

37



Offer: BUSINESS PROCESS SERVICES
Ref: TCSL/DT20223521267/Bangalore/BPS/BN
Date: 10/11/2022

Mr. Syed Saf
#1080/A,
Kajpavrukshanagar,Kesare 3rd Stage, Nr Mohalla, Mysore-570007
Lucky Tailor Shop
Mysore-570007
Karnataka
Tels -

Dear Mr. Syed Saf,

Sub: Letter of Offer and Terms of Traineeship

Thank you for exploring training opportunities with Tata Consultancy Services Limited(TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer as "Trainee BPS" for a period of 12 months. During this period you will be paid a stipend of Rs. 13,000/- per month. You will be engaged as a Trainee / Apprentice under the model / certified Standing Orders (as the case may be) applicable to you.

Kindly confirm your acceptance of this traineeship by proposing your date of joining and signing Annexure 1. If not accepted within 7 days of receipt, this offer is liable to lapse at the discretion of the Company. You may handover your acceptance letter to the HR Officer/ Induction Officer at any of our offices.

After you accept this letter of traineeship and clear the medical check-up and background check you will be given a letter of appointment as a trainee indicating the details of your joining date and initial place of posting after completing joining formalities as per company policy.

TCS decision of releasing the Offer of Traineeship and allowing you to join the organization before completion of your final Graduation examination which has been uncertainly delayed bwing to COVID-19 Pandemic, shall not be construed as a waiver of the condition specified in the Terms of Traineeship under clause "Pre-requisites of Traineeship". The status of your Graduation completion will be reviewed periodically. The Management reserves the right to revoke this Offer of Traineeship if it is later established that you could not successfully complete your Graduation without any pending arrears/backings.

Private and Confidential
TCSL/DT20223521267

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited
Registered Office: 101, 102, 103, 104, 105, 106, 107, 108, 109, 110, 111, 112, 113, 114, 115, 116, 117, 118, 119, 120, 121, 122, 123, 124, 125, 126, 127, 128, 129, 130, 131, 132, 133, 134, 135, 136, 137, 138, 139, 140, 141, 142, 143, 144, 145, 146, 147, 148, 149, 150, 151, 152, 153, 154, 155, 156, 157, 158, 159, 160, 161, 162, 163, 164, 165, 166, 167, 168, 169, 170, 171, 172, 173, 174, 175, 176, 177, 178, 179, 180, 181, 182, 183, 184, 185, 186, 187, 188, 189, 190, 191, 192, 193, 194, 195, 196, 197, 198, 199, 200, 201, 202, 203, 204, 205, 206, 207, 208, 209, 210, 211, 212, 213, 214, 215, 216, 217, 218, 219, 220, 221, 222, 223, 224, 225, 226, 227, 228, 229, 230, 231, 232, 233, 234, 235, 236, 237, 238, 239, 240, 241, 242, 243, 244, 245, 246, 247, 248, 249, 250, 251, 252, 253, 254, 255, 256, 257, 258, 259, 260, 261, 262, 263, 264, 265, 266, 267, 268, 269, 270, 271, 272, 273, 274, 275, 276, 277, 278, 279, 280, 281, 282, 283, 284, 285, 286, 287, 288, 289, 290, 291, 292, 293, 294, 295, 296, 297, 298, 299, 300, 301, 302, 303, 304, 305, 306, 307, 308, 309, 310, 311, 312, 313, 314, 315, 316, 317, 318, 319, 320, 321, 322, 323, 324, 325, 326, 327, 328, 329, 330, 331, 332, 333, 334, 335, 336, 337, 338, 339, 340, 341, 342, 343, 344, 345, 346, 347, 348, 349, 350, 351, 352, 353, 354, 355, 356, 357, 358, 359, 360, 361, 362, 363, 364, 365, 366, 367, 368, 369, 370, 371, 372, 373, 374, 375, 376, 377, 378, 379, 380, 381, 382, 383, 384, 385, 386, 387, 388, 389, 390, 391, 392, 393, 394, 395, 396, 397, 398, 399, 400, 401, 402, 403, 404, 405, 406, 407, 408, 409, 410, 411, 412, 413, 414, 415, 416, 417, 418, 419, 420, 421, 422, 423, 424, 425, 426, 427, 428, 429, 430, 431, 432, 433, 434, 435, 436, 437, 438, 439, 440, 441, 442, 443, 444, 445, 446, 447, 448, 449, 450, 451, 452, 453, 454, 455, 456, 457, 458, 459, 460, 461, 462, 463, 464, 465, 466, 467, 468, 469, 470, 471, 472, 473, 474, 475, 476, 477, 478, 479, 480, 481, 482, 483, 484, 485, 486, 487, 488, 489, 490, 491, 492, 493, 494, 495, 496, 497, 498, 499, 500, 501, 502, 503, 504, 505, 506, 507, 508, 509, 510, 511, 512, 513, 514, 515, 516, 517, 518, 519, 520, 521, 522, 523, 524, 525, 526, 527, 528, 529, 530, 531, 532, 533, 534, 535, 536, 537, 538, 539, 540, 541, 542, 543, 544, 545, 546, 547, 548, 549, 550, 551, 552, 553, 554, 555, 556, 557, 558, 559, 560, 561, 562, 563, 564, 565, 566, 567, 568, 569, 570, 571, 572, 573, 574, 575, 576, 577, 578, 579, 580, 581, 582, 583, 584, 585, 586, 587, 588, 589, 590, 591, 592, 593, 594, 595, 596, 597, 598, 599, 600, 601, 602, 603, 604, 605, 606, 607, 608, 609, 610, 611, 612, 613, 614, 615, 616, 617, 618, 619, 620, 621, 622, 623, 624, 625, 626, 627, 628, 629, 630, 631, 632, 633, 634, 635, 636, 637, 638, 639, 640, 641, 642, 643, 644, 645, 646, 647, 648, 649, 650, 651, 652, 653, 654, 655, 656, 657, 658, 659, 660, 661, 662, 663, 664, 665, 666, 667, 668, 669, 670, 671, 672, 673, 674, 675, 676, 677, 678, 679, 680, 681, 682, 683, 684, 685, 686, 687, 688, 689, 690, 691, 692, 693, 694, 695, 696, 697, 698, 699, 700, 701, 702, 703, 704, 705, 706, 707, 708, 709, 710, 711, 712, 713, 714, 715, 716, 717, 718, 719, 720, 721, 722, 723, 724, 725, 726, 727, 728, 729, 730, 731, 732, 733, 734, 735, 736, 737, 738, 739, 740, 741, 742, 743, 744, 745, 746, 747, 748, 749, 750, 751, 752, 753, 754, 755, 756, 757, 758, 759, 760, 761, 762, 763, 764, 765, 766, 767, 768, 769, 770, 771, 772, 773, 774, 775, 776, 777, 778, 779, 780, 781, 782, 783, 784, 785, 786, 787, 788, 789, 790, 791, 792, 793, 794, 795, 796, 797, 798, 799, 800, 801, 802, 803, 804, 805, 806, 807, 808, 809, 810, 811, 812, 813, 814, 815, 816, 817, 818, 819, 820, 821, 822, 823, 824, 825, 826, 827, 828, 829, 830, 831, 832, 833, 834, 835, 836, 837, 838, 839, 840, 841, 842, 843, 844, 845, 846, 847, 848, 849, 850, 851, 852, 853, 854, 855, 856, 857, 858, 859, 860, 861, 862, 863, 864, 865, 866, 867, 868, 869, 870, 871, 872, 873, 874, 875, 876, 877, 878, 879, 880, 881, 882, 883, 884, 885, 886, 887, 888, 889, 890, 891, 892, 893, 894, 895, 896, 897, 898, 899, 900, 901, 902, 903, 904, 905, 906, 907, 908, 909, 910, 911, 912, 913, 914, 915, 916, 917, 918, 919, 920, 921, 922, 923, 924, 925, 926, 927, 928, 929, 930, 931, 932, 933, 934, 935, 936, 937, 938, 939, 940, 941, 942, 943, 944, 945, 946, 947, 948, 949, 950, 951, 952, 953, 954, 955, 956, 957, 958, 959, 960, 961, 962, 963, 964, 965, 966, 967, 968, 969, 970, 971, 972, 973, 974, 975, 976, 977, 978, 979, 980, 981, 982, 983, 984, 985, 986, 987, 988, 989, 990, 991, 992, 993, 994, 995, 996, 997, 998, 999, 1000

37

35

3

BBB No 026061



THE KARUR VYSYA BANK LIMITED
HUMAN RESOURCES DEPARTMENT
CENTRAL OFFICE, ERODE ROAD
KARUR - 639001, Tamil Nadu

Pin- 04324 - 226520, E.M. 200495/01/3/73 Email: hr@kvbmail.com
CIN L65110TN1910PLC001205

HRDIRECT_RECT_BSSE_CTCL/13920/2022

14/10/2022

Mr. Jeevana K P
Kattapura Village T Narasipura Taluk,
Mysore-571122,
Karnataka
E-Mail: jeevanakp2000@gmail.com
Mobile: 8217034618
Appl. Id: 186997



SUB: OFFER OF APPOINTMENT

With reference to your application for an appointment to the Bank's Service and subsequent Personal Interview, we are pleased to offer you appointment, governed by the following terms and conditions:

1. Commencement of Employment:

You will be designated as Branch Sales & Service Executive. As part of the joining process, you are advised to report on 02/11/2022 at the below mentioned address for Seven days Residential Induction Training. (Please refer Annexure for further details)

IYS Training and Services

No - 61, Haddy Street, Vanagaram Main Road, Athipattu,
Ambattur Industrial Estate, Chennai-600058.

Your employment will commence from the date of your joining at the training centre.

Post completion of the Induction Training, you are advised to report for duty on 09/11/2022 at our Mysore Branch. (Address mentioned below)

The Karur Vysya Bank Ltd.
No. 1987, Vinobha Road, Shivarampet,
Mysore - 570001, KA

This offer is subject to medical fitness. For this, you are advised to submit a satisfactory latest Medical Certificate & relevant reports of your fitness obtained from reputed Corporate Hospitals on your date of reporting at the training venue.



Cont..2

BBB No 026081



THE KARUR VYSYA BANK LIMITED
HUMAN RESOURCES DEPARTMENT
CENTRAL OFFICE, ERODE ROAD
KARUR - 630001, Tamil Nadu

Ph: 04324 - 226520. Extn 209465/67/7375. Email: recruitment@kvbmail.com
CIN:L65110TN1911APLC001295

HR/DIRECT_RECT_BSSE_CTCL/1/3922/2022

14/10/2022

Mr. Muthuraj G N
Jss Men'S Hostel Geetha Road Mysore, Rio Circle West,
Mysore, Mysore-570005,
Karnataka
E-Mail: muthurajgn608@gmail.com
Mobile: 8073380776
Appl. Id: 186970



SUB: OFFER OF APPOINTMENT

With reference to your application for an appointment in the Bank's Service and subsequent Personal Interview, we are pleased to offer you appointment governed by the following terms and conditions.

1. Commencement of Employment:

You will be designated as Branch Sales & Service Executive. As part of the joining process, you are advised to report on 02/11/2022 at the below mentioned address for Seven days Residential Induction Training (Please refer Annexure for further details)

TVS Training and Services
No : 61, Reddy Street, Vanagaram Main Road, Athipattu,
Ambattur Industrial Estate, Chennai-600058.

Your employment will commence from the date of your joining at the training centre.

Post completion of the Induction Training, you are advised to report for duty on 09/11/2022 at our Raichur Branch. (Address mentioned below)

The Karur Vysya Bank Ltd,
D.No-11-1-64/66 Part Of 60,Raichur,Rice Millers,Assoc,Building,Nr Gandhi,
Chowk Lingasugur Rd, Raichur - 584102, KA

This offer is subject to medical fitness. For this, you are advised to submit a satisfactory latest Medical Certificate & relevant reports of your fitness obtained from reputed Corporate Hospitals on your date of reporting at the training venue.



Cont..2

31

BBB No 026091



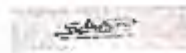
THE KARUR VYSYA BANK LIMITED
HUMAN RESOURCES DEPARTMENT
CENTRAL OFFICE, BRODE ROAD
KARUR - 638001, Tamil Nadu

Ph- 04324 - 225520, Extn.260460/67/73/75 Email: csr@kvbkarur.com
CIN L65110TN1916PLC001295

HRD/DIRECT_RECT_BSSE_CTC/L1/3923/2022

14/10/2022

Mr. Sharanagouda Mangyal
Sharanagouda S Mangyal, S/O: Sanganna C Mangyal, Near Hanuman
Temple Jammaladinni,
Muddebihal, Tq. Vijaypur, D, Muddebihal-586212,
Karnataka
E-Mail: mangyalsharan383@gmail.com
Mobile: 9686929757
Appl. Id: 186976



SUB: OFFER OF APPOINTMENT

With reference to your application for an appointment in the Bank's Service and subsequent Personal Interview, we are pleased to offer you appointment governed by the following terms and conditions

1. Commencement of Employment:

You will be designated as **Branch Sales & Service Executive**. As part of the joining process, you are **advised** to report on **02/11/2022** at the below mentioned address for Seven days **Residential Induction Training**. (Please refer Annexure for further details).

TVS Training and Services

**No : 61, Reddy Street, Vanagaram Main Road, Athipattu,
Ambattur Industrial Estate, Chennai-600058.**

Your employment will commence from the date of your joining at the training centre.

Post completion of the Induction Training, you are advised to report for duty on **09/11/2022** at our **Gangavathi Branch**. (Address mentioned below)

The Karur Vysya Bank Ltd.

**Arakara Rudrappa Complex, Ground Floor, Veersavarkar Marg,
Gangavathi - 583227, KA**

This offer is subject to medical fitness. For this, you are advised to submit a satisfactory **latest Medical Certificate & relevant reports** of your fitness obtained from reputed Corporate Hospitals on your date of reporting at the training venue.



Cont..2

BBB No 026070

HRD/DIRECT_RECT_BSBF_GTC/L1/970/3920/2022

Schedule I - Compensation Details

	Monthly	Annual
Annual CTC Package	25000	3,00,000
CTC Structure		
Basic Pay	10,000	1,20,000
Special Allowance	11,292	1,59,500
Monthly Gross (A)	21,292	2,79,500
NPS / DCRBS (Bank Contribution)	1,000	12,000
Annual Medical premium	293	3,500
Gratuity - As per Act (Half month salary per completed year of service)	417	5,000
Total (B)	1,709	20,500
Total CTC (C=A+B) #	25,000	3,00,000

Total CTC is Rupees Three Lakhs only.

In addition to the above CTC, eligible Location allowance shall be paid.

Subject to TDS as per applicable Tax Laws.





INSTANT IT TECHNOLOGY

Date -07th Nov, 2022

Mr. Saklaln Khan,

OFFER OF EMPLOYMENT

Dear Saklaln Khan,

This has reference to your application for employment with **Instant IT Technology**.

We are pleased to offer you the position of **Customer Executive** at a **CTC of 1,32,000/- per annum**.

You are requested to bring with you the following documents at the time of joining your duties.

- Four passport size photographs.
- Copies of educational/Professional certificates.
- Relieving letter from previous employer.
- Copy of last salary proof/ Bank Statement
- Copy of photo ID - Aadhaar Card, Passport, Pan Card or Driving License.
- Current/ Permanent Address Proof

This offer letter stands withdrawn if you are not able to submit the above listed documents or the submitted documents are found to be forged or information shared in your resume is misleading or your background verification is not cleared.

You are required to join duty on or before, 27th Oct at 9.30 am, failing which this offer will be treated as cancelled. Your probation period will be for three months starting from the date of you're joining.

We are happy to welcome you at Instant IT Technology and hope for a mutually beneficial association.

With Best Wishes
From Instant It Technology

Human Resources

Human Resources

Registered Office : E - 54 | Sector -63 | Noida | U.P. - 201301

Corporate Office : C-56/35 | Ground Floor | Sector - 62 | Noida | U.P. -201301

CALL: 9560732877

info@instantittechnology.com

www.instantittechnology.com

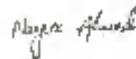
Annexure-I (Cost to Company Break-up)

Issued to: Saklaln Khan,

Components	Monthly	Annually
Basic	11,000	1,32,000
Total Gross	11,000	1,32,000
Professional Tax	200	2,400
Net Payable	10,800	1,29,600
CTC	11,000	1,32,000

Note: The details of your offer letter is a confidential information and sharing of any detail here with any other individual will be viewed seriously by the Company.

Authorized Signatory



Human Resources

Registered Office : E - 54 | Sector -63 | Noida | U.P. - 201301

Corporate Office : C-56/35 | Ground Floor | Sector - 62 | Noida | U.P. -201301

info@instantittechnology.com

CALL: 9560732877

www.instantittechnology.com

830 1

YAGACHI EDUCATION AND RESEARCH TRUST (R)

KIADB Thimmanahalli Industrial Area, NH-75, KANDALI-573217 – HASSAN
principal@navkisce.ac.in

Tel. 08172-297464, 9481450750, 9449922651

December 9, 2022

NCEH/OFFR/HR/0533/2021-22

Ms. Thejaswini J. N.
Near SBI Bank, Market Road
Javagal/pt, Arsikere (TQ)
Karnataka

Dear Ms. Thejaswini,

Sub: Letter of Offer for an Employment

Further to the interaction you had with us, we are pleased to offer you the Position of Assistant Professor- Department of Mathematics at Navkis College of Engineering, Hassan on a Gross Monthly Salary of Rs. 21,600/- (Rupees Twenty-One Thousand Six Hundred Only).

You are advised to report for Duty on or before December 14, 2022.

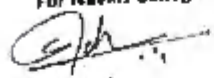
A Formal Letter of Appointment, with the attendant Terms and Conditions, will be handed over to you, upon your joining and completing the requisite formalities of On-boarding. We are pleased to attach the Schedule of Documents to be submitted at the time of joining.


Should you accept this Offer of Employment, please sign a copy of this letter, as a token of acceptance and return the same to Human Resource Department. Please note that this Offer shall stand valid, only if you produce, within Seven (7) Working Days, of your acceptance of this Letter, the written confirmation, from your Current Employer, that your resignation from the Services of that Organization has been accepted.

This Letter of Offer carries with it all our best wishes for your future endeavours and look forward to a long term association with you, should you decide to accept this Letter of Employment.

Yours sincerely,

For Navkis College of Engineering, Hassan


Principal


Chief Executive Officer

I, Mr./Ms. Thejaswini acknowledge the receipt of this Letter of Offer for Employment and hereby submit my detailed Resume, Latest Passport-size Photograph along with my Proof of my Residential Address along with Proof of my Date of Birth, for background verification. I confirm the acceptance of the Terms and Conditions contained herein above and agree to abide by the same.

Date of Acceptance: 14/12/2022
Date of joining : 14/12/2022
Signature : Thejaswini J.N



VIATRIS

Mylan Laboratories Limited
Hd. 32/1 & 2, 34/1 to 4, 7th to 12th Floor
Prestige Platina, Block 3, Kadubeesanahalli Village
Varthur Hobli, Outer Ring Road
Bangalore East Taluk, Bangalore - 560 103
Tel: +91 80 6672 8000. Fax: +91 80 6672 6899
Email: mylan.india@viatris.com
Web: <https://www.viatris.com/en-in/vi/india>
GIN: U24231TG1984PLC005146
A Viatris Company

Date: 26-September-2022

CONFIDENTIAL

Ms. Anusha H N
Kalkunike, Hunsur,
Mysuru, Karnataka

Dear Ms. Anusha,

Sub: Offer Letter

This has reference to your application form and the discussions we had with you. We are pleased to offer you the position of **Associate – Trainee at Grade 30 in Quality Control Department** in our organization, on the following terms & conditions.

1. Your fixed compensation will be **Rs.375000/- per annum (Three Lakhs Seventy-Five Thousand Rupees Only)**, inclusive of all annual and statutory benefits
2. You will be under Training period for One year
3. You will be based at **SFF, Bangalore**
4. A formal letter of appointment will be issued at the time of joining.
5. You will be governed by the Rules & Regulations of the Company that will be in force from time to time.
6. You are required to sign a separate confidentiality agreement with the company, which will form part of this appointment letter.
7. You are requested to undergo pre-employment medical check-up, organized through the company or by yourself per company guidelines. This offer of appointment is subject to your medical fitness
8. You are requested to bring the photocopies of the following documents for submission and originals of the same for verification at the time of reporting for duty.
 - a. Proof of date of birth / SSLC / HSC certificate stating date of birth.
 - b. Educational Qualification Certificates
 - c. Relieving letter from the previous employer and all experience certificates
 - d. Form No 16 from the previous employer
 - e. Salary Slips of last 2 months
 - f. Vaccination Certificate
 - g. Aadhar Card and PAN card copies
 - h. Six passports size photographs

We request you to join the organization at the earliest, however not later than **10-October-2022**.

Kindly sign the duplicate copy of this offer as an acceptance and confirm the date by which you will be joining us.

We look forward to having you in our team.

Please confirm your acceptance on or before **29-September-2022** otherwise the offer would stand void.

Thanking you.

Yours faithfully,
for **MYLAN LABORATORIES LIMITED**


Anupam Bhatt
Head of Human Relations – Injectables India

Gay



26 23 10

Contract Letter

Date: 16.09.2022

Mr. Punith Raj H N,
S/o, Nagaraj H N,
Hemmane, Bessur post,
Kodlipet hobli,
Somawarpet taluk,
Kodagu district,
Karnataka - 571231.

Dear Mr. Punith Raj H N.

We are pleased to appoint you as "Intern R&D" on temporary basis on the following terms and conditions.

1. Your Contract period shall be for a period three months, commencing from 19.09.2022 and will end on 19.12.2022. During this contract period you will be reporting to **Manager R&D**.

2. You will be paid a consolidated remuneration of Rs. 16000/- (Rupees: Sixteen Thousand only) per month. You will not be entitled to any other benefits other than statutory ones

3. Your present place of work will be at "Aron Universal Ltd" - Jigani.

4. You will be required to maintain utmost secrecy in respect of Project documents, commercial offer, design documents, Project cost & Estimation, Technology, Software packages license, company's policies, Company's patterns & Trade Mark and company's Human assets profile.

5. You will be required to comply with all such rules and regulations as the Company may frame from time to time.

6. Any of our technical or other important information which might come into your possession during the continuance of your assignment with us shall not be disclosed, divulged or made public by you even Thereafter.

7. If at any time in our opinion, which is final in this matter you are found non-performer or guilty of fraud, dishonest, disobedience, disorderly behavior, negligence, indiscipline, absence from duty without permission or any other conduct considered by us deterrent to our interest or of violation of one or more terms of this letter, your services may be terminated without notice and on account of reason of any of the acts or omission the company shall be entitled to recover the damages from you.

Signature >

[Signature]

Page 1 of 2



ARON UNIVERSAL LIMITED

Mfg. Plant & Regd. Office : # 257, A Phase, Jigani Industrial Area, Jigani, Bangalore - 560 105, INDIA
Phone : +91 80 2782 5331 / 315, 08110 416222 Fax : +91 80 2782 5794, E-mail : sales@aronuniversal.com
City Office : # 103/104, Brigade Business Suites, 44 T.M. Road, Jayanagar 2nd Block,
Bangalore - 560 011, INDIA. Phone : +91 80 2557 9209 Web : www.aronuniversal.com
GST No. : ZSAACG0443A1Z7, CIN : U74999KA1983PLC005391



omingo

ARON UNIVERSAL

8. During this contract period you have to do the Fifteen days' notice or forego Fifteen days salary in lieu of notice while resigning. However, agreeing for Fifteen days salary in lieu of notice period is solely at the discretion of company. While serving the notice period, the employee cannot avail any leave. Any leave availed will further extend the notice period accordingly.

9. You will not accept any present, commission or any sort of gratification in cash or kind from any person, party or firm or Company having dealing with the company and if you are offered any, you should immediately report the same to the Management.

10. You will be responsible for safekeeping and return in good condition and order of all Company property, which may be in your use, custody or charge.

If you accept the terms and conditions above mentioned, please sign the declaration in the duplicate and return to us. The original shall be retained by you.

We welcome you to Aron's family and look forward to a fruitful collaboration.

Yours sincerely,

For ARON UNIVERSAL LIMITED

Sunil Varghese
Chief Operating Officer

For Office use only

I hereby agree for the terms and conditions mentioned in the above offer letter.

Signature of the Candidate with date

NAME: Punith Roy H N

Punith H N
19/09/22



Signature >

(A.R.) >



ARON UNIVERSAL LIMITED

Mfg. Plant & Regd. Office : 25/1, Phase II, Jagan Industrial Area, Jagan, Bangalore - 560 105, INDIA.
Phone : +91 80 2732 5331 - 315 08110 415222 Fax : +91 80 2732 5734, E-mail : sales@aronuniversal.com

City Office : 103/104, Brigade Business Sams. 44, T.M. Road, Jayanagar 2nd Block,
Bangalore - 560 011, INDIA. Phone : +91 80 2657 9336 Web : www.aronuniversal.com

GST No. : 29AACCA448A127. CIN : UT899KA1903PLC005331



Remuneration Details

Name: Sagar H M

Position: Senior Officer

Group: RETAIL BANKING GROUP

	Senior Officer	
	Monthly	Annual
Basic	8,000	96,000
HRA	4,000	48,000
Supplementary Allowance*	7,084	85,008
Superannuation Allowance **	1,200	14,400
Total	20,284	2,43,408
Retirals		
Retirals (PF, Gratuity) ***	2,466	29,592
Total Fixed	22,750	2,73,000
Performance Linked Retention Pay#	2,157	26,004
Total CTC	24,917	2,99,004

* Supplementary allowance will include, Conveyance / Travel allowance, LTA, Medical, Canteen and any other allowance

*** You will be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity, in accordance with the statutory requirements and/or, as per Bank policy.

#Please note that there is no guaranteed performance linked retention pay, subject to however provisions of the payment of Bonus Act 1965, wherever applicable.

Printed by: G V SUNEETHA DEVI
Date: 2022.11.15 15:22:56 +05:30

Reason: Offer Letter
Location: Mumbai

Sagar H.M



PRIVATE AND CONFIDENTIAL

Reference No. - 1384352425

Applicant ID - 5411308

15-Nov-2022

Sagar H M

Dear Sagar,

We take great pleasure in extending an offer to you for being a part of ICICI Bank.

Please find enclosed the job offer letter.

Please quote your reference number, which is appearing on the top of this letter for all future correspondence.

In case you have any queries please feel free to contact at the below mentioned details:

E-Mail Address : icicicareers@icicibank.com

Telephone No. : 022-71872500

Yours sincerely,

ICICI Bank HR Team

Sagar H.M

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurta Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65180GJ1894PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.



PRIVATE AND CONFIDENTIAL

Reference No. - 1354352424
Applicant ID - 5410904

15-Nov-2022

Nagabasavanna M N

Dear Nagabasavanna,

We take great pleasure in extending an offer to you for being a part of ICICI Bank.

Please find enclosed the job offer letter.

Please quote your reference number, which is appearing on the top of this letter for all future correspondence.

In case you have any queries please feel free to contact at the below mentioned details:

E-Mail Address : icicicareers@icicibank.com

Telephone No. : 022-71672500

Yours sincerely,

ICICI Bank HR Team

Nagabasavanna

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chaldi Circle,
Old Padra Road,
Vadodra 390 007, India.

**Remuneration Details**

Name: Nagabasavanna M N
Position: Senior Officer
Group: RETAIL BANKING GROUP

	Senior Officer	
	Monthly	Annual
Basic	8,000	96,000
HRA	4,000	48,000
Supplementary Allowance*	7,884	85,008
Superannuation Allowance **	1,200	14,400
Total	20,284	2,43,408
Retirals		
Retirals (PF, Gratuity) ***	2,466	29,592
Total Fixed	22,750	2,73,000
Performance Linked Retention Pay#	2,167	26,004
Total CTC	24,917	2,99,004

* Supplementary allowance will include, Conveyance / Travel allowance, LTA, Medical, Canteen and any other allowance

*** You will be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity, in accordance with the statutory requirements and/or, as per Bank policy.

#Please note that there is no guaranteed performance linked retention pay, subject to however provisions of the payment of Bonus Act 1965, wherever applicable.

Digitally signed by G V SUNEETHA DEVI
Date: 2022.11.15 15:24:24 +05:30
Reason: Offer Letter
Location: Mumbai

Nagabasavanna M N

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L05190GJ1094PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodra 390 007, India.

ICICI Bank

15/15



PRIVATE AND CONFIDENTIAL

Reference No. - 1384212657

Applicant ID - 5274975

19-Jul-2022

Rachappaji K

Dear Rachappaji,

We take great pleasure in extending an offer to you for being a part of ICICI Bank.

Please find enclosed the job offer letter.

Please quote your reference number, which is appearing on the top of this letter for all future correspondence.

In case you have any queries please feel free to contact at the below mentioned details:

E-Mail Address : icicicareers@icicibank.com

Telephone No. : 022-71872500

Yours sincerely,

ICICI Bank HR Team

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN: L65190GJ1894PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.

Rachappaji.K



:5:

Reference No. - 1384212657
Rachappa] K

Annexure:

Remuneration:

- Your Base Salary will be Rs. 96,000/- (Rupees Ninety Six Thousand only) per annum.
- You will eligible for the Performance Linked Retention Pay, as per the policy of the Bank. Please note that there is no guaranteed performance bonus, subject to bowever provisions of the Payment of Bonus Act 1965, wherever applicable. The performance linked Retention pay would be payable to an employee only if the employee on the day of payout is on the rolls of the bank and he/she has not resigned and / or is not serving notice period.

Supplementary Allowances:

- You will be eligible for a Supplementary Allowance of Rs. 37,008/- (Rupees Thirty Seven Thousand Eight only) per annum. Supplementary allowance will include – Conveyance / Travel Allowance, LTA, Medical Reimbursement, Canteen and any other allowance. All the components of supplementary allowance are subject to limits and rules prescribed by income tax act and policies of the bank.
- You will be eligible for HRA of Rs. 48,000/- (Rupees Forty Eight Thousand only) per annum.
- The composition of supplementary allowance can be decided once in a year. The unexercised amount of the supplementary allowance will be paid to the employee subject to deduction of tax at source.

Superannuation Allowances:

- You will be eligible for a Superannuation Allowance of Rs. 14,400/- (Rupees Fourteen Thousand Four Hundred only) per annum.

ICICI Bank Limited
ICICI Bank Tower,
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2603 1114
Fax: (91-22) 2603 1122
Website www.icicibank.com
CIN: L65190GJ1994PLC021012

Regd. Office ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.

Rachappa] K



PRIVATE AND CONFIDENTIAL

Reference No. - 1384299926

Applicant ID - 5303723

11-Aug-2022

DEEPIKA K

Dear DEEPIKA,

We take great pleasure in extending an offer to you for being a part of ICICI Bank.

Please find enclosed the job offer letter.

Please quote your reference number, which is appearing on the top of this letter for all future correspondence.

In case you have any queries please feel free to contact at the below mentioned details:

E-Mail Address : icicicareers@icicibank.com

Telephone No. : 022-71872500

Yours sincerely,

ICICI Bank HR Team

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodra 390 007, India.

**Remuneration Details**

Name: DEEPIKA K

Position: Senior Officer

Group: RETAIL BANKING GROUP

	Senior Officer	
	Monthly	Annual
Basic	8,000	96,000
HRA	4,000	48,000
Supplementary Allowance*	7,084	85,008
Superannuation Allowance **	1,200	14,400
Total	20,284	2,43,408
Retrals		
Retrals (PF, Gratuity) ***	2,466	29,592
Total Fixed	22,750	2,73,000
Performance Linked Retention Pay#	2,167	26,004
Total CTC	24,917	2,99,004

* Supplementary allowance will include, Conveyance / Travel allowance, LTA, Medical, Canteen and any other allowance

*** You will be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity, in accordance with the statutory requirements and/or, as per Bank policy.

#Please note that there is no guaranteed performance linked retention pay, subject to however provisions of the payment of Bonus Act 1965, wherever applicable.

Digitally signed by G V SUNEETHA DEVI
Date: 2022.08.11 18:23:55 +05:30

Reason: Offer Letter
Location: Mumbai

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Pandra Road,
Vadodara 390 007, India.

Aspiring Solutions

Job offer letter

Dear VARSHITHA M R (CBZ - JSS College of Arts, Commerce & Science, Ooty Road - Mysore),

Aspiring Solutions is delighted to offer you the On Job Training for position of **Customer Service Associate (CSA)** with an anticipated start date of 23/08/2023

As the CSA you will be responsible for analyzing customer requirement, Processing customer requirement through several Banks like HDFC, Yes Bank etc., and maintain good relationship with customer as well as employer and ensure healthy atmosphere.

You will report directly to the Team Leader at Mysore, working 8 Hours of day, 6 days of week.

The starting salary for this position is Rs. 8,000/- per Month during OJT (3months) Payment is on a monthly basis by direct deposit, on 10th Day of next Working Month. In addition, you will be eligible to receive compensation and Incentives.

Your employment with the Aspiring Solutions will be on an at-will basis, which means you and the company are free to terminate employment at any time, with or without cause or advanced notice. This letter is not a contract indicating employment terms or duration.

Sincerely,



MANUKUMAR H C
Center Head

Aspiring Solutions

CTC Breakup (In INR):

Basic Salary	: 4000
HRA	: 2000
SPECIAL ALLOWANCE	: 2000
P.F	: NA
ESIC	: NA
<u>Total CTC</u>	: 8000

Earnings (In INR)

Basic Salary	: 4000
HRA	: 2000
SPECIAL ALLOWANCE	: 2000
<u>Gross Earnings</u>	: 8000

DEDUCTIONS (In INR):

Profession Tax	: 100
<u>Gross Deductions</u>	: 100

NET PAY (In INR) : **7900**

Aspiring Solutions

Job offer letter

Dear VIKAS M N (B.Com - JSS College of Arts, Commerce & Science, Gaty Road - Mysore),

Aspiring Solutions is delighted to offer you the On Job Training for position of **Customer Service Associate (CSA)** with an anticipated start date of 23/08/2023

As the CSA you will be responsible for analyzing customer requirement, Processing customer requirement through several Banks like HDFC, Yes Bank etc., and maintain good relationship with customer as well as employer and ensure healthy atmosphere.

You will report directly to the Team Leader at Mysore, working 8 Hours of day, 6 days of week.

The starting salary for this position is Rs. 8,000/- per Month during OJT (3months) Payment is on a monthly basis by direct deposit, on 10th Day of next Working Month. In addition, you will be eligible to receive compensation and Incentives.

Your employment with the Aspiring Solutions will be on an at-will basis, which means you and the company are free to terminate employment at any time, with or without cause or advanced notice. This letter is not a contract indicating employment terms or duration.

Sincerely,



MANUKUMAR H C
Center Head

Aspiring Solutions

CTC Breakup (In INR):

Basic Salary	: 4000
HRA	: 2000
SPECIAL ALLOWANCE	: 2000
P.F	: NA
ESIC	: NA
<u>Total CTC</u>	: 8000

Earnings (In INR)

Basic Salary	: 4000
HRA	: 2000
SPECIAL ALLOWANCE	: 2000
<u>Gross Earnings</u>	: 8000

DEDUCTIONS (In INR):

Profession Tax	: 100
<u>Gross Deductions</u>	: 100

NET PAY (In INR) : **7900**

Aspiring Solutions

Job offer letter

Dear TRIPTHI U KOKATE (BA-HEE - JSS College of Arts, Commerce & Science, Ooty Road - Mysore),

Aspiring Solutions is delighted to offer you the On Job Training for position of **Customer Service Associate (CSA)** with an anticipated start date of 23/08/2023

As the CSA you will be responsible for analyzing customer requirement, Processing customer requirement through several Banks like HDFC, Yes Bank etc., and maintain good relationship with customer as well as employer and ensure healthy atmosphere.

You will report directly to the Team Leader at Mysore, working 8 Hours of day, 6 days of week.

The starting salary for this position is Rs. 8,000/- per Month during OJT (3months) Payment is on a monthly basis by direct deposit, on 10th Day of next Working Month. In addition, you will be eligible to receive compensation and Incentives.

Your employment with the Aspiring Solutions will be on an at-will basis, which means you and the company are free to terminate employment at any time, with or without cause or advanced notice. This letter is not a contract indicating employment terms or duration.

Sincerely,



MANUKUMAR H C
Center Head

Aspiring Solutions

CTC Breakup (In INR):

Basic Salary	: 4000
HRA	: 2000
SPECIAL ALLOWANCE	: 2000
P.F	: NA
ESIC	: NA
<u>Total CTC</u>	: 8000

Earnings (In INR)

Basic Salary	: 4000
HRA	: 2000
SPECIAL ALLOWANCE	: 2000
<u>Gross Earnings</u>	: 8000

DEDUCTIONS (In INR):

Profession Tax	: 100
<u>Gross Deductions</u>	: 100

NET PAY (In INR) : **7900**

Aspiring Solutions

Job offer letter

Dear SHASHANK G (B.Com - JSS College of Arts, Commerce & Science, Ooty Road - Mysore),

Aspiring Solutions is delighted to offer you the On Job Training for position of **Customer Service Associate (CSA)** with an anticipated start date of **23/08/2023**

As the CSA you will be responsible for analyzing customer requirement, Processing customer requirement through several Banks like HDFC, Yes Bank etc., and maintain good relationship with customer as well as employer and ensure healthy atmosphere.

You will report directly to the Team Leader at Mysore, working 8 Hours of day, 6 days of week.

The starting salary for this position is Rs. 8,000/- per Month during OJT (3months) Payment is on a monthly basis by direct deposit, on 10th Day of next Working Month. In addition, you will be eligible to receive compensation and incentives.

Your employment with the Aspiring Solutions will be on an at-will basis, which means you and the company are free to terminate employment at any time, with or without cause or advanced notice. This letter is not a contract indicating employment terms or duration.

Sincerely,



MANUKUMAR H C
Center Head

Aspiring Solutions

CTC Breakup (In INR):

Basic Salary	: 4000
HRA	: 2000
SPECIAL ALLOWANCE	: 2000
P.F	: NA
ESIC	: NA
<u>Total CTC</u>	: 8000

Earnings (In INR)

Basic Salary	: 4000
HRA	: 2000
SPECIAL ALLOWANCE	: 2000
<u>Gross Earnings</u>	: 8000

DEDUCTIONS (In INR):

Profession Tax	: 100
<u>Gross Deductions</u>	: 100

NET PAY (In INR) : **7900**

Aspiring Solutions

Job offer letter

Dear RAKSHITHA R (B.Com - JSS College of Arts, Commerce & Science, Ooty Road - Mysore),

Aspiring Solutions is delighted to offer you the On Job Training for position of **Customer Service Associate (CSA)** with an anticipated start date of 23/08/2023

As the CSA you will be responsible for analyzing customer requirement, Processing customer requirement through several Banks like HDFC, Yes Bank etc., and maintain good relationship with customer as well as employer and ensure healthy atmosphere.

You will report directly to the Team Leader at Mysore, working 8 Hours of day, 6 days of week.

The starting salary for this position is Rs. 8,000/- per Month during OJT (3months) Payment is on a monthly basis by direct deposit, on 10th Day of next Working Month. In addition, you will be eligible to receive compensation and incentives.

Your employment with the Aspiring Solutions will be on an at-will basis, which means you and the company are free to terminate employment at any time, with or without cause or advanced notice. This letter is not a contract indicating employment terms or duration.

Sincerely,



MANUKUMAR H C
Center Head

Aspiring Solutions

CTC Breakup (In INR):

Basic Salary	: 4000
HRA	: 2000
SPECIAL ALLOWANCE	: 2000
P.F	: NA
ESIC	: NA
<u>Total CTC</u>	: 8000

Earnings (In INR)

Basic Salary	: 4000
HRA	: 2000
SPECIAL ALLOWANCE	: 2000
<u>Gross Earnings</u>	: 8000

DEDUCTIONS (In INR):

Profession Tax	: 100
<u>Gross Deductions</u>	: 100

NET PAY (In INR) : **7900**

Aspiring Solutions

Job offer letter

Dear MAHADEVASWAMY (B.Com - JSS College of Arts, Commerce & Science, Ooty Road - Mysore),

Aspiring Solutions is delighted to offer you the On Job Training for position of **Customer Service Associate (CSA)** with an anticipated start date of 23/08/2023

As the CSA you will be responsible for analyzing customer requirement, Processing customer requirement through several Banks like HDFC, Yes Bank etc., and maintain good relationship with customer as well as employer and ensure healthy atmosphere.

You will report directly to the Team Leader at Mysore, working 8 Hours of day, 6 days of week.

The starting salary for this position is Rs. 8,000/- per Month during OJT (3months) Payment is on a monthly basis by direct deposit, on 10th Day of next Working Month. In addition, you will be eligible to receive compensation and incentives.

Your employment with the Aspiring Solutions will be on an at-will basis, which means you and the company are free to terminate employment at any time, with or without cause or advanced notice. This letter is not a contract indicating employment terms or duration.

Sincerely,



MANUKUMAR H C
Center Head

Aspiring Solutions

CTC Breakup (In INR):

Basic Salary	: 4000
HRA	: 2000
SPECIAL ALLOWANCE	: 2000
P.F	: NA
ESIC	: NA
<u>Total CTC</u>	: 8000

Earnings (In INR)

Basic Salary	: 4000
HRA	: 2000
SPECIAL ALLOWANCE	: 2000
<u>Gross Earnings</u>	: 8000

DEDUCTIONS (In INR):

Profession Tax	: 100
<u>Gross Deductions</u>	: 100

NET PAY (In INR) : **7900**

Aspiring Solutions

Job offer letter

Dear Likth (B.Com - JSS College of Arts, Commerce & Science, Doty Road - Mysore),

Aspiring Solutions is delighted to offer you the On Job Training for position of **Customer Service Associate (CSA)** with an anticipated start date of 23/08/2023

As the CSA you will be responsible for analyzing customer requirement, Processing customer requirement through several Banks like HDFC, Yes Bank etc., and maintain good relationship with customer as well as employer and ensure healthy atmosphere.

You will report directly to the Team Leader at Mysore, working 8 Hours of day, 6 days of week.

The starting salary for this position is Rs. 8,000/- per Month during OJT (3months) Payment is on a monthly basis by direct deposit, on 10th Day of next Working Month. In addition, you will be eligible to receive compensation and incentives.

Your employment with the Aspiring Solutions will be on an at-will basis, which means you and the company are free to terminate employment at any time, with or without cause or advanced notice. This letter is not a contract indicating employment terms or duration.

Sincerely,



MANUKUMAR H C
Center Head

Aspiring Solutions

CTC Breakup (In INR):

Basic Salary	: 4000
HRA	: 2000
SPECIAL ALLOWANCE	: 2000
P.F	: NA
ESIC	: NA
<u>Total CTC</u>	: 8000

Earnings (In INR)

Basic Salary	: 4000
HRA	: 2000
SPECIAL ALLOWANCE	: 2000
<u>Gross Earnings</u>	: 8000

DEDUCTIONS (In INR):

Profession Tax	: 100
<u>Gross Deductions</u>	: 100

NET PAY (In INR) : **7900**

Aspiring Solutions

Job offer letter

Dear MOHANKUMAR K (BBA - JSS College of Arts, Commerce & Science, Doty Road - Mysore),

Aspiring Solutions is delighted to offer you the On Job Training for position of **Customer Service Associate (CSA)** with an anticipated start date of 23/08/2023

As the CSA you will be responsible for analyzing customer requirement, Processing customer requirement through several Banks like HDFC, Yes Bank etc., and maintain good relationship with customer as well as employer and ensure healthy atmosphere.

You will report directly to the Team Leader at Mysore, working 8 Hours of day, 6 days of week.

The starting salary for this position is Rs. 8,000/- per Month during OJT (3months) Payment is on a monthly basis by direct deposit, on 10th Day of next Working Month. In addition, you will be eligible to receive compensation and incentives.

Your employment with the Aspiring Solutions will be on an at-will basis, which means you and the company are free to terminate employment at any time, with or without cause or advanced notice. This letter is not a contract indicating employment terms or duration.

Sincerely,



MANUKUMAR H C
Center Head

Aspiring Solutions

CTC Breakup (In INR):

Basic Salary	: 4000
HRA	: 2000
SPECIAL ALLOWANCE	: 2000
P.F	: NA
ESIC	: NA
<u>Total CTC</u>	: 8000

Earnings (In INR)

Basic Salary	: 4000
HRA	: 2000
SPECIAL ALLOWANCE	: 2000
<u>Gross Earnings</u>	: 8000

DEDUCTIONS (In INR):

Profession Tax	: 100
<u>Gross Deductions</u>	: 100

NET PAY (In INR) : **7900**

Aspiring Solutions

Job offer letter

Dear GANESH CHANDAN E (B.Com - JSS College of Arts, Commerce & Science, Doty Road - Mysore),

Aspiring Solutions is delighted to offer you the On Job Training for position of **Customer Service Associate (CSA)** with an anticipated start date of 23/08/2023

As the CSA you will be responsible for analyzing customer requirement, Processing customer requirement through several Banks like HDFC, Yes Bank etc., and maintain good relationship with customer as well as employer and ensure healthy atmosphere.

You will report directly to the Team Leader at Mysore, working 8 Hours of day, 6 days of week.

The starting salary for this position is Rs. 8,000/- per Month during OJT (3months) Payment is on a monthly basis by direct deposit, on 10th Day of next Working Month. In addition, you will be eligible to receive compensation and incentives.

Your employment with the Aspiring Solutions will be on an at-will basis, which means you and the company are free to terminate employment at any time, with or without cause or advanced notice. This letter is not a contract indicating employment terms or duration.

Sincerely,



MANUKUMAR H C
Center Head

Aspiring Solutions

CTC Breakup (In INR):

Basic Salary	: 4000
HRA	: 2000
SPECIAL ALLOWANCE	: 2000
P.F	: NA
ESIC	: NA
<u>Total CTC</u>	: 8000

Earnings (In INR)

Basic Salary	: 4000
HRA	: 2000
SPECIAL ALLOWANCE	: 2000
<u>Gross Earnings</u>	: 8000

DEDUCTIONS (In INR):

Profession Tax	: 100
<u>Gross Deductions</u>	: 100

NET PAY (In INR) : **7900**

Aspiring Solutions

Job offer letter

Dear DIVYASHREE S (B.Com - JSS College of Arts, Commerce & Science, Ooty Road - Mysore),

Aspiring Solutions is delighted to offer you the On Job Training for position of **Customer Service Associate (CSA)** with an anticipated start date of **23/08/2023**

As the CSA you will be responsible for analyzing customer requirement, Processing customer requirement through several Banks like HDFC, Yes Bank etc., and maintain good relationship with customer as well as employer and ensure healthy atmosphere.

You will report directly to the Team Leader at Mysore, working 8 Hours of day, 6 days of week.

The starting salary for this position is Rs. 8,000/- per Month during OJT (3months) Payment is on a monthly basis by direct deposit, on 10th Day of next Working Month. In addition, you will be eligible to receive compensation and incentives.

Your employment with the Aspiring Solutions will be on an at-will basis, which means you and the company are free to terminate employment at any time, with or without cause or advanced notice. This letter is not a contract indicating employment terms or duration.

Sincerely,



MANUKUMAR H C
Center Head

Aspiring Solutions

CTC Breakup (In INR):

Basic Salary	: 4000
HRA	: 2000
SPECIAL ALLOWANCE	: 2000
P.F	: NA
ESIC	: NA
<u>Total CTC</u>	: 8000

Earnings (In INR)

Basic Salary	: 4000
HRA	: 2000
SPECIAL ALLOWANCE	: 2000
<u>Gross Earnings</u>	: 8000

DEDUCTIONS (In INR):

Profession Tax	: 100
<u>Gross Deductions</u>	: 100

NET PAY (In INR) : **7900**

Aspiring Solutions

Job offer letter

Dear AKHILA G (B.Com - JSS College of Arts, Commerce & Science, Ooty Road - Mysore),

Aspiring Solutions is delighted to offer you the On Job Training for position of **Customer Service Associate (CSA)** with an anticipated start date of 23/08/2023

As the CSA you will be responsible for analyzing customer requirement, Processing customer requirement through several Banks like HDFC, Yes Bank etc., and maintain good relationship with customer as well as employer and ensure healthy atmosphere.

You will report directly to the Team Leader at Mysore, working 8 Hours of day, 6 days of week.

The starting salary for this position is Rs. 8,000/- per Month during OJT (3months) Payment is on a monthly basis by direct deposit, on 10th Day of next Working Month. In addition, you will be eligible to receive compensation and incentives.

Your employment with the Aspiring Solutions will be on an at-will basis, which means you and the company are free to terminate employment at any time, with or without cause or advanced notice. This letter is not a contract indicating employment terms or duration.

Sincerely,



MANUKUMAR H C
Center Head

Aspiring Solutions

CTC Breakup (In INR):

Basic Salary	: 4000
HRA	: 2000
SPECIAL ALLOWANCE	: 2000
P.F	: NA
ESIC	: NA
<u>Total CTC</u>	: 8000

Earnings (In INR)

Basic Salary	: 4000
HRA	: 2000
SPECIAL ALLOWANCE	: 2000
<u>Gross Earnings</u>	: 8000

DEDUCTIONS (In INR):

Profession Tax	: 100
<u>Gross Deductions</u>	: 100

NET PAY (In INR) : **7900**

Aspiring Solutions

Job offer letter

Dear BHAVANA S (B.Com - JSS College of Arts, Commerce & Science, Doty Road - Mysore),

Aspiring Solutions is delighted to offer you the On Job Training for position of **Customer Service Associate (CSA)** with an anticipated start date of **23/08/2023**

As the CSA you will be responsible for analyzing customer requirement, Processing customer requirement through several Banks like HDFC, Yes Bank etc., and maintain good relationship with customer as well as employer and ensure healthy atmosphere.

You will report directly to the Team Leader at Mysore, working 8 Hours of day, 6 days of week.

The starting salary for this position is Rs. 8,000/- per Month during OJT (3months) Payment is on a monthly basis by direct deposit, on 10th Day of next Working Month. In addition, you will be eligible to receive compensation and incentives.

Your employment with the Aspiring Solutions will be on an at-will basis, which means you and the company are free to terminate employment at any time, with or without cause or advanced notice. This letter is not a contract indicating employment terms or duration.

Sincerely,



MANUKUMAR H C
Center Head

Aspiring Solutions

CTC Breakup (In INR):

Basic Salary	: 4000
HRA	: 2000
SPECIAL ALLOWANCE	: 2000
P.F	: NA
ESIC	: NA
<u>Total CTC</u>	: 8000

Earnings (In INR)

Basic Salary	: 4000
HRA	: 2000
SPECIAL ALLOWANCE	: 2000
<u>Gross Earnings</u>	: 8000

DEDUCTIONS (In INR):

Profession Tax	: 100
<u>Gross Deductions</u>	: 100

NET PAY (In INR) : **7900**

Aspiring Solutions

Job offer letter

Dear BHOOMIKA D V (BBA - JSS College of Arts, Commerce & Science, Ooty Road - Mysore),

Aspiring Solutions is delighted to offer you the On Job Training for position of **Customer Service Associate (CSA)** with an anticipated start date of **23/08/2023**

As the CSA you will be responsible for analyzing customer requirement, Processing customer requirement through several Banks like HDFC, Yes Bank etc., and maintain good relationship with customer as well as employer and ensure healthy atmosphere.

You will report directly to the Team Leader at Mysore, working 8 Hours of day, 6 days of week.

The starting salary for this position is Rs. 8,000/- per Month during OJT (3months) Payment is on a monthly basis by direct deposit, on 10th Day of next Working Month. In addition, you will be eligible to receive compensation and incentives.

Your employment with the Aspiring Solutions will be on an at-will basis, which means you and the company are free to terminate employment at any time, with or without cause or advanced notice. This letter is not a contract indicating employment terms or duration.

Sincerely,



MANUKUMAR H C
Center Head

Aspiring Solutions

CTC Breakup (In INR):

Basic Salary	: 4000
HRA	: 2000
SPECIAL ALLOWANCE	: 2000
P.F	: NA
ESIC	: NA
<u>Total CTC</u>	: 8000

Earnings (In INR)

Basic Salary	: 4000
HRA	: 2000
SPECIAL ALLOWANCE	: 2000
<u>Gross Earnings</u>	: 8000

DEDUCTIONS (In INR):

Profession Tax	: 100
<u>Gross Deductions</u>	: 100

NET PAY (In INR) : **7900**

Aspiring Solutions

Job offer letter

Dear ANUSHA K N (B.Com - JSS College of Arts, Commerce & Science, Doty Road - Mysore),

Aspiring Solutions is delighted to offer you the On Job Training for position of **Customer Service Associate (CSA)** with an anticipated start date of **23/08/2023**

As the CSA you will be responsible for analyzing customer requirement, Processing customer requirement through several Banks like HDFC, Yes Bank etc., and maintain good relationship with customer as well as employer and ensure healthy atmosphere.

You will report directly to the Team Leader at Mysore, working 8 Hours of day, 6 days of week.

The starting salary for this position is Rs. 8,000/- per Month during OJT (3months) Payment is on a monthly basis by direct deposit, on 10th Day of next Working Month. In addition, you will be eligible to receive compensation and incentives.

Your employment with the Aspiring Solutions will be on an at-will basis, which means you and the company are free to terminate employment at any time, with or without cause or advanced notice. This letter is not a contract indicating employment terms or duration.

Sincerely,



MANUKUMAR H C
Center Head

Aspiring Solutions

CTC Breakup (In INR):

Basic Salary	: 4000
HRA	: 2000
SPECIAL ALLOWANCE	: 2000
P.F	: NA
ESIC	: NA
<u>Total CTC</u>	: 8000

Earnings (In INR)

Basic Salary	: 4000
HRA	: 2000
SPECIAL ALLOWANCE	: 2000
<u>Gross Earnings</u>	: 8000

DEDUCTIONS (In INR):

Profession Tax	: 100
<u>Gross Deductions</u>	: 100

NET PAY (In INR) : **7900**

Aspiring Solutions

Job offer letter

Dear Akash (B.Com - JSS College of Arts, Commerce & Science, Ooty Road - Mysore),

Aspiring Solutions is delighted to offer you the On Job Training for position of **Customer Service Associate (CSA)** with an anticipated start date of 23/08/2023

As the CSA you will be responsible for analyzing customer requirement, Processing customer requirement through several Banks like HDFC, Yes Bank etc., and maintain good relationship with customer as well as employer and ensure healthy atmosphere.

You will report directly to the Team Leader at Mysore, working 8 Hours of day, 6 days of week.

The starting salary for this position is Rs. 8,000/- per Month during OJT (3months) Payment is on a monthly basis by direct deposit, on 10th Day of next Working Month. In addition, you will be eligible to receive compensation and incentives.

Your employment with the Aspiring Solutions will be on an at-will basis, which means you and the company are free to terminate employment at any time, with or without cause or advanced notice. This letter is not a contract indicating employment terms or duration.

Sincerely,



MANUKUMAR H C
Center Head

Aspiring Solutions

CTC Breakup (In INR):

Basic Salary	: 4000
HRA	: 2000
SPECIAL ALLOWANCE	: 2000
P.F	: NA
ESIC	: NA
<u>Total CTC</u>	: 8000

Earnings (In INR)

Basic Salary	: 4000
HRA	: 2000
SPECIAL ALLOWANCE	: 2000
<u>Gross Earnings</u>	: 8000

DEDUCTIONS (In INR):

Profession Tax	: 100
<u>Gross Deductions</u>	: 100

NET PAY (In INR) : **7900**

Mr. Prajwal MS
872, Sushilamma, Vidhyaranya Puram,
26th cross, Behind Lingayath bhavan Ground,
Mysore-570008
India

STRICTLY PRIVATE & CONFIDENTIAL

Dear Prajwal,

We refer to your application for employment and the subsequent interview you had with Infosys BPM Limited ("the Company"), we are pleased to make you an offer of employment with the Company on the following terms and conditions ("Letter of Offer"). The offer of employment is subject to your obtaining an appropriate release from your present employer.

You will devote the whole of your time and attention to the business of the Company and comply with the rules and regulations in force from time to time and you will not, without our written consent, be in any way engaged or concerned in any other business. You will, while in our employment, use your utmost endeavor to promote the interests of the Company in all matters and will observe the utmost good faith towards the Company and keep secret all information, which you may obtain with regard to the business and affairs of the Company.

a) Role	: Process Executive
b) Role designation	: Process Executive - Customer Service Representative
c) Job Level	: 2B
d) Date of Joining	: 13-January-2023
e) Location of posting	: BANGALORE, KARNATAKA, India
f) Gross salary per month	: Rs 20496/-

Please refer to the Appendices to this letter for details of your CTC and other allowances.

1. Voice and Shift Allowances

In addition to the gross salary mentioned above, you may be eligible to the following conditional allowances which will be paid as applicable based on Company policies. These are not a guaranteed part of your compensation and will be paid if you are eligible to receive them.

a) **Voice Allowance** - This amount becomes payable once you are allocated to a voice process code and based on your performance. If during the course of your employment, you get allocated to a data process code, the voice allowance will not be payable. This is not applicable for employees in various BEF streams.

b) **Shift Allowance** - This allowance is paid based on the shift that you work in. This is not payable while working in a day shift. For further details on shift allowance, refer to Appendix 3.

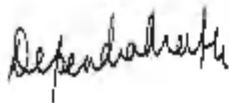
All allowances are payable as per the policies of the Company, which are subject to change from time to time

e) Validity of this letter would be 7 days from the offer. The offer will be void if not accepted within 7 days of issuance. Your employment is also contingent upon your starting work with the Infosys BPM as per the joining date mentioned.

In token of your acceptance of this offer, kindly sign and return a copy at the earliest to:

Mr. Dependra Mathur
SVP - Head Human Resource Development - BPM
Infosys BPM Ltd,
Building 48, 4th Floor, Section 1,
Electronic City, Hosur Road,
Bangalore -560100

We welcome you to the Infosys BPM family and wish you a rewarding career over the years to come.
Yours sincerely,



Dependra Mathur
SVP - Head Human Resource Development - BPM

I have read, understood and agree to the terms and conditions as set forth in this offer letter.

Date: _____, 20____

Sign your name

_____ Location

Please carry this letter with you as you would have to produce the same to the security personnel for entry into the premises of the Company. Also, please carry with you a photo identity card and address proof that you have (Passport, Driving License, Voters ID card etc.) which would have to be produced at the time of joining. Failure to produce the documents as stated in original, this Offer of employment shall deemed to be cancelled and withdrawn and no rights shall arise or enforceable by you under this Letter of Offer.

APPENDIX 1

COMPENSATION DETAILS	
Name	Mr. Prajwal MS
Role Designation	Process Executive - Customer Service Representative
Job Level	2B
Date of Joining	13-January-2023
Location of Posting	BANGALORE, KARNATAKA, India
Fixed Components	Amount in INR per month
Basic	13,881
Fixed Dearness Allowance (FDA)	1,100
Basket of Allowances (BOA)*	
Sub Total 1	14,981
Statutory Components	
Company Contribution to Provident Fund	1,798
Gratuity	721
Bonus	2,996
Sub Total 2	5,515
Gross Salary per month - Sub Total 1+2	20,496
Total Annual CTC	245,952

Over and above the gross salary mentioned above you will be eligible to the following allowances provided you satisfy the conditions as laid down in Clause 1 of this letter

Voice Allowance (paid monthly on allocation to a voice process)	Rs 2,500
Shift Allowance (paid monthly if you are working in night shift)	As applicable

*Basket of Allowances (BOA) comprises of HRA, LTA, Medical, Children's Education and Conveyance to be split according to an individual's tax plan.

Strictly Private & Confidential

14/08/2023

Mangalore

Dear **Rakeshkumar J.**

This is with respect to your application and the subsequent rounds of discussions you had with us. We are pleased to extend an Offer of appointment to join GlowTouch Technologies (hereafter referred to as 'Company') as per the below terms and conditions:

Role – Graduate Engineering Trainee

Date of Joining – 18/08/2023

Your annual total earning potential will be **INR 256532.00 /-** and will be structured as per the attached **Annexure 1- Compensation plan**. This will continue to be applicable until further communication on the same. The compensation includes allowances and statutory benefits and will be structured in accordance with the Company's compensation guidelines. The said amount includes employer's contribution to Provident Fund, ESIC, as applicable.

In the event a government body/authority exercising its jurisdiction and statutory power/authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

Your employment with GlowTouch Technologies will be governed by the attached **Annexure 3 - Terms of Employment**. You are required to carefully read and understand these Terms of Employment as a part of accepting this offer. As further detailed in the Terms of Employment, this offer and your employment with GlowTouch Technologies is subject to satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

To indicate your acceptance of this offer and employment with GlowTouch Technologies, we request you to send an email to hrteam@GlowTouch.com to confirm your date of joining. At the time of joining, please submit a copy of this letter, **Annexure 1 - Compensation, Annexure 2 - Declaration, Annexure 3 - Terms of Employment with your signature on each page. In addition, please provide all the documentation identified in Annexure 4.**

This offer is contingent on us working together to determine an appropriate start date for your employment. The terms of this letter and this offer is valid for four (4) days from the date of this letter. After receiving your acceptance of this offer if you do not join the Company on a mutually agreed date of joining, or if we are unable to set an alternative date or if we do not receive a mail confirmation from you before the expiration of this period, the terms of this letter and this offer will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. You are required to provide copies of all mandatory documents required by the Company before joining and during the course of your employment, as per the timelines specified/communicated by the Company from time to time. These documents include but are not limited to your education and past employment/s. The offer of employment and your employment with the Company is dependent on timely submission of such required documents. Non furnishing of mandatory document/s within the specified time shall result in termination of employment.

, we look forward to hearing from you regarding your decision to join our team. In the meantime, please do not hesitate to call the **RECRUITER** should you have anything you would like to discuss further.

We believe you have a successful career ahead of you at GlowTouch Technologies and look forward to your joining us.

Yours sincerely,

ACKNOWLEDGED AND AGREED:

Shyampresad Hebbar

Full Name: **Rakeshkumar J**

Senior Vice President – Corporate Services

Date : **14/08/2023**

Strictly Private & Confidential

Annexure I

CTC	256832.00
Gross Benefit Amount	18000.00
Other Benefits	300.00
Contribution Amount	3102.00
Recurring Deduction Amount	1932.00
Net Take Home Before Tax	16068.00

GROSS BENEFITS			
COMPONENT NAME	NATURE OF COMPONENT	MONTHLY REMUNERATION	YEARLY REMUNERATION
Basic	Fixed	12140.00	145680.00
DA	Fixed	2837.00	34044.00
Advance Bonus	Fixed	2995.00	35952.00
Special Allowances	Fixed	27.00	324.00

OTHER BENEFITS			
COMPONENT NAME	NATURE OF COMPONENT	MONTHLY REMUNERATION	YEARLY REMUNERATION
Medical	Fixed	300.00	3600.00

CONTRIBUTION		
COMPONENT NAME	MONTHLY CONTRIBUTION	YEARLY CONTRIBUTION
Employer PF	1797.00	21564.00
Employer ESI	586.00	7032.00
Gratuity	720.00	8640.00

RECURRING			
COMPONENT NAME	NATURE OF COMPONENT	MONTHLY REMUNERATION	YEARLY REMUNERATION
Employee PF	Fixed	1797.00	21564.00
Employee ESI	Fixed	136.00	1632.00

Strictly Private & Confidential

- 1. Employer contribution to the PF & ESIC : is the contribution made by the company to Provident fund office & ESI corporation on employee account which is mandatory**
- 2. Gratuity : Applicable as per Gratuity Act of 1972 . Eligibility starts after completion of 5 years of continuous service**
- 3. Medclaim insurance premium paid by employer on account of employee as per company policy**

(Note 1: For International Worker Only* As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities. *As defined by applicable law from time to time)

(Note 2: Employee state insurance deduction of 0.75% of your gross salary will happen in your monthly pay and 3.25% of your gross will be contributed by company to Employee State Insurance Corporation. You will be getting identification card from ESIC office where you can avail different medical facilities)

ANNEXURE 2

DECLARATION

I hereby represent and warrant that as of my effective start date of employment with GlowTouch Technologies, I will have: (a) terminated my employment with any current/previous employer and any other employment or contractor relationships; and (b) satisfactorily performed and completed all my obligations which apply/applied to me vis-a-vis any current/previous employer and any other employment or contractor relationships.

I hereby represent and warrant that I have not, during the course of any current/previous employer and any other employment or contractor relationships, entered into or agreed to any arrangement which may restrict, prohibit or debar or conflict or be inconsistent with my acceptance of the offer made by GlowTouch Technologies or employment with GlowTouch Technologies, including, but not limited to, any time-bound non-compete agreement, restrictive employment agreement or other restrictive terms.

I hereby represent and warrant that I shall not bring into GlowTouch Technologies premises (or use in any manner) any third party documents (regardless of media) or materials (including but not limited to trade secrets) with myself to GlowTouch Technologies, including any such documents or materials from my previous employer. To the extent I feel that my employment at GlowTouch Technologies would require me to bring any third party documents or materials to GlowTouch Technologies I shall not bring any such documents or materials unless I have taken all permissions/approvals from the third parties before accepting the offer from GlowTouch Technologies. I further represent and warrant that I have not and will not inappropriately disclose or misuse any confidential information obtained from and/or in connection with any current/previous employer and any other employment or contractor relationships. I agree and acknowledge that a breach of this provision shall entitle GlowTouch Technologies to terminate my services with immediate effect.

ACKNOWLEDGED AND AGREED:

Full Name: **Rakeshkumar J**

Date : **14/08/2023**

Reliance SMSL Limited

Ref No. HR/ITIL/23/K2/60663849/1001479618

Date: 03.07.2023

VIVEK K U
LIG 59,MADINA MAZID CIRCLE,UDAYAGIRI
Karnataka,India
570019

Offer-cum-Appointment Letter

Dear VIVEK,

This is with reference to your application and subsequent Test and Interviews you had with us.
We are pleased to offer you an appointment as **CSA Loss Prevention SLP** in the employment of the company subject to your joining on or before **06.07.2023**. The offer shall automatically lapse if you do not join.
Reliance SMSL Limited is engaged in the business of providing outsourced human resource services to their clients. Accordingly, you are assigned to our client to work as **CSA Loss Prevention SLP** in Grade **K2** and shall perform duties that are assigned to you in connection with the Clients' business at their premises as may be advised from time to time.
You will receive an Annual Gross Compensation (including Basic and allowances) of **Rs. 187600/- per annum** as below:

	Rs. per month
Basic	9380
HRA	6253
Conveyance Allowance	
Monthly Gross	15633
Annual Gross	187600

You will be covered by applicable statutory benefits such as PF, ESI and Bonus etc. The compensation is subject to prevailing tax and other laws, policies, rules and guidelines. You are expected to keep your compensation strictly confidential.

Your appointment and subsequent continuation of employment with the Company is strictly based on your consistent delivery on the agreed performance parameters and compliance with the values and guidelines of the organization. The tenure of your employment shall be subject to the requirement of the services provided by us to our client and shall also be subject to the requirements of deputation or completion of the project with the client.

The terms and conditions in this letter and the annexures thereto will form terms of appointment upon your joining.

Please sign and return a copy of this letter as a token of your acceptance of the terms and conditions of employment and return the same to HR at the earliest.

Please note the documents to be submitted on your date of joining as part of joining compliance.

We wish you a long successful association with us.

Yours faithfully,
For **Reliance SMSL Limited**



Authorized Signatory

Signature of the Employee:
Encl: Terms and Conditions of Employment - **Annexure - I**

Strictly Private & Confidential

14/08/2023

Mangalore

Dear **Rehan Shariff**,

This is with respect to your application and the subsequent rounds of discussions you had with us. We are pleased to extend an Offer of appointment to join GlowTouch Technologies (hereafter referred to as 'Company') as per the below terms and conditions:

Role – Graduate Engineering Trainee

Date of Joining – 18/08/2023

Your annual total earning potential will be **INR 256632.00 /-** and will be structured as per the attached **Annexure 1- Compensation plan**. This will continue to be applicable until further communication on the same. The compensation includes allowances and statutory benefits and will be structured in accordance with the Company's compensation guidelines. The said amount includes employer's contribution to Provident Fund, ESIC, as applicable.

In the event a government body/authority exercising its jurisdiction and statutory power/authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

Your employment with GlowTouch Technologies will be governed by the attached **Annexure 3 - Terms of Employment**. You are required to carefully read and understand these Terms of Employment as a part of accepting this offer. As further detailed in the Terms of Employment, this offer and your employment with GlowTouch Technologies is subject to satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

To indicate your acceptance of this offer and employment with GlowTouch Technologies, we request you to send an email to hrteam@GlowTouch.com to confirm your date of joining. At the time of joining, please submit a copy of this letter, **Annexure 1 - Compensation, Annexure 2 - Declaration, Annexure 3 - Terms of Employment with your signature on each page. In addition, please provide all the documentation identified in Annexure 4.**

This offer is contingent on us working together to determine an appropriate start date for your employment. The terms of this letter and this offer is valid for four (4) days from the date of this letter. After receiving your acceptance of this offer if you do not join the Company on a mutually agreed date of joining, or if we are unable to set an alternative date or if we do not receive a mail confirmation from you before the expiration of this period, the terms of this letter and this offer will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. You are required to provide copies of all mandatory documents required by the Company before joining and during the course of your employment, as per the timelines specified/communicated by the Company from time to time. These documents include but are not limited to your education and past employment/s. The offer of employment and your employment with the Company is dependent on timely submission of such required documents. Non furnishing of mandatory document/s within the specified time shall result in termination of employment.

We look forward to hearing from you regarding your decision to join our team. In the meantime, please do not hesitate to call the **RECRUITER** should you have anything you would like to discuss further.

We believe you have a successful career ahead of you at GlowTouch Technologies and look forward to your joining us.

Yours sincerely,

ACKNOWLEDGED AND AGREED:

Shyampresad Hebbar

Full Name: **Rehan Shariff**

Senior Vice President – Corporate Services

Date : **14/08/2023**

Strictly Private & Confidential

Annexure I

CTC	256832.00
Gross Benefit Amount	18000.00
Other Benefits	300.00
Contribution Amount	3102.00
Recurring Deduction Amount	1932.00
Net Take Home Before Tax	16068.00

GROSS BENEFITS			
COMPONENT NAME	NATURE OF COMPONENT	MONTHLY REMUNERATION	YEARLY REMUNERATION
Basic	Fixed	12140.00	145680.00
DA	Fixed	2837.00	34044.00
Advance Bonus	Fixed	2996.00	35952.00
Special Allowances	Fixed	27.00	324.00

OTHER BENEFITS			
COMPONENT NAME	NATURE OF COMPONENT	MONTHLY REMUNERATION	YEARLY REMUNERATION
Medical	Fixed	300.00	3600.00

CONTRIBUTION		
COMPONENT NAME	MONTHLY CONTRIBUTION	YEARLY CONTRIBUTION
Employer PF	1797.00	21564.00
Employer ESI	586.00	7032.00
Gratuity	720.00	8640.00

RECURRING			
COMPONENT NAME	NATURE OF COMPONENT	MONTHLY REMUNERATION	YEARLY REMUNERATION
Employee PF	Fixed	1797.00	21564.00
Employee ESI	Fixed	136.00	1632.00



Strictly Private & Confidential

21 September 2022

Mangalore

Dear **Abdul Shahid Khan**,

This is with respect to your application and the subsequent rounds of discussions you had with us. We are pleased to extend an Offer of appointment to join Diya Systems (hereafter referred to as 'Company') as per the below terms and conditions:

Role – Graduate Engineering Trainee

Date of Joining – 22 September 2022

Your annual total earning potential will be **INR 2,42,605.00 /-** and will be structured as per the attached **Annexure 1- Compensation plan**. This will continue to be applicable until further communication on the same. The compensation includes allowances and statutory benefits and will be structured in accordance with the Company's compensation guidelines. The said amount includes employer's contribution to Provident Fund, ESIC, as applicable.

In the event a government body/authority exercising its jurisdiction and statutory power/authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

Your employment with Diya Systems will be governed by the attached **Annexure 3 - Terms of Employment**. You are required to carefully read and understand these Terms of Employment as a part of accepting this offer. As further detailed in the Terms of Employment, this offer and your employment with Diya Systems is subject to satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

To indicate your acceptance of this offer and employment with Diya Systems, we request you to send an email to hrteam@glowtouch.com to confirm your date of joining. At the time of joining, please submit a copy of this letter, **Annexure 1 - Compensation, Annexure 2 - Declaration, Annexure 3 - Terms of Employment with your signature on each page. In addition, please provide all the documentation identified in Annexure 4.**

This offer is contingent on us working together to determine an appropriate start date for your employment. The terms of this letter and this offer is valid for four (4) days from the date of this letter. After receiving your acceptance of this offer if you do not join the Company on a mutually agreed date of joining, or if we are unable to set an alternative date or if we do not receive a mail confirmation from you before the expiration of this period, the terms of this letter and this offer will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. You are required to provide copies of all mandatory documents required by the Company before joining and during the course of your employment, as per the timelines specified/communicated by the Company from time to time. These documents include but are not limited to your education and past employment/s. The offer of employment and your employment with the Company is dependent on timely submission of such required documents. Non furnishing of mandatory document/s within the specified time shall result in termination of employment.

Abdul Shahid Khan, we look forward to hearing from you regarding your decision to join our team. In the meantime, please do not hesitate to call the **RECRUITER** should you have anything you would like to discuss further.

We believe you have a successful career ahead of you at Diya Systems and look forward to your joining us.

Yours sincerely,

ACKNOWLEDGED AND AGREED:

Shyamprasad Hebbar

Full Name: **Abdul Shahid Khan**

Senior Vice President – Corporate Services

Date : **21 September 2022**

Strictly Private & Confidential

ANNEXURE 1

COMPENSATION

Salary Component	
	Annual (INR)
Annual Earning Potential	INR 2,42,605.00 /- (please mention the total cash component amount as provided below)

SALARY ANNEXURE

Fixed Salary - A			
Component	Component Type	Monthly Entitlements	Yearly Entitlements
Basic	Fixed	8800.00	81600.00
DA	Fixed	3400.00	40800.00
HRA	Fixed	4080.00	48960.00
Advance Bonus	Fixed	700.00	8400.00
Special Allowance	Fixed	2020.00	24240.00
Total Fixed Salary - A		17000.00	204000.00
Other Benefit - B			
Component	Component Type	Monthly Entitlements	Yearly Entitlements
Gratuity	Variable	491.00	5887.00
Provident Fund	Variable	1224.00	14688.00
Employee State Insurance	Variable	553.00	6630.00
Total Other Benefit - B		2268.00	27205.00
Additional Benefit - C			
Component	Component Type	Monthly Entitlements	Yearly Entitlements
Meal Coupons	Variable	700.00	8400.00
Medi Insurance	Variable	250.00	3000.00
Total Additional Benefit - C		950.00	11400.00
Total Gross Yearly CTC (A + B)		19268.00	231205.00
Total Gross Yearly CTC [(A + B) + C]		20218.00	242605.00



Strictly Private & Confidential

21 September 2022

Mangalore

Dear **Mohammed Faisal**,

This is with respect to your application and the subsequent rounds of discussions you had with us. We are pleased to extend an Offer of appointment to join Diya Systems (hereafter referred to as 'Company') as per the below terms and conditions:

Role – Support Engineer

Date of Joining – 22 September 2022

Your annual total earning potential will be **INR 2,53,406.00 /-** and will be structured as per the attached **Annexure 1- Compensation plan**. This will continue to be applicable until further communication on the same. The compensation includes allowances and statutory benefits and will be structured in accordance with the Company's compensation guidelines. The said amount includes employer's contribution to Provident Fund, ESIC, as applicable.

In the event a government body/authority exercising its jurisdiction and statutory power/authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

Your employment with Diya Systems will be governed by the attached **Annexure 3 - Terms of Employment**. You are required to carefully read and understand these Terms of Employment as a part of accepting this offer. As further detailed in the Terms of Employment, this offer and your employment with Diya Systems is subject to satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

To indicate your acceptance of this offer and employment with Diya Systems, we request you to send an email to hrteam@glowtouch.com to confirm your date of joining. At the time of joining, please submit a copy of this letter, **Annexure 1 - Compensation, Annexure 2 - Declaration, Annexure 3 - Terms of Employment with your signature on each page. In addition, please provide all the documentation identified in Annexure 4.**

This offer is contingent on us working together to determine an appropriate start date for your employment. The terms of this letter and this offer is valid for four (4) days from the date of this letter. After receiving your acceptance of this offer if you do not join the Company on a mutually agreed date of joining, or if we are unable to set an alternative date or if we do not receive a mail confirmation from you before the expiration of this period, the terms of this letter and this offer will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. You are required to provide copies of all mandatory documents required by the Company before joining and during the course of your employment, as per the timelines specified/communicated by the Company from time to time. These documents include but are not limited to your education and past employment/s. The offer of employment and your employment with the Company is dependent on timely submission of such required documents. Non furnishing of mandatory document/s within the specified time shall result in termination of employment.

Mohammed Faisal, we look forward to hearing from you regarding your decision to join our team. In the meantime, please do not hesitate to call the **RECRUITER** should you have anything you would like to discuss further.

We believe you have a successful career ahead of you at Diya Systems and look forward to your joining us.

Yours sincerely,

ACKNOWLEDGED AND AGREED:

Shyamprasad Hebbar

Full Name: **Mohammed Faisal**

Senior Vice President – Corporate Services

Date : **21 September 2022**

Strictly Private & Confidential

ANNEXURE 1

COMPENSATION

Salary Component	
	Annual (INR)
Annual Earning Potential	INR 2,83,406.00 /- (please mention the total cash component amount as provided below)

SALARY ANNEXURE

Fixed Salary - A			
Component	Component Type	Monthly Entitlements	Yearly Entitlements
Basic	Fixed	8000.00	96000.00
DA	Fixed	4000.00	48000.00
HRA	Fixed	4800.00	57600.00
Advance Bonus	Fixed	700.00	8400.00
Special Allowance	Fixed	2500.00	30000.00
Total Fixed Salary - A		20000.00	240000.00
Other Benefit - B			
Component	Component Type	Monthly Entitlements	Yearly Entitlements
Gratuity	Variable	577.00	6926.00
Provident Fund	Variable	1440.00	17280.00
Employee State Insurance	Variable	650.00	7800.00
Total Other Benefit - B		2667.00	32006.00
Additional Benefit - C			
Component	Component Type	Monthly Entitlements	Yearly Entitlements
Meal Coupons	Variable	700.00	8400.00
Medi Insurance	Variable	250.00	3000.00
Total Additional Benefit - C		950.00	11400.00
Total Gross Yearly CTC (A + B)		22667.00	272006.00
Total Gross Yearly CTC [(A + B) + C]		23617.00	283406.00



19th JULY 2022

**HANUMANTHA R
HONNAVARA HOBLI MADIHALLI
NAGAMANGA, KARNATAKA- 571802**

Dear Hanumantha R,
Congratulations!

Thank you for participating in our placement drive.

We are pleased to communicate that you have been shortlisted for the role of **Graduate Trainee** in our organization.

This offer is subject to the following conditions:

- (i) Completion of your course within the prescribed duration
- (ii) Medical Fitness
- (iii) CIBIL Score of more than 650

Your place of posting will be decided after the successful completion of your training.

You are requested to submit the following documents:

1. Address Proof (Aadhar, Voter ID, PAN)
2. Academic Transcripts
3. Passport size photos (3 copies)
4. Medical Fitness

The date of joining will be communicated by **15th September 2022**.

Your final semester marksheet to be submitted on or before **30th November 2022**.

The terms & conditions of your appointment will be clearly defined in the contract of employment which will be executed on your joining.

Please sign the enclosed copy of this letter and return it to us on or before **23rd July 2022** to indicate your acceptance of this offer.

For National Trust Housing Finance Limited

Latha R Paul

Vice President – Human Resources & Administration



SRIRAMCHEM[®]

Offer Letter

SRCL/HR/LA/2022-01B

Date: 03-08-2022

To

Ms. ANVITHA DEVANOOR
D/o Manjunath Devanur, Nanjangud

Dear Ms. ANVITHA DEVANOOR

A warm welcome to the **SRIRAMCHEM** family!

With reference to your application and subsequent interviews you had with us, we have the pleasure in appointing you to the company as Trainee Chemist in the Synthetic department effective from **03-08-2022**.

You will be based at **SRIRAMCHEM Laboratories Pvt. Ltd.** located at Mysuru, subject to the following terms & conditions.

CTC of **INR 1,20,000/- (One Lakh Twenty Thousand Only)** per annum which is inclusive of all the benefits offered by our organization.

Six months from the date of joining you will be under a probationary period, after the probationary period **SRCL** has the right to decide your service and you will be appointed as an employee.

A copy of the service conditions and the terms of engagement are attached for your information, kindly read the complete document, and please sign and return the duplicate copy of this letter as a token of your acceptance of your appointment. Also, you need to sign for Non-disclosure agreement with us.

We welcome you to the growing team at **SRIRAMCHEM** and wish you a pleasant and successful career in the organization.

Yours truly,

For **SRIRAMCHEM Laboratories Pvt. Ltd.**



LETTER OF ACCEPTANCE

I accept this appointment letter on the terms and conditions listed above.

Signature of the Employee



SRIRAMCHEM Laboratories Pvt. Ltd.
Plot No. 31, JCK Industrial Park,
Belagola Industrial Area,



T: +91-821-4255588, M: +91-8073124313
E: research@sriramchem.com
<https://sriramchem.com>





SRIRAMCHEM[®]

Offer Letter

SRCL/HR/LA/2022-019

Date: 03-08-2022

To

Mr. BIHARATHI RAJ M N
S/o Nagaraju, Bannur, Mysuru

Dear Mr. BIHARATHI RAJ M N

A warm welcome to the SRIRAMCHEM family!

With reference to your application and subsequent interviews you had with us, we have the pleasure in appointing you to the company as Trainee Chemist in the Synthetic department effective from 03-08-2022.

You will be based at SRIRAMCHEM Laboratories Pvt. Ltd. located at Mysuru, subject to the following terms & conditions.

CTC of INR 1,20,000/- (One Lakh Twenty Thousand Only) per annum which is inclusive of all the benefits offered by our organization.

Six months from the date of joining you will be under a probationary period, after the probationary period SRCL has the right to decide your service and you will be appointed as an employee.

A copy of the service conditions and the terms of engagement are attached for your information, kindly read the complete document, and please sign and return the duplicate copy of this letter as a token of your acceptance of your appointment. Also, you need to sign for Non-disclosure agreement with us.

We welcome you to the growing team at SRIRAMCHEM and wish you a pleasant and successful career in the organization.

Yours truly,

For SRIRAMCHEM Laboratories Pvt. Ltd.



LETTER OF ACCEPTANCE

I accept this appointment letter on the terms and conditions listed above.

Signature of the Employee



SRIRAMCHEM Laboratories Pvt. Ltd.
Plot No. 31, JCK Industrial Park,
Belagola Industrial Area,



T: +91-821-4255588, M: +91-8073124313
E: research@sriramchem.com
<https://sriramchem.com>





SRIRAMCHEM[®]

Offer Letter

SRCL/JIR/LA/2022-020

Date: 03-08-2022

To

Ms. NIVEDITHA S
S/o Nagaraju, Hannur, Mysuru

Dear Ms. NIVEDITHA S

A warm welcome to the SRIRAMCHEM family!

With reference to your application and subsequent interviews you had with us, we have the pleasure in appointing you to the company as **Trainee Chemist** in the Synthetic department effective from **03-08-2022**.

You will be based at **SRIRAMCHEM Laboratories Pvt. Ltd.** located at Mysuru, subject to the following terms & conditions.

CTC of INR 1,20,000/- (One Lakh Twenty Thousand Only) per annum which is inclusive of all the benefits offered by our organization.

Six months from the date of joining you will be under a probationary period, after the probationary period SRCL has the right to decide your service and you will be appointed as an employee.

A copy of the service conditions and the terms of engagement are attached for your information, kindly read the complete document, and please sign and return the duplicate copy of this letter as a token of your acceptance of your appointment. Also, you need to sign for Non-disclosure agreement with us.

We welcome you to the growing team at SRIRAMCHEM and wish you a pleasant and successful career in the organization.

Yours truly,

For SRIRAMCHEM Laboratories Pvt. Ltd.



LETTER OF ACCEPTANCE

I accept this appointment letter on the terms and conditions listed above.

Niveditha S.
Signature of the Employee



SRIRAMCHEM Laboratories Pvt. Ltd.
Plot No. 31, JCK Industrial Park,
Belagola Industrial Area,



T: +91-031-4255508, M: +91-8071124311
E: research@sriramchem.com
<https://sriramchem.com>





SRIRAMCHEM[®]

Offer Letter

SRCL/HR/LA/2022-021

Date: 03-08-2022

To

Ms. PALLAVI B
D/o Basavanna, Hadya, Nanjangud

Dear Ms. PALLAVI B

A warm welcome to the **SRIRAMCHEM** family!

With reference to your application and subsequent interviews you had with us, we have the pleasure in appointing you to the company as **Trainee Chemist** in the Synthetic department effective from **03-08-2022**.

You will be based at **SRIRAMCHEM Laboratories Pvt. Ltd.** located at Mysuru, subject to the following terms & conditions.

CTC of **INR 1,20,000/- (One Lakh Twenty Thousand Only)** per annum which is inclusive of all the benefits offered by our organization.

Six months from the date of joining you will be under a probationary period, after the probationary period **SRCL** has the right to decide your service and you will be appointed as an employee.

A copy of the service conditions and the terms of engagement are attached for your information, kindly read the complete document, and please sign and return the duplicate copy of this letter as a token of your acceptance of your appointment. Also, you need to sign for Non-disclosure agreement with us.

We welcome you to the growing team at **SRIRAMCHEM** and wish you a pleasant and successful career in the organization.

Yours truly,

For **SRIRAMCHEM Laboratories Pvt. Ltd.**



LETTER OF ACCEPTANCE

I accept this appointment letter on the terms and conditions listed above.

Pallavi B
Signature of the Employee



SRIRAMCHEM Laboratories Pvt. Ltd.
Plot No. 11, GK Industrial Park,
Belagola Industrial Area,



T: +91-821-255500, M: +91-8073124313
E: research@sriramchem.com
<https://sriramchem.com>





SRIRAMCHEM[®]

Offer Letter

SRCL/IIR/LA/2022-022

Date: 03-08-2022

To

Ms. ROOPASIREE P
D/o Prakash T Hallikerchundi, Varna hobli, Mysuru

Dear Ms. ROOPASIREE P

A warm welcome to the **SRIRAMCHEM** family!

With reference to your application and subsequent Interviews you had with us, we have the pleasure in appointing you to the company as **Trainee Chemist** in the Synthetic department effective from **03-08-2022**.

You will be based at **SRIRAMCHEM Laboratories Pvt. Ltd.** located at **Mysuru**, subject to the following terms & conditions.

CTC of INR 1,20,000/- (One Lakh Twenty Thousand Only) per annum which is inclusive of all the benefits offered by our organization.

Six months from the date of joining you will be under a probationary period, after the probationary period **SRCL** has the right to decide your service and you will be appointed as an employee.

A copy of the service conditions and the terms of engagement are attached for your information, kindly read the complete document, and please sign and return the duplicate copy of this letter as a token of your acceptance of your appointment. Also, you need to sign for Non-disclosure agreement with us.

We welcome you to the growing team at **SRIRAMCHEM** and wish you a pleasant and successful career in the organization.

Yours truly,

For **SRIRAMCHEM Laboratories Pvt. Ltd.**



LETTER OF ACCEPTANCE

I accept this appointment letter on the terms and conditions listed above.

Signature of the Employee



SRIRAMCHEM Laboratories Pvt. Ltd.
Plot No. 31, JCK Industrial Park,
Belagola Industrial Area,



T: +91-821-4255588, M: +91-8073124313
E: research@sriramchem.com
<https://sriramchem.com>





SRIRAMCHEM[®]

Offer Letter

SRCL/HR/LA/2022-023

Date: 03-08-2022

To

Mr. SACHIN S
D/o Prakash T Hallikerehundi, Varna hobli, Mysuru

Dear Mr. SACHIN S

A warm welcome to the **SRIRAMCHEM** family!

With reference to your application and subsequent interviews you had with us, we have the pleasure in appointing you to the company as **Trainee Chemist** in the **Synthetic department** effective from **03-08-2022**.

You will be based at **SRIRAMCHEM Laboratories Pvt. Ltd.** located at Mysuru, subject to the following terms & conditions.

CTC of INR 1,20,000/- (One Lakh Twenty Thousand Only) per annum which is inclusive of all the benefits offered by our organization.

Six months from the date of joining you will be under a probationary period, after the probationary period **SRCL** has the right to decide your service and you will be appointed as an employee.

A copy of the service conditions and the terms of engagement are attached for your information, kindly read the complete document, and please sign and return the duplicate copy of this letter as a token of your acceptance of your appointment. Also, you need to sign for Non-disclosure agreement with us.

We welcome you to the growing team at **SRIRAMCHEM** and wish you a pleasant and successful career in the organization.

Yours truly,

For **SRIRAMCHEM Laboratories Pvt. Ltd.**



LETTER OF ACCEPTANCE

I accept this appointment letter on the terms and conditions listed above.

Signature of the Employee

SRIRAMCHEM Laboratories Pvt. Ltd.
Plot No. 31, JCK Industrial Park,
Belagola Industrial Area,



Tel: 91-821-4255808, M: +91-8073124313
E: research@sriramchem.com
<http://sriramchem.com>





SRIRAMCHEM[®]

Offer Letter

SRCL/HR/LA/2023-010

Date: 16-05-2023

To

Ms. ABHIRAMI S M

D/o S. Saju, D-4, Sach, Sagarika Apartment, Near Sales Tax Office, Erankhipalam, Kozhikode,
Kerala-673006

Dear Ms. ABHIRAMI S M

A warm welcome to the **SRIRAMCHEM** family!

With reference to your application and subsequent interviews you had with us, we have the pleasure in appointing you to the company as **Trainee Chemist** in the Synthetic department effective from **16-05-2023**.

You will be based at **SRIRAMCHEM Laboratories Pvt. Ltd.** located at **Mysuru**, subject to the following terms & conditions.

CTC of INR 1,20,000/- (One Lakh Twenty Thousand Only) per annum which is inclusive of all the benefits offered by our organization.

Six months from the date of joining you will be under a probationary period, after the probationary period **SRCL** has the right to decide your service and you will be appointed as an employee.

A copy of the service conditions and the terms of engagement are attached for your information, kindly read the complete document, and please sign and return the duplicate copy of this letter as a token of your acceptance of your appointment. Also, you need to sign for Non-disclosure agreement with us.

We welcome you to the growing team at **SRIRAMCHEM** and wish you a pleasant and successful career in the organization.

Yours truly,

For **SRIRAMCHEM Laboratories Pvt. Ltd.**



LETTER OF ACCEPTANCE

I accept this appointment letter on the terms and conditions listed above.

Signature of the Employee



SRIRAMCHEM Laboratories Pvt. Ltd.
Plot No. 31, JCK Industrial Park,
Belagola Industrial Area,



T: +91-021-4255580, M: +91-9073124313
E: research@sriramchem.com
<https://sriramchem.com>





SRIRAMCHEM[®]

Offer Letter

SRCL/HR/LA/2023-011

Date: 16-05-2023

To

Mr. ABHISHEK B

S/o Balasundar C.V, Thyagaraj Colony, 3rd Cross, Nanjangud Town, Mysuru – 571301

Dear Mr. ABHISHEK B

A warm welcome to the SRIRAMCHEM family!

With reference to your application and subsequent interviews you had with us, we have the pleasure in appointing you to the company as Trainee Chemist in the Synthetic department effective from 16-05-2023.

You will be based at SRIRAMCHEM Laboratories Pvt. Ltd. located at Mysuru, subject to the following terms & conditions.

CTC of INR 1,20,000/- (One Lakh Twenty Thousand Only) per annum which is inclusive of all the benefits offered by our organization.

Six months from the date of joining you will be under a probationary period, after the probationary period SRCL has the right to decide your service and you will be appointed as an employee.

A copy of the service conditions and the terms of engagement are attached for your information, kindly read the complete document, and please sign and return the duplicate copy of this letter as a token of your acceptance of your appointment. Also, you need to sign for Non-disclosure agreement with us.

We welcome you to the growing team at SRIRAMCHEM and wish you a pleasant and successful career in the organization.

Yours truly,

For SRIRAMCHEM Laboratories Pvt. Ltd.



LETTER OF ACCEPTANCE

I accept this appointment letter on the terms and conditions listed above.

Abhishek B.
Signature of the Employee



SRIRAMCHEM Laboratories Pvt. Ltd.
Plot No. 31, JCK Industrial Park,
Belagola Industrial Area.



T: +91-021-4255588, M: +91-0073124333
E: research@sriramchem.com
https://sriramchem.com





SRIRAMCHEM[®]

Offer Letter

SRCL/HR/LA/2023-0014

Date: 16-05-2023

To

Ms. BHAVANA R
D/o Ramesh Babu K S, SKP Temple Road, Konanur Village & Post, Arkalgud Taluk,
Hassan District - 573130

Dear Ms. BHAVANA R

A warm welcome to the SRIRAMCHEM family!

With reference to your application and subsequent interviews you had with us, we have the pleasure in appointing you to the company as Trainee Chemist in the Synthetic department effective from 16-05-2023.

You will be based at SRIRAMCHEM Laboratories Pvt. Ltd. located at Mysuru, subject to the following terms & conditions.

CTC of INR 1,20,000/- (One Lakh Twenty Thousand Only) per annum which is inclusive of all the benefits offered by our organization.

Six months from the date of joining you will be under a probationary period, after the probationary period SRCL has the right to decide your service and you will be appointed as an employee.

A copy of the service conditions and the terms of engagement are attached for your information, kindly read the complete document, and please sign and return the duplicate copy of this letter as a token of your acceptance of your appointment. Also, you need to sign for Non-disclosure agreement with us.

We welcome you to the growing team at SRIRAMCHEM and wish you a pleasant and successful career in the organization.

Yours truly,

For SRIRAMCHEM Laboratories Pvt. Ltd.



LETTER OF ACCEPTANCE

I accept this appointment letter on the terms and conditions listed above.

Signature of the Employee



SRIRAMCHEM Laboratories Pvt. Ltd.
Plot No. 31, JCK Industrial Park,
Belagola Industrial Area.



T: +91-821-4255500, M: +91-8073124313
E: research@sriramchem.com
<https://sriramchem.com>





SRIRAMCHEM[®]

Offer Letter

SRCL/HIR/LA/2023-015

Date: 16-05-2023

To

Ms. CAROL VICTOR GONSALVES
D/o Victor A Gonsalves, Neharu Nagar, 1st Cross, Sagar Hobli, Sagar Post, Sagar Taluk,
Shimoga District – 577401

Dear Ms. CAROL VICTOR GONSALVES

A warm welcome to the SRIRAMCHEM family!

With reference to your application and subsequent interviews you had with us, we have the pleasure in appointing you to the company as Trainee Chemist in the Synthetic department effective from 16-05-2023.

You will be based at SRIRAMCHEM Laboratories Pvt. Ltd. located at Mysuru, subject to the following terms & conditions.

CTC of INR 1,20,000/- (One Lakh Twenty Thousand Only) per annum which is inclusive of all the benefits offered by our organization.

Six months from the date of joining you will be under a probationary period, after the probationary period SRCL has the right to decide your service and you will be appointed as an employee.

A copy of the service conditions and the terms of engagement are attached for your information, kindly read the complete document, and please sign and return the duplicate copy of this letter as a token of your acceptance of your appointment. Also, you need to sign for Non-disclosure agreement with us.

We welcome you to the growing team at SRIRAMCHEM and wish you a pleasant and successful career in the organization.

Yours truly,

For SRIRAMCHEM Laboratories Pvt. Ltd.



LETTER OF ACCEPTANCE

I accept this appointment letter on the terms and conditions listed above.

Signature of the Employee



SRIRAMCHEM Laboratories Pvt. Ltd.
Plot No. 31, JCK Industrial Park,
Belagola Industrial Area,



T: +91-821-425500, M: +91-9973124383
E: career@sriramchem.com
<http://sriramchem.com>





SRIRAMCHEM[®]

Offer Letter

SRCL/HR/LA/2023-016

Date: 16-05-2023

To

Mr. CHANDRA SHEKHAR R
S/o Revanna M, Nehru Nagar, 1st Cross, Sagar Hobli, Sagar Post, Sagar Taluk,
Shimoga District - 577401

Dear Mr. CHANDRA SHEKHAR R

A warm welcome to the **SRIRAMCHEM** family!

With reference to your application and subsequent interviews you had with us, we have the pleasure in appointing you to the company as **Trainee Chemist** in the Synthetic department effective from **16-05-2023**.

You will be based at **SRIRAMCHEM Laboratories Pvt. Ltd.** located at **Mysuru**, subject to the following terms & conditions.

CTC of INR 1,20,000/- (One Lakh Twenty Thousand Only) per annum which is inclusive of all the benefits offered by our organization.

Six months from the date of joining you will be under a probationary period, after the probationary period **SRCL** has the right to decide your service and you will be appointed as an employee.

A copy of the service conditions and the terms of engagement are attached for your information, kindly read the complete document, and please sign and return the duplicate copy of this letter as a token of your acceptance of your appointment. Also, you need to sign for Non-disclosure agreement with us.

We welcome you to the growing team at **SRIRAMCHEM** and wish you a pleasant and successful career in the organization.

Yours truly,

For **SRIRAMCHEM Laboratories Pvt. Ltd.**



LETTER OF ACCEPTANCE

I accept this appointment letter on the terms and conditions listed above.

Signature of the Employee



SRIRAMCHEM Laboratories Pvt. Ltd.
Plot No. 35, JCK Industrial Park,
Belagola Industrial Area,



T: +91-821-425588, M: +91-8073124313
E: research@sriramchem.com
<https://sriramchem.com>





SRIRAMCHEM[®]

Offer Letter

SRCL/HR/LA/2023-017

Date: 16-05-2023

To

Mr. YASHIWANTH K
S/o Krishnamurthy N, Hnturu Village, Odeyara Palya Post, Hanur Taluk,
Chamarajanagara District - 571457

Dear Mr. YASHIWANTH K

A warm welcome to the SRIRAMCHEM family!

With reference to your application and subsequent interviews you had with us, we have the pleasure in appointing you to the company as Trainee Chemist in the Synthetic department effective from 16-05-2023.

You will be based at SRIRAMCHEM Laboratories Pvt. Ltd. located at Mysuru, subject to the following terms & conditions.

CTC of INR 1,20,000/- (One Lakh Twenty Thousand Only) per annum which is inclusive of all the benefits offered by our organization.

Six months from the date of joining you will be under a probationary period, after the probationary period SRCL has the right to decide your service and you will be appointed as an employee.

A copy of the service conditions and the terms of engagement are attached for your information, kindly read the complete document, and please sign and return the duplicate copy of this letter as a token of your acceptance of your appointment. Also, you need to sign for Non-disclosure agreement with us.

We welcome you to the growing team at SRIRAMCHEM and wish you a pleasant and successful career in the organization.

Yours truly,

For SRIRAMCHEM Laboratories Pvt. Ltd.



LETTER OF ACCEPTANCE

I accept this appointment letter on the terms and conditions listed above.

Signature of the Employee



SRIRAMCHEM Laboratories Pvt. Ltd.
Plot No. 31, JCK Industrial Park,
Belazola Industrial Area,



T: +91-021-4255503, M: +91-8073424313
E: research@sriramchem.com
<https://sriramchem.com>





Date: 14 Dec 2022

Ms Surabhi T N
yellamma devi temple road kote tipbar
talk turnkur
district 572201

Employee No: 2571781
Dear Ms Surabhi T N

Appointment Letter

We are pleased to appoint you in our organization as Associate subject to the following terms and conditions:

1. Your contract will commence from 23 Dec 2022 and expire on 22 Dec 2023 during which you will render services to our Client at their premises subject to the terms and conditions of the engagement letter executed by you on 14 Dec 2022 and in accordance to the instructions received by you from us or any other authorized person and will be bound by our rules and regulations.
2. You hereby agree to be liable for the following terms and conditions:
 - i. Fully perform the services, in a professional manner, at the Client's location until the completion of the term of the work assignment.
 - ii. During the term of the work assignment, render services exclusively to the Client and such performance shall not be inconsistent with any obligation you may have to other third parties.
 - iii. Not engage in any conduct which is detrimental to the interest of the Client or TeamLease.
 - iv. Not receive any payments of any nature directly or indirectly from the Client unless agreed to by TeamLease.
 - v. Neither directly nor indirectly offers you for employment with the Client or its affiliates during the period of the work assignment without prior permission of TeamLease.
 - vi. Extend all cooperation to the Client's employees, consultants, representatives, etc. and do all such things as may be necessary and comply with all terms of the Appointment letter so as to effectively undertake the work.
 - vii. Report and be present at the designated location during the working hours mentioned herein and abide by the rules and regulations as required by the Client.
 - viii. Comply with the safety, health and other rules and regulations of TeamLease and the TeamLease Client that you have been made aware of.
 - ix. During the course of your contract, you can be transferred to a location within the territory of India as and when required by TeamLease for executing the services provided herein.
3. Should you be selected to perform the Work Assignment, the nature of your relationship with TeamLease will be that of a Contract of Service for a fixed period. By executing this letter of engagement neither do we offer you employment with TeamLease nor do you become an employee of TeamLease. Upon expiry or termination of the Work Assignment, your employment with TeamLease shall stand terminated forthwith.
4. Except for expiry of a Work Assignment due to completion/expiry of the same or in respect of a Work Assignment of one week or a lesser period of time, either party may terminate this Work Assignment Letter by issuing 60 days notice Period in writing or payment thereof.
5. Termination of this letter of engagement shall not affect the obligations of the parties that have been incurred prior to such termination and TeamLease shall promptly settle all your dues after making the applicable deductions.
6. You agree to defend, indemnify and hold TeamLease or the Client harmless from any and all claims, damages, liability, attorneys fees and expenses on account of your failure to satisfy any of your obligations under this work assignment letter or for misconduct or for violation of any law or creation of any legal liability by you.
7. Any dispute between you and TeamLease shall be referred to a sole arbitrator appointed by TeamLease. The arbitration shall be conducted in English language, in accordance with the Arbitration and Conciliation Act 1996, at Bangalore, Karnataka, India. This Engagement Letter shall be governed by the laws of India.
8. Details of your salary breakup will be as per the Annexure attached herein. You hereby authorize TeamLease to

****This is a system generated document. Any unnoted use, alteration, dissemination, or copying of this document is strictly prohibited and may be unlawful.****

Doc ID: TL/D/37712AC31

Salary Annexure

Employee No: 2671761

Particulars	Amount
Basic	10667
House Rent Allowance	4267
Conveyance	1600
Employer PF Contribution	2079
Insurance	510
Medical Reimbursement	1250
Works Allowance	5059
Statutory Bonus	1197
Employee Compensation	38
Total Amount	26667
Amount In Words(Rs)	Twenty Six Thousand Six Hundred Sixty Seven Rupees

Net Pay Annexure

EARNINGS	Amount
Basic	10667
House Rent Allowance	4267
Conveyance	1600
Medical Reimbursement	1250
Works Allowance	5059
Statutory Bonus	1197
Gross Earnings	24040
DEDUCTIONS *	Amount
Employee PF	2079
Professional Tax	200
Total Deduction	2279
Net Salary	21761

* Income-tax deductions, if applicable, will be as per the Income-Tax Act, 1961

** Annual components (like LTA, Medical Reimbursement) would be payable on claims and will be considered for exemption under Income Tax subject to receipt of valid bills for the Financial Year if applicable

Note : This statement is only for the purpose of information and is illustrative in nature

This is a system generated document. Any unauthorised use, alteration, dissemination, or copying of this document is strictly prohibited and may be unlawful.

Doc ID: TL/D/137712AC31

Mr. DARSHAN D
#77
KAMANAKERE HUNDI
Mysore-570019
India

STRICTLY PRIVATE & CONFIDENTIAL

Dear DARSHAN,

We refer to your application for employment and the subsequent interview you had with Infosys BPM Limited ("the Company"), we are pleased to make you an offer of employment with the Company on the following terms and conditions ("Letter of Offer"). The offer of employment is subject to your obtaining an appropriate release from your present employer.

You will devote the whole of your time and attention to the business of the Company and comply with the rules and regulations in force from time to time and you will not, without our written consent, be in any way engaged or concerned in any other business. You will, while in our employment, use your utmost endeavor to promote the interests of the Company in all matters and will observe the utmost good faith towards the Company and keep secret all information, which you may obtain with regard to the business and affairs of the Company.

a) Role	: Process Executive
b) Role designation	: Process Executive
c) Job Level	: 2B
d) Date of Joining	: 25-November-2022
e) Location of posting	: MYSORE, KARNATAKA, India
f) Gross salary per month	: Rs 20496/-

Please refer to the Appendices to this letter for details of your CTC and other allowances.

1. Voice and Shift Allowances

In addition to the gross salary mentioned above, you may be eligible to the following conditional allowances which will be paid as applicable based on Company policies. These are not a guaranteed part of your compensation and will be paid if you are eligible to receive them.

a) Voice Allowance - This amount becomes payable once you are allocated to a voice process code and based on your performance. If during the course of your employment, you get allocated to a data process code, the voice allowance will not be payable. This is not applicable for employees in various BEF streams.

b) Shift Allowance - This allowance is paid based on the shift that you work in. This is not payable while working in a day shift. For further details on shift allowance, refer to Appendix 3.

All allowances are payable as per the policies of the Company, which are subject to change from time to time

APPENDIX I

COMPENSATION DETAILS	
Name	Mr. DARSHAN KUMAR D
Role Designation	Process Executive
Job Level	2B
Date of Joining	25-November-2022
Location of Posting	MYSORE, KARNATAKA, India
Fixed Components	Amount in INR per month
Basic	13,881
Fixed Dearness Allowance (FDA)	1,100
Basket of Allowances (BOA)*	
Sub Total 1	14,981
Statutory Components	
Company Contribution to Provident Fund	1,798
Gratuity	721
Bonus	2,996
Sub Total 2	5,515
Gross Salary per month - Sub Total 1+2	20,496
Total Annual CTC	245,952

Over and above the gross salary mentioned above you will be eligible to the following allowances provided you satisfy the conditions as laid down in Clause 1 of this letter

Voice Allowance (paid monthly on allocation to a voice process)	Rs 2,500
Shift Allowance (paid monthly if you are working in night shift)	As applicable

*Basket of Allowances (BOA) comprises of HRA, LTA, Medical, Children's Education and Conveyance to be split according to an individual's tax plan.

No.: CEE:2023-24:JWC/163/1/1660

Covering Job Work Contract
June 16, 2023

Ms. Soumya Hiremath
Gunj Circle , Behind SBI Bank
Hospet Road, Koppal
Karnataka

Dear Soumya,

Sub: Job Work Contract

This has reference to the discussions you had with us regarding your association with the Centre. We are pleased to allot to you a job work contract under our "Implementation of Paryavaran Mitra Programme & Climate Change Education Programme in selected Schools in Nelamangala Taluk supported by ABB India Foundation.- Phase II – 2023" on the following terms and conditions:-

1. The job work contract would be for the period from June 5, 2023 to December 10, 2023 (that you have already taken up) or till the conclusion of the project whichever is earlier. Please discuss the scope of work/assignments with your supervisor.

During this period, you will be paid lumpsum honorarium of Rs.32,000/- (Rupees thirty two thousand only) per month for the above assignment. The honorarium offered to you is inclusive of all.

In order to release consultancy fees, you need to raise the bill in the name of the Centre for Environment Education, through Ms. Rejini S., Programme Director, Centre for Environment Education, CEE South.

2. You shall carry out the job work with utmost sincerity, dedication and devotion.
3. Any lapse on your part in executing the job work would entitle the Centre to revoke the contract forthwith without any further notice.
4. In case the job work is not completed, it shall be open for the Centre to get the unfinished job work completed through any other agency, whose charges shall be recoverable from the charges payable to you.
5. In case of any damage caused to the Centre on account of your negligence during the subsistence of the contract, the Centre would be entitled to recover the damages from you as liquidated damages.
6. After the satisfactory completion of the job work as per the time stipulated above, the contract would automatically stand terminated without any further notice.
7. In case of any dispute arising out of the aforesaid job work contract, the same shall be subject to Ahmedabad jurisdiction.

Contd....2..

-: 2 :-

As discussed with you, the nature of your roles and responsibilities under this Job Work Contract require time bound deadlines and deliverables, therefore you are required to follow a six-day week work schedule as and when required.


We would like you to accept this offer of job work contract on the above terms and conditions. Please return the duplicate copy of this order duly signed by you on all pages in confirmation of your acceptance. In the event of your acceptance of the same report to Ms. Rejini S., Programme Director, CEE South at Centre for Environment Education, 5th Floor, "VANAVIKAS" Karnataka Forest Development Corporation Ltd., 18th Cross, Malleshwaram, Bangalore 560003 immediately.

Please note that you will not be entitled to any travelling allowances for joining duties at the Centre.

It may be noted that the last payment under this arrangement will be released after we receive the clearance certificate from your Coordinator.

Thanking you,

Yours sincerely,


Archana Panicker
Programme Director, HID & Personnel

Copy to :

1. Ms. Rejini. S.
2. CEE South
3. Accounts
4. Gen. Admin.



Ref: BIO/HR/PCD/OL-1582/2023-24

Date: 17th May 2023

OFFER LETTER

Dear Niveditha Raj V G,

On behalf of the management, we are pleased to offer you a position in our organization on the following terms and conditions:

Position: Junior Research Associate

Department: Toxicology - DART

Location: Devarahosahalli-Bangalore Rural.

You will be entitled to a compensation of Rs 2.05 lakh per annum on cost to the company basis and the detailed breakup of the compensation package is attached as Annexure I.

This offer of employment is valid subject to satisfactory completion of reference/background verification of your credentials related to your educational qualifications and professional experience.

The appointment is effective from the date of your joining and we request you to join on 22nd May 2023. The policy guidelines on benefits and emoluments are enclosed in Annexure II.

Please confirm your acceptance of our offer by signing a copy of this letter and advise the date by which you will join our organization. It is understood that we will mutually keep this offer as CONFIDENTIAL, till the time you are on board with us.

You are expected to confirm acceptance of this offer in writing within seven days from the date of offer, or this offer will be deemed to have been withdrawn and consequently you will not have any further claim for employment with us.

We take pleasure in welcoming you to our organization and are confident that your period of association with us will be long, pleasant and mutual benefit.

Yours truly

For Bionees India Private Limited

S. N. Vinaya Babu
17/05/2023

Dr. S.N. Vinaya Babu
Managing Director



I confirm acceptance of your above offer and will join your organization by date: 22-5-2023

Niveditha Raj V G

BIO/HR/EM-007

1

BIONEEDS INDIA PRIVATE LIMITED (CIN: U01400KA2007PTC042302)

Reg. Off. & Facility: Devarahosahalli, Sampura Hobali, Nefamangala Taluk, Bangalore Rural District, Karnataka.
Mob: 09844457677 Phone: 0816-2214400 Fax: 0816-2214444 Email: bionees@bionees.in
Executive Office: Plot #3, Peenya Industrial Area, 1st Stage, Bangalore - 560058 INDIA

Offer Letter**Rakesh Kumar B R****Bandaru, Valagerahalli, Aralimasandra, Channarayana, Ramnagar - 562138**

Dear Mr. Rakesh Kumar,

With reference to your job application and subsequent interview you have had with us, we are pleased to offer you the position of Scientist-Trainee for Pre Clinical Research in our organization at a CTC of Rs. 363000.00 (Rupees Three Lakh Sixty Three Thousand Rupees zero Paise only).

The current offered position will be for Bommasandra Unit, as you are expected to join duty on 19/09/2023 beyond which the offer would stand withdrawn, unless a new date is mutually agreed upon by us in writing.

Kindly report to Bommasandra Unit for joining formalities along with following documents (Photocopy and Originals):

1. Educational Certificates
2. Passport Size photographs – 6 No's
3. Updated Curriculum Vitae
4. KYC Documents - PAN Card and Aadhar
5. Address proof – Voters ID card/Driving License/Passport.

SERVICE LEVEL AGREEMENT (SLA):

As part of your employment, you will be required to sign a Service Level Agreement (SLA). The SLA will outline the training that Anthem Biosciences Pvt. Ltd. will impart on you to make you industry ready and the financial implications if you decide to terminate your employment before the completion of the term of the SLA. Please note that the SLA is a legally binding document, and failure to fulfill the terms may result in financial penalties. To accept this offer of employment, please sign and return a copy of this letter, indicating your acceptance, within 7 working days from the date of receipt of this offer letter.

We look forward to welcoming you to our team at Anthem Biosciences Pvt. Ltd. Should you have any questions or require further clarification, please feel free to contact us at charangowda.s@anthambio.com.

Once again, congratulations on your selection, and we are excited about the prospect of working with you.

Please note this Offer of Employment is subject to background verification and pre-employment medical check-up.

Your's faithfully,
For, Anthem Biosciences Pvt Ltd

AUTHORISED SIGNATORY

November 28, 2023

Ms. Niharika
Thippur, K. R Nagar Taluk,
Mysore District Karnataka - 571602

Dear Ms. Niharika,

Sub: Offer letter as Management Trainee – Microbiology.

Pursuant to the discussions you had with us, we have the pleasure to offer you the post of **Management Trainee – Microbiology.**

As per the terms agreed during your interview, you may report to duty on or before **06.12.2023.**

The appointment letter will be issued to you as and when you join our services. You will have to furnish at the time of appointment the Offer letter, Appointment letter, pay slips and relieving letter from your present employer, academic certificates and experience certificates issued by your past employers.

You are hereby advised to carry pre-employment medical examination report at the time of joining.

Kindly sign and return a copy of this letter as a token of you having accepted.

Yours faithfully,
For **Somerset Therapeutics Limited**



Murali K P
Vice President – Corporate Affairs



EUROFINS ANALYTICAL SERVICES INDIA PVT. LTD.

foodindia@eurofins.com, www.eurofins.in, CIN: U73100KA2009PTC049992

Date: 14th September 2023

Mr. Adithya K N
Bangalore, India

Ref: EAS/2023-09-062

Sub: Contractual Services

Dear **Mr. Adithya K N**,

This refers our discussions and your interest to provide professional services to Eurofins Analytical Services India Pvt. Ltd. We are pleased to engage you on a **Short-Term Contract** at our **Bangalore** location in our Analytical Division, on the following terms & conditions:

1. You will be assigned to act as **Trainee Analyst**.
2. You will be performing your duties as per the Eurofins guidelines.
3. **Period of Contract: 12 (Twelve) Months** from the date of reporting at work on **October 03rd, 2023**. This assignment will automatically cease on the expiry of the assignment period or on termination of the contract by Eurofins Analytical Services India Pvt. Ltd. However, this Agreement may be renewed / extended upon mutual consent of both parties based on the actual performance during the contract period and/or need for similar services by Eurofins. You will report to **Mr. Haswanth Bheemisetty** based at our **Bangalore** location.
4. **Professional Fees and Expenses:** You will be paid **Professional Fees of INR. 2,13,333/- (Two Lakhs Thirteen Thousand Three Hundred Thirty-three Rupees per annum i.e. divided into 12 months from your date of joining) exclusive of all taxes** for proper performance of the services, duly approved by the Reporting Manager. You will be governed by the normal working hours and days per month as per Eurofins HR policy. You will be entitled for maximum 2.25 leaves in a month which can be accumulated till the end of calendar year and holidays as declared by the organization. Payments will be prorated to the number of days worked. At the end of the month, you will raise an invoice for your services. The Company shall make payment to you within 10 days of receipt of the invoice. You will also be eligible for reimbursement of the travel related expenses within the Eurofins' travel/reimbursement policy subject to approval by the Reporting Manager.

Eurofins Analytical Services India Private Limited

#540/1, Doddanakundi Industrial Area 2, Hoodi, Whitefield, Bengaluru 560048, Karnataka, India, Tel: +91 80 30982500,
Fax: +91 80 41680405 Email: enquiryesai@eurofins.com, Website: www.eurofins.in, CIN: U73100KA2009PTC049992



EUROFINS ANALYTICAL SERVICES INDIA PVT. LTD.

foodindia@eurofins.com, www.eurofins.in, CIN: U73100KA2009PTC049992

16. Eurofins Code of Ethics: You shall abide by Eurofins' Code of Ethics/ Business Values, while performing the jobs entrusted to you. Copies of the same are enclosed for your use. You are required to carefully read and understand its provisions for its application while at work.

17. Safety Guidelines: You shall abide by Eurofins' Safety Guidelines as applicable and relevant to your job.

18. Other Provisions:

- a. **Entire Agreement:** This assignment is the one and indivisible and can be modified only by a written agreement signed by either parties.
- b. **Governing Law:** This Assignment is to be governed by and is to be construed in accordance with the laws of India and shall be subject to jurisdiction of court in Bangalore, Karnataka. Any controversy or claim or interpretation of the terms of this assignment shall be referred to the Arbitrator under **Indian Arbitration and Conciliation Act 1996.**
- c. **Notice:** Any notice required to be given hereunder shall be deemed to have been sufficiently given when served personally or when sent by Registered Mail, or Email addressed to the parties at the addresses set forth in this agreement or such other address as has been designated by written notice.
- d. **Severability:** If any provision of this contract is held to be invalid for any reason, the remaining provisions shall continue to be valid and enforceable.
- e. **No Waiver:** The failure of either party to enforce any provisions of this contract will not be a waiver or limitation of that party's right to subsequently enforce that provision or any other provision hereof.
- f. **Captions:** The captions in this assignment are for descriptive purposes only.
- g. **Binding Effect:** This contract is binding on the parties hereto and their respective heirs, personal representatives, successors and assigns.

With best wishes,

For Eurofins Analytical Services India Pvt. Ltd

Dr. Pankaj Jaiminy
Managing Director

Read & Accepted by
Mr. Adithya K N

Eurofins Analytical Services India Private Limited

#540/1, Doddanakundi Industrial Area 2, Hoddli, Whitefield, Bengaluru 560048, Karnataka, India, Tel: +91 80 30982500,
Fax: +91 80 41680405 Email: enquiryasia@eurofins.com, Website: www.eurofins.in, CIN: U73100KA2009PTC049992

Offer Letter

Abishak H U

Prakruthi Ravivare, Sakaleshapura Taluk, Nettoor, Hassan, Karnataka - 573123

Dear Mr. Abishak,

With reference to your job application and subsequent interview you have had with us, we are pleased to offer you the position of Scientist-Trainee for Chemistry Lab in our organization at a CTC of Rs. 330000.00 (Rupees Three Lakh Thirty Thousand Rupees zero Paise only).

The current offered position will be for Harehall Unit, as you are expected to join duty on 04/09/2023 beyond which the offer would stand withdrawn, unless a new date is mutually agreed upon by us in writing. Please note that this offer is valid subject to your signing and send mail of this letter within seven working days.

Kindly report to Bommasandra Unit for joining formalities along with following documents (Photocopy and Originals):

1. Educational Certificates
2. Professional Certificates
3. Relieving certificate from the previous employer
4. Appointment letter of the previous employer and salary revision letters
5. Last pay slip received from the previous employer
6. Form 16 (TDS certificate)
7. Passport Size photographs - 6 No's
8. An updated Curriculum Vitae
9. PAN Card and Aadhar is Mandatory
10. Address proof - Voter ID card, Driving License, Passport.

This Offer of Employment is subject to receipt of satisfactory references and pre-employment medical check-up. Kindly sign the copy of this letter as a token of your acceptance of the offer and return us the same.

Your's faithfully,
For, Anthem Biosciences Pvt Ltd

AUTHORISED SIGNATORY

1 of 2

EMOLUMENT PACKAGE W.E.F

#	Monthly(Rs.)	Yearly(Rs.)
Basic	15000.00	180000.00
HRA	6000.00	72000.00
Stamp	3000.00	36000.00
LTA	0.00	0.00
Other Allowance	180.00	3360.00
Gross Salary	24300.00	291360.00
Provident Fund	1800.00	21600.00
Gratuity Fund	720.00	8640.00
Canteen	780.00	9360.00
CTC	27500.00	330000.00
Take-Home CTC = (Gross - JPF/EIS + PF+Canteen)		
Other Benefits		

1. Family Health Insurance Hospitalization Insurance coverage for self, spouse and upto 2 children. Coverage ranges from Rs. 1,00,000/- to Rs. 2,00,000/-, depending on size of the family.
2. Employee Personal Accident Insurance coverage minimum of Rs.10,00,000/- or 2 times of CTC (whichever amount is higher will be applicable) based on the nature of the accident.



ಎಸ್‌ಟಿಜಿ ಪ್ರಥಮ ದರ್ಜೆ ಕಾಲೇಜು
ಎಂಪಲೊಯ್ ಮ್ಯಾನ್ಯು

ಕಾಲೇಜ್ ಕೋಡ್ - 2064

ಮೈಸೂರು ವಿಶ್ವವಿದ್ಯಾನಿಲಯದಿಂದ ಮಾನ್ಯತೆ ಪಡೆದ
ಚರಂಡಿ, ಬಾಣನೂರು ರಸ್ತೆ, ಚರಂಡಿ (ಪಿ) ಮಂಡ್ಯ ಜಿಲ್ಲೆ 571455

STG First Grade College

College code-2064

AFFILIATED TO UNIVERSITY OF MYSORE

ವೆಬ್‌ಸೈಟ್ / Website : www.stgfirstgradecollege.edu.in

ಇಮೇಲ್ / E mail ID : info@stgfirstgradecollege.edu.in

No.STGFGC/CH/ /20

ಇನ್‌ಸ್ಟಿಟ್ಯೂಷನ್ ಕೋಡ್ ನಂ. 2064
Office of the Principal

DATE:

LETTER OF OFFER

To,
Shilpashree K J
Kurikoppalu(V)
Chandagalu (P)
Mandya (D)

With reference to your application and subsequent interview with us, we are pleased to offer you the position of Assistant Professor - Department of Chemistry in our institution, with a monthly remuneration of Rs.15,000 exclusive Statutory compliances (Rupees Fifteen Thousand only)

We would expect you to join our institution on 02.11.2023 for various training. This offer must be accepted within three days from the date of issue, beyond which it would stand withdrawn, unless we agree to, a new date in writing.

On the date of your assumption of duty, you may please bring along the following

1. Proof of age
2. Educational certificates in original
3. Copies of experience certificates
4. Relieving certificate from the previous employer
5. Appointment letter of the previous employer
6. Last pay slip received from the previous employer
7. Form 16 (TDS Certificate), if any
8. Five Passport Size Photographs
9. References in writing from two persons with their contact details.
10. Copy of the Pan Card
11. Copy of Residential Proof /Aadhar / Voter ID Card.

Please sign and return the duplicate copy of this letter as a token of acceptance of the same.


Mrs. Nivedita Nagesh
Administrator

27/10/23



ITC Limited
FOODS DIVISION
No.18, Banaswadi Main Road,
Maruthisava Nagar,
Bengaluru - 560 005, India
Telephone : +91 80 4609 1100 / 1201

28th September 2023

OFFER LETTER

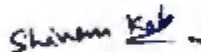
Dear Mr. Raghavendra C,

We are pleased to offer you a training opportunity at ITC - Foods Division, on the following terms and conditions:

1. Your training location will be ITC - Foods Division – COAL Peenya.
2. Your period of training will be from 03rd October 2023 to 02nd October 2024.
3. You will receive a stipend of Rs. 15000/- per month (Rupees Fifteen Thousand Only) during your training.
4. You will not be entitled to any other benefits, perquisites or amenities during the training.
5. You will not be provided with any data from ITC Limited, except the training completion certificate.
6. It is understood and agreed between us that this letter shall not be treated and/or construed as a letter of appointment with this company, and the company will not be under any obligation to offer you employment on completion of the period for which you are attached as a trainee.
7. The project may end anytime as per company's discretion.

If these terms and conditions are acceptable to you, kindly share a signed copy of this letter as a revert to the same mail.

Yours faithfully,
ITC Limited



Shivam Kalra
Manager - HR



October 18, 2023

LETTER OF APPOINTMENT – REMOTE EMPLOYMENT

Mr. Abhishek B,
81, 6th cross HP Road,
Nanjangud, Mysore- 571361

Dear Mr. Abhishek B,

Molecular Connections Private Limited (the "Company"), along with its subsidiaries and group companies, is pleased to offer you employment on the following terms and conditions:

I. COMMENCEMENT OF EMPLOYMENT

- 1.1 You will be employed by the Company on remote working basis (REMOTE EMPLOYEE) in the position of **Scientific Analyst** subject to the terms and conditions set forth in this Appointment Letter ("Letter"). Your employment with the Company shall commence from **October 23, 2023** and be valid until terminated in accordance with the terms set forth in this Letter (the "**Employment Period**").
- 1.2 Your appointment as a REMOTE EMPLOYEE of the Company is subject to satisfactory verification of your certificates and testimonials. In the event that such verification reveals any discrepancy in the statement(s) made in your application to the Company, your services are liable to be terminated forthwith without any notice or compensation. Your employment in the Company is also contingent upon your ability to work for the Company without any restrictions, i.e., you are not bound by any non-compete obligations or any other restrictive clauses with any of your previous employers.
- 1.3 For joining purposes, you shall report to HR Manager of the Company.

MOLECULAR CONNECTIONS PVT. LTD.

Heritage Building, #59/2 Kaderanahalli, 100 Feet Road, Banashankari 2nd Stage, Bangalore – 560 070.
Ph.: 080 2669 0145 | Email: info@molecularconnections.com | www.molecularconnections.com

- 1.4 You shall, during the Employment Period, be diligent and loyal and devote your professional time, energies and best efforts to the performance of your duties and responsibilities.
- 1.5 During the Employment Period, you shall not engage in any other employment, occupation or business activity (whether full-time or part-time or paid or unpaid) By signing this Letter, you hereby undertake that you have no contractual commitments or other legal obligations that would prevent you from performing your duties towards the Company, in any manner whatsoever. Any charitable work needs prior permission of the company.
- 1.6 You will initially be on probation for a period of six (6) months from the actual date of joining. The probation period may be reduced or extended by the Company at its sole discretion depending upon your performance without providing any reasons. You will be on probation until your successful completion of the probationary period is confirmed in writing.
- 1.7 **MINIMUM SERVICE PERIOD** – You are required to serve the company for a minimum period of **12 months** including your probation period. Please note that if you decide to leave the Organization before completing the minimum service period, the Company would be entitled to recover the training expenses of **INR 25000/- (Rupees Twenty Five Thousand Only)** including notice pay from you as discussed and mutually agreed at the time of your selection.



PRIVATE & STRICTLY CONFIDENTIAL

Date : 25-10-2023

To

Pavithra KR

D/O KS Raghu, Samanyaya road, Krishna raja sagara agrahara, Kunigal

Kunigal, Bilidevalaya Tumkur, Karnataka 572130

Dear Pavithra,

Congratulations! We are delighted to welcome you to Strides Pharma Science Limited ("Strides" or "Company").

We are pleased to appoint you as Trainee Executive - Quality Control in our Oral Dosage Forms (KRSF) unit based out of Strides-Bangalore-Formulation (KRSF), Bangalore, Karnataka, India. We are sure you will be integral to the Company's future as we move forward to achieving our strategic outcomes.

Strides is a global pharmaceutical company with significant business in the United States, Europe, Australia, and Canadian markets. The Company also operates a fast-growing frontier market business in Africa (West Africa and South Africa), Asia Pacific, the Middle East & North Africa, and the CIS region. The Company has a global footprint with eight manufacturing facilities (Five approved by the USFDA) spread across four continents and an R&D centre in India with global filing capabilities. The Company's core competence is developing and manufacturing a wide range of niche and technically complex pharmaceutical products across focused domains.

The Company's vision is to be the leading Indian pharma multinational with a reputation for the highest quality and integrity. This vision is strongly enabled through best-in-class processes, people practices, and an IT-driven platform that ensures its implementation across all locations. Besides this, the fulfilment of our strategic objectives is embraced by the Core values we follow in everything we do.

Our Core Values, Integrity, Collaboration, and Efficiency ("ICE"), guide our aspirations, and the tenets we adhere to are:

- **Integrity:** We will follow the right practices and do the right thing
- **Collaboration:** We will work together, understanding and supporting each other
- **Efficiency:** We will do everything to deliver quicker, better results

We are confident that our vision will inspire you as you embark on a new journey with us. It is our pleasure that you chose Strides, and we are making arrangements for you to be onboarded on or before 06-11-2023.

Your Target Total Compensation will be 350000 per annum as per Annexure I.

This offer letter establishes the broad terms of your employment with the Company. Should you accept this offer, your appointment will be formally ratified.

Strides Pharma Science Limited

CTIN: L24230MH1990PLC057062

Corp Off. Strides House, Bilekahalli, Bannerghatta Road, Bengaluru - 560 076, India | Tel: +91 80 6784 0000 Fax: +91 80 6784 0700

Regd Off. 201, Devavrala, Sector 17, Vashi, Navi Mumbai - 400 703, India | Tel: +91 22 2789 2924 / 3199 Fax: +91 22 2789 2942

corpcomm@strides.com, www.strides.com

Applicant ID :Mithila_3_164046
Name :Mithila B
Location :BANGALORE

OFFER LETTER

Dear **Mithila B**

Thank you for your interest in Adecco.

Based on your resume and the interview you had with us, we are pleased to make you an offer of employment as **Microsoft Windows Desktop Management** on deputation to our client **Accenture Solution Pvt Ltd.** on fixed term contract, for the remuneration as offered and agreed by us (details given below). The Management reserves the right to bifurcate or merge the allowances in basic salary.

The **Net Salary (In Hand)** offered to you is **Rs 22160.36 only per month**; detailed breakup is enclosed.

The management reserves the right to utilize your services on deputation to our clients on fixed term contract, anywhere in India, through our branch offices, either in existence or which may come into existence. Your initial place of posting will be at **BANGALORE**. However, you may be required to report to our Branch Office (address mentioned at the top right corner of this letter), to complete your joining formalities, in the event you have not been able to follow our digital process.

This employment offer is subject to:

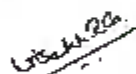
- a) The information provided by you in your resume and interviews are correct and valid.
- b) This offer is valid till your expected DOJ, i.e., **27-11-2023**. If you do not join us by the stipulated date, this offer is deemed invalid. Your formal appointment letter will be issued at the time of your joining, subject to receipt of various mandatory documents, as per list given below.
 - Aadhar card as Proof of Identity, Date of Birth and Address.
 - Educational certificates
 - ESI declaration in Form 1, PF nomination in Form 2 and Gratuity Nomination in "Form F"
 - PAN Card, Bank A/C details with proof
 - Passport size photograph
 - Experience certificates and relieving letter from your previous employer (if applicable).
 - Proof of your last drawn salary (if applicable)

Please note that any claims based on alleged verbal promises by any authority in the organization are not a part of this letter and will not be entertained in future.

We look forward for you to join our organization at the earliest.

With warm regards,

Adecco India Pvt. Ltd.



Visakh R G
Head - Onboarding



Julie Rosy
Senior Manager - SSC

Authorized Signatory

Enclosures: - (i) Compensation Sheet; (ii) Consent letter

I hereby accept the above-mentioned terms and conditions.

Name: _____ Signature: _____ Date: _____

COMPENSATION SHEET

Applicant ID	: Mithila_3_164046
Name	: Mithila B
Designation	: Microsoft Windows Desktop Management

Compensation	Rs. Per Month
BASIC SALARY	13542.00
ADVANCE STATUTORY BONUS	1128.00
HOUSE RENT ALLOWANCE	5417.00
SPECIAL ALLOWANCE	3873.36
GROSS (SUB TOTAL A)	23960.36
PROVIDENT FUND EMPLOYER	1800.00
EMPLOYER PF ADMIN CHARGES	75.00
EMPLOYERS EDLI CHARGES	75.00
EMPR INSURANCE GMC	913.00
EMPR INSURANCE GPA	35.00
EMPLOYER WC POLICY	225.00
EMPLOYER DEDUCTION (SUB TOTAL B)	3123.00
CTC (SUB TOTAL A+B)	27083.36
PROVIDENT FUND EMPLOYEE	1800.00
EMPLOYEE DEDUCTIONS (SUB TOTAL C)	1800.00
TAKE HOME (SUB TOTAL A-C)	22160.36

Annual CTC : **Rs. 325000.32**

Note : "Take home is subjected to all applicable statutory deductions like Professional Tax, Labour Welfare Fund, income Tax etc"

Visakh R G

Visakh R G
Head - Onboarding

Authorized Signatory
Adecco India Pvt. Ltd.,

I hereby accept the above-mentioned terms and conditions.

Julie Rosy

Julie Rosy
Senior Manager - SSC

Name: _____ Signature: _____ Date: _____



Bangalore Office
ReSource Pro Operational Solutions Private Limited
2nd, 3rd and 4th floor, HUB A, Karle Tower Center (SEZ) | Komarpura Main Road, Nagavara, Bangalore - 560045, India
Phone: +91 88 4851 5300 | www.resourcespro.com | CIN: U72200KA2015PTC079707

Confidential

LETTER OF INTENT

Date: August 18, 2023

Dipjyoti
Bangalore
Bangalore,KA
560045
India
dipjyoti1@gmail.com

Dear Dipjyoti,

Congratulations! Further to your application for employment with us, and the subsequent selection process, we are delighted to offer you the role of **Associate, Service Delivery, India**.

The location of your initial reporting and training will be Bangalore, India. The date of your joining would be **08/28/2023**. Your Total Gross Salary has been detailed in the Annexure to this letter. On your joining, you are expected to enter into an agreement, which details the scope, terms and conditions of your employment, the necessary training and the contractual obligation to be with Resource Pro. On successful completion of the probation, your employment with the company will stand confirmed subject to the terms and conditions as per Company policies. Your employment will be governed by the rules, regulations and policies of the Company and subject to the clearance of reference checks by the Company.

The terms of this offer letter shall remain confidential and are not to be disclosed to any third party.

We request you to please reply to this mail and also carry a signed copy of this offer letter on the day of your joining as a token of your acceptance.

Welcome to Resource Pro. We wish you a long, rewarding and fulfilling career and look forward to you joining us.

Yours sincerely,

Frances Zhang
SENIOR MANAGER, TALENT, INDIA

Encl.: Annexure to the offer (as applicable to you)



Bangalore Office:
ReSource Pro Operational Solutions Private Limited
2nd, 3rd and 4th floor, Hub A, Karle Town Center (SEZ) | Kompore Main Road, Nagavara, Bangalore – 560045, India
Phone: +91 88 4881 5300 | www.resourcespro.com | CIN: U72200KA2015FTC078707

Confidential

Annexure I
COMPENSATION DETAILS (All figures in INR)

Name: Dilip C.J
Designation: Associate, Service Delivery, India
Proposed CTC: ₹80,000.00

Salary Break-up	Annual (INR)	Monthly (INR)
Basic	₹20,000	₹1,666
HRA	60,000	5,000
Special Allowance	₹2,828	2,357
Transport Allowance	60,000	5,000
Total Fixed Pay (A)	₹272,828	22,719
Benefits		
PF - Company Contribution	25,608	1,800
Gratuity	₹,772	481
Total Benefits (B)	27,372	2,281
Total Cost to Company (A+B)	300,000	25,000

- You will be entitled to Gratuity payment only on completion of 3 years of service and this payment shall be in accordance with the Payment of Gratuity act 1972.
- Flexible Benefit Plan is applicable when the CTC is more than 6 lakhs and it can be used to claim tax exemptions.
- You will be eligible for a Medical Insurance of INR 5,00,000/- for self, spouse & 3 dependent children (up to the age of 25 years), Group Personal Accident & Group Term life. The premium of the same is paid by the company.
- Transport Allowance is deducted if office transport is availed.
- Payment of Shift Allowance is subject to vary based on the actual shift assignment/working. The Employee may be eligible for shift allowance, calculated on actual days worked basis, only if he/she has worked in the following real time shifts:
First Shift - 12:00PM/01:00PM TO 09:00PM/10:00PM - INR 2,200/- per month.
Second Shift - 06:30PM/07:30PM TO 03:30AM/04:30AM - INR 5,500/- per month.
Third Shift - 08:30PM/09:30PM TO 05:30AM/06:30AM - INR 7,700/- per month.

Frances Zhang
SENIOR MANAGER, TALENT, INDIA

Applicant ID :Umme_3_164050
Name :Umme Hami
Location :BANGALORE

OFFER LETTER

Dear **Umme Hami**

Thank you for your interest in Adecco.

Based on your resume and the interview you had with us, we are pleased to make you an offer of employment as **Microsoft Windows Desktop Management** on deputation to our client **Accenture Solution Pvt Ltd.** on fixed term contract, for the remuneration as offered and agreed by us (details given below). The Management reserves the right to bifurcate or merge the allowances in basic salary.

The **Net Salary (In Hand)** offered to you is **Rs 15578.00 only per month**; detailed breakup is enclosed.

The management reserves the right to utilize your services on deputation to our clients on fixed term contract, anywhere in India, through our branch offices, either in existence or which may come into existence. Your initial place of posting will be at **BANGALORE**. However, you may be required to report to our Branch Office (address mentioned at the top right corner of this letter), to complete your joining formalities, in the event you have not been able to follow our digital process

This employment offer is subject to:

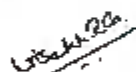
- a) The information provided by you in your resume and interviews are correct and valid.
- b) This offer is valid till your expected DOJ, i.e., **27-11-2023**. If you do not join us by the stipulated date, this offer is deemed invalid. Your formal appointment letter will be issued at the time of your joining, subject to receipt of various mandatory documents, as per list given below.
 - Aadhar card as Proof of Identity, Date of Birth and Address.
 - Educational certificates
 - ESI declaration in Form 1, PF nomination in Form 2 and Gratuity Nomination in "Form F"
 - PAN Card, Bank A/C details with proof
 - Passport size photograph
 - Experience certificates and relieving letter from your previous employer (if applicable).
 - Proof of your last drawn salary (if applicable)

Please note that any claims based on alleged verbal promises by any authority in the organization are not a part of this letter and will not be entertained in future.

We look forward for you to join our organization at the earliest.

With warm regards,

Adecco India Pvt. Ltd.



Visakh R G
Head - Onboarding



Julie Rosy
Senior Manager - SSC

Authorized Signatory

Enclosures: - (i) Compensation Sheet; (ii) Consent letter

I hereby accept the above-mentioned terms and conditions.

Name: _____ Signature: _____ Date: _____

COMPENSATION SHEET

Applicant ID	: Umme_3_164050
Name	: Umme Hani
Designation	: Microsoft Windows Desktop Management

Compensation	Rs. Per Month
BASIC SALARY	10000.00
ADVANCE STATUTORY BONUS	833.00
HOUSE RENT ALLOWANCE	5000.00
SPECIAL ALLOWANCE	1219.00
GROSS (SUB TOTAL A)	17052.00
PROVIDENT FUND EMPLOYER	1346.00
ESI DEDUCTION- EMPLOYER	554.00
EMPLOYER PF ADMIN CHARGES	50.00
EMPLOYERS EDLI CHARGES	50.00
EMPR INSURANCE GMC	913.00
EMPR INSURANCE GPA	35.00
EMPLOYER DEDUCTION (SUB TOTAL B)	2948.00
CTC (SUB TOTAL A+B)	20000.00
PROVIDENT FUND EMPLOYEE	1346.00
ESI DEDUCTION- EMPLOYEE	128.00
EMPLOYEE DEDUCTIONS (SUB TOTAL C)	1474.00
TAKE HOME (SUB TOTAL A-C)	15578.00

Annual CTC : **Rs. 240000.00**

Note : "Take home is subjected to all applicable statutory deductions like Professional Tax, Labour Welfare Fund, income Tax etc"

Visakh R G

Visakh R G
Head - Onboarding

Authorized Signatory
Adecco India Pvt. Ltd.,

I hereby accept the above-mentioned terms and conditions.

Julie Rosy

Julie Rosy
Senior Manager - SSC

Name: _____ Signature: _____ Date: _____

Applicant ID :M_3_164049
Name :M Bhoomika
Location :BANGALORE

OFFER LETTER

Dear M Bhoomika

Thank you for your interest in Adecco.

Based on your resume and the interview you had with us, we are pleased to make you an offer of employment as **Microsoft Windows Desktop Management** on deputation to our client **Accenture Solution Pvt Ltd.** on fixed term contract, for the remuneration as offered and agreed by us (details given below). The Management reserves the right to bifurcate or merge the allowances in basic salary.

The Net Salary (In Hand) offered to you is **Rs 15578.00 only per month**; detailed breakup is enclosed.

The management reserves the right to utilize your services on deputation to our clients on fixed term contract, anywhere in India, through our branch offices, either in existence or which may come into existence. Your initial place of posting will be at **BANGALORE**. However, you may be required to report to our Branch Office (address mentioned at the top right corner of this letter), to complete your joining formalities, in the event you have not been able to follow our digital process.

This employment offer is subject to:

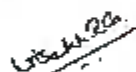
- a) The information provided by you in your resume and interviews are correct and valid.
- b) This offer is valid till your expected DOJ, i.e., **27-11-2023**. If you do not join us by the stipulated date, this offer is deemed invalid. Your formal appointment letter will be issued at the time of your joining, subject to receipt of various mandatory documents, as per list given below.
 - Aadhar card as Proof of Identity, Date of Birth and Address.
 - Educational certificates
 - ESI declaration in Form 1, PF nomination in Form 2 and Gratuity Nomination in "Form F"
 - PAN Card, Bank A/C details with proof
 - Passport size photograph
 - Experience certificates and relieving letter from your previous employer (if applicable).
 - Proof of your last drawn salary (if applicable)

Please note that any claims based on alleged verbal promises by any authority in the organization are not a part of this letter and will not be entertained in future.

We look forward for you to join our organization at the earliest.

With warm regards,

Adecco India Pvt. Ltd.



Visakh R G
Head - Onboarding



Julie Rosy
Senior Manager - SSC

Authorized Signatory

Enclosures: - (i) Compensation Sheet; (ii) Consent letter

I hereby accept the above-mentioned terms and conditions.

Name: _____ Signature: _____ Date: _____

COMPENSATION SHEET

Applicant ID	: M_3_164049
Name	: M Bhoomika
Designation	: Microsoft Windows Desktop Management

Compensation	Rs. Per Month
BASIC SALARY	10000.00
ADVANCE STATUTORY BONUS	833.00
HOUSE RENT ALLOWANCE	5000.00
SPECIAL ALLOWANCE	1219.00
GROSS (SUB TOTAL A)	17052.00
PROVIDENT FUND EMPLOYER	1346.00
ESI DEDUCTION- EMPLOYER	554.00
EMPLOYER PF ADMIN CHARGES	50.00
EMPLOYERS EDLI CHARGES	50.00
EMPR INSURANCE GMC	913.00
EMPR INSURANCE GPA	35.00
EMPLOYER DEDUCTION (SUB TOTAL B)	2948.00
CTC (SUB TOTAL A+B)	20000.00
PROVIDENT FUND EMPLOYEE	1346.00
ESI DEDUCTION- EMPLOYEE	128.00
EMPLOYEE DEDUCTIONS (SUB TOTAL C)	1474.00
TAKE HOME (SUB TOTAL A-C)	15578.00

Annual CTC : **Rs. 240000.00**

Note : "Take home is subjected to all applicable statutory deductions like Professional Tax, Labour Welfare Fund, income Tax etc"

Visakh R G

Visakh R G
Head - Onboarding

Authorized Signatory
Adecco India Pvt. Ltd.,

I hereby accept the above-mentioned terms and conditions.

Julie Rosy

Julie Rosy
Senior Manager - SSC

Name: _____ Signature: _____ Date: _____



ವಿಶ್ವೇಶ್ವರಯ್ಯ ತಾಂತ್ರಿಕ ವಿಶ್ವವಿದ್ಯಾಲಯ

(ವಿ. ತ. ಯು. ಅಧಿನಿಯಮ ೧೯೯೪ ರ ಅಡಿಯಲ್ಲಿ ಕರ್ನಾಟಕ ಸರ್ಕಾರದಿಂದ ಸ್ಥಾಪಿತವಾದ ರಾಜ್ಯ ವಿಶ್ವವಿದ್ಯಾಲಯ)
"ಜ್ಞಾನ ಸಂಗಮ", ಬೆಳಗಾವಿ-೫೯೦೦೧೮, ಕರ್ನಾಟಕ, ಭಾರತ

Visvesvaraya Technological University

(State University of Government of Karnataka Established as per the VTU Act, 1994)
"Jnana Sangama" Belagavi-590018, Karnataka, India

CANDIDATE DETAILS

REGISTRATION ID	062023CFR013145	REGISTRATION TYPE	FRESH REGISTRATION
CANDIDATE FULL NAME	SUNEEL J S	PROGRAMME TYPE	FULL TIME
MOBILE Ph. No.	7619696940	EMAIL-ID	suneeljava11005@gmail.com
PROGRAMME APPLIED	Ph.D.	DEPARTMENT	COMPUTER APPLICATIONS

SUPERVISOR ALLOTMENT DETAILS [ALLOTMENT DATE: DECEMBER 19, 2023]

Research Supervisor Name	Department	Research Center Name
DR.DILEEP M R	COMPUTER APPLICATIONS	NITTE MEENAKSHI INSTITUTE OF TECHNOLOGY BANGALORE

REGISTRAR

NOTE:

1) If not allotted, you are eligible to participate in the second round by changing the order of research supervisors or adding new supervisor.

2) No signature required as this is system generated document.

© ೨೦೨೩ ವಿನ್ಯಾಸ ಮತ್ತು ಅಭಿವೃದ್ಧಿಪಡಿಸಿದವರು ಯೋಜನಾ ನಿರ್ವಹಣೆ ವಿಭಾಗ (ಪಿ. ಎಮ್. ಸಿ), ವಿ.ತಾ.ವಿ, ಬೆಳಗಾವಿ, ಕರ್ನಾಟಕ, ಭಾರತ.

© 2023 Designed & Developed by Project Management Cell (PMC), VTU, Belagavi, Karnataka, India.

**BE YOURSELF,
MAKE A DIFFERENCE.**

accenture

03-Oct-2023

C8413709



**For Accenture use only*

GAGANDEEP G L
Paduvaralli 4th Main road near Theertha Bakery 570006
Management Level - 13
Sublevel - 3

Job Profile - Insurance Operations New Associate
Job Family Group - Business Process Delivery
Business Deal - Non Contact Center

Dear **GAGANDEEP**,

Based on our recent discussions with you, we are pleased to extend you an offer to join Accenture Solutions Private Ltd (hereinafter referred to as 'the Company') in **Bengaluru**, India as per the below terms and conditions:

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' (Annexure 2) effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this offer.

This offer is contingent upon successful completion of your current degree, awarded in the current academic year. You are required to produce the original pass certificate / mark sheet, to Accenture upon joining Accenture but no later than within 6 months of the result being declared by your institute. Failing which, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

On joining you may undergo a training program to acquire the knowledge to enable you to successfully perform to the expectations of the position for which you are being considered for employment. This offer and your employment with the Company are contingent upon you successfully completing the training program as per the satisfaction of the Company. Failing which, the Company may, in its sole discretion, elect to terminate or suspend your employment immediately.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with the Company are contingent upon you completing particular tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, the Company may, in its sole discretion, elect to terminate or suspend your employment immediately.

We believe you have a successful career ahead of you and look forward to your joining us.
Yours sincerely,



Jai
Managing Director - Adventure Operations in India & Sri Lanka

ACKNOWLEDGED AND AGREED:

Gagandeep G.I. _____

[insert full legal name]

Date: 10-10-2023

Candidate's signature  _____

ANNEXURE 1

Your compensation is as mentioned below:

Total Cash Compensation		
	Annual (INR)	
(A) Annual Fixed Compensation*	INR 286000	
(B) Variable Bonus earning potential	Min.	Max.
	0%	18%
Annual Total earning potential (A+B)	Min. INR 286000	Max. INR 331760

(C) #Additional Benefits	
Gratuity for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic)	INR 4800
Notional Insurance Premium paid by Company	INR 13700

(D) #Additional Discretionary Reimbursements	
Annual Internet reimbursement	INR 12,000/- (capped at INR 1,000/- per month)

(E) Optional opportunity to participate in the Employee Share Purchase Plan	
Employee Share Purchase plan – to purchase Accenture plc Class A ordinary shares at 15% discount on the fair market value	INR 4200 (discount opportunity with an optional investment of 10% of gross pay and no change in share price)

**Annual Fixed Compensation Includes employer's contribution to Provident Fund, as applicable.

-Annual fixed compensation of INR 286000/-: Annual Fixed Compensation includes allowances, any shift premiums for working in non-standard hours where applicable, for example, night shift premium, and statutory benefits and will be structured in accordance with the Company's compensation guidelines. It includes employer's contribution to Provident Fund, as applicable.

- Variable Bonus: You will be eligible to participate in the FY24 Individual Performance Bonus (IPB) Programme. Your indicative pay-out can range from 0% to 18% of the prorated fixed pay in the Fiscal Year, subject to the overall terms and conditions of the IPB, including but not limited to your individual performance achievements and the Company's performance. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the IPB programme guidelines. The IPB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

Note: For International Worker Only*

As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the Government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.

**BE YOURSELF,
MAKE A DIFFERENCE.**



03-Nov-2023

C8413711



**For Accenture use only*

Rachan Gayathri N S
JSS Women's Hostel JSS College of Arts Commerce and Science Ooty Road Mysore 570026
Management Level - 13
Sublevel - 3

Job Profile - Bus Process Delivery New Associate
Job Family Group - Business Process Delivery
Business Deal - Contact Center

Dear **Rachan Gayathri**,

Based on our recent discussions with you, we are pleased to extend you an offer to join Accenture Solutions Private Ltd (hereinafter referred to as "the Company") in **Bengaluru**, India as per the below terms and conditions:

Your employment with Accenture will be governed by the clauses mentioned in the attached "Terms of Employment" (Annexure 2) effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this offer.

This offer is contingent upon successful completion of your current degree, awarded in the current academic year. You are required to produce the original pass certificate / mark sheet, to Accenture upon joining Accenture but no later than within 6 months of the result being declared by your institute. Failing which, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

On joining you may undergo a training program to acquire the knowledge to enable you to successfully perform to the expectations of the position for which you are being considered for employment. This offer and your employment with the Company are contingent upon you successfully completing the training program as per the satisfaction of the Company. Failing which, the Company may, in its sole discretion, elect to terminate or suspend your employment immediately.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with the Company are contingent upon you completing particular tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, the Company may, in its sole discretion, elect to terminate or suspend your employment immediately.

We believe you have a successful career ahead of you and look forward to your joining us.
Yours sincerely,



Jai
Managing Director - Adventure Operations in India & Sri Lanka

ACKNOWLEDGED AND AGREED:
Rachan Gayathri N S

[insert full legal name]

Date: 14-11-2023

Candidate's signature Rachan Gayathri N S

ANNEXURE 1

Your compensation is as mentioned below:

Total Cash Compensation		
	Annual (INR)	
(A) Annual Fixed Compensation*	INR 286000	
(B) Variable Bonus earning potential	Min.	Max.
	0%	18%
Annual Total earning potential (A+B)	Min.	Max.
	INR 286000	INR 331760

(C) Additional Benefits	
Gratuity for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic)	INR 4800
Notional Insurance Premium paid by Company	INR 13700

(D) Additional Discretionary Reimbursements	
Annual Internet reimbursement	INR 12,000/- (capped at INR 1,000/- per month)

(E) Optional opportunity to participate in the Employee Share Purchase Plan	
Employee Share Purchase plan – to purchase Accenture plc Class A ordinary shares at 15% discount on the fair market value	INR 4200 (discount opportunity with an optional investment of 10% of gross pay and no change in share price)

**Annual Fixed Compensation Includes employer's contribution to Provident Fund, as applicable.

-Annual fixed compensation of INR 286000/-: Annual Fixed Compensation includes allowances, any shift premiums for working in non-standard hours where applicable, for example, night shift premium, and statutory benefits and will be structured in accordance with the Company's compensation guidelines. It includes employer's contribution to Provident Fund, as applicable.

- Variable Bonus: You will be eligible to participate in the FY24 Individual Performance Bonus (IPB) Programme. Your indicative pay-out can range from 0% to 18% of the prorated fixed pay in the Fiscal Year, subject to the overall terms and conditions of the IPB, including but not limited to your individual performance achievements and the Company's performance. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the IPB programme guidelines. The IPB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

Note: For International Worker Only*

As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable law/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the Government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.

Letter of Appointment

Date: Dec 6 -2023

Name: Meghana K J

Address: SGS Ashrama post ooty main road Mysore -570025

Appointed as: Account Assistant.

We refer to your recent interview for the above position and are pleased to inform that we are offering you the position with our company effective from Dec, 6 -2023, under the following terms and conditions:

Probationary Period: The probationary period of 2 months need to be served by the candidate, after joining the job

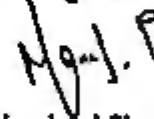
Working Hours: The working hours to be followed by the employee, Monday to Saturday working, (Sunday Off)

Notice Period Clause: if the employee desires to leave the company, she needs to serve one month notice.


Employee Signature

with Regards

Legarde



Authorized Signature



TECHNICAL TRAINING INSTITUTE
HINDUSTAN AERONAUTICS LIMITED

Vimanapura P O, Bangalore - 560017
Ph: 91-80 22323358, 2516, 22311086
E-mail: tti@hal-india.com



Skill India
शिक्षण चमत्-कुशल भारत

F/TRG/02-SEL/NEG- /2023

Date: 6/10/2023

To: Anusha C.K
S/o: Krishna C.O
Address: 13, 15th cross Jayanagar
Mysuru.



Sub: Provisional Offer for Apprenticeship Training at HAL-Bangalore

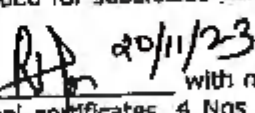
Based on your application in walk-in selection/notification at Mysuru on 6/10 and document verification, you have been **PROVISIONALLY SELECTED** to undergo Apprenticeship Training under the Apprenticeship Act 1961 at Technical Training Institute, Hindustan Aeronautics Limited, Bangalore-17.

2. You have been provisionally selected based on acceptance of the following conditions:

- To submit Medical Fitness Certificate from a Registered Medical Practitioner.
- To provide the Police Clearance report from the SP/COMMISSIONER office of your Jurisdiction district.
- Agreed to undergo Apprenticeship Training any of the Bangalore based Divisions of HAL
- To make your own arrangements for boarding, lodging and daily transport to the HAL division of posting.
- Understand that HAL, Bangalore will not be under any obligation to provide employment on completion of your Apprenticeship Training.
- Agreed to wear the uniform as prescribed by TTI.
- To become member of Pradhan Mantri Jeevan Jyoti Bima Yojana and Pradhan Mantri Suraksha Bima Yojana scheme and provide Insurance details while joining to TTI.
- To open SB account with any branch of SBI bank

3. You will be paid stipend of Rs.9000/- per month during the training period of 12 months as per MoE guidelines. You are also entitled for subsidized canteen facilities on all working days.

4. You are requested to report at TTI, HAL on 20/11/23 with medical fitness certificate, police clearance report and all original certificates, 4 Nos of stamp size photographs and in the uniform and shoes specified by TTI.


for Technical Training Institute
HAL (BC)

29, July - Tata



Offer: Computer Consultancy
Ref: TCSL/DT20218696918/Ahmedabad
Date: 10/02/2022

Mr. Sagar C N
Srirama Pura 2nd Stage Devvalyana Hundi,
Near Bcm Hostel,
Mysore-570008,
Karnataka,
Tel# -

Dear Sagar C N,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer of employment.

This offer is based on your profile and performance in the selection process. You have been selected for the position of Graduate Trainee in Grade YG. Your gross salary including all benefits will be ₹1,90,926/- per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, this offer is liable to lapse at the discretion of TCS this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course and you meeting the TCS eligibility criteria.

You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹7,950/- per month.

TCS Confidential
TCSL/DT20218696918

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited
TCS Building, 100, Lothian Road, Kolkata - 700017, India
TCS Building, 100, Lothian Road, Kolkata - 700017, India
TCS Building, 100, Lothian Road, Kolkata - 700017, India
TCS Building, 100, Lothian Road, Kolkata - 700017, India



Sri. Neelamba Charitable Trust (R)

Sharath Memorial School

(Affiliated to ICSE Board New Delhi, Affiliated No. KA 189)

Door, Magadi Road, Near Kempegowda Circle, Ramnagar-562159

Contact no: +91 8050512004/ +91 8050532004

TEACHER APPOINTMENT LETTER

Head of institution: RAJESHWARI N.

Principal/ : ROOPADEV I K.S
Head Mistress

Dear NIVEDITHA R.,

The School Management Committee (SMC) of the Sharath Memorial School, hereby offer you an appointment for the post of Assistant teacher for Biology for high school I.C.S.E. sections at SMS with effect from 2nd November 2023. All the terms and conditions are mentioned on the attached employment agreement form.

If no reply received on or before 8th November 2023, the offer shall be considered withdrawn. You are advised to give due and proper notice of your intention to leave your present employment. If you accept this offer, you are required to report for duty at 9:00 am on 2nd November 2023.

Yours sincerely,

SECRETARY
SRI NEELAMBA CHARITABLE TRUST (R)
Magadi Road,
RAMNAGARA - 562 159.


PROCEEDINGS OF MAHARAJA EDUCATION TRUST(R), MYSORE

Appointment of teaching position at Maharaja Institute of Technology Thandavapura


Order No. MITT/Appt/MAT-T-/2022-23/Dated 22.05.2023

On the recommendation of Expert Selection Committee and with the approval of Maharaja Education Trust @ Mysore, Ms. **AMULYA R** has been appointed as **Assistant Professor** at **Department of Mathematics** at **Maharaja Institute of Technology Thandavapura**, Mysore-Ooty Highway, Thandavapura, Nanjangudu Taluk, Mysuru district, Pin: 571302, with a consolidated pay of **Rs. 25,000/-** subjected to the following terms and conditions:

1. The Period of probation is One year from the date of reporting to the duty in this Institute.
2. You are required to report for duties in the institution on **22.05.2023** to the Principal and submit the **Joining Report** in duplicate of this letter along with required testimonials as acceptance.
3. Your regular increments will be decided by Management based on your performance and feedback.
4. You shall discharge your duties in the institution to the satisfaction of your superiors with utmost devotion and dedication. You shall attend the office on time and shall show your mettle in handling the work assigned to you. You shall always maintain absolute secrecy, discipline and integrity in the institution in all respects.
5. The age declared by you at the time of entering into the service shall be final and binding.
6. You shall be subject to the service rules and regulations as well as the administrative orders of the Management in force from time to time. In case of any dispute on the interpretation of any part of this order or the rules governing your services or otherwise, decision of the Management thereon shall be final and abiding.



Principal
MAHARAJA INSTITUTE OF
TECHNOLOGY THANDAVAPURA
Mysuru District - 571302

-----2

22/5/2023
JOINT SECRETARY
Maharaja Education Trust
Mysuru - 571302

OFFER LETTER

Dear Amrutha C

Congratulations! We take immense pleasure in offering you a position as iPro at Channelplay Limited. We welcome you to be part of this close knit family. You are joining a group of colleagues who are smart, passionate about what they do, and have impeccable integrity. We are all in this together to learn, to perform, and to grow; both as individuals and professionals. Over time, as you prove that you share the above values with us, we assure you a phenomenally rewarding career. We hope your decision to work with us is just the beginning of a wonderful mutually enriching experience.

The details of your employment are as follows.

Full Name	Amrutha C
Employee Code	(Will be generated upon joining)
Designation	iPro
City	Bengaluru
Grade/Band	(Will be generated upon joining)
Type of Employment	Contractual
Term of Employment	04-09-2023 to N/A
Fixed Annual Cost to Company	291996
Annual Performance Linked Variable Pay	120000
Total Cost to Company	411996
Notice Period	15 days
Other Perks	Expense reimbursements as per policy - Apple iPhone iSC & MSC Policy Life, Disability & Medical Insurance

Please refer to the following pages for important details about your employment. It is mandatory that you read them and acknowledge your acceptance below for this offer of employment to be considered valid.

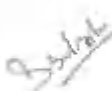
Annexure 1 to Offer Letter: Compensation Details

Annexure 2 to Offer Letter: Terms & Conditions of Employment

Once again, congratulations! We look forward to you building an awesome career with us.

Sincerely,

Offer Accepted with Terms & Conditions:


Authorised Signatory
Channelplay Limited

Signed: Amrutha C
Date: 4/9/2023

Channelplay Limited

9 800, Udyog Vihar, Phase - V, Gurugram, Haryana - 122016
● contact@channelplay.in ● hr-helpdesk@channelplay.in
● + 91 124 - 4720100

CIN: U74140HR2007PLC073730

● www.channelplay.in

Annexure 1 to Offer Letter: Compensation Details

	Heads	Monthly	Annual
1	Emoluments		
A	Basic Pay	15583	186996
B	Bonus	1298	15576
C	House Rent Allowance	4752	57024
D	Special Allowance	0	0
2	Company Contributions		
E	Provident Fund	1800	21600
F	Employee State Insurance	0	0
G	Govt Operational Charges	150	1800
H	Gratuity	750	9000
3	Employee Deductions		
I	Provident Fund	1800	21600
J	Employee State Insurance	0	0
K	Medical & Life Insurance*	293	3516
4	Gross Pay (A+B+C+D)	21633	259596
5	Fixed CTC (4+E+F+G+H)	24333	291996
6	Net Take Home (4+J-K)	19540	234480
7	Variable	10000	120000
8	TCTC (5+7)	34333	411996

Sincerely,



Authorised Signatory
Channelplay Limited

Offer Accepted with Terms & Conditions:

Signed: Amrutha C
Date: 4/9/2023



Jnana Vaahini Shikshana Samsthe, Mysore (R.)

ಮೈಸೂರು ಕಾಲೇಜ್ ಆಫ್ ಇಂಜಿನಿಯರಿಂಗ್ ಅಂಡ್ ಮ್ಯಾನೇಜ್‌ಮೆಂಟ್ Mysore College of Engineering and Management

(Approved by AICTE & Affiliated to VTU, Belagavi)

Ref No. MyCEM/APPT/104/2023

Date:24-05-2023

To,

Mr. Ravi Kumar D
Mogarahalli,
Mandya.

APPOINTMENT LETTER

Sub: Appointment for the post of Assistant Professor. Reg..

With reference to the interview held on 23rd May 2023, on the recommendation of interview committee, we wish to inform you that you have been appointed for the post of Assistant Professor in the Department of Mathematics at MyCEM, Mysore and Basic scale of Rs. 15,600/- with additional emoluments of Rs. 2,400/- on terms and conditions as detailed below:

Terms & Conditions

You should report for duty to the Principal MyCEM-Mysore, within 7 days of the receipt of this order.

- You are entitled to the salary from the day you report for duty to the Principal.
- You should produce all original certificates for verification (by competent authority) related to:
 - ❖ Proof of Date of Birth
 - ❖ Educational Qualifications
 - ❖ Reserved Category if any
 - ❖ Achievements
 - ❖ Experience Certificate and Relieving order from the previous employer
- You may be required to work beyond working hours and also in holidays as required in case of necessities like Auditing time and emergencies.
- You should not abstain from your work without prior notice and sanction by the competent authority.

Contd..

www.mycem.edu

Date: Sep 24, 2022
Offer No : QS2797170

DARSHAN S B
SINDHUVALLI VILLAGE AND POST, NANJANGUD TALLUK, MYSORE DISTRICT,
571118N
MYSORE
KARNATAKA

FIXED TERM EMPLOYMENT CONTRACT

Dear **DARSHAN S B**

We are pleased to offer you employment at QUESS Corp Limited for a fixed period of employment as per the following terms:

DEPUTATION:

You are deputed to INOX LEISURE LIMITED under this Contract. The terms of employment is exclusively with QUESS, the employee shall never be deemed to be the employee of the client, where you have been deputed under this Contract.

You will with effect from SEP 26, 2022 be deputed by QUESS, to work at client's office / premises at any of their locations.

TENURE:

The term of your Contract shall be valid from SEP 26, 2022 to AUG 26, 2023.

COTERMINOUS:

Notwithstanding the Tenure of this Contract, in the event of the project / work / deputation for which you are being employed terminates before your Contract end period, this Contract shall be coterminous with the project / work.

Further your contract shall also come to an end before your Contract end period for the reasons below, immediately without any liability on the client:

- i) If there is no work at the location where you have been deputed by the client due to occurrence of any force majeure event;
- ii) Closure of business location where you are deputed by the client for any reason;
- iii) Other reasons as mentioned under this contract.

Force Majeure event shall mean any event beyond the reasonable control of Qess or the client, including without limitation, riots, strikes, civil commotion, war, national emergency, protests,

*Qess Confidential
Page 1*

Offer No : QS2797170

This is a system generated letter

QUESS Corp Limited

3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
<http://www.quessecorp.com> | Toll Free No: 1800-572-3333



TO CHECK IF YOUR OFFER LETTER IS GENUINE.

Open the camera on your smart phone and scan.

subordinate Courts.

DEEMED CANCELLATION OF CONTRACT:

The Contract stands cancelled and revoked if you do not report to duty within 3 days from the date of joining & your act will be construed as deemed and implied rejection of the offer of employment from your side; hence no obligation would arise on the part of the company in lieu of such Employment Contract issued.

You shall report to work on Sep 26 2022 at the clients place.

You are requested to bring the following documents at the time of joining:

1. Educational Certificates
2. Experience Letter / Relieving letter
3. Latest month pay slip
4. Photo ID proof
5. Address Proof
6. 5 passport size photographs
7. PAN card
8. UAN Card
9. Aadhaar Card

Here's wishing you the very best in your assignment with us and as a token of your understanding and accepting of the standard terms of employment, you are requested to sign the duplicate copy of this letter and return to us within a day.

With warm regards,

For **QUESS Corp Limited.**



Tej Hans Raj Singh
Deputy CEO

I have read and understood the above mentioned terms and conditions of the Contract. I voluntarily accept the same and I shall abide to the terms and conditions mentioned therein and any amendments from time to time.

All the above mentioned terms and conditions will come in force from your date of joining, in case of no acceptance received before the first salary it would be deemed as acknowledged and accepted by you on receipt of your first salary.

Quess Confidential
Page 5

Offer No : Q52797170

This is a system generated letter

QUESS Corp Limited

3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
<http://www.quessecorp.com> | Toll Free No: 1800-572-3333



TO CHECK IF YOUR OFFER LETTER IS GENUINE.

Open the camera on your smart phone and scan.

Annexure A

Compensation Sheet

Offer No: **QS2797170** Associate Name: **DARSHAN S B**
 Designation: **Operation Associate** Location: **MYSORE**

Pay Heads	Rs. Monthly Pay	Rs. Annual Pay
Basic	11180	134160
Dearness Allowance	2632	31584
Statutory bonus	1151	13812
Gross Salary	14963	179556

Employer's Contribution		
Employer_esi	486	5832
Employer Provident Fund	1796	21552
Total Contribution	2282	27384
Cost to Company : (CTC)	17245	206940

Deduction: (Subjected to change)		
Employee Esi	112	1344
Provident Fund	1657	19884
Total Deduction	1769	21228

Quess Confidential
 Page 7

Offer No: QS2797170

This is a system generated letter

QUESS Corp Limited

3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
<http://www.quessecorp.com> | Toll Free No: 1800-572-3333



TO CHECK IF YOUR OFFER LETTER IS GENUINE.

Open the camera on your smart phone and scan.

n		
Net Take Home	13194	158328

Dear Associate,

Get Anytime Easy Access for all your HR Details & Documents (Salary Slip, Offer Letter, PF/ESIC/UAN/Insurance Nos) on your Mobile phone via InEdge App.

Please download InEdge application from Google Playstore

<https://goo.gl/nYnCcD> or Apple IStore <https://goo.gl/3JY6yn>.

UserId - QS2797170

Login Password - password

Transaction password - password

Quess Confidential
Page 8

Offer No: QS2797170

This is a system generated letter

QUESS Corp Limited

3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
<http://www.quessecorp.com> | Toll Free No: 1800-572-3333



TO CHECK IF YOUR OFFER LETTER IS GENUINE.

Open the camera on your smart phone and scan.

Date: Sep 24, 2022
Offer No : QS2797171

PRASANNA M K
jeevngowda748@gmail.com
6361397224

FIXED TERM EMPLOYMENT CONTRACT

Dear, **PRASANNA M K**

We are pleased to offer you employment at QUESS Corp Limited for a fixed period of employment as per the following terms:

DEPUTATION:

You are deputed to INOX LEISURE LIMITED under this Contract. The terms of employment is exclusively with QUESS, the employee shall never be deemed to be the employee of the client, where you have been deputed under this Contract.

You will with effect from SEP 26, 2022 be deputed by QUESS, to work at client's office / premises at any of their locations.

TENURE:

The term of your Contract shall be valid from SEP 26, 2022 to AUG 26, 2023.

COTERMINOUS:

Notwithstanding the Tenure of this Contract, In the event of the project / work / deputation for which you are being employed terminates before your Contract end period, this Contract shall be coterminous with the project / work.

Further your contract shall also come to an end before your Contract end period for the reasons below, immediately without any liability on the client:

- i) If there is no work at the location where you have been deputed by the client due to occurrence of any force majeure event;
- ii) Closure of business location where you are deputed by the client for any reason;
- iii) Other reasons as mentioned under this contract.

Force Majeure event shall mean any event beyond the reasonable control of Quess or the client, including without limitation, riots, strikes, civil commotion, war, national emergency, protests,

Quess Confidential
Page 1

Offer No : QS2797171

This is a system generated letter

QUESS Corp Limited

3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
<http://www.quessecorp.com> | Toll Free No: 1800-572-3333



TO CHECK IF YOUR OFFER LETTER IS GENUINE.

Open the content on your smart phone and scan.

subordinate Courts.

DEEMED CANCELLATION OF CONTRACT:

The Contract stands cancelled and revoked if you do not report to duty within 3 days from the date of joining & your act will be construed as deemed and implied rejection of the offer of employment from your side; hence no obligation would arise on the part of the company in lieu of such Employment Contract issued.

You shall report to work on Sep 26 2022 at the clients place.

You are requested to bring the following documents at the time of joining:

1. Educational Certificates
2. Experience Letter / Relieving letter
3. Latest month pay slip
4. Photo ID proof
5. Address Proof
6. 5 passport size photographs
7. PAN card
8. UAN Card
9. Aadhaar Card

Here's wishing you the very best in your assignment with us and as a token of your understanding and accepting of the standard terms of employment, you are requested to sign the duplicate copy of this letter and return to us within a day.

With warm regards,

For **QUESS Corp Limited.**



Tej Hans Raj Singh
Deputy CEO

I have read and understood the above mentioned terms and conditions of the Contract. I voluntarily accept the same and I shall abide to the terms and conditions mentioned therein and any amendments from time to time.

All the above mentioned terms and conditions will come in force from your date of joining, in case of no acceptance received before the first salary it would be deemed as acknowledged and accepted by you on receipt of your first salary.

Quess Confidential

Offer No | QST797170

Page 5

This is a system generated letter

QUESS Corp Limited

3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
<http://www.quescorp.com> | Toll Free No: 1800-572-3333



TO CHECK IF YOUR OFFER LETTER IS GENUINE.

Open the QR code on your smart phone and visit.

Annexure A

Compensation Sheet

Offer No: **QS2797170** Associate Name: **PRASANNA M K**
 Designation: **Operation Associate** Location: **MYSORE**

Pay Heads	Rs. Monthly Pay	Rs. Annual Pay
Basic	11180	134160
Dearness Allowance	2632	31584
Statutory bonus	1151	13812
Gross Salary	14963	179556

Employer's Contribution		
Employer esi	486	5832
Employer Provident Fund	1796	21552
Total Contribution	2282	27384
Cost to Company : (CTC)	17245	206940

Deduction: (Subjected to change)		
Employee Esi	112	1344
Provident Fund	1657	19884
Total Deduction	1769	21228

Quess Confidential
 Page 7

Offer No : QS2797170

This is a system generated letter

QUESS Corp Limited

3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
<http://www.quessecorp.com> | Toll Free No: 1800-572-3333



TO CHECK IF YOUR OFFER LETTER IS GENUINE.

Open the camera on your smart phone and scan.

n		
Net Take Home	13194	158328

Dear Associate,

Get Anytime Easy Access for all your HR Details & Documents (Salary Slip, Offer Letter, PF/ESIC/UAN/Insurance Nos) on your Mobile phone via InEdge App.

Please download InEdge application from Google Playstore

<https://goo.gl/nYnCd> or Apple iStore <https://goo.gl/3JY6yh>.

UserId - QS2797170

Login Password - password

Transaction password - password

Quess Confidential

Page 8

This is a system generated letter

Offer No : QS2797170

QUESS Corp Limited

3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India

<http://www.quescorp.com> | Toll Free No: 1800-572-3333



TO CHECK IF YOUR OFFER LETTER IS GENUINE.

Open the content on your smart phone and visit.

Date: Sep 24, 2022
Offer No : QS2797172

JEEVAN R
jeevangowda748@gmail.com
6361397224

FIXED TERM EMPLOYMENT CONTRACT

Dear, **JEEVAN R**

We are pleased to offer you employment at QUESS Corp Limited for a fixed period of employment as per the following terms:

DEPUTATION:

You are deputed to INOX LEISURE LIMITED under this Contract. The terms of employment is exclusively with QUESS, the employee shall never be deemed to be the employee of the client, where you have been deputed under this Contract.

You will with effect from SEP 26, 2022 be deputed by QUESS, to work at client's office / premises at any of their locations.

TENURE:

The term of your Contract shall be valid from SEP 26, 2022 to AUG 26, 2023.

COTERMINOUS:

Notwithstanding the Tenure of this Contract, in the event of the project / work / deputation for which you are being employed terminates before your Contract end period, this Contract shall be coterminous with the project / work.

Further your contract shall also come to an end before your Contract end period for the reasons below, immediately without any liability on the client:

- i) If there is no work at the location where you have been deputed by the client due to occurrence of any force majeure event;
- ii) Closure of business location where you are deputed by the client for any reason;
- iii) Other reasons as mentioned under this contract.

Force Majeure event shall mean any event beyond the reasonable control of Quess or the client, including without limitation, riots, strikes, civil commotion, war, national emergency, protests.

Quess Confidential

Offer No : QS2797172

Page 1

This is a system generated letter

QUESS Corp Limited

3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
<http://www.quessecorp.com> | Toll Free No: 1800-572-3333



TO CHECK IF YOUR OFFER LETTER IS GENUINE.

Open the camera on your smart phone and scan.

subordinate Courts.

DEEMED CANCELLATION OF CONTRACT:

The Contract stands cancelled and revoked if you do not report to duty within 3 days from the date of joining & your act will be construed as deemed and implied rejection of the offer of employment from your side; hence no obligation would arise on the part of the company in lieu of such Employment Contract issued.

You shall report to work on Sep 26 2022 at the clients place.

You are requested to bring the following documents at the time of joining:

1. Educational Certificates
2. Experience Letter / Relieving letter
3. Latest month pay slip
4. Photo ID proof
5. Address Proof
6. 5 passport size photographs
7. PAN card
8. UAN Card
9. Aadhaar Card

Here's wishing you the very best in your assignment with us and as a token of your understanding and accepting of the standard terms of employment, you are requested to sign the duplicate copy of this letter and return to us within a day.

With warm regards,

For **QUESS Corp Limited.**



Tej Hans Raj Singh
Deputy CEO

I have read and understood the above mentioned terms and conditions of the Contract. I voluntarily accept the same and I shall abide to the terms and conditions mentioned therein and any amendments from time to time.

All the above mentioned terms and conditions will come in force from your date of joining. In case of no acceptance received before the first salary it would be deemed as acknowledged and accepted by you on receipt of your first salary.

Quess Confidential
Page 5

Offer No : Q52797170

This is a system generated letter

QUESS Corp Limited

3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
<http://www.quessecorp.com> | Toll Free No: 1800-572-3333



TO CHECK IF YOUR OFFER LETTER IS GENUINE.

Open the camera on your smart phone and scan.

Annexure A

Compensation Sheet

Offer No: **QS2797172** Associate Name: **Jeevan R**
 Designation: **Operation Associate** Location: **MYSORE**

Pay Heads	Rs. Monthly Pay	Rs. Annual Pay
Basic	11180	134160
Dearness Allowance	2632	31584
Statutory bonus	1151	13812
Gross Salary	14963	179556

Employer's Contribution		
Employer_esi	486	5832
Employer Provident Fund	1796	21552
Total Contribution	2282	27384
Cost to Company : (CTC)	17245	206940

Deduction: (Subjected to change)		
Employee Esi	112	1344
Provident Fund	1657	19884
Total Deduction	1769	21228

QueSS Confidential
 Page 7

Offer No : QS2797172

This is a system generated letter

QUESS Corp Limited

3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
<http://www.quessecorp.com> | Toll Free No: 1800-572-3333



TO CHECK IF YOUR OFFER LETTER IS GENUINE.

Open the camera on your smart phone and scan.

n		
Net Take Home	13194	158328

Dear Associate,

Get Anytime Easy Access for all your HR Details & Documents (Salary Slip, Offer Letter, PF/ESIC/UAN/Insurance Nos) on your Mobile phone via InEdge App.

Please download InEdge application from Google Playstore

<https://goo.gl/nYnCcD> or Apple iStore <https://goo.gl/3JY6yn>.

UserId - QS2797170

Login Password - password

Transaction password - password

Qness Confidential
Page 8

Offer No: QS2797170

This is a system generated letter

QUESS Corp Limited

3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
<http://www.quessecorp.com> | Toll Free No: 1800-572-3333



TO CHECK IF YOUR OFFER LETTER IS GENUINE.

Open the camera on your smart phone and scan.

Date: Sep 24, 2022
Offer No : QS2797173

KEERTHI KUMAR M
keertigowda1801@gmail.com
7899922558

FIXED TERM EMPLOYMENT CONTRACT

Dear, **KEERTHI KUMAR M**

We are pleased to offer you employment at QUESTS Corp Limited for a fixed period of employment as per the following terms:

DEPUTATION:

You are deputed to INOX LEISURE LIMITED under this Contract. The terms of employment is exclusively with QUESTS, the employee shall never be deemed to be the employee of the client, where you have been deputed under this Contract.

You will with effect from SEP 26, 2022 be deputed by QUESTS, to work at client's office / premises at any of their locations.

TENURE:

The term of your Contract shall be valid from SEP 26, 2022 to AUG 26, 2023.

COTERMINOUS:

Notwithstanding the Tenure of this Contract, in the event of the project / work / deputation for which you are being employed terminates before your Contract end period, this Contract shall be coterminous with the project / work.

Further your contract shall also come to an end before your Contract end period for the reasons below, immediately without any liability on the client:

- i) If there is no work at the location where you have been deputed by the client due to occurrence of any force majeure event;
- ii) Closure of business location where you are deputed by the client for any reason;
- iii) Other reasons as mentioned under this contract.

Force Majeure event shall mean any event beyond the reasonable control of Quests or the client, including without limitation, riots, strikes, civil commotion, war, national emergency, protests,

Quests Confidential
Page 1

Offer No : QS2797173

This is a system generated letter

QUESTS Corp Limited

3/32, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
<http://www.questscorp.com> | Toll Free No: 1800-572-3333



TO CHECK IF YOUR OFFER LETTER IS GENUINE.

Open the camera on your smart phone and scan.

subordinate Courts.

DEEMED CANCELLATION OF CONTRACT:

The Contract stands cancelled and revoked if you do not report to duty within 3 days from the date of joining & your act will be construed as deemed and implied rejection of the offer of employment from your side; hence no obligation would arise on the part of the company in lieu of such Employment Contract issued.

You shall report to work on Sep 26 2022 at the clients place.

You are requested to bring the following documents at the time of joining:

1. Educational Certificates
2. Experience Letter / Relieving letter
3. Latest month pay slip
4. Photo ID proof
5. Address Proof
6. 5 passport size photographs
7. PAN card
8. UAN Card
9. Aadhaar Card

Here's wishing you the very best in your assignment with us and as a token of your understanding and accepting of the standard terms of employment, you are requested to sign the duplicate copy of this letter and return to us within a day.

With warm regards,

For **QUESS Corp Limited.**



Tej Hans Raj Singh
Deputy CEO

I have read and understood the above mentioned terms and conditions of the Contract. I voluntarily accept the same and I shall abide to the terms and conditions mentioned therein and any amendments from time to time.

All the above mentioned terms and conditions will come in force from your date of joining, in case of no acceptance received before the first salary it would be deemed as acknowledged and accepted by you on receipt of your first salary.

Quess Confidential
Page 5

Offer No : QS2797170

This is a system generated letter

QUESS Corp Limited

3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
<http://www.quescorp.com> | Toll Free No: 1800-572-3333



TO CHECK IF YOUR OFFER LETTER IS GENUINE.

Open the camera on your smart phone and scan.

Annexure A

Compensation Sheet

Offer No: **QS2797173** Associate Name: **KEERTHI KUMAR M**
 Designation: **Operation Associate** Location: **MYSORE**

Pay Heads	Rs. Monthly Pay	Rs. Annual Pay
Basic	11180	134160
Dearness Allowance	2632	31584
Statutory_ bonus	1151	13812
Gross Salary	14963	179556

Employer's Contribution		
Employer_esi	486	5832
Employer Provident Fund	1796	21552
Total Contribution	2282	27384
Cost to Company : (CTC)	17245	206940

Deduction: (Subjected to change)		
Employee Esi	112	1344
Provident Fund	1657	19884
Total Deduction	1769	21228

Quess Confidential
Page 7

Offer No: QS2797173

This is a system generated letter

QUESS Corp Limited

3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
<http://www.quescorp.com> | Toll Free No: 1800-572-3333



TO CHECK IF YOUR OFFER LETTER IS GENUINE.

Open the camera on your smart phone and scan.

n		
Net Take Home	13194	158328

Dear Associate,

Get Anytime Easy Access for all your HR Details & Documents (Salary Slip, Offer Letter, PF/ESIC/UAN/Insurance Nos) on your Mobile phone via InEdge App.

Please download InEdge application from Google Playstore

<https://goo.gl/nYnCgD> or Apple iStore <https://goo.gl/3JY6yn>.

UserId - QS2797170

Login **Password** - password

Transaction **password** - password

QUESS Corp Limited

3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
<http://www.quescorp.com> | Toll Free No: 1800-572-3333



TO CHECK IF YOUR OFFER LETTER IS GENUINE.

Open the camera on your smart phone and scan.

Date: Sep 24, 2022
Offer No : QS2797174

MANOJKUMAR M
manojgoud003@gmail.com
9743757955

FIXED TERM EMPLOYMENT CONTRACT

Dear, MANOJKUMAR M

We are pleased to offer you employment at QUESTS Corp Limited for a fixed period of employment as per the following terms:

DEPUTATION:

You are deputed to INOX LEISURE LIMITED under this Contract. The terms of employment is exclusively with QUESTS, the employee shall never be deemed to be the employee of the client, where you have been deputed under this Contract.

You will with effect from SEP 26, 2022 be deputed by QUESTS, to work at client's office / premises at any of their locations.

TENURE:

The term of your Contract shall be valid from SEP 26, 2022 to AUG 26, 2023.

COTERMINOUS:

Notwithstanding the Tenure of this Contract, in the event of the project / work / deputation for which you are being employed terminates before your Contract end period, this Contract shall be coterminous with the project / work.

Further your contract shall also come to an end before your Contract end period for the reasons below, immediately without any liability on the client:

- i) If there is no work at the location where you have been deputed by the client due to occurrence of any force majeure event;
- ii) Closure of business location where you are deputed by the client for any reason;
- iii) Other reasons as mentioned under this contract.

Force Majeure event shall mean any event beyond the reasonable control of Quests or the client, including without limitation, riots, strikes, civil commotion, war, national emergency, protests,

Quests Confidential
Page 1

Offer No : QS2797174

This is a system generated letter

QUESTS Corp Limited

3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
<http://www.questscorp.com> | Toll Free No: 1800-572-3333



TO CHECK IF YOUR OFFER LETTER IS GENUINE.

Open the camera on your smart phone and scan.

subordinate Courts.

DEEMED CANCELLATION OF CONTRACT:

The Contract stands cancelled and revoked if you do not report to duty within 3 days from the date of joining & your act will be construed as deemed and implied rejection of the offer of employment from your side; hence no obligation would arise on the part of the company in lieu of such Employment Contract issued.

You shall report to work on Sep 26 2022 at the clients place.

You are requested to bring the following documents at the time of joining:

1. Educational Certificates
2. Experience Letter / Relieving letter
3. Latest month pay slip
4. Photo ID proof
5. Address Proof
6. 5 passport size photographs
7. PAN card
8. UAN Card
9. Aadhaar Card

Here's wishing you the very best in your assignment with us and as a token of your understanding and accepting of the standard terms of employment, you are requested to sign the duplicate copy of this letter and return to us within a day.

With warm regards,

For **QUESS Corp Limited.**



Tej Hans Raj Singh
Deputy CEO

I have read and understood the above mentioned terms and conditions of the Contract. I voluntarily accept the same and I shall abide to the terms and conditions mentioned therein and any amendments from time to time.

All the above mentioned terms and conditions will come in force from your date of joining. In case of no acceptance received before the first salary it would be deemed as acknowledged and accepted by you on receipt of your first salary.

Quess Confidential
Page 5

Offer No : Q52797170

This is a system generated letter

QUESS Corp Limited

3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
<http://www.quessecorp.com> | Toll Free No: 1800-572-3333



TO CHECK IF YOUR OFFER LETTER IS GENUINE.

Open the camera on your smart phone and scan.

Annexure A

Compensation Sheet

Offer No: **QS2797174** Associate Name: **MANOJKUMAR M**
 Designation: **Operation Associate** Location: **MYSORE**

Pay Heads	Rs. Monthly Pay	Rs. Annual Pay
Basic	11180	134160
Dearness Allowance	2632	31584
Statutory bonus	1151	13812
Gross Salary	14963	179556

Employer's Contribution		
Employer_esi	486	5832
Employer Provident Fund	1796	21552
Total Contribution	2282	27384
Cost to Company : (CTC)	17245	206940

Deduction: (Subjected to change)		
Employee Esi	112	1344
Provident Fund	1657	19884
Total Deduction	1769	21228

Quess Confidential
 Page 7

Offer No: QS2797174

This is a system generated letter

QUESS Corp Limited

3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
<http://www.quescorp.com> | Toll Free No: 1800-572-3333



TO CHECK IF YOUR OFFER LETTER IS GENUINE.

Open the camera on your smart phone and scan.

n		
Net Take Home	13194	158328

Dear Associate,

Get Anytime Easy Access for all your HR Details & Documents (Salary Slip, Offer Letter, PF/ESIC/UAN/Insurance Nos) on your Mobile phone via InEdge App.

Please download InEdge application from Google Playstore

<https://goo.gl/nYnCgD> or Apple iStore <https://goo.gl/3JY6yn>.

UserId - QS2797170

Login **Password** - password

Transaction **password** - password

QUESS Corp Limited

3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
<http://www.quescorp.com> | Toll Free No: 1800-572-3333



TO CHECK IF YOUR OFFER LETTER IS GENUINE.

Open the camera on your smart phone and scan.

Date: Sep 24, 2022
Offer No : QS2797175

ABHISHEK V
abhishekv20012001@gmail.com
8550054913

FIXED TERM EMPLOYMENT CONTRACT

Dear ABHISHEK V

We are pleased to offer you employment at QUESTS Corp Limited for a fixed period of employment as per the following terms:

DEPUTATION:

You are deputed to INOX LEISURE LIMITED under this Contract. The terms of employment is exclusively with QUESTS, the employee shall never be deemed to be the employee of the client, where you have been deputed under this Contract.

You will with effect from SEP 26, 2022 be deputed by QUESTS, to work at client's office / premises at any of their locations.

TENURE:

The term of your Contract shall be valid from SEP 26, 2022 to AUG 26, 2023.

COTERMINOUS:

Notwithstanding the Tenure of this Contract, in the event of the project / work / deputation for which you are being employed terminates before your Contract end period, this Contract shall be coterminous with the project / work.

Further your contract shall also come to an end before your Contract end period for the reasons below, immediately without any liability on the client:

- i) If there is no work at the location where you have been deputed by the client due to occurrence of any force majeure event;
- ii) Closure of business location where you are deputed by the client for any reason;
- iii) Other reasons as mentioned under this contract.

Force Majeure event shall mean any event beyond the reasonable control of Quests or the client, including without limitation, riots, strikes, civil commotion, war, national emergency, protests,

Quests Confidential
Page 1

Offer No : QS2797175

This is a system generated letter

QUESTS Corp Limited

3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
<http://www.questscorp.com> | Toll Free No: 1800-572-3333



TO CHECK IF YOUR OFFER LETTER IS GENUINE.

Open the camera on your smart phone and scan.

subordinate Courts.

DEEMED CANCELLATION OF CONTRACT:

The Contract stands cancelled and revoked if you do not report to duty within 3 days from the date of joining & your act will be construed as deemed and implied rejection of the offer of employment from your side; hence no obligation would arise on the part of the company in lieu of such Employment Contract issued.

You shall report to work on Sep 26 2022 at the clients place.

You are requested to bring the following documents at the time of joining:

1. Educational Certificates
2. Experience Letter / Relieving letter
3. Latest month pay slip
4. Photo ID proof
5. Address Proof
6. 5 passport size photographs
7. PAN card
8. UAN Card
9. Aadhaar Card

Here's wishing you the very best in your assignment with us and as a token of your understanding and accepting of the standard terms of employment, you are requested to sign the duplicate copy of this letter and return to us within a day.

With warm regards,

For **QUESS Corp Limited.**



Tej Hans Raj Singh
Deputy CEO

I have read and understood the above mentioned terms and conditions of the Contract. I voluntarily accept the same and I shall abide to the terms and conditions mentioned therein and any amendments from time to time.

All the above mentioned terms and conditions will come in force from your date of joining, in case of no acceptance received before the first salary it would be deemed as acknowledged and accepted by you on receipt of your first salary.

Quess Confidential
Page 5

Offer No : QS2797170

This is a system generated letter

QUESS Corp Limited

3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
<http://www.quessecorp.com> | Toll Free No: 1800-572-3333



TO CHECK IF YOUR OFFER LETTER IS GENUINE.

Open the camera on your smart phone and scan.

Annexure A

Compensation Sheet

Offer No: **QS2797175** Associate Name: **ABHISHEK V**
 Designation: **Operation Associate** Location: **MYSORE**

Pay Heads	Rs. Monthly Pay	Rs. Annual Pay
Basic	11180	134160
Dearness Allowance	2632	31584
Statutory bonus	1151	13812
Gross Salary	14963	179556

Employer's Contribution		
Employer_esi	486	5832
Employer Provident Fund	1796	21552
Total Contribution	2282	27384
Cost to Company : (CTC)	17245	206940

Deduction: (Subjected to change)		
Employee Esi	112	1344
Provident Fund	1657	19884
Total Deduction	1769	21228

Quess Confidential
 Page 7

Offer No: QS2797175

This is a system generated letter

QUESS Corp Limited

3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
<http://www.quessecorp.com> | Toll Free No: 1800-572-3333



TO CHECK IF YOUR OFFER LETTER IS GENUINE.

Open the camera on your smart phone and scan.

n		
Net Take Home	13194	158328

Dear Associate,

Get Anytime Easy Access for all your HR Details & Documents (Salary Slip, Offer Letter, PF/ESIC/UAN/Insurance Nos) on your Mobile phone via InEdge App.

Please download InEdge application from Google Playstore

<https://goo.gl/nYnCgD> or Apple iStore <https://goo.gl/3JY6yn>.

UserId - QS2797170

Login **Password** - password

Transaction **password** - password

QUESS Corp Limited

3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
<http://www.quescorp.com> | Toll Free No: 1800-572-3333



TO CHECK IF YOUR OFFER LETTER IS GENUINE.

Open the camera on your smart phone and scan.

Date: Sep 24, 2022
Offer No : QS2797177

MAHESH S
shivaboss257@gmail.com
9845890936

FIXED TERM EMPLOYMENT CONTRACT

Dear **MAHESH S**

We are pleased to offer you employment at QUESS Corp Limited for a fixed period of employment as per the following terms:

DEPUTATION:

You are deputed to INOX LEISURE LIMITED under this Contract. The terms of employment is exclusively with QUESS, the employee shall never be deemed to be the employee of the client, where you have been deputed under this Contract.

You will with effect from SEP 26, 2022 be deputed by QUESS, to work at client's office / premises at any of their locations.

TENURE:

The term of your Contract shall be valid from SEP 26, 2022 to AUG 26, 2023.

COTERMINOUS:

Notwithstanding the Tenure of this Contract, in the event of the project / work / deputation for which you are being employed terminates before your Contract end period, this Contract shall be coterminous with the project / work.

Further your contract shall also come to an end before your Contract end period for the reasons below, immediately without any liability on the client:

- i) If there is no work at the location where you have been deputed by the client due to occurrence of any force majeure event;
- ii) Closure of business location where you are deputed by the client for any reason;
- iii) Other reasons as mentioned under this contract.

Force Majeure event shall mean any event beyond the reasonable control of Quess or the client, including without limitation, riots, strikes, civil commotion, war, national emergency, protests,

Quess Confidential
Page 1

Offer No : QS2797177

This is a system generated letter

QUESS Corp Limited

3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
<http://www.quescorp.com> | Toll Free No: 1800-572-3333



TO CHECK IF YOUR OFFER LETTER IS GENUINE.

Open the camera on your smart phone and scan.

subordinate Courts.

DEEMED CANCELLATION OF CONTRACT:

The Contract stands cancelled and revoked if you do not report to duty within 3 days from the date of joining & your act will be construed as deemed and implied rejection of the offer of employment from your side; hence no obligation would arise on the part of the company in lieu of such Employment Contract issued.

You shall report to work on Sep 26 2022 at the clients place.

You are requested to bring the following documents at the time of joining:

1. Educational Certificates
2. Experience Letter / Relieving letter
3. Latest month pay slip
4. Photo ID proof
5. Address Proof
6. 5 passport size photographs
7. PAN card
8. UAN Card
9. Aadhaar Card

Here's wishing you the very best in your assignment with us and as a token of your understanding and accepting of the standard terms of employment, you are requested to sign the duplicate copy of this letter and return to us within a day.

With warm regards,

For **QUESS Corp Limited.**



Tej Hans Raj Singh
Deputy CEO

I have read and understood the above mentioned terms and conditions of the Contract. I voluntarily accept the same and I shall abide to the terms and conditions mentioned therein and any amendments from time to time.

All the above mentioned terms and conditions will come in force from your date of joining, in case of no acceptance received before the first salary it would be deemed as acknowledged and accepted by you on receipt of your first salary.

Quess Confidential
Page 5

Offer No : QS2797170

This is a system generated letter

QUESS Corp Limited

3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
<http://www.quescorp.com> | Toll Free No: 1800-572-3333



TO CHECK IF YOUR OFFER LETTER IS GENUINE.

Open the camera on your smart phone and scan.

Annexure A

Compensation Sheet

Offer No: **QS2797177** Associate Name: **MAHESH S**
 Designation: **Operation Associate** Location: **MYSORE**

Pay Heads	Rs. Monthly Pay	Rs. Annual Pay
Basic	11180	134160
Dearness Allowance	2632	31584
Statutory_ bonus	1151	13812
Gross Salary	14963	179556

Employer's Contribution		
Employer_esi	486	5832
Employer Provident Fund	1796	21552
Total Contribution	2282	27384
Cost to Company : (CTC)	17245	206940

Deduction: (Subjected to change)		
Employee Esi	112	1344
Provident Fund	1657	19884
Total Deduction	1769	21228

Quess Confidential
Page 7

Offer No: QS2797177

This is a system generated letter

QUESS Corp Limited

3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
<http://www.quescorp.com> | Toll Free No: 1800-572-3333



TO CHECK IF YOUR OFFER LETTER IS GENUINE.

Open the camera on your smart phone and scan.

n		
Net Take Home	13194	158328

Dear Associate,

Get Anytime Easy Access for all your HR Details & Documents (Salary Slip, Offer Letter, PF/ESIC/UAN/Insurance Nos) on your Mobile phone via InEdge App.

Please download InEdge application from Google Playstore

<https://goo.gl/nYnCgD> or Apple iStore <https://goo.gl/3JY6yn>.

UserId - QS2797170

Login Password - password

Transaction password - password

QUESS Corp Limited

3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
<http://www.quescorp.com> | Toll Free No: 1800-572-3333



TO CHECK IF YOUR OFFER LETTER IS GENUINE.

Open the camera on your smart phone and scan.

Date: Sep 24, 2022
Offer No : QS2797178

PRAJWAL M
pr8298833@gmail.com,
6362317429

FIXED TERM EMPLOYMENT CONTRACT

Dear **PRAJWAL M**

We are pleased to offer you employment at QUESS Corp Limited for a fixed period of employment as per the following terms:

DEPUTATION:

You are deputed to INOX LEISURE LIMITED under this Contract. The terms of employment is exclusively with QUESS, the employee shall never be deemed to be the employee of the client, where you have been deputed under this Contract.

You will with effect from SEP 26, 2022 be deputed by QUESS, to work at client's office / premises at any of their locations.

TENURE:

The term of your Contract shall be valid from SEP 26, 2022 to AUG 26, 2023.

COTERMINOUS:

Notwithstanding the Tenure of this Contract, in the event of the project / work / deputation for which you are being employed terminates before your Contract end period, this Contract shall be coterminous with the project / work.

Further your contract shall also come to an end before your Contract end period for the reasons below, immediately without any liability on the client:

- i) If there is no work at the location where you have been deputed by the client due to occurrence of any force majeure event;
- ii) Closure of business location where you are deputed by the client for any reason;
- iii) Other reasons as mentioned under this contract.

Force Majeure event shall mean any event beyond the reasonable control of Quess or the client, including without limitation, riots, strikes, civil commotion, war, national emergency, protests,

Quess Confidential
Page 1

Offer No : QS2797178

This is a system generated letter

QUESS Corp Limited

3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
<http://www.quessecorp.com> | Toll Free No: 1800-572-3333



TO CHECK IF YOUR OFFER LETTER IS GENUINE.

Open the camera on your smart phone and scan.

subordinate Courts.

DEEMED CANCELLATION OF CONTRACT:

The Contract stands cancelled and revoked if you do not report to duty within 3 days from the date of joining & your act will be construed as deemed and implied rejection of the offer of employment from your side; hence no obligation would arise on the part of the company in lieu of such Employment Contract issued.

You shall report to work on Sep 26 2022 at the clients place.

You are requested to bring the following documents at the time of joining:

1. Educational Certificates
2. Experience Letter / Relieving letter
3. Latest month pay slip
4. Photo ID proof
5. Address Proof
6. 5 passport size photographs
7. PAN card
8. UAN Card
9. Aadhaar Card

Here's wishing you the very best in your assignment with us and as a token of your understanding and accepting of the standard terms of employment, you are requested to sign the duplicate copy of this letter and return to us within a day.

With warm regards,

For **QUESS Corp Limited.**



Tej Hans Raj Singh
Deputy CEO

I have read and understood the above mentioned terms and conditions of the Contract. I voluntarily accept the same and I shall abide to the terms and conditions mentioned therein and any amendments from time to time.

All the above mentioned terms and conditions will come in force from your date of joining, in case of no acceptance received before the first salary it would be deemed as acknowledged and accepted by you on receipt of your first salary.

Quess Confidential
Page 5

Offer No : QS2797170

This is a system generated letter

QUESS Corp Limited

3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
<http://www.quessecorp.com> | Toll Free No: 1800-572-3333



TO CHECK IF YOUR OFFER LETTER IS GENUINE.

Open the camera on your smart phone and scan.

Annexure A

Compensation Sheet

Offer No: **QS2797178** Associate Name: **PRAJWAL M**
 Designation: **Operation Associate** Location: **MYSORE**

Pay Heads	Rs. Monthly Pay	Rs. Annual Pay
Basic	11180	134160
Dearness Allowance	2632	31584
Statutory bonus	1151	13812
Gross Salary	14963	179556

Employer's Contribution		
Employer_esi	486	5832
Employer Provident Fund	1796	21552
Total Contribution	2282	27384
Cost to Company : (CTC)	17245	206940

Deduction: (Subjected to change)		
Employee Esi	112	1344
Provident Fund	1657	19884
Total Deduction	1769	21228

Quess Confidential
 Page 7

Offer No: QS2797178

This is a system generated letter

QUESS Corp Limited

3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
<http://www.quescorp.com> | Toll Free No: 1800-572-3333



TO CHECK IF YOUR OFFER LETTER IS GENUINE.

Open the camera on your smart phone and scan.

n		
Net Take Home	13194	158328

Dear Associate,

Get Anytime Easy Access for all your HR Details & Documents (Salary Slip, Offer Letter, PF/ESIC/UAN/Insurance Nos) on your Mobile phone via InEdge App.

Please download InEdge application from Google Playstore

<https://goo.gl/nYnCgD> or Apple iStore <https://goo.gl/3JY6yn>.

UserId - QS2797170

Login Password - password

Transaction password - password

QUESS Corp Limited

3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
<http://www.quescorp.com> | Toll Free No: 1800-572-3333



TO CHECK IF YOUR OFFER LETTER IS GENUINE.

Open the camera on your smart phone and scan.

QUESS

Date: Sep 24, 2022
Offer No : QS2797176

KARTHIK S
karthiksomesh34@gmail.com
9742629162

FIXED TERM EMPLOYMENT CONTRACT

Dear, KARTHIK S

We are pleased to offer you employment at QUESS Corp Limited for a fixed period of employment as per the following terms:

DEPUTATION:

You are deputed to INOX LEISURE LIMITED under this Contract. The terms of employment is exclusively with QUESS, the employee shall never be deemed to be the employee of the client, where you have been deputed under this Contract.

You will with effect from SEP 26, 2022 be deputed by QUESS, to work at client's office / premises at any of their locations.

TENURE:

The term of your Contract shall be valid from SEP 26, 2022 to AUG 26, 2023.

COTERMINOUS:

Notwithstanding the Tenure of this Contract, in the event of the project / work / deputation for which you are being employed terminates before your Contract end period, this Contract shall be coterminous with the project / work.

Further your contract shall also come to an end before your Contract end period for the reasons below, immediately without any liability on the client:

- i) If there is no work at the location where you have been deputed by the client due to occurrence of any force majeure event;
- ii) Closure of business location where you are deputed by the client for any reason;
- iii) Other reasons as mentioned under this contract.

Force Majeure event shall mean any event beyond the reasonable control of Quess or the client, including without limitation, riots, strikes, civil commotion, war, national emergency, protests,

Quess Confidential

Offer No : QS2797176

Page 1

This is a system generated letter

QUESS Corp Limited

3/32, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
<http://www.quessecorp.com> | Toll Free No: 1800-572-3333



TO CHECK IF YOUR OFFER LETTER IS GENUINE.

Open the camera on your smart phone and scan

subordinate Courts.

DEEMED CANCELLATION OF CONTRACT:

The Contract stands cancelled and revoked if you do not report to duty within 3 days from the date of joining & your act will be construed as deemed and implied rejection of the offer of employment from your side; hence no obligation would arise on the part of the company in lieu of such Employment Contract issued.

You shall report to work on Sep 26 2022 at the clients place.

You are requested to bring the following documents at the time of joining:

1. Educational Certificates
2. Experience Letter / Relieving letter
3. Latest month pay slip
4. Photo ID proof
5. Address Proof
6. 5 passport size photographs
7. PAN card
8. UAN Card
9. Aadhaar Card

Here's wishing you the very best in your assignment with us and as a token of your understanding and accepting of the standard terms of employment, you are requested to sign the duplicate copy of this letter and return to us within a day.

With warm regards,

For **QUESS Corp Limited.**



Tej Hans Raj Singh
Deputy CEO

I have read and understood the above mentioned terms and conditions of the Contract. I voluntarily accept the same and I shall abide to the terms and conditions mentioned therein and any amendments from time to time.

All the above mentioned terms and conditions will come in force from your date of joining, in case of no acceptance received before the first salary it would be deemed as acknowledged and accepted by you on receipt of your first salary.

Quess Confidential

Offer No | QST797170

Page 5

This is a system generated letter

QUESS Corp Limited

3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
<http://www.quescorp.com> | Toll Free No: 1800-572-3333



TO CHECK IF YOUR OFFER LETTER IS GENUINE.

Open the content on your smart phone and visit

Annexure A

Compensation Sheet

Offer No: **QS2797176** Associate Name: **KARTHIK S**
 Designation: **Operation Associate** Location: **MYSORE**

Pay Heads	Rs. Monthly Pay	Rs. Annual Pay
Basic	11180	134160
Dearness Allowance	2632	31584
Statutory bonus	1151	13812
Gross Salary	14963	179556

Employer's Contribution		
Employer_esi	486	5832
Employer Provident Fund	1796	21552
Total Contribution	2282	27384
Cost to Company : (CTC)	17245	206940

Deduction: (Subjected to change)		
Employee Esi	112	1344
Provident Fund	1657	19884
Total Deduction	1769	21228

QUESS Corp Limited

3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
<http://www.quessecorp.com> | Toll Free No: 1800-572-3333



TO CHECK IF YOUR OFFER LETTER IS GENUINE.

Open the content on your smart phone and scan.

n		
Net Take Home	13194	158328

Dear Associate,

Get Anytime Easy Access for all your HR Details & Documents (Salary Slip, Offer Letter, PF/ESIC/UAN/Insurance Nos) on your Mobile phone via InEdge App.

Please download InEdge application from Google Playstore

<https://goo.gl/nYnCd> or Apple iStore <https://goo.gl/3JY6yn>.

UserId - QS2797170

Login Password - password

Transaction password - password



TO CHECK IF YOUR OFFER LETTER IS GENUINE.

Open the content on your smart phone and visit.

Date: Sep 24, 2022
Offer No : QS2797179

SANTOSH
143kirundivya@gmail.com 571118N MYSORE
9964009551

FIXED TERM EMPLOYMENT CONTRACT

Dear **SANTOSH**

We are pleased to offer you employment at QUESS Corp Limited for a fixed period of employment as per the following terms:

DEPUTATION:

You are deputed to INOX LEISURE LIMITED under this Contract. The terms of employment is exclusively with QUESS. the employee shall never be deemed to be the employee of the client, where you have been deputed under this Contract.

You will with effect from SEP 26, 2022 be deputed by QUESS, to work at client's office / premises at any of their locations.

TENURE:

The term of your Contract shall be valid from SEP 26, 2022 to AUG 26, 2023.

COTERMINOUS:

Notwithstanding the Tenure of this Contract, in the event of the project / work / deputation for which you are being employed terminates before your Contract end period, this Contract shall be coterminous with the project / work.

Further your contract shall also come to an end before your Contract end period for the reasons below, immediately without any liability on the client:

- i) If there is no work at the location where you have been deputed by the client due to occurrence of any force majeure event;
- ii) Closure of business location where you are deputed by the client for any reason;
- iii) Other reasons as mentioned under this contract.

Force Majeure event shall mean any event beyond the reasonable control of Quess or the client, including without limitation, riots, strikes, civil commotion, war, national emergency, protests,

Quess Confidential
Page 1

Offer No : QS2797179

This is a system generated letter

QUESS Corp Limited

3/32, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
<http://www.quessecorp.com> | Toll Free No: 1800-572-3333



TO CHECK IF YOUR OFFER LETTER IS GENUINE.

Open the camera on your smart phone and scan.

subordinate Courts.

DEEMED CANCELLATION OF CONTRACT:

The Contract stands cancelled and revoked if you do not report to duty within 3 days from the date of joining & your act will be construed as deemed and implied rejection of the offer of employment from your side; hence no obligation would arise on the part of the company in lieu of such Employment Contract issued.

You shall report to work on Sep 26 2022 at the clients place.

You are requested to bring the following documents at the time of joining:

1. Educational Certificates
2. Experience Letter / Relieving letter
3. Latest month pay slip
4. Photo ID proof
5. Address Proof
6. 5 passport size photographs
7. PAN card
8. UAN Card
9. Aadhaar Card

Here's wishing you the very best in your assignment with us and as a token of your understanding and accepting of the standard terms of employment, you are requested to sign the duplicate copy of this letter and return to us within a day.

With warm regards,

For **QUESS Corp Limited.**



Tej Hans Raj Singh
Deputy CEO

I have read and understood the above mentioned terms and conditions of the Contract. I voluntarily accept the same and I shall abide to the terms and conditions mentioned therein and any amendments from time to time.

All the above mentioned terms and conditions will come in force from your date of joining, in case of no acceptance received before the first salary it would be deemed as acknowledged and accepted by you on receipt of your first salary.

Quess Confidential
Page 5

Offer No : QS2797170

This is a system generated letter

QUESS Corp Limited

3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
<http://www.quessecorp.com> | Toll Free No: 1800-572-3333



TO CHECK IF YOUR OFFER LETTER IS GENUINE.

Open the camera on your smart phone and scan.

Annexure A

Compensation Sheet

Offer No: **QS2797179** Associate Name: **SANTOSH**
 Designation: **Operation Associate** Location: **MYSORE**

Pay Heads	Rs. Monthly Pay	Rs. Annual Pay
Basic	11180	134160
Dearness Allowance	2632	31584
Statutory bonus	1151	13812
Gross Salary	14963	179556

Employer's Contribution		
Employer_esi	486	5832
Employer Provident Fund	1796	21552
Total Contribution	2282	27384
Cost to Company : (CTC)	17245	206940

Deduction: (Subjected to change)		
Employee Esi	112	1344
Provident Fund	1657	19884
Total Deduction	1769	21228

Quess Confidential
 Page 7

Offer No: QS2797179

This is a system generated letter

QUESS Corp Limited

3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
<http://www.quessecorp.com> | Toll Free No: 1800-572-3333



TO CHECK IF YOUR OFFER LETTER IS GENUINE.

Open the camera on your smart phone and scan.

n		
Net Take Home	13194	158328

Dear Associate,

Get Anytime Easy Access for all your HR Details & Documents (Salary Slip, Offer Letter, PF/ESIC/UAN/Insurance Nos) on your Mobile phone via InEdge App.

Please download InEdge application from Google Playstore

<https://goo.gl/nYnCgD> or Apple iStore <https://goo.gl/3JY6yn>.

UserId - QS2797170

Login Password - password

Transaction password - password

QUESS Corp Limited

3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
<http://www.quescorp.com> | Toll Free No: 1800-572-3333



TO CHECK IF YOUR OFFER LETTER IS GENUINE.

Open the camera on your smart phone and scan.

Date: Sep 24, 2022
Offer No : QS2797180

SHIVAKUMARA N
gurugnyani@gmail.com
MYSORE

FIXED TERM EMPLOYMENT CONTRACT

Dear **SHIVAKUMARA N**

We are pleased to offer you employment at QUESS Corp Limited for a fixed period of employment as per the following terms:

DEPUTATION:

You are deputed to INOX LEISURE LIMITED under this Contract. The terms of employment is exclusively with QUESS, the employee shall never be deemed to be the employee of the client, where you have been deputed under this Contract.

You will with effect from SEP 26, 2022 be deputed by QUESS, to work at client's office / premises at any of their locations.

TENURE:

The term of your Contract shall be valid from SEP 26, 2022 to AUG 26, 2023.

COTERMINOUS:

Notwithstanding the Tenure of this Contract, in the event of the project / work / deputation for which you are being employed terminates before your Contract end period, this Contract shall be coterminous with the project / work.

Further your contract shall also come to an end before your Contract end period for the reasons below, immediately without any liability on the client:

- i) If there is no work at the location where you have been deputed by the client due to occurrence of any force majeure event;
- ii) Closure of business location where you are deputed by the client for any reason;
- iii) Other reasons as mentioned under this contract.

Force Majeure event shall mean any event beyond the reasonable control of Quess or the client, including without limitation, riots, strikes, civil commotion, war, national emergency, protests,

*Quess Confidential
Page 1*

Offer No : QS2797170

This is a system generated letter

QUESS Corp Limited

3/32, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
<http://www.quessecorp.com> | Toll Free No: 1800-572-3333



TO CHECK IF YOUR OFFER LETTER IS GENUINE.

Open the camera on your smart phone and scan.

subordinate Courts.

DEEMED CANCELLATION OF CONTRACT:

The Contract stands cancelled and revoked if you do not report to duty within 3 days from the date of joining & your act will be construed as deemed and implied rejection of the offer of employment from your side; hence no obligation would arise on the part of the company in lieu of such Employment Contract issued.

You shall report to work on Sep 26 2022 at the clients place.

You are requested to bring the following documents at the time of joining:

1. Educational Certificates
2. Experience Letter / Relieving letter
3. Latest month pay slip
4. Photo ID proof
5. Address Proof
6. 5 passport size photographs
7. PAN card
8. UAN Card
9. Aadhaar Card

Here's wishing you the very best in your assignment with us and as a token of your understanding and accepting of the standard terms of employment, you are requested to sign the duplicate copy of this letter and return to us within a day.

With warm regards,

For **QUESS Corp Limited.**



Tej Hans Raj Singh
Deputy CEO

I have read and understood the above mentioned terms and conditions of the Contract. I voluntarily accept the same and I shall abide to the terms and conditions mentioned therein and any amendments from time to time.

All the above mentioned terms and conditions will come in force from your date of joining, in case of no acceptance received before the first salary it would be deemed as acknowledged and accepted by you on receipt of your first salary.

Quess Confidential
Page 5

Offer No : QS2797170

This is a system generated letter

QUESS Corp Limited

3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
<http://www.quescorp.com> | Toll Free No: 1800-572-3333



TO CHECK IF YOUR OFFER LETTER IS GENUINE.

Open the camera on your smart phone and scan.

Annexure A

Compensation Sheet

Offer No: **QS2797180** Associate Name: **SHIVAKUMARA N**
 Designation: **Operation Associate** Location: **MYSORE**

Pay Heads	Rs. Monthly Pay	Rs. Annual Pay
Basic	11180	134160
Dearness Allowance	2632	31584
Statutory_ bonus	1151	13812
Gross Salary	14963	179556

Employer's Contribution		
Employer_esi	486	5832
Employer Provident Fund	1796	21552
Total Contribution	2282	27384
Cost to Company : (CTC)	17245	206940

Deduction: (Subjected to change)		
Employee Esi	112	1344
Provident Fund	1657	19884
Total Deduction	1769	21228

QueSS Confidential
 Page 7

Offer No: QS2797170

This is a system generated letter

QUESS Corp Limited

3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
<http://www.quessecorp.com> | Toll Free No: 1800-572-3333



TO CHECK IF YOUR OFFER LETTER IS GENUINE.

Open the camera on your smart phone and scan.

n		
Net Take Home	13194	158328

Dear Associate,

Get Anytime Easy Access for all your HR Details & Documents (Salary Slip, Offer Letter, PF/ESIC/UAN/Insurance Nos) on your Mobile phone via InEdge App.

Please download InEdge application from Google Playstore

<https://goo.gl/nYnCcD> or Apple iStore <https://goo.gl/3JY6yn>.

UserId - QS2797170

Login Password - password

Transaction password - password

QUESS Corp Limited

3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
<http://www.quescorp.com> | Toll Free No: 1800-572-3333



TO CHECK IF YOUR OFFER LETTER IS GENUINE.

Open the camera on your smart phone and scan.

Date: Sep 24, 2022
Offer No : QS2797182

SUNIL K S
sunil85070@gmail.com
9113996590

FIXED TERM EMPLOYMENT CONTRACT

Dear **SUNIL K S**

We are pleased to offer you employment at QUESTS Corp Limited for a fixed period of employment as per the following terms:

DEPUTATION:

You are deputed to INOX LEISURE LIMITED under this Contract. The terms of employment is exclusively with QUESTS, the employee shall never be deemed to be the employee of the client, where you have been deputed under this Contract.

You will with effect from SEP 26, 2022 be deputed by QUESTS, to work at client's office / premises at any of their locations.

TENURE:

The term of your Contract shall be valid from SEP 26, 2022 to AUG 26, 2023.

COTERMINOUS:

Notwithstanding the Tenure of this Contract, in the event of the project / work / deputation for which you are being employed terminates before your Contract end period, this Contract shall be coterminous with the project / work.

Further your contract shall also come to an end before your Contract end period for the reasons below, immediately without any liability on the client:

- i) If there is no work at the location where you have been deputed by the client due to occurrence of any force majeure event;
- ii) Closure of business location where you are deputed by the client for any reason;
- iii) Other reasons as mentioned under this contract.

Force Majeure event shall mean any event beyond the reasonable control of Quests or the client, including without limitation, riots, strikes, civil commotion, war, national emergency, protests,

Quests Confidential
Page 1

Offer No : QS2797170

This is a system generated letter

QUESTS Corp Limited

3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
<http://www.questscorp.com> | Toll Free No: 1800-572-3333



TO CHECK IF YOUR OFFER LETTER IS GENUINE.

Open the camera on your smart phone and scan.

subordinate Courts.

DEEMED CANCELLATION OF CONTRACT:

The Contract stands cancelled and revoked if you do not report to duty within 3 days from the date of joining & your act will be construed as deemed and implied rejection of the offer of employment from your side; hence no obligation would arise on the part of the company in lieu of such Employment Contract issued.

You shall report to work on Sep 26 2022 at the clients place.

You are requested to bring the following documents at the time of joining:

1. Educational Certificates
2. Experience Letter / Relieving letter
3. Latest month pay slip
4. Photo ID proof
5. Address Proof
6. 5 passport size photographs
7. PAN card
8. UAN Card
9. Aadhaar Card

Here's wishing you the very best in your assignment with us and as a token of your understanding and accepting of the standard terms of employment, you are requested to sign the duplicate copy of this letter and return to us within a day.

With warm regards,

For **QUESS Corp Limited.**



Tej Hans Raj Singh
Deputy CEO

I have read and understood the above mentioned terms and conditions of the Contract. I voluntarily accept the same and I shall abide to the terms and conditions mentioned therein and any amendments from time to time.

All the above mentioned terms and conditions will come in force from your date of joining, in case of no acceptance received before the first salary it would be deemed as acknowledged and accepted by you on receipt of your first salary.

Quess Confidential
Page 5

Offer No : QS2797170

This is a system generated letter

QUESS Corp Limited

3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
<http://www.quescorp.com> | Toll Free No: 1800-572-3333



TO CHECK IF YOUR OFFER LETTER IS GENUINE.

Open the camera on your smart phone and scan.

Annexure A

Compensation Sheet

Offer No: **QS2797182** Associate Name: **SUNIL K S**
 Designation: **Operation Associate** Location: **MYSORE**

Pay Heads	Rs. Monthly Pay	Rs. Annual Pay
Basic	11180	134160
Dearness Allowance	2632	31584
Statutory_ bonus	1151	13812
Gross Salary	14963	179556

Employer's Contribution		
Employer_esi	486	5832
Employer Provident Fund	1796	21552
Total Contribution	2282	27384
Cost to Company : (CTC)	17245	206940

Deduction: (Subjected to change)		
Employee Esi	112	1344
Provident Fund	1657	19884
Total Deduction	1769	21228

Quess Confidential
 Page 7

Offer No: QS2797170

This is a system generated letter

QUESS Corp Limited

3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
<http://www.quessecorp.com> | Toll Free No: 1800-572-3333



TO CHECK IF YOUR OFFER LETTER IS GENUINE.

Open the camera on your smart phone and scan.

n		
Net Take Home	13194	158328

Dear Associate,

Get Anytime Easy Access for all your HR Details & Documents (Salary Slip, Offer Letter, PF/ESIC/UAN/Insurance Nos) on your Mobile phone via InEdge App.

Please download InEdge application from Google Playstore

<https://goo.gl/nYnCgD> or Apple iStore <https://goo.gl/3JY6yn>.

UserId - QS2797170

Login **Password** - password

Transaction **password** - password

QUESS Corp Limited

3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
<http://www.quescorp.com> | Toll Free No: 1800-572-3333



TO CHECK IF YOUR OFFER LETTER IS GENUINE.

Open the camera on your smart phone and scan.

Date: Sep 24, 2022
Offer No : QS2797181

SIDDAPPA M
kiranshiva0094@gmail.com
9980737055

FIXED TERM EMPLOYMENT CONTRACT

Dear **SIDDAPPA M**

We are pleased to offer you employment at QUESS Corp Limited for a fixed period of employment as per the following terms:

DEPUTATION:

You are deputed to INOX LEISURE LIMITED under this Contract. The terms of employment is exclusively with QUESS. the employee shall never be deemed to be the employee of the client, where you have been deputed under this Contract.

You will with effect from SEP 26, 2022 be deputed by QUESS, to work at client's office / premises at any of their locations.

TENURE:

The term of your Contract shall be valid from SEP 26, 2022 to AUG 26, 2023.

COTERMINOUS:

Notwithstanding the Tenure of this Contract, in the event of the project / work / deputation for which you are being employed terminates before your Contract end period, this Contract shall be coterminous with the project / work.

Further your contract shall also come to an end before your Contract end period for the reasons below, immediately without any liability on the client:

- i) If there is no work at the location where you have been deputed by the client due to occurrence of any force majeure event;
- ii) Closure of business location where you are deputed by the client for any reason;
- iii) Other reasons as mentioned under this contract.

Force Majeure event shall mean any event beyond the reasonable control of Quess or the client, including without limitation, riots, strikes, civil commotion, war, national emergency, protests,

Quess Confidential
Page 1

Offer No : QS2797170

This is a system generated letter

QUESS Corp Limited

3/32, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
<http://www.quessecorp.com> | Toll Free No: 1800-572-3333



TO CHECK IF YOUR OFFER LETTER IS GENUINE.

Open the camera on your smart phone and scan.

subordinate Courts.

DEEMED CANCELLATION OF CONTRACT:

The Contract stands cancelled and revoked if you do not report to duty within 3 days from the date of joining & your act will be construed as deemed and implied rejection of the offer of employment from your side; hence no obligation would arise on the part of the company in lieu of such Employment Contract issued.

You shall report to work on Sep 26 2022 at the clients place.

You are requested to bring the following documents at the time of joining:

1. Educational Certificates
2. Experience Letter / Relieving letter
3. Latest month pay slip
4. Photo ID proof
5. Address Proof
6. 5 passport size photographs
7. PAN card
8. UAN Card
9. Aadhaar Card

Here's wishing you the very best in your assignment with us and as a token of your understanding and accepting of the standard terms of employment, you are requested to sign the duplicate copy of this letter and return to us within a day.

With warm regards,

For **QUESS Corp Limited.**



Tej Hans Raj Singh
Deputy CEO

I have read and understood the above mentioned terms and conditions of the Contract. I voluntarily accept the same and I shall abide to the terms and conditions mentioned therein and any amendments from time to time.

All the above mentioned terms and conditions will come in force from your date of joining. in case of no acceptance received before the first salary it would be deemed as acknowledged and accepted by you on receipt of your first salary.

Quess Confidential
Page 5

Offer No : Q52797170

This is a system generated letter

QUESS Corp Limited

3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
<http://www.quessecorp.com> | Toll Free No: 1800-572-3333



TO CHECK IF YOUR OFFER LETTER IS GENUINE.

Open the camera on your smart phone and scan.

Annexure A

Compensation Sheet

Offer No: **QS2797181** Associate Name: **SIDDAPPA M**
 Designation: **Operation Associate** Location: **MYSORE**

Pay Heads	Rs. Monthly Pay	Rs. Annual Pay
Basic	11180	134160
Dearness Allowance	2632	31584
Statutory_ bonus	1151	13812
Gross Salary	14963	179556

Employer's Contribution		
Employer_esi	486	5832
Employer Provident Fund	1796	21552
Total Contribution	2282	27384
Cost to Company : (CTC)	17245	206940

Deduction: (Subjected to change)		
Employee Esi	112	1344
Provident Fund	1657	19884
Total Deduction	1769	21228

Quess Confidential
 Page 7

Offer No: QS2797170

This is a system generated letter

QUESS Corp Limited

3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
<http://www.quescorp.com> | Toll Free No: 1800-572-3333



TO CHECK IF YOUR OFFER LETTER IS GENUINE.

Open the camera on your smart phone and scan.

n		
Net Take Home	13194	158328

Dear Associate,

Get Anytime Easy Access for all your HR Details & Documents (Salary Slip, Offer Letter, PF/ESIC/UAN/Insurance Nos) on your Mobile phone via InEdge App.

Please download InEdge application from Google Playstore

<https://goo.gl/nYnCcD> or Apple iStore <https://goo.gl/3JY6yn>.

UserId - QS2797170

Login Password - password

Transaction password - password

Qness Confidential
Page 8

Offer No: QS2797170

This is a system generated letter

QUESS Corp Limited

3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
<http://www.quessecorp.com> | Toll Free No: 1800-572-3333



TO CHECK IF YOUR OFFER LETTER IS GENUINE.

Open the camera on your smart phone and scan.

Date: Sep 24, 2022
Offer No : QS2797183

VIJAY B
viij03416@gmail.com
9591387180

FIXED TERM EMPLOYMENT CONTRACT

Dear **VIJAY B**

We are pleased to offer you employment at QUESS Corp Limited for a fixed period of employment as per the following terms:

DEPUTATION:

You are deputed to INOX LEISURE LIMITED under this Contract. The terms of employment is exclusively with QUESS, the employee shall never be deemed to be the employee of the client, where you have been deputed under this Contract.

You will with effect from SEP 26, 2022 be deputed by QUESS, to work at client's office / premises at any of their locations.

TENURE:

The term of your Contract shall be valid from SEP 26, 2022 to AUG 26, 2023.

COTERMINOUS:

Notwithstanding the Tenure of this Contract, in the event of the project / work / deputation for which you are being employed terminates before your Contract end period, dds Contract shall be coterminous with the project / work.

Further your contract shall also come to an end before your Contract end period for the reasons below, immediately without any liability on the client:

- i) If there is no work at the location where you have been deputed by the client due to occurrence of any force majeure event;
- ii) Closure of business location where you are deputed by the client for any reason;
- iii) Other reasons as mentioned under this contract.

Force Majeure event shall mean any event beyond the reasonable control of Quess or the client, including without limitation, riots, strikes, civil commotion, war, national emergency, protests.

Quess Confidential
Page 1

Offer No : QS2797170

This is a system generated letter

QUESS Corp Limited

3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
<http://www.quesscorp.com> | Toll Free No: 1800-572-3333



TO CHECK IF YOUR OFFER LETTER IS GENUINE.

Open the camera on your smart phone and scan.

subordinate Courts.

DEEMED CANCELLATION OF CONTRACT:

The Contract stands cancelled and revoked if you do not report to duty within 3 days from the date of joining & your act will be construed as deemed and implied rejection of the offer of employment from your side; hence no obligation would arise on the part of the company in lieu of such Employment Contract issued.

You shall report to work on Sep 26 2022 at the clients place.

You are requested to bring the following documents at the time of joining:

1. Educational Certificates
2. Experience Letter / Relieving letter
3. Latest month pay slip
4. Photo ID proof
5. Address Proof
6. 5 passport size photographs
7. PAN card
8. UAN Card
9. Aadhaar Card

Here's wishing you the very best in your assignment with us and as a token of your understanding and accepting of the standard terms of employment, you are requested to sign the duplicate copy of this letter and return to us within a day.

With warm regards,

For **QUESS Corp Limited.**



Tej Hans Raj Singh
Deputy CEO

I have read and understood the above mentioned terms and conditions of the Contract. I voluntarily accept the same and I shall abide to the terms and conditions mentioned therein and any amendments from time to time.

All the above mentioned terms and conditions will come in force from your date of joining, in case of no acceptance received before the first salary it would be deemed as acknowledged and accepted by you on receipt of your first salary.

QueSS Confidential
Page 5

This is a system generated letter

Offer No : Q32797170

QUESS Corp Limited

3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
<http://www.quesScorp.com> | Toll Free No: 1800-572-3333



TO CHECK IF YOUR OFFER LETTER IS GENUINE.

Open the camera on your smart phone and scan.

Annexure A

Compensation Sheet

Offer No: **QS2797183** Associate Name: **VIJAY B**
 Designation: **Operation Associate** Location: **MYSORE**

Pay Heads	Rs. Monthly Pay	Rs. Annual Pay
Basic	11180	134160
Dearness Allowance	2632	31584
Statutory_bonus	1151	13812
Gross Salary	14963	179556

Employer's Contribution		
Employer_esi	486	5832
Employer Provident Fund	1796	21552
Total Contribution	2282	27384
Cost to Company : (CTC)	17245	206940

Deduction: (Subjected to change)		
Employee Esi	112	1344
Provident Fund	1657	19884
Total Deduction	1769	21228

Quess Confidential
 Page 7

Offer No : QS2797171

This is a system generated letter

QUESS Corp Limited

3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
<http://www.quessecorp.com> | Toll Free No: 1800-572-3333



TO CHECK IF YOUR OFFER LETTER IS GENUINE.

Open the camera on your smart phone and scan.

Net Take Home	13194	158328
---------------------	-------	--------

Dear Associate,

Get Anytime Easy Access for all your HR Details & Documents (Salary Slip, Offer Letter, PF/ESIC/UAN/Insurance Nos) on your Mobile phone via InEdge App.

Please download InEdge application from Google Playstore

<https://goo.gl/nYnCd> or Apple iStore <https://goo.gl/3JY6yn>.

UserId - QS2797170

Login Password - password

Transaction password - password

Quess Confidential
Page 8

Offer No : QS2797170

This is a system generated letter

QUESS Corp Limited

3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
<http://www.quescorp.com> | Toll Free No: 1800-572-3333



TO CHECK IF YOUR OFFER LETTER IS GENUINE.

Open the camera on your smart phone and scan.

Date: Sep 24, 2022
Offer No : QS2797184

SAGAR V
bssshivagrasad@gmail.com
8660887569

FIXED TERM EMPLOYMENT CONTRACT

Dear **SAGAR V**

We are pleased to offer you employment at QUESS Corp Limited for a fixed period of employment as per the following terms:

DEPUTATION:

You are deputed to INOX LEISURE LIMITED under this Contract. The terms of employment is exclusively with QUESS, the employee shall never be deemed to be the employee of the client, where you have been deputed under this Contract.

You will with effect from SEP 26, 2022 be deputed by QUESS, to work at client's office / premises at any of their locations.

TENURE:

The term of your Contract shall be valid from SEP 26, 2022 to AUG 26, 2023.

COTERMINOUS:

Notwithstanding the Tenure of this Contract, in the event of the project / work / deputation for which you are being employed terminates before your Contract end period, this Contract shall be coterminous with the project / work.

Further your contract shall also come to an end before your Contract end period for the reasons below, immediately without any liability on the client:

- i) If there is no work at the location where you have been deputed by the client due to occurrence of any force majeure event;
- ii) Closure of business location where you are deputed by the client for any reason;
- iii) Other reasons as mentioned under this contract.

Force Majeure event shall mean any event beyond the reasonable control of Quess or the client, including without limitation, riots, strikes, civil commotion, war, national emergency, protests,

Quess Confidential
Page 1

Offer No : QS2797170

This is a system generated letter

QUESS Corp Limited

3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
<http://www.quessecorp.com> | Toll Free No: 1800-572-3333



TO CHECK IF YOUR OFFER LETTER IS GENUINE.

Open the camera on your smart phone and scan.

subordinate Courts.

DEEMED CANCELLATION OF CONTRACT:

The Contract stands cancelled and revoked if you do not report to duty within 3 days from the date of joining & your act will be construed as deemed and implied rejection of the offer of employment from your side; hence no obligation would arise on the part of the company in lieu of such Employment Contract issued.

You shall report to work on Sep 26 2022 at the clients place.

You are requested to bring the following documents at the time of joining:

1. Educational Certificates
2. Experience Letter / Relieving letter
3. Latest month pay slip
4. Photo ID proof
5. Address Proof
6. 5 passport size photographs
7. PAN card
8. UAN Card
9. Aadhaar Card

Here's wishing you the very best in your assignment with us and as a token of your understanding and accepting of the standard terms of employment, you are requested to sign the duplicate copy of this letter and return to us within a day.

With warm regards,

For **QUESS Corp Limited.**



Tej Hans Raj Singh
Deputy CEO

I have read and understood the above mentioned terms and conditions of the Contract. I voluntarily accept the same and I shall abide to the terms and conditions mentioned therein and any amendments from time to time.

All the above mentioned terms and conditions will come in force from your date of joining, in case of no acceptance received before the first salary it would be deemed as acknowledged and accepted by you on receipt of your first salary.

Quess Confidential
Page 5

Offer No : QS2797170

This is a system generated letter

QUESS Corp Limited

3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
<http://www.quescorp.com> | Toll Free No: 1800-572-3333



TO CHECK IF YOUR OFFER LETTER IS GENUINE.

Open the camera on your smart phone and scan.

Annexure A

Compensation Sheet

Offer No: **QS2797184** Associate Name: **SAGAR V**
 Designation: **Operation Associate** Location: **MYSORE**

Pay Heads	Rs. Monthly Pay	Rs. Annual Pay
Basic	11180	134160
Dearness Allowance	2632	31584
Statutory_ bonus	1151	13812
Gross Salary	14963	179556

Employer's Contribution		
Employer_esi	486	5832
Employer Provident Fund	1796	21552
Total Contribution	2282	27384
Cost to Company : (CTC)	17245	206940

Deduction: (Subjected to change)		
Employee Esi	112	1344
Provident Fund	1657	19884
Total Deduction	1769	21228

Quess Confidential
 Page 7

Offer No: QS2797170

This is a system generated letter

QUESS Corp Limited

3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
<http://www.quescorp.com> | Toll Free No: 1800-572-3333



TO CHECK IF YOUR OFFER LETTER IS GENUINE.

Open the camera on your smart phone and scan.

n		
Net Take Home	13194	158328

Dear Associate,

Get Anytime Easy Access for all your HR Details & Documents (Salary Slip, Offer Letter, PF/ESIC/UAN/Insurance Nos) on your Mobile phone via InEdge App.

Please download InEdge application from Google Playstore

<https://goo.gl/nYnCcD> or Apple iStore <https://goo.gl/3JY6yn>.

UserId - QS2797170

Login Password - password

Transaction password - password

QUESS Corp Limited

3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
<http://www.quescorp.com> | Toll Free No: 1800-572-3333



TO CHECK IF YOUR OFFER LETTER IS GENUINE.

Open the camera on your smart phone and scan.

Offer Letter

Date: 27 Nov 2022

Name: **ANUSHA K N,**

This has reference to the discussion you had with us. We confirm our intent to offer you a position for **Insight Customer Call Solutions Ltd**, Bangalore branch office as per the details below:

Designation : **CCE**

Date of joining not later than : **28/11/2022**

CTC Remuneration (Monthly) : **14500.00/-**

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

Your offer has been made based on the information furnished by you and the competence claimed by you. However, if there is a discrepancy in the copies of the documents / certificates given by you as a proof of the above, we may have the option to review our offer of employment.

During your association with ICCS you will have to ensure daily login of minimum 9 hours to mark yourself present.

During your association with ICCS you will not indulge in any act which may tarnish Organisation or its client repo in any way. You will not take any legal proceedings of any manner against ICCS or its clients. Also you will not use any social media platform against ICCS or any of its client.

At the time of joining, please bring the following documents in their photocopies for joining formalities

1. Photographs (5 passport size)
2. All educational certificates (Starting from Secondary School till Highest Qualification)
3. Relieving Certificate from all the employers (If employed previously)
4. Proof of Last drawn salary (Last 3 months Salary Slip)
5. Valid ID Proof – Passport/ Driving License/ Voter ID/ PAN Card

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

Looking forward to a long and mutually beneficial association!

Yours truly For ICCS Ltd



Authorized Signatory

Insight Customer Call Solutions Ltd.

Regd. Office : B1/G6, Mohan Industrial Area, New Delhi, 110044

Tel: +91-11-49920000, **Web :** www.iccs-bpo.com

Email: info@iccs.in

Annexure 1		
Compensation & Benefits		
Particulars	Monthly	Annual
Basic Salary	10,000	1,20,000
House Rent Allowance	2784	33,408
Conveyance Allowance	-	-
Special Allowance	-	-
Total Gross Salary	12,784	1,53,408
Employer's contribution to ESIC@3.25%	416	4,992
Employer's contribution to PF@13%	1300	15,600
PLI	0	-
Total Cost to Company	14,500	1,74,000
Employee's contribution to ESIC@0.75%	96	1,152
Employee's contribution to EPF@12%	1200	14400
Professional tax	200	2400
Total Take Home Salary	11,288	1,35,456
Notes:		
• All figures are in Indian Rupees.		
• The above compensation package will be subject to Income Tax regulations and other relevant laws applicable from time to time.		
• Compensation figures are confidential in nature and should not be disclosed to anyone, except for statutory reasons.		
• EPF, ESIC, Income Tax deductions, as applicable.		

Insight Customer Call Solutions Ltd.

Regd. Office : B1/G6, Mohan Industrial Area, New Delhi, 110044

Tel: +91-11-49920000, Web: www.iccs-bpo.com

Email: info@iccs.in

Offer Letter

Date: 27 Nov 2022

Name: HARSHITHA S,

This has reference to the discussion you had with us. We confirm our intent to offer you a position for **Insight Customer Call Solutions Ltd**, Bangalore branch office as per the details below:

Designation : CCE
Date of joining not later than : 28/11/2022
CTC Remuneration (Monthly) : 14500.00/-

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

Your offer has been made based on the information furnished by you and the competence claimed by you. However, if there is a discrepancy in the copies of the documents / certificates given by you as a proof of the above, we may have the option to review our offer of employment.

During your association with ICCS you will have to ensure daily login of minimum 9 hours to mark yourself present.

During your association with ICCS you will not indulge in any act which may tarnish Organisation or its client repo in any way. You will not take any legal proceedings of any manner against ICCS or its clients. Also you will not use any social media platform against ICCS or any of its client.

At the time of joining, please bring the following documents in their photocopies for joining formalities

1. Photographs (5 passport size)
2. All educational certificates (Starting from Secondary School till Highest Qualification)
3. Relieving Certificate from all the employers (If employed previously)
4. Proof of Last drawn salary (Last 3 months Salary Slip)
5. Valid ID Proof – Passport/ Driving License/ Voter ID/ PAN Card

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

Looking forward to a long and mutually beneficial association!

Yours truly For ICCS Ltd



Authorized Signatory

Insight Customer Call Solutions Ltd.

Regd. Office : B1/G6, Mohan Industrial Area, New Delhi, 110044

Tel: +91-11-49920000, Web : www.iccs-bpo.com

Email: info@iccs.in

Annexure 1		
Compensation & Benefits		
Particulars	Monthly	Annual
Basic Salary	10,000	1,20,000
House Rent Allowance	2784	33,408
Conveyance Allowance	-	-
Special Allowance	-	-
Total Gross Salary	12,784	1,53,408
Employer's contribution to ESIC@3.25%	416	4,992
Employer's contribution to PF@13%	1300	15,600
PLI	0	-
Total Cost to Company	14,500	1,74,000
Employee's contribution to ESIC@0.75%	96	1,152
Employee's contribution to EPF@12%	1200	14400
Professional tax	200	2400
Total Take Home Salary	11,288	1,35,456
Notes:		
· All figures are in Indian Rupees.		
· The above compensation package will be subject to Income Tax regulations and other relevant laws applicable from time to time.		
· Compensation figures are confidential in nature and should not be disclosed to anyone, except for statutory reasons.		
· EPF, ESIC, Income Tax deductions, as applicable.		

Insight Customer Call Solutions Ltd.

Regd. Office : B1/G6, Mohan Industrial Area, New Delhi, 110044

Tel: +91-11-49920000, Web : www.iccs-bpo.com

Email: info@iccs.in



Offer Letter

Date: 27 Nov 2022.

Name: DEEPA N,

This has reference to the discussion you had with us. We confirm our intent to offer you a position for **insight Customer Call Solutions Ltd**, Bangalore branch office as per the details below:

Designation : CCE
Date of joining not later than : 28/11/2022
CTC Remuneration (Monthly) : 14500.00/-

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

Your offer has been made based on the information furnished by you and the competence claimed by you. However, if there is a discrepancy in the copies of the documents / certificates given by you as a proof of the above, we may have the option to review our offer of employment.

During your association with ICCS you will have to ensure daily login of minimum 9 hours to mark yourself present.

During your association with ICCS you will not indulge in any act which may tarnish organisation or its client repo in any way. You will not take any legal proceedings of any manner against ICCS or its clients. Also you will not use any social media platform against ICCS or any of its client.

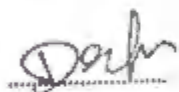
At the time of joining, please bring the following documents in their photocopied form for joining formalities

1. Photographs (5 passport size)
2. All educational certificates (Starting from Secondary School till Highest Qualification)
3. Relieving Certificate from all the employers (if employed previously)
4. Proof of Last drawn salary (last 3 months Salary Slip)
5. Valid ID Proof - Passport/ Driving License/ Voter ID/ PAN Card

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

Looking forward to a long and mutually beneficial association!

Yours truly For ICCS Ltd



Authorized Signatory

Insight Customer Call Solutions Ltd.

Regd. Office : B1/G6, Mohan Industrial Area, New Delhi, 110044

Tel: +91-11-49920000, Web: www.iccs-hpo.com

Email: info@iccs.in

Annexure 1		
Compensation & Benefits		
Particulars	Monthly	Annual
Basic Salary	10,000	1,20,000
House Rent Allowance	2784	33,408
Conveyance Allowance	-	-
Special Allowance	-	-
Total Gross Salary	12,784	1,53,408
Employer's contribution to ESIC@3.25%	416	4,992
Employer's contribution to PF@13%	1300	15,600
PLI	0	-
Total Cost to Company	14,500	1,74,000
Employee's contribution to ESIC@0.75%	96	1,152
Employee's contribution to EPF@12%	1200	14400
Professional tax	200	2400
Total Take Home Salary	11,288	1,35,456
Notes:		
- All figures are in Indian Rupees.		
- The above compensation package will be subject to Income Tax regulations and other relevant laws applicable from time to time.		
- Compensation figures are confidential in nature and should not be disclosed to anyone, except for statutory reasons.		
- EPF, ESIC, Income Tax deductions, as applicable.		

Insight Customer Call Solutions Ltd.

Regd. Office : B1/G6, Mohan Industrial Area, New Delhi, 110044

Tel: +91-11-49920000, Web: www.iccs-hpo.com

Email: info@iccs.in

Offer Letter

Date: 27 Nov 2022

Name: NETHRAVATHI N M,

This has reference to the discussion you had with us. We confirm our intent to offer you a position for **Insight Customer Call Solutions Ltd**, Bangalore branch office as per the details below:

Designation : CCE
Date of joining not later than : 28/11/2022
CTC Remuneration (Monthly) : 14500.00/-

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

Your offer has been made based on the information furnished by you and the competence claimed by you. However, if there is a discrepancy in the copies of the documents / certificates given by you as a proof of the above, we may have the option to review our offer of employment.

During your association with ICCS you will have to ensure daily login of minimum 9 hours to mark yourself present.

During your association with ICCS you will not indulge in any act which may tarnish organisation or its client repo in any way. You will not take any legal proceedings of any manner against ICCS or its clients. Also you will not use any social media platform against ICCS or any of its client.

At the time of joining, please bring the following documents in their photocopies for joining formalities

1. Photographs (5 passport size)
2. All educational certificates (Starting from Secondary School till Highest Qualification)
3. Relieving Certificate from all the employers (If employed previously)
4. Proof of Last drawn salary (Last 3 months Salary Slip)
5. Valid ID Proof – Passport/ Driving License/ Voter ID/ PAN Card

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

Looking forward to a long and mutually beneficial association!

Yours truly For ICCS Ltd



Authorized Signatory

Insight Customer Call Solutions Ltd.

Regd. Office : B1/G6, Mohan Industrial Area, New Delhi, 110044

Tel: +91-11-49920000, Web : www.iccs-bpo.com

Email: info@iccs.in

Annexure 1		
Compensation & Benefits		
Particulars	Monthly	Annual
Basic Salary	10,000	1,20,000
House Rent Allowance	2784	33,408
Conveyance Allowance	-	-
Special Allowance	-	-
Total Gross Salary	12,784	1,53,408
Employer's contribution to ESIC@3.25%	416	4,992
Employer's contribution to PF@13%	1300	15,600
PLI	0	-
Total Cost to Company	14,500	1,74,000
Employee's contribution to ESIC@0.75%	96	1,152
Employee's contribution to EPF@12%	1200	14400
Professional tax	200	2400
Total Take Home Salary	11,288	1,35,456
Notes:		
· All figures are in Indian Rupees.		
· The above compensation package will be subject to Income Tax regulations and other relevant laws applicable from time to time.		
· Compensation figures are confidential in nature and should not be disclosed to anyone, except for statutory reasons.		
· EPF, ESIC, Income Tax deductions, as applicable.		

Insight Customer Call Solutions Ltd.

Regd. Office : B1/G6, Mohan Industrial Area, New Delhi, 110044

Tel: +91-11-49920000, Web : www.iccs-bpo.com

Email: info@iccs.in



Offer Letter

Date: 27 Nov 2022

Name: NISARGA H,

This has reference to the discussion you had with us. We confirm our intent to offer you a position for **Insight Customer Call Solutions Ltd**, Bangalore branch office as per the details below:

Designation : CCE

Date of joining not later than : 28/11/2022

CTC Remuneration (Monthly) : 14500.00/-

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

Your offer has been made based on the information furnished by you and the competence claimed by you. However, if there is a discrepancy in the copies of the documents / certificates given by you as a proof of the above, we may have the option to review our offer of employment.

During your association with ICCS you will have to ensure daily login of minimum 9 hours to mark yourself present.

During your association with ICCS you will not indulge in any act which may tarnish organisation or its client repo in any way. You will not take any legal proceedings of any manner against ICCS or its clients. Also you will not use any social media platform against ICCS or any of its client.

At the time of joining, please bring the following documents in their photocopies for joining formalities

1. Photographs (5 passport size)
2. All educational certificates (Starting from Secondary School till Highest Qualification)
3. Relieving Certificate from all the employers (If employed previously)
4. Proof of Last drawn salary (Last 3 months Salary Slip)
5. Valid ID Proof – Passport/ Driving License/ Voter ID/ PAN Card

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

Looking forward to a long and mutually beneficial association!

Yours truly For ICCS Ltd



Authorized Signatory

Insight Customer Call Solutions Ltd.

Regd. Office : B1/G6, Mohan Industrial Area, New Delhi, 110044

Tel: +91-11-49920000, Web : www.iccs-bpo.com

Email: info@iccs.in

Annexure 1		
Compensation & Benefits		
Particulars	Monthly	Annual
Basic Salary	10,000	1,20,000
House Rent Allowance	2784	33,408
Conveyance Allowance	-	-
Special Allowance	-	-
Total Gross Salary	12,784	1,53,408
Employer's contribution to ESIC@3.25%	416	4,992
Employer's contribution to PF@13%	1300	15,600
PLI	0	-
Total Cost to Company	14,500	1,74,000
Employee's contribution to ESIC@0.75%	96	1,152
Employee's contribution to EPF@12%	1200	14400
Professional tax	200	2400
Total Take Home Salary	11,288	1,35,456
Notes:		
· All figures are in Indian Rupees.		
· The above compensation package will be subject to Income Tax regulations and other relevant laws applicable from time to time.		
· Compensation figures are confidential in nature and should not be disclosed to anyone, except for statutory reasons.		
· EPF, ESIC, Income Tax deductions, as applicable.		

Insight Customer Call Solutions Ltd.

Regd. Office : B1/G6, Mohan Industrial Area, New Delhi, 110044

Tel: +91-11-49920000, Web : www.iccs-bpo.com

Email: info@iccs.in



Offer Letter

Date: 27 Nov 2022

Name: SHUBHASHREE URS P,

This has reference to the discussion you had with us. We confirm our intent to offer you a position for **Insight Customer Call Solutions Ltd**, Bangalore branch office as per the details below:

Designation : CCE
Date of joining not later than : 28/11/2022
CTC Remuneration (Monthly) : 14500.00/-

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

Your offer has been made based on the information furnished by you and the competence claimed by you. However, if there is a discrepancy in the copies of the documents / certificates given by you as a proof of the above, we may have the option to review our offer of employment.

During your association with ICCS you will have to ensure daily login of minimum 9 hours to mark yourself present.

During your association with ICCS you will not indulge in any act which may tarnish Organisation or its client repo in any way. You will not take any legal proceedings of any manner against ICCS or its clients. Also you will not use any social media platform against ICCS or any of its client.

At the time of joining, please bring the following documents in their photocopies for joining formalities

1. Photographs (5 passport size)
2. All educational certificates (Starting from Secondary School till Highest Qualification)
3. Relieving Certificate from all the employers (If employed previously)
4. Proof of Last drawn salary (Last 3 months Salary Slip)
5. Valid ID Proof – Passport/ Driving License/ Voter ID/ PAN Card

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

Looking forward to a long and mutually beneficial association!

Yours truly For ICCS Ltd



Authorized Signatory

Insight Customer Call Solutions Ltd.

Regd. Office : B1/G6, Mohan Industrial Area, New Delhi, 110044

Tel: +91-11-49920000, Web : www.iccs-bpo.com

Email: info@iccs.in

Annexure 1		
Compensation & Benefits		
Particulars	Monthly	Annual
Basic Salary	10,000	1,20,000
House Rent Allowance	2784	33,408
Conveyance Allowance	-	-
Special Allowance	-	-
Total Gross Salary	12,784	1,53,408
Employer's contribution to ESIC@3.25%	416	4,992
Employer's contribution to PF@13%	1300	15,600
PLI	0	-
Total Cost to Company	14,500	1,74,000
Employee's contribution to ESIC@0.75%	96	1,152
Employee's contribution to EPF@12%	1200	14400
Professional tax	200	2400
Total Take Home Salary	11,288	1,35,456
Notes:		
· All figures are in Indian Rupees.		
· The above compensation package will be subject to Income Tax regulations and other relevant laws applicable from time to time.		
· Compensation figures are confidential in nature and should not be disclosed to anyone, except for statutory reasons.		
· EPF, ESIC, Income Tax deductions, as applicable.		

Insight Customer Call Solutions Ltd.

Regd. Office : B1/G6, Mohan Industrial Area, New Delhi, 110044

Tel: +91-11-49920000, Web : www.iccs-bpo.com

Email: info@iccs.in



Offer Letter

Date: 27 Nov 2022

Name: ABHISHEK J,

This has reference to the discussion you had with us. We confirm our intent to offer you a position for **Insight Customer Call Solutions Ltd**, Bangalore branch office as per the details below:

Designation : CCE

Date of joining not later than : 28/11/2022

CTC Remuneration (Monthly) : 14500.00/-

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

Your offer has been made based on the information furnished by you and the competence claimed by you. However, if there is a discrepancy in the copies of the documents / certificates given by you as a proof of the above, we may have the option to review our offer of employment.

During your association with ICCS you will have to ensure daily login of minimum 9 hours to mark yourself present.

During your association with ICCS you will not indulge in any act which may tarnish organisation or its client reputation in any way. You will not take any legal proceedings of any manner against ICCS or its clients. Also you will not use any social media platform against ICCS or any of its client.

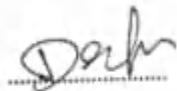
At the time of joining, please bring the following documents in their photocopies for joining formalities

1. Photographs (5 passport size)
2. All educational certificates (Starting from Secondary School till Highest Qualification)
3. Relieving Certificate from all the employers (if employed previously)
4. Proof of Last drawn salary (Last 3 months Salary Slip)
5. Valid ID Proof – Passport/ Driving License/ Voter ID/ PAN Card

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

Looking forward to a long and mutually beneficial association!

Yours truly For ICCS Ltd



Authorized Signatory

Insight Customer Call Solutions Ltd.

Regd. Office : B1/G6, Mohan Industrial Area, New Delhi, 110044

Tel: +91-11-49920000, Web : www.iccs-bpo.com

Email: info@iccs.in

Annexure 1		
Compensation & Benefits		
Particulars	Monthly	Annual
Basic Salary	10,000	1,20,000
House Rent Allowance	2784	33,408
Conveyance Allowance	-	-
Special Allowance	-	-
Total Gross Salary	12,784	1,53,408
Employer's contribution to ESIC@3.25%	416	4,992
Employer's contribution to PF@13%	1300	15,600
PLI	0	-
Total Cost to Company	14,500	1,74,000
Employee's contribution to ESIC@0.75%	96	1,152
Employee's contribution to EPF@12%	1200	14400
Professional tax	200	2400
Total Take Home Salary	11,288	1,35,456
Notes:		
· All figures are In Indian Rupees.		
· The above compensation package will be subject to Income Tax regulations and other relevant laws applicable from time to time.		
· Compensation figures are confidential in nature and should not be disclosed to anyone, except for statutory reasons.		
· EPF, ESIC, Income Tax deductions, as applicable.		

Insight Customer Call Solutions Ltd.

Regd. Office : B1/G6, Mohan Industrial Area, New Delhi, 110044

Tel: +91-11-49920000, Web: www.iccs-bpo.com

Email: info@iccs.in

Offer Letter

Date: 27 Nov 2022

Name: SAHANA A N,

This has reference to the discussion you had with us. We confirm our intent to offer you a position for **Insight Customer Call Solutions Ltd**, Bangalore branch office as per the details below:

Designation : CCE

Date of joining not later than : 28/11/2022

CTC Remuneration (Monthly) : 14500.00/-

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

Your offer has been made based on the information furnished by you and the competence claimed by you. However, if there is a discrepancy in the copies of the documents / certificates given by you as a proof of the above, we may have the option to review our offer of employment.

During your association with ICCS you will have to ensure daily login of minimum 9 hours to mark yourself present.

During your association with ICCS you will not indulge in any act which may tarnish Organisation or its client repo in any way. You will not take any legal proceedings of any manner against ICCS or its clients. Also you will not use any social media platform against ICCS or any of its client.

At the time of joining, please bring the following documents in their photocopies for joining formalities

1. Photographs (5 passport size)
2. All educational certificates (Starting from Secondary School till Highest Qualification)
3. Relieving Certificate from all the employers (If employed previously)
4. Proof of Last drawn salary (Last 3 months Salary Slip)
5. Valid ID Proof – Passport/ Driving License/ Voter ID/ PAN Card

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

Looking forward to a long and mutually beneficial association!

Yours truly For ICCS Ltd



Authorized Signatory

Insight Customer Call Solutions Ltd.

Regd. Office : B1/G6, Mohan Industrial Area, New Delhi, 110044

Tel: +91-11-49920000, Web : www.iccs-bpo.com

Email: info@iccs.in

Annexure 1		
Compensation & Benefits		
Particulars	Monthly	Annual
Basic Salary	10,000	1,20,000
House Rent Allowance	2784	33,408
Conveyance Allowance	-	-
Special Allowance	-	-
Total Gross Salary	12,784	1,53,408
Employer's contribution to ESIC@3.25%	416	4,992
Employer's contribution to PF@13%	1300	15,600
PLI	0	-
Total Cost to Company	14,500	1,74,000
Employee's contribution to ESIC@0.75%	96	1,152
Employee's contribution to EPF@12%	1200	14400
Professional tax	200	2400
Total Take Home Salary	11,288	1,35,456
Notes:		
· All figures are in Indian Rupees.		
· The above compensation package will be subject to Income Tax regulations and other relevant laws applicable from time to time.		
· Compensation figures are confidential in nature and should not be disclosed to anyone, except for statutory reasons.		
· EPF, ESIC, Income Tax deductions, as applicable.		

Insight Customer Call Solutions Ltd.

Regd. Office : B1/G6, Mohan Industrial Area, New Delhi, 110044

Tel: +91-11-49920000, Web : www.iccs-bpo.com

Email: info@iccs.in



Offer Letter

Date: 27 Nov 2022

Name: VARSHINI A,

This has reference to the discussion you had with us. We confirm our intent to offer you a position for **Insight Customer Call Solutions Ltd**, Bangalore branch office as per the details below:

Designation : CCE
Date of joining not later than : 28/11/2022
CTC Remuneration (Monthly) : 14500.00/-

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

Your offer has been made based on the information furnished by you and the competence claimed by you. However, if there is a discrepancy in the copies of the documents / certificates given by you as a proof of the above, we may have the option to review our offer of employment.

During your association with ICCS you will have to ensure daily login of minimum 9 hours to mark yourself present.

During your association with ICCS you will not indulge in any act which may tarnish Organisation or its client repo in any way. You will not take any legal proceedings of any manner against ICCS or its clients. Also you will not use any social media platform against ICCS or any of its client.

At the time of joining, please bring the following documents in their photocopies for joining formalities

1. Photographs (5 passport size)
2. All educational certificates (Starting from Secondary School till Highest Qualification)
3. Relieving Certificate from all the employers (If employed previously)
4. Proof of Last drawn salary (Last 3 months Salary Slip)
5. Valid ID Proof – Passport/ Driving License/ Voter ID/ PAN Card

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

Looking forward to a long and mutually beneficial association!

Yours truly For ICCS Ltd



Authorized Signatory

Insight Customer Call Solutions Ltd.

Regd. Office : B1/G6, Mohan Industrial Area, New Delhi, 110044

Tel: +91-11-49920000, Web : www.iccs-bpo.com

Email: info@iccs.in

Annexure 1		
Compensation & Benefits		
Particulars	Monthly	Annual
Basic Salary	10,000	1,20,000
House Rent Allowance	2784	33,408
Conveyance Allowance	-	-
Special Allowance	-	-
Total Gross Salary	12,784	1,53,408
Employer's contribution to ESIC@3.25%	416	4,992
Employer's contribution to PF@13%	1300	15,600
PLI	0	-
Total Cost to Company	14,500	1,74,000
Employee's contribution to ESIC@0.75%	96	1,152
Employee's contribution to EPF@12%	1200	14400
Professional tax	200	2400
Total Take Home Salary	11,288	1,35,456
Notes:		
· All figures are in Indian Rupees.		
· The above compensation package will be subject to Income Tax regulations and other relevant laws applicable from time to time.		
· Compensation figures are confidential in nature and should not be disclosed to anyone, except for statutory reasons.		
· EPF, ESIC, Income Tax deductions, as applicable.		

Insight Customer Call Solutions Ltd.

Regd. Office : B1/G6, Mohan Industrial Area, New Delhi, 110044

Tel: +91-11-49920000, Web : www.iccs-bpo.com

Email: info@iccs.in



Offer Letter

Date: 27 Nov 2022

Name: CHANDAN K J.

This has reference to the discussion you had with us. We confirm our intent to offer you a position for **Insight Customer Call Solutions Ltd**, Bangalore branch office as per the details below:

Designation : CCE
Date of joining not later than : 28/11/2022
CTC Remuneration (Monthly) : 14500.00/-

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

Your offer has been made based on the information furnished by you and the competence claimed by you. However, if there is a discrepancy in the copies of the documents / certificates given by you as a proof of the above, we may have the option to review our offer of employment.

During your association with ICCS you will have to ensure daily login of minimum 9 hours to mark yourself present.

During your association with ICCS you will not indulge in any act which may tarnish Organisation or its client repo in any way. You will not take any legal proceedings of any manner against ICCS or its clients. Also you will not use any social media platform against ICCS or any of its client.

At the time of joining, please bring the following documents in their photocopies for joining formalities

1. Photographs (5 passport size)
2. All educational certificates (Starting from Secondary School till Highest Qualification)
3. Relieving Certificate from all the employers (If employed previously)
4. Proof of Last drawn salary (Last 3 months Salary Slip)
5. Valid ID Proof – Passport/ Driving License/ Voter ID/ PAN Card

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

Looking forward to a long and mutually beneficial association!

Yours truly For ICCS Ltd



Authorized Signatory

Insight Customer Call Solutions Ltd.

Regd. Office : B1/G6, Mohan Industrial Area, New Delhi, 110044

Tel: +91-11-49920000, Web : www.iccs-bpo.com

Email: info@iccs.in

Annexure 1		
Compensation & Benefits		
Particulars	Monthly	Annual
Basic Salary	10,000	1,20,000
House Rent Allowance	2784	33,408
Conveyance Allowance	-	-
Special Allowance	-	-
Total Gross Salary	12,784	1,53,408
Employer's contribution to ESIC@3.25%	416	4,992
Employer's contribution to PF@13%	1300	15,600
PLI	0	-
Total Cost to Company	14,500	1,74,000
Employee's contribution to ESIC@0.75%	96	1,152
Employee's contribution to EPF@12%	1200	14400
Professional tax	200	2400
Total Take Home Salary	11,288	1,35,456
Notes:		
· All figures are in Indian Rupees.		
· The above compensation package will be subject to Income Tax regulations and other relevant laws applicable from time to time.		
· Compensation figures are confidential in nature and should not be disclosed to anyone, except for statutory reasons.		
· EPF, ESIC, Income Tax deductions, as applicable.		

Insight Customer Call Solutions Ltd.

Regd. Office : B1/G6, Mohan Industrial Area, New Delhi, 110044

Tel: +91-11-49920000, Web : www.iccs-bpo.com

Email: info@iccs.in



Offer Letter

Date: 27 Nov 2022

Name: DHEERAJ N,

This has reference to the discussion you had with us. We confirm our intent to offer you a position for **Insight Customer Call Solutions Ltd**, Bangalore branch office as per the details below:

Designation : CCE
Date of joining not later than : 28/11/2022
CTC Remuneration (Monthly) : 14500.00/-

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

Your offer has been made based on the information furnished by you and the competence claimed by you. However, if there is a discrepancy in the copies of the documents / certificates given by you as a proof of the above, we may have the option to review our offer of employment.

During your association with ICCS you will have to ensure daily login of minimum 9 hours to mark yourself present.

During your association with ICCS you will not indulge in any act which may tarnish Organisation or its client repo in any way. You will not take any legal proceedings of any manner against ICCS or its clients. Also you will not use any social media platform against ICCS or any of its client.

At the time of joining, please bring the following documents in their photocopies for joining formalities

1. Photographs (5 passport size)
2. All educational certificates (Starting from Secondary School till Highest Qualification)
3. Relieving Certificate from all the employers (If employed previously)
4. Proof of Last drawn salary (Last 3 months Salary Slip)
5. Valid ID Proof – Passport/ Driving License/ Voter ID/ PAN Card

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

Looking forward to a long and mutually beneficial association!

Yours truly For ICCS Ltd



Authorized Signatory

Insight Customer Call Solutions Ltd.

Regd. Office : B1/G6, Mohan Industrial Area, New Delhi, 110044

Tel: +91-11-49920000, Web : www.iccs-bpo.com

Email: info@iccs.in

Annexure 1		
Compensation & Benefits		
Particulars	Monthly	Annual
Basic Salary	10,000	1,20,000
House Rent Allowance	2784	33,408
Conveyance Allowance	-	-
Special Allowance	-	-
Total Gross Salary	12,784	1,53,408
Employer's contribution to ESIC@3.25%	416	4,992
Employer's contribution to PF@13%	1300	15,600
PLI	0	-
Total Cost to Company	14,500	1,74,000
Employee's contribution to ESIC@0.75%	96	1,152
Employee's contribution to EPF@12%	1200	14400
Professional tax	200	2400
Total Take Home Salary	11,288	1,35,456
Notes:		
· All figures are in Indian Rupees.		
· The above compensation package will be subject to Income Tax regulations and other relevant laws applicable from time to time.		
· Compensation figures are confidential in nature and should not be disclosed to anyone, except for statutory reasons.		
· EPF, ESIC, Income Tax deductions, as applicable.		

Insight Customer Call Solutions Ltd.

Regd. Office : B1/G6, Mohan Industrial Area, New Delhi, 110044

Tel: +91-11-49920000, Web : www.iccs-bpo.com

Email: info@iccs.in



Offer Letter

Date: 27 Nov 2022

Name: JAYANTH R.

This has reference to the discussion you had with us. We confirm our intent to offer you a position for **Insight Customer Call Solutions Ltd**, Bangalore branch office as per the details below:

Designation : CCE
Date of joining not later than : 28/11/2022
CTC Remuneration (Monthly) : 14500.00/-

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

Your offer has been made based on the information furnished by you and the competence claimed by you. However, if there is a discrepancy in the copies of the documents / certificates given by you as a proof of the above, we may have the option to review our offer of employment.

During your association with ICCS you will have to ensure daily login of minimum 9 hours to mark yourself present.

During your association with ICCS you will not indulge in any act which may tarnish Organisation or its client repo in any way. You will not take any legal proceedings of any manner against ICCS or its clients. Also you will not use any social media platform against ICCS or any of its client.

At the time of joining, please bring the following documents in their photocopies for joining formalities

1. Photographs (5 passport size)
2. All educational certificates (Starting from Secondary School till Highest Qualification)
3. Relieving Certificate from all the employers (If employed previously)
4. Proof of Last drawn salary (Last 3 months Salary Slip)
5. Valid ID Proof – Passport/ Driving License/ Voter ID/ PAN Card

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

Looking forward to a long and mutually beneficial association!

Yours truly For ICCS Ltd



Authorized Signatory

Insight Customer Call Solutions Ltd.

Regd. Office : B1/G6, Mohan Industrial Area, New Delhi, 110044

Tel: +91-11-49920000, Web : www.iccs-bpo.com

Email: info@iccs.in

Annexure 1		
Compensation & Benefits		
Particulars	Monthly	Annual
Basic Salary	10,000	1,20,000
House Rent Allowance	2784	33,408
Conveyance Allowance	-	-
Special Allowance	-	-
Total Gross Salary	12,784	1,53,408
Employer's contribution to ESIC@3.25%	416	4,992
Employer's contribution to PF@13%	1300	15,600
PLI	0	-
Total Cost to Company	14,500	1,74,000
Employee's contribution to ESIC@0.75%	96	1,152
Employee's contribution to EPF@12%	1200	14400
Professional tax	200	2400
Total Take Home Salary	11,288	1,35,456
Notes:		
· All figures are in Indian Rupees.		
· The above compensation package will be subject to Income Tax regulations and other relevant laws applicable from time to time.		
· Compensation figures are confidential in nature and should not be disclosed to anyone, except for statutory reasons.		
· EPF, ESIC, Income Tax deductions, as applicable.		

Insight Customer Call Solutions Ltd.

Regd. Office : B1/G6, Mohan Industrial Area, New Delhi, 110044

Tel: +91-11-49920000, Web : www.iccs-bpo.com

Email: info@iccs.in



Offer Letter

Date: 27 Nov 2022

Name: JEEVAN R,

This has reference to the discussion you had with us. We confirm our intent to offer you a position for **Insight Customer Call Solutions Ltd**, Bangalore branch office as per the details below:

Designation : CCE
Date of joining not later than : 28/11/2022
CTC Remuneration (Monthly) : 14500.00/-

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

Your offer has been made based on the information furnished by you and the competence claimed by you. However, if there is a discrepancy in the copies of the documents / certificates given by you as a proof of the above, we may have the option to review our offer of employment.

During your association with ICCS you will have to ensure daily login of minimum 9 hours to mark yourself present.

During your association with ICCS you will not indulge in any act which may tarnish Organisation or its client repo in any way. You will not take any legal proceedings of any manner against ICCS or its clients. Also you will not use any social media platform against ICCS or any of its client.

At the time of joining, please bring the following documents in their photocopies for joining formalities

1. Photographs (5 passport size)
2. All educational certificates (Starting from Secondary School till Highest Qualification)
3. Relieving Certificate from all the employers (If employed previously)
4. Proof of Last drawn salary (Last 3 months Salary Slip)
5. Valid ID Proof – Passport/ Driving License/ Voter ID/ PAN Card

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

Looking forward to a long and mutually beneficial association!

Yours truly For ICCS Ltd



Authorized Signatory

Insight Customer Call Solutions Ltd.

Regd. Office : B1/G6, Mohan Industrial Area, New Delhi, 110044

Tel: +91-11-49920000, Web : www.iccs-bpo.com

Email: info@iccs.in

Annexure 1		
Compensation & Benefits		
Particulars	Monthly	Annual
Basic Salary	10,000	1,20,000
House Rent Allowance	2784	33,408
Conveyance Allowance	-	-
Special Allowance	-	-
Total Gross Salary	12,784	1,53,408
Employer's contribution to ESIC@3.25%	416	4,992
Employer's contribution to PF@13%	1300	15,600
PLI	0	-
Total Cost to Company	14,500	1,74,000
Employee's contribution to ESIC@0.75%	96	1,152
Employee's contribution to EPF@12%	1200	14400
Professional tax	200	2400
Total Take Home Salary	11,288	1,35,456
Notes:		
· All figures are in Indian Rupees.		
· The above compensation package will be subject to Income Tax regulations and other relevant laws applicable from time to time.		
· Compensation figures are confidential in nature and should not be disclosed to anyone, except for statutory reasons.		
· EPF, ESIC, Income Tax deductions, as applicable.		

Insight Customer Call Solutions Ltd.

Regd. Office : B1/G6, Mohan Industrial Area, New Delhi, 110044

Tel: +91-11-49920000, Web : www.iccs-bpo.com

Email: info@iccs.in



Offer Letter

Date: 27 Nov 2022

Name: KARTHIK S K,

This has reference to the discussion you had with us. We confirm our intent to offer you a position for **Insight Customer Call Solutions Ltd**, Bangalore branch office as per the details below:

Designation : CCE

Date of joining not later than : 28/11/2022

CTC Remuneration (Monthly) : 14500.00/-

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

Your offer has been made based on the information furnished by you and the competence claimed by you. However, if there is a discrepancy in the copies of the documents / certificates given by you as a proof of the above, we may have the option to review our offer of employment.

During your association with ICCS you will have to ensure daily login of minimum 9 hours to mark yourself present.

During your association with ICCS you will not indulge in any act which may tarnish organisation or its client reputation in any way. You will not take any legal proceedings of any manner against ICCS or its clients. Also you will not use any social media platform against ICCS or any of its client.

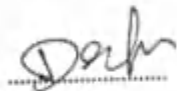
At the time of joining, please bring the following documents in their photocopies for joining formalities

1. Photographs (5 passport size)
2. All educational certificates (Starting from Secondary School till Highest Qualification)
3. Relieving Certificate from all the employers (if employed previously)
4. Proof of Last drawn salary (Last 3 months Salary Slip)
5. Valid ID Proof – Passport/ Driving License/ Voter ID/ PAN Card

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

Looking forward to a long and mutually beneficial association!

Yours truly For ICCS Ltd



Authorized Signatory

Insight Customer Call Solutions Ltd.

Regd. Office : B1/G6, Mohan Industrial Area, New Delhi, 110044

Tel: +91-11-49920000, Web : www.iccs-bpo.com

Email: info@iccs.in

Annexure 1		
Compensation & Benefits		
Particulars	Monthly	Annual
Basic Salary	10,000	1,20,000
House Rent Allowance	2784	33,408
Conveyance Allowance	-	-
Special Allowance	-	-
Total Gross Salary	12,784	1,53,408
Employer's contribution to ESIC@3.25%	416	4,992
Employer's contribution to PF@13%	1300	15,600
PLI	0	-
Total Cost to Company	14,500	1,74,000
Employee's contribution to ESIC@0.75%	96	1,152
Employee's contribution to EPF@12%	1200	14400
Professional tax	200	2400
Total Take Home Salary	11,288	1,35,456
Notes:		
· All figures are in Indian Rupees.		
· The above compensation package will be subject to Income Tax regulations and other relevant laws applicable from time to time.		
· Compensation figures are confidential in nature and should not be disclosed to anyone, except for statutory reasons.		
· EPF, ESIC, Income Tax deductions, as applicable.		

Insight Customer Call Solutions Ltd.

Regd. Office : B1/G6, Mohan Industrial Area, New Delhi, 110044

Tel: +91-11-49920000, Web : www.iccs-bpo.com

Email: info@iccs.in



Offer Letter

Date: 27 Nov 2022

Name: **MANDIKUMAR M,**

This has reference to the discussion you had with us. We confirm our intent to offer you a position for **Insight Customer Call Solutions Ltd**, Bangalore branch office as per the details below:

Designation : CCE
Date of joining not later than : 28/11/2022
CTC Remuneration (Monthly) : 14500.00/-

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

Your offer has been made based on the information furnished by you and the competence claimed by you. However, if there is a discrepancy in the copies of the documents / certificates given by you as a proof of the above, we may have the option to review our offer of employment.

During your association with ICCS you will have to ensure daily login of minimum 9 hours to mark yourself present.

During your association with ICCS you will not indulge in any act which may tarnish Organisation or its client repo in any way. You will not take any legal proceedings of any manner against ICCS or its clients. Also you will not use any social media platform against ICCS or any of its client.

At the time of joining, please bring the following documents in their photocopies for joining formalities

1. Photographs (5 passport size)
2. All educational certificates (Starting from Secondary School till Highest Qualification)
3. Relieving Certificate from all the employers (If employed previously)
4. Proof of Last drawn salary (Last 3 months Salary Slip)
5. Valid ID Proof – Passport/ Driving License/ Voter ID/ PAN Card

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

Looking forward to a long and mutually beneficial association!

Yours truly For ICCS Ltd



Authorized Signatory

Insight Customer Call Solutions Ltd.

Regd. Office : B1/G6, Mohan Industrial Area, New Delhi, 110044

Tel: +91-11-49920000, Web : www.iccs-bpo.com

Email: info@iccs.in

Annexure 1		
Compensation & Benefits		
Particulars	Monthly	Annual
Basic Salary	10,000	1,20,000
House Rent Allowance	2784	33,408
Conveyance Allowance	-	-
Special Allowance	-	-
Total Gross Salary	12,784	1,53,408
Employer's contribution to ESIC@3.25%	416	4,992
Employer's contribution to PF@13%	1300	15,600
PLI	0	-
Total Cost to Company	14,500	1,74,000
Employee's contribution to ESIC@0.75%	96	1,152
Employee's contribution to EPF@12%	1200	14400
Professional tax	200	2400
Total Take Home Salary	11,288	1,35,456
Notes:		
· All figures are in Indian Rupees.		
· The above compensation package will be subject to Income Tax regulations and other relevant laws applicable from time to time.		
· Compensation figures are confidential in nature and should not be disclosed to anyone, except for statutory reasons.		
· EPF, ESIC, Income Tax deductions, as applicable.		

Insight Customer Call Solutions Ltd.

Regd. Office : B1/G6, Mohan Industrial Area, New Delhi, 110044

Tel: +91-11-49920000, Web : www.iccs-bpo.com

Email: info@iccs.in



Offer Letter

Date: 27 Nov 2022

Name: **NANDANA NV,**

This has reference to the discussion you had with us. We confirm our intent to offer you a position for **Insight Customer Call Solutions Ltd**, Bangalore branch office as per the details below:

Designation : CCE
Date of joining not later than : 28/11/2022
CTC Remuneration (Monthly) : 14500.00/-

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

Your offer has been made based on the information furnished by you and the competence claimed by you. However, if there is a discrepancy in the copies of the documents / certificates given by you as a proof of the above, we may have the option to review our offer of employment.

During your association with ICCS you will have to ensure daily login of minimum 9 hours to mark yourself present.

During your association with ICCS you will not indulge in any act which may tarnish Organisation or its client repo in any way. You will not take any legal proceedings of any manner against ICCS or its clients. Also you will not use any social media platform against ICCS or any of its client.

At the time of joining, please bring the following documents in their photocopies for joining formalities

1. Photographs (5 passport size)
2. All educational certificates (Starting from Secondary School till Highest Qualification)
3. Relieving Certificate from all the employers (If employed previously)
4. Proof of Last drawn salary (Last 3 months Salary Slip)
5. Valid ID Proof – Passport/ Driving License/ Voter ID/ PAN Card

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

Looking forward to a long and mutually beneficial association!

Yours truly For ICCS Ltd



Authorized Signatory

Insight Customer Call Solutions Ltd.

Regd. Office : B1/G6, Mohan Industrial Area, New Delhi, 110044

Tel: +91-11-49920000, Web : www.iccs-bpo.com

Email: info@iccs.in

Annexure 1		
Compensation & Benefits		
Particulars	Monthly	Annual
Basic Salary	10,000	1,20,000
House Rent Allowance	2784	33,408
Conveyance Allowance	-	-
Special Allowance	-	-
Total Gross Salary	12,784	1,53,408
Employer's contribution to ESIC@3.25%	416	4,992
Employer's contribution to PF@13%	1300	15,600
PLI	0	-
Total Cost to Company	14,500	1,74,000
Employee's contribution to ESIC@0.75%	96	1,152
Employee's contribution to EPF@12%	1200	14400
Professional tax	200	2400
Total Take Home Salary	11,288	1,35,456
Notes:		
· All figures are in Indian Rupees.		
· The above compensation package will be subject to Income Tax regulations and other relevant laws applicable from time to time.		
· Compensation figures are confidential in nature and should not be disclosed to anyone, except for statutory reasons.		
· EPF, ESIC, Income Tax deductions, as applicable.		

Insight Customer Call Solutions Ltd.

Regd. Office : B1/G6, Mohan Industrial Area, New Delhi, 110044

Tel: +91-11-49920000, Web : www.iccs-bpo.com

Email: info@iccs.in



Offer Letter

Date: 27 Nov 2022

Name: PAVAN R,

This has reference to the discussion you had with us. We confirm our intent to offer you a position for **Insight Customer Call Solutions Ltd**, Bangalore branch office as per the details below:

Designation : CCE

Date of joining not later than : 28/11/2022

CTC Remuneration (Monthly) : 14500.00/-

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

Your offer has been made based on the information furnished by you and the competence claimed by you. However, if there is a discrepancy in the copies of the documents / certificates given by you as a proof of the above, we may have the option to review our offer of employment.

During your association with ICCS you will have to ensure daily login of minimum 9 hours to mark yourself present.

During your association with ICCS you will not indulge in any act which may tarnish Organisation or its client repo in any way. You will not take any legal proceedings of any manner against ICCS or its clients. Also you will not use any social media platform against ICCS or any of its client.

At the time of joining, please bring the following documents in their photocopies for joining formalities

1. Photographs (5 passport size)
2. All educational certificates (Starting from Secondary School till Highest Qualification)
3. Relieving Certificate from all the employers (If employed previously)
4. Proof of Last drawn salary (Last 3 months Salary Slip)
5. Valid ID Proof – Passport/ Driving License/ Voter ID/ PAN Card

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

Looking forward to a long and mutually beneficial association!

Yours truly For ICCS Ltd



Authorized Signatory

Insight Customer Call Solutions Ltd.

Regd. Office : B1/G6, Mohan Industrial Area, New Delhi, 110044

Tel: +91-11-49920000, Web : www.iccs-bpo.com

Email: info@iccs.in

Annexure 1		
Compensation & Benefits		
Particulars	Monthly	Annual
Basic Salary	10,000	1,20,000
House Rent Allowance	2784	33,408
Conveyance Allowance	-	-
Special Allowance	-	-
Total Gross Salary	12,784	1,53,408
Employer's contribution to ESIC@3.25%	416	4,992
Employer's contribution to PF@13%	1300	15,600
PLI	0	-
Total Cost to Company	14,500	1,74,000
Employee's contribution to ESIC@0.75%	96	1,152
Employee's contribution to EPF@12%	1200	14400
Professional tax	200	2400
Total Take Home Salary	11,288	1,35,456
Notes:		
· All figures are in Indian Rupees.		
· The above compensation package will be subject to Income Tax regulations and other relevant laws applicable from time to time.		
· Compensation figures are confidential in nature and should not be disclosed to anyone, except for statutory reasons.		
· EPF, ESIC, Income Tax deductions, as applicable.		

Insight Customer Call Solutions Ltd.

Regd. Office : B1/G6, Mohan Industrial Area, New Delhi, 110044

Tel: +91-11-49920000, Web : www.iccs-bpo.com

Email: info@iccs.in



Offer Letter

Date: 27 Nov 2022

Name: MANU H S,

This has reference to the discussion you had with us. We confirm our intent to offer you a position for **Insight Customer Call Solutions Ltd**, Bangalore branch office as per the details below:

Designation : CCE
Date of joining not later than : 28/11/2022
CTC Remuneration (Monthly) : 14500.00/-

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

Your offer has been made based on the information furnished by you and the competence claimed by you. However, if there is a discrepancy in the copies of the documents / certificates given by you as a proof of the above, we may have the option to review our offer of employment.

During your association with ICCS you will have to ensure daily login of minimum 9 hours to mark yourself present.

During your association with ICCS you will not indulge in any act which may tarnish Organisation or its client repo in any way. You will not take any legal proceedings of any manner against ICCS or its clients. Also you will not use any social media platform against ICCS or any of its client.

At the time of joining, please bring the following documents in their photocopies for joining formalities

1. Photographs (5 passport size)
2. All educational certificates (Starting from Secondary School till Highest Qualification)
3. Relieving Certificate from all the employers (If employed previously)
4. Proof of Last drawn salary (Last 3 months Salary Slip)
5. Valid ID Proof – Passport/ Driving License/ Voter ID/ PAN Card

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

Looking forward to a long and mutually beneficial association!

Yours truly For ICCS Ltd



Authorized Signatory

Insight Customer Call Solutions Ltd.

Regd. Office : B1/G6, Mohan Industrial Area, New Delhi, 110044

Tel: +91-11-49920000, Web : www.iccs-bpo.com

Email: info@iccs.in

Annexure 1		
Compensation & Benefits		
Particulars	Monthly	Annual
Basic Salary	10,000	1,20,000
House Rent Allowance	2784	33,408
Conveyance Allowance	-	-
Special Allowance	-	-
Total Gross Salary	12,784	1,53,408
Employer's contribution to ESIC@3.25%	416	4,992
Employer's contribution to PF@13%	1300	15,600
PLI	0	-
Total Cost to Company	14,500	1,74,000
Employee's contribution to ESIC@0.75%	96	1,152
Employee's contribution to EPF@12%	1200	14400
Professional tax	200	2400
Total Take Home Salary	11,288	1,35,456
Notes:		
· All figures are in Indian Rupees.		
· The above compensation package will be subject to Income Tax regulations and other relevant laws applicable from time to time.		
· Compensation figures are confidential in nature and should not be disclosed to anyone, except for statutory reasons.		
· EPF, ESIC, Income Tax deductions, as applicable.		

Insight Customer Call Solutions Ltd.

Regd. Office : B1/G6, Mohan Industrial Area, New Delhi, 110044

Tel: +91-11-49920000, Web : www.iccs-bpo.com

Email: info@iccs.in



Offer Letter

Date: 27 Nov 2022

Name: RAMESHA V,

This has reference to the discussion you had with us. We confirm our intent to offer you a position for **Insight Customer Call Solutions Ltd**, Bangalore branch office as per the details below:

Designation : CCE
Date of joining not later than : 28/11/2022
CTC Remuneration (Monthly) : 14500.00/-

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

Your offer has been made based on the information furnished by you and the competence claimed by you. However, if there is a discrepancy in the copies of the documents / certificates given by you as a proof of the above, we may have the option to review our offer of employment.

During your association with ICCS you will have to ensure daily login of minimum 9 hours to mark yourself present.

During your association with ICCS you will not indulge in any act which may tarnish organisation or its client reputation in any way. You will not take any legal proceedings of any manner against ICCS or its clients. Also you will not use any social media platform against ICCS or any of its client.

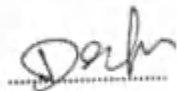
At the time of joining, please bring the following documents in their photocopies for joining formalities

1. Photographs (5 passport size)
2. All educational certificates (Starting from Secondary School till Highest Qualification)
3. Relieving Certificate from all the employers (if employed previously)
4. Proof of Last drawn salary (Last 3 months Salary Slip)
5. Valid ID Proof – Passport/ Driving License/ Voter ID/ PAN Card

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

Looking forward to a long and mutually beneficial association!

Yours truly For ICCS Ltd



Authorized Signatory

Insight Customer Call Solutions Ltd.

Regd. Office : B1/G6, Mohan Industrial Area, New Delhi, 110044

Tel: +91-11-49920000, Web : www.iccs-bpo.com

Email: info@iccs.in

Annexure 1		
Compensation & Benefits		
Particulars	Monthly	Annual
Basic Salary	10,000	1,20,000
House Rent Allowance	2784	33,408
Conveyance Allowance	-	-
Special Allowance	-	-
Total Gross Salary	12,784	1,53,408
Employer's contribution to ESIC@3.25%	416	4,992
Employer's contribution to PF@13%	1300	15,600
PLI	0	-
Total Cost to Company	14,500	1,74,000
Employee's contribution to ESIC@0.75%	96	1,152
Employee's contribution to EPF@12%	1200	14400
Professional tax	200	2400
Total Take Home Salary	11,288	1,35,456
Notes:		
· All figures are in Indian Rupees.		
· The above compensation package will be subject to Income Tax regulations and other relevant laws applicable from time to time.		
· Compensation figures are confidential in nature and should not be disclosed to anyone, except for statutory reasons.		
· EPF, ESIC, Income Tax deductions, as applicable.		

Insight Customer Call Solutions Ltd.

Regd. Office : B1/G6, Mohan Industrial Area, New Delhi, 110044

Tel: +91-11-49920000, Web : www.iccs-bpo.com

Email: info@iccs.in



Offer Letter

Date: 27 Nov 2022

Name: SHIVAKUMAR B,

This has reference to the discussion you had with us. We confirm our intent to offer you a position for **Insight Customer Call Solutions Ltd**, Bangalore branch office as per the details below:

Designation : CCE

Date of joining not later than : 28/11/2022

CTC Remuneration (Monthly) : 14500.00/-

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

Your offer has been made based on the information furnished by you and the competence claimed by you. However, if there is a discrepancy in the copies of the documents / certificates given by you as a proof of the above, we may have the option to review our offer of employment.

During your association with ICCS you will have to ensure daily login of minimum 9 hours to mark yourself present.

During your association with ICCS you will not indulge in any act which may tarnish organisation or its client reputation in any way. You will not take any legal proceedings of any manner against ICCS or its clients. Also you will not use any social media platform against ICCS or any of its client.

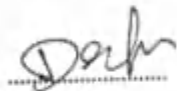
At the time of joining, please bring the following documents in their photocopies for joining formalities

1. Photographs (5 passport size)
2. All educational certificates (Starting from Secondary School till Highest Qualification)
3. Relieving Certificate from all the employers (if employed previously)
4. Proof of Last drawn salary (Last 3 months Salary Slip)
5. Valid ID Proof – Passport/ Driving License/ Voter ID/ PAN Card

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

Looking forward to a long and mutually beneficial association!

Yours truly For ICCS Ltd



Authorized Signatory

Insight Customer Call Solutions Ltd.

Regd. Office : B1/G6, Mohan Industrial Area, New Delhi, 110044

Tel: +91-11-49920000, Web : www.iccs-bpo.com

Email: info@iccs.in

Annexure 1		
Compensation & Benefits		
Particulars	Monthly	Annual
Basic Salary	10,000	1,20,000
House Rent Allowance	2784	33,408
Conveyance Allowance	-	-
Special Allowance	-	-
Total Gross Salary	12,784	1,53,408
Employer's contribution to ESIC@3.25%	416	4,992
Employer's contribution to PF@13%	1300	15,600
PLI	0	-
Total Cost to Company	14,500	1,74,000
Employee's contribution to ESIC@0.75%	96	1,152
Employee's contribution to EPF@12%	1200	14400
Professional tax	200	2400
Total Take Home Salary	11,288	1,35,456
Notes:		
· All figures are in Indian Rupees.		
· The above compensation package will be subject to Income Tax regulations and other relevant laws applicable from time to time.		
· Compensation figures are confidential in nature and should not be disclosed to anyone, except for statutory reasons.		
· EPF, ESIC, Income Tax deductions, as applicable.		

Insight Customer Call Solutions Ltd.

Regd. Office : B1/G6, Mohan Industrial Area, New Delhi, 110044

Tel: +91-11-49920000, Web : www.iccs-bpo.com

Email: info@iccs.in



Reliance SMSL Limited

Ref No. HR/J11/22/K2/60663849/1001479719

Date: 03.07.2023

THEJAKUMAR N M

harishkendaganna@gmail.com

9036978434

Offer-cum-Appointment Letter

Dear **THEJAKUMAR N M**,

This is with reference to your application and subsequent Test and Interviews you had with us.

We are pleased to offer you an appointment as **CSA Loss Prevention SLP** in the employment of the company subject to your joining on or before **06.07.2023**. The offer shall automatically lapse if you do not join.

Reliance SMSL Limited is engaged in the business of providing outsourced human resource services to their clients. Accordingly, you are assigned to our client to work as **CSA Loss Prevention SLP** in Grade **K2** and shall perform duties that are assigned to you in connection with the Clients' business at their premises as may be advised from time to time.

You will receive an Annual Gross Compensation (including Basic and allowances) of **Rs. 187600/- per annum** as below:

	Rs. per month
Basic	9380
HRA	6253
Conveyance Allowance	-
Monthly Gross	15633
Annual Gross	187600

You will be covered by applicable statutory benefits such as PF, ESI and Bonus etc. The compensation is subject to prevailing tax and other laws, policies, rules and guidelines. You are expected to keep your compensation strictly confidential.

Your appointment and subsequent continuation of employment with the Company is strictly based on your consistent delivery on the agreed performance parameters and compliance with the values and guidelines of the organization. The tenure of your employment shall be subject to the requirement of the services provided by us to our client and shall also be subject to the requirement of deputation or completion of the project with the client.

The terms and conditions in this letter and the annexures thereto will form terms of appointment upon your joining.

Please sign and return a copy of this letter as a token of your acceptance of the terms and conditions of employment and return the same to HR at the earliest.

Please note the documents to be submitted on your date of joining as part of joining compliance.

We wish you a long successful association with us.

Yours faithfully,

For **Reliance SMSL Limited**

Authorised Signatory

Signature of the Employee:

Encl: Terms and Conditions of Employment - **Annexure - I**

Reliance SMSL Limited

Ref No. HR/311/22/K2/60663849/1001479718

Date: 03.07.2022

SIDDARAJU K M

[sannarsiddu3084](mailto:sannarsiddu3084@gmail.com)

[@gmail.com](mailto:sannarsiddu3084@gmail.com)

9353816104

Offer-cum-Appointment Letter

Dear **SIDDARAJU K M**,

This is with reference to your application and subsequent Test and Interviews you had with us.

We are pleased to offer you an appointment as **CSA Loss Prevention SLP** in the employment of the company subject to your joining on or before **06.07.2022**. The offer shall automatically lapse if you do not join.

Reliance SMSL Limited is engaged in the business of providing outsourced human resource services to their clients.

Accordingly, you are assigned to our client to work as **CSA Loss Prevention SLP** in Grade **K2** and shall perform duties that are assigned to you in connection with the Clients' business at their premises as may be advised from time to time.

You will receive an Annual Gross Compensation (including Basic and allowances) of **Rs. 187600/- per annum** as below:

	Rs. per month
Basic	9380
HRA	6253
Conveyance Allowance	-
Monthly Gross	15633
Annual Gross	187600

You will be covered by applicable statutory benefits such as PF, ESI and Bonus etc. The compensation is subject to prevailing tax and other laws, policies, rules and guidelines. You are expected to keep your compensation strictly confidential.

Your appointment and subsequent continuation of employment with the Company is strictly based on your consistent delivery on the agreed performance parameters and compliance with the values and guidelines of the organization. The tenure of your employment shall be subject to the requirement of the services provided by us to our client and shall also be subject to the requirement of deputation or completion of the project with the client.

The terms and conditions in this letter and the annexures thereto will form terms of appointment upon your joining.

Please sign and return a copy of this letter as a token of your acceptance of the terms and conditions of employment and return the same to HR at the earliest.

Please note the documents to be submitted on your date of joining as part of joining compliance.

We wish you a long successful association with us.

Yours faithfully,

For **Reliance SMSL Limited**



Authorized Signatory

Signature of the Employee:

Encl: Terms and Conditions of Employment - **Annexure - I**

Reliance SMSL Limited

Ref No. HR/311/22/K2/60663849/1001479720

Date: 03.07.2022

TILAK J
sulaketilak@g
mail.com
6362535627

Offer-cum-Appointment Letter

Dear **TILAK J,**

This is with reference to your application and subsequent Test and Interviews you had with us.

We are pleased to offer you an appointment as **CSA Loss Prevention SLP** in the employment of the company subject to your joining on or before **06.07.2022**. The offer shall automatically lapse if you do not join.

Reliance SMSL Limited is engaged in the business of providing outsourced human resource services to their clients. Accordingly, you are assigned to our client to work as **CSA Loss Prevention SLP** in Grade **K2** and shall perform duties that are assigned to you in connection with the Clients' business at their premises as may be advised from time to time. You will receive an Annual Gross Compensation (including Basic and allowances) of **Rs. 187600/- per annum** as below:

	Rs. per month
Basic	9380
HRA	6253
Conveyance Allowance	-
Monthly Gross	15633
Annual Gross	187600

You will be covered by applicable statutory benefits such as PF, ESJ and Bonus etc. The compensation is subject to prevailing tax and other laws, policies, rules and guidelines. You are expected to keep your compensation strictly confidential.

Your appointment and subsequent continuation of employment with the Company is strictly based on your consistent delivery on the agreed performance parameters and compliance with the values and guidelines of the organization. The tenure of your employment shall be subject to the requirement of the services provided by us to our client and shall also be subject to the requirement of deputation or completion of the project with the client.

The terms and conditions in this letter and the annexures thereto will form terms of appointment upon your joining.

Please sign and return a copy of this letter as a token of your acceptance of the terms and conditions of employment and return the same to **HR** at the earliest.

Please note the documents to be submitted on your date of joining as part of joining compliance.

We wish you a long successful association with us.

Yours faithfully,

For **Reliance SMSL Limited**



Authorized Signatory

Signature of the Employee:

Encl: Terms and Conditions of Employment - **Annexure - I**

Reliance SMSL Limited

Ref No. HR/31/22/K2/61663849/1001479721

Date: 03.07.2022

VIKAS M N

vikasachar6@gmail.com

7483170423

Offer-cum-Appointment Letter

Dear VIKAS M N,

This is with reference to your application and subsequent Test and Interviews you had with us.

We are pleased to offer you an appointment as **CSA Loss Prevention SLP** in the employment of the company subject to your joining on or before **06.07.2022**. The offer shall automatically lapse if you do not join.

Reliance SMSL Limited is engaged in the business of providing outsourced human resource services to their clients. Accordingly, you are assigned to our client to work as **CSA Loss Prevention SLP** in Grade **K2** and shall perform duties that are assigned to you in connection with the Clients' business at their premises as may be advised from time to time.

You will receive an Annual Gross Compensation (including Basic and allowances) of **Rs. 187600/- per annum** as below:

	Rs. per month
Basic	9380
HRA	6253
Conveyance Allowance	-
Monthly Gross	15633
Annual Gross	187600

You will be covered by applicable statutory benefits such as PF, ESI and Bonus etc. The compensation is subject to prevailing tax and other laws, policies, rules and guidelines. You are expected to keep your compensation strictly confidential.

Your appointment and subsequent continuation of employment with the Company is strictly based on your consistent delivery on the agreed performance parameters and compliance with the values and guidelines of the organization. The tenure of your employment shall be subject to the requirement of the services provided by us to our client and shall also be subject to the requirement of deputation or completion of the project with the client.

The terms and conditions in this letter and the annexures thereto will form terms of appointment upon your joining.

Please sign and return a copy of this letter as a token of your acceptance of the terms and conditions of employment and return the same to HR at the earliest.

Please note the documents to be submitted on your date of joining as part of joining compliance.

We wish you a long successful association with us.

Yours faithfully,

For **Reliance SMSL Limited**



Authorised Signatory

Signature of the employee:

Encl: Terms and Conditions of Employment - **Annexure - I**

Reliance SMSL Limited

Ref No. HR/31/J/22/K2/61663849/1001479722

Date: 03.07.2022

VINAY M
vinayakarmakr007@gmail.com
7760250547

Offer-cum-Appointment Letter

Dear VINAY M,

This is with reference to your application and subsequent Test and Interviews you had with us.

We are pleased to offer you an appointment as **CSA Loss Prevention SLP** in the employment of the company subject to your joining on or before **06.07.2022**. The offer shall automatically lapse if you do not join.

Reliance SMSL Limited is engaged in the business of providing outsourced human resource services to their clients. Accordingly, you are assigned to our client to work as **CSA Loss Prevention SLP** in Grade **K2** and shall perform duties that are assigned to you in connection with the Clients' business at their premises as may be advised from time to time. You will receive an Annual Gross Compensation (including Basic and allowances) of **Rs. 187600/- per annum** as below:

	Rs. per month
Basic	9380
HRA	6253
Conveyance Allowance	-
Monthly Gross	15633
Annual Gross	187600

You will be covered by applicable statutory benefits such as PF, ESI and Bonus etc. The compensation is subject to prevailing tax and other laws, policies, rules and guidelines. You are expected to keep your compensation strictly confidential.

Your appointment and subsequent continuation of employment with the Company is strictly based on your consistent delivery on the agreed performance parameters and compliance with the values and guidelines of the organization. The tenure of your employment shall be subject to the requirement of the services provided by us to our client and shall also be subject to the requirement of deputation or completion of the project with the client.

The terms and conditions in this letter and the annexures thereto will form terms of appointment upon your joining.

Please sign and return a copy of this letter as a token of your acceptance of the terms and conditions of employment and return the same to HR at the earliest.

Please note the documents to be submitted on your date of joining as part of joining compliance.

We wish you a long successful association with us.

Yours faithfully,

For **Reliance SMSL Limited**



Authorized Signatory

Signature of the Employee:

Encl: Terms and Conditions of Employment - **Annexure - I**

Reliance SMSL Limited

Ref No. HR/311/22/K2/60663849/1001479724

Date: 03.07.2022

HARSHITHA R

pushpavathi10.05.86@gmail.com

6360163902

Offer-cum-Appointment Letter

Dear **HARSHITHA R**,

This is with reference to your application and subsequent Test and Interviews you had with us.

We are pleased to offer you an appointment as **CSA Loss Prevention SLP** in the employment of the company subject to your joining on or before **06.07.2022**. The offer shall automatically lapse if you do not join.

Reliance SMSL Limited is engaged in the business of providing outsourced human resource services to their clients. Accordingly, you are assigned to our client to work as **CSA Loss Prevention SLP** in Grade **K2** and shall perform duties that are assigned to you in connection with the Clients' business at their premises as may be advised from time to time.

You will receive an Annual Gross Compensation (including Basic and allowances) of **Rs. 187600/- per annum** as below:

	Rs. per month
Basic	9380
HRA	6253
Conveyance Allowance	-
Monthly Gross	15633
Annual Gross	187600

You will be covered by applicable statutory benefits such as PF, ESI and Bonus etc. The compensation is subject to prevailing tax and other laws, policies, rules and guidelines. You are expected to keep your compensation strictly confidential.

Your appointment and subsequent continuation of employment with the Company is strictly based on your consistent delivery on the agreed performance parameters and compliance with the values and guidelines of the organization. The tenure of your employment shall be subject to the requirement of the services provided by us to our client and shall also be subject to the requirement of deputation or completion of the project with the client.

The terms and conditions in this letter and the annexures thereto will form terms of appointment upon your joining.

Please sign and return a copy of this letter as a token of your acceptance of the terms and conditions of employment and return the same to HR at the earliest.

Please note the documents to be submitted on your date of joining as part of joining compliance.

We wish you a long successful association with us.

Yours faithfully,

For **Reliance SMSL Limited**



Authorised Signatory

Signature of the Employee:

Encl: Terms and Conditions of Employment - **Annexure - I**

Reliance SMSL Limited

Ref No. HR/111/22/K2/60663849/1001479725

Date: 03.07.2022

JEEVAN K B

g1jeeva2002@gmail.com

9740302316

Offer-cum-Appointment Letter

Dear **JEEVAN K B**,

This is with reference to your application and subsequent Test and Interviews you had with us.

We are pleased to offer you an appointment as **CSA Loss Prevention SLP** in the employment of the company subject to your joining on or before **06.07.2022**. The offer shall automatically lapse if you do not join.

Reliance SMSL Limited is engaged in the business of providing outsourced human resource services to their clients. Accordingly, you are assigned to our client to work as **CSA Loss Prevention SLP** in Grade **K2** and shall perform duties that are assigned to you in connection with the Clients' business at their premises as may be advised from time to time.

You will receive an Annual Gross Compensation (including Basic and allowances) of **Rs. 187600/- per annum** as below:

	Rs. per month
Basic	9380
HRA	6253
Conveyance Allowance	-
Monthly Gross	15633
Annual Gross	187600

You will be covered by applicable statutory benefits such as PF, ESI and Bonus etc. The compensation is subject to prevailing tax and other laws, policies, rules and guidelines. You are expected to keep your compensation strictly confidential.

Your appointment and subsequent continuation of employment with the Company is strictly based on your consistent delivery on the agreed performance parameters and compliance with the values and guidelines of the organization. The tenure of your employment shall be subject to the requirements of the services provided by us to our client and shall also be subject to the requirement of deputation or completion of the project with the client.

The terms and conditions in this letter and the annexures thereto will form terms of appointment upon your joining.

Please sign and return a copy of this letter as a token of your acceptance of the terms and conditions of employment and return the same to HR at the earliest.

Please note the documents to be submitted on your date of joining as part of joining compliance.

We wish you a long successful association with us.

Yours faithfully,

For **Reliance SMSL Limited**



Authorised Signatory

Signature of the Employee:

Encl: Terms and Conditions of Employment - **Annexure - I**

Reliance SMSL Limited

Ref No. HR/31/1/22/K2/60663849/1001479723

Date: 03.07.2022

SUMANTH R J

sumanthrj054@gmail.com

9902583954

Offer-cum-Appointment Letter

Dear SUMANTH R J,

This is with reference to your application and subsequent Test and Interviews you had with us.

We are pleased to offer you an appointment as **CSA Loss Prevention SLP** in the employment of the company subject to your joining on or before **06.07.2022**. The offer shall automatically lapse if you do not join.

Reliance SMSL Limited is engaged in the business of providing outsourced human resource services to their clients. Accordingly, you are assigned to our client to work as **CSA Loss Prevention SLP** in Grade **K2** and shall perform duties that are assigned to you in connection with the Clients' business at their premises as may be advised from time to time.

You will receive an Annual Gross Compensation (including Basic and allowances) of **Rs. 187600/- per annum** as below:

	Rs. per month
Basic	9380
HRA	6253
Conveyance Allowance	-
Monthly Gross	15633
Annual Gross	187600

You will be covered by applicable statutory benefits such as PF, ESI and Bonus etc. The compensation is subject to prevailing tax and other laws, policies, rules and guidelines. You are expected to keep your compensation strictly confidential.

Your appointment and subsequent continuation of employment with the Company is strictly based on your consistent delivery on the agreed performance parameters and compliance with the values and guidelines of the organization. The tenure of your employment shall be subject to the requirement of the services provided by us to our client and shall also be subject to the requirement of deputation or completion of the project with the client.

The terms and conditions in this letter and the annexures thereto will form terms of appointment upon your joining.

Please sign and return a copy of this letter as a token of your acceptance of the terms and conditions of employment and return the same to HR at the earliest.

Please note the documents to be submitted on your date of joining as part of joining compliance.

We wish you a long successful association with us.

Yours faithfully,

For **Reliance SMSL Limited**



Authorised Signatory

Signature of the Employee:

Encl: Terms and Conditions of Employment - **Annexure - I**

Reliance SMSL Limited

Ref No. HR/31/1/22/K2/60663849/1001479726

Date: 03.07.2022

KRUTHIKA M

kruthikm2020@gmail.com

9845576050

Offer-cum-Appointment Letter

Dear **KRUTHIKA M,**

This is with reference to your application and subsequent Test and Interviews you had with us.

We are pleased to offer you an appointment as **CSA Loss Prevention SLP** in the employment of the company subject to your joining on or before **06.07.2022**. The offer shall automatically lapse if you do not join.

Reliance SMSL Limited is engaged in the business of providing outsourced human resource services to their clients. Accordingly, you are assigned to our client to work as **CSA Loss Prevention SLP** in Grade **K2** and shall perform duties that are assigned to you in connection with the Clients' business at their premises as may be advised from time to time.

You will receive an Annual Gross Compensation (including Basic and allowances) of **Rs. 187600/- per annum** as below:

	Rs. per month
Basic	9380
HRA	6253
Conveyance Allowance	-
Monthly Gross	15633
Annual Gross	187600

You will be covered by applicable statutory benefits such as PF, ESI and Bonus etc. The compensation is subject to prevailing tax and other laws, policies, rules and guidelines. You are expected to keep your compensation strictly confidential.

Your appointment and subsequent continuation of employment with the Company is strictly based on your consistent delivery on the agreed performance parameters and compliance with the values and guidelines of the organization. The tenure of your employment shall be subject to the requirement of the services provided by us to our client and shall also be subject to the requirement of deputation or completion of the project with the client.

The terms and conditions in this letter and the annexures thereto will form terms of appointment upon your joining.

Please sign and return a copy of this letter as a token of your acceptance of the terms and conditions of employment and return the same to HR at the earliest.

Please note the documents to be submitted on your date of joining as part of joining compliance.

We wish you a long successful association with us.

Yours faithfully,

For **Reliance SMSL Limited**



Authorised Signatory

Signature of the Employee:

Encl: Terms and Conditions of Employment - **Annexure - I**

Reliance SMSL Limited

Ref No. HR/31/1/22/K2/61663849/1001479727

Date: 03.07.2022

BHANU PRAKASH M C

chaluvvarajmc9285@gmail.com

9988229405

Offer-cum-Appointment Letter

Dear **BHANU PRAKASH M C**,

This is with reference to your application and subsequent Test and Interviews you had with us.

We are pleased to offer you an appointment as **CSA Loss Prevention SLP** in the employment of the company subject to your joining on or before **06.07.2022**. The offer shall automatically lapse if you do not join.

Reliance SMSL Limited is engaged in the business of providing outsourced human resource services to their clients. Accordingly, you are assigned to our client to work as **CSA Loss Prevention SLP** in Grade **K2** and shall perform duties that are assigned to you in connection with the Clients' business at their premises as may be advised from time to time.

You will receive an Annual Gross Compensation (including Basic and allowances) of **Rs. 187600/- per annum** as below:

	Rs. per month
Basic	9380
HRA	6253
Conveyance Allowance	-
Monthly Gross	15633
Annual Gross	187600

You will be covered by applicable statutory benefits such as PF, ESI and Bonus etc. The compensation is subject to prevailing tax and other laws, policies, rules and guidelines. You are expected to keep your compensation strictly confidential.

Your appointment and subsequent continuation of employment with the Company is strictly based on your consistent delivery on the agreed performance parameters and compliance with the values and guidelines of the organization. The tenure of your employment shall be subject to the requirement of the services provided by us to our client and shall also be subject to the requirement of deputation or completion of the project with the client.

The terms and conditions in this letter and the annexes thereto will form terms of appointment upon your joining.

Please sign and return a copy of this letter as a token of your acceptance of the terms and conditions of employment and return the same to HR at the earliest.

Please note the documents to be submitted on your date of joining as part of joining compliance.

We wish you a long successful association with us.

Yours faithfully,

For **Reliance SMSL Limited**



Authorized Signatory

Signature of the Employee:

Encl: Terms and Conditions of Employment - **Annexure - I**

Reliance SMSL Limited

Ref No. HR/31/1/22/K2/60663849/1001479728

Date: 03.07.2022

SAMANTH A RAJ

kvananthprasad@gmail.com

9880379889

Offer-cum-Appointment Letter

Dear **SAMANTH A RAJ**,

This is with reference to your application and subsequent Test and Interviews you had with us.

We are pleased to offer you an appointment as **CSA Loss Prevention SLP** in the employment of the company subject to your joining on or before **06.07.2022**. The offer shall automatically lapse if you do not join.

Reliance SMSL Limited is engaged in the business of providing outsourced human resource services to their clients. Accordingly, you are assigned to our client to work as **CSA Loss Prevention SLP** in Grade **K2** and shall perform duties that are assigned to you in connection with the Clients' business at their premises as may be advised from time to time.

You will receive an Annual Gross Compensation (including Basic and allowances) of **Rs. 187600/- per annum** as below:

	Rs. per month
Basic	9380
HRA	6253
Conveyance Allowance	-
Monthly Gross	15633
Annual Gross	187600

You will be covered by applicable statutory benefits such as PF, ESI and Bonus etc. The compensation is subject to prevailing tax and other laws, policies, rules and guidelines. You are expected to keep your compensation strictly confidential.

Your appointment and subsequent continuation of employment with the Company is strictly based on your consistent delivery on the agreed performance parameters and compliance with the values and guidelines of the organization. The tenure of your employment shall be subject to the requirement of the services provided by us to our client and shall also be subject to the requirement of duration or completion of the project with the client.

The terms and conditions in this letter and the annexures thereto will form terms of appointment upon your joining.

Please sign and return a copy of this letter as a token of your acceptance of the terms and conditions of employment and return the same to HR at the earliest.

Please note the documents to be submitted on your date of joining as part of joining compliance.

We wish you a long successful association with us.

Yours faithfully,

For **Reliance SMSL Limited**



Authorized Signatory

Signature of the Employee:

Encl: Terms and Conditions of Employment - **Annexure - I**

Date: 21-11-2023

REF : Ref: LBPL/HR/OF/23-24/107

To,

Darshankumar D,
S/o:Dasprakash, Main Road
Chalipura, Musanapura
Channarayana, Karnataka-571117

Sub : Offer Letter

Dear Darshankumar D,

With reference to your application and the subsequent interview you had with us, we are pleased to offer you the position of "**Production Associate I**" on the following terms.

1. You will commence your duties with Laurus Bio Pvt Ltd not later than **11th December 2023**. In case you fail to report for duty on this date unless otherwise agreed in written the offer shall stand automatically withdrawn.
2. You will be currently based at **Tumkur** , subject to relocation based on needs of the company.
3. Your Total CTC would be INR. **3,50,000** Appointment letter and CTC breakup will be handed over to you on the date of joining.
4. You will be on probation for a period of 3 months from the date of your joining.
5. If found necessary your probation period may be extended at the discretion of the management or may be dispensed with earlier. Unless confirmed in writing you will be deemed as probationer even after the expiry of the probation period.
6. You shall execute Service Contract & NDA (Non-Disclosure Agreement) as per the rules of the company, which will be made available to you on joining.
7. You will have the responsibility for efficient, satisfactory and economical operation in the area of responsibility that may be assigned to you from time to time.

Please carry all the supporting documents according to the attached check list and confirm your acceptance.

Looking forward to your long and fruitful association with the company and thanking you.

For Laurus Bio Pvt Ltd



VINUTA CHETAN

Group Manager – HR

This is the system generated letter.

LAURUS BIO PRIVATE LIMITED

Plot No. 204 & 237, Bommasandra Jigajig Link Road, K.J.A.D.B Industrial Area, Bangalore Rural District, Karnataka – 560105, India.

T: +91 – 8110 – 410777 F: +91 - 080 – 2783 9574 W: www.laurus.bio E: info@laurus.bio CIN: U02423KA2005PTC036770

LAURUS Labs

LAURUS Ingredients

LAURUS Generics

LAURUS Synthesis

Date: 21-11-2023

REF : Ref: LBPL/HR/OF/23-24/109

To,

Junath R,

S/o: Ravi Chandra, Old No 4/179 New No 1/211
Demad, The Nilgiris, Kil Kotagiri, Bazaar,
Tamil Nadu-643216

Sub : Offer Letter

Dear Junath R,

With reference to your application and the subsequent interview you had with us, we are pleased to offer you the position of "**Production Associate I**" on the following terms.

1. You will commence your duties with Laurus Bio Pvt Ltd not later than **11th December 2023**. In case you fail to report for duty on this date unless otherwise agreed in written the offer shall stand automatically withdrawn.
2. You will be currently based at **Tumkur** , subject to relocation based on needs of the company.
3. Your Total CTC would be INR. **3,50,000** Appointment letter and CTC breakup will be handed over to you on the date of joining.
4. You will be on probation for a period of 3 months from the date of your joining.
5. If found necessary your probation period may be extended at the discretion of the management or may be dispensed with earlier. Unless confirmed in writing you will be deemed as probationer even after the expiry of the probation period.
6. You shall execute Service Contract & NDA (Non-Disclosure Agreement) as per the rules of the company, which will be made available to you on joining.
7. You will have the responsibility for efficient, satisfactory and economical operation in the area of responsibility that may be assigned to you from time to time.

Please carry all the supporting documents according to the attached check list and confirm your acceptance.

Looking forward to your long and fruitful association with the company and thanking you.

For Laurus Bio Pvt Ltd



VINUTA CHETAN

Group Manager – HR

This is the system generated letter.

LAURUS BIO PRIVATE LIMITED

Plot No. 204 & 237, Bommasandra Jigajigai Link Road, K.J.A.D.B Industrial Area, Bangalore Rural District, Karnataka – 560105, India.

T: +91 – 8110 – 410777 F: +91 - 080 – 2783 9574 W: www.laurus.bio E: info@laurus.bio CIN: U02423KA2005PTC036770

LAURUS Labs

LAURUS Ingredients

LAURUS Generics

LAURUS Synthesis

CHEMLINE MARKETING SERVICES

I have read & understand the above terms & condition of the offer letter & signify my acceptance of the same by affixing my signature below



Chethan C.K.

SALARY STRUCTURE	
POST: SERVICE EXECUTIVE	
SALARY PER MONTH	Rs.15000/-
TRANSPORTATION	Rs.1000/-
TOTAL	Rs.16000/-

MINIMUM ONE MONTH NOTICE PERIOD SERVE AFTER RESIGNATION
NO OVERTIME ALLOWED FOR CATEGORY OF SUPERVISER & ABOVE

TN. Office : No.4485, Second Main Road, Kalaiyavar Nagar, Vanur - Tk., Villupuram - Dt., Tamil Nadu - 605 111.

Pondy. Office : Plot No. 2 & 3, Fourth Cross Street, Trinity Church Road, Balaji Nagar, Oulgaret, Puducherry - 605 010.
Phone : 0413 - 2290682 Mobile : 94437 67745 E-mail: chemline@chemline.in

CHEMLINE MARKETING SERVICES

Dated: 18/11/2023

Letter of Appointment

Mr. Chethan C.K.
S/o. Channalah .K
#2372/1, 3rd cross, 2nd Main,
Jayanagara, Mysore Karnataka - 570014

Dear Chethan C.K.,

With reference to your application and subsequent interview with us over phone, we are pleased to offer you the position of **Service Executive** for Bannari Amman Sugars Ltd Unit- II, Nanjangud, Mysore Area operation on contract basis.

You are requested to join on or before 20/11/2023.

Your monthly Salary per month will be **Rs.16,000/month net.** (Rupees Sixteen Thousand only)
Contract Period: You will be on a contract period for Six Months. Based on your performance your contract period will be extended the company in written after Six Months.

During the contract period your services can be terminated with one month notice on either side and without any reasons whatsoever. If your services are found satisfactory during the Contract period.

Leave: You will be eligible to the benefits of the Company's Leave Rules on your confirmation in the Company's Service.

Casual Leave	-	7 Days
Medical Leave	-	7 Days
Privilege Leave	-	7 Days after confirmation

Please send back duly signed copy of this letter as token of our acceptance

Looking forward to fruitful association with you

Thanking you
For CHEMLIE MARKETING SERVICES



M SIVASUBRAMANIAN

TN. Office : No.4485, Second Main Road, Kalalvanar Nagar, Vanur - Tk., Villupuram - Dt., Tamil Nadu - 605 111,
Pondy. Office : Plot No. 2 & 3, Fourth Cross Street, Trinity Church Road, Balaji Nagar, Oulgaret, Puducherry - 605 010.
Phone : 0413 - 2290582 Mobile : 94437 67745 E-mail: chemline@chemline.in

HRD/27/23-24/1006905139

October 16, 2023

Ms. Anusha H M
Candidate ID: 1006905139
#0013, Santhepete New Bambu Bazar ,
B M Road, Exhibition ground,
Mysore-573201
India
Ph No : +91-8867262027

Dear Anusha,

Congratulations! We are delighted to make you a Training offer as **Process Trainee** and your role is **Process Trainee** .

Here are the terms and conditions of our Training offer:

1. Definitions

The following terms shall have the following meanings for the purpose of this Training offer ('Offer Letter' hereinafter).

'Affiliates' means any entity that controls, is controlled by, or is under common control with the Company.

'Company' refers to Infosys BPM Limited.

'Control' means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.

'Training' shall mean and include all the training that shall be imparted to you on joining the Company.

2. Joining

Your scheduled date of joining the Training of the Company will be **23-October-2023** .

3. Location

Your location for Training is **MYSORE, KARNATAKA, India** .

You may be asked to relocate to any of our development centers, units, departments or the offices of our Affiliates and/or the offices of our customers, depending on business requirements. In such an event, your stipend and any other benefits shall be determined in accordance with the relevant policies of the Company in that work location.

Please be advised that you, by accepting this Offer Letter, hereby give your irrevocable consent to the above.

SHAHI EXPORTS PVT. LTD.

CIN-U18101DL2005PTC138730

Date: 06/01/2024

Ms. Sujatha
W/O RAVIKUMAR S, #135, NEAR
BASAVESHWARA TEMPLE, ILWALA HOBALLI
MYOSRE TQ, DODDAMARAGOWDANAHALLI
MYSORE - 570026

Dear Ms. Sujatha,

OFFER OF EMPLOYMENT

With reference to your application and subsequent interview you had with us, we are pleased to offer you the post of 'MANAGEMENT TRAINEE - HUMAN RESOURCES'. You are required to report for duty within 08-01-2024 positively. In case you do not report for the duty by the time stipulated, this offer of employment shall stand automatically withdrawn.

Your emoluments:-

Cost to the Company of 300000 (Rupees Three Lac Only) per annum .

Your Place of posting will be:

BLR UNIT-26
BLR UNIT-26

You shall bring the following documents while reporting for duty:

- * Four passport size color photographs (with blue background).
- * Copies of certificates of education (including SSLC / Matriculation).
- * Copies of experience certificate, salary certificate/salary slip, relieving order from your previous companies.
- * Photocopy of PAN card & E-Aadhaar Card along with original which will be returned after due verification.
- * Copy of cancelled cheque in case of having any bank account across India.
- * Self attested previous employment income & TDS from former employer/s for current Financial Year.
- * Medical fitness certificate for the employment from any Registered Medical Practitioner along with blood group specification and following tests: Hb, Urine-Routine-Micro, TCDC(Total Count Differential Count), RBS(Random Blood Sugar) and ECG - Only if the age is above 30 years.

Please send the duplicate copy as acceptance of this offer of employment.

The detailed appointment letter along with the terms and conditions will be given to you at the time of reporting for duty.

The Management welcomes you to the family of SHAHI and offers you a congenial atmosphere to work in. Hope your association with us will be mutually rewarding.

Note: *If any discrepancies found in the reference check, background check or in any of the documents produced, the offer letter will be revoked, all documents to be produced within 7 days of date of joining

Sincerely Yours

for SHAHI EXPORTS PVT. LTD.



George Varghese Madathilathu
Chief Human Resources Officer

I hereby accept the above terms and conditions of my offer of employment and I will report for the duties on

Date

75589720231225173507@14893

Signature

Address :
Demindur Gate, Sanyasi Main Road,
Bangalore-560102

Telephone :
+91 80 28439214,28439215,28439357
28439486,28439467,28439488

Fax :
+91 80 28439356

Telephone :
+91 80 25732080,25732865,25732122



Date: 15 Nov 2023

Ref No: K1220018K128878/44

LETTER OF APPOINTMENT

This Letter of Appointment (Hereinafter referred as "LOA") is entered into on **15 Nov 2023** by and between **K12 Techno Services Pvt. Ltd.** ("Employer") having its registered office at **No 60/1, 1st Main Road, Ward 42- Laxmidévinagar, Industrial Suburb, 2nd Stage, Yeshwanthpur, Bengaluru - 560022,**

Karnataka,

India and **Niveditha M R** ("The Employee") bearing employee code no. **20230001530** Residing At **Bangalore**

This is in furtherance of our discussions in respect of engaging you as a consultant to K12 Techno Services (the "K12"). Based on your representations, the K12 believes that you have adequate and requisite qualification, skills, expertise and resources to fulfill the requirements of the K12 and the K12 is desirous of engaging you as the **Intern - Talent Acquisition** to the K12 on the terms and conditions contained hereinafter.

1. Location and Term

You shall be based in the 's office located at **Bangalore**. This appointment shall be effective from **15 Nov 2023** and shall remain valid for a period of ("6 months") from the Effective **15 Nov 2023** unless terminated in accordance with the provisions agreed herein.

2. Scope of Services

Your designation will be **Intern - Talent Acquisition** You shall provide full support and expertise for your role within the as well as the requirements stated by the from time to time.

3. Consultancy Fees

3.1. They shall provide you with the following consultancy fees: Fixed Consultancy Fees: They shall pay you a fixed consultancy fee of **24,000.00** Per Month of service. You will not be eligible for any fees for holidays or vacations in the course of your association with us. ("Fixed Fees"). The Fixed Fees will be paid by the 10th (tenth) day of each subsequent month in respect of the preceding month for which the services were rendered.

3.2. Reimbursements and out of pocket expenses: You shall be entitled to actual expenses pertaining to travel, stay and conveyance while carrying out your responsibilities out of your fixed office location, such expenses subject to 's applicable human resource policies.

Tel: +91- 9036017100 | Email: info@k12technoservices.com | Web: www.k12technoservices.com

Regd. Office:

No. 60/1, 1st Main Road, Industrial Suburb, 2nd Stage Yeshwanthpur under survey No. 60/1 and Ward 42- Laxmidévinagar, Bengaluru, Karnataka- 560022

CIN : U80101KA2010PTC072102



employment or relationship of principal and agent between the and the Consultant or their respective representatives or to provide any right, power or authority, whether express or implied to create any such duty or obligation.

10.2. It is clearly understood and agreed by you that the shall not have any obligations towards you over and above as specifically agreed herein.

11. Entirety

This letter constitutes the entire agreement between the parties with respect to the subject matter hereof to the exclusion of and shall supersede all prior agreements, terms sheets, understandings and assurances, either written or oral relating to the subject matter of this letter.

Please sign and send the acknowledgment and consent below, which will confirm your agreement to serve as a consultant for, to the undersigned. Please feel free to call us if you have any questions regarding the letter.

For

Name: **Niveditha M R**

Title: **Intern - Talent Acquisition**

For, **K12 Techno Services Pvt. Ltd.**

A handwritten signature in black ink, appearing to read 'Niveditha', written over a horizontal line.

Name: **Arvind Kumar**

Title: **Head - HR**



|| Jai Sri Gurudev ||
ADICHUNCHANAGIRI UNIVERSITY
ADICHUNCHANAGIRI HOSPITAL AND RESEARCH CENTER

BalagangadharanathaNagara - 571 448.

Nagamangala Taluk, Mandya District, Karnataka, India.

Phone: 98234- 200711. Email: hr@rc@bgsaima.edu.in. Website: www.bgsaima.com



No/AH&RC/HRD/ H-548/2023-24

Date: 14th December 2023.

OFFER LETTER

Mr. Thontaradhya Congratulations! You have successfully completed our interview process and we are pleased to offer you a job of Transplant Co ordinator in Adichunchanagiri Hospital on a consolidated salary of ₹14,000-00 per month (Rupees Fourteen Thousand Only).

You will be on probation for a period of two years from the date of your joining.

On the date of joining, you would be required to submit the documents listed in Annexure-I. Please note that the submission of all listed documents is essential for the validity of your appointment in the Institution.

Withdrawal of Offer

If you fail to accept the offer from Adichunchanagiri Hospital within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of Adichunchanagiri Hospital Offer letter if you fail to join on the date provided in the Adichunchanagiri Hospital offer letter, the offer will stand automatically terminated at the discretion of Adichunchanagiri Hospital.

You will be required to report to the Chief of Hospital, AH & RC, BG Nagara, within one month from date of this letter with all original certificates.

To,

Mr. Thontaradhya
S/o Thimmaiah
Masiyammanahatti,
Hodaluru Post,
Nittur,
Tumkur District – 572 223.

M. V.
Chief of Hospital
Adichunchanagiri Hospital & Research Centre
B.G. NAGARA - 571 448.
Nagamangala Tq & Mandya Dist.



UNITED BREWERIES LIMITED

Date: 22.12.23

VK DEEPA
1ST WARD HAVINAHAL
VEERAPURA
BELLARY 583113

OFFER LETTER

Dear VK DEEPA ,

We are pleased to offer you to join **United Breweries Limited** as PROCESS ASSOCIATE in Job Grade 6 on the following terms and conditions:

This offer is contingent upon you joining us on or before 01.01.2024 as agreed. Your date of joining in the Company's record shall be based on joining report signed by you at the time of joining.

1. Place of Work: You will be initially posted at CHAMUNDI.

Your duties may be varied from time to time and your services are liable to be transferred either temporarily or permanently, to any place of duty or section/ department/ division, plants, branch offices, head offices in India or abroad, subsidiary/ associate or affiliated companies currently existing or which may be acquired in future, at the entire discretion of the company.

In the event of a transfer, you would be governed by the terms and conditions applicable to your category of employees at the place of transfer unless otherwise specified in writing. Refusal or inability on your part to obey an order of transfer will render your employment with the Company liable to summarily termination without any notice or payment of compensation in lieu thereof.

2. Responsibility and Accountability: You will be briefed about these separately upon your joining. You maybe required to work in shifts and/ or in extended working hours as permitted by law, depending upon the business requirements/ exigencies from time to time. Company expects you to perform with high standard of efficiency and economy at all times.

3. Salary: In return for your services and commitment, you will receive a basic salary of Rs. 180,000.00 /- per annum(ONE LAKH EIGHTY THOUSAND Rupees only).

3.1 Details of your other perquisites and benefits are as mentioned in the **Annexure 1** of this letter.

3.2 The annual review will be as per the Company policy. Increments are linked to performance, will be at the sole discretion of the Management.

4. Age of retirement: Please note that unless your services come to an end on account of resignation, termination or dismissal, you will retire on completion of 58 years of age (end of the calendar month of your 58th birthday) as per the proof of age/ date of birth submitted by you at the time of joining.

5. Medical Fitness: This offer of employment and your continuation in employment will be subject to your being found medically fit (physically and mentally) for the job by the medical consultant of the Company's choice. You shall undergo a medical examination by the medical consultant of the Company's choice as & when advised to do so by the Company.



UNITED BREWERIES LIMITED

If the terms and conditions mentioned above are acceptable to you in its entirety, you are requested to signify your acceptance of the same by returning the duplicate copy of this letter duly signed by you, either at the time of receiving this letter personally from us or within 3 days therefrom, after which, this offer of appointment will be treated as cancelled.

Sincerely,

Kavita Singh
Chief Human Resources Officer

VK DEEPA



UNITED BREWERIES LIMITED

Annexure 1

Candidate Name: VK DEEPA

Job Grade: 6

Effective the date of your joining, you will be eligible to the following remuneration/perquisites, subject to applicable tax laws:

Component	Monthly Amount	Annual Amount
Basic	15,000.00	180,000.00
House Rent Allowance(HRA)	7,500.00	90,000.00
Personal Allowance	13,728.50	164,742.00
A) Fixed pay w/o retirals	36,228.50	434,742.00
Retirals		
Employer PF contribution	1,800.00	21,600.00
Gratuity	721.50	8,658.00
B) Retirals	2,521.50	30,258.00
C) Total Fixed Pay with retirals (A+B)	38,750.00	465,000.00
D) Annual Target Short Term Incentive	2,916.67	35,000.00
E) Total CTC(C+D)	41,666.67	500,000.00

- Short Term Incentive (STI):** The actual pay-out will depend on the individual and Company performance and will be done upon completion of the appraisal cycle.
- Gratuity and Provident Fund:** Gratuity payment and contributions to Provident Fund will be in accordance with the rules of the Company and also as per rules of the respective funds.
- Accident Insurance:** The Group Personal Accident Insurance Scheme will cover you for a capital sum of Rs.200000/- on 24 -hour basis. As such, in the event of an accident resulting in partial/ total disability or death, arising out of or during the course of your employment, you &/or your legal heirs, representatives, assign shall not be entitled to claim compensation under any law in force for the time being or as maybe enacted in future by the Central or the State Government.
- Group Term Life:** The Group Term Life Insurance scheme will cover your life for a capital sum of Rs.1500000/- minimum and 2 times of CTC maximum.
- Group Mediclaim Policy:** The Group Mediclaim Policy Scheme will cover you and your economical dependents on a floater basis of Rs.200000/- per annum.
- Leave Entitlement:** Your entitlement of leave will be as under:
 - Paid Holiday:** You will be eligible to such paid holidays during the calendar year, as declared by the Management at its total discretion. The schedule of paid holidays shall include the National Holidays every year irrespective of the day of the week on which they fall.



UNITED BREWERIES LIMITED

- b) Privilege Leave:** 30 days for each completed year of service, accumulable up to a maximum of 90 days.
Any PL in excess of 90 days will automatically lapse at the end of year. However, a maximum of only 15 days of PL (from the current calendar year's entitlement of 30 days) can be carried forward to the the next year. If unused PL are in excess of 15 days, they will lapse.
- c) Sick Leave:** 10 days per calendar year at the discretion of the Management. No accumulation is allowed.
- d) Casual Leave:** 7 days per calendar year at the discretion of the Management. No accumulation is allowed.
- e) If you remain absent from work without Intimation and permission for a continuous period of 15 working days or more, you shall be deemed to have terminated by way of resignation, your employment with us, with effect from the day you complete 15 working days of such absence.**

- 7. Tax Liability:** The taxability of various allowances or reimbursements mentioned above is to be considered in the light of the tax laws prevailing at the relevant time. In case any tax has to be recovered from any of the reimbursements because of changes made by the Government, it will be recovered from your salary.

Administration of all perquisites will be from 1st April to 31st March. It is clarified that the Management may at its absolute discretion withdraw any, or a combination, or all the allowances/reimbursements without any notice to you.

Further, any payment to which you may be entitled at any given point of time which, by nature, is related to your place/ country of posting, shall stand withdrawn automatically upon your transfer to any other place/ country.

- 8. Other terms and conditions of your employment which have not been exclusively dealt with or not covered under this letter of appointment will always be in accordance with the rules/ policies of the Company as may be in operation at this point in time or as amended/ introduced/ promulgated from time to time.**

Sincerely,

Kavita Singh
Chief Human Resources Officer

16th October 2023

LETTER OF INTENT

To,
Sanjay R.B
C/O: H C Boregowda # K L 395/1 , Kalabyraveshwara
Nilaya 2nd cross Kyathumgere , Marigowda Badavane
Mandya Mandya Karnataka - 571401

Dear Sanjay,

With reference to your application and the subsequent interview you had with us, we are pleased to offer you the post of "Production Assistant" in Level 9 based in Tumakuru at String Bio Pvt Ltd. You will be reporting to the Production Manager who will assign your role and specific responsibilities on the following Terms and Conditions -

1. You will have to sign an IP assignment agreement and non-disclosure agreement before you join the company.
2. You will be on probation for a period of six months from the date of your appointment and during the probation period your performance, conduct, etc will be observed and if found suitable your services shall be confirmed as per the company policy or maybe extended if considered necessary by the company.
3. Your base work location will be in Bangalore. The management may at its discretion, transfer you to work at any department/location/unit of the company at any time.
4. You are requested to submit the photocopies of the following documents on your day of joining along with the original for official reference:
 - Academic certificates 10th/SSLC to highest qualification
 - Last Appointment letter, increment letter, last 3 months' salary slip
 - Relieving letter from your previous employer
 - Permanent and Present Address Proof
 - 3 Photographs
 - PAN Card
 - AADHAAR Card
 - Bank Name, Branch, Account Number & IFSC details
5. If you are in agreement with the above-mentioned terms, please return a copy of this letter confirming your date of joining. Your letter of appointment containing further details of terms and conditions and your obligations to the company shall be issued to you on your day of joining post clearance of your pre-employment verification.

We look forward to you being an integral part of our journey towards excellence and growth and hope our relationship will go a long way with team String Bio!



String Bio Private Limited

CIN No: U74907KA2015PTC000481

Reg Add: # 456G, 1st Main Road, Vinayaka Nagar, 9th Mile, Tumkur Road, Nagasandra, Bangalore 560073
R&D Add: C-CAMP, GKVK PO, Bangalore 560065, Email: admin@stringbio.com

Annexure- 1

Salary Breakup- Level -9 - Production Assistant			
Monthly	27,500	Annual	3,30,000
Basic (40% on Fixed)	11,000	Basic (40% on Fixed)	1,32,000
HRA (50% on Basic)	5,500	HRA (50% on Basic)	66,000
DA (50% on Basic)	5,500	DA (50% on Basic)	66,000
TA	1,600	TA	19,200
Others	1,950	Others	23,400
GROSS SALARY (A)	25,550	GROSS SALARY (A)	3,06,600
MONTHLY PERFORMANCE BONUS (B)	-	ANNUAL PERFORMANCE BONUS (B)	33,000
Employer Contributions		Employer Contributions	
ESI (4.75%)	-	ESI	-
PF (13%)	1,950	PF	23,400.00
Sub Total (C)	1,950	Sub Total (C)	23,400
Total Fixed (D = A+B+C)	27,500	Total CTC (D) (A+B+C)	3,63,000
Deductions		Deductions	
ESI (1.75%)	-	ESI	-
PF (12%)	1,800	PF	21,500
PT	200	PT	2,400
TDS	As applicable	TDS	As applicable
Total (E)	2,000	Total (E)	24,000
Take home salary (A-E)	23,550		

Note:

1. Medical Insurance: for self, spouse & 2 dependent children
2. Personal accident coverage for self
3. *Performance Incentive Plan will be based on the company & the individual's performance. The company reserves the right, at its discretion to adjust the plan and its terms and conditions or cancel or modify it at any given time during the companies' financial year.

For String Bio Pvt Ltd.



Managing Director

I hereby accept the employment offer and agree with the terms and conditions set out above.

My expected date of joining would be on 02-11-2023 Acceptance Signature: [Signature] Date: 19-10-2023

String Bio Private Limited

CIN Number: U24107KA2023PT1200461

Reg Add: # 456G, 1st Main Road, Vinayaka Nagar, 9th Mile, Tumkur Road, Nagasandra, Bangalore 560073
R&D Add: C-CAMP, GVKV PO, Bangalore 560065; Email: admin@stringbio.com

Ref no: HR/23-24/011

Date: 18th Oct 2023

To,

Sindhu Sree

No. 62, Ward No - 22, Kappagal Road,

Opp EX, MLA, M. Ramappa House

Bellary, Karnataka - 583101

+91 9611157369

rsindusree@gmail.com

Subject: Offer Letter

Dear Sidhu Sree,

We invite you to join our team at Fermbox Bio for an exciting journey ahead.

We at Fermbox Bio are committed to building a better tomorrow, through our innovative and sustainable products and services.

You will join us as our Intern on or before 31st October, 2023 and will be reporting to the Production Head. Internship will be for period of 3 months and if required it can be extended for period of 3 months. Internship stipend of INR 25,000 per month will payable based no of working days. Your place of work will be at Bangalore Bioinnovation Centre, Helix Biotech Park, Electronic City Phase I, Bangalore-560100 or at any of our offices as per the business requirement.

Please affix your signature on this letter and the annexure to confirm your acceptance and mail us back a scanned copy.

Look forward to having you on the team.

Best wishes

For Fermbox Bio Pvt Ltd



Authorised Signatory



Fermbox Bio Pvt Ltd

Registered office: Bangalore Bioinnovation Center, Helix Biotech Park, Electronics City Phase I, Bangalore- 560100

Tel: 080-26522280/90 Ext:168 | Email: info@fermbox.bio | CIN: U15400KA2022PTC188896 | www.fermbox.bio



Humanity Ahead

BVG INDIA LTD.

A BHARAT VIKAS GROUP COMPANY

CIN : U74999PN2002PLC016834

REGISTERED OFFICE:

Midas Tower, 4th Floor, Rajiv Gandhi Infotech Park,
Phase 1, Hinjawadi, Pune, Maharashtra 411057.

Tel. : +91 20 3509 0000

info@bvgindia.com | www.bvgindia.com

LETTER OF APPOINTMENT

Ms.Soundarya Raghuveer Mulge

DOJ: 08-Dec-2023

196/868 Sant Tukaram Nagar Nr. Balaji Big bazar

Pimpri, Pune, 411018,

A.P./PUNE,MAHARASHTRA

411018

PUNE

Dear Soundarya Raghuveer Mulge

Many Congratulations !

We are delighted to appoint you for the full-time position of "**Executive (FB3)**" at BVG India (formerly known as "Bharat Vikas Group Limited.").

Location: PUNE

Date of joining: 08-Dec-2023

Welcome to BVG, India's one of the largest Integrate Facility Management organization & best place to work that promises dynamic and fast track career growth.

We take this opportunity to congratulate you on your appointment and wish you a long, rewarding, and enriching career with us. We trust our relationship will be guided by a quest for excellence in all facets of our interactions as well as based on a foundation of mutual respect and sincerity in all our dealings.

The following are the terms & conditions to govern your employment:-

1. Probation

You shall be on a probation period of **6 (six) months**. During this period of six months, your performance will be reviewed and if found satisfactory, your appointment will be confirmed on completion of the probation period. This period may also be extended should the circumstances so require.

It is mandatory for you to complete the Induction program and other required training during your probation period.

REGISTERED OFFICE: BVG House, Premier Plaza, Pune-Mumbai Road, Chinchwad, Pune - 411 019. INDIA

Tel. : +91 - 20 - 27464220 / 21 Fax : +91 - 20 - 27462273 E-mail: info@bvgindia.com Website: www.bvgindia.com

India's Largest Integrated Services Company

BRANCHES: BANGALORE | CHENNAI | HYDERABAD | MUMBAI | AHMEDABAD | BHOPAL | JAMSHEDPUR | JAIPUR | HARIDWAR | PATNA



Humanity Ahead

BVG INDIA LTD.

A BHARAT VIKAS GROUP COMPANY

CIN : U74999PN2002PLC016834

REGISTERED OFFICE:

Midas Tower, 4th Floor, Rajiv Gandhi Infotech Park,

Phase 1, Hinjawadi, Pune. Maharashtra 411057.

Tel. : +91 20 3509 0000

info@bvgindia.com | www.bvgindia.com

ANNEXURE-1

Name: Soundarya Raghuvver Mulge

Designation: Executive

Fixed Components

Component	Per Annum (INR)	Per Month (INR)
Basic	69901.00	7492.00
Washing Allowance	31500.00	2625.00
Employer PF	10788.00	899.00
Employer ESI	5069.00	422.00
Gratuity Employer	4324.00	360.00
Fixed Total	141582.00	11798.00

Flexible(Including FBP Components)

Component	Per Annum (INR)	Per Month (INR)
HouseRentAllowance	68417.00	5701.00
Special Allowance	1.00	0.00
Flexible Total	68418.00	5701.00
CTC (Fixed+Flexible)	210000.00	17500.00

Note:

- Group Medi Claim Policy for Rs. 1, 00,000/- includes Employee, Spouse and first 2 children will be applicable after three months of joining. Group Personal Accident Policy for Rs. 5, 00,000/- for Employee.

- All taxes & Employees PF contribution shall be payable by you.

You shall be governed by BVG policies, as applicable or amended from time to time. You should keep yourself abreast of all the applicable BVG policies & processes.

For BVG India Limited,

Hanumantrao Gaikwad

Chairman and Managing Director

REGISTERED OFFICE: BVG House, Premier Plaza, Pune-Mumbai Road, Chinchwad, Pune - 411 019. INDIA

Tel. : +91 - 20 - 27464220 / 21 Fax : +91 - 20 - 27462273 E-mail: info@bvgindia.com Website: www.bvgindia.com

India's Largest Integrated Services Company

BRANCHES: BANGALORE | CHENNAI | HYDERABAD | MUMBAI | AHMEDABAD | BHOPAL | JAMSHEDPUR | JAIPUR | HARIDWAR | PATNA

Date: 08-12-2023

REF :Ref: LBPL/HR/OP/23-24/120

To,

Theertha Kumar,
5/6, Gopika School Road
Yaraganahalli
Mysore

Sub : Offer Letter

Dear Theertha Kumar,

With reference to your application and the subsequent interview you had with us, we are pleased to offer you the position of "Quality Associate I" on the following terms.

1. You will commence your duties with Laurus Bio Pvt Ltd not later than **11th December 2023**. In case you fail to report for duty on this date unless otherwise agreed in written the offer shall stand automatically withdrawn.
2. You will be currently based at **Bangalore**, subject to relocation based on needs of the company.
3. Your Total CTC would be INR. **3,50,000.** Appointment letter and CTC breakup will be handed over to you on the date of joining.
4. You will be on probation for a period of 12 months from the date of your joining.
5. If found necessary your probation period may be extended at the discretion of the management or may be dispensed with earlier. Unless confirmed in writing you will be deemed as probationer even after the expiry of the probation period.
6. You shall execute Service Contract & NDA (Non-Disclosure Agreement) as per the rules of the company, which will be made available to you on joining.
7. You will have the responsibility for efficient, satisfactory and economical operation in the area of responsibility that may be assigned to you from time to time.

Please carry all the supporting documents according to the attached check list and confirm your acceptance.

Looking forward to your long and fruitful association with the company and thanking you.

For Laurus Bio Pvt Ltd



VINUTA CHETAN
Group Manager - HR
This is the system generated letter.

LAURUS BIO PRIVATE LIMITED

Plot No. 204 & 237, Bommasandra Jigajigali Link Road, K.J.A.D.B Industrial Area, Bangalore Rural District, Karnataka – 560105, India.

T: +91 – 8110 – 410777 F: +91 - 080 – 2783 9574 W: www.laurus.bio E: info@laurus.bio CIN: U02423KA2005PTC036770

Offer Letter

Vandana B G

**Belagola, Srirangapatna Taluk,
Mandya District**

Dear Ms/Mrs. Vandana,

With reference to your job application and subsequent interview you have had with us, we are pleased to offer you the position of Scientist-Trainee for Biologicals in our organization at a CTC of Rs. 363000.00 (Rupees Three Lakh Sixty Three Thousand Rupees zero Paise only).

The current offered position will be for Bommasandra Unit, as you are expected to join duty on 15/11/2023 beyond which the offer would stand withdrawn, unless a new date is mutually agreed upon by us in writing.

Kindly report to Bommasandra Unit for joining formalities along with following documents (Photocopy and Originals):

1. Educational Certificates
2. Passport Size photographs – 6 No's
3. Updated Curriculum Vitae
4. KYC Documents - PAN Card and Aadhar
5. Address proof – Voters ID card/Driving License/Passport.

SERVICE LEVEL AGREEMENT (SLA):

As part of your employment, you will be required to sign a Service Level Agreement (?SLA?). The SLA will outline the training that Anthem Biosciences Pvt. Ltd. will impart on you to make you industry ready and the financial implications if you decide to terminate your employment before the completion of the term of the SLA. Please note that the SLA is a legally binding document, and failure to fulfill the terms may result in financial penalties. To accept this offer of employment, please sign and return a copy of this letter, indicating your acceptance, within 7 working days from the date of receipt of this offer letter.

We look forward to welcoming you to our team at Anthem Biosciences Pvt. Ltd. Should you have any questions or require further clarification, please feel free to contact us at charangowda.s@anthembio.com.

Once again, congratulations on your selection, and we are excited about the prospect of working with you.

Please note this Offer of Employment is subject to background verification and pre-employment medical check-up.

Your's faithfully,
For, Anthem Biosciences Pvt Ltd

AUTHORISED SIGNATORY

EMOLUMENT PACKAGE W.E.F

#	Monthly(Rs.)	Yearly(Rs.)
Basic	15000.00	180000.00
HRA	6000.00	72000.00
Bonus	3000.00	36000.00
LTA	0.00	0.00
Other Allowance	3030.00	36360.00
Gross Salary	27030.00	324360.00
Provident Fund	1800.00	21600.00
Gratuity Fund	720.00	8640.00
Canteen	700.00	8400.00
CTC	30250.00	363000.00
Take-Home CTC = (Gross - (PF/ESI + PT+Canteen))		
Other Benefits		

1. **Family Health Insurance Hospitalisation Insurance** coverage for self, spouse and upto 2 children. Coverage ranges from Rs. 1,00,000/- to Rs. 2,00,000/-, depending on size of the family.
2. **Employee Personal Accident Insurance** coverage minimum of Rs.10,00,000/- or 2 times of CTC (whichever amount is higher will be applicable) based on the nature of the accident.

Offer Letter

Vismaya K R

4th Cross, Near Gurdian Angel School,
Vidyanagar, Nanjangud 571301.

Dear Ms/Mrs. Vismaya,

With reference to your job application and subsequent interview you have had with us, we are pleased to offer you the position of Scientist-Trainee for Biologicals in our organization at a CTC of Rs. 363000.00 (Rupees Three Lakh Sixty Three Thousand Rupees zero Paise only).

The current offered position will be for Bommasandra Unit, as you are expected to join duty on 15/11/2023 beyond which the offer would stand withdrawn, unless a new date is mutually agreed upon by us in writing.

Kindly report to Bommasandra Unit for joining formalities along with following documents (Photocopy and Originals):

1. Educational Certificates
2. Passport Size photographs – 6 No's
3. Updated Curriculum Vitae
4. KYC Documents - PAN Card and Aadhar
5. Address proof – Voters ID card/Driving License/Passport.

SERVICE LEVEL AGREEMENT (SLA):

As part of your employment, you will be required to sign a Service Level Agreement (?SLA?). The SLA will outline the training that Anthem Biosciences Pvt. Ltd. will impart on you to make you industry ready and the financial implications if you decide to terminate your employment before the completion of the term of the SLA. Please note that the SLA is a legally binding document, and failure to fulfill the terms may result in financial penalties. To accept this offer of employment, please sign and return a copy of this letter, indicating your acceptance, within 7 working days from the date of receipt of this offer letter.

We look forward to welcoming you to our team at Anthem Biosciences Pvt. Ltd. Should you have any questions or require further clarification, please feel free to contact us at charangowda.s@anthembio.com.

Once again, congratulations on your selection, and we are excited about the prospect of working with you.

Please note this Offer of Employment is subject to background verification and pre-employment medical check-up.

Your's faithfully,
For, Anthem Biosciences Pvt Ltd

AUTHORISED SIGNATORY

EMOLUMENT PACKAGE W.E.F

#	Monthly(Rs.)	Yearly(Rs.)
Basic	15000.00	180000.00
HRA	6000.00	72000.00
Bonus	3000.00	36000.00
LTA	0.00	0.00
Other Allowance	3030.00	36360.00
Gross Salary	27030.00	324360.00
Provident Fund	1800.00	21600.00
Gratuity Fund	720.00	8640.00
Canteen	700.00	8400.00
CTC	30250.00	363000.00
Take-Home CTC = (Gross - (PF/ESI + PT+Canteen))		
Other Benefits		

1. Family Health Insurance Hospitalisation Insurance coverage for self, spouse and upto 2 children. Coverage ranges from Rs. 1,00,000/- to Rs. 2,00,000/-, depending on size of the family.
2. Employee Personal Accident Insurance coverage minimum of Rs.10,00,000/- or 2 times of CTC (whichever amount is higher will be applicable) based on the nature of the accident.

Ref no: HR/23-24/012

Date: 18th Oct 2023

To,
Kavy R
241, Kammanahalli, Bangalore South,
Gottigere, Bangalore - 560083
+91 9620144758
kavyar1907@gmail.com

Subject: Offer Letter

Dear Kavya R,

We invite you to join our team at Fermbox Bio for an exciting journey ahead.

We at Fermbox Bio are committed to building a better tomorrow, through our innovative and sustainable products and services.

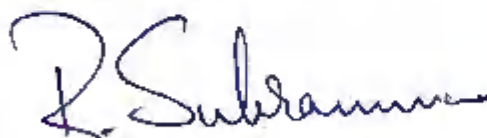
You will join us as our Intern on or before 31st October, 2023 and will be reporting to the Production Head. Internship will be for a period of 3 months and if required it can be extended for a period of 3 months. Internship stipend of INR 25,000 per month will be payable based on working days. Your place of work will be at Bangalore Bioinnovation Centre, Helix Biotech Park, Electronic City Phase I, Bangalore-560100 or at any of our offices as per the business requirement.

Please affix your signature on this letter and the annexure to confirm your acceptance and mail us back a scanned copy.

Look forward to having you on the team.

Best wishes

For Fermbox Bio Pvt Ltd



Authorised Signatory



Fermbox Bio Pvt Ltd

Registered office: Bangalore Bioinnovation Center, Helix Biotech Park, Electronics City Phase I, Bangalore- 560100

Tel : 080-28522280/90 Ext:168 | Email : info@fermbox.bio | CIN: U15400KA2022PTC168696 | www.fermbox.bio



VIDYA SOUDHA GROUP OF INSTITUTIONS

No. 9/1, 1st Main, Peenya 1st Stage,

Near Basaveshwara Bus Station, Bengaluru - 560 058

Ph: 080 2839 1219, 96632 13344, 97418 69445 Email: enquiry@vidyasoudha.edu.in

VSG/HRD/BLR/2023-24

07th November 2023

To,
Mr. Shreyas V,
No. 792, Nanjundaswamy
Complex, 1st Cross,
Sampige Road, K.R Puram,
Hassan.

Dear Mr. Shreyas V,

APPOINTMENT LETTER

With reference to your application, demo and subsequent discussions / interview you had with us, we are pleased to offer you the position of Lecturer in Physics in our Institution on the following terms and conditions:

1. Date of Reporting:

You are required to report for the duty on 08th November, 2023. Kindly report to the Principal at 8.45 am at Vidya Soudha PU College, KIADB, Hassan.

You are advised to complete the joining formalities along with submitting the information as per Para 13 of this appointment letter.



October 10, 2023

Ms. Veena M Kurahatti Desai
Appaji Veerabadrishwar Nagar,
Near Adishakti Colony,
Dharwad - 580003.

Dear Veena,

Sub: Internship Training

This is with reference to your application for Internship in Himalaya.

We are glad to inform that you are offered internship training in our R&D Department for a period of twelve months from October 10, 2023, to October 09, 2024.

During the period, you will be eligible for stipend of Rs.18,000/- (Eighteen Thousand Only) per month.

This internship may be terminated by giving 30 days' notice by either parties.

Please acknowledge receipt of this letter as token of your acceptance.

Regards,

For Himalaya Wellness Company

K.G. Umesh
Director - Human Resources



GURUKULA INTERNATIONAL RESIDENTIAL SCHOOL

Affiliated to CBSE New Delhi : 831190 UDISE : 29210213302

Near Doddamma Temple , Kurubarahalli, Kodigehalli Post, Doddaballapura Tq,

Bengaluru Rural Dist - 561203 Contact : 080 29567779, 9606008625

www.gurukuladbpur.com email: gurukula.irs@gmail.com email: principalgurukuladbpur@gmail.com

Date: 20/04/2023

Offer Letter

Dear Ms. POOJA SURESH.

With reference to your application and subsequent interview and discussion you had with us through campus placement (RIEM). We are pleased to offer you the post of **ENGLISH (TGT)**. You will be paid a salary of Rs. 40,000/- with accommodation.

We look forward to your joining the GURUKULA INTERNATIONAL RESIDENTIAL SCHOOL at the earliest.

Thank you,

Regards,

PRINCIPAL

Appointment Letter From BVK Group of Institutions

Miss Kavyapriya,

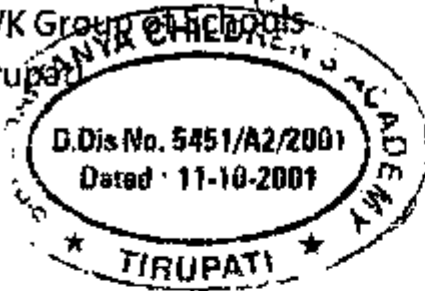
We are hereby pleased to inform you that you are appointed as Vice Principal (dealing only with academics) and English Teacher in our institution based upon your performance in the interview. The salary for this position will be 6 LPA. We hope that you will be glad upon this news and will join us on 25-10-2023. This is really an honor for us to hire such a competent candidate like you in our institute.

We wish you good luck and hope that you will fulfill your duties accordingly.

Best Regards,
Vice- Chairman

B. Akhya

BVK Group of Schools
Tirupati





Joint Vaishya Shiksha Samithi, Mysore (R)
ಮೈಸೂರು ಕಾಲೇಜ್ ಆಫ್ ಇಂಜಿನಿಯರಿಂಗ್ ಆಂಡ್ ಮ್ಯಾನೇಜ್‌ಮೆಂಟ್
Mysore College of Engineering and Management
(Approved by AICTE & Affiliated to VTU, Belagavi)

Date: 27-09-2023

Reg No. MyCEM/APPT/131/2023

To,

Ms. Dhanyashree M N
D/O Nijaguna M N
Muguru, T Narasipura,
Mysore

APPOINTMENT LETTER

Sub: Appointment for the post of Assistant Professor. Reg.

With reference to the interview held on 23rd September 2023, on the recommendation of interview committee, we wish to inform you that you have been appointed for the post of Assistant Professor in the department of Chemistry at MyCEM, Mysore and placed in AICTE, Basic scale of Rs 15,600/- with additional emoluments of Rs. 2400/- on terms and conditions as detailed below:

Terms & conditions

You should report for duty to the principal MyCEM-Mysore, within 7 days of the receipt of this order.

- You are entitled to the salary from the day you report for duty to the Principal.
- You should produce all original certificates for verification (by competent authority) related to:
 - ❖ Proof of Date of Birth
 - ❖ Educational Qualifications
 - ❖ Reserved Category if any
 - ❖ Achievements
 - ❖ Experience Certificate and Relieving order from the previous employer
- You may be required to work beyond working hours as required in case of necessities and emergencies.
- You should not abstain from your work without prior notice and sanction by the competent authority.

Contd..



Jnana Vaahini Shikshana Samsthe, Mysore (R.)

ಮೈಸೂರು ಕಾಲೇಜ್ ಆಫ್ ಇಂಜಿನಿಯರಿಂಗ್ ಅಂಡ್ ಮ್ಯಾನೇಜ್‌ಮೆಂಟ್ Mysore College of Engineering and Management

(Approved by AICTE & Affiliated to VTU, Belagavi)

Ref No. MyCEM/APPT/131/2023

Date: 03-10-2023

To,

Ms. Harshika U
D/O Umesh D S
614, M Block, Kuvempunagar,
Muguru,

APPOINTMENT LETTER

Sub: Appointment for the post of Assistant Professor, Reg.

With reference to the interview held on 13th September 2023, on the recommendation of interview committee, we wish to inform you that you have been appointed for the post of Assistant Professor in the department of Physics at MyCEM, Mysore and placed in AICTE, Basic scale of Rs 15,600/- with additional emoluments of Rs. 2400/- on terms and conditions as detailed below:

Terms & conditions

You should report for duty to the principal MyCEM-Mysore, within 7 days of the receipt of this order.

- You are entitled to the salary from the day you report for duty to the Principal.
- You should produce all original certificates for verification (by competent authority) related to:
 - ❖ Proof of Date of Birth
 - ❖ Educational Qualifications
 - ❖ Reserved Category if any
 - ❖ Achievements
 - ❖ Experience Certificate and Relieving order from the previous employer
- You may be required to work beyond working hours as required in case of necessities and emergencies.
- You should not abstain from your work without prior notice and sanction by the competent authority.

Contd..

Offer Letter--Private & Confidential

Oct 8-2022

Mr. AMARESHA K
RAICHUR
UTAKANURU, TADAKAL, MANYI
RAICHUR, KARNATAKA -584135

Dear AMARESHA K

SI-Infotech is pleased to offer you the position of Graphic Designer. You are expected to join us on 14/10/2022

The annual compensation package (CTC) is Rs.3,30,000 as per the Annexure-I. This compensation package is structured in accordance to the Company's policy. Your employment will be governed by the rules, regulations and policies of the Company.

We look forward to having a long-term relationship with you.

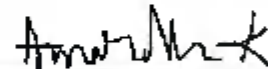
Best regards,
SI-Infotech



Shruthi K
Executive Director & HR Head

Declaration

I AMARESHA K do declare that I have fully read & accepted the terms and conditions & do hereby accept the said offer letter.



Candidate Signature

Offer Letter–Private & Confidential

04-Sep-23

Ms.Prarthana Parvathi

Madkeri, Kodagu District
madkeri . Karnataka - 584101

Dear Prarthana Parvathi

Flatworld Solutions Pvt Ltd is pleased to offer you the position of **Graphic Designer**. You are expected to join us on **06-Sep-23**

The annual compensation package (CTC) is **Rs.3,30,000** as per the Annexure-I. This compensation package is structured in accordance to the Company's policy. Your employment will be governed by the rules, regulations and policies of the Company.

We look forward to having a long-term relationship with you.

Best regards,

For Flatworld Solutions Pvt.Ltd



Israel Paul
Executive Director & HR Head

Declaration

I Prarthana Parvathi do declare that I have fully read & accepted the terms and conditions & do hereby accept the said offer letter.

Prarthana Parvathi

Candidate Signature

Offer Letter–Private & Confidential

Oct 8-2022

Ms. LATHA M
2073 SHAMAF RAMAIAH ROAD,
RAMANAGARA, KANAKAPURA- 562159

Dear LATHA M

SI-Infotech is pleased to offer you the position of **Graphic Designer**. You are expected to join us on **14/10/2022**

The annual compensation package (CTC) is **Rs.3,30,000** as per the **Annexure-I**. This compensation package is structured in accordance to the Company's policy. Your employment will be governed by the rules, regulations and policies of the Company.

We look forward to having a long-term relationship with you.

Best regards,
SI-Infotech

Shruthi K

Shruthi K
Executive Director & HR Head

Declaration

I LATHA M do declare that I have fully read & accepted the terms and conditions & do hereby accept the said offer letter.


Candidate Signature





Offer Letter–Private & Confidential

Oct 8-2022

Mr. ABHISHEK
VIDHYANAGAR, BYNDOOR, KUNDAPURA
KUNDAPURA , KARNATAKA - 581113

Dear ABHISHEK

SI-Infotech is pleased to offer you the position of **Graphic Designer**. You are expected to join us on **14/10/2022**

The annual compensation package (CTC) is **Rs.3,30,000** as per the **Annexure-I**. This compensation package is structured in accordance to the Company's policy. Your employment will be governed by the rules, regulations and policies of the Company.

We look forward to having a long-term relationship with you.

Best regards,
SI-Infotech

Shruthi K

Shruthi K
Executive Director & HR Head

Declaration

I ABHISHEK do declare that I have fully read & accepted the terms and conditions & do hereby accept the said offer letter.

Abhishek

Candidate Signature



Offer Letter—Private & Confidential

04-Sep-23

Mr.Venkatesh GT
Beekannahalli,Chikmagalur
Chikmagalur, Karnataka - 577102

Dear Venkatesh GT

Flatworld Solutions Pvt Ltd is pleased to offer you the position of **Graphic Designer**. You are expected to join us on **06-Sep-23**

The annual compensation package (CTC) is **Rs.3,30,000** as per the **Annexure-1**. This compensation package is structured in accordance to the Company's policy. Your employment will be governed by the rules, regulations and policies of the Company.

We look forward to having a long-term relationship with you.

Best regards,

For Flatworld Solutions Pvt.Ltd



Israel Paul
Executive Director & HR Head

Declaration

I Venkatesh GT do declare that I have fully read & accepted the terms and conditions & do hereby accept the said offer letter.



Candidate Signature

Offer Letter—Private & Confidential

04-Sep-23

Mr.Vinayaka Byallii

Raidhur

Raidhur , Karnataka - 584101

Dear Vinayaka Byallii

Flatworld Solutions Pvt Ltd is pleased to offer you the position of **Graphic Designer**. You are expected to join us on **06-Sep-23**

The annual compensation package (CTC) is **Rs.3,30,000** as per the **Annexure-I**. This compensation package is structured in accordance to the Company's policy. Your employment will be governed by the rules, regulations and policies of the Company.

We look forward to having a long-term relationship with you.

Best regards,

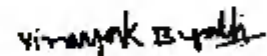
For Flatworld Solutions Pvt.Ltd



Israel Paul
Executive Director & HR Head

Declaration

I Vinayaka Byallii do declare that I have fully read & accepted the terms and conditions & do hereby accept the said offer letter.



Candidate Signature



November 03, 2023
Hyderabad

Internship Offer Letter

Dear Mr. V Manoj Gowda,

We are pleased to inform that you have been selected as an intern for the role of **Business Development Associate** at **NxtWave Disruptive Technologies Private Limited**.

Following are the details of the Internship:

1. The internship will start on **November 07, 2023** and is expected to end on **January 06, 2024**.
2. During the internship, you will receive your compensation of **Rs. 15000/- per month** out of which **Rs. 13500/-** shall be your in-hand amount and **Rs. 1500/-** shall be deducted as TDS.
3. The deducted amount can be claimed after the completion of the financial year by filing your **Income Tax Returns**.
4. This offer is subject to policies, terms and conditions of the Company.

We look forward to working with you. To show your acceptance to this offer, please sign this letter.

For **NxtWave Disruptive Technologies Private Limited**

Anupam Pedarla

(Anupam Pedarla)
Wholetime Director

INTERNSHIP ACCEPTANCE

I accept the Internship offer from the company under the terms set forth in this letter:

Intern Name:

Date:

Intern Signature:

Registered Address

Sy nos. 115/22, 115/23, 115/25, Plot no. 30;
Brigade Towers, East Wing, Ground Floor,
Nanakramguda, Serilingampally, Hyderabad,
Telangana-500032, India

hr@nxtwave.tech

INTERNSHIP TERMS & CONDITIONS

1. I accept the internship, which has been awarded to me by NxtWave Disruptive Technologies Private Limited and I understand the following:
 - a. After the successful completion of the internship duration, I will be inducted as an employee based on my performance and the compensation payable (i.e., CTC) to me is **Rs. 360000/- per annum.**
 - b. Joining bonus of **Rs. 15000/-** will be paid on successful completion of the first working month of my employment (i.e. one month after my internship completion).
 - c. I will not be entitled to receive the Compensation if I get relieved from the Company anytime during the training & takeoff period (within the first 30 days).
 - d. NxtWave Disruptive Technologies Private Limited will pay me for my internship as in the offer letter; all expenses, including the personal insurance and accommodation, as well as all living expenses except the travel expenses for clients meetings, will be borne by me
 - e. While working at NxtWave Disruptive Technologies Private Limited, I will not be considered as an official or a staff member. However, I understand that I am expected to fulfill my working obligations like any other NxtWave Disruptive Technologies Private Limited official and will follow the working hours of NxtWave Disruptive Technologies Private Limited.
 - f. I will accrue leave at a rate of one per month. Subject to prior approval by my supervisor, this leave may be taken at any time during the internship. Leave accrued and not taken at the end of the internship will be considered forfeited.
 - g. Internship compensation for a month will be paid on or before the 7th day of the succeeding month. This agreed compensation is subject to the applicable taxes.
 - h. Any leave request has to be sent to the concerned people at least one week in advance. The leave application process will be communicated to the intern by the HR Department during the Onboarding process.
 - i. I will provide notice to my supervisor or other official designated by him/her of any illness or other unavoidable circumstances that might prevent me from attending work or completing my internship.

Offer Letter--Private & Confidential

04-Sep-23

Mr. Shivraj B V

Beekannahalli,Chikmagalur
Chikmagalur, Karnataka - 577102

Dear Shivraj B V,

Flatworld Solutions Pvt Ltd is pleased to offer you the position of **Graphic Designer**. You are expected to join us on **06-Sep-23**

The annual compensation package (CTC) is **Rs.3,30,000** as per the **Annexure-I**. This compensation package is structured in accordance to the Company's policy. Your employment will be governed by the rules, regulations and policies of the Company.

We look forward to having a long-term relationship with you.

Best regards,

For Flatworld Solutions Pvt.Ltd



Israel Paul
Executive Director & HR Head

Declaration

I Shivraj B V do declare that I have fully read & accepted the terms and conditions & do hereby accept the said offer letter.



Candidate Signature

06 MEDICAL POLICY, PROVIDENT FUND & GRATUITY

You are covered under Group Medical Policy. Medical Insurance policy is for self, spouse and two dependant children up to **INR 300,000** per annum. You also have the option of availing Flatworld Solutions negotiated rates to cover your parents or your parents-in-law under a separate Insurance plan of **INR 2,00,000** sum insured. The entire premium for this will have to be borne by you. This plan allows for coverage of pre-existing ailments.

You are obligated to join our Provident Fund Scheme, on the 1st day of the month after the date of joining. Contributions to your Provident Fund, both Employer and Employee share, will be made as per the provisions of the Central Provident Fund Act.

Gratuity is payable upon separation as per the Payment of Gratuity Act 1972, subject to completion of five years of employment with the company.

07 NOTICE PERIOD

An employee will be required to give either 60 days notice or 60 days salary thereof, in case you decide to leave our service. The choice of either option shall always be subjected to company's discretion and acceptance. Similarly, the company can terminate your services by giving 60 days' notice or salary thereof at the sole discretion of the company. If performance is substandard to the agreed term, then a maximum of 30 days' notice will apply. Employees below managerial cadre are expected to serve minimum 60 days and managers & above including those with 'underwriting' roles are expected to serve 90 days of notice.

08 VALUES AND ETHICAL STANDARDS

The company has developed guiding values and expects you to ensure they are an integral part of the way you, and those who report to you, carry out responsibilities within the company.

The company provides a challenging and healthy work environment. We trust it will be possible for you to develop and enhance your capabilities in the company.

We welcome you to our organization and look forward to a long-term relationship with you.

ACKNOWLEDGED AND AGREED:



Shivraj B V

Date: 04-Sep-23



Annexure I

SALARY STRUCTURE		
Name	Shivraj B V	
Designation	Graphic Designer	
Salary components	2023 – 2024	
	Monthly (INR)	Annual (INR)
Basic Salary	17000.00	204000.00
House Rent Allowance	2550.00	30600.00
Conveyance Allowance	0.00	0.00
Leave Travel Allowance	0.00	0.00
Medical Allowance	0.00	0.00
Statutory Allowance	583.00	7000.00
Special Allowance	1254.00	15048.00
Annual Gross Compensation (A)	21387.00	256648.00
Variable Pay*(B)	2750.00	33000.00
Annual Total Compensation (A+B)	24137.00	289648.00
Retirals & Benefits (C)		
PF Employer Contribution (12% of Basic Pay)	2040.00	24480.00
Gratuity (4.81% of Basic Pay)	818.00	9812.00
ESI (3.25% Employer Contribution)	0.00	0.00
Company's contribution towards benefits (Medical, Accident and Life Insurance)	505.00	6060.00
Annual Total Remuneration (A+B+C)	27500.00	330000.00

Note: Any changes proposed by the government during the fiscal may impact the take home salary, but CTC will remain unchanged

Shivraj B.V

Candidate Signature



18 (S) 3

10/19/22, 3:22 PM

https://wipro.icims.com/forms?module=Forms&action=showForm&view=htm&form=WILP_Enrollment_Letter_Template_2022&us...



October 19, 2022

Welcome to Wipro's Work Integrated Learning Program ("WILP")

Work Integrated Learning Programme
Wipro Limited, Dodda Kannelli
Sarjapur Road, Bengaluru - 560 035.
Phone: (080) 28440011/12, Fax: (080) 28440256

Dear Manju Natha sk,

Sub: Enrolment letter to Wipro's Work Integrated Learning Program ("WILP") as Scholar Trainee – Work Integrated Learning Program

Welcome to WILP!

With reference to your application, it is our pleasure to enroll you as a Scholar Trainee – Work Integrated Learning Program. This is a scholarship program customized as a robust academic and training program which will enable you to obtain M-Tech degree from one of the premier engineering institution / University in India.

The duration of the academic program shall be 48 months from the **date of enrolment to the academic program**. You will be enrolled into the academic program within 12 months from date of joining. Your date of joining will be intimated through a separate communication.

We hope you enjoy the learning with WILP and have an enriching experience being a part of Wipro Limited ("Wipro or "Company").

Please read through the terms and conditions of your enrolment as provided below.

We look forward to having a long and fruitful relationship with you at WILP, Wish you all the best!

Yours sincerely,
For Wipro Limited,

Aparna Shailen
General Manager - Human Resources

Endorsement

I accept the enrolment and the terms and conditions thereof as specified below. I shall report for undergoing study on
Terms & Conditions of Scholarship

1. PROFILE:

You have been selected to be a part of Wipro's WILP and are enrolled as a Scholar Trainee- Work Integrated Learning Program. Upon joining WILP, you will have to undergo a "Project Readiness Program" ('PRP') that prepares you to

10/19/22, 3:22 PM

https://wipro.icims.com/forms?module=Forms&action=showForm&view=htm&form=WILP_Enrollment_Letter_Template_2022&us...

participate in projects at the Company as part of this learning program. This robust academic program will also enable you to obtain **M-Tech degree from one of the premier engineering Institution / University** upon successful completion of the course.

2. DURATION:

The duration of your academic program will be for a period of 48 months from the date of enrolment to the academic program. You will be enrolled into the academic program within 12 months from date of joining. Unless the Company extends the period of your study in writing, which is done solely at the discretion of the Company, your enrolment would automatically terminate at the end of the stated 48 months.

In case the Company extends the academic period (in writing) you will continue to be enrolled as a Scholar Trainee – Work Integrated Learning Program with WILP.

3. Appointment details:

We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

4. Scholarship/Stipend and Benefits

During your period of enrolment, you would be entitled to a consolidated monthly scholarship.

Apart from the monthly scholarship, the Company will provide you with life & accidental insurance that would include a cover for you, the premium / cost will be taken care of by Wipro. This is a voluntary benefit offered by the Company and the details of the same are listed below.

- i. A Group Personal Accident Insurance (GPAI) coverage of **Rs.12,00,000/-**. You could also choose to get additional coverage for a nominal and highly negotiated premium. More details on the policy are available in My Policies section in myWipro, the HR portal at Wipro.
- ii. Group Life Insurance coverage of **Rs.14, 00,000/-**. This sum insured is inclusive of cover as per EDLI (Employee Deposit Linked Insurance). You can also get an extra coverage for a nominal and highly negotiated premium. More details on the policy are available on My Policies Section in myWipro, the HR portal at Wipro.

In addition to the above, you are also eligible for medical insurance cover towards hospitalization.

You are eligible for a floater coverage of **Rs.2,00,000/-** per annum for family (self, spouse & children) towards hospitalization. There will be a deduction from your monthly scholarship/stipend depending on your marital/family status towards the base sum insured premium. 10% of the claim amount would need to be borne by the employee/Scholar trainee.

Base Medical insurance is to be availed by the employee as default. It is accounted for in deductions as a nominal monthly charge. Top-Up cover is voluntary and charged as applicable during renewal timelines.

If you wish to enhance the coverage, a top up cover option is also available for a highly negotiated premium. More details on the policy are available on My Policies Section in myWipro, the HR portal at Wipro.

The below table lists down your scholarship details:

Period	Scholarship	ESI	Consolidated Scholarship (Rs. Per Month)
First year	15000	488	15,488/- (*)
Second year	17000	553	17,553/- (*)
Third year	19000	618	19,618/- (*)
Fourth year	23000	0	23,000/- (*)

WIPRO

July 12, 2022

Welcome to Wipro's Work Integrated Learning Program ("WILP")

Work Integrated Learning Programme
Wipro Limited, Dodda Kannelli
Sarjapur Road, Bengaluru - 560 035.
Phone: (080) 28440011/12, Fax: (080) 28440256

Dear Manoj DN,

Sub: Enrolment letter to Wipro's Work Integrated Learning Program ("WILP") as Scholar Trainee – Work Integrated Learning Program

Welcome to WILP!

With reference to your application, it is our pleasure to enroll you as a Scholar Trainee – Work Integrated Learning Program. This is a scholarship program customized as a robust academic and training program which will enable you to obtain M-Tech degree from one of the premier engineering institution / University in India.

The duration of the academic program shall be 48 months from the **date of enrolment to the academic program**. You will be enrolled into the academic program within 12 months from date of joining. Your date of joining will be intimated through a separate communication.

We hope you enjoy the learning with WILP and have an enriching experience being a part of Wipro Limited ("Wipro or "Company").

Please read through the terms and conditions of your enrolment as provided below.

We look forward to having a long and fruitful relationship with you at WILP, Wish you all the best!

Yours sincerely,
For Wipro Limited,

Aparna Shailen
General Manager - Human Resources

Endorsement

I accept the enrolment and the terms and conditions thereof as specified below. I shall report for undergoing study on

Terms & Conditions of Scholarship

1. PROFILE:

You have been selected to be a part of Wipro's WILP and are enrolled as a Scholar Trainee- Work Integrated Learning Program. Upon joining WILP, you will have to undergo a "Project Readiness Program" ("PRP") that prepares you to participate in projects at the Company as part of this learning program. This robust academic program will also enable you to obtain **M-Tech degree from one of the premier engineering Institution / University** upon successful completion of the course.

2. DURATION:

The duration of your academic program will be for a period of 48 months from the date of enrolment to the academic program. You will be enrolled into the academic program within 12 months from date of joining. Unless the Company extends the period of your study in writing, which is done solely at the discretion of the Company, your enrolment would automatically terminate at the end of the stated 48 months.

In case the Company extends the academic period (in writing) you will continue to be enrolled as a Scholar Trainee – Work Integrated Learning Program with WILP.

3. Appointment details:

We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

4. Scholarship/Stipend and Benefits

During your period of enrolment, you would be entitled to a consolidated monthly scholarship.

Apart from the monthly scholarship, the Company will provide you with life & accidental insurance that would include a cover for you, the premium / cost will be taken care of by Wipro. This is a voluntary benefit offered by the Company and the details of the same are listed below.

- i. A Group Personal Accident Insurance (GPAI) coverage of **Rs.12,00,000/-**. You could also choose to get additional coverage for a nominal and highly negotiated premium. More details on the policy are available in My Policies section in myWipro, the HR portal at Wipro.
- ii. Group Life Insurance coverage of **Rs.14, 00,000/-**. This sum insured is inclusive of cover as per EDLI (Employee Deposit Linked Insurance). You can also get an extra coverage for a nominal and highly negotiated premium. More details on the policy are available on My Policies Section in myWipro, the HR portal at Wipro.

In addition to the above, you are also eligible for medical insurance cover towards hospitalization.

You are eligible for a floater coverage of Rs.2,00,000/- per annum for family (self, spouse & children) towards hospitalization. There will be a deduction from your monthly scholarship/stipend depending on your marital/family status towards the base sum insured premium. 10% of the claim amount would need to be borne by the employee/Scholar trainee.

Base Medical insurance is to be availed by the employee as default. It is accounted for in deductions as a nominal monthly charge. Top-Up cover is voluntary and charged as applicable during renewal timelines.

If you wish to enhance the coverage, a top up cover option is also available for a highly negotiated premium. More details on the policy are available on My Policies Section in myWipro, the HR portal at Wipro.

The below table lists down your scholarship details:

Period	Scholarship	ESI	Consolidated Scholarship (Rs. Per Month)
First year	15000	488	15,488/- (*)
Second year	17000	553	17,553/- (*)
Third year	19000	618	19,618/- (*)
Fourth year	23000	0	23,000/- (*)

(*) You shall be responsible for payment of all statutory contributions, taxes, dues and levies as may be required under the relevant laws including contributions under Employees' State Insurance Corporation Act (at 0.75% of your Scholarship) as and when applicable to you. Such contributions, taxes, dues and levies where required, shall be deducted from your Scholarship and benefits according to applicable laws and regulations.

Your fourth-year scholarship will continue until completion of your M-Tech program. Your enrolment into the M-Tech academic program within 12 months from date of joining.



Provisional Offer : BUSINESS PROCESS SERVICES
Ref: TCSL/DT20223601263/Bangalore/BPS/BTN
Date:07/12/2022

Dear Mr. Naveen S S,

Sub: Letter of Provisional Offer and Terms of Employment.

Thank you for exploring opportunities with **Tata Consultancy Services Limited(TCSL)**. You have successfully completed our initial selection process and we are pleased to make you a provisional offer of Traineeship.

You have been selected for a twelve month traineeship program at grade BPOS. You will receive a fixed monthly stipend during your internship. Your stipend amount will be decided on the basis of joining location and the process in which you will get allocation. The same will be communicated to you along with the detailed offer letter.

Kindly confirm your acceptance on the traineeship offered by signing Annexure 1. If not accepted within 30 days of receipt, this offer of traineeship is liable to lapse at the discretion of the Company.

This is a provisional offer of traineeship and should not be construed as an Offer of Employment from TCSL. A detailed offer of traineeship will follow within 7 days from completion of all documentation formalities and your aforesaid acceptance on this provisional offer. The Offer of traineeship will be made to you provided this - opportunity continues to be available with TCSL.

Your traineeship with TCS is subject to your being declared medically fit and retaining that fitness during the tenure in the company and your Background / Reference check being favourable and acceptable to the Company.

On joining and successful completion of all Joining formalities including the back ground verification, you will be issued a Letter of Appointment by TCSL.

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time.

Private and Confidential
TCSL/DT20223601263

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited
No 42, Think Campus, Electronic City phase II, Bangalore - 560 100, Karnataka India
Ph.: +91 80 6724 2000 Fax 91 89 2252 1910 E.mail: corporate.office@tcs.com, Website: http://www.tcs.com
Registered Office: 5th Floor, Nirmal Building, Nariman Point, Mumbai 400 021
Corporate Identification No. (CIN): L22210MH1995PLC034781

1



Please also note, TCS BPS provides company transport facility within a pre-defined radius for each location as defined in the company transport policy. Those living beyond these boundaries would be required to make their own arrangements to reach the nearest location convenient to them from where they can be picked up or dropped.

Yours Sincerely,

For Tata Consultancy Services Limited.

Girish V. Nandimath
Global Head Talent Acquisition & AIP



[Click Here](#) or use a QR code scanner from your mobile to validate the offer letter

ANNEXURE 1

For the candidate to complete:

This is to confirm that I have received & hereby accept the Provisional Letter of Traineeship Ref No TCSL/DT20223601263/Bangalore/BPS/BTN on _____(DD/MMM/YYYY).

Signature:

Name:

Date:

Private and Confidential
TCSL/DT20223601263

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited
No 42, Think Campus, Electronic City phase II, Bangalore - 560 100, Karnataka India
Ph.: +91 80 6724 2000 Fax 91 80 2052 1910 E-mail: corporate_office@tcs.com, Website: http://www.tcs.com
Registered Office: 9th Floor, Narmal Building, Nariman Point, Mumbai 400 021
Corporate Identification No. (CIN): L22210MH1995PLC084781



HRD/2T/23-24/1006900085

October 16, 2023

Mr. Nishanth Gowda G
Candidate ID: 1006900085
#11, JALPURI POLICE QUARTERS
NEAR SP OFFICE
Mysore-570019
India
Ph No : +91-7483148744

Dear Nishanth Gowda,

Congratulations! We are delighted to make you a Training offer as **Process Trainee** and your role is **Process Trainee**.

Here are the terms and conditions of our Training offer:

1. Definitions

The following terms shall have the following meanings for the purpose of this Training offer ('Offer Letter' hereinafter).

'Affiliates' means any entity that controls, is controlled by, or is under common control with the Company.

'Company' refers to Infosys BPM Limited.

'Control' means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.

'Training' shall mean and include all the training that shall be imparted to you on joining the Company.

2. Joining

Your scheduled date of joining the Training of the Company will be **23-October-2023**.

3. Location

Your location for Training is **MYSORE, KARNATAKA, India**.

You may be asked to relocate to any of our development centers, units, departments or the offices of our Affiliates and/or the offices of our customers, depending on business requirements. In such an event, your stipend and any other benefits shall be determined in accordance with the relevant policies of the Company in that work location.

Please be advised that you, by accepting this Offer Letter, hereby give your irrevocable consent to the above.



HL/Off/Jigani Unit 1/KP/2023-2024
Mr. Karthik Dev P
S/O Prabhuswamy D,M C Talalu Post Saraguru Hobli,
H D Kote Taluku, Chikkabargi,
Mysore
Karnataka
IN
571121

09/12/2023

Dear Karthik Dev,

With reference to your application for employment and the subsequent discussion you had with us, we are pleased to offer you the position of PG Trainee at our Jigani Unit 1 located at 82/A, KIADB Indl. Area, BANGALORE-560105, INDIA on the following terms and conditions:

1. Your total fixed emoluments will be Rs. 2,85,000 per annum (all inclusive).
2. Your appointment will be subject to your medical fitness duly certified by the company referred Medical Officer and on the verification of your certificates/ testimonials.
3. You will join our services as early as possible but not later than 11/12/2023.
4. The detailed letter of appointment giving break-up of your salary and the description of your service conditions will be issued to you on your joining our services.
5. Your engagement on training will be for a period of 12 Month from the date you will start reporting at our office and thereafter depending upon your performance, you may be taken on probation.
6. Subsequently upon confirmation, if you are desirous of leaving our services, or if your services are terminated by the Company, the same shall be done by serving 90 days' notice or payment in lieu thereof, on either side.

Kindly sign and return the duplicate copy of this letter in token of your acceptance of the said offer and terms thereof.

Yours faithfully,
For Hikal Limited

Sanchit Sinha
Senior General Manager – Corporate HR

Agreed & Accepted
Karthik Dev P
Date:

Hikal Ltd.

Admin. Office: Great Eastern Chambers, Sector 11, CBD Belapur, Navi Mumbai - 400 614, India. Tel.: +91-22-3097 3100. Fax: +91-22-2757 4277

Regd. Office: 717, Maker Chamber - 5, Nariman Point, Mumbai - 400 021, India. Tel.: +91-22-3926 7100, +91-22-6277 0477. Fax: +91-22-2283 3913

www.hikal.com Info@hikal.com CIN: L24200MH 1 988PTC048028



HL/Off/Jigani Unit 1/MB/2023-2024
Mr. Manoj B S
S/O Shanmukhaswamy B S,Gundlupete Taluk,
Bettadamadahalli Village,Raghavapura,
Chamrajnagar
Karnataka
IN
571109

12/12/2023

Dear **Manoj**,

With reference to your application for employment and the subsequent discussion you had with us, we are pleased to offer you the position of PG Trainee at our **Jigani Unit 1** located at **82/A, KIADB Indl. Area, BANGALORE-560105, INDIA** on the following terms and conditions:

1. Your total fixed emoluments will be **Rs. 2,85,000** per annum (all inclusive).
2. Your appointment will be subject to your medical fitness duly certified by the company referred Medical Officer and on the verification of your certificates/ testimonials.
3. You will join our services as early as possible but not later than **18/12/2023**.
4. The detailed letter of appointment giving break-up of your salary and the description of your service conditions will be issued to you on your joining our services.
5. Your engagement on training will be for a period of **12 Month** from the date you will start reporting at our office and thereafter depending upon your performance, you may be taken on probation.
6. Subsequently upon confirmation, if you are desirous of leaving our services, or if your services are terminated by the Company, the same shall be done by serving **90 days'** notice or payment in lieu thereof, on either side.

Kindly sign and return the duplicate copy of this letter in token of your acceptance of the said offer and terms thereof.

Yours faithfully,
For Hikal Limited

Sanchit Sinha
Senior General Manager – Corporate HR

Agreed & Accepted
Manoj B S
Date:

Hikal Ltd.

Admin. Office: Great Eastern Chambers, Sector 11, CBD Belapur, Navi Mumbai - 400 614, India. Tel.: +91-22-3097 3100. Fax: +91-22-2757 4277

Regd. Office: 717, Maker Chamber - 5, Nariman Point, Mumbai - 400 021, India. Tel.: +91-22-3926 7100, +91-22-6277 0477. Fax: +91-22-2283 3913

www.hikal.com Info@hikal.com CIN: L24200MH 1 988PTC048028



MANONMANIAM SUNDARANAR UNIVERSITY

Reaccredited with 'A' Grade by NAAC (3rd Cycle)

CENTRE FOR RESEARCH

ABISHEKAPATTI, TIRUNELVELI – 627 012, TAMILNADU, INDIA

Phone : 0462 - 2333741, 9487907000, Intercom: 2563073, Mail: cfrmsu@msuniv.ac.in, web: msuniv.ac.in



DR. G.BALASUBRAMANIA RAJA

Director

REF : MSU/RES/Admn/July 2022 Session

Date : December 13, 2022

Ph.D. Programme Commencement Order

To

MAALYA S JAYAN
Sunitha Bhavan, Porunthamon, Pulimathpo
Thiruvananthapuram, Kerala, Pincode - 695612
Mobile No. : 8593944944, Email ID : maalya98@gmail.com



Sir/Madam,

Sub: Registration for doing Ph.D., programme - Date of Commencement of Research work - Intimation - reg.
Ref: Counselling attended by the candidate for July 2022 session.

With reference to the above, you are provisionally registered for Ph.D., Programme as detailed below :

Name of the Scholar	MAALYA S JAYAN
Registration No.	22211174012011
Discipline	English
Gender & Community	Female & BC
Nationality	Indian
PWD Status	Not Applicable
Admission Based On	PG
Mode	FULL TIME
Research Centre	Rani Anna Government College for Women, Gandhi Nagar, Tirunelveli
Name of the Supervisor with Address	Dr. T. Mangayarkarasi, Assistant Professor Department of English, Rani Anna Government College for Women, Gandhi Nagar, Tirunelveli, 627008 Mobile No. : 9791225574, Email ID : tmangai09@gmail.com
Name of the Co-Supervisor with Address	NIL
Doctoral Committee Members	1. DR R SELVI, ASSOCIATE PROFESSOR OF ENGLISH, SARAH TUCKER COLLEGE, PERUMALPURAM, TN-7, Mobile No. : 9842172094, Email ID : selviarul09@yahoo.com 2. DR B BENESON THILAGAR CHRISTE DOSS, ASSOCIATE PROFESSOR OF ENGLISH, ST. JOHN'S COLLEGE, PALAYAMKOTTAI, TN -2 Mobile No. : 9366700261, Email ID : godisgood1968@gmail.com
Proposed Title	A Post Colonial Reading of Amitav Ghosh's Fiction
Date of Commencement	13.12.2022 (Fees: Rs. 9000 , Pay ID: 16393013361 , Dt: 13.12.2022)

ASSISTANT

SUPERINTENDENT

ASSISTANT REGISTRAR

DIRECTOR

Copy To : Supervisor, Co-Supervisor (if applicable) / Research Centre / Doctoral Committee Members

KSL/P/0180/2022-2023

16th June, 2022

Mr. Deepu S V
S/O Venkatesh S
7th Ward, Ganiga Street
Kalikambha Temple Road
Saragur Town, Pin-571121
H D Kote Tq.
Myore Dist.

Sir,

SUB: APPOINTMENT AS 'BUSINESS ASSOCIATE' ON CONTRACT BASIS
Ref: Your application dated 14-06-2022

We are pleased to inform that you have been appointed as 'Business Associate' of the company on contract basis, on the following terms and conditions.

1. A consolidated fixed remuneration of **INR 17000** per month + **INR 500** per month as mobile reimbursement. Applicable Income Tax, Professional Tax and Social Security Benefits (PF/ESIC/Maternity/Gratuity/if any) will be deducted from the fixed remuneration.
2. Period of Contract will be initially for **One Year** and terminable at one month notice from either side, without any severance pay, etc. in whatsoever manner. However, Company can waive/reduce the notice period upon Special and valid request by the Business Associate. Contract will be examined for renewal, subject to satisfactory performance. You are expected to achieve a minimum assigned target, which in case of non-achievement shall lead to termination of services. The performance will be assessed /decided by Sales and Marketing – Head and or Chief Executive (Refer the Code of Conduct for details).
3. Present place of deputation will be at **Karnataka Bank Limited, Heggadadevanakote Branch, at No.5184, Ranga Iyengar Layout, Heggadadevanakote-571114** and transferable as per the requirements of the company.
4. **Leave facilities:** As per the prevailing Leave policy of the Company. You are eligible for PL and SL on a prorata basis from the date of joining. (Refer the Code of Conduct for details)
5. You are not entitled for receiving any Profit Linked Incentive/ Ex-gratia. However, business incentives may be provided if you excel in allocated area and the incentive structure changes from time to time.
6. You will be assigned work by and will be reporting to **Sales and Marketing– Head, KSL**. You will seek guidance from her/him and carry out any initiatives/ works entrusted from time to time.
7. During your period of contract, you shall not engage in any other work or carry out any other assignment except with the written permission of the KSL.



8. You shall maintain absolute integrity, honesty, sincerity, and devotion to duties; shall act in a courteous manner in performance of duties; shall act in a professional manner and as a smart Marketing Personnel; remain committed to protect the interest through legitimate and sustainable business. It is expected that your conduct shall not be malice/ill-motivated/grossly negligent/willful disobedience in performance of your duties.
9. You are required to observe strict secrecy in respect to all the transactions of the company and Parent Company with its customers and in matters relating thereto and you shall not reveal any of the matters which may come to your knowledge in the discharge of your duties except when required to do so by the Management or the Court of law.
10. It is necessary that you shall not have any personal financial obligation towards the customers, bank staff, etc. Acceptance of gift articles, jewelries, coins of precious metal, electronic items, clothes, gift cards etc. or any other favor of monetary value from them shall be completely avoided.
11. In case at any time, this appointment is found to be secured by means of misrepresentation, your appointment is liable to be terminated/cancelled without any prior notice.
12. Detailed Key Result Areas (KRAs) pertaining to your role will be communicated in due course.
13. Relieving cum Experience certificate from your present employer (if applicable) should be submitted while joining duty.
14. The terms and conditions of this appointment offer are confidential.
15. The Code of Conduct, herein signed along with the Appointment Letter, details the above-mentioned clauses.


If the terms and conditions mentioned above are acceptable to you, you are requested to sign and return the duplicate copy of this appointment offer immediately to us. **Please report to duty on or before 30- June-2022 at your assigned location.** In case you do not report for duty on or before **30- June -2022.**, this offer stands withdrawn and cancelled.

Please do submit your duty reporting letter to the H R Head.

We wish you all the best in your new role.

Yours Faithfully,

For **KBL SERVICES LTD.**


Manjunatha Bhat B K
Chief Executive

I accept the appointment offer and conditions mentioned above.

Signature & Date

OR/316/2023-24



Regd. Office : Hafeeza Chambers, No. 111/3 (old No.74),
3rd RFloor, A-Wing, K H Road, Bengaluru -560027
Ph : +918041212452 / 41251494
Email : info@kblservices.in
CIN : U74900KA2020PLC135108

Ref. No. KSL/P/0188/2023-24

16th June 2023

Mr. Deepu S V
Emp Code: KSL0188
Designation: Business Associate
Present HQ: KBL-Heggadadevanakote Branch

Sir,

Sub: Continuation of your service in the company
Ref:1) Your Appointment letter KSL/P/0180/2022 dated 16th June 2022
2) Your request letter dated 16th June 2023

With reference to the above, your services as Business Associate in the company is continued as per your request for a further period of one year on contract basis from 16th June 2023.

There is no change in the location of deputation. However, you are transferable as per the requirements of the company. Incase no communication is issued by us regarding continuation, the contract will end on 15th June 2024.

All other terms and conditions of the appointment letter referred above remain unaltered.

We wish you all the best.

Yours Faithfully,


Manjunatha Bhat B K
Chief Executive Officer



CC to: The Branch Head: KBL-Heggadadevanakote,
for information.

I accept the terms and conditions of the offer mentioned above.

Signature & Date

**BE YOURSELF,
MAKE A DIFFERENCE.**

accenture

27-Jun-2023

C8068825



**For Accenture use only*

CHARAN P R

S/O Radhakrishna P M, Patte House, Ulluguli village, Gaddhehala post, Suntikoppa town, Somwarpet taluk

Management Level - 13

Sublevel - 3

Job Profile - Business Operations New Associate

Job Family Group - Service Delivery

Business Deal - Non Contact Center

Dear **CHARAN**,

Based on our recent discussions with you, we are pleased to extend you an offer to join Accenture Solutions Private Ltd (hereinafter referred to as 'the Company') in **Bengaluru**, India as per the below terms and conditions:

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' (Annexure 2) effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this offer.

This offer is contingent upon successful completion of your current degree, awarded in the current academic year. You are required to produce the original pass certificate / mark sheet, to Accenture upon joining Accenture but no later than within 6 months of the result being declared by your institute. Failing which, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

On joining you may undergo a training program to acquire the knowledge to enable you to successfully perform to the expectations of the position for which you are being considered for employment. This offer and your employment with the Company are contingent upon you successfully completing the training program as per the satisfaction of the Company. Failing which, the Company may, in its sole discretion, elect to terminate or suspend your employment immediately.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with the Company are contingent upon you completing particular tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, the Company may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/authority exercising its jurisdiction and statutory power/authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this offer and employment with Accenture, please submit a copy of this letter and all relevant Annexures with your signature on each page. In addition, please provide all the documentation identified in Annexure 4 'Documentation'.

At Accenture, the health and well-being of our people, our clients and the community is our top priority. Before onboarding, we encourage you to take both doses of the COVID-19 vaccine.

As a general requirement employees will be expected to work from office in the location tagged to their role: Tagged or base locations (unless changed) will be considered for all administrative & operational/official purposes, irrespective of any exceptions to work from remote. Exceptions, if any/granted, will be interim and temporary, and will be subject to review with HR/business, and based on your role, business, and client expectations. The Company reserves the right to ask you to come to office locations pursuant to our business needs and customer requirements. This offer is contingent to the above-mentioned agreement.

This offer is contingent on us working together to determine an appropriate start date for your employment. The terms of this letter and this offer are valid for seven (7) days from the date of this letter. If we do not receive the above requested documents from you before the expiration of this period or after receiving your acceptance of this offer if you do not join the Company on a mutually agreed date of joining, or if, we are unable to set an alternative date, the terms of this letter and this offer will be deemed to have been rejected by you, unless otherwise communicated to you by the company in writing. The Company at its sole discretion (including but not limited to unforeseen circumstances like a pandemic or natural calamities) may extend or defer the start date of your joining, for which deferment you will be duly informed. Your joining date and employment with the Company will then start from such deferred/extended date.

Your annual total cash compensation will be **INR 255200** and will be structured as per the attached Annexure 1 'Compensation Details'. This will continue to be applicable until further communication on the same. All payments to you will be subject to deduction of tax at source as per the prevailing laws and necessary deduction of statutory amounts payable in your case. The terms of employment, accompanying annexures, schedules to this letter, together constitutes the terms of offer being made to you.

You agree and affirm that the information (personal or otherwise) shared by you at the time of registration and in the employee application form (EAF) is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information & documentation provided by you at the registration stage. You understand and acknowledge that this offer & your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. You may also be during your course of employment required by the company to provide documentation and information from time to time, you shall provide the same within the timelines prescribed by the company. Non furnishing of mandatory document/s within the specified time shall result in termination of employment.

CHARAN, we look forward to hearing from you regarding your decision to join our team. In the meantime, please do not hesitate to call **mithun.krishna.m** at **7760600265** should you have anything you would like to discuss further.

We believe you have a successful career ahead of you and look forward to your joining us.
Yours sincerely,



Jal
Managing Director - Accenture Operations in India & Sri Lanka

ACKNOWLEDGED AND AGREED:

Date:

Candidate's signature _____

ANNEXURE 1

Your compensation is as mentioned below:

Total Cash Compensation		
	Annual(INR)	
(A) Annual Fixed Compensation*	INR 220000	
(B) Variable Bonus earning potential	Min.	Max.
	0%	16%
Annual Total earning potential (A+B)	Min. INR 220000	Max. INR 255200

(C)#Additional Benefits	
Gratuity for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic)	INR 3700
Notional Insurance Premium paid by Company	INR 13700

(D)##Additional Discretionary WFH Benefits/Reimbursements	
One-time WFH Assistance reimbursement	INR 18,000/-
Annual Internet reimbursement	INR 12,000/- (capped at INR 1,000/- per month)

(E)Optional opportunity to participate in the Employee Share Purchase Plan	
Employee Share Purchase plan – to purchase Accenture plc Class A ordinary shares at 15% discount on the fair market value	INR 3300 (discount opportunity with an optional investment of 10% of gross pay and no change in share price)

**Annual Fixed Compensation includes employer"s contribution to Provident Fund, as applicable.

-Annual fixed compensation of **INR 220000/-**; this includes allowances and statutory benefits and will be structured in accordance with the Company's compensation guidelines. The said amount includes employer's contribution to Provident Fund, as applicable.

- Variable Bonus: You will be eligible to participate in the FY23 Individual Performance Bonus (IPB) Programme. Your indicative pay-out can range from 0% to 16% of the prorated fixed pay in the Fiscal Year, subject to the overall terms and conditions of the IPB, including but not limited to your individual performance achievements and the Company's performance. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the IPB programme guidelines. The IPB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

Note: For International Worker Only*

22-Sep-2023

Madan Kumar M S
S/O Srikanta Murthy, Antarasanthe , Hobli,
Heggadadevana Kole Taluk, Beechanahalli
Mysore, Karnataka, India

Dear **Madan Kumar M S,**

Reference to the interview you had with the Company, we are delighted to offer you the position of **Executive - Receivables - Soft collection** in **CFF 4, Deputy Relationship Manager** based at **Hunsur** in our Organization.

We are sure that you will bring your unbridled enthusiasm and expertise into your specified role. We assure you that your willingness to learn and drive for growth will provide you with great opportunities for a fulfilling & comprehensive career growth within the Organisation. Please note that this position is transferable across any location, in order to undertake specific assignments.

Your annual CTC would be Rs. 2,43,110 (Inclusive of all short term & long term benefits). Refer Annexure for the details of your compensation structure.

Please sign and return the duplicate copy within 7 days of issuance of this letter, otherwise this offer will become null & void. A formal appointment letter will be issued to you before your date of joining. The terms and conditions of your employment would be as per your appointment letter.

Your appointment is subject to successful completion of all the necessary formalities.

We are attaching the list of documents to be submitted (Annexure) for issuance of appointment letter.

We look forward to meeting you soon and trust that your association with Chola will be a mutually beneficial one.

Welcome to the Cholamandalam Family!

Yours faithfully,

For Chola Business Services Limited



Narendra N
Senior Associate Vice President

SALARY ANNEXUREName: **Madan Kumar M S**SBU: **Executive - Receivables - Soft collection**Grade: **CFF 4**Grade Title: **Deputy Relationship Manager**Location: **Hunsur**

Component	Monthly	Yearly
Basic Salary	8103	97244
House Rent Allowance	4051	48622
Special Allowance	5844	70138
Gross Salary	18000	216004
Employer ESI	585	7020
Employer PF	1673	20086
Total Cost To Company	20259	243110

*N. Narendra***Narendra N****Senior Associate Vice President****Annexure****List of Documents to be submitted for Issuance of Appointment Letter:**

Resume	Latest Resume
KYC Documents	Aadhaar, PAN, Driving Licence, Address Proof
Education Documents	Highest Education Qualification Certificate



CO/HR/OL:2023/FN11309

04 Dec 2023

Ms. BHOMIKA S
#530 OPP POLICE QUARTERS,ELWALA
MYSORE
KARNATAKA 571130

OFFER OF EMPLOYMENT

With reference to your application and the subsequent interview, we are pleased to offer you employment in the position of "**RELATIONSHIP EXECUTIVE (SCALE II)**" in **Muthoottu Mini Financiers Ltd** at our **KAR-HINKAL branch** subject to the following terms and conditions.

The compensation package for this position as per the Annexure enclosed.

On acceptance of this offer, you will be on **Probation** for **one year** from the date of your joining in our service.

A detailed Appointment Order will be given to you at the time of joining.

This offer letter is valid for one month from the date of this letter beyond which this offer will stand cancelled.

You are advised to report to the, **Branch Head, KAR-HINKAL Branch.**

We welcome you and look forward for a long and mutual beneficial relationship.

Best Wishes,

Chief Administrative Officer

Copy to: 1. Personal file

E-Copy: 1. KAR-HINKAL Branch
2. Regional Manager: MYSORE

Corporate Office:
Muthoottu Royal Towers
Kaloor, Ernakulam
Kerala - 682 017, India
Tel: +91 484 2912100
E-mail:
info@muthoottumini.com



OPPO K10 5G



Name of the Company :Muthoottu Mini Financiers Ltd		
Compensation Package : Cost to the Company		W.E.F:DOJ
Name : Ms. BHOOMIKA S		
Designation : RELATIONSHIP EXECUTIVE (SCALE II)		Branch/Office: KAR-HINKAL
Fixed Pay	Rupees/Month	Rupees/Annum
i. Basic	7500	90000
ii. HRA	1500	18000
iii. Special Allowance	4500	54000
Total Fixed Pay	13500	162000
II. Statutory Benefits		
Employer		
i. Provident Fund	900	10800
ii. ESI	439	5268
Total	1339	16068
Total Cost to the Company	14839	178068

Chief Administrative Officer

www.muthoottumini.com

Zenith Clinical Services

54/192, Kirloskar Colony. 1 Stage, 5th Cross, Basaveshwaranagar, Bangalore – 560 079

Appointment Letter

Ref No. ZCS/CR/01JAN2024/066

01 Jan 2024

Bhavana M V
Kottur village, Cherambane Post,
Madikeri Taluk, Kodagu
Karnataka - 571201

Subject: Appointment Letter

Bhavana M V,

We are pleased to inform you that you are selected for the position of trainee Clinical Research Coordinator by Zenith Clinical Services at Justice K S Hegde Charitable Hospital, Deralakatte, Mangalore.

Date of Joining: 01 Jan 2024

We trust that your knowledge, skills and experience will be among our most valuable assets. Your training will be for six months and you are committed to work for minimum one year after the training period, as we are providing you training with stipend and not charging you any training fees. The monthly stipend would be Rs. 8000. Your monthly salary after the training period will be incremented based on your performance during the training period. Here (during the training period and employment period), Rs.2000 per month would be accumulated, which would be paid at the end while settling your account, provided you work for committed one year after the training period and serve the required notice period.

Your position with the Company calls for full time employment and you will devote yourself exclusively to Zenith Clinical Services. You will not take up any other work for remuneration (part time or otherwise) or work on other projects other than Zenith Clinical Services projects during your training and employment with the Company, without written permission from the Company.

You will be liable to be transferred to any other department or establishment or branch or subsidiary or clinical trial site of the Company for official work. In such a case, you will be governed by the terms and conditions of service as applicable to the new assignment. You may be deputed to other cities for a short period either for training/meetings/quality assessment of other clinical trial sites.

Your responsibility also includes training new coordinators of Zenith at all our sites.

You will not, at any time, disclose or divulge or make public except under legal obligation, any information regarding Company's affairs of administration or research carried out, whether the same may be confided to you or become known to you, in the course of your service or otherwise. You will not share any information of clinical trials conducted by Zenith, to anyone.

Notice Period: You need to give three months' prior notice if you wish to resign from the job.

Please send a signed copy of this letter indicating your acceptance to join.

Sign the copy of this letter as token of your acceptance.

www.zenithclinicalservices.com
Email: info@zenithclinicalservices.com

Ph: +91 80 23227029

Zenith Clinical Services

54/192, Kirloskar Colony. 1 Stage, 5th Cross, Basaveshwaranagar, Bangalore – 560 079

Submit the following documents at the time of your joining: (1) Your degree certificates, (2) certifications, if any, (3) experience/ relieving letters (4) two color passport-size photos, (5) latest salary slip from your previous organization and (6) proof of address.

LEAVE STRUCTURE

You are entitled to Casual Leave and Sick Leave of total **2** days in a month.

Casual leave will be granted on permission taken from HR and Dr. Rajendra through a mail, two days in advance.

REPORTING POLICY

A message by WhatsApp/SMS to HR and Dr. Rajendra as soon you reach and when you leave the site. The message time will be considered as your check in and check out time.

You are required to send a daily work report from the official email id to HR, copying it to Dr. Rajendra.

All official email communication has to be through the email id created and given by the HR and no personal email id should be used.

Any permission taken from Dr. Rajendra regarding any issue, should be informed to HR as well and vice versa.

The day will not be taken as working day if any of the above is not followed.

Any disobedience to the company and not following official instruction will be considered seriously and may call for termination of the job.

Sincerely,

Wishing you a very successful career with Zenith Clinical Services

For Zenith Clinical Services,

SD

Shital P. Shah

Manager- HR and Operations

zen.acc14@gmail.com



Date: 17th November 2023

To,
Chandru R,
#2725, 2nd Cross, K G Koppal, Mysore
Pin - 570009

Dear Chandru,

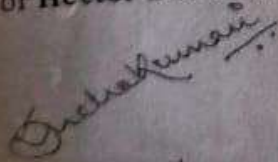
Sub: Internship Letter

We are pleased to offer you an internship with Hector Beverages Private limited as Intern with effect from 17th November 2023. You will be in this role till 30th June 2024 in Mysore Plant.

1. You will get monthly stipend amount of Rs.14,000/- (Forteen Thousand Rupees Only).
2. The Company would not be liable for any claims that may arise either in the course of or arising out of your work here.
3. You acknowledge that during the course of the period with the Company, you will become familiar with the Company's trade secrets and with other confidential information concerning the Company and its associates and related Companies and that your services will be of special, unique and extraordinary value to the Company. You agree that during the term here of and for 8 months thereafter, you shall not directly or indirectly own, manage, control, participate in, consult with, related Companies within India. For the purpose of this agreement, the "businesses of the Company" shall mean Functional Drink business or any other business, which the company operates now or will operate in the future.
4. This letter is valid only for 8 Months period starting from date of commencement of internship and is not to be treated as a letter of offer or appointment in Hector Beverages Private Limited.
5. During the tenure you will be governed by internal policies, rules and regulations of the company, as in force from time to time.

We wish you all the best.

For Hector Beverages Private Limited.



Sneha Kumari
Manager - Human Resources



CIN: U15549HR2009PTC039586
E: hector@hectorbeverages.com
W: www.hectorbeverages.com

Registered Office Address :
Hector Beverages Private Limited
Plot No. 132, Sector 3, IMT Manesar,
Gurgaon, 122050 Haryana
Phone no.: 0124-4372659

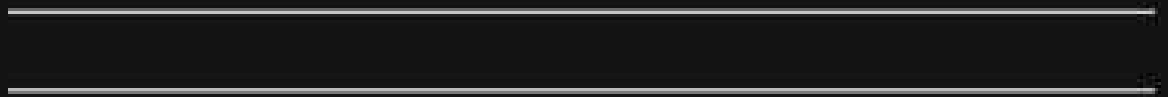
Corporate Office Address :
Hector Beverages Private Limited
330, Finchley Castle, Outer Circle,
Dodsworth Layout, Whitefield,
Bengaluru, 560066, Karnataka

Interview for the role of Intern CRC

Inbox



Divya Prabha  Nov 20



Kavya Hegde Nov 20

Thanks, I'll be there Mam.



Divya Prabha Nov 21

to me 



Dear Kavya,

I would like to inform that you have been selected for the Internship for the CRC role.

Kindly join by 27th Nov 2023.

Kind regards,



ADICHUNCHANAGIRI
UNIVERSITY
(Estd. under Karnataka Act No. 18 of 2013)
B.G. Nagara - 571448

ACU/Est./BGSFGC- Appt./ 611 /2023-24

Date: 17 OCT 2023

Appointment Order

Sub: Appointment of Ms. Leena J.P. as Assistant Professor
at BGS First Grade College.

Ms. Leena J.P. is appointed as Assistant Professor in the Department of Commerce at BGS First Grade College on a consolidated salary of Rs. 20,000/- (Rupees twenty thousand only) with effect from the date of joining to duty.

She is directed to report to the Principal BGSFGC for further directions.

To,

Ms. Leena J.P.
D/O Padmaraju J.N.
Javaranahalli (V)
B.G. Nagara (P)
Bellur (H)
Nagamangala (T)
Mandya (D) - 571448

Dr. C.K. Subbaraya

Registrar
Adichunchanagiri University
B.G.Nagara-571448

20.10.23

Copy to:

1. OSD to Vice Chancellor
2. Finance Officer
3. The Principal, BGS First Grade College
4. Office Copy

Ref no: HR/23-24/INT/003

Date : 17th November 2023

To,
Neeta Hegde
Kelagina Hanumanthi post,
Harugar taluk, Sirsi,
Uttara Kannada, India
+91 7892976408 / 8762978335
neetahegde493@gmail.com

Subject: Offer Letter

Dear Neeta,

We invite you to join our team at Fermbox Bio for an exciting journey ahead.

We at Fermbox Bio are committed to building a better tomorrow, through our innovative and sustainable products and services.

You will join us as our Intern on or before 27th November, 2023 and will be reporting to the Head of Bioprocess. Internship will be for a period of 3 months and if required, it can be extended for a further period of 3 months. Internship stipend of INR 25,000 per month will be payable based on working days. Your place of work will be at Bangalore Bioinnovation Centre, Helix Biotech Park, Electronic City Phase I, Bangalore-560100 or at any of our offices as per the business requirement.

Please affix your signature on this letter and the annexure to confirm your acceptance and mail us back a scanned copy.

Look forward to having you on the team.

Best wishes

For Fermbox Bio Pvt Ltd



Authorised Signatory



-: ಚಾಲನಾ ಆದೇಶ :-

ವಿಷಯ : GPTR-2022-23ನೇ ಸಾಲಿನ ಪದವೀಧರ ಪ್ರಾಥಮಿಕ ಶಾಲಾ ಶಿಕ್ಷಕರ(6-8ನೇ ತರಗತಿ) ನೇಮಕಾತಿ ಸಂಬಂಧ ಆಯ್ಕೆಯಾದ ಅಭ್ಯರ್ಥಿಯನ್ನು ಶಾಲಾ ಕರ್ತವ್ಯಕ್ಕೆ ಹಾಜರು ಪಡಿಸಿಕೊಳ್ಳುವ ಬಗ್ಗೆ.

- ಉಲ್ಲೇಖ:** 1. ಮಾನ್ಯ ಉಪನಿರ್ದೇಶಕರು(ಆಡಳಿತ),ಶಾಲಾ ಶಿಕ್ಷಣ ಇಲಾಖೆ, ಮಡಿಕೇರಿ ಜಿಲ್ಲೆ, ಇವರ ನೇಮಕಾತಿ ಆದೇಶ ಪತ್ರ ಸಂಖ್ಯೆ: ಇ1/ GPTR (6-8)/18/2023-24 ದಿನಾಂಕ:08-11-2023.
2. ಶ್ರೀ ಮಧುಸೂದನ್ ಎಂ.ಪಿ. GPTR-2022-23ನೇ ಸಾಲಿನ ಪದವೀಧರ ಪ್ರಾಥಮಿಕ ಶಾಲಾ ಶಿಕ್ಷಕರ(6-8ನೇ ತರಗತಿ) ಅಭ್ಯರ್ಥಿ ಮನವಿ ಅರ್ಜಿ ದಿನಾಂಕ: 09-11-2023.

ಮೇಲಿನ ವಿಷಯ ಹಾಗೂ ಉಲ್ಲೇಖಕ್ಕೆ ಸಂಬಂಧಿಸಿದಂತೆ ಕರ್ನಾಟಕ ಶಿಕ್ಷಣ ಸೇವೆಗಳು(ಸಾರ್ವಜನಿಕ ಶಿಕ್ಷಣ ಇಲಾಖೆ) ನೇಮಕಾತಿ(ವಿಶೇಷ)ನಿಯಮಗಳು 2022 ರ ವೃಂದ ಮತ್ತು ನೇಮಕಾತಿ ನಿಯಮಗಳು ಮತ್ತು ಕಾಲಕಾಲಕ್ಕೆ ಹೊರಡಿಸಿದ ಸರ್ಕಾರಿ ಆದೇಶಗಳಂತೆ, ಉಲ್ಲೇಖ(1)ರ ಮಾನ್ಯ ಉಪನಿರ್ದೇಶಕರು(ಆಡಳಿತ),ಶಾಲಾ ಶಿಕ್ಷಣ ಇಲಾಖೆ, ಮಡಿಕೇರಿ ಜಿಲ್ಲೆ ಇವರ ಆದೇಶ ಪತ್ರದಲ್ಲಿ ಈ ಕೆಳಗಿನ ಅಭ್ಯರ್ಥಿಯು GPTR-2022-23ನೇ ಸಾಲಿನ ಪದವೀಧರ ಪ್ರಾಥಮಿಕ ಶಾಲಾ ಶಿಕ್ಷಕರ(6 ರಿಂದ 8ನೇ ತರಗತಿ) ಹುದ್ದೆಗೆ ನೇಮಕಾತಿ ಹೊಂದಿ ದಿನಾಂಕ:21-10-2023 ರಂದು ಜಿಲ್ಲಾ ಹಂತದಲ್ಲಿ ನಡೆದ ಕೌನ್ಸಿಲಿಂಗ್ ಪ್ರಕ್ರಿಯೆಯಲ್ಲಿ ಸ್ಥಳ ಆಯ್ಕೆ ಮಾಡಿಕೊಂಡಿರುತ್ತಾರೆ.

ಈ ಸಂಬಂಧ ಸದರಿ ಅಭ್ಯರ್ಥಿಯು ಉಲ್ಲೇಖ(1)ರಲ್ಲಿ ಗೊತ್ತುಪಡಿಸಿರುವ ಎಲ್ಲಾ ಸೇವಾ ಷರತ್ತುಗಳು ಹಾಗೂ ನಿಬಂಧನೆಗಳಿಗೆ ಒಳಪಟ್ಟಿರುವುದರಿಂದ ಈ ಕೆಳಗೆ ನಮೂದಿಸಿರುವ ಶಾಲಾ ಕರ್ತವ್ಯಕ್ಕೆ ದಿನಾಂಕ:15-11-2023 ರ ಪೂರ್ವಾಪ್ನ ಹಾಜರಾಗಿ ಈ ಕಚೇರಿಗೆ ವರದಿ ಮಾಡುವಂತೆ ಸೂಚಿಸಿದೆ.

ಆಯ್ಕೆ ಪಟ್ಟಿ ಕ್ರಮ ಸಂಖ್ಯೆ	ನೋಂದಣಿ ಸಂಖ್ಯೆ	ಆಯ್ಕೆಯಾದ ಅಭ್ಯರ್ಥಿಯ ಹೆಸರು ಮತ್ತು ವಿಳಾಸ	ಜನ್ಮ ದಿನಾಂಕ	ಮೀಸಲಾತಿ ಪ್ರವರ್ಗ	ಸ್ಥಳ ನಿಯುಕ್ತಗೊಳಿಸಿದ ಹುದ್ದೆ ಮತ್ತು ವಿಷಯ	ಸ್ಥಳ ನಿಯುಕ್ತಿ ಮಾಡಿದ ಶಾಲೆಯ ಹೆಸರು ಮತ್ತು ವಿಳಾಸ	ಷರಾ
01	5184087	MADHUSUDAN M P DOOR NO 61 DISMOUNTED JOCKEY QUARTERS NEAR POLICE BHAVAN MYSORE, MYSORE DIST	16-05-1997	GM_OT	GPT_ ENGLISH	GHPS MADALAPURA (29250210905) SOMWARPET TQ KODAGU DIST	

ನಿಬಂಧನೆಗಳು:

1. ಅಭ್ಯರ್ಥಿಯು ಅರ್ಜಿ ಸಲ್ಲಿಸುವ ವೇಳೆಯಲ್ಲಿ ಯಾವುದೇ ತಪ್ಪು ಮಾಹಿತಿ ಅಥವಾ ಖೋಟಾ ದಾಖಲೆಗಳನ್ನು ನೀಡಿದ್ದಲ್ಲಿ ಅಥವಾ ಅಭ್ಯರ್ಥಿಯ ಆಯ್ಕೆ ಮತ್ತು ನೇಮಕಾತಿಯಲ್ಲಿ ಯಾವುದೇ ಲೋಪದೋಷಗಳು ಕಂಡುಬಂದಲ್ಲಿ ನೇಮಕಾತಿಯನ್ನು ಯಾವುದೇ ಮುನ್ಸೂಚನೆ ನೀಡದೇ ರದ್ದುಪಡಿಸಲಾಗುವುದು. ತಪ್ಪು ಮಾಹಿತಿ ಅಥವಾ ಖೋಟಾ ದಾಖಲೆಗಳನ್ನು ನೀಡಿ ನೇಮಕಾತಿ ಪಡೆದಿದ್ದಲ್ಲಿ ಕ್ರಿಮಿನಲ್ ಮೊಕದ್ದಮೆಯನ್ನು ಹೂಡಿ ನಿಯಮಾನುಸಾರ ಅಂತಹ ಅಭ್ಯರ್ಥಿಯ ವಿರುದ್ಧ ಕಠಿಣ ಕ್ರಮಗಳನ್ನು ಕೈಗೊಳ್ಳಲಾಗುವುದು.
2. ಮೇಲ್ಕಂಡ ಅಭ್ಯರ್ಥಿಯ ನೇಮಕಾತಿಯು ತಾತ್ಕಾಲಿಕವಾಗಿದ್ದು, ಅವರ ನೇಮಕಾತಿ ಮತ್ತು ಸೇವಾ ಷರತ್ತುಗಳು ಆಗಿದ್ದಾಂಗೆ ಚಾರಿಯಲ್ಲಿರುವ ಚಾಲ್ತಿ ನಿಯಮಾವಳಿ ಮತ್ತು ಸರ್ಕಾರದ ಆದೇಶಗಳಿಗೆ ಒಳಪಟ್ಟಿರುತ್ತದೆ.
3. ಸದರಿ ಅಭ್ಯರ್ಥಿಯು 1977ರ ಕರ್ನಾಟಕ ನಾಗರಿಕ ಸೇವಾ(ಪರಿಷ್ಕಾರ) ನಿಯಮಗಳಿಗೆ ಬದ್ಧರಾಗಿರುತ್ತಾರೆ.

ಪು.ತಿ.ನೋ..2

4. ನೇಮಕಾತಿ ಹೊಂದಿದ ಶಿಕ್ಷಕರು ತಮ್ಮ ಮಾನಸಿಕ ಹಾಗೂ ಶಾರೀರಿಕ ದೇಹದಾಡ್ಯತೆಯ ಕುರಿತು ವೈದ್ಯಾಧಿಕಾರಿಗಳಿಂದ ಪ್ರಮಾಣ ಪತ್ರ ಪಡೆದು ಹಾಜರುಪಡಿಸಿದ್ದಲ್ಲಿ ಮಾತ್ರ ಪ್ರಥಮ ವೇತನ ಪ್ರಮಾಣ ಪತ್ರ ಪಡೆಯಲು ಅರ್ಹರಿರುತ್ತಾರೆ.
5. ಅಭ್ಯರ್ಥಿಗಳ ಮೂಲ ಪ್ರಮಾಣ ಪತ್ರಗಳ ನೈಜತೆಯನ್ನು ಸಂಬಂಧಿಸಿದ ಮಂಡಳಿ ಹಾಗೂ ವಿಶ್ವ ವಿದ್ಯಾನಿಲಯಗಳಿಂದ ದೃಢೀಕರಿಸಿಕೊಂಡ ಅರ್ಹತಾ(ನೈಜತೆ)ಪ್ರಮಾಣ ಪತ್ರ ಪಡೆದ ನಂತರವೇ ಅಭ್ಯರ್ಥಿಯ ಪ್ರಥಮ ವೇತನ ಪ್ರಮಾಣ ಪತ್ರ ಬಿಡುಗಡೆಮಾಡತಕ್ಕದ್ದು.
6. ಅಭ್ಯರ್ಥಿಯು ಈ ಆದೇಶ ತಲುಪಿದ 15 ದಿನಗಳೊಳಗಾಗಿ ಸ್ಥಳ ನಿಯುಕ್ತಗೊಳಿಸಿದ ಶಾಲೆಯಲ್ಲಿ/ ಸಂದರ್ಭಾನುಸಾರ ಹಂಚಿಕೆಯಾಗಿರುವ ಕ್ಷೇತ್ರ ಶಿಕ್ಷಣಾಧಿಕಾರಿಯವರ/ಉಪನಿರ್ದೇಶಕರ/ಡಯಟ್ ಕಚೇರಿಯಲ್ಲಿ ಕರ್ತವ್ಯದ ಮೇಲೆ ಹಾಜರಾಗಬೇಕು. ತಪ್ಪಿದ್ದಲ್ಲಿ ಈ ನೇಮಕಾತಿ ಆದೇಶವು ತಾನಾಗಿಯೇ ರದ್ದಾಗುತ್ತದೆ. ಕರ್ತವ್ಯಕ್ಕೆ ಹಾಜರಾದ ಶಿಕ್ಷಕರ ಸೇವಾ ಹಿರಿತನವು ಆಯಾ ನೇಮಕಾತಿ ಚೇಷ್ಟತಾ ಕ್ರಮ ಸಂಖ್ಯೆಯಂತೆ ಇರುತ್ತದೆ.
7. ಅಭ್ಯರ್ಥಿಯು ತಮ್ಮ ಪೂರ್ವ ನಡತೆಯು ಸಮರ್ಪಕವಾಗಿದೆ ಎನ್ನುವ ಕುರಿತು ನಿಯಮಾನುಸಾರ ಪತ್ರಾಂಕಿತ(ಗೆಚೆಟೆಡ್) ಅಧಿಕಾರಿಗಳಿಂದ ನಡತೆ ದೃಢೀಕರಣ ಪ್ರಮಾಣ ಪತ್ರವನ್ನು ಕರ್ತವ್ಯಕ್ಕೆ ಹಾಜರಾಗುವ ಸಮಯದಲ್ಲಿ ಸಂಬಂಧಿಸಿದ ಅಧಿಕಾರಿಗಳಿಗೆ ಸಲ್ಲಿಸತಕ್ಕದ್ದು.
8. ನೇಮಕಾತಿ ನಿಯಮಾನುಸಾರ 02 ವರ್ಷಗಳ ಪರಿವೀಕ್ಷಣಾ ಅವಧಿಗೆ ಒಳಪಟ್ಟಿರುತ್ತದೆ. ಈ ಅವಧಿಯಲ್ಲಿ ಅಭ್ಯರ್ಥಿಯು ಸೇವಾ ನಡತೆ ಅಸಮರ್ಪಕ ಹಾಗೂ ಅಸಮಧಾನಕರ ಎಂದು ಕಂಡು ಬಂದಲ್ಲಿ ನಿಯಮಾನುಸಾರ ನೇಮಕಾತಿಯನ್ನು ರದ್ದುಪಡಿಸಲಾಗುವುದು.
9. ಅಭ್ಯರ್ಥಿಯು ನಿಗದಿತ ನಮೂನೆಯಲ್ಲಿ ಲಿಖಿತ ರೂಪದಲ್ಲಿ ಪ್ರಮಾಣ ವಚನ ಸಲ್ಲಿಸಬೇಕು.
10. ನೇಮಕಾತಿ ಹೊಂದಿದ ಅಭ್ಯರ್ಥಿ ಪ್ರಸ್ತುತ ಜಿಲ್ಲೆಯಲ್ಲಿ ಕಡ್ಡಾಯವಾಗಿ 5 ವರ್ಷ ಸೇವೆ ಸಲ್ಲಿಸತಕ್ಕದ್ದು ಹಾಗೂ ನಿಗದಿಪಡಿಸಿರುವ ಕನಿಷ್ಠ ಸೇವಾ ಅವಧಿಯೊಳಗೆ ಶಿಕ್ಷಕರು ವರ್ಗಾವಣೆಗೆ ಅರ್ಜಿ ಸಲ್ಲಿಸಲು ಮತ್ತು ವರ್ಗಾವಣೆ ಹೊಂದಲು ಅವಕಾಶವಿರುವುದಿಲ್ಲ.
11. ನೇಮಕಾತಿ ಹೊಂದಿದ ಅಭ್ಯರ್ಥಿಯು ವಿರುದ್ಧ ಯಾವುದೇ ನ್ಯಾಯಾಲಯದಲ್ಲಿ ಕ್ರಿಮಿನಲ್ ಮೊಕದ್ದಮೆ ವಿಚಾರಣಾಧೀನದಲ್ಲಿ ಇರುವ ವಿಷಯ ತಿಳಿದುಬಂದಲ್ಲಿ ಅವರ ನೇಮಕಾತಿಯನ್ನು ರದ್ದುಪಡಿಸಲಾಗುವುದು.
12. ಅಭ್ಯರ್ಥಿಯು ನನಗೆ ಮದುವೆ ಆಗಿಲ್ಲ/ಆಗಿದ್ದರೆ ಒಬ್ಬರಿಗಿಂತ ಹೆಚ್ಚು ಪತಿ/ಪತ್ನಿ ಹೊಂದಿಲ್ಲವೆಂಬ ಬಗ್ಗೆ ರೂ.50/- ಮೌಲ್ಯದ ದಸ್ತಾವೇಜಿನಲ್ಲಿ ಮುಚ್ಚಳಿಗೆ ಪತ್ರ ಬರೆದುಕೊಡತಕ್ಕದ್ದು.
13. ಅಭ್ಯರ್ಥಿಯು ನೇಮಕಾತಿಯು ಪ್ರಚಲಿತ ನೂತನ ಪಿಂಚಣಿ ಯೋಜನೆಯ ಸೇವಾ ನಿಯಮಗಳಿಗೆ ಒಳಪಟ್ಟಿರುತ್ತದೆ.
14. ನೇಮಕಗೊಂಡ ಅಭ್ಯರ್ಥಿಯು ತೈನಾಶಿಸಿದ ಶಾಲೆಗೆ/ ಕ್ಷೇತ್ರ ಶಿಕ್ಷಣಾಧಿಕಾರಿಯವರ/ಉಪನಿರ್ದೇಶಕರ/ಡಯಟ್ ಕಚೇರಿಗೆ ಹಾಜರಾಗಲು ಯಾವುದೇ ಭತ್ಯೆಗೆ ಅರ್ಹರಿರುವುದಿಲ್ಲ.
15. ಅಧಿಸೂಚನೆಯಲ್ಲಿನ ಎಲ್ಲಾ ವಿವರಗಳು ಸಾಮಾನ್ಯ ಹಾಗೂ ವಿಶೇಷ ನಿಯಮ ನಿಬಂಧನೆಗಳಿಗೂ ಅಭ್ಯರ್ಥಿಯು ಒಳಪಟ್ಟಿರುತ್ತಾರೆ.
16. 6 ರಿಂದ 7/8ನೇ ತರಗತಿಗಳಿಗೆ ನೇಮಕವಾಗುವ ಪದವೀಧರ ಪ್ರಾಥಮಿಕ ಶಾಲಾ ಶಿಕ್ಷಕರು ಕಾರ್ಯಭಾರದ ಹೊಂದಾಣಿಕೆಗೆ ಅದೇ ಶಾಲೆಯ ಅಥವಾ ಹತ್ತಿರದ ಶಾಲೆಯ ಇತರ ತರಗತಿಗಳಿಗೆ ಅವರು ನೇಮಕಾತಿ ಹೊಂದಿರುವ ವಿಷಯದ ಜೊತೆಗೆ ಉಳಿದ ತರಗತಿಗಳ ಇತರ ಯಾವುದೇ ಪಠ್ಯ ವಿಷಯಗಳ ಬೋಧನೆ ಮಾಡಲು ಸೂಚಿಸಬಹುದಾಗಿದೆ.
17. ಪ್ರಸ್ತುತ ಕೌನ್ಸಿಲಿಂಗ್‌ನಲ್ಲಿ ಕ್ಷೇತ್ರ ಶಿಕ್ಷಣಾಧಿಕಾರಿಯವರ/ ಉಪನಿರ್ದೇಶಕರ/ ಡಯಟ್ ಕಚೇರಿಗೆ ಸ್ಥಳ ಹಂಚಿಕೆ ಪಡೆದಿರುವ ಅಭ್ಯರ್ಥಿಗಳು ಹಾಜರಾದ ತಕ್ಷಣದಿಂದಲೇ ವೃತ್ತಿ ಬುನಾಧಿ ತರಬೇತಿಗೆ ನಿಯೋಜನೆಗೊಳ್ಳುತ್ತಾರೆ. ವೃತ್ತಿ ಬುನಾಧಿಯ ತರಬೇತಿಯ ನಂತರದಲ್ಲಿ ಮತ್ತೊಂದು ಕೌನ್ಸಿಲಿಂಗ್ ಮುಖಾಂತರದಲ್ಲಿ ಆಯಾ ಜಿಲ್ಲಾ ವ್ಯಾಪ್ತಿಯ 'ಸಿ' ವಲಯದ ಯಾವುದಾದರೂ ಶಾಲೆಯ ಖಾಲಿ ಹುದ್ದೆಗೆ ಆಯ್ಕೆಯಂತೆ ಸ್ಥಳ ಹಂಚಿಕೆಗೆ ಷರತ್ತಿಗೆ ಒಳಪಟ್ಟಿರುತ್ತಾರೆ.
18. ಅಭ್ಯರ್ಥಿಯು ಕುರಿತಂತೆ ಯಾವುದೇ ನ್ಯಾಯಾಲಯದ ಪ್ರಕರಣವು ವಿಚಾರಣಾಧೀನದಲ್ಲಿದ್ದರೆ ಅಭ್ಯರ್ಥಿಯು ಆಯ್ಕೆಯು ಹಾಗೂ ನೇಮಕಾತಿಯು ಸದರಿ ನ್ಯಾಯಾಲಯದಲ್ಲಿನ ರಿಟ್ ಅರ್ಜಿ/ ಅರ್ಜಿಗಳಲ್ಲಿನ ಪ್ರಕರಣಗಳ ಅಂತಿಮ ತೀರ್ಪಿಗೆ ಒಳಪಟ್ಟಿರುತ್ತದೆ.
19. ರಾಜ್ಯ ಉಚ್ಚ ನ್ಯಾಯಾಲಯ/ಕೆ.ಎ.ಟಿ. ನ್ಯಾಯಾಲಯಗಳಲ್ಲಿ ಆಯ್ಕೆ ಮತ್ತು ನೇಮಕಾತಿ ವಿಷಯದ ಬಗ್ಗೆ ಯಾವುದೇ ನ್ಯಾಯಾಲಯ ಪ್ರಕರಣ ಇಲ್ಲ ಎಂಬುದಾಗಿ ನೀಡಿರುವ ದಸ್ತಾವೇಜಿನ ಮೇಲೆ ನೋಟರಿಕೃತ ಮುಚ್ಚಳಿಕೆಯ ಅಂಶಗಳಿಗೆ ಬದ್ಧರಾಗಿರತಕ್ಕದ್ದು.

ಇವರಿಗೆ:

ಮುಖ್ಯ ಶಿಕ್ಷಕರು, ಸರ್ಕಾರಿ ಮಾದರಿ ಪ್ರಾಥಮಿಕ ಶಾಲೆ ಮಾದಲಾಪುರ, ಸೋಮವಾರಪೇಟೆ ತಾಲ್ಲೂಕು, ಕೊಡಗು ಜಿಲ್ಲೆ ಇವರಿಗೆ ಸೂಕ್ತ ಕ್ರಮಕ್ಕಾಗಿ ಕಳುಹಿಸಿದೆ.

ಕ್ಷೇತ್ರ ಶಿಕ್ಷಣಾಧಿಕಾರಿಗಳು,
 ಸೋಮವಾರಪೇಟೆ ತಾಲ್ಲೂಕು, ಕೊಡಗು ಜಿಲ್ಲೆ,
 ಸೋಮವಾರಪೇಟೆ ತಾ|| ಕೊಡಗು ಜಿಲ್ಲೆ 571236
 13/11/23

ಕೇಂದ್ರ ಶಿಕ್ಷಣಾಧಿಕಾರಿಗಳ ಕಚೇರಿ, ಹುಣಸೂರು ತಾಲ್ಲೂಕು, ಮೈಸೂರು ಜಿಲ್ಲೆ.

ಸಂಖ್ಯೆ:ಸಿ11/ಪ.ಶಿ.ನೇಮಕಾತಿ-10/2023-24

ದಿ:15/11/2023

ಜ್ಞಾಪನ

ವಿಷಯ: 2022-23ನೇ ಸಾಲಿನಲ್ಲಿ ಪ್ರಾಥಮಿಕ ಶಾಲೆಗಳಿಗೆ ಆಯ್ಕೆಯಾದ 'ಪದವೀಧರ ಪ್ರಾಥಮಿಕ ಶಿಕ್ಷಕರು' (6 ರಿಂದ 8ನೇ ತರಗತಿ) ಹುದ್ದೆಗೆ ನೇಮಕವಾದ ಶಿಕ್ಷಕರಿಗೆ ಚಾಲನಾ ಆದೇಶ ನೀಡುವ ಬಗ್ಗೆ.

ಉಲ್ಲೇಖ: 1) ಮಾನ್ಯ ಉಪನಿರ್ದೇಶಕರು, ಶಾ.ಶಿ.ಇ, ಮೈಸೂರು ಇವರ ನೇಮಕಾತಿ ಆದೇಶ ಸಂಖ್ಯೆ:ಎ2/

ನೇಮಕಾತಿ /54/2021-22 ದಿ:10/11/2023

2) ಶಿಕ್ಷಕರ ಮನವಿ ದಿ:15/11/2023

3) ಶಾರೀರಿಕ ಸುಸ್ಥಿತಿಯ ಪ್ರಮಾಣ ಪತ್ರ ದಿ:08/11/2023

4) ನಡತೆ ಪ್ರಮಾಣ ಪತ್ರ ದಿ: 08/11/2023

2022-23ನೇ ಸಾಲಿನಲ್ಲಿ ಪ್ರಾಥಮಿಕ ಶಾಲೆಗಳಿಗೆ 'ಪದವೀಧರ ಪ್ರಾಥಮಿಕ ಶಿಕ್ಷಕರು' (6 ರಿಂದ 8ನೇ ತರಗತಿ) ಹುದ್ದೆಗೆ ಆಯ್ಕೆಯಾದ ಈ ಕೆಳಕಂಡ ಶಿಕ್ಷಕರಿಗೆ ಮಾನ್ಯ ಉಪನಿರ್ದೇಶಕರು ಉಲ್ಲೇಖ (1)ರ ಆದೇಶದಲ್ಲಿ ಷರತ್ತುಗಳಿಗೊಳಪಟ್ಟು ನೇಮಕಾತಿ ಆದೇಶವನ್ನು ಹೊರಡಿಸಿರುತ್ತಾರೆ.

ಈ ಕೆಳಕಂಡ ಶಿಕ್ಷಕರು ಉಲ್ಲೇಖ (2)ರಲ್ಲಿ ಆಯ್ಕೆ ಮಾಡಿಕೊಂಡ ಶಾಲೆಗೆ ಕರ್ತವ್ಯದ ಮೇಲೆ ಹಾಜರಾಗಲು ಕೋರಿ ಮನವಿ ಸಲ್ಲಿಸಿರುತ್ತಾರೆ. ಹಾಗೂ ಉಲ್ಲೇಖ (3)ರಲ್ಲಿ ಶಾರೀರಿಕ ಸುಸ್ಥಿತಿಯ ಪ್ರಮಾಣ ಪತ್ರವನ್ನು ಸಲ್ಲಿಸಿರುತ್ತಾರೆ.

ಮಾನ್ಯ ಉಪನಿರ್ದೇಶಕರ ಉಲ್ಲೇಖಿತ (1)ರಲ್ಲಿ ಹೊರಡಿಸಿರುವ ನೇಮಕಾತಿ ಆದೇಶದಲ್ಲಿನ ಎಲ್ಲಾ ಷರತ್ತುಗಳಿಗೆ ಒಳಪಟ್ಟು ಸದರಿ ಶಿಕ್ಷಕರನ್ನು ಶಾಲೆಗೆ ಕೂಡಲೇ ಕರ್ತವ್ಯದ ಮೇಲೆ ಹಾಜರುಪಡಿಸಿಕೊಳ್ಳುವಂತೆ ಸಂಬಂಧಿಸಿದ ಶಾಲಾ ಮುಖ್ಯಶಿಕ್ಷಕರಿಗೆ ತಿಳಿಸಿ ಆದೇಶಿಸಿದೆ.

ಆಯ್ಕೆಯಾದ ಪಟ್ಟಿಯ ಶ್ರಮ ಸಂಖ್ಯೆ	ನೋಂದಣಿ ಸಂಖ್ಯೆ	ಆಯ್ಕೆಯಾದ ಅಭ್ಯರ್ಥಿಯ ಹೆಸರು ಮತ್ತು ವಿಳಾಸ	ಜನ್ಮ ದಿನಾಂಕ	ಮೀಸಲಾತಿ ಪ್ರವರ್ಗ	ಸ್ಥಳನಿಯುಕ್ತ ಮಾಡಿದ ಹುದ್ದೆ / ವಿಷಯ ಹಾಗೂ ಮಾಧ್ಯಮ	ಸ್ಥಳನಿಯುಕ್ತ ಮಾಡಿದ ಶಾಲೆಯ ಹೆಸರು ಮತ್ತು ವಿಳಾಸ
38	5135256	SHIVAKUMARA G S/O GURUSWAMY, MALALI VILLAGE, N BELTHUR POST, H D KOTE, MYSORE	01/06/1994	2A_RUR	GPT_ENGLISH	GHPS, UMMATHURU, HUNSUR (29260419201)

ಗೆ,

ಸಂಬಂಧಿಸಿದ ಶಾಲಾ ಮುಖ್ಯಶಿಕ್ಷಕರಿಗೆ

ಪ್ರತಿಯನ್ನು

1) ಮಾನ್ಯ ಉಪನಿರ್ದೇಶಕರು, ಶಾ.ಶಿ.ಇ, ಮೈಸೂರು ರವರಿಗೆ ಮಾಹಿತಿಗಾಗಿ ವಂದನೆಗಳೊಂದಿಗೆ ಸಲ್ಲಿಸಿದೆ.

2) ಸಂಬಂಧಿಸಿದ ಶಿಕ್ಷಕರಿಗೆ

15/11/23
ಕೇಂದ್ರ ಶಿಕ್ಷಣಾಧಿಕಾರಿ
ಶಾ.ಶಿ.ಇ. ಹುಣಸೂರು ತಾ||
ಮೈಸೂರು ಜಿಲ್ಲೆ.-571 105

Date: 21-11-2023

REF : Ref: LBPL/HR/OF/23-24/108

To,

Pavan Raj V,
S/o:S Vijaya Kumar,
429, Anekere Street
Mandya, Karnataka-571401

Sub : Offer Letter

Dear Pavan Raj V,

With reference to your application and the subsequent interview you had with us, we are pleased to offer you the position of "**Production Associate I**" on the following terms.

1. You will commence your duties with Laurus Bio Pvt Ltd not later than **11th December 2023**. In case you fail to report for duty on this date unless otherwise agreed in written the offer shall stand automatically withdrawn.
2. You will be currently based at **Tumkur** , subject to relocation based on needs of the company.
3. Your Total CTC would be INR. **3,50,000** Appointment letter and CTC breakup will be handed over to you on the date of joining.
4. You will be on probation for a period of 3 months from the date of your joining.
5. If found necessary your probation period may be extended at the discretion of the management or may be dispensed with earlier. Unless confirmed in writing you will be deemed as probationer even after the expiry of the probation period.
6. You shall execute Service Contract & NDA (Non-Disclosure Agreement) as per the rules of the company, which will be made available to you on joining.
7. You will have the responsibility for efficient, satisfactory and economical operation in the area of responsibility that may be assigned to you from time to time.

Please carry all the supporting documents according to the attached check list and confirm your acceptance.

Looking forward to your long and fruitful association with the company and thanking you.

For Laurus Bio Pvt Ltd



VINUTA CHETAN

Group Manager – HR

This is the system generated letter.

14th February 2024

LETTER OF INTENT

To,
Prajwal.M
S/O Mahesh. A
Behind Citizen School, Mahadeshwara Layout
Nanjangud (rural) Karnataka - 571301

Dear Prajwal,

With reference to your application and the subsequent interview you had with us, we are pleased to offer you the post of **"Production Assistant"** in Level 9 based in Tumakuru at String Bio Pvt Ltd. You will be reporting to the **Production Manager** who will assign your role and specific responsibilities on the following Terms and Conditions -

1. You will have to sign an IP assignment agreement and non-disclosure agreement before you join the company.
2. You will be on probation for a period of six months from the date of your appointment and during the probation period your performance, conduct, etc will be observed and if found suitable your services shall be confirmed as per the company policy or maybe extended if considered necessary by the company.
3. Your base work location will be in Tumakuru. The management may at its discretion, transfer you to work at any department/location/unit of the company at any time.
4. You are requested to submit the photocopies of the following documents on your day of joining along with the original for official reference:
 - Academic certificates 10th/SSLC to highest qualification
 - Last Appointment letter, Increment letter, last 3 months' salary slip
 - Relieving letter from your previous employer
 - Permanent and Present Address Proof
 - 3 Photographs
 - PAN Card
 - AADHAAR Card
 - Bank Name, Branch, Account Number & IFSC details
5. If you are in agreement with the above-mentioned terms, please return a copy of this letter confirming your date of joining. Your letter of appointment containing further details of terms and conditions and your obligations to the company shall be issued to you on your day of joining post clearance of your pre-employment verification.

We look forward to you being an integral part of our journey towards excellence and growth and hope our relationship will go a long way with team String Bio!



String Bio Private Limited

CIN Number: U24297KA2013PTC069481

Reg Add: # 456G, 1st Main Road, Vinayaka Nagar, 9th Mile, Tumkur Road, Nagasandra, Bangalore 560073
R&D Add: C-CAMP, GKVK PO, Bangalore 560065; Email: admin@stringbio.com

Annexure- 1

Salary Breakup- Level -9 - Production Assistant			
Monthly	27,500	Annual	3,30,000
Basic (40% on Fixed)	11,000	Basic (40% on Fixed)	1,32,000
HRA (50% on Basic)	5,500	HRA (50% on Basic)	66,000
DA (50% on Basic)	5,500	DA (50% on Basic)	66,000
TA	1,600	TA	19,200
Others	1,950	Others	23,400
GROSS SALARY (A)	25,550	GROSS SALARY (A)	3,06,600
MONTHLY PERFORMANCE BONUS (B)	-	ANNUAL PERFORMANCE BONUS (B)	33,000
Employer Contributions		Employer Contributions	
ESI (4.75%)	-	ESI	-
PF (13%)	1,950	PF	23,400.00
Sub Total (C)	1,950	Sub Total (C)	23,400
Total Fixed (D = A+B+C)	27,500	Total CTC (D) (A+B+C)	3,63,000
Deductions		Deductions	
ESI (1.75%)	-	ESI	-
PF (12%)	1,800	PF	21,600
PT	200	PT	2,400
TDS	As applicable	TDS	As applicable
Total (E)	2,000	Total (E)	24,000
Take home salary (A-E)	23,550		

Note:

1. **Medical Insurance:** for self, spouse & 2 dependent children
2. **Personal accident coverage** for self
3. ***Performance Incentive Plan** will be based on the company & the individual's performance. The company reserves the right, at its discretion to adjust the plan and its terms and conditions or cancel or modify it at any given time during the companies' financial year.

For String Bio Pvt Ltd.



Managing Director

I hereby accept the employment offer and agree with the terms and conditions set out above.

My expected date of joining would be on _____ Acceptance Signature: _____ Date: _____

String Bio Private Limited

CIN Number: U24297KA2013PTC069481

Reg Add: # 456G, 1st Main Road, Vinayaka Nagar, 9th Mile, Tumkur Road, Nagasandra, Bangalore 560073

R&D Add: C-CAMP, GKVK PO, Bangalore 560065; Email: admin@stringbio.com

Date: 12th Dec 2023

Ref: RFSL/CORPHR/MYS/OFF/005

Ms, Pruthvi M J,
Mududi gandsi hobli
Arsikere, Hassan

Sub: Offer Letter

Dear Ms. Pruthvi M J,

This has reference to your application and the detailed discussions we had during your interview on 12.12.2023.

We are pleased to inform you that you have been selected as “**Lab technician– Quality Assurance**” as per the terms and conditions mutually agreed between us.

As discussed, your fixed salary would be Rs.204001/- (Rupees Two Lakhs four thousand one only) per annum.

You are requested to confirm your date of joining on or before 18th Dec 2023.

A Detailed appointment letter will be issued to you once you join our organisation.

GreenPRO VENTURES PVT. LTD.

Regd. Off : 7th Floor, Indra Complex, Manjalpur, Vadodara – 390 004, Gujarat, INDIA, CIN: U25209GJ2020PTC112367
Factory address : Sy. No. 421/1, 422, 423/2, Thondawadi Village, Beguru Hobli, Gundlupet Taluk, Chamrajanagar, Karnataka - 571109
Tel: +91-265-263 5870, Fax: +91-265-263 5870, Email: jpsaini@rishifbc.com

LBPL/HR/INT/OF/23-24/056

Date: 29th February 2024

To,

Sangam HY,

Subject: Fixed Term Trainee Letter

Dear Sangam HY,

We would like to congratulate you on being selected for **Fixed Term Trainee** with Laurus Bio Pvt Ltd, based at Bangalore. Your training is scheduled to start effective from **4th March 2024** for a period of **3 Months**.

Your monthly stipend amount will be **INR 17,000**.

If found necessary, your intern period may be extended at the discretion of the management or may be dispensed with earlier.

As such, your internship will be in our **Quality Function**, which include training/orientation and focus primarily on learning and developing new skills and gaining a deeper understanding of concepts through hands-on application.

Again, congratulations and we look forward to working with you.

For Laurus Bio Pvt Ltd



Vinuta Chetan
Group Manager - HR



LAURUS BIO PRIVATE LIMITED

Plot. No. 204 & 237, Bommasandra Jigani Link Road, K.I.A.D.B. Industrial Area, Bangalore Rural District, Karnataka - 560105, India.
T : +91 - 8110 - 419777 F : +91 - 080 - 2783 9574 W : www.laurus.bio E : info@laurus.bio CIN : U02423KA2005PTC036770

Reference : 2023-24/0325

Date : 31/01/2024

Name : SNEHA P R

Address : D/O Rameshwarappa P R, parvatanahalli, Kadur talluk, Yagati, Chikkamanglore, Karnataka India 577140.

Dear SNEHA P R,

Congratulations !

It is a pleasure to share that you are offered an Internship at Biocon Biologics Limited

Please be informed that the internship spans between 31/01/2024 - 31/07/2024 in our BIOSIMILARS COMPLIANCE department. VISHNU KANTH KALYANDURG will be your Project Guide during the internship period. You are entitled for a stipend of Rs. 10000 (Rupees Ten thousand only.) per month during your internship.

Why Join Us

Biocon Biologics Limited, a subsidiary of Biocon Limited, is the largest integrated global biosimilars organization. It is leveraging cutting-edge science, innovative tech platforms, Digital Transformation and advanced research & development capabilities to lower treatment costs while improving healthcare outcomes

With recent acquisition of the biosimilars wing of Viatrix, Biocon Biologics becomes the fully integrated, leading global biosimilars player that is well placed to provide equitable access to high quality, lifesaving biosimilar medicines to patients across the globe.

Congratulation once again for the opportunity gain hands on experience working in BBL, one of the pioneer organizations in Biopharma industry, create a lasting impact on global health and act as perfect gateway to the professional world.

Please Note:

This offer of Internship is valid for 7 days within which you need to confirm your acceptance to us. In case, you fail to do so, or do not report on the date of joining as mutually agreed, the offer would stand cancelled.

On your date of joining, kindly report to the undersigned at 09:00am at the address given on your Reporting place. You will receive a 'Letter of Internship' stating the Terms and Conditions of internship within the first week of joining, and you will be required to sign on Confidentiality and Internship Agreement of the company as a part of the process

By accepting this offer, you agree that throughout your internship, you will observe all policies and practices governing the conduct of our business and employees, including our policies prohibiting discrimination and harassment. This letter sets forth the complete offer we are extending to you

**Yours Sincerely,
HR Department
Biocon Biologics Ltd**



Leveraging **THE POWER OF ONE**
Enabling Affordable Access to
Lifesaving Biosimilars, Worldwide

Biocon Biologics has acquired the global biosimilars business of Viatrix to become a unique, fully integrated, leading global biosimilars player.



Biocon Biologics Limited*(Formerly known as Biocon Biologics India Limited)*

CIN: U24119KA2016FLC093936

Biocon House, Tower - 3, Semicon Park,

Electronics City, Phase - II, Hosur Road,

Bengaluru 560 100, India.

T +91 080-6775 1012, F +91 080-6775 1030

E ContactUs.BBL@biocon.com

www.biocon.com

Ref. : HRD/BBL/2023-24/10109643

Date : 22-Jan-24

Ms. TANUSHREE G R,
,238, 6th main road,
3rd stage,Mysuru,
- 570002,
Karnataka,
India.

Dear Ms. TANUSHREE G R,

Subject: Letter of Appointment

With reference to the interview you had with us, we are pleased to offer you the following position in BIOCON BIOLOGICS LIMITED [the 'Company'], on the following terms & conditions:

Date of Appointment	:	Your appointment will be effective from 22-Jan-24
Level	:	3
Designation	:	EXECUTIVE
Department	:	QC INSULIN
Reporting	:	You shall report to DEPUTY MANAGER, QC INSULIN or such other person(s)-as may be designated by the Company from time to time.

Your appointment shall be governed by the following terms:

1. You will be on probation for a period of 06 Months commencing from the Date of Appointment, as above mentioned. On completion of the said probation period and at the sole and absolute discretion of the Company, your employment with the Company may be confirmed by the Company by issuing a confirmation letter, provided your conduct and work has been to the satisfaction of the Company. The said confirmation shall also be subject to availability of suitable opening and such other factors as may be considered relevant by the Company from time to time.
2. Your emolument and leave benefits shall be as per enclosed Annexure. Further, your entitlement to Provident Fund and Gratuity shall be in accordance with the prevailing Company policies and the applicable laws.
3. You will be entitled for E.S.I. benefits if you are eligible as per the applicable laws.
4. The official working hours of the Company are from 0815 Hrs. to 1615 Hrs. with a lunch break of half-an-hour, on a six day week basis. You will be required to adhere to these timings or schedule. The office timings and working days per week may undergo change at the Company's sole discretion.





MANIPAL
ACADEMY of HIGHER EDUCATION
(Institution of Eminence Deemed to be University)

MAHE/HR/RS/MCOPS/2024
January 27, 2024

Ms. Tejashree M. U.
Ph : 9482544280
Email: tejumu2K@gmail.com

Dear Ms. Tejashree,

Sub: Engagement as Junior Research Fellow under ICMR project
Ref : Proceedings of the Selection Committee meeting dated January 27, 2024

We are pleased to engage you as **Junior Research Fellow** to work for ICMR funded project titled "*Impact of Educational interventions on Pesticide Practice among Farmers of Karnataka: A Multicentric Randomized Trial*" at the Department of Pharmacy Practice, Manipal College of Pharmaceutical Sciences (MCOPS), Manipal as per the following terms and conditions:

- This engagement will be initially for a period of one year from your date of joining, extendable upto three years based of your performance.
- You will be paid a fixed remuneration of Rs. 30,520 per month.
- You are not entitled for PF or any other service benefits/allowances during the period of this engagement.
- You will be eligible for 24 days of leave in a year. However, availing leave at a stretch is strictly restricted to 5 days.
- You are entitled to Medicare facility with payment of applicable premium.
- This engagement may be terminated at any time by giving one month notice in writing or by payment of one-month salary in lieu thereof from either side.

You will report to the Principal, MCOPS, Manipal on or before February 5, 2024 for duty and seek further instruction. We hope that, you will enjoy working with us and find your time rewarding.

Yours sincerely,

Dr. P. Giridhar Kini
Registrar

- Copy to:**
1. The Principal, MCOPS, Manipal
 2. The Professor & Head, Dept. of Pharmacy Practice, MCOPS, Manipal
 3. The Director - Finance, MAHE, Manipal
 4. The Director - HR, MAHE, Manipal
 5. The Medicare Section, MAHE, Manipal

PRINCIPAL
MANIPAL COLLEGE OF PHARMACEUTICAL SCIENCES
MANIPAL - 576104

.....
(To be filled by the candidate)

I _____ hereby accept and agree to the terms and conditions mentioned above.

Date: _____

Signature: _____