hosur Road, Bengaluru, Karnataka-560068

To

Date: 9th December, 2022

P Arun Kumar

Subject: Internship Offer Letter

Dear P Arun Kumar,

In reference to your application, we would like to congratulate you on being selected for an internship with the Intellipaat Software Solutions Pvt. Ltd. Your work is scheduled to start on **13th March, 2023** for a period of **6** months. During this period, you will get paid **Rs. 22,000/month** (Rupees Twenty-Two Thousand Only) and you will be working as a '**Business Development Trainee**'. The technical platform and job role will be shared with you by your manager on the day of your joining.

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Dewaker Singh Bisht
Director - Human Resources



Intellipaat Software Solutions Pvt. Ltd.

AMR Tech Park 3, Ground Floor, Tower B, Bommanahalli, Hosur Road, Bengaluru, Karnataka-560068

To

Date: 9th December, 2022

Abdul Khadar M S

Subject: Internship Offer Letter

Dear Abdul Khadar M S,

In reference to your application, we would like to congratulate you on being selected for an internship with the Intellipaat Software Solutions Pvt. Ltd. Your work is scheduled to start on **13th March, 2023** for a period of **6** months. During this period, you will get paid **Rs. 22,000/month** (Rupees Twenty-Two Thousand Only) and you will be working as a '**Business Development Trainee**'. The technical platform and job role will be shared with you by your manager on the day of your joining.

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Dewaker Singh Bisht
Director - Human Resources



Intellipaat Software Solutions Pvt. Ltd.

AMR Tech Park 3, Ground Floor, Tower B, Bommanahalli, Hosur Road, Bengaluru, Karnataka-560068

To

Date: 9th December, 2022

Manoj S

Subject: Internship Offer Letter

Dear Manoj S,

In reference to your application, we would like to congratulate you on being selected for an internship with the IntelliPaat Software Solutions Pvt. Ltd. Your work is scheduled to start on **13th March, 2023** for a period of **6** months. During this period, you will get paid **Rs. 22,000/month** (Rupees Twenty-Two Thousand Only) and you will be working as a '**Business Development Trainee**'. The technical platform and job role will be shared with you by your manager on the day of your joining.

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Dewaker Singh Bisht
Director - Human Resources



IntelliPaat Software Solutions Pvt. Ltd.

AMR Tech Park 3, Ground Floor, Tower B, Bommanahalli, Hosur Road, Bengaluru, Karnataka-560068

To

Date: 9th December, 2022

Abdul Wajeed

Subject: Internship Offer Letter

Dear Abdul Wajeed,

In reference to your application, we would like to congratulate you on being selected for an internship with the IntelliPaat Software Solutions Pvt. Ltd. Your work is scheduled to start on **13th March, 2023** for a period of **6** months. During this period, you will get paid **Rs. 22,000/month** (Rupees Twenty-Two Thousand Only) and you will be working as a '**Business Development Trainee**'. The technical platform and job role will be shared with you by your manager on the day of your joining.

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Dewaker Singh Bisht
Director - Human Resources



IntelliPaat Software Solutions Pvt. Ltd.

AMR Tech Park 3, Ground Floor, Tower B, Bommanahalli, Hosur Road, Bengaluru, Karnataka-560068

To

Date: 9th December, 2022

Yashwanth D

Subject: Internship Offer Letter

Dear Yashwanth D,

In reference to your application, we would like to congratulate you on being selected for an internship with the IntelliPaat Software Solutions Pvt. Ltd. Your work is scheduled to start on **13th March, 2023** for a period of **6** months. During this period, you will get paid **Rs. 22,000/month** (Rupees Twenty-Two Thousand Only) and you will be working as a '**Business Development Trainee**'. The technical platform and job role will be shared with you by your manager on the day of your joining.

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Dewaker Singh Bisht
Director - Human Resources



IntelliPaat Software Solutions Pvt. Ltd.

AMR Tech Park 3, Ground Floor, Tower B, Bommanahalli, Hosur Road, Bengaluru, Karnataka-560068

To

Date: 9th December, 2022

Kulsum Alam

Subject: Internship Offer Letter

Dear Kulsum Alam,

In reference to your application, we would like to congratulate you on being selected for an internship with the IntelliPaat Software Solutions Pvt. Ltd. Your work is scheduled to start on **13th March, 2023** for a period of **6** months. During this period, you will get paid **Rs. 22,000/month** (Rupees Twenty-Two Thousand Only) and you will be working as a '**Business Development Trainee**'. The technical platform and job role will be shared with you by your manager on the day of your joining.

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- If the college/university exams are pending then you are allowed to take leaves for exams and for applying for the same you need to get the letter from your TPO with examination dates and get it approved by your manager.

Again, congratulations and we look forward to working with you.

Yours truly,

For IntelliPaat Software Solutions Private Limited



Dewaker Singh Bisht
Director - Human Resources



IntelliPaat Software Solutions Pvt. Ltd.

AMR Tech Park 3, Ground Floor, Tower B, Bommanahalli, Hosur Road, Bengaluru, Karnataka-560068

To

Date: 9th December, 2022

Chetan N Chalwadi

Subject: Internship Offer Letter

Dear Chetan N Chalwadi,

In reference to your application, we would like to congratulate you on being selected for an internship with the IntelliPaat Software Solutions Pvt. Ltd. Your work is scheduled to start on **13th March, 2023** for a period of **6** months. During this period, you will get paid **Rs. 22,000/month** (Rupees Twenty-Two Thousand Only) and you will be working as a '**Business Development Trainee**'. The technical platform and job role will be shared with you by your manager on the day of your joining.

Note:

- Number of working days is **6** days a week.
- Your first month's salary(30 Days Salary)will be dispersed along with your **4th** month's salary.
- During this Internship, you are eligible to get up to **Rs 200,000/-** as an incentive based on your performance.
- During your internship, you are expected to be disciplined and sincere towards your job responsibility.
- Based on your performance, the Pre-Placement Offer will be released before the completion of your internship at IntelliPaat.
- The company reserves the right to pay or recover salary in lieu of the notice period (if applicable) or to relieve you before the expiry of the notice period. All payments and recoveries made under this clause will be based on Gross Salary
- You need to serve **30** days of notice period without fail, or else the management of IntelliPaat can hold your salary/ experience letter / relieving letter/ any background verification in the future.
- Minimum working duration must be 9 hours including a one-hour lunch/dinner break.
- After the successful completion of 6 Months Internship period total CTC would be **Rs 900,000 INR**.
- No examination preparatory leaves will be provided during this period
- If the college/university exams are pending then you are allowed to take leaves for exams and for applying for the same you need to get the letter from your TPO with examination dates and get it approved by your manager.

Again, congratulations and we look forward to working with you.

Yours truly,

For IntelliPaat Software Solutions Private Limited



Dewaker Singh Bisht
Director - Human Resources



IntelliPaat Software Solutions Pvt. Ltd.

AMR Tech Park 3, Ground Floor, Tower B, Bommanahalli, Hosur Road, Bengaluru, Karnataka-560068

To

Date: 9th December, 2022

Rahul B

Subject: Internship Offer Letter

Dear Rahul B,

In reference to your application, we would like to congratulate you on being selected for an internship with the IntelliPaat Software Solutions Pvt. Ltd. Your work is scheduled to start on **13th March, 2023** for a period of **6** months. During this period, you will get paid **Rs. 22,000/month** (Rupees Twenty-Two Thousand Only) and you will be working as a '**Business Development Trainee**'. The technical platform and job role will be shared with you by your manager on the day of your joining.

Note:

- Number of working days is **6** days a week.
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- During this Internship, you are eligible to get up to **Rs 200,000/-** as an incentive based on your performance.
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- Based on your performance, the Pre-Placement Offer will be released before the completion of your internship at IntelliPaat.
- The company reserves the right to pay or recover salary in lieu of the notice period (if applicable) or to relieve you before the expiry of the notice period. All payments and recoveries made under this clause will be based on Gross Salary
- You need to serve **30** days of notice period without fail, or else the management of IntelliPaat can hold your salary/ experience letter / relieving letter/ any background verification in the future.
- Minimum working duration must be 9 hours including a one-hour lunch/dinner break.
- After the successful completion of 6 Months Internship period total CTC would be **Rs 900,000 INR**.
- No examination preparatory leaves will be provided during this period
- If the college/university exams are pending then you are allowed to take leaves for exams and for applying for the same you need to get the letter from your TPO with examination dates and get it approved by your manager.

Again, congratulations and we look forward to working with you.

Yours truly,

For IntelliPaat Software Solutions Private Limited



Dewaker Singh Bisht
Director - Human Resources



IntelliPaat Software Solutions Pvt. Ltd.

AMR Tech Park 3, Ground Floor, Tower B, Bommanahalli, Hosur Road, Bengaluru, Karnataka-560068

To

Date: 9th December, 2022

Bhanush B Shetty

Subject: Internship Offer Letter

Dear Bhanush B Shetty,

In reference to your application, we would like to congratulate you on being selected for an internship with the IntelliPaat Software Solutions Pvt. Ltd. Your work is scheduled to start on **13th March, 2023** for a period of **6** months. During this period, you will get paid **Rs. 22,000/month** (Rupees Twenty-Two Thousand Only) and you will be working as a '**Business Development Trainee**'. The technical platform and job role will be shared with you by your manager on the day of your joining.

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- No examination preparatory leaves will be provided during this period
- If the college/university exams are pending then you are allowed to take leaves for exams and for applying for the same you need to get the letter from your TPO with examination dates and get it approved by your manager.

Again, congratulations and we look forward to working with you.

Yours truly,

For IntelliPaat Software Solutions Private Limited



Dewaker Singh Bisht
Director - Human Resources



IntelliPaat Software Solutions Pvt. Ltd.

AMR Tech Park 3, Ground Floor, Tower B, Bommanahalli, Hosur Road, Bengaluru, Karnataka-560068

To

Date: 9th December, 2022

Gouse Azam

Subject: Internship Offer Letter

Dear Gouse Azam,

In reference to your application, we would like to congratulate you on being selected for an internship with the IntelliPaat Software Solutions Pvt. Ltd. Your work is scheduled to start on **13th March, 2023** for a period of **6** months. During this period, you will get paid **Rs. 22,000/month** (Rupees Twenty-Two Thousand Only) and you will be working as a '**Business Development Trainee**'. The technical platform and job role will be shared with you by your manager on the day of your joining.

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Again, congratulations and we look forward to working with you.

Yours truly,

For IntelliPaat Software Solutions Private Limited



Dewaker Singh Bisht
Director - Human Resources



IntelliPaat Software Solutions Pvt. Ltd.

AMR Tech Park 3, Ground Floor, Tower B, Bommanahalli, Hosur Road, Bengaluru, Karnataka-560068

Offer of Employment

Amrutha B

18-Jan-2023

Offer letter\2223\380

Merce Technologies Pvt. Ltd. (**Merce**) is happy to offer you a position of Trainee Engineer in our organisation. Your work location will be **Navi Mumbai, Maharashtra, India**. If you choose to accept our offer, you must reply in writing within three days from the date of receiving the offer, indicating your acceptance and the date on which you will be able to join us. This offer is valid only if you join on or before 20-Feb-2023.

We are offering you a position in **Merce**. Your CTC will be Rs. 5,00,000 per annum (Five Lakh only). Detailed break-up of salary is given at the end of this letter in Annexure 1. You will be reimbursed various expenses at actuals, provided they conform to the guidelines laid down by the Company from time to time.

Terms of employment

Probation Period

You will be on a probation period of six months from the date of your joining. Your performance will be reviewed at the end of probation period. Depending on the review, a probation period may be extended, or a confirmed position will be offered.

The management reserves right to extend or reduce the probation period based on your individual performance and/or the performance of the Company.

Working hours

Merce maintains working days each week from Monday to Friday, both inclusive. Working hours will be from 09:30 AM to 6:30 PM and Lunch from 1:00 PM to 2:00 PM, A list of company holidays is drawn up at the beginning of each calendar year.

Written log of activities

You will be expected to maintain a written log of all your professional activities, with durations for each activity. This log is fundamental for the operations of the company and its resource consumption tracking. Each day's log is expected to be at least 150 words in length. This log will be verified a few times every month, and all days for which no log has been submitted will be treated as days of leave.



Termination of services

During probation: During probation period, Merce reserves the right to terminate your employment in 30 days written notice or 30 days salary in lieu of notice.

During probation, if you choose to resign, you shall be required to give 30 days notice which will have to be accepted in writing by management. The management has right to waive or recover salary in lieu of notice period at its discretion.

On confirmation: After confirmation, the Company reserves the right to terminate your employment in sixty days written notice or 60 days salary in lieu of notice or part thereof.

You may terminate employment upon sixty days' written notice to the Company which will have to be accepted by the management in writing. Any early release will be adjusted against your salary.

Non-compete clause

Non-solicitation

During your employment with the Company and for a period of 12 months after you cease to be the employee of the company you shall not without the company's prior written consent, directly or indirectly engage or contact with any clients, or agents of Merce. You shall not without prior written consent engage directly or indirectly solicit or engage any employees or agents of the company or induce or persuade to any such person to cease working for Merce.

Obligations, if approached by a competitor

If at any time you are invited or approached to take up employment or to enter into business relations with a competitor of the company, you must provide copy of the Non-solicitation clause of this contract (but no other part of this contract).

Scope of restrictions

You agree that the restrictions contained in this contract are reasonable and necessary for protracting the legitimate interest of the company.



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Travel outside home station

You will make yourself available for travel away from Mumbai as and when required by your assignments.

Intellectual property ownership

All intellectual property created by you, e.g. documents, software source code, etc., in the course of business during your tenure with **Mercede**, are the intellectual property of **Mercede**, and you will have no rights over or ownership of such property.

Confidentiality of information

All information made available to you related to Mercede, its employees, business associates, collaborators, or clients, is confidential unless otherwise specified explicitly in writing. This includes information about our clients or information which becomes available to you when posted at client site.

Personal information on official systems

You will be provided data storage space, email boxes, and home directory areas on our computing systems. **Mercede** has the right to authorise a person or persons to examine and audit all information that you store in the office or on the computing systems and electronic storage media provided for your use by **Mercede** or its clients. **Mercede** may do so at any time, without prior notice, for any purpose.

This includes email messages that you have exchanged or data that you may have accessed from public information sites on the Internet.

Actions appropriate for business use

Your use of computing systems, information repositories, and electronic communication media must be appropriate for business use. In particular, you will not view, manipulate, transmit, store, or access pornographic material or any other type of material which may be found to be objectionable, repugnant or in bad taste in the opinion of any section of the staff of **Mercede** or their clients. This restriction also extends to other types of information or services that are not appropriate for business use, e.g. online cricket scores, even if your colleagues do not find it objectionable.

Unauthorised access to resources

You will be expected to access only those resources that you have been authorised to access. In particular, any attempt to deliberately gain access to systems, information, or computer accounts and passwords which have not been made available to you in the normal course of business will be treated as a violation of this rule. If you attempt this on systems under the administrative control of clients, it will be viewed with extreme seriousness.

If you inadvertently discover vulnerability in any access protection system in **Merce**, you are expected to make this information known immediately, in writing, by email to a predesignated email address specified below. If you discover such security vulnerability on a system under the administrative control of a client organisation, you are expected to make the details known to a senior member of the client organisation, the pre-designated email address and to your reporting officer in **Merce**, in writing, immediately.

The email address security-holes@merce.co is designated to receive security vulnerability reports.

Leave

You will be entitled to privilege leave on completing every month of service.


REGISTRAR 

Documents to be submitted

At the time of joining, you will be expected to submit one non-returnable photocopy of each of the following documents for our official records:

- Your secondary school leaving certificate or mark-sheet, containing, among other details, your date of birth
- Your graduation degree certificate or provisional certificate
- All post-graduate degree certificates, if you have completed any post-graduation courses, including diploma courses
- One copy of your passport sized photograph
- A recent salary slip from your last place of employment if you were employed earlier
- Relieving letter from your immediate previous employer and previous to last company
- Adhaar Card
- Pan Card
- One Cancelled cheque and Bank pass-book front page photo-copy.

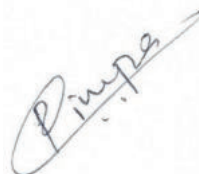
In addition, you will need to submit a statement giving full details of all income earned, income tax paid, and TDS deducted by you in the financial year of your joining us, prior to joining us. In your case, we will need a statement giving details of your income from the beginning of the current financial year to the date of your joining. This information will be used by our Accounts Department for calculation of TDS for you for the first year of your service with us.

Yours sincerely,

For Merce Technologies Pvt Ltd



Yatin Deshmukh
V P – Operations



Rimpa Adhikary
HR Executive



REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE



Merce Technologies Pvt Ltd

Unit No 301, Plot X-5/3, Technocity I.T Premises, TTC Industrial Area, Mahape, MIDC, Navi Mumbai 400710
T : +91 22 27781895/96/97 | E : info@merce.co | W : www.merce.co | CIN : U72200MH2000PTC124525

A warm welcome

We are certain that you will find **Merce** an attractive work environment, with strong demands on your creativity and intellect, and ample opportunity to let you grow as a professional. We are extremely selective about the people we invite to join us. We are confident that you will meet our expectations. We look forward to receiving you as a member of the **Merce** team.

* * * * *

I understand and accept the terms of employment outlined above, and intend to join **Merce** on the agreed date.

Signature

Full Name Amrutha B

Date


REGISTRAR 

Annexure 1

Salary Details

Amrutha B	Amount in rupees		
CTC Annual	Rs. 5,00,000	CTC Monthly	Rs. 37,499
Salary Structure	CTC Breakup (Annual)	CTC Breakup (monthly)	Annual Component
Basic Salary	2,00,000	16,667	
HRA	1,00,000	8,333	
Conveyance	19,200	1,600	
Medical Reimbursement	15,000	1,250	
Cell Phone Reimbursement	6,000	500	
Provident Funds	21,600	1,800	
Special Allowance	88,200	7,350	
Annual Year-End Bonus	12,500		12,500
Annual Performance Bonus	37,500		37,500
TOTAL CTC	5,00,000	37,499	50,000
Less: Provident Fund		3,600	
Less: Prof Tax		200	
NET SALARY		33,699	

Additional Benefit

1. Insurance coverage

- Health insurance for self, Rs.100,000 (this includes Covid19 treatment)
- Personal accident insurance for self for Rs.500,000

2. **Gratuity** is paid as per the Gratuity Act 1972 which is not included as part of your CTC.

Terms & Conditions

1. Annual Year-End Bonus is annual component and payable only if you are on payroll of the company as of 31 March of the financial year. The amount will be paid on pro-rata basis.
2. Annual Performance Bonus will be paid based on your individual performance and performance of the company. This will be applicable only if you are on payroll as on 31 March of the financial year.
3. You are eligible for gratuity as per the provisions of the payment of Gratuity Act.
4. Any incidence of tax on your compensation shall be to your account only.

For Merce Technologies Pvt Ltd



Yatin Deshmukh
V P – Operations



Rimpa Adhikary
HR Executive



REGISTRAR



PRESIDENCY UNIVERSITY
Registrar
BANGALORE

Offer of Employment

Yogeshwar S K

18-Jan-2023

Offer letter\2223\381

Merce Technologies Pvt. Ltd. (**Merce**) is happy to offer you a position of Trainee Engineer in our organisation. Your work location will be **Navi Mumbai, Maharashtra, India**. If you choose to accept our offer, you must reply in writing within three days from the date of receiving the offer, indicating your acceptance and the date on which you will be able to join us. This offer is valid only if you join on or before 20-Feb-2023.

We are offering you a position in **Merce**. Your CTC will be Rs. 5,00,000 per annum (Five Lakh only). Detailed break-up of salary is given at the end of this letter in Annexure 1. You will be reimbursed various expenses at actuals, provided they conform to the guidelines laid down by the Company from time to time.

Terms of employment

Probation Period

You will be on a probation period of six months from the date of your joining. Your performance will be reviewed at the end of probation period. Depending on the review, a probation period may be extended, or a confirmed position will be offered.

The management reserves right to extend or reduce the probation period based on your individual performance and/or the performance of the Company.

Working hours

Merce maintains working days each week from Monday to Friday, both inclusive. Working hours will be from 09:30 AM to 6:30 PM and Lunch from 1:00 PM to 2:00 PM, A list of company holidays is drawn up at the beginning of each calendar year.

Written log of activities

You will be expected to maintain a written log of all your professional activities, with durations for each activity. This log is fundamental for the operations of the company and its resource consumption tracking. Each day's log is expected to be at least 150 words in length. This log will be verified a few times every month, and all days for which no log has been submitted will be treated as days of leave.


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Termination of services

During probation: During probation period, Merce reserves the right to terminate your employment in 30 days written notice or 30 days salary in lieu of notice.

During probation, if you choose to resign, you shall be required to give 30 days notice which will have to be accepted in writing by management. The management has right to waive or recover salary in lieu of notice period at its discretion.

On confirmation: After confirmation, the Company reserves the right to terminate your employment in sixty days written notice or 60 days salary in lieu of notice or part thereof.

You may terminate employment upon sixty days' written notice to the Company which will have to be accepted by the management in writing. Any early release will be adjusted against your salary.

Non-compete clause

Non-solicitation

During your employment with the Company and for a period of 12 months after you cease to be the employee of the company you shall not without the company's prior written consent, directly or indirectly engage or contact with any clients, or agents of Merce. You shall not without prior written consent engage directly or indirectly solicit or engage any employees or agents of the company or induce or persuade to any such person to cease working for Merce.

Obligations, if approached by a competitor

If at any time you are invited or approached to take up employment or to enter into business relations with a competitor of the company, you must provide copy of the Non-solicitation clause of this contract (but no other part of this contract).

Scope of restrictions

You agree that the restrictions contained in this contract are reasonable and necessary for protracting the legitimate interest of the company.


REGISTRAR


Travel outside home station

You will make yourself available for travel away from Mumbai as and when required by your assignments.

Intellectual property ownership

All intellectual property created by you, e.g. documents, software source code, etc., in the course of business during your tenure with **Merce**, are the intellectual property of **Merce**, and you will have no rights over or ownership of such property.

Confidentiality of information

All information made available to you related to Merce, its employees, business associates, collaborators, or clients, is confidential unless otherwise specified explicitly in writing. This includes information about our clients or information which becomes available to you when posted at client site.

Personal information on official systems

You will be provided data storage space, email boxes, and home directory areas on our computing systems. **Merce** has the right to authorise a person or persons to examine and audit all information that you store in the office or on the computing systems and electronic storage media provided for your use by **Merce** or its clients. **Merce** may do so at any time, without prior notice, for any purpose.

This includes email messages that you have exchanged or data that you may have accessed from public information sites on the Internet.

Actions appropriate for business use

Your use of computing systems, information repositories, and electronic communication media must be appropriate for business use. In particular, you will not view, manipulate, transmit, store, or access pornographic material or any other type of material which may be found to be objectionable, repugnant or in bad taste in the opinion of any section of the staff of **Merce** or their clients. This restriction also extends to other types of information or services that are not appropriate for business use, e.g. online cricket scores, even if your colleagues do not find it objectionable.

Unauthorised access to resources

You will be expected to access only those resources that you have been authorised to access. In particular, any attempt to deliberately gain access to systems, information, or computer accounts and passwords which have not been made available to you in the normal course of business will be treated as a violation of this rule. If you attempt this on systems under the administrative control of clients, it will be viewed with extreme seriousness.

If you inadvertently discover vulnerability in any access protection system in **Merce**, you are expected to make this information known immediately, in writing, by email to a predesignated email address specified below. If you discover such security vulnerability on a system under the administrative control of a client organisation, you are expected to make the details known to a senior member of the client organisation, the pre-designated email address and to your reporting officer in **Merce**, in writing, immediately.

The email address security-holes@merce.co is designated to receive security vulnerability reports.

Leave

You will be entitled to privilege leave on completing every month of service.



REGISTRAR



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BANGALORE

Documents to be submitted

At the time of joining, you will be expected to submit one non-returnable photocopy of each of the following documents for our official records:

- Your secondary school leaving certificate or mark-sheet, containing, among other details, your date of birth
- Your graduation degree certificate or provisional certificate
- All post-graduate degree certificates, if you have completed any post-graduation courses, including diploma courses
- One copy of your passport sized photograph
- A recent salary slip from your last place of employment if you were employed earlier
- Relieving letter from your immediate previous employer and previous to last company
- Adhaar Card
- Pan Card
- One Cancelled cheque and Bank pass-book front page photo-copy.

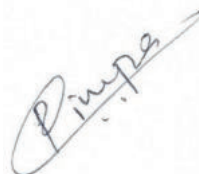
In addition, you will need to submit a statement giving full details of all income earned, income tax paid, and TDS deducted by you in the financial year of your joining us, prior to joining us. In your case, we will need a statement giving details of your income from the beginning of the current financial year to the date of your joining. This information will be used by our Accounts Department for calculation of TDS for you for the first year of your service with us.

Yours sincerely,

For Merce Technologies Pvt Ltd



Yatin Deshmukh
V P – Operations



Rimpa Adhikary
HR Executive



REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

A warm welcome

We are certain that you will find **Merce** an attractive work environment, with strong demands on your creativity and intellect, and ample opportunity to let you grow as a professional. We are extremely selective about the people we invite to join us. We are confident that you will meet our expectations. We look forward to receiving you as a member of the **Merce** team.

* * * * *

I understand and accept the terms of employment outlined above, and intend to join **Merce** on the agreed date.

Signature

Full Name Yogeshwar S K

Date


REGISTRAR 

Annexure 1

Salary Details

Yogeshwar S K	Amount in rupees		
CTC Annual	Rs. 5,00,000	CTC Monthly	Rs. 37,499
Salary Structure	CTC Breakup (Annual)	CTC Breakup (monthly)	Annual Component
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HRA	1,00,000	8,333	
Conveyance	19,200	1,600	
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Provident Funds	21,600	1,800	
Special Allowance	88,200	7,350	
Annual Year-End Bonus	12,500		12,500
Annual Performance Bonus	37,500		37,500
TOTAL CTC	5,00,000	37,499	50,000
Less: Provident Fund		3,600	
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NET SALARY		33,699	

Additional Benefit

1. Insurance coverage

- Health insurance for self, Rs.100,000 (this includes Covid19 treatment)
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2. **Gratuity** is paid as per the Gratuity Act 1972 which is not included as part of your CTC.

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2. Annual Performance Bonus will be paid based on your individual performance and performance of the company. This will be applicable only if you are on payroll as on 31 March of the financial year.
3. You are eligible for gratuity as per the provisions of the payment of Gratuity Act.
4. Any incidence of tax on your compensation shall be to your account only.

For Merce Technologies Pvt Ltd



Yatin Deshmukh
V P – Operations



Rimpa Adhikary
HR Executive



REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

Offer of Employment

Nitish Khurana

18-Jan-2023

Offer letter\2223\382

Merce Technologies Pvt. Ltd. (**Merce**) is happy to offer you a position of Trainee Engineer in our organisation. Your work location will be **Navi Mumbai, Maharashtra, India**. If you choose to accept our offer, you must reply in writing within three days from the date of receiving the offer, indicating your acceptance and the date on which you will be able to join us. This offer is valid only if you join on or before 20-Feb-2023.

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Merce maintains working days each week from Monday to Friday, both inclusive. Working hours will be from 09:30 AM to 6:30 PM and Lunch from 1:00 PM to 2:00 PM, A list of company holidays is drawn up at the beginning of each calendar year.

Written log of activities

You will be expected to maintain a written log of all your professional activities, with durations for each activity. This log is fundamental for the operations of the company and its resource consumption tracking. Each day's log is expected to be at least 150 words in length. This log will be verified a few times every month, and all days for which no log has been submitted will be treated as days of leave.



Termination of services

During probation: During probation period, Merce reserves the right to terminate your employment in 30 days written notice or 30 days salary in lieu of notice.

During probation, if you choose to resign, you shall be required to give 30 days notice which will have to be accepted in writing by management. The management has right to waive or recover salary in lieu of notice period at its discretion.

On confirmation: After confirmation, the Company reserves the right to terminate your employment in sixty days written notice or 60 days salary in lieu of notice or part thereof.

You may terminate employment upon sixty days' written notice to the Company which will have to be accepted by the management in writing. Any early release will be adjusted against your salary.

Non-compete clause

Non-solicitation

During your employment with the Company and for a period of 12 months after you cease to be the employee of the company you shall not without the company's prior written consent, directly or indirectly engage or contact with any clients, or agents of Merce. You shall not without prior written consent engage directly or indirectly solicit or engage any employees or agents of the company or induce or persuade to any such person to cease working for Merce.

Obligations, if approached by a competitor

If at any time you are invited or approached to take up employment or to enter into business relations with a competitor of the company, you must provide copy of the Non-solicitation clause of this contract (but no other part of this contract).

Scope of restrictions

You agree that the restrictions contained in this contract are reasonable and necessary for protracting the legitimate interest of the company.



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Travel outside home station

You will make yourself available for travel away from Mumbai as and when required by your assignments.

Intellectual property ownership

All intellectual property created by you, e.g. documents, software source code, etc., in the course of business during your tenure with **Merce**, are the intellectual property of **Merce**, and you will have no rights over or ownership of such property.

Confidentiality of information

All information made available to you related to Merce, its employees, business associates, collaborators, or clients, is confidential unless otherwise specified explicitly in writing. This includes information about our clients or information which becomes available to you when posted at client site.

Personal information on official systems

You will be provided data storage space, email boxes, and home directory areas on our computing systems. **Merce** has the right to authorise a person or persons to examine and audit all information that you store in the office or on the computing systems and electronic storage media provided for your use by **Merce** or its clients. **Merce** may do so at any time, without prior notice, for any purpose.

This includes email messages that you have exchanged or data that you may have accessed from public information sites on the Internet.

Actions appropriate for business use

Your use of computing systems, information repositories, and electronic communication media must be appropriate for business use. In particular, you will not view, manipulate, transmit, store, or access pornographic material or any other type of material which may be found to be objectionable, repugnant or in bad taste in the opinion of any section of the staff of **Merce** or their clients. This restriction also extends to other types of information or services that are not appropriate for business use, e.g. online cricket scores, even if your colleagues do not find it objectionable.

Unauthorised access to resources

You will be expected to access only those resources that you have been authorised to access. In particular, any attempt to deliberately gain access to systems, information, or computer accounts and passwords which have not been made available to you in the normal course of business will be treated as a violation of this rule. If you attempt this on systems under the administrative control of clients, it will be viewed with extreme seriousness.

If you inadvertently discover vulnerability in any access protection system in **Merce**, you are expected to make this information known immediately, in writing, by email to a predesignated email address specified below. If you discover such security vulnerability on a system under the administrative control of a client organisation, you are expected to make the details known to a senior member of the client organisation, the pre-designated email address and to your reporting officer in **Merce**, in writing, immediately.

The email address security-holes@merce.co is designated to receive security vulnerability reports.

Leave

You will be entitled to privilege leave on completing every month of service.


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Documents to be submitted

At the time of joining, you will be expected to submit one non-returnable photocopy of each of the following documents for our official records:

- Your secondary school leaving certificate or mark-sheet, containing, among other details, your date of birth
- Your graduation degree certificate or provisional certificate
- All post-graduate degree certificates, if you have completed any post-graduation courses, including diploma courses
- One copy of your passport sized photograph
- A recent salary slip from your last place of employment if you were employed earlier
- Relieving letter from your immediate previous employer and previous to last company
- Adhaar Card
- Pan Card
- One Cancelled cheque and Bank pass-book front page photo-copy.

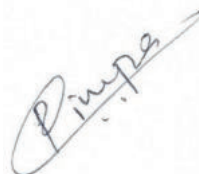
In addition, you will need to submit a statement giving full details of all income earned, income tax paid, and TDS deducted by you in the financial year of your joining us, prior to joining us. In your case, we will need a statement giving details of your income from the beginning of the current financial year to the date of your joining. This information will be used by our Accounts Department for calculation of TDS for you for the first year of your service with us.

Yours sincerely,

For Merce Technologies Pvt Ltd



Yatin Deshmukh
V P – Operations



Rimpa Adhikary
HR Executive



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BANGALORE



Merce Technologies Pvt Ltd

Unit No 301, Plot X-5/3, Technocity I.T Premises, TTC Industrial Area, Mahape, MIDC, Navi Mumbai 400710

T : +91 22 27781895/96/97 | E : info@merce.co | W : www.merce.co | CIN : U72200MH2000PTC124525

A warm welcome

We are certain that you will find **Merce** an attractive work environment, with strong demands on your creativity and intellect, and ample opportunity to let you grow as a professional. We are extremely selective about the people we invite to join us. We are confident that you will meet our expectations. We look forward to receiving you as a member of the **Merce** team.

* * * * *

I understand and accept the terms of employment outlined above, and intend to join **Merce** on the agreed date.

Signature

Full Name Nitish Khurana

Date


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Annexure 1

Salary Details

Nitish Khurana	Amount in rupees		
CTC Annual	Rs. 5,00,000	CTC Monthly	Rs. 37,499
Salary Structure	CTC Breakup (Annual)	CTC Breakup (monthly)	Annual Component
Basic Salary	2,00,000	16,667	
HRA	1,00,000	8,333	
Conveyance	19,200	1,600	
Medical Reimbursement	15,000	1,250	
Cell Phone Reimbursement	6,000	500	
Provident Funds	21,600	1,800	
Special Allowance	88,200	7,350	
Annual Year-End Bonus	12,500		12,500
Annual Performance Bonus	37,500		37,500
TOTAL CTC	5,00,000	37,499	50,000
<i>Less: Provident Fund</i>		3,600	
<i>Less: Prof Tax</i>		200	
NET SALARY		33,699	