



Ref: HR: VELA: 22-23: 01

08/03/2022

To

Mr. Joshua Daniel N
NO: E3/5, Police Quarters, Church
Road, Pallavaram, Chennai -
600043.

With reference to your application and subsequent interview held, we are appointing you as **Product Specialist at Chennai** with effect from 08-04-2022 on a Basic Salary of **Rs. 9,800/-** and a Special Allowance of **Rs. 5,600/-** and Monthly Performance Allowance of **Rs. 5,000/-** per month on the following organization terms and conditions: -

1. Your services are governed by the rules that are in force in the Establishment and issued from time to time.
2. You will be on probation for a period of six months which can be extended at the discretion of Management.
3. During the period of probation your services are liable for termination without notice or pay. You will not get confirmation automatically until and unless the order of confirmation is issued in writing.
4. You will maintain strict secrecy and confidentiality with regard to the work entrusted to you or any other matter connected with the company.
5. You will not engage yourself in any other trade, business and or occupation while on leave or on holiday without obtaining the prior written permission of the Management. Any violation of this will be treated as gross misconduct and your service will be terminated.
6. You may be asked to work in any department or section of the Establishment by the Management in any capacity and you will work accordingly and also to work in shift and weekly holidays as and when required.

..2..

VELA AUTOMOBILE PRIVATE LIMITED

GST No: 33AAHCV8575D1Z3



Chennai - Sales & Service: No:62, Mount Road, Opp to ITC Grand Chola, Guindy, Chennai - 600 032.
Trichy - Sales: No:20/C113, 5th Cross East, Thillai Nagar, Trichy - 620 018.
Trichy - Service: No:19, Annamalai Nagar Main Road, Thillai Nagar, Trichy - 620 018.





Rahul Suresh
#5 Arablane 'B' Street
Richmond Town
Bangalore- 560025, India

Deutsche India Pvt. Ltd.
Block V, VI, VII, VIII
Velankani Tech Park
43 Electronic City, Phase II
Hoasur Road, Bangalore 560 100
Tel +91 (80) 71211000

March 31, 2022

Employment Agreement

Dear Rahul,

We are pleased to offer you employment on the terms and conditions set out below. Your employment will be with Deutsche India Pvt. Ltd (the "Company"). Deutsche India Pvt. Ltd is a company within the Deutsche Bank AG Group of Companies ("Group").

1. General Information

These terms and conditions outlined in this employment letter ("Agreement") as amended from time to time, together with the Company's "General Terms and Conditions of Service" as laid out in Schedule I of this Employment Agreement and as laid out in the Company's India Employee Handbook ("the Handbook"), the Deutsche Bank Group's Code of Conduct and all applicable regulations and policies of the Company, form the basis of your employment.

You are also expected to comply with all other applicable Company's regulations and policies (such as the Company's India Employee Handbook and the Code of Business Conduct and Ethics), and any other policies or procedures specific to your business or infrastructure unit. These policies and requirements are considered by the Company to be reasonable and lawful directions that you are required to comply with under the terms of your employment with the Company. You should therefore familiarize yourself with, and abide by, all applicable Company regulations and policies.

If there are any inconsistencies between the terms of this Employment Agreement and the provisions of the Handbook as at the date of your acceptance of this Employment Agreement, the terms of this Employment Agreement shall prevail. However, please note that any subsequent variations by the Company to any terms, conditions, rules or regulations (including the terms set out in the Handbook) generally governing the members of the Company's staff will prevail and be applicable to you.

2. Position

Your functional title will be **Know Your Client (KYC) Analyst**

Your local grade as per the internal grading system will be **Grade 7**

During your employment, you may be required to perform work for other companies within the Group.

3. Employment Location

Your employment will initially be based at **Bangalore**, although you may be required to perform your duties at other locations from time to time and to travel on Company's business when the need arises, including overseas.

Rahul Suresh

Date: July 27, 2022

Dear Mohammed Tabarak S

Congratulations! We take great pleasure in inviting you to be an integral part of Omega Healthcare Management Services Private Limited.

We are pleased to make you an offer of employment as **PROCESS EXECUTIVE - AR** full time and your place of posting will be Bengaluru with an Annual CTC Compensation of **Rs. 286,656.00 (Rupees Two Lakh Eighty Six Thousand Six Hundred Fifty Six Only)**. Your date of joining will be on or before **28 July 2022**, beyond which this offer stands revoked.

We are an international organization with people capabilities across India, Philippines, and the USA. You will discover with us 'passion, energy and commitment' to be the best in class and take pride in doing things differently. As we refine and continuously improve on our people process, we count on your support in making Omega Healthcare one of the Best Place to Work.

Combining the largest medical coding staff in the world, with proprietary technology, analytics and automation capabilities, Omega Healthcare helps thousands of providers eliminate administrative burdens, accelerate cash flow and reduce health management costs. The company streamlines medical billing, coding and collections processes, and offers telephonic and message-triage services to provide the most comprehensive and scalable outsourced revenue cycle management solutions in the industry.

Most of us here are ordinary people, but constantly seeking to do extraordinary things. We are not perfect, but we are open to feedback, learning and change. While we have our own individuality, we also share a common vision and complement each working as a team.

What differentiates us from other places to work is our passion and commitment towards superior customer service. You will find strong core values and brand promise that we live up that is hallmark amongst all our Service offerings.

We firmly believe in employee engagement and our evolving people processes. We assure you enrichment, growth and fulfillment at the end of each working day. Discover Camaraderie, Harmony and Accomplishment with us.

We look forward to a long and fruitful association with you and confident of making Omega Healthcare a truly world class and an aspirational MNC to work for.

By accepting this offer, you agree to abide by the clause that this offer of employment entails **Working from Office (WFO) effective 15th April 2022**.

With this arrangement we look forward in extending our Best Welcome, Induction and Training in making you successful and experience our culture and learn spirit.

In the event of work assignment that stipulates remote working, you agree to have access to Broad-band Internet connection for effective discharge of your duties and the same would be reimbursed to the tune of **Rs.800/month**.

Your offer and subsequent appointment will be governed by the terms and conditions of employment presented in the enclosed Annexure A. You will also be governed by rules and regulations in vogue that may change from time to time.

At the time of your joining, the following documents need to be submitted:

- Signed Copy of the Offer/Appointment Letter
- Photocopy of your educational HSC/Degree/Diploma valid certificates and marks cards in support of your educational qualifications.
- Relieving letter/Service certificate/ Resignation acceptance letter from your previous employer.
- Photocopy of your Birth Certificate/ DOB Proof
- Copy of PAN Card / Acknowledgement copy of PAN Application
- Copy of AADHAR Card / Acknowledgement copy of AADHAR

Omega 
Healthcare

No.33, NAL Wind Tunnel Road, Murgeshpalya
Bengaluru - 560017. Tel: +91 80 4155 7333



Syed Musharuff
Emp. No.1041220

WWW.OMEGAHMS.COM



Wells Fargo International Solutions Private LTD
Outer Ring Rd F14
BENGALURU/URBAN,KA, 560109

February 17, 2022

Suman K
8162, 4th main, 6th cross, K P Agrahar, Magadi Road, Bangalore-500023
Bangalore

Dear Suman,

We are pleased to offer you a position at Wells Fargo International Solutions Private LTD ("Wells Fargo" or "Company"), and your employment shall be effective from the Date of joining, as mentioned below, on the following terms and conditions.

• **Designation:** You will be designated as Associate Commercial Loan Servicing Representative. Wells Fargo reserves the right to amend your position title as may be required from time to time. Notwithstanding anything herein, this offer is conditional on Wells Fargo receiving a satisfactory reference and background check on you, as well as not having an outside activity that is in conflict with Wells Fargo's interest. On your first day of employment March 21, 2022(05/01) you will need to report to Wells Fargo International Solutions Private LTD, Outer Ring Rd F14, BENGALURU/URBAN, KA, 560109. Your start time will be provided prior to your start date.

• **Compensation:** Your fixed annual fixed compensation (inclusive of contributions to be made towards various social security schemes such as Wells Fargo's contribution to Provident Fund), would be ₹26,00,00. Please note that this will be deducted at source from your gross compensation above in compliance with prevailing tax regulations. The detailed break-up of the compensation offered to you is outlined in Annexure 'A' as in this letter.

• **Place of Work:** You will be initially based at the Wells Fargo office in BENGALURU/URBAN. However, Wells Fargo reserves the right to transfer you from one office to another, at its discretion during the term of your service. You may be required to work from different offices and in different shifts from time to time. Wells Fargo further reserves the right to change your shift timings, job title, designation, separate hire, reporting lines and reporting manager, in line with applicable laws, during the term of your service.

• **Duties:** You will perform all acts, duties and obligations and comply with such instructions as may be specified by Wells Fargo and which are reasonably consistent with your job title and profile. Wells Fargo may require you to undertake the duties of another position, either in addition to or instead of the above duties, if being understood that you will not be required to perform duties, which are not reasonably within your capabilities. Wells Fargo may also require you (as part of your duties of employment) to perform duties or services not only for Wells Fargo but also for any Group Company where such duties or services are of a similar nature to or consistent with your position with Wells Fargo. For the purposes of this agreement, "Group Company" means any subsidiary or holding company of the Company, any subsidiary of such holding company, and any company in which the Company or any such holding company holds or controls directly or indirectly not less than 20% of the issued share capital.

• **Confidentiality:** As an employee of Wells Fargo, you will have access to Wells Fargo's Confidential Information. The Confidential Information remains the sole property of Wells Fargo or any Group Company. You must not, either during (except in the proper course of your duties) or after the termination of your employment, without the prior written consent of the Company, directly or indirectly, divulge, use or otherwise disclose to any person whatsoever, the Confidential Information, either for your own or for another's benefit. You must use your best endeavours to protect the Confidential Information and prevent unauthorized disclosure or misuse of the Confidential Information. You must immediately notify the Company should you suspect unauthorized disclosure or misuse of the Confidential Information and, where required, assist the Company in any proceedings, talks by the Company for alleged unauthorized disclosure and/or misuse of the Confidential Information. You must enter into any other confidentiality agreement or provide confidentiality undertakings as required by the Company from time to time to protect its business interests and those of its customers and any Group Company. For the purposes of this clause, "Confidential Information" means any trade secrets or confidential information relating to or belonging to the Company or any Group Company, in any form or format, including but not limited to: (i) business strategy, plans and dealings; (ii) product lines, services, price and cost information, marketing plans; (iii) staff salaries and terms and conditions, personnel history; (iv) records, dealings, transactions, lists or affairs of any clients of the Company or any Group Company; (v) business accounts, finances, profit margins and financial records; (vi) business forms and operating

Wells Fargo & Company

December 20, 2021

Dear K B Dharshan Kumar
Employee Id: T3770

Sub: Transfer of Employment

Further to our previous discussions, as you know, Telligent Support LLP ("Telligent") has entered into a business transfer agreement dated September 9, 2021 ("BTA") with Knoah Solutions Private Limited dba 24-7 Intouch, (whose name is proposed to be changed to "24-7 Intouch India Private Limited") ("Intouch"), under which Telligent has agreed to transfer its business to Intouch ("Transaction"). Accordingly, as also discussed with you, as a part of the closing of the Transaction and upon the successful closing of the Transaction, your employment will be transferred from Telligent to Intouch ("Transfer"), with effect from January 3, 2022 or such other date which shall be communicated to you separately by Telligent and Intouch in writing ("Transfer Date").

You will continue to remain a Telligent employee up to the Transfer Date and be bound by all terms and conditions of such employment up to the Transfer Date. In the event you engage in any misconduct prior to the Transfer Date, Telligent reserves all rights to take appropriate disciplinary action, including termination of employment, in which case, the Transfer shall not be effected and the terms and conditions set out herein will be void and unenforceable.

The Transfer will be as per the following terms:

1. With effect from the Transfer Date, Telligent shall cease to be your employer and Intouch shall become your employer. Accordingly, on and from the Transfer Date, you shall become an employee of Intouch and Intouch shall exclusively discharge all obligations towards you as an employer.
2. Your terms and conditions of employment (including salary), which shall be effective from the Transfer Date will be no less favourable than the terms and conditions of your employment with Telligent as applicable immediately prior to the Transfer and such terms will, in the aggregate, carry over to your employment with Intouch. You will also continue to hold the job profile and designation, as applicable immediately prior to your Transfer. Your appointment letter is provided in Annexure A and Intouch will separately coordinate the execution of the same with you post the Transfer.
3. Your original date of joining with Telligent will be considered for the purposes of terminal payouts of gratuity, leave encashment, severance as well as to determine your seniority and, you will be deemed to be in continuous service without any interruption or break, with Intouch for the same. In the event of cessation of your employment with Intouch following the Transfer Date, Intouch shall pay any statutory severance-related payments to you on the basis that your employment has been continuous and has not been interrupted by the Transfer.
4. Subject to Clause 5 below, all statutory and contractual payments in relation to your employment with Telligent up to the Transfer Date consisting of accrued salary and statutory and contractual benefits (the components of which are provided in Annexure B), will subject to deduction of taxes and other levies as per applicable law, be paid to you (or to the applicable statutory authorities) by Telligent on or within 30 (thirty) working days of the Transfer Date, together with any reimbursement of amounts towards any unclaimed official

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S M

OLA ELECTRIC



Robin Ronaldo

ABInBev

GCC Services India Private Limited

16-Oct-2019

PRIYA DARSHINER

Dear **PRIYA DARSHINER**,

Subject: Offer Letter

Bringing people together for a better world!

We at GCC Services India Private Limited are delighted to offer you the role of **Associate**, based in Bengaluru.

GCC is a group/associate company of Anheuser Busch InBev committed to driving growth that leads to better living for more people in more places. We are building a company to last not just for a decade but for the next 100 years. We take the development of our people seriously and help you dream bigger than what you think is possible.

Your role will commence on **11-Nov-2019** subject to your acceptance of this Offer and the Terms and Conditions of Employment on the Joining Date. Please sign and return a copy of this letter and the Terms and Conditions of Employment to indicate your acceptance of this offer, on the Joining Date. The Terms and Conditions of your employment are included below as Schedule A.

If you have any queries regarding this Offer Letter, or the Terms and Conditions of Employment, please contact your recruiter.

We look forward to working with you, and would like to take this opportunity to wish you every success in your new role.

Yours Sincerely,

Dinesh Khanna
Senior Manager-People

Regd. Office: Peridot Block, 12th & 13th Floor, Bagmane World Technology Centre SEZ,
K.R.Puram Marathalli Ring Road, Bengaluru-560045, Karnataka, India
CIN - U74900KA2014FTC077722
Ph No: +91-80-4676-9100

**BE YOURSELF,
MAKE A DIFFERENCE.**

accenture

18-Sep-2019

Pragya Sinha

C3613720

Swapnil Pratik

Shri SNS PG for Girls, 20th L cross, Ashwini Layout, Ejipura, Bangalore, Karnataka 560047

Dear Swapnil,

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 **Bangalore**. This letter will officially confirm your annual total earning potential and terms of your employment.

Role- Transaction Processing New Associate

Career Level- 13

Sublevel - 3

Talent Segment-Business Process Delivery

Business Deal-Non Contact Center

Your annual total cash compensation will be **INR 224555** and will be structured as per the attached Annexure 1 ' Compensation Details. This will continue to be applicable until further communication on the same. Your annual total earning potential includes:

-Annual fixed compensation of INR 194000/-, 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 FY20 (September 2019 to August 2020) Individual Performance Bonus (IPB) Programme. Your indicative pay-out can range from **0% to 15.75%** of the prorated fixed pay in the FY20, subject to the overall terms and conditions of the IPB, including but not limited to your 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 financial year.

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.

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 the Company will be governed by the attached Annexure 2 ' 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 the Company 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.

Version 7.0 February 2019

1

Candidate's Signature _____

Reference ID: 16ac2bda-cb10-41f3-b37c-ac78d0114eaf_2

**BE YOURSELF,
MAKE A DIFFERENCE.**

accenture

17-Jul-2019

C3594347

JOHN S PETER

51/10 NEW 188 1ST MAIN ROAD JC NAGAR, Bangalore 560008

Dear JOHN,

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. This letter will officially confirm your annual total earning potential and terms of your employment.

Role- Transaction Processing New Associate
Career Level- 13
Sublevel - 3
Talent Segment-Business Process Delivery
Business Deal-Non Contact Center

Your annual total cash compensation will be **INR 224555** and will be structured as per the attached Annexure 1 ' Compensation Details. This will continue to be applicable until further communication on the same. Your annual total earning potential includes:

-Annual fixed compensation of **INR 194000/-**; 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 FY19 (September 2018 to August 2019) Individual Performance Bonus (IPB) Programme. Your indicative pay-out can range from **0%** to **15.75%** of the prorated fixed pay in the FY19, subject to the overall terms and conditions of the IPB, including but not limited to your 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 financial year.

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.

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 the Company will be governed by the attached Annexure 2 ' 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 the Company 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.

Version 7.2 February 2019

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Candidate's Signature _____



Date: 11 Nov 2019

Ms Bisi Rukhaiya
 House No. 42, 21st Street
 Balappa Garden Shivajinagar Bangalore north PO H k p Shivajinagar 560031
 Employee No: 174374

Dear Ms Bisi Rukhaiya

Letter of Deployment

We are pleased to deploy you to our client NP PPS Services India Private Limited effective 12 Nov 2019 at Bangalore, subject to the following terms and conditions:

Further to the conditions set out in your offer of employment, you will render services to our Client at their premises subject to the terms and conditions of the engagement letter executed by you on 11 Nov 2019, until further notice.

In the day-to-day functioning or carrying out your responsibilities and duties, you will receive instructions from our client's through their assigned representatives and hereby agree to follow the client's workplace rules and regulations, and agree to undertake any suggestions during the course of your work, throughout the tenure of your deployment.

You will be bound by the working hours of the Client's organization.

You are mandatorily required to fill timesheets as per the client policy and have it be your responsibility to have the same approved by the assigned representative at the Client organization, in a timely manner and by the prescribed cut-off date/s and time/s, without any follow-up to do so. You shall ensure that the hours filled-in are accurate, and based on actual hours. Salary is payable only for efforts approved by the Client.

At the client location, you will be issued an Employee/Contractor ID. You will be required to use the same to log-in to submit your timesheets on the client portal and for daily tracking/reporting of your work. Your tasks will be identified against a work order number, at all times.

For Teamlease Digital Pvt Ltd

Ravi Vishwanath

(Authorized Signatory)

Accepted and Agreed

Signature and date:

Name: BISI RUKHAIYA



Dear Vijayak R Menon,

Congratulations!

Sub: Offer of Employment

You have been selected to join 24/7 Customer Private Limited, a company that has been rated amongst the "Top 5 best performing Contact Centers in the World" consistently for 3 years in a row. We are hopeful and confident that you will be able to build a successful career with us and become a part of the "out-performance" culture at 24/7 Customer Private Limited.

We are pleased to offer you the position of **Advisor** in 24/7 Customer Private Limited commencing from the Date **01-Oct-2021**. The following are the terms of employment with 24/7 Customer Private Limited.

1. Your Cost to Company ("CTC") will be as per the Annexure I enclosed. This will be applicable after your training period.
2. You will be required to work in shifts, with rotating weekly offs.
3. We will provide you a separate **Letter of Appointment** on the date of your joining.
4. Your joining formalities will be conducted remotely and is scheduled on **01-Oct-2021 at 8:00PM**. You will receive a Zoom invite on your registered email ID. You are requested to join the Zoom meeting on time without fail and be available throughout the session to complete joining formalities.
5. Upon joining, you will be provided foundation Level Education ("FLE") and Product Level Education ("PLE"). Once you successfully complete your FLE, the Company will pay you the CTC retrospectively from the date of your joining the Company. It is hereby clarified that your entitlement of the CTC (retrospectively from the date you joined the Company) would depend on the outcome of your FLE results.
6. During the training period you will be entitled only two weekly offs. However, in case you require leave during training period on account of any medical emergency, you may request the trainer and the trainer may consider your request on case to case basis.
7. In the event of permitted absence exceeding two continuous days, you will be required to restart the training program with the next batch. Please note in such a case your employment will commence from the date you start training in the next batch and your stipend/salary eligibility will commence accordingly.
8. You are requested to bring along the documents listed below WITHOUT FAIL on your day of joining for the purpose of submission/verification.
 - Six passport size color photographs (important) with white background (Formal Attire)
 - Date of Birth proof certificate (Original and Photocopy)
 - Latest Mark sheet/ Education certificates (Original and Photocopy)
 - Previous Employment details (Service Certificate/ Relieving Letter if applicable in original)
 - Last drawn Pay slip (if applicable in original)
 - A valid Passport / Driver's license/ Aadhar Card/ Voter ID / Nationalised Bank Passbook with photo attested (Original & Photocopy)

If you have any queries pertaining to this offer letter please call us at - 9845526247/9945200330

Please confirm the acceptance of the offer letter by clicking the link sent to your registered email id along with your offer letter. If we do not receive the acceptance by 10:00 PM of **30-Sep-2021** and if you do not join the Company on **01-Oct-2021** this offer will automatically expire and deemed to have been withdrawn.

Once again wishing you the very best and looking forward to your successful career at 24/7 Customer Private Limited.

With Best Wishes,

Shivesh Kundan
VP - HR-Recruitment

This is a system generated letter and does not require any signatures.

Letter of Offer of employment

13th June 2021

Jayasurya M

#2 Snt Road Next to Annalah Reddy Layout,
Gupta Layout Ulsoor,
Bangalore- 560008

Dear Mr. Jayasurya M,

This refers to your application for employment with CareerNet Technologies Pvt. Ltd. and your subsequent interview for the same. We are pleased to offer you an employment with CareerNet Technologies Pvt. Ltd. As an **Associate** on the following terms and conditions:

Joining Date and Salary

You are required to report to duty on **15th June 2021**. Your yearly CTC on joining CareerNet Technologies Pvt. Ltd. is **Rs. 2,65,000/-**. The break-up of your salary is given in Annexure1.

Tenure of the Agreement

Your contract of employment shall be valid for a period of six months from **15th June 2021 to 14th December 2021**. Notwithstanding this, in the event of the project/ work for which you are being employed comes to an end before the aforementioned period, this contract shall be co-terminus with the aforementioned project/work. At the end of the above referred period, the contract will stand terminated automatically without any notice or communication to you, unless they are explicitly extended by us by a letter in writing.

Notwithstanding anything above, depending upon the aforementioned project/work, the Company reserves its right to extend your temporary appointment for such period or periods as may be necessary depending upon the exigencies relatable to the work for which you are hereby engaged. In that event, the Company shall in writing extend your temporary assignment on the terms as may be indicated in such letter and in the event of your acceptance of such extension of the assignment you shall be governed by such terms and conditions as may be indicated therein.

During the period of fixed contract, your services could be deputed at the sole discretion of the Management to any of our clients' company to do work pertaining to or incidental to the clients business.

Place of work and mobility

You are initially appointed to work in **Bangalore** office of our client **HP Computing and Printing Systems India Private Limited** but will serve the company or any of its subsidiaries or associated companies in any location within or outside of India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.



Aegis Customer Support Services Pvt. Ltd.
7th Floor Explorer Building, ITPL, Whitefield, Bangalore - 560088,
Karnataka, India
T +91 80 9827 0000
www.startek.com

BY JIN D. 22/2/22

BY JIN D. 22/2/22

08-July-2022

Mr. S Vishal

Bengaluru ITPL

Dear S Vishal

Sub: Offer letter for the position of Senior Executive - Operations

With reference to the interview you had with us, we are pleased to offer you the position of **Senior Executive - Operations in Band 5 (Level-B)**. You will be initially posted at **Bengaluru ITPL**.

Your position will carry total compensation of **INR 310000 (Rupees Three Lakhs Ten Thousand Only)** per annum. A model breakup of your total compensation is enclosed as below. The detailed appointment letter will be issued to you at the time of your joining the company.

Compensation Components	Amount (INR Per Month)	Amount (INR Per Annum)
Basic Salary	13,761	1,65,127
House Rent Allowance	9,174	1,10,064
Sub-Total	22,935	2,75,211
Bonus as per Payment of Bonus Act *	1,248	14,974
Sub-Total	1,248	14,974
Provident Fund (Employer Contribution)	1,651	19,815
Sub-Total	1,651	19,815
Total Cost To Company	25,834	3,10,000

* Payable quarterly by 10th July for 1st quarter (April, May & June), by 10th October for 2nd quarter (July, August & September), by 10th January for 3rd quarter (October, November & December), by 10th April for 4th Quarter (January, February & March) towards bonus payment in advance for every Financial Year.

As agreed you will join our organization latest by **11-July-2022**. Kindly sign a copy of this letter as a token of your acceptance of the offer and return the same for our records. Kindly also convey the exact date of your joining the company.

Aegis Customer Support Services Private Limited
Registered Office: Ground Floor, Tower 3, Equinox Business Park, Kurla,
Mumbai 400070, India.
T +91 822 6733200
www.startek.com
CIN No: U74999MH2011PT029158

Omega 
Healthcare

No.33, NAL Wind Tunnel Road, Murgeshpalya
Bengaluru - 560017. Tel: +91 80 4155 7333



G Santhosh

Emp. No.1037745

WWW.OMEGAHMS.COM

01/03/2022

Charles William I
+91 80661 03914
ccw@charles1@gmail.com

<charlesw@charles1@gmail.com>

Dear Mr Charles William,

Offer Letter

With reference to your application and the subsequent discussions you have had with us, we are pleased to offer you the position of **Trainee Engineer (3D Modeling) – Product Engineering**.

Initial 6 months of your position will be training period with salary of Rs.15,000 per month. Based on confirmation and performance the offer will be extended from 1,20,000 to 1,50,000 per annum.

You are required to join us on or before **07/03/2022**. The place of your initial posting will be **Coimbatore**; however, you are liable to be transferred to any location of the company, within the group, based on the Company requirement and agree for a continuous employment for a period of 24 months.

This offer is subject to us receiving a confirmation from you and within 05 days. This offer stands withdrawn thereafter, unless the date is extended by a written communication.

Kindly ensure all documents as specified in the Annexure II are submitted on the date of your joining. This offer is not valid in the event of non-submission of the requisite documents.

We welcome you to **Nallas Software Solutions Pvt. Ltd.** and look forward to a long and mutually beneficial association.

Thank you page for details.

For Nallas Software Solutions Pvt. Ltd.,

Mr. Subramanian K
Senior Executive – HR

I accept the offer extended and confirm my date of joining as <01/03/2022>

Candidate Name

Candidate Signature

Ref: 201632/1265818/Permit

Date: 10th April, 2021

Mohammed Hussain Faraz
No.155, 2nd Floor, Armstrong Road, One Bajowari Masjid
Shivaji Nagar, Bangalore - 560001
Phone No: 9608516744

Subject: Offer of Appointment

Dear Mohammed Hussain Faraz,

It is our pleasure to welcome you to Tech Mahindra Limited.

1. With reference to our discussions, we are pleased to offer you appointment in our Organization as **Associate Customer Support** on **UI** band, operating out of our **Bangalore** office.
2. Your "Annual Total Cash Compensation" will be **Rs. 434000 (Rupees Four Lakhs Thirty Four Thousand Only)**. Please refer **Annexure-A** for details on the compensation and statutory deductions.
3. Your remuneration package is strictly confidential between you and here after, referred as The Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever.
4. Your employment with us will be governed by terms and conditions as specified in **Annexure-B**.
5. You are required to join on **12th April, 2021** at the below mentioned location. The Offer stands withdrawn thereafter, unless the date is extended and communicated to you in writing.
6. On the date of joining, you are requested to report to **Derek Paul Kandur** at **10:00 AM** to complete the joining formalities at **Tech Mahindra Limited, Electronic City, Phase-2, Bangalore - 560100**. At the time of joining, you are expected to carry originals of the documents as per **Annexure - D** and submit the copies of the same to the HR Team.
7. Please note that this Offer is subject to your being given a clear background check either at the time of reporting/joining or thereafter depending upon our receipt of the background check report from the agency.
8. Kindly acknowledge acceptance of this Offer of Appointment by signing and returning the 'acceptance copy' to **Derek Paul Kandur** latest by **12th April, 2021**.

Ref No: 15737988

08-Feb-2021

Mehsha Dasgupta



Dear Mehsha,

With reference to the discussions that we had with you, we are pleased to offer you the role of **Process Executive - Data** in **Cognizant Technology Solutions India Private Limited** ("Cognizant"). Your place of posting will be **Bangalore**.

Your Annual Total Compensation will be **INR 215,499**. The other details about your compensation is presented in **Annexure A**. We would like to inform you that Cognizant has considered **6** months of your experience as relevant, which would be updated in our records.

Your appointment will be governed by the terms and conditions of employment presented in **Employment Agreement**. You will also be governed by the rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Your services with the Cognizant shall be confirmed after completion of the probation period ("Probation Period"). Your initial term of the Probation Period shall be 6 months. Cognizant reserves the right to extend your Probation Period, at its sole discretion, for two consecutive terms of three months each. During or at the end of the Probation Period, your employment may be terminated by Cognizant at any time, without assigning any reasons, by giving one (1) month notice or notice pay in lieu thereof. Confirmation of your services shall solely depend upon satisfactory performance and conduct during the Probation Period.

We request you to join us on or before **08-Feb-2021**.

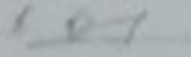
Please note

- This appointment is subject to satisfactory professional reference checks
- This offer from Cognizant is valid for 3 months only from the date of offer, any extension in said validity shall be at the discretion of the company and shall be communicated to you in writing
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request

We look forward to your joining us. Should you have any further questions or clarifications, please feel free to contact us.

Yours sincerely,

For **Cognizant Technology Solutions India Pvt. Ltd.**


Suresh Bethavandu
Global Head-Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Ref No: 15738074

28-Jan-2021

Smita Y



Dear Smita,

With reference to the discussions that we had with you, we are pleased to offer you the role of **Process Executive - Data** in **Cognizant Technology Solutions India Private Limited** ["Cognizant"]. Your place of posting will be **Bangalore**.

Your Annual Total Compensation will be **INR 215,499**. The other details about your compensation is presented in **Annexure A**. We would like to inform you that Cognizant has considered **0** months of your experience as relevant, which would be updated in our records.

Your appointment will be governed by the terms and conditions of employment presented in **Employment Agreement**. You will also be governed by the rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Your services with the Cognizant shall be confirmed after completion of the probation period ("Probation Period"). Your initial term of the Probation Period shall be 6 months. Cognizant reserves the right to extend your Probation Period, at its sole discretion, for two consecutive terms of three months each. During or at the end of the Probation Period, your employment may be terminated by Cognizant at any time, without assigning any reasons, by giving one (1) month notice or notice pay in lieu thereof. Confirmation of your services shall solely depend upon satisfactory performance and conduct during the Probation Period.

We request you to join us on or before **05-Feb-2021**.


Please note

- This appointment is subject to satisfactory professional reference checks
- This offer from Cognizant is valid for 3 months only from the date of offer, any extension in said validity shall be at the discretion of the company and shall be communicated to you in writing
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request

We look forward to your joining us. Should you have any further questions or clarifications, please feel free to contact us.

Yours sincerely,

For **Cognizant Technology Solutions India Pvt. Ltd.**


Suresh Bethavandu
Global Head-Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

**STRICTLY CONFIDENTIAL**

Date: 02-Nov-2021

To:

CLINTON ANTICK RAJ
EMP ID: 1013008
Bengaluru-1

Dear CLINTON,

This is with reference to your offer letter dated **02-Nov-2021**. We are pleased to appoint you as **EXECUTIVE - TALENT ACQUISITION** in **Grade 1B**, with effect from **02-Nov-2021**.

The offer is subject to the following terms and conditions:

1. Your appointment and continuance in service is subject to the Company receiving:
 - a. A satisfactory reference from the list of referees furnished by you at the time of interview / joining.
 - b. Correct particulars regarding your age, qualification, experience, etc.
2. You will be on Training cum Probation and will be confirmed on rolls upon satisfactory completion of the training and probation period. The normal probation period is six months, but is liable for extension if the performance is not found satisfactory.
3. Your remuneration shall be as detailed in the annexures.
4. You shall be considered as being employed at **Bengaluru-1**, your services are transferable at short notice to any office, division of this Company, you will be sent on deputation to any subsidiary company/holding/group company/sister concerns of this Company in India and/or abroad. In the event of your transfer/deputation, as the case may be, the terms and conditions of the employment outlined herein shall continue to apply along with any modifications thereof as may be applicable. However, you shall be required to adhere to the rules and regulations as prevalent at the new place of posting to which you are sent on deputation.
5. Your appointment will be governed by the terms and conditions of employment presented in the letter of appointment. You will also be governed by the rules of this Company as applicable, enforced, amended or altered from time to time during the course of employment. Any other terms, conditions, stipulations not specifically mentioned herein shall be governed by the HR manual and other policies and procedures of the Company as presently applicable and as may be amended from time to time.
6. You shall devote yourself exclusively to the business and no outside appointments are allowed without prior consent of the company in writing. In particular, you shall not in any way provide your services or accept any commission or remuneration from any other company, or individual.
7. Your service with the company can be terminated under the following conditions:
 - a. On resignation, by giving a written notice of at least **60** days during probation / **60** days after confirmation or as a special case, Basic Salary in lieu to the Company.
 - b. The right to decide whether to collect basic salary in lieu of employee not serving notice period is solely based on the discretion of management; Company also reserves the right to issue relieving letter in such cases.
 - c. In case, not completing relieving formalities within 7 days of last working day after resignation, the same will be treated as **Voluntary Abandonment of services**.
 - d. Without any notice in case of serious misconduct on your part.
 - e. **Voluntary abandonment of your services** in case you abstain from work for more than 7 days without your admission in writing to the company.
 - f. Upon failure to complete the process training / assessment criteria to perform the given assignment.
8. The retirement age is 58.
9. You shall maintain utmost secrecy with regard to confidential and proprietary information relating to the company. This information includes and is not limited to trade secrets, technical

Omega Healthcare Management Services Private Limited

Regd. Office: 11, 9th, 2nd Floor, 2nd Main Road, Mangamalya, Bengaluru - 560 017

P: +91 80 4755 7333

US Office: 2424 North Federal Highway, Suite #205, Boca Raton, Florida 33431

E: mail@omegahealthcare.com

www.omegahealthcare.com

CRM 08110KAD00PT022486

Ref: 803001/2000018/Prereq

Date: 10th April, 2021

Muhammed Hussain Faraz
No. 128, 2nd Floor, Armstrong Road, Opp Bajpawar Masjid
Shival Nagar, Bangalore - 560001
Phone No: 9696516734

Subject: Offer of Appointment

Dear Muhammed Hussain Faraz,

It is our pleasure to welcome you to Tech Mahindra Limited.

1. With reference to our discussions, we are pleased to offer you appointment in our Organization as **Associate Customer Support** on US band, operating out of our Bangalore office.
2. Your "Annual Total Cash Compensation" will be **Rs. 434000 (Rupees Four Lakhs Thirty Four Thousand Only)**. Please refer **Annexure-A** for details on the compensation and statutory deductions.
3. Your remuneration package is strictly confidential between you and here after, referred as **The Company** and should not be discussed with anyone nor divulged to anyone in any manner whatsoever.
4. Your employment with us will be governed by terms and conditions as specified in **Annexure-B**.
5. You are required to join on **12th April, 2021** at the below mentioned location. The Offer stands withdrawn thereafter, unless the date is extended and communicated to you in writing.
6. On the date of joining, you are requested to report to **Genek Paul Kandur** at **10:00 AM** to complete the joining formalities at **Tech Mahindra Limited, Electronic City, Phase-2, Bangalore - 560106**. At the time of joining, you are expected to carry originals of the documents as per **Annexure - C** and submit the copies of the same to the HR Team.
7. Please note that this Offer is subject to your being given a clear background check either at the time of reporting/joining or thereafter depending upon our receipt of the background check report from the agency.
8. Kindly acknowledge acceptance of this Offer of Appointment by signing and returning the 'acceptance tool' to **Genek Paul Kandur** latest by **12th April, 2021**.

[24]7.ai

Offer ID: 2021
Dear Mr. J.S. AB Sharma

Offer ID: 2021



Dear Mr. J.S.

Congratulations!

Sub. Offer of Employment

You have been selected to join 24/7 Customer Private Limited, a company that has been rated amongst the "Top 5 best performing Contact Centers in the World" consistently for 3 years in a row. We are hopeful and confident that you will be able to build a successful career with us and become a part of the "best performance" culture at 24/7 Customer Private Limited.

We are pleased to offer you the position of **Digital Interaction Advisor** in 24/7 Customer Private Limited commencing from the Date **05-Sep-2021**. The following are the terms of employment with 24/7 Customer Private Limited:

1. Your Cost to Company ("CTC") will be as per the Annexure I enclosed. This will be applicable after your training period.
2. You will be required to work in shifts, with rotating weekly offs.
3. We will provide you a separate **Letter of Appointment** on the date of your joining.
4. Your joining formalities will be conducted remotely and is scheduled on **05-Sep-2021** at **02.30PM**. You will receive a Zoom invite on your registered email ID. You are requested to join the Zoom meeting on time without fail and be available throughout the session to complete joining formalities.
5. Upon joining, you will be provided Foundation Level Education ("FLE") and Product Level Education ("PLE"). Once you successfully complete your FLE, the Company will pay you the CTC retrospectively from the date of your joining the Company. It is hereby clarified that your entitlement of the CTC (retrospectively from the date you joined the Company) would depend on the outcome of your FLE results.
6. During the training period you will be entitled only two weekly offs. However, in case you require leave during training period on account of any medical emergency, you may request the trainer and the trainer may consider your request on case to case basis.
7. In the event of permitted absence exceeding two continuous days, you will be required to restart the training program with the next batch. Please note in such a case your employment will commence from the date you start training in the next batch and your eligibility/eligibility will commence accordingly.
8. You are requested to bring along the documents listed below **WITHOUT** fail, on your day of joining for the purpose of submission/verification:
 - 6x passport size color photographs (important) with white background (Formal Attire)
 - Date of Birth proof certificate (Original and Photocopy)
 - Latest Mark sheet/ Education certificates (Original and Photocopy)
 - Previous Employment details (Service Certificate/ Relieving Letter- if applicable in original)
 - Last drawn Pay slip (if applicable in original)
 - A valid Passport / Driver's license/ Aadhar Card/ Voter ID / Nationalised Bank Passbook with photo attached (Original & Photocopy)

If you have any queries pertaining to this offer letter please call us at - 8645526247/0945200050

Please confirm the acceptance of the offer letter by clicking the link sent to your registered email id along with your offer letter. If we do not receive the acceptance by 10:00 PM of **01-Aug-2021** and if you do not join the Company on **05-Sep-2021** this offer will automatically expire and deemed to have been withdrawn.

Once again wishing you the very best and looking forward to your successful career at 24/7 Customer Private Limited.

With Best Wishes,

Shweta Kumbhar
SR - HR-Recruitment

This is a system generated letter and does not require any signatures.

SERVICE AGREEMENT DATE: 12.12.2021 Annex 1

41.1 All terms defined in the Services Agreement shall have the same meaning when used in this Annex 1 unless otherwise defined herein.

41.2 The scope of Services to be rendered by the Contractor to the Company is as follows:

Role: Sales Associate

Unit: Listing Managers

Mission: Find top taken listings with a 10-marketing budget.

Story: LATOKEN users need top taken listings on the platform to trade and invest their funds.

Main performance number: Listing revenue

Second performance number: Listing trading fees

Third performance number: New Listing clients

Functions:

- Sourcing: Hunt and list top promising projects to list with us before any other exchange.
- Clients: Build relationship with clients. Make first approach, learn their needs and pains, and show the value of LATOKEN exchange.
- Deals: Increase listing and trading fees revenue by winning ICO/Listing deals.
- Product: Participate in quizzes, detect clients pains, reasons of rejections, formulates hypothesis and implement the changes to improve our products.
- Workflow: Keep everything well organized and follow company's workflow.
- Training: Grow your sales skills through workshops and ghost calls of your senior buddy.
- Up or Out: Grow revenue and get promoted to Senior Sales Manager, or grow to Product Manager in 1 year, or free space to other champions.

41.3 The Contractor's main terms are:

Base remuneration for trial period (RUB or equivalent per month): XXX

Trial period: 3 months

Base remuneration after trial period (RUB or equivalent per month): XXX

US Stocks Options (SO): XXX

Call Period: 12 months

Strike Price: 0 USD

Option conversion ratio: 1:1

Vesting period (VP): 5 years

Vesting schedule: Quarterly = $50\% \cdot \text{Year} \cdot \text{Vesting} \cdot 50\% \cdot \frac{100\% / \text{VP} \cdot (1 + (N - \text{VP} - 1) / 2) / \text{VP}}$

Workload (Average expected work hours per week): 40-60 hours

*Participation in company-conducted hackathons is mandatory for the first month and recommended for the ongoing contract.

Termination notice period: 15 days

Prorogation notice: 15 days

Initial Term: 14 days

Full Term: 365 days

Non-compete period: 24 months

Non-solicitation period: 24 months

41.4 Base Remuneration shall be calculated twice a month from 1st till 15th day of current month and from 16th day till last day of current month (each time frame referred to as a "Billing Period").

41.5 The Base Remuneration shall be invoiced and paid in accordance with the Company payment policy, within 10 Business Days from the date of acceptance of Services.

A.2. Contractor Details and signatures:

Page | 1 of 7

CONFIDENTIAL

Исходный



The proof that your life made an impact is the share of your vested stock options in the Nasdaq index.

V5 GLOBAL SERVICES PRIVATE LIMITED

D-13/5, Ground Floor, Okhla Industrial Area, Phase - II, New Delhi - 110020

Phone: 011-43655620, Toll free helpline: www.v5global.com, CIN-U72300DL2005PTC140952



Letter of Intent

Date : 12-Feb-2021

Dear Ashwini V,

V5162372

Ashwini V, Bangalore with reference to your application and subsequent interview with us, we are pleased to offer you the position of CRD with V5 Global Services Pvt Ltd. and you will be on deputation with our client /project Airtel – COCO at Bangalore.

Your Date of joining with V5 Global is 15 Feb 2021

Your monthly CTC will be INR 20577/- and your take home per month will be INR 16000/- after the deduction of PF/ESI & other statutory dues

In accordance with standard practice of the Company you are requested to treat this Letter of Intent (LOI) as confidential.

You are advised to complete your onboarding by uploading following documents on V5DigiTrac App and submitting FORM-11 and 2 PF (if applicable).

- 1) V5- Employee Application Form.
- 2) Updated Resume.
- 3) PAN Card Copy(Self Attested).
- 4) Aadhar Card Copy (Self Attested).
- 5) Other Proof (Driving License / Voter ID / Passport).
- 6) Copy of all Educational Certificates (which are mentioned in Application Form).
- 7) FORM-11 and 2 PF (if applicable).
- 8) ESIC Nomination form (if applicable).
- 9) 4 Passport Size Photographs
- 10) Offer letter/Appointment letter of last organization.
- 11) Salary slips of Last Employer.
- 12) Relieving Letter & Experience Letter .
- 13) Bank Account details - cancelled cheque with IFSC Code

*Please ensure that your Adhaar card has proper/correct details i.e. Your Name, Father name, date of birth (DD/MM/YYYY) and ensure to share your UAN & ESIC no's (if any) allotted to you by your ex-employer. In case your Adhaar card has invalid/improper details printed on, please get it rectified immediately with Adhaar enrollment center, failing which, your PF & ESIC shall not be deposited and you shall also be levied a penalty which shall be recovered from the next salary / incentive payout due to you

A separate detailed letter will be issued to you subject to submission of complete documents (as listed above) to V5 Global Services within 7 days of receipt of this letter of Intent

Please note that your salary will be released only after the detailed employment letter is issued to you.



Private & Confidential

Date : 18/10/2021

BHARGAVA N

#182 8TH CROSS GK NAGAR DINNUR MAIN ROAD KADUGODI
KARNATAKA -580027

APPOINTMENT LETTER

Dear BHARGAVA N,

Subsequent to the meetings between Concentrix Daksh Services India Private Limited (hereinafter, 'Concentrix/Company') and you, we are pleased to make an offer of employment on the following terms and conditions. Your compensation and benefits are detailed in the attached Annexure.

1. Appointment

1.1 You shall be appointed to the position of Representative, Operations in Comp Grade 12. This would be your Social Job Title and your Job profile would be Representative, Operations. Any change in your Social Job Title / Job profile will be at the discretion of the Company, depending upon the work assigned to you. Job profile must be used for all internal communication and in your e-mail signature. Social job title can be used for business cards and LinkedIn. You may use your Job profile for social purposes as well.

1.2 Your initial place of work shall be Bangalore.

However, your services are transferable to any other role, competency, place or office of the Company or to any subsidiary or associate company, whether now existing or still to be formed. Such transfer/deputation will be in accordance with the Company's rules being in force at the time. On transfer or assignment, you will be governed by the Rules, Regulations and Conditions of Service applicable to that location or role. Refusal to accept such transfer or assignment may lead to disciplinary action including but not limited to termination of your employment.

1.3 Your appointment will be effective from 19/10/2021 or at an earlier date as mutually agreed, subject to your completing the on boarding formalities. You are required to submit all the documents (as per the Mandatory Document Checklist) on 18/10/2021 failing which the Company reserves the right to withdraw this offer letter and/or cancel your appointment. If this date is not suitable, please contact us immediately at sweta.roy@concentrix.com to seek an alternative date on which to submit all required documents.

Please note that the offer will be withdrawn at the Onboarding date if you do not notify us of your acceptance or we are unable to agree to an alternate joining date.

1.4 On on-boarding / joining you shall report to HR Representative or any other person nominated by him/her.

Signature of Candidate

CNX/REC/ART/AGHR/AFTE/6.3

Concentrix Daksh Services India Private Limited

Registered Address: Hindustan Times House, Level 10, E G Marg, Connaught Place

New Delhi- 110001, India

#1 11 88187743

CIN: L72202DL1309PTC101878

info@concentrix.com | www.concentrix.com

Mar 23, 2021

Office ID - 231969

Edwar D

C/O Dharmachakra, S.No 410, 6th main Kamachandragudi Division, Kariyasa palra, Bangalore North, St
Thomas Town
Bangalore North
Bangalore - 560084
KARNATAKA India

Dear Edwar D,

On behalf of Qness IT Staffing (A Division of Qness Corp Ltd.) (hereinafter referred to as "the Company"), I am very pleased to offer you a position of **Customer Support Executive** in our organization. Your joining date will be **Mar 29, 2021**.

On the first day of the employment, please report to

Vodafone India Services Pvt. Ltd

Bangalore

Reporting Time : 10:00 AM

You will be paid a annual salary of INR 6,54,545. Your salary composition and other details are listed in the Employment Agreement annexed to this letter. Please indicate your acceptance to the Employment Agreement by signing and returning it within seven days from the date of this letter to the following address. Please retain the second copy for your records.

Qness IT Staffing (A Division of Qness Corp Ltd.)
Attn: HR/S.Rajishree Complex, No.5-4-2, Thavazekere Main Road,
S. G. Palge, D.K. College Post

I look forward to welcoming you in our organization.

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

Sincerely,

Approved By: Lalitha Jonna

Manager Client Engagement

lalitha@qnesscorp.com

Created By: Anil Kumar Somangarhi

Team Leader - Recruitment

anilkumar.somangarhi@qnesscorp.com



15 March 2012

Mr. Jay Jones
512 401 1715 NEW BLVD, 5TH FLOOR SUITE 500,
SAN ANTONIO, TEXAS 78204
SAN ANTONIO, TEXAS 78204

Contract No. 4-1001-00124
Email: Andreas.Dimitrakis@EY.com

Dear Mr. Jones,

Subject: Appointment in the position of Associate

With reference to your application and the subsequent interview you had with us, we are pleased to confirm your appointment in the position you applied to "EY Global Services Dallas LLP" the "Firm" subject to the following terms and conditions:

1. POSITION

You will be appointed in the position of Associate in Consulting in the Firm. Your start will be 01 April 2012 commencing the term of this position. You will report to, and receive direction from the reporting manager of as will be communicated to you from time to time. As agreed, you shall join the services of the Firm of Saragosa office.

2. DUTIES AND CODE OF CONDUCT

- a. You shall at all times carry out such duties and responsibilities as may be assigned to you by the Firm and their territory and diligently perform those in compliance with established policies and procedures, endeavoring to the best of your ability to protect and promote the interests of the Firm.
- b. You will be bound by the Firm's Code of Conduct and all other laws, regulations, policies and orders issued by the Firm from time to time in relation to your conduct, discipline and service conditions such as travel, medical, retirement, IT policies, etc. as if these varied laws, regulations, policies as if were part of the contract of employment.
- c. Without prejudice to the generality of the foregoing, you shall at all times comply with the Firm's policies and procedures (as they be amended from time to time) as the Firm's standard terms page in through their representatives and wherever or other within भारत, including but not limited to matters relating to independence, arbitrary provision of insider trading and protection of assets.

3. WORKING HOURS

Your standard working hours will be 40 hours a week that work week comprises of weekly 08, which will be commensurate to and by your reporting manager. In view of your position in the Firm, you shall effectively perform to weekly results and you will be expected to work beyond the standard working hours to achieve the results, whenever and as required. Additionally, as mentioned to your interview process, the Firm may

This offer is signed using Digital Signature



Appointment commencing with 01 April 2012, to such an extent, you shall advise for the change in the standard working hours as they be notified by the Firm to accommodate such staggered shifts.

4. DATE OF JOINING

As per the discussion your date of joining will be 01 March 2012

Your office with location will be 0002 address, Tower 1, The Westin Hotel, Westpark@1, 5.5, Plaza, Saragosa - 500123.

Given the current situation, you will be compensated annually and your work schedule 08 you are specifically allowed to work in a 24x7 facility by your immediate or your Service Line Operations Team.

5. PROBATION

You shall be on probation for a period of six months from the date of joining the Firm. Your appointment will be deemed confirmed, unless otherwise communicated to you in writing or otherwise not decided by performance. During the six months probationary period the matters related to discipline or performance, the Firm reserves

Date: 16th November, 2021

To

Mr. Joshiwa J
Bengaluru - Karnataka

Dear Mr. Joshiwa,

APPOINTMENT LETTER

With reference to your application and subsequent interview you had with us, we are pleased to offer you a position as "Associate – Image Review" to work in our office at Bengaluru, subject to following terms and conditions:

DATE OF JOINING: Your start date is 16/11/2021. If you are not reporting at our office on said date then the appointment should be considered withdrawn.

COMPENSATION: Your remuneration will be as discussed, subject to statutory deductions and Income Tax deductible at source if applicable.

CONDITION OF HIRE: All appointments are based on the information furnished by you in your employment application and all further declarations and undertakings. The confirmation of your employment with Accutech is subject to your antecedents being verified as correct.

VALIDITY OF OFFER: This offer is valid upon your signing of Accutech Digital Review LLP employment agreement, the terms of which govern your employment relationship with Accutech. Some of the key terms in that agreement are:

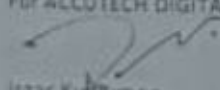
You shall not enter in to any contract with any other company, firm or employer.

You shall not divulge any secrets, information or dealings of or related to company or its customers.

ADDRESS FOR COMMUNICATION: Any communication or intimation sent to the address furnished by you and entered in to company's records shall be deemed to have served upon and received for all purposes by such communication. You shall inform any change in the address, for company's records for all communications.

During your employment with us, you will be governed by rules and regulations as may be published in the company policy manual available with HR. The company reserves the right to modify the policies at any time without notice.

For ACCUTECH DIGITAL REVIEW LLP


Isaac Kurjumon
General Manager



Aegis Customer Support Services Pvt. Ltd.
7th Floor Explorer Building, ITPL, Whitefield,
Bangalore - 560 066,
Karnataka, India
T +91 80 6637 4666
www.startek.com

Date :27-September-2021

Name: R. Anisha
SAP Code: 80489901
Location: Bangalore ITPL

Appointment Letter

Dear R. Anisha,

It gives us immense pleasure in offering you an appointment in our organization with effect from 27-September-2021 on the following terms and conditions:

1. **Position Details:** You are designated as **Executive - Operations in Band - 5 (Level – 5C)** and will be based at Bangalore ITPL.
2. **Compensation & Benefits:** Your compensation shall be as follows:

Compensation Components	Amount (INR Per Month)	Amount (INR Per Annum)
Basic Salary	12618	151420
House Rent Allowance	8412	100946
Statutory Bonus*	1205	14464
Provident Fund (Employer Contribution)	1514	18170
ESIC (Employer Contribution)	0	0
Total Cost To Company	23750	285000

* Payable quarterly by 10th July for 1st quarter (April, May & June), by 10th October for 2nd quarter (July, August & September), by 10th January for 3rd quarter (October, November & December), by 10th April for 4th Quarter (January, February & March) towards bonus payment in advance for every Financial Year.

**Payable based on your monthly performance

Note: Group Personal Accident Insurance, Hospitalization Expenses Reimbursement Scheme are guided by Company rules.

The Company reserves the right to change the structure from time to time. You will be entitled to benefits such as Provident Fund and Gratuity in accordance with the laws of land and / or per company policy. Your remuneration is purely a matter between yourself and the Company and has been arrived on the basis of your job, skills specific background and professional merit. You will be expected to maintain this information and any changes made therein from time to time as personal and confidential. All forms of compensation referred to in this letter are subject to TDS as per law.

3. **Transferability:** Your services are liable to be transferred to any other Departments / Divisions / Office / Subsidiary of the company, anywhere in India or abroad. Notwithstanding your appointment in this company, your services may be assigned by the Company at its sole discretion to any other associate company. You will be expected to attend the office during the working hours/shifts as may be decided by the Company. The working hours/shift could change periodically, or you may be required to work from home in accordance with "Remote Work Policy" depending on the job requirements.
4. **Confidentiality, Non-Disclosure etc.:** You are required to maintain the highest order of discipline and secrecy as regards the work of the Company and/or its subsidiaries or Associate Companies and in case of any breach of discipline/trust, your services may be terminated by the Company with immediate effect. All inventions, improvements, discoveries made by you either alone or with any other persons will become the sole property of the Company. You will ensure that patent protections are obtained for such inventions/improvements and discoveries in India or elsewhere and hand over the same to the Company. You shall not, while in the

Aegis Customer Support Services Private Limited
Registered Office: Ground Floor, Tower 3, Eastern Business Park, Kalya,
Borivli 400075, India
T +91 22 47000000
www.aegisk.com
CIN: U72900KA2011PTC01716



Date: 10th June 2022

Dear Archi,

We are thrilled to invite you to join Xanadu, a unique and exceptional talent powerhouse created with a mandate to build momentum and act as a business accelerator for ambitious businesses.

Basis our discussions and engagements, we are pleased to invite you aboard as Executive-Sales.

A detailed appointment letter will be given to you on your joining. The compensation would consist of two parts-Fixed Pay and Performance Linked Variable Pay which together will be treated as Cost-to-Company (CTC). We have made your compensation structure as friendly as possible.

The detailed compensation structure is attached as "Annexure".

The company is committed, among other key issues, to the enhanced financial well-being and wealth creation for our talent and the same shall always be a critical part of the organisational approach.

Please do mail us back with your acceptance of the offer and proposed date of joining.

Sincerely,

Welcome aboard.

Vikas Chaturvedi
Chief Executive Officer

Archi Verma

Xanadu Realty Limited
Unit 10, 101, Sector 14, Gurgaon
Gurgaon, Haryana
India, Andher East, Mumbai 400072
E: info@xanadurealty.com | M: +91 98992 28888

CIN: U75102MH2008PLC180400

INSPIRING MOMENTUM

STRICTLY CONFIDENTIAL

Date: 23rd February 2022

Name: Yogesh Prabhu K
Address: #60 door no 4th cross 2nd main road pillana garden 1st stage st thomas town
Bangalore 560084

Re: Offer of Employment

Dear Prabhu,

We, Alorica (India) Private Limited are impressed with your credentials and are happy to make an offer of employment as **DBOR**. We believe you will be a valuable addition to the Company, and we wish you all the success.

Terms and Conditions:

1. Your total Cost to Company will be Rs. **230000/- (Rupees Two Lakh Thirty Thousand Only)** per annum and will be subject to deduction of tax at source as per statutory regulations and applicable laws. The detailed break-up of your compensation, perquisites and benefits will be furnished to you in the appointment letter issued on the day of joining.
2. You are required to join on **23rd February 2022** and the offer stands withdrawn thereafter, unless the date is extended by us and communicated to you in writing.

Office Address: Alorica India Pvt Ltd, Level 1, Block 12, Ecospace Pritech Park, Outer Ring Road, Bellandur, Bangalore – 560103

3. At the time of joining, you are requested to submit the copies of the following documents:
 - Application for Employment
 - Non-Disclosure Agreement
 - Copy of Educational Certificates (10, 10+2, Graduation, Post-Graduation, Course Certifications, if applicable)
 - Pay Slip for the last 3 months of your employment from the previous employer
 - Service and Relieving letters from all previous employers



AMAZON, Documents
required, Chennai, Work
from office Inbox



Maheshwari, Salo... 8:15 pm



to me

Dear E Jagadeesh,

Congratulations on being selected to work with Amazon India for the role of **Digital Marketing Associate FTE**

Since this is a **work from office role WFO 24/7 shift**, you are required to be in Chennai before your date of joining. Please ignore if you are already in Chennai.

After receiving details as per the table below, we will share another mail with DOJ and Salary details.

We are pleased that you will shortly be working with us and we hope that you will have a long and fruitful



APPOINTMENT LETTER

Date: Mar 28, 2022

Name: Alankruthi Kaman

Address: 41160, Anaga, Indranagar, 12TH A Main, HAL, 2nd Stage
Bangalore-560008.

Dear Alankruthi Kaman

Subject: Appointment letter for the role of **Relationship Management - 1**

On behalf of HomeLane.com, we are pleased to offer you the position of **Relationship Management - 1** at the Company. You will be working out of the Company's **Bangalore** office. You agree that the Company may change your role from time to time and you agree to undertake such additional or alternative duties for the Company and/or any Group Company, without additional remuneration, as the Company may reasonably require. The Company reserves the right to withdraw this offer until your acceptance of this offer.

The terms and conditions of the employment are below:

1.Pre-employment Condition

a.Verification of References and other information: Your employment is subjected to: (a) HomeLane.com ("the Company") taking up such references (verbal or written) as it deems appropriate (in its absolute discretion) and the Company confirming to you that it is satisfied with such references (in its absolute discretion); and (b) the successful verification of the information you provided to the Company during your application process, as well as a general background check performed by the Company to confirm your suitability for employment. By accepting this agreement, you warrant that all information provided by you is true and correct to the best of your knowledge, and you expressly release the Company from any claim or cause of action arising out of the Company's verification of such information. By signing this agreement, you hereby agree to authorize such a verification and background check, consent to the use of your personal data and sensitive personal data for these purposes and agree to sign any and all documents necessary to enable the Company to conduct this verification and background check.

b>Your appointment is subject to you being found medically fit and on the understanding that all the details mentioned by yourself in the job application are correct and complete in all respects.

2.Commencement of Employment

Subject to your satisfying the pre-employment condition in clause 1 above, your employment with the Company will commence on a date that will be mutually agreed upon between you and the Company being no later than **Apr 05, 2022**. No employment with a previous employer count towards your period of continuous employment with the Company. The first six calendar months of your employment shall be a probationary period during which your performance and suitability for continued employment will be monitored. The Company may terminate your employment with no advance notice of termination, and with no compensation in lieu of notice. The Company may extend your probationary period for up to a further six calendar months at its absolute discretion. If no confirmation appraisal is done at the end of the first six calendar months, you are deemed to be a confirmed employee of the organization.

3.Compensation

Your annual total compensation on a cost-to-Company basis will be INR 5,00,000 per year as fully described in Annexure-1, subject to deductions for income tax and other statutory deductions required by applicable law. Relocation policy & Notice pay reimbursement is / are being paid out to you as per your eligibility. It will be paid out along with your salary on submission of bills only. In the event that you resign or your employment with the Company terminates for any reason prior to completion of eighteen months from your start date, you will immediately repay the entire amount to the Company.

4.Employee Benefits

The Company will provide you with the opportunity to participate in the standard benefits plans currently available to other similarly situated employees of the Company subject to any eligibility requirements imposed by such plans or the Company and strictly subject to the terms of those plans (in each case as may be varied by the Company or the plan providers from time to time). Your participation is: (a) on the basis that the Company may terminate your employment

Offer Letter from Seventh Sense

13.06.2022

Dear Lalith Dhant,

Seventh Sense People Development Solutions Pvt Ltd is excited to take you on board as **Business Development Executive.**

This offer letter provides a few important details such as: compensation, joining date etc. of your employment. Detailed terms and conditions will be provided to you on the date of joining.

Your date of joining would be **01.10.2022**. You will have to join at our Bengaluru office situated at #4, 23rd 'A' main, J P Nagar 2nd Phase, Bengaluru - 560078 Ph: 080 4174 4141.

You will receive **Rs. 2,85,600 CTC** annually 6 Months of bond with reimbursements of expenses made on behalf of the company.

In case of resignation from the company you shall serve 2 months notice.

Please send the signed (with date) copy of this offer letter together with the option selected by you and scanned copy of the documents mentioned in the annexure on or before **25.09.2022** and send it to info@seventhsensetalent.com

You have also to bring hard copy of these documents together (for verification) with Original 10th standard marks cards (for submission) at the time of joining.

If your acceptance letter is not received before **20.09.2022** we presume that you are not interested in this offer and the offer of employment would automatically be cancelled.

Yours sincerely,

I accept the offer



Director
Seventh Sense Talent Solutions

Lalith Dhant
HR(LEARNING AND Development)
Date

*** Personal and Confidential ***

Ms. Muskan Sik

105F, 2nd Floor, Bangalore
Contact No: 9880771

105F/2

Bosch Global Software
Technologies Private Limited,
123 Industrial Layout, 1st Stage
Road, Koramangala, Bangalore
- 560 095, India. Tel: +91 80 8857
8787 Fax: +91 80 8857 1404. Cdn:
123XNDFA12345678901234
www.bosch-india-software.com

Our reference: TH/56637/2022

Date: 15-May-2022

Dear **Ms. Muskan Sik**,

This has reference to your application and the subsequent interviews you had with us. We are pleased to appoint you as **Associate Software Engineer** of BT3597 in "Level 5B" as detailed below.

1. Compensation

- a. Your annual CTC (Cost to Company) will be INR 4,50,000/- (Rupees **Four Lakhs and Fifty Thousand only**) per annum. In addition you will be entitled to benefits as detailed below, **Annexure 1**.
- b. Please refer to **Annexure 1** to know more details about your compensation package.
- c. The variable portion of your compensation shall depend upon achievement of company goals. This amount is paid as per section 17-A of the Income Tax Act in lieu of profit sharing bonus, if applicable to you.

Your remuneration is strictly confidential between you and the Company and has been arrived on the basis of your specific background and professional merit. You are obliged to maintain absolute secrecy of the terms and conditions. Failure to do so will invite disciplinary action and may even result in termination of your services.

2. Retirement

You will retire from the services of the company on attaining the age of retirement. The retirement age is 58 years with an option to retire at 55 years, based mutual discussion and agreement subject to company retirement policy.

Offer Letter from Seventh Sense

13.06.2022

Dear Mohammed Faizan Ahad,

Seventh Sense People Development Solutions Pvt Ltd is excited to take you on board as **Business Development Executive**

This offer letter provides a few important details such as: compensation, joining date etc. of your employment. Detailed terms and conditions will be provided to you on the date of joining.

Your date of joining would be **01.10.2022**. You will have to join at our Bengaluru office situated at #4, 23rd 'A' main, J P Nagar 2nd Phase, Bengaluru - 560078 Ph: 080 4174 4141.

You will receive **Rs. 4,10,600 CTC (2,85,600 Rs Fixed Salary + 1,25,000 Incentives)** annually with 6 Months of bond with reimbursements of expenses made on behalf of the company.

In case of resignation from the company you shall serve 2 months notice.

Please send the signed (with date) copy of this offer letter together with the option selected by you and scanned copy of the documents mentioned in the annexure on or before **25.09.2022** and send it to info@seventhsensetalent.com

You have also to bring hard copy of these documents together (for verification) with Original 10th standard marks cards (for submission) at the time of joining.

If your acceptance letter is not received before **20.09.2022** we presume that you are not interested in this offer and the offer of employment would automatically be cancelled.

Yours sincerely,



Director
Seventh Sense Talent Solutions

I accept the offer

Mohammed Faizan Ahad
Business Development Executive
Date



Dear Sir,
Date: 10th June 2022

Dear Alimdar,

We are thrilled to invite you to join XANA, a unique and exceptional talent powerhouse created with a mandate to build momentum and act as a business accelerator for ambitious businesses.

Based on our discussions and engagements, we are pleased to invite you aboard as Executive-Sales.

A detailed appointment letter will be given to you on your joining. The compensation would consist of two parts-Fixed Pay and Performance Linked Variable Pay which together will be treated as Cost-to-Company (CTC). We have made your compensation structure as friendly as possible.

The detailed compensation structure is attached as "Annexure".

The company is committed, among other key issues, to the enhanced financial well-being and wealth creation for our talent and the same shall always be a critical part of the organisational approach.

Please do mail us back with your acceptance of the offer and proposed date of joining.

Sincerely,

Welcome aboard.

A handwritten signature in black ink, appearing to read 'Vikas Chaturvedi'.

Vikas Chaturvedi
Chief Executive Officer

XANA Realty Limited
101, 10/12, Akshay Group Plot No. 1
Sector 14, Gurgaon, Haryana 122001
Phone: 99999 99999, 99999 99999
E: info@xanarealty.com, W: www.xanarealty.com

Cell: 99999 99999, 99999 99999

INSPIRING MOMENTS



Date: 10th June 2022

Dear Archi,

We are thrilled to invite you to join Xanadu, a unique and exceptional talent powerhouse created with a mandate to build momentum and act as a business accelerator for ambitious businesses.

Basis our discussions and engagements, we are pleased to invite you aboard as Executive-Sales.

A detailed appointment letter will be given to you on your joining. The compensation would consist of two parts-Fixed Pay and Performance Linked Variable Pay which together will be treated as Cost-to-Company (CTC). We have made your compensation structure as friendly as possible.

The detailed compensation structure is attached as "Annexure".

The company is committed, among other key issues, to the enhanced financial well-being and wealth creation for our talent and the same shall always be a critical part of the organisational approach.

Please do mail us back with your acceptance of the offer and proposed date of joining.

Sincerely,

Welcome aboard.

Vikas Chaturvedi
Chief Executive Officer

Xanadu Realty Limited
Unit 20110, Western Springs Plotium,
Tag Bang Road, Off Anandhi Kurla Road,
Kurla, Andheri East, Mumbai 400024
E: info@xanadu.in | M: +91 79932 28999

CIN: U70102MH2004PLC161622

INSPIRING MOMENTUM



VALUE NETWORK VENTURES ADVISORY SERVICES PVT. LTD.

Website : www.vnvadvisory.com, Phone # : +91 80 42429900/01

Address : 4th Floor, Rayyan Towers, 41/1 Church Street, Bangalore - 560001, India

Private and Confidential

To,
Arvind V
C/O: M Venkatesh
No. 56, 8th Cross, 3rd Main
New Manjunatha Layout,
Kowdenhalli Post, Ramamurthy Nagar
Bengaluru, Karnataka - 560016

Dear Arvind V,

We are pleased to offer you a position of Database Manager – Land Use Change & Forestry - in Value Network Ventures Advisory Services to be based out of Bangalore.

It is our pleasure to inform you that your date of joining will be **13th June, 2022**.

Enumerated below are the terms of your proposed employment.

1. Proposed role : Database Manager – Land Use Change & Forestry
2. Salary Structure: Your yearly CTC remuneration will be INR [REDACTED]

Regulations:

1. You will be in probation for a period of three months, dependent on your performance, wherein you will be required to give a notice period of 15 days.
2. After the probation period, you will be required to serve a notice period of two months or provide us with Two months of the basic salary in lieu of the notice period, in order to terminate your employment with VNV Advisory. Failure to do so will emancipate us from providing any documents related to your employment with VNV Advisory. However, no such notice or notice pay shall be payable in case your services are terminated on account of commission of any misconduct by you.
3. As per the firm's regulations you are required to furnish, before joining documentary proof of your last drawn salary, educational qualifications and work testimonials and also that you are free from any contractual restrictions preventing you from accepting this offer or starting work on the above-mentioned date.

OFFER LETTER

Dear Dhannish Kumar S,

We are pleased to offer you employment in our organization as RQC Associate, and that your services are being deputed to Bundl Technologies Pvt Ltd (Swiggy) on the following terms and conditions

Your employment will be valid from **21 Jul 2022 to 20 Jan 2023**.

During the above mentioned period, your services may be deputed to our client to do work pertaining to incidental to the client's business, at any of their locations within India.

Your Annual Cost to Company will be **Rs 360000.00/-**. Your Salary Breakup is given below.

Your employment is subject to:

- Proof of your educational certificates (Optional), Aadhar proof, Age Proof, and Passport size photographs.
- You have to fill joining Form, Applicant Profile form and PF Nomination form, etc. and arrange to submit it on or before joining.

Please note that this is only an offer of employment for a fixed term and is not to be construed as an appointment letter. An appointment letter would be issued to you on your accepting this offer.

Kindly sign the duplicate copy of this letter as a token of your acceptance of the offer, a detailed appointment letter would be sent to you once you fulfill our employment conditions and join duty.

Wishing you the very best!

With warm regards,

Yours truly,
For CIEL HR Services Pvt Ltd



Aditya Narayan Mishra
CEO

(Acceptance Signature and Date)

V5 GLOBAL SERVICES PRIVATE LIMITED

D-13/S, Ground Floor, Okhla Industrial Area, Phase - II, New Delhi - 110020

Phone: 011-42655603, 700 website: www.v5global.com, CIN: U72300DL2005PTC140952

Letter of Intent**Date : 12-Feb-2021**

Dear Ashwin V,

V5162372

Ashwin V, Bangalore with reference to your application and subsequent interview with us, we are pleased to offer you the position of CRO with V5 Global Services Pvt Ltd. and you will be on deputation with our client /project Airtel - COCO at Bangalore.

Your Date of joining with V5 Global is 15 Feb 2021

Your monthly CTC will be INR 20577/- and your take home per month will be INR. 16000/- after the deduction of PF/ESI & other statutory dues

In accordance with standard practice of the Company you are requested to treat this Letter of Intent (LOI) as confidential.

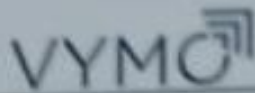
You are advised to complete your onboarding by uploading following documents on V5DigiTrac App and submitting FORM-11 and 2 PF (if applicable).

- 1) V5- Employee Application Form.
- 2) Updated Resume.
- 3) PAN Card Copy(Self Attested).
- 4) Aadhar Card Copy (Self Attested).
- 5) Other Proof (Driving License / Voter ID / Passport).
- 6) Copy of all Educational Certificates (which are mentioned in Application Form).
- 7) FORM-11 and 2 PF (if applicable).
- 8) ESIC Nomination form (if applicable).
- 9) 4 Passport Size Photographs
- 10) Offer letter/Appointment letter of last organization.
- 11) Salary slips of Last Employer.
- 12) Relieving Letter & Experience Letter .
- 13) Bank Account details - cancelled cheque with IFSC Code

*Please ensure that your Adhaar card has proper/correct details i.e. Your Name, Father name, date of birth (DD/MM/YYYY) and ensure to share your UAN & ESIC no's (if any) allotted to you by your ex-employer. In case your Adhaar card has invalid/improper details printed on, please get it rectified immediately with Adhaar enrollment center, failing which, your PF & ESIC shall not be deposited and you shall also be levied a penalty which shall be recovered from the next salary / incentive payout due to you

A separate detailed letter will be issued to you subject to submission of complete documents (as listed above) to V5 Global Services within 7 days of receipt of this letter of Intent

Please note that your salary will be released only after the detailed employment letter is issued to you.



PRIVATE AND CONFIDENTIAL

DATE: 28th August 2022

To
Neelaventi S.

RE: Offer of Employment

Dear Neelaventi,

We are pleased to offer you the position of "Quality Assurance Engineer" based out of Bangalore with a start date of 29th August 2022. Your Total Fixed CTC will be INR per annum. The break-up of the compensation and benefits applicable to you is given in the subsequent pages. Your next appraisal cycle will be April 2023 as per company policy.

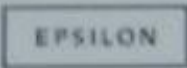
Please confirm your acceptance of this offer by signing and returning this letter by 27th August 2022.

We are excited to have you join our team! If you have any questions, please feel free to reach out at any time.

Regards,

Yamini Bhat
CEO & Co-Founder
Vymo Technologies (India) Pvt Ltd

Vymo Technologies (India) Private Limited
Regd. office: 611, 2nd Cross Road, Koramangala 3rd Block, Bengaluru - 560034 Karnataka, India.
CIN: U72900KA2019FTC124398, Ph: 9036024601 Email: hr@vymotech.com Website: www.getvymo.com



[Handwritten signature]

Private and Confidential

01/21/2022

Ilavarasan R
Bengaluru, Karnataka

Dear Ilavarasan

Thank you for taking the time to meet with us. We are delighted to inform you that Conversant Software Development and Campaign Management Services LLP, trading as Epsilon, ("Epsilon") is prepared to offer you employment for the position of Associate Client Support Engineer within Epsilon, and on the terms outlined in this offer letter and on the assumption of the authenticity of all information provided to us by you. We anticipate your employment start date to be on or before 08/09/2022. Should you accept this offer and satisfy the conditions set out in this offer letter, we will issue you an Agreement of Employment setting out in detail the terms and conditions of your employment, on your start date.

Your Total Annual Salary will be INR 466,295.00 per annum, subject to applicable deductions. Please note that in addition to this, if you are eligible for contributions to any mandatory benefits, your share of such contributions shall be deducted from the Total Annual Salary. The Total Annual Salary shall be paid to you in accordance with Epsilon's normal payroll practices. The breakdown of your Total Annual Salary into Basic Salary and all relevant allowances is provided to you in Annexure 1. You will be solely liable for your personal tax liabilities and Epsilon makes no assurances that the tax treatment applicable to certain emoluments, allowances or benefits will continue for the entire term of employment. The breakdown of the Total Annual Salary may need to be revised from time to time in keeping with the regulatory developments or otherwise, and Epsilon will not be liable for any additional tax liability which you may face due to such revisions.

Your compensation will be reviewed periodically by Epsilon, and any increase will be discretionary and subject to and on basis of effective performance and Epsilon results during that period.

If Epsilon decides to terminate your employment other than summarily (e.g. for gross misconduct) you will be entitled to receive written notice of sixty (60) days. Epsilon reserves the

Conversant Software Development and Campaign Management
Services LLP
Incorporated in India under Act 2014

DocuSigned by
[Signature]
14710220-4444-4444-4444-444444444444

Office Within Special Economic Zone
Principal and Registered Office - Floors 8-10, HUB 1 Building of SEZ
Towers, Kalyan Town Centre, Nagawara, Bangalore 560045
Tel: +91 80 6753 4000 Fax: +91 80 6751 3099

Hub 2 - Floors 5-7, HUB 2 Building of SEZ Towers, Kalyan Town Centre,
Nagawara, Bangalore 560045



Tanshu Verma Jun 7

to Madhusudhana, me, Ant... v



Hi Madhusudhana,

You have sent the email to the wrong email address, I confirmed the correct email address with you by email.

@akramzubair1899@gmail.com please check and accept the offer

Thanks
Tanshu Verma

Deputy Manager - Customer Service
LoadShare Networks Pvt. Ltd.



On Mon, Jun 6, 2022 at 9:29 PM Madhusudhana M N
<madhusudhana.mn@loadshare.net> wrote:

Dear Zubair Akram,

Thanks for interviewing with LoadShare Networks. We really liked the conversations we had with you, and would be excited to offer you the position of **Associate - Tele Sales**.

You will be an employee of our **South** region and shall be deployed in **Bangalore**.

Your payroll will be managed by our third party consultant **M/s. Om Prakash Barot Consultants**. You will receive your offer letter within a few days of your joining.

Your date of joining is confirmed as **07th June 2022**.

Your total annual CTC will be **INR 266400/- (Rupees Two Lakh Sixty Six Thousand Four Hundred only)** per annum.

Kindly acknowledge this email from your end in the next 24 hours to ensure a smooth on-boarding.

Let's build a world class organization together!

Thanks & regards,
Madhusudhan M N
Loadshare - HR
+91-9606684411

Human Resources and People Practices @LoadShare

Date: 25 May 2022

Dear Muhammed Saqlan,

So,

SUB: EMPLOYMENT AGREEMENT

We, **Om Barot Consultants (Opc) Private Limited**, a company incorporated in accordance with the Companies Act, 1956 and having its registered office at C-163,First Floor, Riico Housing Colony,A.I.A, Abu Road, Sirohi, Rajasthan, India, 307026 ("**Company**") are very pleased to offer you the position of **Associate - Tele Sales** at grade subject to the following terms and conditions:

1. Upon your acceptance of the terms hereof, effective date of employment would be **25 May 2022** and place of posting would be **Bangalore**.
2. Your Age as per the documents submitted from your end is 0.00.
3. Your annual compensation will be **INR 2,73,240.00 CTC**. Break-up of salary is attached in Annexure - A. During the term of your employment, you will be eligible for reimbursement of any pre-approved expenses, as per the then prevailing policies and rules of the Company upon presentation of documentation, expense statements, vouchers, and such other supporting information. All such payments shall be subject to withholding all applicable taxes which will be borne by you.
4. During the period of your employment, your services could be deputed at the sole discretion of the Management to our client's company (LoadShare Networks) to do work pertaining to or incidental to the clients (Loadshare Networks) business. Your services can be transferred to any works, office, units and sites either in existence or which may come into existence in future.
5. You will be on probation for a period of one month starting your date of joining. Unless stated in writing, you will be deemed a confirmed employee after the expiry of the initial or extended period of probation. If your performance and/or conduct is deemed poor or unfit by the company, your probation may be either extended, you may be put on a performance improvement plan or your employment may be dispensed at the discretion of the management.
6. You acknowledge and agree that your remuneration is a matter purely between yourself and the Company and you are to keep this information and any changes thereto, strictly confidential. Your remuneration will be periodically reviewed as per the Company's policies. Your increments and promotions shall be at the discretion of the Company and will be subject to and on the basis of your performance.
7. You will be governed by and will abide by the Company's rules, regulations and policies which are in force and as may be modified from time to time. The rules, regulations and policies are deemed to be incorporated herein by reference. You will be deputed at the client's office premises and all rules and regulations thus in practice in the client organization will be binding on your employability.
8. Your employment with the Company is on a full-time basis. While you are in the services of the Company, you are not permitted to directly or indirectly, engage yourself or devote any time or attention to any full time or part time employment, trade, business or occupation, with or without remuneration, for any third person or concern (including self-employment). You shall also not undertake or be interested, either directly or indirectly, in any activities, which are contrary to or inconsistent with your employment with the Company or the Company's interest. You shall devote yourself exclusively to the business of the Company. Any breach of this condition on your part may lead to the immediate termination of your employment with the Company.



nuVizz Software Solutions Pvt. Ltd.
No. 13, 2nd Cross, NS Palya, BTM 2nd Stage,
Banerghatta Road, Bangalore 560076
+91 80 60504460 www.nuvizz.com

Date: 08 September 2022

TO WHOMSOEVER IT MAY CONCERN

This is to certify that Mr. Hidayathulla N is working with us at our Bangalore Office as – Associate QA Engineer since 03 January 2022. This letter is issued as requested by the employee for College Alumni meet.

For nuVizz Software Solutions Pvt. Ltd.



Nithya M
Senior Manager – Human Resource

Date: 15th June 2022

Mr. Nirmal Kumar,

Permanent Address:

S/O Sathish, NO-55/4,
RP Jayam Nilaya, Prerana School Road,
Komalasa Pura, Budigere Cross,
Komalasapura, Bengaluru,
Karnataka-560049.

☎: +91- 7892896074

☎: +91- 9113966125

Dear Mr. Nirmal,

Sub: Offer Letter

Further to our discussions, we are pleased to appoint you as **Medical Billing – Subject Matter Expert** on the following terms and conditions:

1. Your initial posting will be at Bangalore.
2. You are requested to join on or before **15th June 2022**, failing which this offer of appointment will be treated as invalid.
3. You will be on probation for a period of 6 months. The probation period can be extended at the discretion of the Management.
4. The information about your compensation is personal and strictly confidential. It is imperative that you do not share your compensation details with any person or organization internally or externally. The Corporate policy on this issue is very firm.
5. You are appointed for probationary period and thereafter work on assignments as prescribed by the Company.
6. You shall work with due care, caution and diligence and to the best of your ability abide and conform to all the rules and regulations and conditions regarding hours of work, overtime, holidays, discipline and other conditions applicable in the Organization.

1 | Page

Offer Letter

Document ID:

Date: 02-02-2022

Digitally signed

Dear Ms. NIKITHA M,

On behalf of Grassroots, we are pleased to offer you the position of **Digital Marketing Expert**.

We are excited about the potential that you will bring to our organization.

Your initial compensation package includes an annual salary of **INR 2,40,000** (In Words - Two Lakh Forty Thousands Rupees)

You are required to join us on **02-02-2022 at 10 AM**, beyond which this offer stands cancelled unless otherwise either party communicates the said delay beforehand. The office address for completing joining formalities is **Tower A, 3rd Floor, Diamond District, Domlur, Bangalore 560008**.

We look forward to your arrival as an employee of our organization and are confident that you will play a key role in our company. Your detailed appointment letter will be issued to you at the time of your joining. Kindly quote your **Candidate ID : 21682** at the time of joining.

If this employment offer is acceptable to you, please acknowledge this letter.

Yours sincerely,

For Grassroots

Authorised Signatory

* This is a system generated document and does not require physical signature. Any unauthorized use, disclosure, dissemination, or copying of this document is strictly prohibited and may be unlawful.

For any further clarifications, please call us at 080 4929 2462 / 080 4929 2457, or email us at hr_bkr@grassrootsbpo.in

Please do not print this letter unless it is absolutely necessary. Save paper, save trees





KIDO ENTERPRISES PVT LTD

Regd office: New No. 43/1 Old No. 34, 1st & 2nd Floor, 2nd Main
Road, 8th Block, Jayanagar, Bangalore - 560042.
Web Site: www.kidointerprises.com / sales@kidointerprises.com

Date: 26th March, 2022

To

Ms. Catherine Rebeka I
No. 31, 3rd Cross, Gangamma Layout,
Mahadevapura Ext.,
Bangalore.
Mob: 91-8884261605
Email: cathureby235@gmail.com

Dear Catherine Rebeka I,

Sub: Offer letter for the post of "Learning Manager"

Subsequent to our discussion at our office premises, we are pleased to offer you the position of "Learning Manager". You are required to join on **Monday, 28th March, 2022**.

The responsibilities were explained to you during our discussions and hope the same have been clearly understood. Role and Responsibilities include:

To manage end to end implementation of Kreedo curriculum in 18 schools assigned for Nursery till class 2

- Visit each school monthly to observe and assess
- Assist the teachers to identify areas of development
- Provide guidance to school owners to implement Kreedo

You will be on probation for a period of 3 months. During your probation period, you will not be entitled to any leave benefits. If you wish to leave during probation period, you will be required to give 15 days' notice period. After 3 months, you will be entitled to 6 days of casual leave per year. You will be entitled to earned leave as per government rules, which is presently 1 day for every 18 days worked. After confirmation, if you wish to leave, you will be required to give two months' notice.

If you wish to leave earlier than completion of the notice period, you will forfeit as many days of salary as balance in notice period but you will be relieved earlier at the discretion of the management.

You will be located at present for a period of 15 days during your training period at our office in Jayanagar, Bangalore. Daily working hours at present are between 9:30 and 6:00 hrs., Monday to Saturday.

Rajesh



Rahul Suresh
#5 Arablana 'B' Street
Richmond Town
Bangalore- 560025, India

Deutsche India Pvt. Ltd.
Block V, VI, VII, VIII
Velankani Tech Park
43 Electronic City, Phase II
Hosur Road, Bangalore 560 100

Tel +91 (80) 71211000

March 31, 2022

Employment Agreement

Dear Rahul,

We are pleased to offer you employment on the terms and conditions set out below. Your employment will be with **Deutsche India Pvt. Ltd** (the "Company"). **Deutsche India Pvt. Ltd** is a company within the Deutsche Bank AG Group of Companies ("Group").

1. General Information

These terms and conditions outlined in this employment letter ("Agreement") as amended from time to time, together with the Company's "General Terms and Conditions of Service" as laid out in Schedule I of this Employment Agreement and as laid out in the Company's India Employee Handbook ("the Handbook"), the Deutsche Bank Group's Code of Conduct and all applicable regulations and policies of the Company, form the basis of your employment.

You are also expected to comply with all other applicable Company's regulations and policies (such as the Company's India Employee Handbook and the Code of Business Conduct and Ethics), and any other policies or procedures specific to your business or infrastructure unit. These policies and requirements are considered by the Company to be reasonable and lawful directions that you are required to comply with under the terms of your employment with the Company. You should therefore familiarize yourself with, and abide by, all applicable Company regulations and policies.

If there are any inconsistencies between the terms of this Employment Agreement and the provisions of the Handbook as at the date of your acceptance of this Employment Agreement, the terms of this Employment Agreement shall prevail. However, please note that any subsequent variations by the Company to any terms, conditions, rules or regulations (including the terms set out in the Handbook) generally governing the members of the Company's staff will prevail and be applicable to you.

2. Position

Your functional title will be **Know Your Client (KYC) Analyst**

Your local grade as per the internal grading system will be **Grade 7**

During your employment, you may be required to perform work for other companies within the Group.

3. Employment Location

Your employment will initially be based at **Bangalore**, although you may be required to perform your duties at other locations from time to time and to travel on Company's business when the need arises, including overseas.

Rahul Suresh



26 April 2022

Muhammed Imdad
488 new no 181 Kogappa garden mission road, 1st cross
BANGALORE 560027
India

Private & Confidential

Dear Muhammed,

Congratulations, and welcome to Dell!

We are pleased to extend our offer of employment to Muhammed Imdad (employee hereafter "you/your") with Dell International Services India Pvt Ltd (7451) ("The Company") conditional on the successful completion of the Company's Background Checks, and subject to the attainment of work permit, employment pass or employment visas, as may be applicable.

Your title will be Specialist, Credit at career level Individual Contributor II, reporting to Darshan M (293272), Manager 2, Financial Analysis. Your start date is 23 May 2022.

You will be based at our offices in Remote - India (Karnataka).

You are requested to submit all Background Check documents within four (4) days of offer letter acceptance. Any delay in providing the same may lead to extension of your date of joining which will be intimated to you through e-mail. Timely submission of Background Check documents is hence emphasized.

Core Business Hours

Your working hours shall be the number of hours as the Company may from time to time deem appropriate and as may be necessary to achieve the purposes of the Company (inclusive of a lunch break). Please take note that certain functions such as Sales, Technical Support, Manufacturing, Information Services require staggered/shift hours.

Place of Work

Your usual place of work will be at Remote - India (Karnataka). However, the company reserves the right at its discretion, and by this contract you hereby agree, to change your place to work, either on a temporary or permanent basis, to any other place where it now conducts or at some future date, may conduct its business or part of its business. Except at the discretion of the Company you will not be compensated or reimbursed for the costs involved in such relocation. You may be required to work at or from any office, branch or location of the Company or any client of the Company, as the need arises, which you agree to do so. In the event of you working in the premises of any other Company you shall comply with all Regulations and Codes of Conduct and legislative restrictions and requirements applicable in the workplace of any Company that you may be assigned to. Any breach of such legislation, Regulations or Codes of Conduct shall be deemed a serious breach of discipline and may result in dismissal.

Offer Letter from Seventh Sense

13.06.2022

Dear Mohammed Faizan Ahad,

Seventh Sense People Development Solutions Pvt Ltd is excited to take you on board as **Business Development Executive**

This offer letter provides a few important details such as: compensation, joining date etc. of your employment. Detailed terms and conditions will be provided to you on the date of joining.

Your date of joining would be **01.10.2022**. You will have to join at our Bengaluru office situated at #4, 23rd 'A' main, J P Nagar 2nd Phase, Bengaluru - 560078 Ph: 980 4174 4141.

You will receive **Rs. 4,10,600 CTC (2,85,600 Rs Fixed Salary + 1,25,000 Incentives)** annually with 6 Months of bond with reimbursements of expenses made on behalf of the company.

In case of resignation from the company you shall serve 2 months notice.

Please send the signed (with date) copy of this offer letter together with the option selected by you and scanned copy of the documents mentioned in the annexure on or before **25.09.2022** and send it to info@seventhsensetalent.com

You have also to bring hard copy of these documents together (for verification) with Original 10th standard marks cards (for submission) at the time of joining.

If your acceptance letter is not received before **20.09.2022** we presume that you are not interested in this offer and the offer of employment would automatically be cancelled.

Yours sincerely,

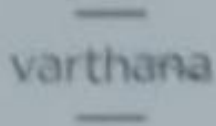


Director
Seventh Sense Talent Solutions

I accept the offer



Mohammed Faizan Ahad
Business Development Executive
Date



VARTHANA FINANCE PRIVATE LIMITED

Formerly known as Thirumeni Finance Private Limited

16-Jun-2022

Ms. Archi Verma

D D Road Naya goan Jamalpur,
Munger
Bihar
811214

archieverma965@gmail.com
+919113488370

Dear Archi,

Congratulations, pursuant to the discussions we had with you, we are pleased to offer you the position of **Associate - Contact Centre** at Varthana ("Varthana Finance Private Limited") and your initial location of posting shall be **Bangalore**. Your employment will commence on or before **27-Jun-2022** or such other date as may be mutually agreed.

We are very excited to have you be part of our journey and hope that, through your tenure at Varthana, you will get a chance to achieve your career objectives. This letter and the attached terms of employment provide the details of the offer and outlines the general terms of employment with the Company.

Your gross annual Cost to Company (CTC) will be **Rs. 2,70,000/- (Rupees Two Lakhs Seventy thousand Only)**. The details of break up are as Annexure-1. You will also be eligible for a performance bonus which will be structured in accordance with the Company's policies.

Your offer of employment will be subject to the terms and conditions of employment and to satisfactory reference and background check. **This document will be the official appointment letter on acceptance.**

This offer is valid for a period of 7 days from the date mentioned above. Please sign and return to us a copy of this letter and the attached terms of employment, with your signature on each page, indicating your acceptance of this offer.

We believe you have a successful career ahead and we look forward to you joining us.

For Varthana Finance Private Limited,



Chandra Kumar CS
Head - Team Transformation

Registered Office:

Varasiddhi, 3rd Floor, 5 BC-110 Service Road, 3rd Block, HRBR Layout, Bangalore 560 043

☎ 080-68455777 | ✉ care@varthana.com | 🌐 www.varthana.com

CIN: U65923KA1984PTC096528



Offer Letter from Seventh Sense

13.06.2022

Dear Lalith Dhant,

Seventh Sense People Development Solutions Pvt Ltd is excited to take you on board as **Business Development Executive.**

This offer letter provides a few important details such as: compensation, joining date etc. of your employment. Detailed terms and conditions will be provided to you on the date of joining.

Your date of joining would be **01.10.2022**. You will have to join at our Bengaluru office situated at #4, 23rd 'A' main, 1st P Nagar 2nd Phase, Bengaluru - 560078 Ph: 080 4174 4141.

You will receive **Rs. 2,85,600 CTC** annually 6 Months of bond with reimbursements of expenses made on behalf of the company.

In case of resignation from the company you shall serve 2 months notice.

Please send the signed (with date) copy of this offer letter together with the option selected by you and scanned copy of the documents mentioned in the annexure on or before **25.09.2022** and send it to info@seventhsensetalent.com

You have also to bring hard copy of these documents together (for verification) with Original 10th standard marks cards (for submission) at the time of joining.

If your acceptance letter is not received before **20.09.2022** we presume that you are not interested in this offer and the offer of employment would automatically be cancelled.

Yours sincerely,



Director
Seventh Sense Talent Solutions

I accept the offer



Lalith Dhant
HR(LEARNING AND Development)
Date

ANNEXURE TO OFFER LETTER OF Lalith Dhant

Scanned copy of the following documents is to be sent to the email address mentioned above

1. Signed copy of the offer letter with name and date
2. PAN Card with a photo clearly visible
3. Graduation and Post-graduation certificate, if any.
4. Color Passport Size Photograph - 2
5. Phone Number and contact details including address and emergency contact details (in a word document)
6. Bank Account details with photo, name, account number, and IFSC being clearly visible
7. Updated resume
8. Address proof (Permanent and present address)
9. **Aadhar Card & Laptop (Mandatory)**

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