

5.2.1 PLACEMENT OF OUTGOING STUDENTS
2019-2020

SR.NO	NAME OF STUDENT PLACED / ENROLLING INTO HIGHER EDUCATION AND CONTACT DETAILS	PROGRAM GRADUAT ED FROM	NAME OF THE EMPLOYER WITH CONTACT DETAILS / NAME OF INSTITUTION JOINED
1	AJAY B. SINGH	MSC.IT	SPARECODE CONSULTING LLP US OFFICE - 779-999-9004
2	RIDDHI JAIN	TYBBI	AUGUST ASSORTMENTS 91- 9763754455
3	MALAVIKA MENON	M.COM	BJYU'S 91-9241333666
4	BHOOPATHIRAJ NAIDU	TYBAF	TELEPERFORMANCE D.I.B.S TEL: +91- 022-667382401
5	ABHIN POOJARI	TYBSC.IT	CAPGEMINI 91-22-71444283
6	ADILINE ALBERT FERNANDES	TYBSC.IT	CAPGEMINI 91-22-71444283
7	ASHUTOSH RAJESH TIWARI	TYBSC.IT	CAPGEMINI 91-22-71444283
8	KAVYA SHETTY	TYBSC.IT	CAPGEMINI 91-22-71444283
9	SHUBHAM PANDIT	TYBSC.IT	CAPGEMINI 91-22-71444283
10	VAISHNAVI MATETI	TYBSC.IT	CAPGEMINI 91-22-71444283 91-22- 71444283
11	VIGNESH SHETTY	TYBSC.IT	CAPGEMINI 91-22-71444283
12	YASH DUDEJA	TYBSC.IT	CAPGEMINI 91-22-71444283
13	DEEPIKA SHETTY	TYBSC.IT	NETMONASTERY NETWORK SECURITY PVT. LTD 91 8369366912
14	DIVYA SHETTY	M.COM	WIPRO 91-80-28440011/0054
15	AKSHITA MICHAEL	TYBMS	COPPERGATE 9769906227/022-25622535
16	ALFIYA SHAIKH	TYBBI	COPPERGATE 9769906227/022-25622535

17	APEKSHA NISAR	TYBAF	COPPERGATE 9769906227/022-25622535
18	GIRISH VAMPUGANI	TYBCOM	COPPERGATE 9769906227/022-25622535
19	HARIOM PATHAK	TYBAF	COPPERGATE 9769906227/022-25622535
20	JANEL DAVID	TYBMS	COPPERGATE 9769906227/022-25622535
21	KARTIKEYA AGARWAL	TYBMS	COPPERGATE 9769906227/022-25622535
22	KIRAN PATEL		COPPERGATE 9769906227/022-25622535
23	MOHIT GOWDE	TYBCOM	COPPERGATE 9769906227/022-25622535
24	PRAJNESH SHETTY	TYBCOM	COPPERGATE 9769906227/022-25622535
25	RYAN PAUL	TYBCOM	COPPERGATE 9769906227/022-25622535
26	SAKSHAT KOTIAN	TYBMS	COPPERGATE 9769906227/022-25622535
27	SIDDHI SHINDE	TYBAF	COPPERGATE 9769906227/022-25622535
28	SIMON RODRIGUES	TYBCOM	COPPERGATE 9769906227/022-25622535
29	TEJASWI SHETTY		COPPERGATE 9769906227/022-25622535
30	GODWIN FERNANDES	TYBMS	IKS HEALTH SERVICES 91-022-30711100
31	VIRENDRA SINGH	TYBMS	IKS HEALTH SERVICES 91-022-30711100
32	MUNIRA ISMAIL TASHRIFWALA,	TYBSC.IT	TATA CONSULTANCY SERVICES 91-022-67782000
33	ABHISHEK SINGH	TYBMS	MOTILAL OSWAL FINANCIAL SERVICES LTD. BOARD : +91 22 7193 4200/4263
34	AKSHITA SHETTY	TYBMS	MOTILAL OSWAL FINANCIAL SERVICES LTD. BOARD : +91 22 7193 4200/4263
35	ANDREA M	TYBAF	MOTILAL OSWAL FINANCIAL SERVICES LTD. BOARD : +91 22 7193 4200/4263
36	AMAN CHOUDHARY	TYBCOM	MOTILAL OSWAL FINANCIAL SERVICES LTD. BOARD : +91 22 7193

			4200/4263
37	ASHWINI POOJARY	TYBCOM	MOTILAL OSWAL FINANCIAL SERVICES LTD. BOARD : +91 22 7193 4200/4263
38	DEEPIKA SONI	TYBCOM	MOTILAL OSWAL FINANCIAL SERVICES LTD. BOARD : +91 22 7193 4200/4263
39	DISHA MANDALIYA	TYBBI	MOTILAL OSWAL FINANCIAL SERVICES LTD. BOARD : +91 22 7193 4200/4263
40	DISHA POOJARY	TYBMS	MOTILAL OSWAL FINANCIAL SERVICES LTD. BOARD : +91 22 7193 4200/4263
41	ESHA POOJARY	TYBCOM	MOTILAL OSWAL FINANCIAL SERVICES LTD. BOARD : +91 22 7193 4200/4263
42	JOSEPH JALAGAM	TYBAF	MOTILAL OSWAL FINANCIAL SERVICES LTD. BOARD : +91 22 7193 4200/4263
43	KETAN SONAR	TYBCOM	MOTILAL OSWAL FINANCIAL SERVICES LTD. BOARD : +91 22 7193 4200/4263
44	KEWIN GOWDA	TYBCOM	MOTILAL OSWAL FINANCIAL SERVICES LTD. BOARD : +91 22 7193 4200/4263
45	KRUTHIKA NADAR	TYBMS	MOTILAL OSWAL FINANCIAL SERVICES LTD. BOARD : +91 22 7193 4200/4263
46	LIKHIT SHIRIYA	TYBMS	MOTILAL OSWAL FINANCIAL SERVICES LTD. BOARD : +91 22 7193 4200/4263
47	NIHARIKA SINGH	TYBCOM	MOTILAL OSWAL FINANCIAL SERVICES LTD. BOARD : +91 22 7193 4200/4263
48	PINKI MAHARANA 131	TYBMS	MOTILAL OSWAL FINANCIAL SERVICES LTD. BOARD : +91 22 7193 4200/4263
49	PRACHI PRAJAPATI	TYBAF	MOTILAL OSWAL FINANCIAL SERVICES LTD. BOARD : +91 22 7193

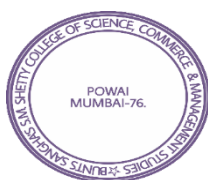
			4200/4263
50	PRATIK WAKCHURE	TYBMS	MOTILAL OSWAL FINANCIAL SERVICES LTD. BOARD : +91 22 7193 4200/4263
51	PRATIKSHA PADIYAR	TYBMS	MOTILAL OSWAL FINANCIAL SERVICES LTD. BOARD : +91 22 7193 4200/4263
52	RAGHVENDRA VISHWAKARMA	TYBMS	MOTILAL OSWAL FINANCIAL SERVICES LTD. BOARD : +91 22 7193 4200/4263
53	RIYA RAWAL	TYBCOM	MOTILAL OSWAL FINANCIAL SERVICES LTD. BOARD : +91 22 7193 4200/4263
54	SAKSHI SHETTY	TYBMS	MOTILAL OSWAL FINANCIAL SERVICES LTD. BOARD : +91 22 7193 4200/4263
55	SHREYA RAI 145	TYBAF	MOTILAL OSWAL FINANCIAL SERVICES LTD. BOARD : +91 22 7193 4200/4263
56	SNEHA TRIPATHI	TYBAF	MOTILAL OSWAL FINANCIAL SERVICES LTD. BOARD : +91 22 7193 4200/4263
57	SONAL SAGAR	TYBCOM	MOTILAL OSWAL FINANCIAL SERVICES LTD. BOARD : +91 22 7193 4200/4263
58	SRINIVAS ANAND	TYBCOM	MOTILAL OSWAL FINANCIAL SERVICES LTD. BOARD : +91 22 7193 4200/4263
59	VIKRANT BASAVARAJ	TYBCOM	MOTILAL OSWAL FINANCIAL SERVICES LTD. BOARD : +91 22 7193 4200/4263
60	VILASH SINGH	TYBMS	MOTILAL OSWAL FINANCIAL SERVICES LTD. BOARD : +91 22 7193 4200/4263
61	VINAY RAWAL	TYBMS	MOTILAL OSWAL FINANCIAL SERVICES LTD. BOARD : +91 22 7193 4200/4263
62	DRISHTI HIREN RUPAREL	TYBMS	SHARON ENTERPRISES 91-028- 38222225

63	SHUBHANGI SAWANT	TYBMS	SAMCO SECURITIES LTD. 91-022-22227777
64	SWATI GHATE	MSC.IT	PYRAMID CONSULTING 91 120-3883400
65	ADITI MANE	TYBCOM	TELEPERFORMANCE D.I.B.S TEL: +91-022-667382401
66	ADITYA TRIPATHI	TYBCOM	TELEPERFORMANCE D.I.B.S TEL: +91-022-667382401
67	AMANDEEP KAUR SANDHU	TYBCOM	TELEPERFORMANCE D.I.B.S TEL: +91-022-667382401
68	HARJEET KAUR	TYBCOM	TELEPERFORMANCE D.I.B.S TEL: +91-022-667382401
69	ARPITA YADAV	TYBCOM	TELEPERFORMANCE D.I.B.S TEL: +91-022-667382401
70	EVA AMANNA	TYBBI	TELEPERFORMANCE D.I.B.S TEL: +91-022-667382401
71	ISHDEEP SINGH	TYBCOM	TELEPERFORMANCE D.I.B.S TEL: +91-022-667382401
72	KUNAL GOTHOSKAR	TYBBI	TELEPERFORMANCE D.I.B.S TEL: +91-022-667382401
73	NAUSHAD ANSARI	TYBCOM	TELEPERFORMANCE D.I.B.S TEL: +91-022-667382401
74	PRANALI KANOJIYA	TYBCOM	TELEPERFORMANCE D.I.B.S TEL: +91-022-667382401
75	SABIT CHANDWALE	TYBBI	TELEPERFORMANCE D.I.B.S TEL: +91-022-667382401
76	SHRADDHA ACHAREKAR	TYBAF	TELEPERFORMANCE D.I.B.S TEL: +91-022-667382401
77	SONAM YADAV	TYBAF	TELEPERFORMANCE D.I.B.S TEL: +91-022-667382401
78	SURAJ POOJARI	TYBBI	TELEPERFORMANCE D.I.B.S TEL: +91-022-667382401
79	SWATI HODAWADEKAR	TYBCOM	TELEPERFORMANCE D.I.B.S TEL: +91-022-667382401 TEL: +91-022-667382401
80	TANISHA MAHESHWARI	TYBCOM	TELEPERFORMANCE D.I.B.S TEL: +91-022-667382401
81	INSHA FATIMA	TYBCOM	CAPITA 91-22-4042 5700
82	ISHDEEP CHABRA	TYBCOM	TELEPERFORMANCE D.I.B.S TEL: +91-

			022-667382401
83	VRUSHALI VIJAY NIKAM	TYBMS	PRIMUS COMPANY 91-80-6759-6500



DR. SRIDHARA SHETTY
PRINCIPAL



PRINCIPAL
Bunts Sangha's S.M. Shetty College
of Science, Commerce & Management Studies
Powai, Mumbai-400 076.
Tel. 022-6132 7352
Email: college@smshettyinstitute.org

#SCID-PS8-20200902
September 01, 2020

Ajay Brijendra Singh
Trimurti CHS, Plot No. 30,
D/1, Mhada Colony,
Mulund (E) 400 081.



1907, Haware Infotech Park,
Plot No. 39/3, Sector 30-A,
Vashi, Navi Mumbai - 400705.
US Office: 779-999-9004
Website: www.sparecodeconsulting.com

PRIVATE & CONFIDENTIAL

Dear Ajay,

LETTER OF EMPLOYMENT

With reference to the discussions you have had with us, we are pleased to offer you the position of **Jr. Production Support Engineer** at Sparecode Consulting LLP., based at **Vashi, Navi Mumbai**.

Your initial **Total fixed compensation** would be **INR 1,82,400.00 (Rupees One Lakh Eighty-Two Thousand Four hundred only)** per annum including all the other allowances and benefits. The details are enclosed in the attached Annexure. Please note that all compensation details are confidential information between you and Sparecode, and hence we request you to maintain confidentiality.

Your appointment commences from the date you report on duty and you will be on probation for a period of Six months. During or at the expiry of your probation period or extended period of probation, your services are liable to be terminated at any time with one month's notice or one month's salary in lieu of notice without assigning any reason. Unless confirmed in writing you will continue to be on probation. The employment termination notice period will be Sixty (60) days.

Please note that this offer is contingent upon the successful completion of background investigation process. A detailed contract letter of employment and employee handbook stating the terms and conditions of employment will be issued to you on your joining the company.

Kindly sign the duplicate copy of this letter and the annexure indicating your acceptance of the offer, and return it to us not later than **September 02, 2020**. In the event of your not responding by the said date or not joining by the agreed date **September 02, 2020** the offer will be treated as withdrawn with no further consequences.

We welcome you to Sparecode and wish you success in your assignment with us.

Yours sincerely,
For **Sparecode Consulting LLP**.

Kishor Chavan

* This e-letter is secure and is issued temporarily by Sparecode Consulting LLP to its associate. The document stands valid until the 'Lockdown' ends. To verify the content please reach contactus@sparecodeconsulting.com.



1907, Haware Infotech Park,
Plot No. 39/3, Sector 30-A,
Vashi, Navi Mumbai - 400705.
US Office: 779-999-9004
Website: www.sparecodeconsulting.com

PRIVATE & CONFIDENTIAL

COMPENSATION BREAK-UP SHEET
Annexure A

Name		Ajay B. Singh	
Designation	Jr. Production Support Engineer	Location	Vashi
Salary Components/ Pay Elements	Current Per Month (INR)	Current Per Annum (INR)	Percentage of Distribution & Description Salary Components
Basic Salary + VDA+ DA	7,600	91,200	50% of total fixed compensation
House Rent Allowance (HRA)	3,800	45,600	50% of the Basic Salary
Conveyance Allowance	1,000	12,000	Fixed amount paid each month
Mobile Allowance	600	7,200	Fixed amount paid each month
Medical Allowance	1,200	14,400	Fixed amount paid each month
Special Allowance	1,000	12,000	Fixed amount paid each month
*Total Cost to Company (CTC)	15,200	1,82,400	

***PROFESSIONAL TAX**

Professional Tax of **Rs. 200/-** will be deducted monthly & **Rs.300/-** in month of February.

SALARY STATISTICS (INCLUDING PROFESSIONAL/OTHER TAX):

INR

ANNUAL GROSS SALARY BEFORE TAX	1,82,400.00
MONTHLY GROSS SALARY BEFORE TAX	15,200.00
MONTHLY NET SALARY	15,000.00

* This e-letter is secure and is issued temporarily by Sparecode Consulting LLP to its associate. The document stands valid until the 'Lockdown' ends. To verify the content please reach contactus@sparecodeconsulting.com.

Ref No: HR/2020/28A

Date of Joining 01-06-2020



AUGUST ASSORTMENTS

To

Riddhi Manohar Kumar Jain

Subject: Letter of Appointment

Dear **Riddhi Jain**,

In furtherance to our previous discussions, we are pleased to confirm your joining in August Assortments Private Limited as **Junior Corporate Sales Executive**.

You shall be entitled to an annual CTC of INR 2,40,000/-. All payments made to you shall be subject to deduction of all applicable taxes. Travel Allowance will be additional to your CTC.

Your position/title of Junior Corporate Sales Executive would be used for all internal and external communications and would reflect in our applications and databases. You shall observe a Probation Period of 06 (Six) months from the commencement of your employment with the Company. Pursuant to your supervisor's evaluation at the end of the Probation Period, your employment may be confirmed by the Company.

During Probation Period, if your performance is not adequate or if you are found resorting to any malpractice you could be asked to leave with 15 days of notice.

Once your position is confirmed in the company, if your employment is terminated or you decide to leave your current role, a notice period of 30 days will have to be given by either party.

You understand and acknowledge that your joining is valid subject to your satisfactory reference checks. If it is found that the information provided by you is false, incorrect or misleading, without prejudice to all its rights and remedies, the company shall have the right to withdraw this offer or in case of such discovery occurring after you're joining the company to take appropriate disciplinary action against you and/or terminate your employment with the company.

During the course of your work, you will have access to proprietary materials and concepts. Our offer is contingent on your signing August Assortments Agreement. Two copies will be enclosed for signature (please keep one for your own records) at the day of joining. It is a requirement of your position to comply with August Assortments' policies and procedures and exhibit professional conduct during your tenure.

August Assortments needs a dedicated team of pioneers with vision, a passion for quality, a willingness to innovate and a desire to achieve great things while vigilantly maintaining our integrity. We are delighted to have you join us!

August Assortments Private Limited

Unit no 344, 345, Raheja Tesla Industrial Estate, Juinagar, MIDC, Dist. Thane 400705

www.augustassortments.com | contactus@augustassortments.com

Please submit these documents by courier/hand on your date of joining to our August Assortments Navi Mumbai Office

1. Photocopy of your Aadhar Card
2. Two passport size photographs.
3. Copy of previous company's/companies relieving letter(s).
4. Proof of first name & last name (incase in change of name due to marriage or any other reason a copy of marriage certificate and/or court affidavit indicating the changed name is required).

You will be required to carry original documents on your date of joining.

Sincerely,
Aanchal Loya
Director
August Assortments Private Limited

I am fully informed and I acknowledge that the first name and last name stated above will be the official name for all correspondences, records and internal transactions.

Signature: _____

Date: 12-03-2020



OFFER LETTER

Ms. Malavika r menon,

Date: Saturday, October 25, 2020

Welcome to BYJU'S!

Congratulations on your decision of partnering with us in our endeavor to change the face of education.

We are pleased to offer you the position of Pre-Sales Trainee on following terms and conditions:

Offer Details:

Designation:	Pre-Sales Trainee
Department:	Business Development
Sub Department:	Sales
Employment Type:	Trainee
Date of Joining:	Tuesday, October 27, 2020
Role Location:	IBC Knowledge Park, Bangalore

Compensation Details:

CTC per Annum:-

Fixed Compensation:	375000 INR
Variable Compensation:	100000 INR

The company shall be entitled to deduct, from the above remuneration payable to you, the following contractual, statutory and compulsory deductions:

1. Provident Fund
2. Income tax deducted at source at the rates applicable
3. Employment/Professional taxes

3.Dues to company including loans and advances

5.Or any other applicable statutory deductions

The income Tax liability with regards your salary and perks and will be governed by the tax laws of the country as applicable from time to time.

1. You will be governed by and agree to abide by the General Terms & Conditions of Service of the Company, as enclosed in Annexure A.

2. You will be governed by and agree to abide by the provisions of the company's Code of Conduct, copy of which is enclosed with this letter.

3. You are requested to carry necessary documents on your joining date, as enclosed in Annexure B.

You are requested to join the services of the Company not later than **Tuesday, October 27, 2020**, failing which you may please consider the offer to be withdrawn, unless an extension to the date of joining has been mutually agreed in writing. Employment with Think & Learn Pvt Ltd is governed by the organisation employment policies as applicable, including satisfactory information from background checks post Joining.

We take this opportunity to thank you for the interest you have shown in our organization and look forward to welcoming you on-board for a fruitful career with us.

Please submit the signed copy of this offer letter on your date of joining.

Yours sincerely,

Think & Learn Pvt. Ltd.

Human Resource

Accept Job Offer by signing below

Signature:

This is system generated offer letter and does not require authorised signature.

Annexure A

All Confidential information, Coaching Materials, Developed Material and Documentation of the Company including any information concerning the organization, business or finances of the Company or of any third party, any trade secret, software program, functional methodologies, business plans, strategies, students list, records, reports, memoranda which is confidential to the Company or which the Company is under an obligation to keep confidential or is of such type and nature that a reasonable person would regard as confidential.

The Employee acknowledges that the unauthorized use or disclosure of the Confidential Information will be prejudicial to the interest of the Company or the entities with which the Company has business relationship and may amount to invasion of privacy or a misappropriation or improper disclosure of trade secrets.

Code of Conduct: Think & Learn Pvt. Ltd., endeavors to follow the best possible standards in its governance and has high levels of transparency and integrity. As an employee or consultant, or as a business partner, we would like to inform you of our Ethical Standards Practice applicable to our employee relating to their dealings with you in various business transactions. We ask you to read, understand, and adhere to this practice and also ensure that others represent you do the same (applicable for vendors or consultant). All correspondence in this regard shall be kept confidential. In case of any clarification, please do not hesitate to contact us.

Business Conduct: Our basic premise in conduct of business: employee should do nothing that might discredit or embarrass the Company, its clients, or themselves as employee of the Company.

All Think & Learn Pvt. Ltd., employees are expected to act in accordance with the highest levels of personal and professional integrity, and ethical conduct. Honest conduct is that which is free from fraud or deception.

Annexure B

1. 10th Mark sheet
2. 12th Mark sheet
3. Graduation/Post Graduation Mark sheet–All semester mark sheet
4. Graduation/Post Graduation–Degree Certificate
5. Resume
6. BYJU'S Offer Letter
7. Pan Card
8. Aadhaar Card

9. Voter ID/Passport/Driving License
10. Cancelled Cheque/Bank Statement/Bank Passbook
11. Passport Size Photograph
12. All current & previous companies relieving/experience letter(Only for experienced candidate)
13. Current/Last company's last three months' payslip(Only for experienced candidate)

Signature:

Letter of Intent

Date 13/01/2019

Dear BOOPATHIRAJ NAIDU

With reference to the interviews you have had with us, we are pleased to shortlist you for our organization for Grade 1 subject to successful completion of BAF and presenting all documents as detailed below.

Please Note that the Letter of Intent is not an Offer letter – The Offer letter can only be collected by submitting your Letter of Intent along with a photocopy of a valid Photo ID.

You will require carrying 2 sets of photocopies of the below documents on your Date of Joining (Please carry Originals also for verification):


- Highest Education proof :
 - * For Undergraduates: 12th & 10th Mark Sheets
 - * For Post Graduates/Graduates: Mark sheets & Provisional certificates (12th & 10th as well).
- Address Proof: Passport/ Voters ID / Ration Card / Driving License / Electricity bill (on self or parents name) / Rent Agreement (on self or parents name) / PG Agreement (on self or parents name)
- Nationality Proof : Passport/ Voters ID / Ration Card / Birth Certificate
- Photo ID: Pan card and Aadhar card (mandatory for salary account)/ Driving license (smart card only) / Voter's ID.

Your Appointment at Teleperformance is subject to clearance of final interview, satisfactory references & background. Until then, the Date of Joining will be withheld. If the above terms and condition are acceptable to you, please sign and return the duplicate copy of the Letter of Intent as a token of your acceptance.

A warm welcome to you and wish you the best in your career with Teleperformance.

Best Wishes,

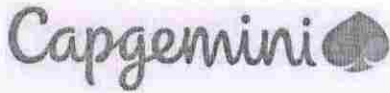
Agreed and Accepted,



Authorized Signatory

Recruitment, Human Resources

Name & Signed



Capgemini Technology Services India Limited
(Formerly known as IGATE Global Solutions Limited)
IT 1, IT 2, Airoli MIDC, Thane - Belapur Road,
Navi Mumbai - 400708, Maharashtra, India.
Tel: +91 22 7144 4283 | Fax: +91 22 7141 2121
www.capgemini.com/in-en

Date: January 27, 2020

Ref No: HR/Campus/LO15845346/1

Abhin Poojari
S.M. Shetty Degree College, Powai

Letter of Intent ("LOI")

Dear Abhin Poojari,

With reference to your interview conducted by us at S.M. Shetty Degree College, Powai, we are pleased to inform that you have been shortlisted for the position of **Associate** and **A3** with **Capgemini Technology Services India Limited.**, (hereinafter referred to as "Capgemini").

In this regard, we are proposing compensation package and benefits, the details of which are set forth in **Annexure 1** to this letter.

The final Employment Offer Letter shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree/ diploma and the minimum passing percentage/ grade/ rank/ class as determined by Capgemini.

The location of your initial reporting and training and the date of your joining would be communicated to you in due course of time post successful completion of your final semester degree/diploma examination.

The date of joining and the location of posting will be purely based on business requirements of Capgemini. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting during the course of your training and employment with Capgemini.

Upon joining Capgemini,

1. You are expected to enter into an employment agreement with Capgemini which shall contain details including the scope, terms and conditions of your employment and the contractual obligation with Capgemini.
2. You will be on probation for a period of six months from your date of joining and subject to satisfactory performance your employment will be confirmed (vide written confirmation) at the end of six months or such other extended period as Capgemini deems fit.
3. You may be required to undergo classroom training for a duration which will be purely based on business requirements. During the training period, your performance will be evaluated periodically.

Capgemini reserves the right to decide the continuance of your further training and your employment with the Company depending on your performance in the opinion of the Company.


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

You may note that this letter should neither be construed as an offer of employment from Capgemini nor should it in any manner confirm our intent to make you an offer of employment. We may, any time at our discretion, revoke this Letter of Intent.

We would request you to go through the above terms, and let us know if they are acceptable to you, within seven days of the issuance of this letter.

We look forward to hear from you soon. Should you have any query, please do not hesitate to contact fresherhiring.in@capgemini.com.

Thanking you,
Yours Sincerely,
For & On Behalf of Capgemini



Puneet Kumra
Head – Fresher Hiring



ANNEXURE 1

Associate and A3

Your all-inclusive annual target compensation (on a cost to company basis) will be **INR 2,50,000/- (Rupees Two Lakhs Fifty Thousand only)** which would comprise your salary, applicable statutory benefits, bonus, if any, and/or any incentives as applicable to you. Your compensation shall be paid on a monthly basis, in arrears. The Company shall deduct tax at source at the time of making payment.

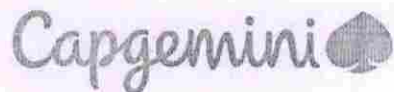
For & On Behalf of Capgemini

Puneet Kumra
Head – Fresher Hiring

Signature: _____

Candidate Name: _____

Date: _____



Capgemini Technology Services India Limited
(Formerly known as IGATE Global Solutions Limited)
IT 1, IT 2, Airoli MIDC, Thane - Belapur Road,
Navi Mumbai - 400708, Maharashtra, India.
Tel: +91 22 7144 4283 | Fax: +91 22 7141 2121
www.capgemini.com/in-en

Date: January 27, 2020

Ref No: HR/Campus/LO15841624/1

Adline Albert Fernandes
Bunts Sangha's S M Shetty College, Powai

Letter of Intent ("LOI")

Dear Adline Albert Fernandes,

With reference to your interview conducted by us at Bunts Sangha's S M Shetty College, Powai, we are pleased to inform that you have been shortlisted for the position of **Associate and A3** with **Capgemini Technology Services India Limited.**, (hereinafter referred to as "Capgemini").

In this regard, we are proposing compensation package and benefits, the details of which are set forth in **Annexure 1** to this letter.

The final Employment Offer Letter shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree/ diploma and the minimum passing percentage/ grade/ rank/ class as determined by Capgemini.

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We look forward to hear from you soon. Should you have any query, please do not hesitate to contact fresherhiring.in@capgemini.com.

Thanking you,
Yours Sincerely,
For & On Behalf of Capgemini



Puneet Kumra
Head – Fresher Hiring



ANNEXURE 1

Associate and A3

Your all-inclusive annual target compensation (on a cost to company basis) will be **INR 2,50,000/- (Rupees Two Lakhs Fifty Thousand only)** which would comprise your salary, applicable statutory benefits, bonus, if any, and/or any incentives as applicable to you. Your compensation shall be paid on a monthly basis, in arrears. The Company shall deduct tax at source at the time of making payment.

For & On Behalf of Capgemini

Puneet Kumra
Head – Fresher Hiring

Signature: _____

Candidate Name: _____

Date: _____



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www.capgemini.com/in-en

Date: January 27, 2020

Ref No: HR/Campus/LO15841647/1

Ashutosh Rajesh tiwari
Bunts Sangha's S M Shetty College, Powai

Letter of Intent ("LOI")

Dear Ashutosh Rajesh tiwari,

With reference to your interview conducted by us at Bunts Sangha's S M Shetty College, Powai, we are pleased to inform that you have been shortlisted for the position of **Associate and A3** with **Capgemini Technology Services India Limited.**, (hereinafter referred to as "Capgemini").

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Puneet Kumra
Head – Fresher Hiring



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For & On Behalf of Capgemini

Puneet Kumra
Head – Fresher Hiring

Signature: _____

Candidate Name: _____

Date: _____



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www.capgemini.com/in-en

Date: January 27, 2020

Ref No: HR/Campus/LO15841659/1

Kavya Vittal Shetty
Bunts Sangha's S M Shetty College, Powai

Letter of Intent ("LOI")

Dear Kavya Vittal Shetty,

With reference to your interview conducted by us at Bunts Sangha's S M Shetty College, Powai, we are pleased to inform that you have been shortlisted for the position of **Associate** and **A3** with **Capgemini Technology Services India Limited.**, (hereinafter referred to as "Capgemini").

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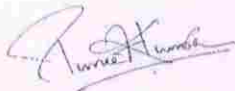
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Puneet Kumra
Head – Fresher Hiring



ANNEXURE 1

Associate and A3

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For & On Behalf of Capgemini

Puneet Kumra
Head – Fresher Hiring

Signature: _____

Candidate Name: _____

Date: _____



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www.capgemini.com/in-en

Date: January 27, 2020

Ref No: HR/Campus/LO15841579/1

Shubham Pandit
S.M. Shetty Degree College, Powai

Letter of Intent ("LOI")

Dear Shubham Pandit,

With reference to your interview conducted by us at S.M. Shetty Degree College, Powai, we are pleased to inform that you have been shortlisted for the position of **Associate** and **A3** with **Capgemini Technology Services India Limited.**, (hereinafter referred to as "Capgemini").

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Signature: _____

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Date: January 27, 2020

Ref No: HR/Campus/LO15845384/1

Vaishnavi Mateti
S.M.Shetty College of science, Commerce & Management Studies

Letter of Intent ("LOI")

Dear Vaishnavi Mateti,

With reference to your interview conducted by us at S.M.Shetty College of science, Commerce & Management Studies, we are pleased to inform that you have been shortlisted for the position of **Associate** and **A3** with **Capgemini Technology Services India Limited.**, (hereinafter referred to as "Capgemini").

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Signature: _____

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www.capgemini.com/in-en

Date: January 27, 2020

Ref No: HR/Campus/LO15847431/1

Vignesh Sadashiva Shetty
Bunts Sangha's S M Shetty College, Powai

Letter of Intent ("LOI")

Dear Vignesh Sadashiva Shetty,

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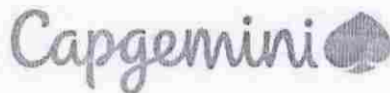
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Candidate Name: _____

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Date: January 27, 2020

Ref No: HR/Campus/LO15845602/1

Yash Dudeja
S.M.Shetty College of science, Commerce & Management Studies

Letter of Intent ("LOI")

Dear Yash Dudeja,

With reference to your interview conducted by us at S.M.Shetty College of science, Commerce & Management Studies, we are pleased to inform that you have been shortlisted for the position of **Associate** and **A3** with **Capgemini Technology Services India Limited.**, (hereinafter referred to as "Capgemini").

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For & On Behalf of Capgemini

Puneet Kumra
Head – Fresher Hiring

Signature: _____

Candidate Name: _____

Date: _____

22nd June 2020

Ms. Deepika Shetty,

Subject: Offer letter for the post of Support Engineer

Dear Ms. Deepika,

Welcome to Netmonastery!

It is my pleasure to extend an offer of employment to you on behalf of NetMonastery Network Security Private Limited (NMNSPL). The details of your offer is as below,

GENERAL	
Title	Support Engineer
Reporting Relationship	Mr. Harshal Dewoolkar
ANNUAL REMUNERATION	
Basic Salary	Rs. 40,147
HRA	Rs. 36,000
Conveyance	Rs. 19,200
Allowances	Rs. 1,01,553
PF Contribution	Rs. 14,400
Total Fixed Salary (100%)	Rs. 2,11,300
Total Cost to Company	Rs. 2,11,300
FACILITIES	
Additional Facilities	In city travel, outstation travel, accommodation and mobile calls made for official use bill will be reimbursed at actuals upon submission of vouchers with proof of payment / documentary evidence admissible for accounts purposes.
Vacation / Personal Emergency Time Off	2 Weeks per annum available after completion of probation
EMPLOYMENT TERMS	
Minimum Employment Term	12 Months- 6 months probation - confirmation only after satisfactory completion of your probation
Notice Period	90 Days
Non Compete Post Employment	You confirm that you will not join any direct competitors in the SIEM, Security Analytics or

	MSSP space for a period upto 2 yrs post your last day of employment with Netmonastery.
Non Disclosure Post Employment	5 Years
Joining Requirements	<p>Following are the documents to be submitted before joining:</p> <ul style="list-style-type: none"> ● PAN Card - Duplicate copy ● Address Proof - Duplicate copy ● Highest Educational Certificate - Duplicate copy ● Leaving Certificate Copy ● Latest CV ● Last Drawn Salary Slip
RULES AND REGULATIONS	
<p>Your employment will be governed by the NMNSPL's Rules and Regulations, which are in force or as will be in force from time to time, in addition to those provided in this document. NMNSPL reserves the right to amend / modify its policies / reporting structure / incentive schemes / salary and other implicit conditions from time to time.</p>	
BAR ON DOUBLE EMPLOYMENT	
<p>During the tenure of your services, you will wholly devote yourself to the work assigned to you and will not undertake any other employment either on full or part time basis without prior permission of the NMNSPL in writing. Any contravention of this condition will entail termination of your services from the NMNSPL.</p>	
NON-DISCLOSURE AND NON COMPETE	
<p>You will keep secret and confidential, any and all knowledge and information regarding the products or activities of the company that you may obtain or come across in the course of your employment with the NMNSPL. Any contravention of these conditions shall entail termination of your services from the NMNSPL, or may even make you liable for prosecution for damages. Post employment you shall continue to maintain secrecy for a period of 5 years after you have been relieved of your services at NMNSPL.</p> <p>You will refrain from joining or forming a company / competitor / group / venture or indulge in any activities that can compete against the products or services or consultancy provided by NMNSPL. Post employment you shall continue to maintain non-compete for a period of 5 years after you have been relieved of your services at NMNSPL.</p> <p>Any exclusion to the above terms unless authorized by NMNSPL shall make you liable for prosecution for damages.</p>	
JURISDICTION	
<p>All disputes of any kind including disputes regarding any claims or payments whether under this contract of employment or otherwise arising out of your employment, the jurisdiction will remain in Mumbai</p>	



You acknowledge that this offer letter, represents the entire agreement between you and NetMonastery Network Security Private Limited and that no verbal or written agreements, promises or representations that are not specifically stated in this offer, are or will be binding upon NetMonastery Network Security Private Limited.

Please return the duplicate copy of this letter duly signed on each page by you as a taken of your acceptance, indicating your date of joining. This offer will be valid for three business days.

Signatures:

Ms. Deepika Shetty
Signature Date:
Date of Joining: 29th June 2020

For NMNSPL

Mr. Bineet Sharma
Date: 22nd June 2020
*NMNSPL Offer Letter **CONFIDENTIAL** Copyright 2019 NetMonastery Network Security Private Limited*



APPOINTMENT LETTER

7/22/2019

Divya Vivek Shetty

Resume ID # 2235156

Dear Divya

This is with reference to discussion you had with us recently. We are pleased to offer you the position of an **Associate** on the following terms:

1. Place of Employment and Timing.

- 1.1 Your initial place of work will be at **Powai**. However, your services are transferable, and may be assigned, after reasonable notice, to any location in India or abroad where the company or its affiliates conducts business. The duties to be performed by you hereunder shall be performed in such locations as are reasonably necessary or appropriate to carry out your duties hereunder, subject to reasonable travel requirements on behalf of the Company from time to time.
- 1.2 You will be expected to attend office - except when traveling on business during working hours/shifts as may be decided by the Company.

2. Compensation and Benefits

- 2.1 Compensation. As compensation for services to be rendered pursuant to this letter, the Company shall pay you an annual basic salary of **Rs 73656 (Rupees Seventy Three Thousand Six Hundred Fifty Six Only)**. Other allowances / reimbursements as due to you are detailed in Annexure II.
- 2.2 You will be provided with a Comprehensive Medical Insurance and will also be covered under the Group Personal Accident Insurance, while on Company business.
- 2.3 You will be provided with Retirement Benefits namely, Provident Fund and Gratuity, in accordance with the laws of the country, and/or, as per company policy.
- 2.4 Your compensation shall be reviewed on the basis of merit and will be at the sole discretion of the company.

3. Reimbursement of Expenses:

The Company will reimburse you for reasonable travel, and other business expenses incurred in connection with the performance of your duties hereunder, in accordance with the policy of the Company with respect thereto.

4. Leaves:

You shall be entitled to reasonable periods of leave as per company policy (to be taken by agreement with the Company) with full pay. Entitlement & accumulation of the leave will be as per company policy.

Registered Office:

Wipro Limited
Doddakannelli
Sarjapur Road
Bengaluru 560 035
India

T : +91 (80) 2844 0011
F : +91 (80) 2844 0054
E : info@wipro.com
W : wipro.com
C : L32102KA1945PLC0208

Sensitivity: Internal & Restricted



5. Term:

Employment period shall commence on **7/22/2019** and you will be on probation for a period of six months from the date of your joining the company. During this time, your appointment is terminable by one month's notice by either party or one month's salary in lieu thereof

You will be deemed to continue on probation until you are confirmed, and the confirmation is communicated to you in writing. After confirmation, your appointment is terminable by three months' notice by either party or three months' salary in lieu thereof. Wipro reserves the right to pay or recover salary in lieu of notice period. Further, the Company may, at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period given by you. However, if the management desires you to continue the employment during the notice period, you shall do so.

During the term of employment, your performance and suitability for the roles will be continuously monitored and evaluated. Given the nature of your role, which is dependent on customer requirement, you would have to clear assessments prescribed by Wipro from time to time. In the event you fail to meet the prescribed measurement criteria as defined for your Process/Function or there is no suitable role available for you based on company requirement, the company reserves the right to terminate your employment in accordance with the bench policy.

If you remain absent from work without authorization or reasonable explanation for more than seven consecutive working days, it will be presumed that you are no longer interested in working for Wipro and have voluntarily abandoned your services. In such a case, your employment with Wipro will stand terminated.

In the event of termination of employee's services arising out of integrity, misconduct & disciplinary proceedings, no notice will be required from the company's side. In such case, you will not be entitled to any statutory compensation

6. Retirement:

You will automatically retire on attaining the age of 58 years. You may be retired earlier if found medically unfit.

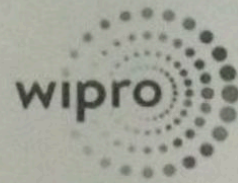
7. Confidentiality

- 7.1 During the course of its business, the Company is required to keep confidential, the information about its Customers and itself and for that purpose to ensure the same from each employee assigned to perform services for the Company/its Customers and each employee who obtains or is in a position to obtain any information or materials.
- 7.2 During the normal course of business, it may be imperative to record / monitor all calls made by you in order to assess quality, as applicable. This clause by no means would impede upon your working ability / capacity and should be taken in light of company procedures and policies.
- 7.3 You shall therefore regard and preserve as confidential all information related to the business and activities of the Company as well as its Customers, their clients, suppliers and other entities with whom they do business which may be obtained by them from any source or may be developed as a result of any of the said agreements with the Company's Customers. You shall hold such information in trust and confidence for them and not disclose any such information to any person, firm or enterprise, or use any such information for your own benefit or the benefit of any other party, unless authorized by the Company.
- 7.4 You shall not directly or indirectly, engage or assist others to engage in, any activity or conduct that violates the provisions of this Clause.

Registered Office:

Wipro Limited T : +91 (80) 2844 0011
Doddakannelli F : +91 (80) 2844 0256
Sarjapur Road E : info@wipro.com
Bengaluru 560 035 W : wipro.com

Sensitivity: Internal & Restricted



- 7.5 You acknowledge that the information, observations and data concerning the Company and/or the Customers provided to you, is and shall continue to be the property of the Company and/or its Customer's, as the case may be and that you shall not be entitled to any right or license in relation to the said information, nor shall you copy, reproduce, publish, distribute, adapt, modify or amend any part thereof, without the prior written consent of the Company/the Customers, as the case may.
- 7.6 You are not a party to or aware of any agreement, obligation or restriction that prevents or prohibits you from complying with these obligations and you agree to take any other steps reasonably required and/or appropriate to ensure compliance with the obligations set forth herein.
- 7.7 You understand that if you threaten to or actually breach or fail to observe any of the obligations set forth in this Clause, Company will be subject to irreparable harm, which will not be adequately satisfied by damages and you therefore agree that the Company shall be entitled to injunctive relief and/or any other remedies permitted, to ensure and enforce your compliance with these obligations in the unlikely event you do not comply with them; provided, however, that no specification herein of any a particular legal or equitable remedy shall be construed as a waiver, prohibition or limitation of any legal or equitable remedies available to the Company.
- 7.8 You shall deliver to the Company upon cessation or termination of your employment, or at any other time the Company may request, all memoranda, notes, plans, records, reports, computer tapes and software and other documents and data (and copies thereof) relating to the said, or the business of the Company or any affiliate or its Customers which you shall then possess or have under your control.

You agree that, notwithstanding the cessation or termination of your Employment, the confirmations and undertakings under this Clause shall always continue in full force and effect.

8. Whilst employed by the company, you:

- 8.1 Will not engage in any external activities of a commercial nature
- 8.2 Will not engage in any activity of a non-commercial nature without prior written approval of the Company.
- 8.3 Will be required to effectively carry out all duties and responsibilities assigned to you by your supervisor and others authorized by the Company to assign such duties and responsibilities. Your performance will be subject to annual appraisal by your supervisor.
- 8.4 Will be required to apply and maintain the highest standards of personal conduct and integrity and comply with all Company policies and procedures.
- 8.5 You agree that you shall not directly or indirectly, share, discuss your compensation details, in full or part, with any person in or outside the organization other than those authorized to do so.
- Will maintain best standards of personal health and should necessarily be medically fit to perform your duties

9. Other Provisions

- 9.1 **Language.** This appointment letter was originally drafted in the English language. If it is translated into any language other than English, the provisions of the original English language version shall control in the case of any asserted conflict in terms.
- 9.2 **Governing Law.** This appointment shall be governed by and interpreted in accordance with the laws of India

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CONFIDENTIAL
Sensitivity: Internal & Restricted

File Identifier: L4 / TA / ALF-Level-AALateral



ANNEXURE III - CONFLICT OF INTEREST

Wipro Limited has adopted a conflict of interest policy in respect of its employees. This policy is intended to avoid conflict between the personal interest of an employee and the interest of the company in dealing with the suppliers, customers and all other organizations or individuals doing or seeking to do business with Wipro.

Noted below are a few examples of 'conflict of interest':

1. For an employee or any dependent member of his family to have an interest in any organization, which has business dealings with the company, where there is an opportunity for preferential treatment to be given or received, except where such an interest comprises securities in widely held corporations which are quoted and sold on open market or the interest is not material.
2. For an employee or any dependent member of his family to buy, sell or lease any kind of property, facilities or equipment from or to the company or any affiliate or to any company, firm or individual who is or is seeking to become the contractor, supplier or customer, except with the knowledge and consent of top management.
3. For an employee to serve as an officer, director or in any other management capacity or as consultant of another company or organization doing or seeking to do business with the company or an affiliate except with the knowledge and consent of top management.
4. For an employee to use or release to a third party any data on decisions, plans, competitive bids or any other information concerning the company, which might be prejudicial to the interest of the company.
5. For an employee or any dependent member of his family to accept commission, a share in profits or other payments, loans (other than with established banking or financial institutions), services, excessive entertainment and travel or gifts of more than nominal value from any individual or organization, doing or seeking to do business with the company.

I have read and understood the above mentioned 'Conflict of Interest' policy and I declare that there is no 'Conflict of Interest' in my employment. If in future any conflict arises, I will inform top management.

ANNEXURE - IV

PERSONAL INFORMATION AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT 2000

I {**Divya Vivek Shetty**}, confirm that I am voluntarily sharing my Personal Information with Wipro Limited ('Wipro') for the following purposes:

- a. Validating my Curriculum Vitae and retaining records on the same for any future reference/verification
- b. Processing my job application including background verification checks and medical checks
- c. Employment-related actions including record keeping, processing compensation and benefits and any action required in the context of my employment with Wipro.

In this context, I also agree to the retention of such Personal Information by Wipro for any future reference/verification and authorize Wipro to transfer the same to a third party. I understand that 'Personal Information' means any information, relating to me that is available with Wipro and is capable of identifying me.

Name: Divya Vivek Shetty

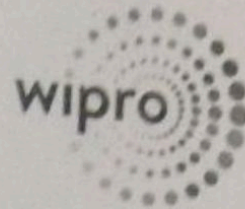
Signature: _____

Registered Office:

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Sensitivity: Internal & Restricted

File Identifier: L4 / TA / ALF-Level-AA Lateral



ANNEXURE V
CONSENT FOR RANDOM OR REASONABLE SUSPICION DRUG TEST

I am aware that Wipro has a policy which stipulates that employees while at work cannot be under the influence of any narcotic drugs, psychotropic substances and/or alcohol so as to ensure a healthy work force. To ensure the adherence of this policy, Wipro might be required to collect specimen of employee's hair, urine, blood, or any other relevant bodily sample, as may be required (hereinafter the "Sample") and submit it for drug test screening (hereinafter "Test").

I hereby Divya Vivek Shetty, bearing Employee Number _____ / Résumé ID 2235156, consent to allow Wipro Limited (hereinafter "Wipro") to collect Sample from me for the Test.

In furtherance of the above stated:

1. I understand that the Test shall be conducted on random basis without any prejudice to anyone.
2. I authorize Wipro to share the Sample with Wipro's authorized vendor for the purpose of processing the Sample and making the result available to Wipro.
3. I understand that Wipro provides adequate security measures to safeguard the information resultant from the Test and all other personal data associated with it.
4. I understand that neither Wipro nor any authorized third party under clause (3) above shall retain the data collected in respect of the Test for period no longer than as required for statutory purposes and the data shall be suitably destroyed thereafter.
5. I understand that Wipro is entitled to initiate suitable actions against me including but not limited to disciplinary action based on the Test results.
6. I understand that Wipro may notify and publish the information resultant or ancillary to the Test if obliged under law to do so.

SIGNED this _____ day of _____, 20____ at _____.

Name: Divya Vivek Shetty

Candidate Signature: _____

Registered Office:

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CONFIDENTIAL
Sensitivity: Internal & Restricted

File Identifier: L4 / TA / ALF-Level-AA Lateral

AA,B1,B2,B3	Amount pa	Amount pm
Basic	73,656	6,138
HRA	36,828	3,069
Bonus	16,800	1,400
WBP	35,013	2,918
Total Fixed Cash	162,297	13,525
PF	13,025	1,085
Gratuity (4.81% of Basic)	3,543	295
Total Fixed Compensation	178,865	14,905
Other Compensation Benefits		
ESI	5,275	440
Variable Pay		
Target Variable Pay	-	-
Target Cost to Company	184,140	15,345

works
for me



Benefits@Wipro - Career Level AA

Wipro Benefit Plan (WBP) provides enhanced flexibility through additional tax benefit options and makes the existing components more tax friendly. Employees can declare the components in **myWipro** on a monthly basis. The below mentioned table provides the synopsis of WBP components. Please refer to WBP Policy for further details.



Telephone/Mobile Rental Exemption

Max Amount: INR 19,800/- p.a.

The amount incurred by you towards phone rent related expenses is eligible for tax exemption.



Children's Education Allowance

Max Amount: INR 100/- per child per month & INR 400/- if the child is in hostel.
Education Allowance for employee children



New Pension Scheme (NPS)

Max Amount: Employees can contribute within a range of 5% - 10% of their Basic Salary
NPS is a channel for long-term financial planning which gives employees an opportunity to make disciplined savings for a secured Financial standing post retirement.



WBP

Max Amount: Balancing figure
The payout will be in the form of WBP in pay slip.

Performance & Behavior Linked Allowances



Shift Bonus

- Paid monthly and is governed by the adherence to the daily roster & shift timing
- Amount will range from INR 0/- to INR 2,500/- (pm) depending on shift type



Client Incentives

Client sponsored incentives (as applicable) aimed at rewarding excellence in performance delivery

Education & Skills Enhancement Benefits



Education Enhancement Scheme (SEED)

- Company facilitates self-paid learning opportunities through a range of educational programmes
- Affiliation with reputed institutes
- Cost of program reimbursed by company on successful completion
- Reward by way of percentage raise in compensation also

Work Life Benefits

Life Insurance

- Coverage for Self upto **INR 7.00 Lacs**. Option to Top-Up
- Policy covers death due to any cause

Personal Accident & Death Insurance

- Group Personal Accident Insurance Coverage for Self upto **INR 3.00 Lacs** p.a. Option to Top-Up
- Monetary compensation in the event of Death / Accident (Permanent Total & Partial disablement)
- Loss of Pay Protection on Temporary Total disablement

Mediclaime – Hospitalization

- Medical Insurance for Self, Spouse and Children for Sum Insured of **INR 1.00 Lac**. The hospital stay should be for a minimum period of 24 hours
- Co-Sharing of Insurance Premium basis marital status of the employee. The premium contribution is deducted from the salary on monthly basis
- Option to Top-up

Voluntary Parental Insurance

- Opportunity of opting for Medical Insurance for Parents and Parents-in-Law at a company negotiated rate.

Provident Fund

- Where basic is higher than **INR 15,000 p.m.** - 12% of your Basic towards Provident Fund. In cases where basic is lower than **INR 15,000 p.m.** - Minimum of 12% of (Basic + WBP + Additional (where applicable) or **INR 1800 p.m.**

Gratuity

- Gratuity is payable upon completion of continuous 4 years & 190 calendar days of service in Wipro
- It would be paid:
 - On retirement or resignation
 - Death or disablement due to accident or disease
- Calculation methodology - (Last monthly basic drawn/26) * 15 * No of years of service

Note - The above is a Snapshot of the Benefits applicable at Band AA.

The above limits are as per the current employee policy and are subject to change from time to time.
For more details please refer to the policies on [myWipro](#) > [App Store](#) > [Information](#) > [My Policies](#) > [India](#)



Letter of Intent

Date: 20-Jan-2020

Akshita Michael,

College: Bunts Sangha's S.M. Shetty College of Science, Commerce & Management

Sub: Shortlist Confirmation

Dear **Akshita Michael,**

We take pleasure in informing that you have been shortlisted for the position of Recruitment Executive in our organization.

You are requested to visit our office for your final round of interview at the earliest.

Once we select you in the final round, we would be glad to provide you with a Letter of Employment and your Date of Joining with us.

We have found you suitable for the post and look forward to meeting you soon.

Thanks and regards,

Rushin Shah

Talent Acquisition Team
Coppergate Consultants

Job Title: Recruitment Executive / Sr. Recruitment Executive (HR Domain)

Interview & Work location:

723, Ecstasy, City of Joy, JSD Road, Near Station, Mulund (W), Mumbai 400080

About us: We are a 12 years old specialist Headhunting, Staffing & Education company with a team of more than 200 in India & are looking out for Undergraduates / Graduates / PGs who are keen to make their career into Recruitment

URL: www.coppergate.in

Job description:

- Working days: Monday to Saturday (2nd & 4th Saturdays are fixed off)
- Shift Timing: 10am to 7:30pm (Other Saturdays upto 3:30pm)
- **Salary range (Fresher): 1.20 lacs p.a. + Incentives**
- **Salary range (Relevant experience): 1.32 to 1.80 lacs p.a. + Incentives**

Job Profile:

- Understanding Client requirement
- Making calls and scheduling candidates for the interview
- Regular follow ups with the Candidates and Clients
- Generating daily line ups
- Willing to work as an individual contributor

Desired Candidate Profile:

- Good Communication Skills (English Mandatory)
- Awareness of MS-Office (Excel & Word)
- Experience in Recruitment will be an added advantage

Contact person: Ankita Shrivastav

Contact No.: 9920850503

Email ID: recruitment@coppergate.in

Applicants need to carry a copy of updated resume



Letter of Intent

Date: 20-Jan-2020

Alfiyah Shaikh,

College: Bunts Sangha's S.M. Shetty College of Science, Commerce & Management

Sub: Shortlist Confirmation

Dear **Alfiyah Shaikh,**

We take pleasure in informing that you have been shortlisted for the position of Recruitment Executive in our organization.

You are requested to visit our office for your final round of interview at the earliest.

Once we select you in the final round, we would be glad to provide you with a Letter of Employment and your Date of Joining with us.

We have found you suitable for the post and look forward to meeting you soon.

Thanks and regards,

Rushin Shah

Talent Acquisition Team
Coppergate Consultants

Job Title: Recruitment Executive / Sr. Recruitment Executive (HR Domain)

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- **Salary range (Relevant experience): 1.32 to 1.80 lacs p.a. + Incentives**

Job Profile:

- Understanding Client requirement
- Making calls and scheduling candidates for the interview
- Regular follow ups with the Candidates and Clients
- Generating daily line ups
- Willing to work as an individual contributor

Desired Candidate Profile:

- Good Communication Skills (English Mandatory)
- Awareness of MS-Office (Excel & Word)
- Experience in Recruitment will be an added advantage

Contact person: Ankita Shrivastav

Contact No.: 9920850503

Email ID: recruitment@coppergate.in

Applicants need to carry a copy of updated resume

BAF

COPPERGATE



Letter of Intent

Date: 20-Jan-2020

Apeksha Nisar,

College: Bunts Sangha's S.M. Shetty College of Science, Commerce & Management

Sub: Shortlist Confirmation

Dear Apeksha Nisar,

We take pleasure in informing that you have been shortlisted for the position of Recruitment Executive in our organization.

You are requested to visit our office for your final round of interview at the earliest.

Once we select you in the final round, we would be glad to provide you with a Letter of Employment and your Date of Joining with us.

We have found you suitable for the post and look forward to meeting you soon.

Thanks and regards,

Rushin Shah

Talent Acquisition Team
Coppergate Consultants

Job Title: Recruitment Executive / Sr. Recruitment Executive (HR Domain)

Interview & Work location:

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- Salary range (Fresher): 1.20 lacs p.a. + Incentives
- Salary range (Relevant experience): 1.32 to 1.80 lacs p.a. + Incentives

Job Profile:

- Understanding Client requirement
- Making calls and scheduling candidates for the interview
- Regular follow ups with the Candidates and Clients
- Generating daily line ups
- Willing to work as an individual contributor

Desired Candidate Profile:

- Good Communication Skills (English Mandatory)
- Awareness of MS-Office (Excel & Word)
- Experience in Recruitment will be an added advantage

Contact person: Ankita Shrivastav

Contact No.: 9920850503

Email ID: recruitment@coppergate.in

Applicants need to carry a copy of updated resume



Letter of Intent

Date: 20-Jan-2020

Girish Vampugani,

College: Bunts Sangha's S.M. Shetty College of Science, Commerce & Management

Sub: Shortlist Confirmation

Dear **Girish Vampugani,**

We take pleasure in informing that you have been shortlisted for the position of Recruitment Executive in our organization.

You are requested to visit our office for your final round of interview at the earliest.

Once we select you in the final round, we would be glad to provide you with a Letter of Employment and your Date of Joining with us.

We have found you suitable for the post and look forward to meeting you soon.

Thanks and regards,

Rushin Shah

Talent Acquisition Team
Coppergate Consultants

Job Title: Recruitment Executive / Sr. Recruitment Executive (HR Domain)

Interview & Work location:

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Job description:

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- **Salary range (Fresher): 1.20 lacs p.a. + Incentives**
- **Salary range (Relevant experience): 1.32 to 1.80 lacs p.a. + Incentives**

Job Profile:

- Understanding Client requirement
- Making calls and scheduling candidates for the interview
- Regular follow ups with the Candidates and Clients
- Generating daily line ups
- Willing to work as an individual contributor

Desired Candidate Profile:

- Good Communication Skills (English Mandatory)
- Awareness of MS-Office (Excel & Word)
- Experience in Recruitment will be an added advantage

Contact person: Ankita Shrivastav

Contact No.: 9920850503

Email ID: recruitment@coppergate.in

Applicants need to carry a copy of updated resume



Letter of Intent

Date: 20-Jan-2020

Hariom Pathak,

College: Bunts Sangha's S.M. Shetty College of Science, Commerce & Management

Sub: Shortlist Confirmation

Dear **Hariom Pathak,**

We take pleasure in informing that you have been shortlisted for the position of Recruitment Executive in our organization.

You are requested to visit our office for your final round of interview at the earliest.

Once we select you in the final round, we would be glad to provide you with a Letter of Employment and your Date of Joining with us.

We have found you suitable for the post and look forward to meeting you soon.

Thanks and regards,

Rushin Shah

Talent Acquisition Team
Coppergate Consultants

Job Title: Recruitment Executive / Sr. Recruitment Executive (HR Domain)

Interview & Work location:

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- **Salary range (Fresher): 1.20 lacs p.a. + Incentives**
- **Salary range (Relevant experience): 1.32 to 1.80 lacs p.a. + Incentives**

Job Profile:

- Understanding Client requirement
- Making calls and scheduling candidates for the interview
- Regular follow ups with the Candidates and Clients
- Generating daily line ups
- Willing to work as an individual contributor

Desired Candidate Profile:

- Good Communication Skills (English Mandatory)
- Awareness of MS-Office (Excel & Word)
- Experience in Recruitment will be an added advantage

Contact person: Ankita Shrivastav

Contact No.: 9920850503

Email ID: recruitment@coppergate.in

Applicants need to carry a copy of updated resume



Letter of Intent

Date: 20-Jan-2020

Janel David,

College: Bunts Sangha's S.M. Shetty College of Science, Commerce & Management

Sub: Shortlist Confirmation

Dear Janel David,

We take pleasure in informing that you have been shortlisted for the position of Recruitment Executive in our organization.

You are requested to visit our office for your final round of interview at the earliest.

Once we select you in the final round, we would be glad to provide you with a Letter of Employment and your Date of Joining with us.

We have found you suitable for the post and look forward to meeting you soon.

Thanks and regards,

Rushin Shah

Talent Acquisition Team
Coppergate Consultants

Job Title: Recruitment Executive / Sr. Recruitment Executive (HR Domain)

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- **Salary range (Relevant experience): 1.32 to 1.80 lacs p.a. + Incentives**

Job Profile:

- Understanding Client requirement
- Making calls and scheduling candidates for the interview
- Regular follow ups with the Candidates and Clients
- Generating daily line ups
- Willing to work as an individual contributor

Desired Candidate Profile:

- Good Communication Skills (English Mandatory)
- Awareness of MS-Office (Excel & Word)
- Experience in Recruitment will be an added advantage

Contact person: Ankita Shrivastav

Contact No.: 9920850503

Email ID: recruitment@coppergate.in

Applicants need to carry a copy of updated resume

Letter of Intent

Date: 20-Jan-2020

Kartikeya Agarwal,

College: Bunts Sangha's S.M. Shetty College of Science, Commerce & Management

Sub: Shortlist Confirmation

Dear **Kartikeya Agarwal,**

We take pleasure in informing that you have been shortlisted for the position of Recruitment Executive in our organization.

You are requested to visit our office for your final round of interview at the earliest.

Once we select you in the final round, we would be glad to provide you with a Letter of Employment and your Date of Joining with us.

We have found you suitable for the post and look forward to meeting you soon.

Thanks and regards,

Rushin Shah

Talent Acquisition Team
Coppergate Consultants

Job Title: Recruitment Executive / Sr. Recruitment Executive (HR Domain)

Interview & Work location:

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Job Profile:

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- Generating daily line ups
- Willing to work as an individual contributor

Desired Candidate Profile:

- Good Communication Skills (English Mandatory)
- Awareness of MS-Office (Excel & Word)
- Experience in Recruitment will be an added advantage

Contact person: Ankita Shrivastav

Contact No.: 9920850503

Email ID: recruitment@coppergate.in

Applicants need to carry a copy of updated resume



Letter of Intent

Date: 20-Jan-2020

Kiran Patel,

College: Bunts Sangha's S.M. Shetty College of Science, Commerce & Management

Sub: Shortlist Confirmation

Dear **Kiran Patel,**

We take pleasure in informing that you have been shortlisted for the position of Recruitment Executive in our organization.

You are requested to visit our office for your final round of interview at the earliest.

Once we select you in the final round, we would be glad to provide you with a Letter of Employment and your Date of Joining with us.

We have found you suitable for the post and look forward to meeting you soon.

Thanks and regards,

Rushin Shah

Talent Acquisition Team
Coppergate Consultants

Job Title: Recruitment Executive / Sr. Recruitment Executive (HR Domain)

Interview & Work location:

723, Ecstasy, City of Joy, JSD Road, Near Station, Mulund (W), Mumbai 400080

About us: We are a 12 years old specialist Headhunting, Staffing & Education company with a team of more than 200 in India & are looking out for Undergraduates / Graduates / PGs who are keen to make their career into Recruitment

URL: www.coppergate.in

Job description:

- Working days: Monday to Saturday (2nd & 4th Saturdays are fixed off)
- Shift Timing: 10am to 7:30pm (Other Saturdays upto 3:30pm)
- **Salary range (Fresher): 1.20 lacs p.a. + Incentives**
- **Salary range (Relevant experience): 1.32 to 1.80 lacs p.a. + Incentives**

Job Profile:

- Understanding Client requirement
- Making calls and scheduling candidates for the interview
- Regular follow ups with the Candidates and Clients
- Generating daily line ups
- Willing to work as an individual contributor

Desired Candidate Profile:

- Good Communication Skills (English Mandatory)
- Awareness of MS-Office (Excel & Word)
- Experience in Recruitment will be an added advantage

Contact person: Ankita Shrivastav

Contact No.: 9920850503

Email ID: recruitment@coppergate.in

Applicants need to carry a copy of updated resume

COPPERGATE



Letter of Intent

Date: 20-Jan-2020

Mohit Gowde,

College: Bunts Sangha's S.M. Shetty College of Science, Commerce & Management

Sub: Shortlist Confirmation

Dear **Mohit Gowde,**

We take pleasure in informing that you have been shortlisted for the position of Recruitment Executive in our organization.

You are requested to visit our office for your final round of interview at the earliest.

Once we select you in the final round, we would be glad to provide you with a Letter of Employment and your Date of Joining with us.

We have found you suitable for the post and look forward to meeting you soon.

Thanks and regards,

Rushin Shah

Talent Acquisition Team
Coppergate Consultants

Job Title: Recruitment Executive / Sr. Recruitment Executive (HR Domain)

Interview & Work location:

723, Ecstasy, City of Joy, JSD Road, Near Station, Mulund (W), Mumbai 400080

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Desired Candidate Profile:

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- Awareness of MS-Office (Excel & Word)
- Experience in Recruitment will be an added advantage

Contact person: Ankita Shrivastav

Contact No.: 9920850503

Email ID: recruitment@coppergate.in

Applicants need to carry a copy of updated resume

Letter of Intent

Date: 20-Jan-2020

Prajnesh Shetty,

College: Bunts Sangha's S.M. Shetty College of Science, Commerce & Management

Sub: Shortlist Confirmation

Dear **Prajnesh Shetty,**

We take pleasure in informing that you have been shortlisted for the position of Recruitment Executive in our organization.

You are requested to visit our office for your final round of interview at the earliest.

Once we select you in the final round, we would be glad to provide you with a Letter of Employment and your Date of Joining with us.

We have found you suitable for the post and look forward to meeting you soon.

Thanks and regards,

Rushin Shah

Talent Acquisition Team
Coppergate Consultants

Job Title: Recruitment Executive / Sr. Recruitment Executive (HR Domain)

Interview & Work location:

723, Ecstasy, City of Joy, JSD Road, Near Station, Mulund (W), Mumbai 400080

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Job Profile:

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- Experience in Recruitment will be an added advantage

Contact person: Ankita Shrivastav

Contact No.: 9920850503

Email ID: recruitment@coppergate.in

Applicants need to carry a copy of updated resume

COPPERGATE



Letter of Intent

Date: 20-Jan-2020

Ryan Paul,

College: Bunts Sangha's S.M. Shetty College of Science, Commerce & Management

Sub: Shortlist Confirmation

Dear Ryan Paul,

We take pleasure in informing that you have been shortlisted for the position of Recruitment Executive in our organization.

You are requested to visit our office for your final round of interview at the earliest.

Once we select you in the final round, we would be glad to provide you with a Letter of Employment and your Date of Joining with us.

We have found you suitable for the post and look forward to meeting you soon.

Thanks and regards,

Rushin Shah

Talent Acquisition Team
Coppergate Consultants

Job Title: Recruitment Executive / Sr. Recruitment Executive (HR Domain)

Interview & Work location:

723, Ecstasy, City of Joy, JSD Road, Near Station, Mulund (W), Mumbai 400080

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Contact person: Ankita Shrivastav

Contact No.: 9920850503

Email ID: recruitment@coppergate.in

Applicants need to carry a copy of updated resume

COPPERGATE



Letter of Intent

Date: 20-Jan-2020

Sakshat Kotian,

College: Bunts Sangha's S.M. Shetty College of Science, Commerce & Management

Sub: Shortlist Confirmation

Dear **Sakshat Kotian,**

We take pleasure in informing that you have been shortlisted for the position of Recruitment Executive in our organization.

You are requested to visit our office for your final round of interview at the earliest.

Once we select you in the final round, we would be glad to provide you with a Letter of Employment and your Date of Joining with us.

We have found you suitable for the post and look forward to meeting you soon.

Thanks and regards,

Rushin Shah

Talent Acquisition Team
Coppergate Consultants

Job Title: Recruitment Executive / Sr. Recruitment Executive (HR Domain)

Interview & Work location:

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Contact person: Ankita Shrivastav

Contact No.: 9920850503

Email ID: recruitment@coppergate.in

Applicants need to carry a copy of updated resume

COPPERGATE



Letter of Intent

Date: 20-Jan-2020

Siddhi Shinde,

College: Bunts Sangha's S.M. Shetty College of Science, Commerce & Management

Sub: Shortlist Confirmation

Dear **Siddhi Shinde,**

We take pleasure in informing that you have been shortlisted for the position of Recruitment Executive in our organization.

You are requested to visit our office for your final round of interview at the earliest.

Once we select you in the final round, we would be glad to provide you with a Letter of Employment and your Date of Joining with us.

We have found you suitable for the post and look forward to meeting you soon.

Thanks and regards,

Rushin Shah

Talent Acquisition Team
Coppergate Consultants

Job Title: Recruitment Executive / Sr. Recruitment Executive (HR Domain)

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Desired Candidate Profile:

- Good Communication Skills (English Mandatory)
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- Experience in Recruitment will be an added advantage

Contact person: Ankita Shrivastav

Contact No.: 9920850503

Email ID: recruitment@coppergate.in

Applicants need to carry a copy of updated resume

Letter of Intent

Date: 20-Jan-2020

Simon Rodrigues,

College: Bunts Sangha's S.M. Shetty College of Science, Commerce & Management

Sub: Shortlist Confirmation

Dear **Simon Rodrigues,**

We take pleasure in informing that you have been shortlisted for the position of Recruitment Executive in our organization.

You are requested to visit our office for your final round of interview at the earliest.

Once we select you in the final round, we would be glad to provide you with a Letter of Employment and your Date of Joining with us.

We have found you suitable for the post and look forward to meeting you soon.

Thanks and regards,

Rushin Shah

Talent Acquisition Team
Coppergate Consultants

Job Title: Recruitment Executive / Sr. Recruitment Executive (HR Domain)

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Desired Candidate Profile:

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- Experience in Recruitment will be an added advantage

Contact person: Ankita Shrivastav

Contact No.: 9920850503

Email ID: recruitment@coppergate.in

Applicants need to carry a copy of updated resume



Letter of Intent

Date: 20-Jan-2020

Tejaswi Shetty,

College: Bunts Sangha's S.M. Shetty College of Science, Commerce & Management

Sub: Shortlist Confirmation

Dear Tejaswi Shetty,

We take pleasure in informing that you have been shortlisted for the position of Recruitment Executive in our organization.

You are requested to visit our office for your final round of interview at the earliest.

Once we select you in the final round, we would be glad to provide you with a Letter of Employment and your Date of Joining with us.

We have found you suitable for the post and look forward to meeting you soon.

Thanks and regards,

Rushin Shah

Talent Acquisition Team
Coppergate Consultants

Job Title: Recruitment Executive / Sr. Recruitment Executive (HR Domain)

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Contact person: Ankita Shrivastav

Contact No.: 9920850503

Email ID: recruitment@coppergate.in

Applicants need to carry a copy of updated resume

Godwin Fernandes

45868

Navi Mumbai

Subject: Letter of Appointment

Ref: Offer Letter executed between Inventurus Knowledge Solutions Private Limited (the "Company"/"IKS Health") and yourself.

Dear Godwin,

In accordance and subject to the terms and conditions of the Offer Letter executed between you and the Company as if the same are reproduced herein and incorporated by reference, we are pleased to appoint you as **Revenue Cycle Representative_AR** in **Grade 12** with effect from **January 18, 2021** (the "Effective Date").

You will be on probation for a period of six (6) months from the Effective Date. Subject to your satisfactory performance, the Company may confirm your appointment or extend your probation at its sole discretion.

Your employment with the Company is based upon the information furnished by you in your employment application and all further declarations and undertakings. In the event, if any information and/or declaration is found out to be false, incorrect, misleading or fabricated, the same will lead to termination of your employment with the Company with immediate effect without notice.

The terms and conditions of your employment shall be subject to due observance and compliance with all policies, rules, regulations and procedures of the Company, which the Company may from time to time separately frame or amend in its sole discretion.

Please sign this letter in duplicate and kindly return to us one signed original.

Your failure thereafter to join the Company shall be considered as your withdrawal from the acceptance of the offer and the Company shall be entitled to take appropriate action against you including but not limited to replacement of your candidature.

We look forward to having you as part of the IKS Health team.

Yours sincerely,

For INVENTURUS KNOWLEDGE SOLUTIONS PVT LTD.

Approved and Released by

The Talent Engagement Team*

For Inventurus Knowledge Solutions Private Limited

(*This is an electronically generated document and hence not signed)

I accept the above offer on the terms indicated.

Signature

Date

Godwin Fernandes

45868

Navi Mumbai

Subject: Letter of Appointment

Ref: Offer Letter executed between Inventurus Knowledge Solutions Private Limited (the "Company"/"IKS Health") and yourself.

Dear Godwin,

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We look forward to having you as part of the IKS Health team.

Yours sincerely,

For INVENTURUS KNOWLEDGE SOLUTIONS PVT LTD.

Approved and Released by

The Talent Engagement Team*

For Inventurus Knowledge Solutions Private Limited

(*This is an electronically generated document and hence not signed)

I accept the above offer on the terms indicated.

Signature

Date



Mahesh Savale <maheshs@smshettyinstitute.org>

Fwd: FW: IKS Health campus hiring request.

1 message

VIRENDRA SINGH <virenram1@gmail.com>
To: maheshs@smshettyinstitute.org

Tue, Oct 18, 2022 at 8:34 AM

IKS - 2019-20

----- Forwarded message -----

From: **Dilip Khemani** <college@smshettyinstitute.org>
Date: Wed, Dec 11, 2019 at 9:35 AM
Subject: FW: IKS Health campus hiring request.
To: VIRENDRA SINGH <virenram1@gmail.com>

From: Monali Gajbe [mailto:monali.gajbe@ikshealth.com]
Sent: 10 December 2019 17:24
Cc: Bhushan Bhor
Subject: IKS Health campus hiring request.

Dear Sir/Madam,

Greetings from IKS Health.

We are in the process of conducting our annual campus hiring drive for 2019-20 .

We would like to conduct a campus drive at your college and provide a job opportunity to deserving students from the current batch.

With regards to the same. Please find attached:

- Job Description
- About IKS Health

Please write back to us if you are keen on this opportunity for your students.

For us to plan our visit better , request you to share the count and details of the applicants who will be attending the drive in advance.

We are hoping for your utmost consideration and positive response.

Job Details for quick reference**Designation:** Revenue Cycle Officer**Job Location:** Airoli, Navi Mumbai**Compensation:** 3.5 Lacs Per Annum**Work timings:** Any 9hrs Fixed shift between 5:30pm to 5:30am as per the Business requirement (Drop will be provided till home)**Error! Filename not specified.****IKS IS HIRING!**

**WE HAVE MANY
NEW OPENINGS IN OUR
MUMBAI DELIVERY
CENTERS!**

Our Mission - Our mission is to provide the efficient delivery of excellent care. We will deliver on this promise in a manner that makes it a joy for all to work with us, becoming the trusted partner that ensures financial success for our clients and healthier populations in our communities.

Founded in 2007, IKS Health is the premier partner for ambulatory care organizations nationwide. Bringing an integrated solutions set, coupled with insight into industry trends and direction, the team at IKS helps organizations perform more effectively for better clinical, financial, and organizational outcomes.

Our global delivery system couples domestic, executive healthcare experience with a worldwide delivery team which brings round the clock services and solutions to our clients. Connecting with a dynamic, educated and growing workforce around the world, allows IKS to bring resources to our clients that the US healthcare shortage has struggled to fulfill.

Led by the founding partners and a dynamic team of veteran healthcare change-makers, the more than 5,000 employees of IKS stand ready to manage an annual client revenue of more than \$6 billion and supporting a total of 14,500 US providers.

Headquartered in New York, we have offices in Chicago, Los Angeles, Montgomery, Mumbai and Hyderabad, India.

As we are at this inflection point in our growth story, we look to collaborate with your prestigious college in seeking quality talent to meet our growth needs. We request a schedule to conduct a campus seminar. We understand scores of high caliber students pass out of your esteemed college each year and look to explore exciting careers with reputed companies to fulfil their dreams and aspirations.

IKS Health provides a great opportunity to enter the exciting world of healthcare and make a mark in the field.

With the prospect of so many young, talented graduates waiting in the wings to embark on a journey of growth and success, exploring a career to achieve their dreams and aspirations, we look at collaborating with you in shaping these dreams and making them true.

WHO WE NEED

IKS Health is revolutionizing the way healthcare is delivered. Transforming the way health systems deliver care and support providers through every element of the patient visit, IKS is in a hyper-growth mode that demands exceptional talent.

POSITIONS OPEN: Talent Overhaul

COMPENSATION: INR 3,50,000 PA

We are searching for individuals/partners to help grow our team by joining us. It will be a journey of opportunity with rich rewards as part of a culture invested in caring, learning, collaboration, teamwork, innovation and putting our customer first.

BENEFITS:

Tax-friendly compensation structure
Life, health, and accident insurance packages
Corporate discounts
Food coupons
Flexible leave structure

Cafeteria
Great learning opportunities
Work-life balance with a structured work week
Reward and recognition programs
Transportation (Based on the shift timings)

Offices at: Mumbai, Hyderabad, Chicago, Los Angeles, Montgomery, and New York

Warm regards,

Monali Gajbe

Director - Talent Acquisition

IKS Health

India: 9820656578

www.ikshealth.com|monali.gajbe@ikshealth.com

Follow us on:

Error! Filename not specified.	Error! Filename not specified.
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Regards,

Monali Gajbe

Director - Talent Acquisition

IKS Health

India: 9820656578

www.ikshealth.com|monali.gajbe@ikshealth.com*"Our Vision: Healthier Consumers, Happier Providers, Thriving Organizations, Successful Healthcare for All."*

Disclaimer: This message (including any attachment) is confidential and may be legally privileged. Access to this message by anyone other than the intended recipient(s) listed above is unauthorized. If you are not the intended recipient you are hereby notified that any disclosure, copying, or distribution of the message, or any action taken or omission of action by you in reliance upon it, is prohibited and may be unlawful. Please immediately notify the sender by reply e-mail and permanently delete all copies of the message if you have received this message in error. This e-mail message including attachment(s), if any, is believed to be free of any virus. However, it is the responsibility of the recipient to ensure that it is virus free and Inventurus Knowledge Solutions Private Limited accepts no liability for any damage caused by any virus transmitted by this email.

E-Mail Disclaimer Terms

The following terms shall apply to the recipients of the mails received from Bunts Sangha's S M Shetty Educational Institutions from the id – smshettyinstitute.org

Confidentiality

This email and any files transmitted with this email are confidential and intended solely for the use of the recipient to whom they are addressed. If you are not the intended recipient you are notified that disclosing, copying, distributing or taking any action in reliance on the contents of this mail and attached file/s is strictly prohibited. You are also advised to notify the sender immediately by e-mail if you have received this e-mail by mistake and delete this e-mail from your system.

Warning - Transmission of viruses

Computer viruses can be transmitted via email. The recipient should check this email and attachments for the presence of viruses. Although the sender has taken reasonable precautions to ensure no viruses are present in this email, the sender shall not accept any liability / responsibility for any loss or damage arising from the use of this email or attachments.

 **Talent Overhaul RCO JD campus.pdf**
234K



Date: 13 March 2020

Location: Mumbai

Dear Virendra Singh,

Sub: Letter Of Intent (LOI)

With reference to your application, the subsequent interview and discussions you had with us, we are pleased to inform that you have been provisionally selected for the position of **Revenue Cycle representative** commencing from 1st June 2020 or a mutually agreed date after the final results are declared whichever is later.

On joining, your annual remuneration will be **INR 2,50,000/-** (subject to deduction of tax and other statutory payments as may be applicable) which will include Basic Salary, all allowances, perquisites, statutory stipulated benefits, and all retirement benefits as per Company's rules in force from time to time.

Please note you will be on probation for a period of Six Months from the date of commencement of service, which may be extended at the sole discretion of the company. You would not be eligible for any increment, IIP or VIP during the probation period.

During the first 3 months of your probation, your services are terminable by giving 7 (Seven) days notice in writing by either side. Post completion of 3 months, contract of employment between you and the company may be terminated by either party by giving 30 days notice in writing. In the event of willful neglect or breach of any of the terms hereof or refusal on your part to carry out the lawful instructions of any member of the Company or being guilty of misconduct, the Company may terminate your employment forthwith without notice. However, post completion of probation period, contract of employment between you and the Company may be terminated by either party as per company policy.

You will be entitled to a Variable Incentive Pay. Variable Incentive Pay (VIP) quantum will be as per the Organization's current policy and subject to change in accordance to the circumstances at the discretion of the Organization's management. The actual VIP payable shall depend on the employee's performance during that year as well as the Organization's/Process's performance as assessed by the Senior Leadership team. The disbursement of the VIP is subject to the employee being on the active rolls of the Organization on the day of the VIP disbursement and should not be serving the notice period.

You may be required to work in the night shift or any other shift timing deemed fit by the organization.

An offer letter will be issued to you 15 days prior to your date of joining.

An appointment letter will be issued to you on the first day you report to work.

At the time of joining Inventurus Knowledge Solutions you are required to submit to the HR Department, the attested photo copies of your documents as mentioned in Annexure II.

Kindly sign and return the duplicate copy of this letter as a token of your acceptance.

Your Employment will be subject to you passing the toll gates (tests) during the training session.

Please note that this LOI is valid subject to you clearing your graduation.

This letter cannot be used to solicit other offers and will be null and void if so used.

Please note that this Letter of Intent should not be construed as an Offer Letter.

We wish you all the best

Thanking you,

For Inventurus Knowledge Solutions Pvt. Ltd.

Uday Kiran

Senior Vice President HR

I have read & understood all the terms mentioned above and accept the same.

Candidate Signature

Date 13-03-2020.



Mahesh Savale <maheshs@smshettyinstitute.org>

Fwd: FW: IKS Health campus hiring request.

1 message

VIRENDRA SINGH <virenram1@gmail.com>
To: maheshs@smshettyinstitute.org

Tue, Oct 18, 2022 at 8:34 AM

IKS - 2019-20

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From: **Dilip Khemani** <college@smshettyinstitute.org>
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Subject: FW: IKS Health campus hiring request.
To: VIRENDRA SINGH <virenram1@gmail.com>

From: Monali Gajbe [mailto:monali.gajbe@ikshealth.com]
Sent: 10 December 2019 17:24
Cc: Bhushan Bhor
Subject: IKS Health campus hiring request.

Dear Sir/Madam,

Greetings from IKS Health.

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We would like to conduct a campus drive at your college and provide a job opportunity to deserving students from the current batch.

With regards to the same. Please find attached:

- Job Description
- About IKS Health

Please write back to us if you are keen on this opportunity for your students.

For us to plan our visit better , request you to share the count and details of the applicants who will be attending the drive in advance.

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MUMBAI DELIVERY
CENTERS!**

Our Mission - Our mission is to provide the efficient delivery of excellent care. We will deliver on this promise in a manner that makes it a joy for all to work with us, becoming the trusted partner that ensures financial success for our clients and healthier populations in our communities.

Founded in 2007, IKS Health is the premier partner for ambulatory care organizations nationwide. Bringing an integrated solutions set, coupled with insight into industry trends and direction, the team at IKS helps organizations perform more effectively for better clinical, financial, and organizational outcomes.

Our global delivery system couples domestic, executive healthcare experience with a worldwide delivery team which brings round the clock services and solutions to our clients. Connecting with a dynamic, educated and growing workforce around the world, allows IKS to bring resources to our clients that the US healthcare shortage has struggled to fulfill.

Led by the founding partners and a dynamic team of veteran healthcare change-makers, the more than 5,000 employees of IKS stand ready to manage an annual client revenue of more than \$6 billion and supporting a total of 14,500 US providers.

Headquartered in New York, we have offices in Chicago, Los Angeles, Montgomery, Mumbai and Hyderabad, India.

As we are at this inflection point in our growth story, we look to collaborate with your prestigious college in seeking quality talent to meet our growth needs. We request a schedule to conduct a campus seminar. We understand scores of high caliber students pass out of your esteemed college each year and look to explore exciting careers with reputed companies to fulfil their dreams and aspirations.

IKS Health provides a great opportunity to enter the exciting world of healthcare and make a mark in the field.

With the prospect of so many young, talented graduates waiting in the wings to embark on a journey of growth and success, exploring a career to achieve their dreams and aspirations, we look at collaborating with you in shaping these dreams and making them true.

WHO WE NEED

IKS Health is revolutionizing the way healthcare is delivered. Transforming the way health systems deliver care and support providers through every element of the patient visit, IKS is in a hyper-growth mode that demands exceptional talent.

POSITIONS OPEN: Talent Overhaul

COMPENSATION: INR 3,50,000 PA

We are searching for individuals/partners to help grow our team by joining us. It will be a journey of opportunity with rich rewards as part of a culture invested in caring, learning, collaboration, teamwork, innovation and putting our customer first.

BENEFITS:

Tax-friendly compensation structure
Life, health, and accident insurance packages
Corporate discounts
Food coupons
Flexible leave structure

Cafeteria
Great learning opportunities
Work-life balance with a structured work week
Reward and recognition programs
Transportation (Based on the shift timings)

Offices at: Mumbai, Hyderabad, Chicago, Los Angeles, Montgomery, and New York

Warm regards,

Monali Gajbe

Director - Talent Acquisition

IKS Health

India: 9820656578

www.ikshealth.com|monali.gajbe@ikshealth.com

Follow us on:

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Regards,

Monali Gajbe

Director - Talent Acquisition

IKS Health

India: 9820656578

www.ikshealth.com|monali.gajbe@ikshealth.com*"Our Vision: Healthier Consumers, Happier Providers, Thriving Organizations, Successful Healthcare for All."*

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The following terms shall apply to the recipients of the mails received from Bunts Sangha's S M Shetty Educational Institutions from the id – smsheettyinstitute.org

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This email and any files transmitted with this email are confidential and intended solely for the use of the recipient to whom they are addressed. If you are not the intended recipient you are notified that disclosing, copying, distributing or taking any action in reliance on the contents of this mail and attached file/s is strictly prohibited. You are also advised to notify the sender immediately by e-mail if you have received this e-mail by mistake and delete this e-mail from your system.

Warning - Transmission of viruses

Computer viruses can be transmitted via email. The recipient should check this email and attachments for the presence of viruses. Although the sender has taken reasonable precautions to ensure no viruses are present in this email, the sender shall not accept any liability / responsibility for any loss or damage arising from the use of this email or attachments.

 **Talent Overhaul RCO JD campus.pdf**
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Offer: Computer Consultancy
Ref: TCSL/DT20195879089/Mumbai
Date: 03/01/2020

Ms. Munira Ismail Tashrifwala
204, Nafees Chambers, Bhorl Colony, Marol, Andheri (East), Mumbai. Burhani Hill,
Church Road,
Mumbai-400059,
Maharashtra.
Tel# 91-9930286954

Dear Munira Ismail Tashrifwala,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Graduate Trainee** in Grade **YG**. Your gross salary including all benefits will be **₹1,93,158/-** per annum, as per the terms and conditions set out herein.

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

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

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

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of **₹7,100/-** per month.

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TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Yantra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pokhran Road No 2, Thane (West) 400 601 India

Tel: 91 22 6778 2000/2222 Fax: 91 22 6778 2190 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be ₹2,840/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Personal Allowance

You will be eligible for a monthly personal allowance of ₹1,400/- per month. This component is subject to review and may change as per TCSL's compensation policy.

4. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/- being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹1,500/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

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This Pay shall be treated as productivity bonus in lieu of statutory profit bonus.

OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.
- ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

- i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.
- ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year

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3

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from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.

RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 50% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. Training Period

You will be required to undergo class room and on the job training in the first twelve

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months (including the TCS Xperience Program as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training program, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

3. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

4. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

5. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

6. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

7. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.



8. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

9. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

10. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

11. Terms and Conditions

The above terms and conditions of employment are specific to your employment in India and there can be changes to the said terms and conditions in case of deputation on international assignments during the course of your employment.

12. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your



day-to-day conduct as an associate of TCSL.

13. Notice Period

During your tenure with TCSL, either you or TCSL may terminate your traineeship / employment under this Agreement by providing 90 days written notice. The company reserves the right, to ask you to complete the notice period or adjust the earned vacation in lieu of entire or partial notice period. If your services, behaviour and/ or performance are not found satisfactory, TCSL may terminate your services by giving notice as mentioned herein above. No notice or payment in lieu thereof shall be applicable if your services are discontinued/terminated on account of any misconduct either during your traineeship period or upon completion of the traineeship period.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

If you are covered under International Assignment Agreement, either you or TCSL can terminate the traineeship/appointment by giving 90 calendar days written notice as set out in the Separation Policy of TCSL. TCSL reserves the right if it is in the interest of the business and current assignment, to ask you to complete your notice period.

14. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

15. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

16. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

17. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.



18. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
 - *There is no criminal offence registered/pending against you
 - *There is no disciplinary case pending against you in the university
- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

*PAN Card (Permanent Account Number)



*Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)

*Passport

*NSR E-Card

19. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

20. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

21. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

22. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

**Withdrawal of Offer**

If you fail to accept the offer from TCSL within 48 hours, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

K Ganesan
Global Head Talent Acquisition & AIP



[Click here](#) or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xperience Centres
Annexure 3: Confidentiality and IP Terms



GROSS SALARY SHEET

Annexure 1

Name	Munira Ismail Tashrifwala
Designation	Graduate Trainee
Institute Name	Bunts Sangha'S Uma Krishna Shetty Institute Of Manaement Studies And Research

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	7,100	85,200
Bouquet Of Benefits #	5,332	63,980
2) Performance Pay		
Monthly Performance Pay	1,500	18,000
3) Annual Components/Retirals		
Health Insurance***	NA	4,000
Provident Fund	852	10,224
Gratuity	341	4,098
ESI Contribution##		7,656
Total of Annual Components & Retirals	1,194	18,322
Retention Incentive	NA	0
TOTAL GROSS	15,126	1,93,158

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

##Contribution towards Employees' State Insurance borne by TCS.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	2,840	34,080
Leave Travel Assistance	592	7,100
Food Card	500	6,000
Personal Allowance	1,400	16,800
GROSS BOUQUET OF BENEFITS	5,332	63,980



Annexure 2

Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park,IT/ITES SEZ,Plot # 41, Gandhinagar - 382007	Bangalore TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100,Karnataka
BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue:-Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ),PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024	Chennai TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
DELHI – Gurgaon TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana	DELHI – Noida TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45,Ground, 1st to 5th Floor & 10th floor, Glaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309,UP
Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House,G.S. Road, Dispur,Guwahati - 781006,Assam	Hyderabad TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad
INDORE TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh	KOLKATA TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12 ,New Town, Rajarhat, Kolkata - 700160,West Bengal OR Auditorium,2nd Floor, Wanderers Building,Delta Park - Lords
KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042	MUMBAI TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra
Trivandrum TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581, India	



Annexure 3

Confidentiality and IP Terms and Conditions

Confidentiality and IP Terms and Conditions - Annexure 3:

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Associate and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.



2. Associate's Obligations

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.



4. Prior knowledge

Associate acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. Associate further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

Associate expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines.

Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Restriction on Associate's Rights

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

8. No License

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.



9. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

10. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay or omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.



(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.

Bmj - f

MOTILAL OSWAL

Motilal Oswal Financial Services Limited
CIN: L67190MH2005PLC153397
Regd. Off.: Motilal Oswal Tower,
Rahimtullah Sayani Road,
Opp. Parel ST Depot,
Prabhadevi, Mumbai - 400025
Board: +91 22 7193 4200 / 4263
Fax: +91 22 5036 2365

Date: 29-Feb-2020

Name Abhishek Singh
Address

Sub: Provisional Offer of Employment

Dear Abhishek

We are pleased to offer you an appointment in **Motilal Oswal Financial Services Limited** as Executive.

You will be paid a fixed ctc of Rs 2,00,000 (Rupees Two Lakh only) per annum, break-up of which is given below:

Components	Monthly	Annual
Basic	6667	80000
HRA	3333	40000
Statutory Bonus	1400	16800
Special Allowance	3466	41595
Gross Salary	14866	178395
Meal allowance	0	0
LTA	0	0
Entertainment	0	0
Car	0	0
PF Employer Contribution	1317	15807
ESIC Employer Contribution	483	5798
Parents Medclaim	0	0
CTC	16666	200000

Benefits	Amount PM	Amount PA
Life Insurance	62500	750000
Medical Insurance	8333	100000

Your employment with us will be governed by the terms & conditions provided in the appointment letter which will be issued prior the date of joining.

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

Motilal Oswal Financial Services Limited

CIN: L67190MH2005PLC153397

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Board: +91 22 7193 4200 / 4263

Fax: +91 22 5036 2365

We congratulate you on your appointment and assure you of our support for your professional development and growth.

Following documents need to be submitted within 5 working days to Human Resource Department or email at raviesh.shah@motilaloswal.com from the time letter is issued to you, failing to which the offer will be null and void:

- Updated Resume – softcopy
- Proof of permanent address – photocopy
- Proof of ID – photocopy
- Certificate of highest educational qualification –1 photocopy
- 4 passport size photos

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

We trust that your association with us will be a happy and mutually enriching and rewarding one

Warm Regards,

For Motilal Oswal Financial Services Limited



Sudhir Dhar

Group Head – HR & Admin

Date: 29th Feb 2020Name - Akshita Shetty
Address - Mumbai**Sub: Provisional Offer of Employment**

Dear Akshita,

[DAO-SALES]

We are pleased to offer you an appointment in **Motilal Oswal Financial Services Limited** as Business Development Executive

You will be paid a fixed ctc of Rs 2,00,000 (Rupees Two Lakh only) per annum, break-up of which is given below:

Components	Monthly	Annual
Basic	6667	80000
HRA	3333	40000
Statutory Bonus	1400	16800
Special Allowance	3466	41595
Gross Salary	14866	178395
Meal allowance	0	0
LTA	0	0
Entertainment	0	0
Car	0	0
PF Employer Contribution	1317	15807
ESIC Employer Contribution	483	5798
Parents Mediciclaim	0	0
CTC	16666	200000

Benefits	Amount PM	Amount PA
Life Insurance	62500	750000
Medical Insurance	8333	100000

Your employment with us will be governed by the terms & conditions provided in the appointment letter which will be issued prior the date of joining.

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

Motilal Oswal Financial Services Limited

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Prabhadevi, Mumbai – 400025

Board: +91 22 7193 4200 / 4263

Fax: +91 22 5036 2365

We congratulate you on your appointment and assure you of our support for your professional development and growth.

Following documents need to be submitted within 5 working days to Human Resource Department or email at lorraine.dsouza@motilaloswal.com from the time letter is issued to you, failing to which the offer will be null and void:

- Updated Resume – softcopy
- Proof of permanent address – photocopy
- Proof of ID – photocopy
- Certificate of highest educational qualification – 1 photocopy
- 4 passport size photos

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

We trust that your association with us will be a happy and mutually enriching and rewarding one

Warm Regards,

For Motilal Oswal Financial Services Limited



Sudhir Dhar

Group Head – HR & Admin



Motilal Oswal Financial Services Limited
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Prabhadevi, Mumbai – 400025
Board: +91 22 7193 4200 / 4263
Fax: +91 22 5036 2365

Date: 29/2/2020

Name Andreea M
Address Mumbai

Sub: Provisional Offer of Employment

Dear Andreea

We are pleased to offer you an appointment in **Motilal Oswal Financial Services Limited** as DAD - Advisory

You will be paid a fixed CTC of Rs.2,00,000 (Rupees Two Lakh only) per annum, break-up of which is given below:

Components	Monthly	Annual
Basic	6667	80000
HRA	3333	40000
Statutory Bonus	1400	16800
Special Allowance	3466	41595
Gross Salary	14866	178395
Meal allowance	0	0
LTA	0	0
Entertainment	0	0
Car	0	0
PF Employer Contribution	1317	15807
ESIC Employer Contribution	483	5798
Parents Mediclaim	0	0
CTC	16666	200000

Benefits	Amount PM	Amount PA
Life Insurance	62500	750000
Medical Insurance	8333	100000

Motilal Oswal Financial Services Limited

CIN: L67190MH2005PLC153397

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Prabhadevi, Mumbai – 400025

Board: +91 22 7193 4200 / 4263

Fax: +91 22 5036 2365

We congratulate you on your appointment and assure you of our support for your professional development and growth.

Following documents need to be submitted within 5 working days to Human Resource Department or email at Anuksha.Hegde@motilaloswal.com from the time letter is issued to you, failing to which the offer will be null and void:

- Updated Resume – softcopy
- Proof of permanent address – photocopy
- Proof of ID – photocopy
- Certificate of highest educational qualification – 1 photocopy
- 4 passport size photos

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

We trust that your association with us will be a happy and mutually enriching and rewarding one

Warm Regards,

For Motilal Oswal Financial Services Limited



Sudhir Dhar

Group Head – HR & Admin

Motilal Oswal Financial Services Limited

CIN: L67190MH2005PLC153397

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Rahimtullah Sayani Road,

Opp. Parel ST Depot,

Prabhadevi, Mumbai - 400025

Board: +91 22 7193 4200 / 4263

Fax: +91 22 5036 2365

Date:

Name **Aman Choudhary**
Address**Sub: Provisional Offer of Employment**Dear **Aman**We are pleased to offer you an appointment in **Motilal Oswal Financial Services Limited** as **Advisory - IP**

You will be paid a fixed ctc of Rs 2,00,000 (Rupees Two Lakh only) per annum, break-up of which is given below:

Components	Monthly	Annual
Basic	6667	80000
HRA	3333	40000
Statutory Bonus	1400	16800
Special Allowance	3466	41595
Gross Salary	14866	178395
Meal allowance	0	0
LTA	0	0
Entertainment	0	0
Car	0	0
PF Employer Contribution	1317	15807
ESIC Employer Contribution	483	5798
Parents Medclaim	0	0
CTC	16666	200000

Benefits	Amount PM	Amount PA
Life Insurance	62500	750000
Medical Insurance	8333	100000

Your employment with us will be governed by the terms & conditions provided in the appointment letter which will be issued prior the date of joining.

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



MOTILAL OSWAL
Investment Services

Motilal Oswal Financial Services Limited

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Prabhadevi, Mumbai – 400025

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Fax: +91 22 5036 2365

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

We congratulate you on your appointment and assure you of our support for your professional development and growth.

Following documents need to be submitted within 5 working days to Human Resource Department or email at Vikas.Jadhav@motilaloswal.com from the time letter is issued to you, failing to which the offer will be null and void:

- Updated Resume – softcopy
- Proof of permanent address – photocopy
- Proof of ID – photocopy
- Certificate of highest educational qualification – 1 photocopy
- 4 passport size photos

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

We trust that your association with us will be a happy and mutually enriching and rewarding one

Warm Regards,

For Motilal Oswal Financial Services Limited

Sudhir Dhar

Executive Director – HR & Admin

**MOTILAL OSWAL**

Investment Services

Motilal Oswal Financial Services Limited

CIN: L67190MH2005PLC153397

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Prabhadevi, Mumbai - 400025

Board: +91 22 7193 4200 / 4263

Fax: +91 22 5036 2365

Date: 29/12/20.

Name

Ashwini Poojary

Address

Mumbai

Sub: Provisional Offer of Employment

Dear ,

We are pleased to offer you an appointment in **Motilal Oswal Financial Services Limited**as FR - Advisory

You will be paid a fixed CTC of Rs.2, 00,000 (Rupees Two Lakh only) per annum, break-up of which is given below:

Components	Monthly	Annual
Basic	6667	80000
HRA	3333	40000
Statutory Bonus	1400	16800
Special Allowance	3466	41595
Gross Salary	14866	178395
Meal allowance	0	0
LTA	0	0
Entertainment	0	0
Car	0	0
PF Employer Contribution	1317	15807
ESIC Employer Contribution	483	5798
Parents Mediciclaim	0	0
CTC	16666	200000

Benefits	Amount PM	Amount PA
Life Insurance	62500	750000
Medical Insurance	8333	100000



MOTILAL OSWAL
Investment Services

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Fax: +91 22 5036 2365

Your employment with us will be governed by the terms & conditions provided in the appointment letter which will be issued prior the date of joining.

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

We congratulate you on your appointment and assure you of our support for your professional development and growth.

Following documents need to be submitted within 5 working days to Human Resource Department or email at Damini.Dube@motilaloswal.com from the time letter is issued to you, failing to which the offer will be null and void:

- Updated Resume – softcopy
- Proof of permanent address – photocopy
- Proof of ID – photocopy
- Certificate of highest educational qualification – 1 photocopy
- 4 passport size photos

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

We trust that your association with us will be a happy and mutually enriching and rewarding one

Warm Regards,

For Motilal Oswal Financial Services Limited

Sudhir Dhar

Executive Director – HR & Admin

Motilal Oswal Financial Services Limited

CIN: L67190MH2005PLC153397

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Opp. Parel ST Depot,

Prabhadevi, Mumbai - 400025

Board: +91 22 7193 4200 / 4263

Fax: +91 22 5036 2365

Date: 28/2/2020

Name: Deepika Soni

Address: Mumbai

Sub: Provisional Offer of Employment

Dear Deepika

We are pleased to offer you an appointment in **Motilal Oswal Financial Services Limited** as DAD-Advisory

You will be paid a fixed ctc of Rs 2,00,000 (Rupees Two Lakh only) per annum, break-up of which is given below:

Components	Monthly	Annual
Basic	6667	80000
HRA	3333	40000
Statutory Bonus	1400	16800
Special Allowance	3466	41595
Gross Salary	14866	178395
Meal allowance	0	0
LTA	0	0
Entertainment	0	0
Car	0	0
PF Employer Contribution	1317	15807
ESIC Employer Contribution	483	5798
Parents Medclaim	0	0
CTC	16666	200000

Benefits	Amount PM	Amount PA
Life Insurance	62500	750000
Medical Insurance	8333	100000

Your employment with us will be governed by the terms & conditions provided in the appointment letter which will be issued prior the date of joining.

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

Motilal Oswal Financial Services Limited

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Fax: +91 22 5036 2365

We congratulate you on your appointment and assure you of our support for your professional development and growth.

Following documents need to be submitted within 5 working days to Human Resource Department or email at **Vikas.Jadhav@motilaloswal.com** from the time letter is issued to you, failing to which the offer will be null and void:

- Updated Resume – softcopy
- Proof of permanent address – photocopy
- Proof of ID – photocopy
- Certificate of highest educational qualification –1 photocopy
- 4 passport size photos

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

We trust that your association with us will be a happy and mutually enriching and rewarding one

Warm Regards,

For Motilal Oswal Financial Services Limited



Sudhir Dhar

Group Head – HR & Admin



MOTILAL OSWAL
Investment Services

Motilal Oswal Financial Services Limited

CIN: L67190MH2005PLC153397

Regd. Off.: Motilal Oswal Tower,

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Opp. Parel ST Depot,

Prabhadevi, Mumbai - 400025

Board: +91 22 7193 4200 / 4263

Fax: +91 22 5036 2365

Date: 29/2/20.

Name: Disha Mandaliya

Address: Mumbai

Sub: Provisional Offer of Employment

Dear ,

We are pleased to offer you an appointment in **Motilal Oswal Financial Services Limited** as DAD - Advisory

You will be paid a fixed CTC of Rs.2, 00,000 (Rupees Two Lakh only) per annum, break-up of which is given below:

Components	Monthly	Annual
Basic	6667	80000
HRA	3333	40000
Statutory Bonus	1400	16800
Special Allowance	3466	41595
Gross Salary	14866	178395
Meal allowance	0	0
LTA	0	0
Entertainment	0	0
Car	0	0
PF Employer Contribution	1317	15807
ESIC Employer Contribution	483	5798
Parents Mediciclaim	0	0
CTC	16666	200000

Benefits	Amount PM	Amount PA
Life Insurance	62500	750000
Medical Insurance	8333	100000



MOTILAL OSWAL
Investment Services

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We congratulate you on your appointment and assure you of our support for your professional development and growth.

Following documents need to be submitted within 5 working days to Human Resource Department or email at Damini.Dube@motilaloswal.com from the time letter is issued to you, failing to which the offer will be null and void:

- Updated Resume – softcopy
- Proof of permanent address – photocopy
- Proof of ID – photocopy
- Certificate of highest educational qualification –1 photocopy
- 4 passport size photos

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

We trust that your association with us will be a happy and mutually enriching and rewarding one

Warm Regards,

For Motilal Oswal Financial Services Limited

Sudhir Dhar

Executive Director – HR & Admin



Motilal Oswal Financial Services Limited

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Prabhadevi, Mumbai - 400025

Board: +91 22 7193 4200 / 4263

Fax: +91 22 5036 2365

Date: 1st Feb '2020

Name Disha Poojari
Address

Sub: Provisional Offer of Employment

Dear ,

We are pleased to offer you an appointment in Motilal Oswal Financial Services Limited as Relationship Manager.

You will be paid a fixed CTC of Rs.2,00,000 (Rupees Two Lakh only) per annum, break-up of which is given below:

Components	Monthly	Annual
Basic	6667	80000
HRA	3333	40000
Statutory Bonus	1400	16800
Special Allowance	3466	41595
Gross Salary	14866	178395
Meal allowance	0	0
LTA	0	0
Entertainment	0	0
Car	0	0
PF Employer Contribution	1317	15807
ESIC Employer Contribution	483	5798
Parents Mediciam	0	0
CTC	16666	200000

Benefits	Amount PM	Amount PA
Life Insurance	62500	750000
Medical Insurance	8333	100000



Motilal Oswal Financial Services Limited

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Your employment with us will be governed by the terms & conditions provided in the appointment letter which will be issued prior the date of joining.

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

We congratulate you on your appointment and assure you of our support for your professional development and growth.

Following documents need to be submitted within 5 working days to Human Resource Department or email at pranita.dalvi@motilaloswal.com from the time letter is issued to you, failing to which the offer will be null and void:

- Updated Resume – softcopy
- Proof of permanent address – photocopy
- Proof of ID – photocopy
- Certificate of highest educational qualification – 1 photocopy
- 4 passport size photos

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

We trust that your association with us will be a happy and mutually enriching and rewarding one

Warm Regards,

For Motilal Oswal Financial Services Limited

Sudhir Dhar

Executive Director – HR & Admin



Motilal Oswal Financial Services Limited
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Prabhadevi, Mumbai - 400025
Board: +91 22 7193 4200 / 4263
Fax: +91 22 5036 2365

Date: 1st Feb'2020

Name Esha Poojary
Address

Sub: Provisional Offer of Employment

Dear

We are pleased to offer you an appointment in Motilal Oswal Financial Services Limited
as Relationship Manager.

You will be paid a fixed CTC of Rs.2,00,000 (Rupees Two Lakh only) per annum, break-up of which is given below:

Components	Monthly	Annual
Basic	6667	80000
HRA	3333	40000
Statutory Bonus	1400	16800
Special Allowance	3466	41595
Gross Salary	14866	178395
Meal allowance	0	0
LTA	0	0
Entertainment	0	0
Car	0	0
PF Employer Contribution	1317	15807
ESIC Employer Contribution	483	5798
Parents Mediclaim	0	0
CTC	16666	200000

Benefits	Amount PM	Amount PA
Life Insurance	62500	750000
Medical Insurance	8333	100000



Motilal Oswal Financial Services Limited

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Your employment with us will be governed by the terms & conditions provided in the appointment letter which will be issued prior the date of joining.

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

We congratulate you on your appointment and assure you of our support for your professional development and growth.

Following documents need to be submitted within 5 working days to Human Resource Department or email at pranita.dalvi@motilaloswal.com from the time letter is issued to you, failing to which the offer will be null and void:

- Updated Resume – softcopy
- Proof of permanent address – photocopy
- Proof of ID – photocopy
- Certificate of highest educational qualification – 1 photocopy
- 4 passport size photos

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

We trust that your association with us will be a happy and mutually enriching and rewarding one

Warm Regards,

For Motilal Oswal Financial Services Limited

Sudhir Dhar

Executive Director – HR & Admin



Motilal Oswal Financial Services Limited
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Prabhadevi, Mumbai - 400025
Board: +91 22 7193 4200 / 4263
Fax: +91 22 5036 2365

Date: 1st Feb '2020

Name Joseph Talagam
Address

Sub: Provisional Offer of Employment

Dear

We are pleased to offer you an appointment in Motilal Oswal Financial Services Limited as Relationship Manager.

You will be paid a fixed CTC of Rs.2,00,000 (Rupees Two Lakh only) per annum, break-up of which is given below:

Components	Monthly	Annual
Basic	6667	80000
HRA	3333	40000
Statutory Bonus	1400	16800
Special Allowance	3466	41595
Gross Salary	14866	178395
Meal allowance	0	0
LTA	0	0
Entertainment	0	0
Car	0	0
PF Employer Contribution	1317	15807
ESIC Employer Contribution	483	5798
Parents Mediclaim	0	0
CTC	16666	200000

Benefits	Amount PM	Amount PA
Life Insurance	62500	750000
Medical Insurance	8333	100000



Motilal Oswal Financial Services Limited

CIN: L67190MH2005PLC153397

Regd. Off.: Motilal Oswal Tower,

Rahimtullah Sayani Road,

Opp. Parel ST Depot,

Prabhadevi, Mumbai – 400025

Board: +91 22 7193 4200 / 4263

Fax: +91 22 5036 2365

Your employment with us will be governed by the terms & conditions provided in the appointment letter which will be issued prior the date of joining.

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

We congratulate you on your appointment and assure you of our support for your professional development and growth.

Following documents need to be submitted within 5 working days to Human Resource Department or email at pranita.dalvi@motilaloswal.com from the time letter is issued to you, failing to which the offer will be null and void:

- Updated Resume – softcopy
- Proof of permanent address – photocopy
- Proof of ID – photocopy
- Certificate of highest educational qualification – 1 photocopy
- 4 passport size photos

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

We trust that your association with us will be a happy and mutually enriching and rewarding one

Warm Regards,

For Motilal Oswal Financial Services Limited

Sudhir Dhar

Executive Director – HR & Admin

Date: 29-Feb-2020

Name Ketan Sonar

Address

Sub: Provisional Offer of Employment

Dear Ketan,

We are pleased to offer you an appointment in **Motilal Oswal Financial Services Limited** as Executive

You will be paid a fixed ctc of Rs 2,00,000 (Rupees Two Lakh only) per annum, break-up of which is given below:

Components	Monthly	Annual
Basic	6667	80000
HRA	3333	40000
Statutory Bonus	1400	16800
Special Allowance	3466	41595
Gross Salary	14866	178395
Meal allowance	0	0
LTA	0	0
Entertainment	0	0
Car	0	0
PF Employer Contribution	1317	15807
ESIC Employer Contribution	483	5798
Parents Mediciclaim	0	0
CTC	16666	200000

Benefits	Amount PM	Amount PA
Life Insurance	62500	750000
Medical Insurance	8333	100000

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Fax: +91 22 5036 2365

We congratulate you on your appointment and assure you of our support for your professional development and growth.

Following documents need to be submitted within 5 working days to Human Resource Department or email at raviesh.shah@motilaloswal.com from the time letter is issued to you, failing to which the offer will be null and void:

- Updated Resume – softcopy
- Proof of permanent address – photocopy
- Proof of ID – photocopy
- Certificate of highest educational qualification – 1 photocopy
- 4 passport size photos

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

We trust that your association with us will be a happy and mutually enriching and rewarding one

Warm Regards,

For Motilal Oswal Financial Services Limited



Sudhir Dhar

Group Head – HR & Admin

Motilal Oswal Financial Services Limited

CIN: L67190MH2005PLC153397

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Opp. Parel ST Depot,

Prabhadevi, Mumbai - 400025

Board: +91 22 7193 4200 / 4263

Fax: +91 22 5036 2365

Date: 29-Feb-2020

Name Kevin Gouda
Address**Sub: Provisional Offer of Employment**

Dear ,

We are pleased to offer you an appointment in **Motilal Oswal Financial Services Limited** as Executive.

You will be paid a fixed etc of Rs 2,00,000 (Rupees Two Lakh only) per annum, break-up of which is given below:

Components	Monthly	Annual
Basic	6667	80000
HRA	3333	40000
Statutory Bonus	1400	16800
Special Allowance	3466	41595
Gross Salary	14866	178395
Meal allowance	0	0
LTA	0	0
Entertainment	0	0
Car	0	0
PF Employer Contribution	1317	15807
ESIC Employer Contribution	483	5798
Parents Medclaim	0	0
CTC	16666	200000

Benefits	Amount PM	Amount PA
Life Insurance	62500	750000
Medical Insurance	8333	100000

Your employment with us will be governed by the terms & conditions provided in the appointment letter which will be issued prior the date of joining.

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Motilal Oswal Financial Services Limited

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We congratulate you on your appointment and assure you of our support for your professional development and growth.

Following documents need to be submitted within 5 working days to Human Resource Department or email at raviesh.shah@motilaloswal.com from the time letter is issued to you, failing to which the offer will be null and void:

- Updated Resume – softcopy
- Proof of permanent address – photocopy
- Proof of ID – photocopy
- Certificate of highest educational qualification – 1 photocopy
- 4 passport size photos

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

We trust that your association with us will be a happy and mutually enriching and rewarding one

Warm Regards,

For Motilal Oswal Financial Services Limited



Sudhir Dhar

Group Head – HR & Admin



Motilal Oswal Financial Services Limited
CIN: L67190MH2005PLC153397
Regd. Off.: Motilal Oswal Tower,
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Opp. Parel ST Depot,
Prabhadevi, Mumbai - 400025
Board: +91 22 7193 4200 / 4263
Fax: +91 22 5036 2365

Date: 1st Feb '2020

Name *Kiruthika Nadar*
Address

Sub: Provisional Offer of Employment

Dear ,

We are pleased to offer you an appointment in **Motilal Oswal Financial Services Limited**
as *Relationship Manager*.

You will be paid a fixed CTC of Rs.2,00,000 (Rupees Two Lakh only) per annum, break-up of which is given below:

Components	Monthly	Annual
Basic	6667	80000
HRA	3333	40000
Statutory Bonus	1400	16800
Special Allowance	3466	41595
Gross Salary	14866	178395
Meal allowance	0	0
LTA	0	0
Entertainment	0	0
Car	0	0
PF Employer Contribution	1317	15807
ESIC Employer Contribution	483	5798
Parents Mediciam	0	0
CTC	16666	200000

Benefits	Amount PM	Amount PA
Life Insurance	62500	750000
Medical Insurance	8333	100000



Motilal Oswal Financial Services Limited

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Fax: +91 22 5036 2365

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We congratulate you on your appointment and assure you of our support for your professional development and growth.

Following documents need to be submitted within 5 working days to Human Resource Department or email at pranita.dalvi@motilaloswal.com from the time letter is issued to you, failing to which the offer will be null and void:

- Updated Resume – softcopy
- Proof of permanent address – photocopy
- Proof of ID – photocopy
- Certificate of highest educational qualification – 1 photocopy
- 4 passport size photos

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

We trust that your association with us will be a happy and mutually enriching and rewarding one

Warm Regards,

For Motilal Oswal Financial Services Limited

Sudhir Dhar

Executive Director – HR & Admin

Motilal Oswal Financial Services Limited
 CIN: L67190MH2005PLC153397
 Regd. Off.: Motilal Oswal Tower,
 Rahimtullah Sayani Road,
 Opp. Parel ST Depot,
 Prabhadevi, Mumbai – 400025
 Board: +91 22 7193 4200 / 4263
 Fax: +91 22 5036 2365

Date: 29/02/2020

Name *Likhit Shrivastava*
 Address *Mumbai*

Sub: Provisional Offer of Employment

Dear *Likhit*,

We are pleased to offer you an appointment in **Motilal Oswal Financial Services Limited** as *Advisor - Franchisee*
semi cng
 You will be paid a fixed ctc of Rs 2,00,000 (Rupees Two Lakh only) per annum, break-up of which is given below:

Components	Monthly	Annual
Basic	6667	80000
HRA	3333	40000
Statutory Bonus	1400	16800
Special Allowance	3466	41595
Gross Salary	14866	178395
Meal allowance	0	0
LTA	0	0
Entertainment	0	0
Car	0	0
PF Employer Contribution	1317	15807
ESIC Employer Contribution	483	5798
Parents Mediclaim	0	0
CTC	16666	200000

Benefits	Amount PM	Amount PA
Life Insurance	62500	750000
Medical Insurance	8333	100000

Your employment with us will be governed by the terms & conditions provided in the appointment letter which will be issued prior the date of joining.

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Fax: +91 22 5036 2365

We congratulate you on your appointment and assure you of our support for your professional development and growth.

Following documents need to be submitted within 5 working days to Human Resource Department or email at varshada.shinde@motilaloswal.com from the time letter is issued to you, failing to which the offer will be null and void:

- Updated Resume – softcopy
- Proof of permanent address – photocopy
- Proof of ID – photocopy
- Certificate of highest educational qualification – 1 photocopy
- 4 passport size photos

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

We trust that your association with us will be a happy and mutually enriching and rewarding one

Warm Regards,

For Motilal Oswal Financial Services Limited



Sudhir Dhar

Group Head – HR & Admin

Blom



Motilal Oswal Financial Services Limited

CIN: L67190MH2005PLC153397

Regd. Off.: Motilal Oswal Tower,

Rahimtullah Sayani Road,

Opp. Parel ST Depot,

Prabhadevi, Mumbai - 400025

Board: +91 22 7193 4200 / 4263

Fax: +91 22 5036 2365

Date: 1st Feb '2020

Name Niharika Singh
Address

Sub: Provisional Offer of Employment

Dear ,

We are pleased to offer you an appointment in **Motilal Oswal Financial Services Limited** as Relationship Manager.

You will be paid a fixed CTC of Rs.2,00,000 (Rupees Two Lakh only) per annum, break-up of which is given below:

Components	Monthly	Annual
Basic	6667	80000
HRA	3333	40000
Statutory Bonus	1400	16800
Special Allowance	3466	41595
Gross Salary	14866	178395
Meal allowance	0	0
LTA	0	0
Entertainment	0	0
Car	0	0
PF Employer Contribution	1317	15807
ESIC Employer Contribution	483	5798
Parents Mediciclaim	0	0
CTC	16666	200000

Benefits	Amount PM	Amount PA
Life Insurance	62500	750000
Medical Insurance	8333	100000



Motilal Oswal Financial Services Limited

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We congratulate you on your appointment and assure you of our support for your professional development and growth.

Following documents need to be submitted within 5 working days to Human Resource Department or email at pranita.dalvi@motilaloswal.com from the time letter is issued to you, failing to which the offer will be null and void:

- Updated Resume – softcopy
- Proof of permanent address – photocopy
- Proof of ID – photocopy
- Certificate of highest educational qualification – 1 photocopy
- 4 passport size photos

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

We trust that your association with us will be a happy and mutually enriching and rewarding one

Warm Regards,

For Motilal Oswal Financial Services Limited

Sudhir Dhar

Executive Director – HR & Admin

Date: 22-Feb-2020

Name Pinki maharana.
Address**Sub: Provisional Offer of Employment**

Dear Pinki,

We are pleased to offer you an appointment in **Motilal Oswal Financial Services Limited** as Executive.

You will be paid a fixed ctc of Rs 2,00,000 (Rupees Two Lakh only) per annum, break-up of which is given below:

Components	Monthly	Annual
Basic	6667	80000
HRA	3333	40000
Statutory Bonus	1400	16800
Special Allowance	3466	41595
Gross Salary	14866	178395
Meal allowance	0	0
LTA	0	0
Entertainment	0	0
Car	0	0
PF Employer Contribution	1317	15807
ESIC Employer Contribution	483	5798
Parents Mediclaim	0	0
CTC	16666	200000

Benefits	Amount PM	Amount PA
Life Insurance	62500	750000
Medical Insurance	8333	100000

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Motilal Oswal Financial Services Limited

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Rahimtullah Sayani Road,

Opp. Parel ST Depot,

Prabhadevi, Mumbai – 400025

Board: +91 22 7193 4200 / 4263

Fax: +91 22 5036 2365

We congratulate you on your appointment and assure you of our support for your professional development and growth.

Following documents need to be submitted within 5 working days to Human Resource Department or email at raviesh.shah@motilaloswal.com from the time letter is issued to you, failing to which the offer will be null and void:

- Updated Resume – softcopy
- Proof of permanent address – photocopy
- Proof of ID – photocopy
- Certificate of highest educational qualification – 1 photocopy
- 4 passport size photos

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

We trust that your association with us will be a happy and mutually enriching and rewarding one

Warm Regards,

For Motilal Oswal Financial Services Limited

Sudhir Dhar

Group Head – HR & Admin

Date: 28/2/2020

Name Prachi Prayapati

Address Mumbai

Sub: Provisional Offer of Employment

Dear Prachi,

We are pleased to offer you an appointment in **Motilal Oswal Financial Services Limited** as Advisory - IFA

You will be paid a fixed ctc of Rs 2,00,000 (Rupees Two Lakh only) per annum, break-up of which is given below:

Components	Monthly	Annual
Basic	6667	80000
HRA	3333	40000
Statutory Bonus	1400	16800
Special Allowance	3466	41595
Gross Salary	14866	178395
Meal allowance	0	0
LTA	0	0
Entertainment	0	0
Car	0	0
PF Employer Contribution	1317	15807
ESIC Employer Contribution	483	5798
Parents Medclaim	0	0
CTC	16666	200000

Benefits	Amount PM	Amount PA
Life Insurance	62500	750000
Medical Insurance	8333	100000

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Fax: +91 22 5036 2365

We congratulate you on your appointment and assure you of our support for your professional development and growth.

Following documents need to be submitted within 5 working days to Human Resource Department or email at Anuksha.Hegde@motilaloswal.com from the time letter is issued to you, failing to which the offer will be null and void:

- Updated Resume – softcopy
- Proof of permanent address – photocopy
- Proof of ID – photocopy
- Certificate of highest educational qualification – 1 photocopy
- 4 passport size photos

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

We trust that your association with us will be a happy and mutually enriching and rewarding one

Warm Regards,

For Motilal Oswal Financial Services Limited



Sudhir Dhar

Group Head – HR & Admin

Date: 29th Feb 2020

Name - Pratik Wakchaure

Address - Mumbai

Sub: Provisional Offer of Employment

Dear Pratik,

[OAD - sales]

We are pleased to offer you an appointment in **Motilal Oswal Financial Services Limited** as Business Development Executive

You will be paid a fixed ctc of Rs 2,00,000 (Rupees Two Lakh only) per annum, break-up of which is given below:

Components	Monthly	Annual
Basic	6667	80000
HRA	3333	40000
Statutory Bonus	1400	16800
Special Allowance	3466	41595
Gross Salary	14866	178395
Meal allowance	0	0
LTA	0	0
Entertainment	0	0
Car	0	0
PF Employer Contribution	1317	15807
ESIC Employer Contribution	483	5798
Parents Mediclaim	0	0
CTC	16666	200000

Benefits	Amount PM	Amount PA
Life Insurance	62500	750000
Medical Insurance	8333	100000

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Prabhadevi, Mumbai – 400025

Board: +91 22 7193 4200 / 4263

Fax: +91 22 5036 2365

We congratulate you on your appointment and assure you of our support for your professional development and growth.

Following documents need to be submitted within 5 working days to Human Resource Department or email at lorraine.dsouza@motilaloswal.com from the time letter is issued to you, failing to which the offer will be null and void:

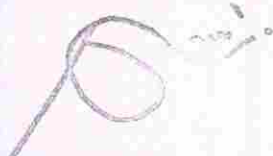
- Updated Resume – softcopy
- Proof of permanent address – photocopy
- Proof of ID – photocopy
- Certificate of highest educational qualification – 1 photocopy
- 4 passport size photos

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

We trust that your association with us will be a happy and mutually enriching and rewarding one

Warm Regards,

For Motilal Oswal Financial Services Limited



Sudhir Dhar

Group Head – HR & Admin

Date: 29/02/2020

Name *Pratiksha Padiyar*
Address *Mumbai***Sub: Provisional Offer of Employment**

Dear ,

We are pleased to offer you an appointment in **Motilal Oswal Financial Services Limited** as *Advisor-Franchisee*
Sevincing.

You will be paid a fixed ctc of Rs 2,00,000 (Rupees Two Lakh only) per annum, break-up of which is given below:

Components	Monthly	Annual
Basic	6667	80000
HRA	3333	40000
Statutory Bonus	1400	16800
Special Allowance	3466	41595
Gross Salary	14866	178395
Meal allowance	0	0
LTA	0	0
Entertainment	0	0
Car	0	0
PF Employer Contribution	1317	15807
ESIC Employer Contribution	483	5798
Parents Medclaim	0	0
CTC	16666	200000

Benefits	Amount PM	Amount PA
Life Insurance	62500	750000
Medical Insurance	8333	100000

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Fax: +91 22 5036 2365

We congratulate you on your appointment and assure you of our support for your professional development and growth.

Following documents need to be submitted within 5 working days to Human Resource Department or email at varshada.shinde@motilaloswal.com from the time letter is issued to you, failing to which the offer will be null and void:

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- Proof of permanent address – photocopy
- Proof of ID – photocopy
- Certificate of highest educational qualification –1 photocopy
- 4 passport size photos

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

We trust that your association with us will be a happy and mutually enriching and rewarding one

Warm Regards,

For Motilal Oswal Financial Services Limited



Sudhir Dhar

Group Head – HR & Admin

Date:

Name *Raghendra Vishwakara*
Address**Sub: Provisional Offer of Employment**Dear *Raghendra*We are pleased to offer you an appointment in **Motilal Oswal Financial Services Limited** as *Advisory - IP*

You will be paid a fixed ctc of Rs 2,00,000 (Rupees Two Lakh only) per annum, break-up of which is given below:

Components	Monthly	Annual
Basic	6667	80000
HRA	3333	40000
Statutory Bonus	1400	16800
Special Allowance	3466	41595
Gross Salary	14866	178395
Meal allowance	0	0
LTA	0	0
Entertainment	0	0
Car	0	0
PF Employer Contribution	1317	15807
ESIC Employer Contribution	483	5798
Parents Medclaim	0	0
CTC	16666	200000

Benefits	Amount PM	Amount PA
Life Insurance	62500	750000
Medical Insurance	8333	100000

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Fax: +91 22 5036 2365

We congratulate you on your appointment and assure you of our support for your professional development and growth.

Following documents need to be submitted within 5 working days to Human Resource Department or email at Anuksha.Hegde@motilaloswal.com from the time letter is issued to you, failing to which the offer will be null and void:

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- Proof of permanent address – photocopy
- Proof of ID – photocopy
- Certificate of highest educational qualification – 1 photocopy
- 4 passport size photos

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

We trust that your association with us will be a happy and mutually enriching and rewarding one

Warm Regards,

For Motilal Oswal Financial Services Limited



Sudhir Dhar

Group Head – HR & Admin



MOTILAL OSWAL
Investment Services

Motilal Oswal Financial Services Limited
CIN: L67190MH2005PLC153397
Regd. Off.: Motilal Oswal Tower,
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Opp. Parel ST Depot,
Prabhadevi, Mumbai – 400025
Board: +91 22 7193 4200 / 4263
Fax: +91 22 5036 2365

Date: 29/2/20
Name: Riya Rawal
Address: Mumbai

Sub: Provisional Offer of Employment

Dear ,

We are pleased to offer you an appointment in **Motilal Oswal Financial Services Limited**
as PR - Advisory

You will be paid a fixed CTC of Rs.2, 00,000 (Rupees Two Lakh only) per annum, break-up of which is given below:

Components	Monthly	Annual
Basic	6667	80000
HRA	3333	40000
Statutory Bonus	1400	16800
Special Allowance	3466	41595
Gross Salary	14866	178395
Meal allowance	0	0
LTA	0	0
Entertainment	0	0
Car	0	0
PF Employer Contribution	1317	15807
ESIC Employer Contribution	483	5798
Parents Medclaim	0	0
CTC	16666	200000

Benefits	Amount PM	Amount PA
Life Insurance	62500	750000
Medical Insurance	8333	100000



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We congratulate you on your appointment and assure you of our support for your professional development and growth.

Following documents need to be submitted within 5 working days to Human Resource Department or email at Damini.Dube@motilaloswal.com from the time letter is issued to you, failing to which the offer will be null and void:

- Updated Resume – softcopy
- Proof of permanent address – photocopy
- Proof of ID – photocopy
- Certificate of highest educational qualification –1 photocopy
- 4 passport size photos

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

We trust that your association with us will be a happy and mutually enriching and rewarding one

Warm Regards,

For Motilal Oswal Financial Services Limited

Sudhir Dhar

Executive Director – HR & Admin

Date: 29-Feb-2020

Name Sakshi Shetty
Address**Sub: Provisional Offer of Employment**Dear Sakshi,We are pleased to offer you an appointment in **Motilal Oswal Financial Services Limited** as Executive.

You will be paid a fixed ctc of Rs 2,00,000 (Rupees Two Lakh only) per annum, break-up of which is given below:

Components	Monthly	Annual
Basic	6667	80000
HRA	3333	40000
Statutory Bonus	1400	16800
Special Allowance	3466	41595
Gross Salary	14866	178395
Meal allowance	0	0
LTA	0	0
Entertainment	0	0
Car	0	0
PF Employer Contribution	1317	15807
ESIC Employer Contribution	483	5798
Parents Medclaim	0	0
CTC	16666	200000

Benefits	Amount PM	Amount PA
Life Insurance	62500	750000
Medical Insurance	8333	100000

Your employment with us will be governed by the terms & conditions provided in the appointment letter which will be issued prior the date of joining.

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

Motilal Oswal Financial Services Limited

CIN: L67190MH2005PLC153397

Regd. Off.: Motilal Oswal Tower,

Rahimtullah Sayani Road,

Opp. Parel ST Depot,

Prabhadevi, Mumbai – 400025

Board: +91 22 7193 4200 / 4263

Fax: +91 22 5036 2365

We congratulate you on your appointment and assure you of our support for your professional development and growth.

Following documents need to be submitted within 5 working days to Human Resource Department or email at raviesh.shah@motilaloswal.com from the time letter is issued to you, failing to which the offer will be null and void:

- Updated Resume – softcopy
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- Proof of ID – photocopy
- Certificate of highest educational qualification –1 photocopy
- 4 passport size photos

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

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Warm Regards,

For Motilal Oswal Financial Services Limited



Sudhir Dhar

Group Head – HR & Admin

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Motilal Oswal Financial Services Limited
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Prabhadevi, Mumbai - 400025
Board: +91 22 7193 4200 / 4263
Fax: +91 22 5036 2365

Date: 1st Feb 2020

Name Shreya Rai
Address

Sub: Provisional Offer of Employment

Dear ,

We are pleased to offer you an appointment in **Motilal Oswal Financial Services Limited** as Relationship Manager.

You will be paid a fixed CTC of Rs.2,00,000 (Rupees Two Lakh only) per annum, break-up of which is given below:

Components	Monthly	Annual
Basic	6667	80000
HRA	3333	40000
Statutory Bonus	1400	16800
Special Allowance	3466	41595
Gross Salary	14866	178395
Meal allowance	0	0
LTA	0	0
Entertainment	0	0
Car	0	0
PF Employer Contribution	1317	15807
ESIC Employer Contribution	483	5798
Parents Medclaim	0	0
CTC	16666	200000

Benefits	Amount PM	Amount PA
Life Insurance	62500	750000
Medical Insurance	8333	100000



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We congratulate you on your appointment and assure you of our support for your professional development and growth.

Following documents need to be submitted within 5 working days to Human Resource Department or email at pranita.dalvi@motilaloswal.com from the time letter is issued to you, failing to which the offer will be null and void:

- Updated Resume – softcopy
- Proof of permanent address – photocopy
- Proof of ID – photocopy
- Certificate of highest educational qualification – 1 photocopy
- 4 passport size photos

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

We trust that your association with us will be a happy and mutually enriching and rewarding one

Warm Regards,

For Motilal Oswal Financial Services Limited

Sudhir Dhar

Executive Director – HR & Admin

Motilal Oswal Financial Services Limited
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Prabhadevi, Mumbai - 400025
Board: +91 22 7193 4200 / 4263
Fax: +91 22 5036 2365

Date: 29/2/20
Name: Sneha Tripathi
Address: Mumbai

Sub: Provisional Offer of Employment

Dear ,

We are pleased to offer you an appointment in **Motilal Oswal Financial Services Limited** as RR- Advisory

You will be paid a fixed CTC of Rs.2, 00,000 (Rupees Two Lakh only) per annum, break-up of which is given below:

Components	Monthly	Annual
Basic	6667	80000
HRA	3333	40000
Statutory Bonus	1400	16800
Special Allowance	3466	41595
Gross Salary	14866	178395
Meal allowance	0	0
LTA	0	0
Entertainment	0	0
Car	0	0
PF Employer Contribution	1317	15807
ESIC Employer Contribution	483	5798
Parents Medclaim	0	0
CTC	16666	200000

Benefits	Amount PM	Amount PA
Life Insurance	62500	750000
Medical Insurance	8333	100000

Motilal Oswal Financial Services Limited
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Prabhadevi, Mumbai – 400025
Board: +91 22 7193 4200 / 4263
Fax: +91 22 5036 2365

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

We congratulate you on your appointment and assure you of our support for your professional development and growth.

Following documents need to be submitted within 5 working days to Human Resource Department or email at Damini.Dube@motilaloswal.com from the time letter is issued to you, failing to which the offer will be null and void:

- Updated Resume – softcopy
- Proof of permanent address – photocopy
- Proof of ID – photocopy
- Certificate of highest educational qualification –1 photocopy
- 4 passport size photos

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

We trust that your association with us will be a happy and mutually enriching and rewarding one

Warm Regards,

For Motilal Oswal Financial Services Limited



Sudhir Dhar

Executive Director – HR & Admin

Motilal Oswal Financial Services Limited

CIN: L67190MH2005PLC153397

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Board: +91 22 7193 4200 / 4263

Fax: +91 22 5036 2365

Date: 29th Feb 2020Name - Sonal Sagar
Address - Mumbai**Sub: Provisional Offer of Employment**

Dear Sonal ,

(DAD-SALES)

We are pleased to offer you an appointment in **Motilal Oswal Financial Services Limited** as Business Development Executive

You will be paid a fixed ctc of Rs 2,00,000 (Rupees Two Lakh only) per annum, break-up of which is given below:

Components	Monthly	Annual
Basic	6667	80000
HRA	3333	40000
Statutory Bonus	1400	16800
Special Allowance	3466	41595
Gross Salary	14866	178395
Meal allowance	0	0
LTA	0	0
Entertainment	0	0
Car	0	0
PF Employer Contribution	1317	15807
ESIC Employer Contribution	483	5798
Parents Mediciam	0	0
CTC	16666	200000

Benefits	Amount PM	Amount PA
Life Insurance	62500	750000
Medical Insurance	8333	100000

Your employment with us will be governed by the terms & conditions provided in the appointment letter which will be issued prior the date of joining.

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Motilal Oswal Financial Services Limited

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Prabhadevi, Mumbai – 400025

Board: +91 22 7193 4200 / 4263

Fax: +91 22 5036 2365

We congratulate you on your appointment and assure you of our support for your professional development and growth.

Following documents need to be submitted within 5 working days to Human Resource Department or email at lorraine.dsouza@motilaloswal.com from the time letter is issued to you, failing to which the offer will be null and void:

- Updated Resume – softcopy
- Proof of permanent address – photocopy
- Proof of ID – photocopy
- Certificate of highest educational qualification – 1 photocopy
- 4 passport size photos

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

We trust that your association with us will be a happy and mutually enriching and rewarding one

Warm Regards,

For Motilal Oswal Financial Services Limited



Sudhir Dhar

Group Head – HR & Admin



Motilal Oswal Financial Services Limited
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Prabhadevi, Mumbai - 400025
Board: +91 22 7193 4200 / 4263
Fax: +91 22 5036 2365

Date: 1st Feb 2020

Name *Arinivas Anand*
Address

Sub: Provisional Offer of Employment

Dear ,

We are pleased to offer you an appointment in **Motilal Oswal Financial Services Limited** as *Relationship Manager*.

You will be paid a fixed CTC of Rs.2,00,000 (Rupees Two Lakh only) per annum, break-up of which is given below:

Components	Monthly	Annual
Basic	6667	80000
HRA	3333	40000
Statutory Bonus	1400	16800
Special Allowance	3466	41595
Gross Salary	14866	178395
Meal allowance	0	0
LTA	0	0
Entertainment	0	0
Car	0	0
PF Employer Contribution	1317	15807
ESIC Employer Contribution	483	5798
Parents Medclaim	0	0
CTC	16666	200000

Benefits	Amount PM	Amount PA
Life Insurance	62500	750000
Medical Insurance	8333	100000



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Your employment with us will be governed by the terms & conditions provided in the appointment letter which will be issued prior the date of joining.

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

We congratulate you on your appointment and assure you of our support for your professional development and growth.

Following documents need to be submitted within 5 working days to Human Resource Department or email at pranita.dalvi@motilaloswal.com from the time letter is issued to you, failing to which the offer will be null and void:

- Updated Resume – softcopy
- Proof of permanent address – photocopy
- Proof of ID – photocopy
- Certificate of highest educational qualification – 1 photocopy
- 4 passport size photos

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

We trust that your association with us will be a happy and mutually enriching and rewarding one

Warm Regards,

For Motilal Oswal Financial Services Limited

Sudhir Dhar

Executive Director – HR & Admin

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Motilal Oswal Financial Services Limited
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Prabhadevi, Mumbai – 400025
Board: +91 22 7193 4200 / 4263
Fax: +91 22 5036 2365

Date: 1st Feb '2020

Name: VIKRANTH BASAVARAJ
Address:

Sub: Provisional Offer of Employment

Dear ,

We are pleased to offer you an appointment in **Motilal Oswal Financial Services Limited** as Relationship Manager.

You will be paid a fixed CTC of Rs.2,00,000 (Rupees Two Lakh only) per annum, break-up of which is given below:

Components	Monthly	Annual
Basic	6667	80000
HRA	3333	40000
Statutory Bonus	1400	16800
Special Allowance	3466	41595
Gross Salary	14866	178395
Meal allowance	0	0
LTA	0	0
Entertainment	0	0
Car	0	0
PF Employer Contribution	1317	15807
ESIC Employer Contribution	483	5798
Parents Mediciam	0	0
CTC	16666	200000

Benefits	Amount PM	Amount PA
Life Insurance	62500	750000
Medical Insurance	8333	100000



Motilal Oswal Financial Services Limited

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Fax: +91 22 5036 2365

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We congratulate you on your appointment and assure you of our support for your professional development and growth.

Following documents need to be submitted within 5 working days to Human Resource Department or email at pranita.dalvi@motilaloswal.com from the time letter is issued to you, failing to which the offer will be null and void:

- Updated Resume – softcopy
- Proof of permanent address – photocopy
- Proof of ID – photocopy
- Certificate of highest educational qualification – 1 photocopy
- 4 passport size photos

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

We trust that your association with us will be a happy and mutually enriching and rewarding one

Warm Regards,

For Motilal Oswal Financial Services Limited

Sudhir Dhar

Executive Director – HR & Admin

Motilal Oswal Financial Services Limited
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Fax: +91 22 5036 2365

Date: 29-Feb-2020

Name Vilash Singh
Address

Sub: Provisional Offer of Employment

Dear Vilash,

We are pleased to offer you an appointment in **Motilal Oswal Financial Services Limited** as Executive.

You will be paid a fixed ctc of Rs 2,00,000 (Rupees Two Lakh only) per annum, break-up of which is given below:

Components	Monthly	Annual
Basic	6667	80000
HRA	3333	40000
Statutory Bonus	1400	16800
Special Allowance	3466	41595
Gross Salary	14866	178395
Meal allowance	0	0
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Entertainment	0	0
Car	0	0
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ESIC Employer Contribution	483	5798
Parents Medclaim	0	0
CTC	16666	200000

Benefits	Amount PM	Amount PA
Life Insurance	62500	750000
Medical Insurance	8333	100000

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We congratulate you on your appointment and assure you of our support for your professional development and growth.

Following documents need to be submitted within 5 working days to Human Resource Department or email at raviesh.shah@motilaloswal.com from the time letter is issued to you, failing to which the offer will be null and void:

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- Proof of permanent address – photocopy
- Proof of ID – photocopy
- Certificate of highest educational qualification – 1 photocopy
- 4 passport size photos

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

We trust that your association with us will be a happy and mutually enriching and rewarding one

Warm Regards,

For Motilal Oswal Financial Services Limited



Sudhir Dhar

Group Head – HR & Admin



Motilal Oswal Financial Services Limited
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Prabhadevi, Mumbai - 400025
Board: +91 22 7193 4200 / 4263
Fax: +91 22 5036 2365

Date: 1st Feb. '2020

Name Vinay Rawal
Address

Sub: Provisional Offer of Employment

Dear ,

We are pleased to offer you an appointment in Motilal Oswal Financial Services Limited
as Relationship Manager.

You will be paid a fixed CTC of Rs.2,00,000 (Rupees Two Lakh only) per annum, break-up of
which is given below:

Components	Monthly	Annual
Basic	6667	80000
HRA	3333	40000
Statutory Bonus	1400	16800
Special Allowance	3466	41595
Gross Salary	14866	178395
Meal allowance	0	0
LTA	0	0
Entertainment	0	0
Car	0	0
PF Employer Contribution	1317	15807
ESIC Employer Contribution	483	5798
Parents Mediciam	0	0
CTC	16666	200000

Benefits	Amount PM	Amount PA
Life Insurance	62500	750000
Medical Insurance	8333	100000

Motilal Oswal Securities Limited (MOSL) has been amalgamated with Motilal Oswal Financial Services Limited (MOFSL) w.e.f. August 21, 2018 pursuant to the order dated July 30, 2018 issued by Hon'ble National Company Law Tribunal, Mumbai Bench • MOFSL Registration Nos.: IN2000158836 (BSE/NSE/MCX/NCDX); CDSL and NSDL: IN-DP-16-2015; Research Analyst: INH000000412. AMFI: ARN -146822; Investment Adviser: INA000007100; Insurance Corporate Agent: CA0579; PMS: INP000006712

Email: query@motilaloswal.com

THINK EQUITY
THINK MOTILAL OSWAL

www.motilaloswal.com



Motilal Oswal Financial Services Limited

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Fax: +91 22 5036 2365

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We congratulate you on your appointment and assure you of our support for your professional development and growth.

Following documents need to be submitted within 5 working days to Human Resource Department or email at pranita.dalvi@motilaloswal.com from the time letter is issued to you, failing to which the offer will be null and void:

- Updated Resume – softcopy
- Proof of permanent address – photocopy
- Proof of ID – photocopy
- Certificate of highest educational qualification – 1 photocopy
- 4 passport size photos

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

We trust that your association with us will be a happy and mutually enriching and rewarding one

Warm Regards,

For Motilal Oswal Financial Services Limited

Sudhir Dhar

Executive Director – HR & Admin



SHARON ENTERPRISES

Customs Broker : CB No.KDL/CB/02/2017

Date: 02-January-2021

To,

DRISHTI RUPAREL,
E-4/503, Highland Park,
Shashtri Nagar,
Mulund West,
Mumbai 400082.

Sub: Letter of Appointment.

Dear Drishti Ruparel,

I am very pleased to inform you that you have been offered a position at **SHARON ENTERPRISES**, as a **Business Development Trainee**. We feel you will accomplish your goals and contribute your skills towards the growth of our organisation and your career goals as well.

You will work on probationary basis for a period of 6 months starting from 02-February-2021 after which we will discuss your appraisal and your future at **SHARON ENTERPRISES**.

We hope that you bring your best self to work everyday.

Kindly find attached in this mail your salary benefits and other required documents that need to be submitted.

Thankyou & Regards


Navin Gori,
HR, SHARON ENTERPRISES.

Strictly Confidential

Date: 29/07/2020

Shubhangi Sawant

Subject: Offer letter for the position of KYC Executive

Dear Shubhangi,

This has reference to your application and subsequent interview you had with us, we are pleased to offer you the position of **KYC Executive**.

As discussed, you shall join duty on **5th August 2020** failing which this letter will be treated as cancelled. Kindly note that this offer would be withdrawn if you won't accept the same on or before **30/07/2020**. Please find the salary structure below:

Component	Amount (Rs)	
	Per Month	Yearly
Fixed Compensation Structure		
Basic Pay + DA	6323	75874
HRA	3161	37937
Other Allowances	1054	12646
Total all (above)A Gross Salary	10538	126456
LESS		
PF Employee Contribution	759	9105
ESIC Employee Contribution	79	948
Professional Tax	200	2500
NET Salary	9500	113903
PF Employer Contribution (B)	822	9864
ESIC Employer Contribution (C)	342	4110
Total Cost to Company (CTC) A+B+C	11702	140429

You shall be on probation for a period of 6 months and your services would be confirmed based on your performance. You will have to go through a certification process after 15 days of training. If qualified, the employment would continue or else will be suspended. You will be reporting to **Mr. Lokesh Ambade** on the date of Joining.

At the time of your joining you would be required to submit the following Documents as per the list attached below.

1. Proof of Age
2. Certified true copies of your Educational / Professional Qualification(s) Certificate (s).
3. Experience Certificate(s)
4. Copy of Relieving Letter or acknowledgement of Resignation letter from your last employer.
5. Last 3 months Salary Slip / Certificate.
6. Latest 2 Photograph (Passport Size)
7. NCFM Certificate (if available)
8. Pan Card Copy
9. Address Proof

On submission of your Joining Kit and other Documents as mentioned above, you will be issued a formal Appointment Letter explaining the terms & conditions in detail as per Company norms.

Thanking You.

**For Samco Securities Ltd.
Authorized Signatory**

I hereby accept the above offer.

Candidate's Signature & Date

Date: 23 November 2020

Employee ID: CON12452

Swati Gopal Ghate

Dear Swati Gopal Ghate,

Further to the Offer of Employment issued to you, we take pleasure to appoint you as **CMS WEB DEVELOPER – Mumbai** at **Pyramid IT Consulting Private Limited**, with effect from the date of joining, which shall not be later than **13 November 2020**.

Your initial assignment and place of posting is going to be in **Mumbai**. As an employee, you shall comply with the rules, regulations and procedures of the Company. Your duties and responsibilities may be modified from time depending on business requirements. The terms and conditions of your employment are as follows:

01 COMPENSATION

You will be paid salary as per the annexure enclosed and on the basis of approved days in monthly timesheet, duly approved by your reporting manager at the client site. Any statutory deductions including but not limited to Income Tax, PF, ESIC, LWF, PT, insurance premiums etc. and any other statutory deductions as made applicable by either State Government or Central Government or any other appropriate government on the remunerations paid to you by the company, is part of the cost to company (CTC) and will be deducted from your monthly drawings/ borne by you and as required by law, will be deducted at source. The compensation shall be restructured to adhere to the applicable legal statutes from time to time.

02 EMPLOYMENT PERIOD

You will be on payrolls of Pyramid IT Consulting Pvt Ltd for a period of **6 Months** from **13 November 2020** to **12 May 2021** you will be working at Pyramid's Client Site. If in the opinion of the Company, you are found suitable in the appointed post, you will be confirmed accordingly. Pyramid shall have the right to terminate the employment at any time, with **15 days'** notice period. You will give **30 days'** notice to Pyramid in case you decide to prematurely terminate the employment because of any valid reasons. In case management receives any complaints related to misconduct, inefficiency, less output, integrity, moral turpitude and change business requirements then the management reserves the right to terminate the employment with immediate effect. Either party is not bound to give any reason thereof. You will be relieved from your services depending upon an approval from your Reporting Manager at Client Site and completion of the Knowledge Transfer, the assignment and task at hand, at the discretion of the Management. The company reserves the right to pay or recover salary in lieu of notice period. Further, the company may, at its discretion, relieve you from such date as it may deem fit even before the expiry of the notice period without compensating for the unexpired period and is not bound to give any reason thereof.

03 LOCATION OF POSTING

Your initial posting will be at **Mumbai** and you will attend to work allotted to you and carry out any other assignments entrusted to you from time to time. You may be transferred / sent on deputation to any of the offices / subsidiaries / associate offices of the company or its client, to any town or city in India or abroad, whether at present existing or which may be set up in future at any time and at any place in India or abroad, at the sole discretion of the management.

A circular purple ink stamp of Pyramid Consulting Pvt Ltd, Noida. The text "PYRAMID CONSULTING PVT LTD" is around the top inner edge, and "NOIDA" is in the center. There is a signature over the stamp.

EMPLOYER

A handwritten signature in black ink, appearing to read "S. Ghate", written over a horizontal line.

EMPLOYEE

Tel.: +91 120-3883400 | Fax: +91 120-3883499 | www.pyramidci.com | E mail: info@pyramidconsultinginc.com

IT Staffing | Project Solutions | Business Process Solutions | Document Management Solutions | Workflow Management Systems

Pyramid IT Consulting Pvt. Ltd.

Regd. Office: 2F, Elegance Tower, Jasola District Centre, Old Mathura Road, New Delhi - 110025

Corporate Office: D-25 & 26, Sector-63 Noida-201301 | CIN No: U72200DL2002PTC118146

04 WHILE ON OVERSEAS ASSIGNMENT

The House Rent Allowance, Conveyance, Reimbursements of Expense Plan and Leave Travel Components will be payable to you while stationed in India. You will not be eligible for these components while you are on an overseas assignment. However, this component will be restored proportionately on your return from the overseas assignment. You are required to observe the following:

- I. During the period of overseas assignment, contract of employment is not terminable by you.
- II. You will be required to immediately return to India on completion of your overseas assignment and continue your service. Further you cannot join the client company during the tenure with us.
- III. If you wish to terminate your employment with the Company, you are required to return to India and provide a notice period of two months or two months' salary (last drawn) in lieu of notice period.
You understand that in order for you to fulfill your overseas assignment, it will be necessary for the Company to bear all expenses related to foreign travel. In addition, you further recognize that:

If you voluntarily terminate your employment with the Company, before completing your overseas assignment and do not immediately return to India, you promise to pay to the Company an amount equal to the Immigration and Relocation Costs incurred by the Company on your behalf. The estimated amounts of such costs vary between US\$3000 and US\$5000 (depending on Family airfare).

Should you voluntarily terminate your employment while on your overseas assignment without giving the requisite two months' notice to the Company, (regardless of whether or not you immediately return to India), you agree to pay the Company a sum of US\$10,000 as liquidated damages for your failure to give such notice. The above conditions are subject to Company policy. All other terms and conditions of your service remain unchanged.

05 NON-COMPANY WORK

Your position is a whole time employment with the Company and you shall devote yourself exclusively to the business of the Company. You will not take up any other work for remuneration (part-time or otherwise) or work in an advisory capacity or be interested directly or indirectly (except as shareholder or debenture holder) in any other trade or business during the employment with the company without permission in writing from the Chief Executive Officer of the Company.

06 TRANSFER

You will be liable to transfer in such capacity as the Company may from time to time determine to any other location, department, establishment, office or branch of the company, parent company or subsidiary, associate or affiliate of the company. In such case, you will be governed by the terms and conditions of service applicable to the new assignment.

07 RESPONSIBILITIES

In view of your office, you must effectively perform to ensure results and you will be expected to work extra hours to achieve this whenever the job so requires.

08 CODE OF CONDUCT

You will at all times, maintain absolute integrity and devotion to duty and conduct yourself in a manner conducive to the best interests, credit and prestige of the company. You will not, at any time, work against the interests of the management and do anything which is unbecoming of an employee. Any violation of these norms of behavior shall constitute misconduct, and disciplinary action will be taken against you. Also in case you act against the basic and universally accepted organizational norms, appropriate action will be taken as per the disciplinary policy of the company.

Your services can be terminated instantly for indiscipline, criminal offence and any act of misconduct.

Your absence without any written intimation and approval of the management/ reporting manager at client site shall be considered as an act of misconduct. For any unauthorized/unapproved absence continuously for a period of 7 days it shall be deemed that you have terminated the contract of employment and have voluntarily relinquished your job with the company, the management shall not be liable to re-engage you in employment or to continue with the above contract for the remaining period of employment.

09 CONFIDENTIAL INFORMATION

You will not at any time without the written consent of the Chief Executive Officer disclose or divulge or make public, except on legal obligations, any information regarding the company's affairs or administration or research carried out, whether the same may be confided to you or become known to you in the course of your service or otherwise.

10 PROTECTION OF INTEREST

If you conceive any new or advanced methods of improving process / formulae/ systems in relation to the operation of the company, such developments will be fully communicated to the company and will be and remain the sole right/property of the Company. You will agree that at all times during or subsequent to your employment, you will hold in trust, keep confidential and not disclose to any third party or make any use of the Company's Confidential Information except for the benefit of the Company and in the course of your employment in the Company.



EMPLOYER



EMPLOYEE

Further you will not cause the transmission, removal or transport of Confidential Information from the Company's places or business or such other place of business specified by the Company, without prior written approval of the Chief Executive Officer of the Company or such other authorized agent of the Company as designated in writing by the Chief Executive Officer of the Company. You also will not:

(i) engage in any employment or activity other than for the Company in any business in which the Company is engaged; (ii) induce any other employee of or consultant to the Company to engage in any such employment or activity; or (iii) solicit any customers of the Company for services similar to those performed by the Company, for a period of one (1) year after termination of such employment.

Pyramid shall not be held liable for any kind of damages, direct or indirect, special or consequential under this Employment Agreement. Any unresolved dispute or difference between the employer and employee, which cannot be resolved by mutual discussion, and requires settlement by arbitration, may be so settled at Delhi under and in accordance with the Arbitration and Conciliation Act of 1996.

11 PAST RECORD

If any declaration given or furnished by you to the company proves to be false or if you are found to have willfully suppressed any material information or your Background Verification Report is RED, you will be liable to removal from service without any notice or benefits from Pyramid. Further in case the Background Verification Agency is unable to verify the credentials of Education and Employment provided by you, then additional details, references and support shall be obtained from you. However if the credentials of Employment and Education are not verified within a period of 90 days from your date of joining, then in all such cases, you will be liable to removal from service without any notice or benefits from Pyramid. Pyramid and its Directors and Officers will not be held liable for any claims, demands, losses, damages, expenses and proceedings whatsoever made by any employee or his / her previous employer or any third party arising from or on account of any actions or omissions made by the employee.

12 ON SEPARATION

On acceptance of the separation notice, you will immediately submit to the company, before you are relieved, all correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings, effects, etc., and shall not make or retain any copies of these items. In the event of termination (voluntary or otherwise) of employment with the Company, you will protect the value of the Company's Confidential Information and prevent the misappropriation or disclosure thereof. You will not disclose or use to your benefit (or the benefit of any third party) or to the detriment of the Company any Confidential Information.

The above terms and conditions are subject to Company Policy.

This Appointment Letter embodies the entire agreement and understanding between the Employer and Employee with reference to the subject matter and supersedes all other Agreements, understanding, proposals or correspondence between the employer and employee.

Please confirm that the above terms are acceptable to you and that you can accept the appointment by signing a copy of this letter of appointment.

This offer of appointment is subject to satisfactory reference checks.

Yours sincerely,

For **PYRAMID IT CONSULTING PRIVATE LIMITED**



Anurag Juyal

Associate General Manager – HR

I, **Swati Gopal Ghate** agree to accept employment on the terms and conditions mentioned in the above appointment letter.

Name: Swati Ghate

Date: 02/11/2020

Signature:



SALARY ANNEXURE

Full Name	Swati Gopal Ghatе	
Designation	CMS WEB DEVELOPER	
Date of Joining	13 November 2020	
SALARY COMPOSITION	MONTHLY (Rs.)	YEARLY (Rs.)
ENTITLEMENTS		
BASIC SALARY	16000	192000
HOUSE RENT ALLOWANCE	6700	80400
GROSS SALARY	22700	272400
DEDUCTIONS		
PF CONTRIBUTION - EMPLOYEE	1800	21600
NET SALARY	20900	250800
CTC DETAILS		
GROSS SALARY	22700	272400
PF CONTRIBUTION - EMPLOYER	1800	21600
MEDICLAIM INSURANCE (SELF) & GROUP ACCIDENTAL INSURANCE (SELF)	500	6000
COST TO COMPANY	25000	300000

The above salary components are subject to company policy and are effective while you are in India. The components of India salary applicable while on overseas assignment will stand revised effective the date of relocation. The above salary annexure is a proposed distribution of salary components and it may vary due to revision/amendments in statutory requirements as applicable at the date of joining. The other terms and conditions of your service remain unchanged. Please note that your compensation structure is personal to you and you are requested not to share details of the same with others.



 Anurag Juyal
 Associate General Manager – HR



 Swati Gopal Ghatе
 CMS WEB DEVELOPER

Letter of Intent

Date 13/01/2020 SM

Dear ADITI MANE

With reference to the interviews you have had with us, we are pleased to shortlist you for our organization for Grade 1 subject to successful completion of B.COM and presenting all documents as detailed below.

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- Nationality Proof : Passport/ Voters ID / Ration Card / Birth Certificate
- Photo ID: Pan card and Aadhar card (mandatory for salary account)/ Driving license (smart card only) / Voter's ID.

Your Appointment at Teleperformance is subject to clearance of final interview, satisfactory references & background. Until then, the Date of Joining will be withheld. If the above terms and condition are acceptable to you, please sign and return the duplicate copy of the Letter of Intent as a token of your acceptance.

A warm welcome to you and wish you the best in your career with Teleperformance.

Best Wishes,

Agreed and Accepted,



Authorized Signatory

Recruitment, Human Resources

Name & Signed



Mahesh Savale <maheshs@smshettyinstitute.org>

Fwd: Welcome to Teleperformance Freher hiring Program

1 message

VIRENDRA SINGH <virenram1@gmail.com>
To: maheshs@smshettyinstitute.org

Tue, Oct 18, 2022 at 8:29 AM

DIBS - TELEPERFORMANCE 2019-20

----- Forwarded message -----

From: **suchita.mangaonkar** <suchita.mangaonkar@teleperformance.com>

Date: Mon, Jul 1, 2019 at 5:21 PM

Subject: Welcome to Teleperformance Freher hiring Program

To: <suchita.mangaonkar@teleperformancedibs.com>

Dear Partner,

We would hereby like to partner with your Institute/College to recruit potential talent for our organization.

About Teleperformance:

At TELEPERFORMANCE founded in the year 1978, we are enthusiastic, energetic and committed to doing great work every day. Our employees are passionate about helping our clients with our passion for service and innovation and by making each interaction a unique one. At the core of our organization is our Client, for us '**Each Interaction Matters**' – a statement which embodies our commitment to our clients and create impactful solutions that can drive ability and excellence into their business processes. Vital to us is the speed in which we respond and deliver to the clients.

D.I.B.S.

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For over 41 years we have been servicing many different countries.

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- More than **300000 interactions expert's** /employees globally **Speaking 265 languages** giving a superior customer experience.
- We have our presence in **80 countries** serving **170+ markets** with 400 contact centers.
- Our presence **France (HQ)**, Lebanon, UK, Chile, Guyana, Canada, Mexico, Norway, Italy, The US, Dominican Republic, El Salvador, Australia, Egypt, Sweden Czech Republic, India – (Mumbai, Bangalore), Russia, Dubai, China, Philippines, Brazil, Albania, The Netherlands, Colombia, Portugal, Romania, Spain, Greece, Germany and Argentina to name a few.

- We have expertise in key industrial verticals including Banking and Financial Services, Healthcare, Telecom, Media and Technology, Retail and E-Commerce, Logistics, Travel and Hospitality and Utilities.
- We are **USD 5.3 Billion** Company in terms of revenues.

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The CTC range on offer varies from 1.5 to 3 lacs p.a. gross depending on the process a candidate is aligned to. Apart from this, a candidate is also entitled to a variable amount, this is over and above the CTC range mentioned.

TELEPERFORMANCE prides itself on being recognized as a good place to work because we strive to provide an environment that enables employees to succeed.

Regards,

Suchita Mangaonkar

Assistant Manager – Recruitment

Teleperformance D.I.B.S.

022-67935027/ 8291090872

Mumbai, Maharashtra, India



 teleperformance.com |  [teleperformancedibs](https://www.linkedin.com/company/teleperformancedibs) |  [tpdibs](https://twitter.com/tpdibs) |  [tpdibs](https://www.facebook.com/tpdibs)

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Please consider the environmental impact of needlessly printing this e-mail

Letter of Intent

Date 13/01 2020

Dear ADITYA TRIPATHI

With reference to the interviews you have had with us, we are pleased to shortlist you for our organization for Grade 1 subject to successful completion of B-WK and presenting all documents as detailed below.

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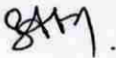
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A warm welcome to you and wish you the best in your career with Teleperformance.

Best Wishes,



Authorized Signatory

Recruitment, Human Resources

Agreed and Accepted,



Name & Signed

Teleperformance Global Services Private Limited.

Ashar IT park, 2nd Floor, Jayashree Baug, Road No. 16 - Z, Wagle Industrial Estate, Thane (W), Mumbai - 400604.

Tel: +91-022-66738240 | Fax: +91-022-67856010

Registered Office: Teleperformance Towers, Plot CST No.1406-A/28, Mindspace, Goregaon - (W), Mumbai - 400104, Maharashtra, India.

Tel: +91-22-66776000 | Fax: +91-22-66776010 | CIN: U72900MH2001PTC232120 | Email: contactus@teleperformancedibs.com



Mahesh Savale <maheshs@smshettyinstitute.org>

Fwd: Welcome to Teleperformance Freher hiring Program

1 message

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To: maheshs@smshettyinstitute.org

Tue, Oct 18, 2022 at 8:29 AM

DIBS - TELEPERFORMANCE 2019-20

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Regards,

Suchita Mangaonkar

Assistant Manager – Recruitment

Teleperformance D.I.B.S.

022-67935027/ 8291090872

Mumbai, Maharashtra, India



 teleperformance.com |  [teleperformancedibs](https://www.linkedin.com/company/teleperformancedibs) |  tpdibs |  tpdibs

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Letter of Intent

Date 18/01/2020

Dear AMANDEEP KAUR SANDHU

With reference to the interviews you have had with us, we are pleased to shortlist you for our organization for Grade 1 subject to successful completion of IS-LOM and presenting all documents as detailed below.

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Best Wishes,

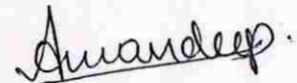


Authorized Signatory

Recruitment, Human Resources

Agreed and Accepted,

Amandeep Kaur Sandhu



Name & Signed

Teleperformance Global Services Private Limited.

Ashar IT park, 2nd Floor, Jayashree Baug, Road No. 16 - Z, Wagle Industrial Estate, Thane (W), Mumbai - 400604.

Tel: +91-022-66738240 | Fax: +91-022-67856010

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Mahesh Savale <maheshs@smshettyinstitute.org>

Fwd: Welcome to Teleperformance Freher hiring Program

1 message

VIRENDRA SINGH <virenram1@gmail.com>
To: maheshs@smshettyinstitute.org

Tue, Oct 18, 2022 at 8:29 AM

DIBS - TELEPERFORMANCE 2019-20

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To: <suchita.mangaonkar@teleperformancedibs.com>

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Suchita Mangaonkar

Assistant Manager – Recruitment

Teleperformance D.I.B.S.

022-67935027/ 8291090872

Mumbai, Maharashtra, India



 teleperformance.com |  [teleperformancedibs](https://www.linkedin.com/company/teleperformancedibs) |  [tpdibs](https://twitter.com/tpdibs) |  [tpdibs](https://www.facebook.com/tpdibs)

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Letter of Intent

Date 13/01/2020

Dear HARJEET KAUR

With reference to the interviews you have had with us, we are pleased to shortlist you for our organization for Grade 1 subject to successful completion of B.COM and presenting all documents as detailed below.

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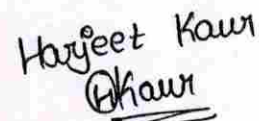
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Authorized Signatory

Recruitment, Human Resources

Agreed and Accepted,



Name & Signed

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Mahesh Savale <maheshs@smshettyinstitute.org>

Fwd: Welcome to Teleperformance Freher hiring Program

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To: maheshs@smshettyinstitute.org

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Regards,

Suchita Mangaonkar

Assistant Manager – Recruitment

Teleperformance D.I.B.S.

022-67935027/ 8291090872

Mumbai, Maharashtra, India



 teleperformance.com |  [teleperformancedibs](https://www.linkedin.com/company/teleperformancedibs) |  [tpdibs](https://twitter.com/tpdibs) |  [tpdibs](https://www.facebook.com/tpdibs)

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Letter of Intent

Date 16/01/2020

Dear ARPITA YADAV

With reference to the interviews you have had with us, we are pleased to shortlist you for our organization for Grade 1 subject to successful completion of B-com and presenting all documents as detailed below.

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A warm welcome to you and wish you the best in your career with Teleperformance.

Best Wishes,



Authorized Signatory

Recruitment, Human Resources

Agreed and Accepted,

Name & Signed





Mahesh Savale <maheshs@smshettyinstitute.org>

Fwd: Welcome to Teleperformance Freher hiring Program

1 message

VIRENDRA SINGH <virenram1@gmail.com>
To: maheshs@smshettyinstitute.org

Tue, Oct 18, 2022 at 8:29 AM

DIBS - TELEPERFORMANCE 2019-20

----- Forwarded message -----

From: **suchita.mangaonkar** <suchita.mangaonkar@teleperformance.com>

Date: Mon, Jul 1, 2019 at 5:21 PM

Subject: Welcome to Teleperformance Freher hiring Program

To: <suchita.mangaonkar@teleperformancedibs.com>

Dear Partner,

We would hereby like to partner with your Institute/College to recruit potential talent for our organization.

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Regards,

Suchita Mangaonkar

Assistant Manager – Recruitment

Teleperformance D.I.B.S.

022-67935027/ 8291090872

Mumbai, Maharashtra, India



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Letter of Intent

Date 18/01/2020

Dear EVA AMANNA,

With reference to the interviews you have had with us, we are pleased to shortlist you for our organization for Grade 1 subject to successful completion of BB1 and presenting all documents as detailed below.

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A warm welcome to you and wish you the best in your career with Teleperformance.

Best Wishes,



Authorized Signatory

Recruitment, Human Resources

Agreed and Accepted,



EVA AMANNA

Name & Signed



Mahesh Savale <maheshs@smshettyinstitute.org>

Fwd: Welcome to Teleperformance Freher hiring Program

1 message

VIRENDRA SINGH <virenram1@gmail.com>
To: maheshs@smshettyinstitute.org

Tue, Oct 18, 2022 at 8:29 AM

DIBS - TELEPERFORMANCE 2019-20

----- Forwarded message -----

From: **suchita.mangaonkar** <suchita.mangaonkar@teleperformance.com>

Date: Mon, Jul 1, 2019 at 5:21 PM

Subject: Welcome to Teleperformance Freher hiring Program

To: <suchita.mangaonkar@teleperformancedibs.com>

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Regards,

Suchita Mangaonkar

Assistant Manager – Recruitment

Teleperformance D.I.B.S.

022-67935027/ 8291090872

Mumbai, Maharashtra, India



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Letter of IntentDate 12/01/2020 SMDear ISHDEEP CHABRA

With reference to the interviews you have had with us, we are pleased to shortlist you for our organization for Grade 1 subject to successful completion of B. COM and presenting all documents as detailed below.

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Best Wishes,



Authorized Signatory

Recruitment, Human Resources

Agreed and Accepted,



Name & Signed



Mahesh Savale <maheshs@smshettyinstitute.org>

Fwd: Welcome to Teleperformance Freher hiring Program

1 message

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To: maheshs@smshettyinstitute.org

Tue, Oct 18, 2022 at 8:29 AM

DIBS - TELEPERFORMANCE 2019-20

----- Forwarded message -----

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To: <suchita.mangaonkar@teleperformancedibs.com>

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Regards,

Suchita Mangaonkar

Assistant Manager – Recruitment

Teleperformance D.I.B.S.

022-67935027/ 8291090872

Mumbai, Maharashtra, India



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Letter of Intent

Date 13/01 2020

Dear KUNAL GOZHOSKAR

With reference to the interviews you have had with us, we are pleased to shortlist you for our organization for Grade 1 subject to successful completion of BB1 and presenting all documents as detailed below.

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A warm welcome to you and wish you the best in your career with Teleperformance.

Best Wishes,



Authorized Signatory

Recruitment, Human Resources

Agreed and Accepted,



Name & Signed



Teleperformance Global Services Private Limited.

Ashar IT park, 2nd Floor, Jayashree Baug, Road No. 16 - Z, Wagle Industrial Estate, Thane (W), Mumbai - 400604.

Tel: +91-022-66738240 | Fax: +91-022-67856010

Registered Office: Teleperformance Towers, Plot CST No.1406-A/28, Mindspace, Goregaon - (W), Mumbai - 400104, Maharashtra, India.

Tel: +91-22-66776000 | Fax: +91-22-66776010 | CIN: U72900MH2001PTC232120 | Email: contactus@teleperformancedibs.com



Mahesh Savale <maheshs@smshettyinstitute.org>

Fwd: Welcome to Teleperformance Freher hiring Program

1 message

VIRENDRA SINGH <virenram1@gmail.com>
To: maheshs@smshettyinstitute.org

Tue, Oct 18, 2022 at 8:29 AM

DIBS - TELEPERFORMANCE 2019-20

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Regards,

Suchita Mangaonkar

Assistant Manager – Recruitment

Teleperformance D.I.B.S.

022-67935027/ 8291090872

Mumbai, Maharashtra, India



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Letter of Intent

Date 13/01/2020

Dear NAUSHAD ANSARI

With reference to the interviews you have had with us, we are pleased to shortlist you for our organization for Grade 1 subject to successful completion of B. Com and presenting all documents as detailed below.

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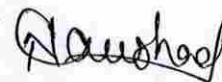
Best Wishes,



Authorized Signatory

Recruitment, Human Resources

Agreed and Accepted,



NAUSHAD ANSARI
Name & Signed

Teleperformance Global Services Private Limited.

Ashar IT park, 2nd Floor, Jayashree Baug, Road No. 16 - Z, Wagle Industrial Estate, Thane (W), Mumbai - 400604.

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To: maheshs@smshettyinstitute.org

Tue, Oct 18, 2022 at 8:29 AM

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Date: Mon, Jul 1, 2019 at 5:21 PM

Subject: Welcome to Teleperformance Freher hiring Program

To: <suchita.mangaonkar@teleperformancedibs.com>

Dear Partner,

We would hereby like to partner with your Institute/College to recruit potential talent for our organization.

About Teleperformance:

At TELEPERFORMANCE founded in the year 1978, we are enthusiastic, energetic and committed to doing great work every day. Our employees are passionate about helping our clients with our passion for service and innovation and by making each interaction a unique one. At the core of our organization is our Client, for us '**Each Interaction Matters**' – a statement which embodies our commitment to our clients and create impactful solutions that can drive ability and excellence into their business processes. Vital to us is the speed in which we respond and deliver to the clients.

D.I.B.S.

Teleperformance D.I.B.S. (Digital Integrated Business Services) offers pioneering **Technology Innovation and Digital Transformation services**. We offer Omnichannel Integrated Business Services powered by transformational tools and the latest technology like AI, Robotics, Speech Analytics, etc. We specialize in providing enhanced Customer Experience. We offer Consulting and Knowledge Services for Process Re-engineering and Automation to support strategic initiatives and tactical business requirements with Lean, Six Sigma methodologies and workforce optimization

For over 41 years we have been servicing many different countries.

Website: <http://www.Teleperformance.com/>Wikipedia : <https://en.wikipedia.org/wiki/Teleperformance>**TELEPERFORMANCE in Nutshell:**

- More than **300000 interactions expert's** /employees globally **Speaking 265 languages** giving a superior customer experience.
- We have our presence in **80 countries** serving **170+ markets** with 400 contact centers.
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- We have expertise in key industrial verticals including Banking and Financial Services, Healthcare, Telecom, Media and Technology, Retail and E-Commerce, Logistics, Travel and Hospitality and Utilities.
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We also would like to welcome you to our campus hiring program: **TELEPERFORMANCE Fresher Hiring Program:**

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TELEPERFORMANCE prides itself on being recognized as a good place to work because we strive to provide an environment that enables employees to succeed.

Regards,

Suchita Mangaonkar

Assistant Manager – Recruitment

Teleperformance D.I.B.S.

022-67935027/ 8291090872

Mumbai, Maharashtra, India



 teleperformance.com |  [teleperformancedibs](https://www.linkedin.com/company/teleperformancedibs) |  [tpdibs](https://twitter.com/tpdibs) |  [tpdibs](https://www.facebook.com/tpdibs)

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Letter of Intent

Date 13/01/2020

Dear PRANALI KANOJIA

With reference to the interviews you have had with us, we are pleased to shortlist you for our organization for Grade 1 subject to successful completion of B-LOA and presenting all documents as detailed below.

Please Note that the Letter of Intent is not an Offer letter – The Offer letter can only be collected by submitting your Letter of Intent along with a photocopy of a valid Photo ID.

You will require carrying 2 sets of photocopies of the below documents on your Date of Joining (Please carry Originals also for verification):

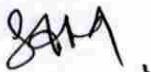
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A warm welcome to you and wish you the best in your career with Teleperformance.

Best Wishes,



Authorized Signatory

Recruitment, Human Resources

Agreed and Accepted,

PRANALI KANOJIA



Name & Signed

Teleperformance Global Services Private Limited.

Ashar IT park, 2nd Floor, Jayashree Baug, Road No. 16 - Z, Wagle Industrial Estate, Thane (W), Mumbai - 400604.

Tel: +91-022-66738240 | Fax: +91-022-67856010

Registered Office: Teleperformance Towers, Plot CST No.1406-A/28, Mindspace, Goregaon - (W), Mumbai - 400104, Maharashtra, India.

Tel: +91-22-66776000 | Fax: +91-22-66776010 | CIN: U72900MH2001PTC232120 | Email: contactus@teleperformancedibs.com



Mahesh Savale <maheshs@smshettyinstitute.org>

Fwd: Welcome to Teleperformance Freher hiring Program

1 message

VIRENDRA SINGH <virenram1@gmail.com>
To: maheshs@smshettyinstitute.org

Tue, Oct 18, 2022 at 8:29 AM

DIBS - TELEPERFORMANCE 2019-20

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Regards,

Suchita Mangaonkar

Assistant Manager – Recruitment

Teleperformance D.I.B.S.

022-67935027/ 8291090872

Mumbai, Maharashtra, India



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Letter of Intent

Date 13/01/2020

Dear SABIT CHANDWALE

With reference to the interviews you have had with us, we are pleased to shortlist you for our organization for Grade 1 subject to successful completion of BBI and presenting all documents as detailed below.

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Best Wishes,



Authorized Signatory

Recruitment, Human Resources

Agreed and Accepted,

Name & Signed



Teleperformance Global Services Private Limited.

Ashar IT park, 2nd Floor, Jayashree Baug, Road No. 16 - Z, Wagle Industrial Estate, Thane (W), Mumbai - 400604.

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Mahesh Savale <maheshs@smshettyinstitute.org>

Fwd: Welcome to Teleperformance Freher hiring Program

1 message

VIRENDRA SINGH <virenram1@gmail.com>
To: maheshs@smshettyinstitute.org

Tue, Oct 18, 2022 at 8:29 AM

DIBS - TELEPERFORMANCE 2019-20

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To: <suchita.mangaonkar@teleperformancedibs.com>

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Regards,

Suchita Mangaonkar

Assistant Manager – Recruitment

Teleperformance D.I.B.S.

022-67935027/ 8291090872

Mumbai, Maharashtra, India



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Letter of Intent

Date 13/01/2020

Dear SHRADDHA ACHAREKAR

With reference to the interviews you have had with us, we are pleased to shortlist you for our organization for Grade 1 subject to successful completion of BAF and presenting all documents as detailed below.

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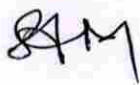
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A warm welcome to you and wish you the best in your career with Teleperformance.

Best Wishes,



Authorized Signatory

Recruitment, Human Resources

Agreed and Accepted,


Shraddha Acharekar
Name & Signed



Mahesh Savale <maheshs@smshettyinstitute.org>

Fwd: Welcome to Teleperformance Freher hiring Program

1 message

VIRENDRA SINGH <virenram1@gmail.com>
To: maheshs@smshettyinstitute.org

Tue, Oct 18, 2022 at 8:29 AM

DIBS - TELEPERFORMANCE 2019-20

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Regards,

Suchita Mangaonkar

Assistant Manager – Recruitment

Teleperformance D.I.B.S.

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Letter of Intent

Date 13/01/2020Dear SONAM KUMARI YADAV

With reference to the interviews you have had with us, we are pleased to shortlist you for our organization for Grade 1 subject to successful completion of BAF. and presenting all documents as detailed below.

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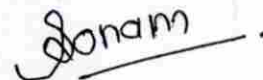
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Letter of IntentDate 12/01/2020Dear SURAJ POOJARY

With reference to the interviews you have had with us, we are pleased to shortlist you for our organization for Grade 1 subject to successful completion of BBA and presenting all documents as detailed below.

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Best Wishes,



Authorized Signatory

Recruitment, Human Resources

Agreed and Accepted,



Name & Signed



Mahesh Savale <maheshs@smshettyinstitute.org>

Fwd: Welcome to Teleperformance Freher hiring Program

1 message

VIRENDRA SINGH <virenram1@gmail.com>
To: maheshs@smshettyinstitute.org

Tue, Oct 18, 2022 at 8:29 AM

DIBS - TELEPERFORMANCE 2019-20

----- Forwarded message -----

From: **suchita.mangaonkar** <suchita.mangaonkar@teleperformance.com>

Date: Mon, Jul 1, 2019 at 5:21 PM

Subject: Welcome to Teleperformance Freher hiring Program

To: <suchita.mangaonkar@teleperformancedibs.com>

Dear Partner,

We would hereby like to partner with your Institute/College to recruit potential talent for our organization.

About Teleperformance:

At TELEPERFORMANCE founded in the year 1978, we are enthusiastic, energetic and committed to doing great work every day. Our employees are passionate about helping our clients with our passion for service and innovation and by making each interaction a unique one. At the core of our organization is our Client, for us '**Each Interaction Matters**' – a statement which embodies our commitment to our clients and create impactful solutions that can drive ability and excellence into their business processes. Vital to us is the speed in which we respond and deliver to the clients.

D.I.B.S.

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For over 41 years we have been servicing many different countries.

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Regards,

Suchita Mangaonkar

Assistant Manager – Recruitment

Teleperformance D.I.B.S.

022-67935027/ 8291090872

Mumbai, Maharashtra, India



 teleperformance.com |  [teleperformancedibs](https://www.linkedin.com/company/teleperformancedibs) |  [tpdibs](https://twitter.com/tpdibs) |  [tpdibs](https://www.facebook.com/tpdibs)

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Please consider the environmental impact of needlessly printing this e-mail

Letter of Intent

Date 13/01/2020

Dear SWATI HODAWADEKAR

With reference to the interviews you have had with us, we are pleased to shortlist you for our organization for Grade 1 subject to successful completion of B. com and presenting all documents as detailed below.

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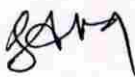
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A warm welcome to you and wish you the best in your career with Teleperformance.

Best Wishes,



Authorized Signatory

Recruitment, Human Resources

Agreed and Accepted,

Swati Hodawadekar

Name & Signed

Swati



Mahesh Savale <maheshs@smshettyinstitute.org>

Fwd: Welcome to Teleperformance Freher hiring Program

1 message

VIRENDRA SINGH <virenram1@gmail.com>
To: mareshs@smshettyinstitute.org

Tue, Oct 18, 2022 at 8:29 AM

DIBS - TELEPERFORMANCE 2019-20

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Date: Mon, Jul 1, 2019 at 5:21 PM

Subject: Welcome to Teleperformance Freher hiring Program

To: <suchita.mangaonkar@teleperformancedibs.com>

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Regards,

Suchita Mangaonkar

Assistant Manager – Recruitment

Teleperformance D.I.B.S.

022-67935027/ 8291090872

Mumbai, Maharashtra, India



 teleperformance.com |  [teleperformancedibs](https://www.linkedin.com/company/teleperformancedibs) |  tpdibs |  tpdibs

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Letter of Intent

Date 13/01/2020

Dear TANISHA MAHESHWARI

With reference to the interviews you have had with us, we are pleased to shortlist you for our organization for Grade 1 subject to successful completion of B. LOM and presenting all documents as detailed below.

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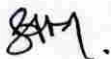
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A warm welcome to you and wish you the best in your career with Teleperformance.

Best Wishes,



Authorized Signatory

Recruitment, Human Resources

Agreed and Accepted,

Name & Signed



Mahesh Savale <maheshs@smshettyinstitute.org>

Fwd: Welcome to Teleperformance Freher hiring Program

1 message

VIRENDRA SINGH <virenram1@gmail.com>
To: maheshs@smshettyinstitute.org

Tue, Oct 18, 2022 at 8:29 AM

DIBS - TELEPERFORMANCE 2019-20

----- Forwarded message -----

From: **suchita.mangaonkar** <suchita.mangaonkar@teleperformance.com>

Date: Mon, Jul 1, 2019 at 5:21 PM

Subject: Welcome to Teleperformance Freher hiring Program

To: <suchita.mangaonkar@teleperformancedibs.com>

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Regards,

Suchita Mangaonkar

Assistant Manager – Recruitment

Teleperformance D.I.B.S.

022-67935027/ 8291090872

Mumbai, Maharashtra, India



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Letter of IntentDate 13/01/2020Dear INSHA FATIMA,

With reference to the interviews you have had with us, we are pleased to shortlist you for our organization for Grade 1 subject to successful completion of B. COM and presenting all documents as detailed below.

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Best Wishes,



Authorized Signatory

Recruitment, Human Resources

Agreed and Accepted,

INSHA FATIMA



Name & Signed



Mahesh Savale <maheshs@smshettyinstitute.org>

Fwd: Welcome to Teleperformance Freher hiring Program

1 message

VIRENDRA SINGH <virenram1@gmail.com>
To: maheshs@smshettyinstitute.org

Tue, Oct 18, 2022 at 8:29 AM

DIBS - TELEPERFORMANCE 2019-20

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Date: Mon, Jul 1, 2019 at 5:21 PM

Subject: Welcome to Teleperformance Freher hiring Program

To: <suchita.mangaonkar@teleperformancedibs.com>

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Regards,

Suchita Mangaonkar

Assistant Manager – Recruitment

Teleperformance D.I.B.S.

022-67935027/ 8291090872

Mumbai, Maharashtra, India



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Letter of IntentDate 12/01/2020 SMDear ISHDEEP CHABRA

With reference to the interviews you have had with us, we are pleased to shortlist you for our organization for Grade 1 subject to successful completion of B. LOKY and presenting all documents as detailed below.

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Fwd: Welcome to Teleperformance Freher hiring Program

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Regards,

Suchita Mangaonkar

Assistant Manager – Recruitment

Teleperformance D.I.B.S.

022-67935027/ 8291090872

Mumbai, Maharashtra, India



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www.primusglobal.com

To,

11-Feb-2021

Vrushali Vijay Nikam

15no building, Awing, 406, Chandivali Mhada colony, Powai, Mumbai, 400072.

Further to our offer and your acceptance thereof, we have the pleasure of appointing you as **Claim Processing** in PRIMUS (hereinafter referred to as PRIMUS or Company). The specific terms and conditions of our offer including your compensation and benefits, is as mentioned herein. Please read them carefully, including your compensation and benefits.

ACCEPTANCE AND COMMENCEMENT

Your appointment will be effective on your joining date, i.e. 15-Feb-2021. If you do not confirm your acceptance of joining date, this offer will stand withdrawn.

THE OTHER TERMS AND CONDITIONS OF THE OFFER ARE AS FOLLOWS:

1. Your annual salary will be **1,86,384 (Rupees One Lakh(s) Eighty Six Thousand Three Hundred Eighty Four Only)** per annum. The salary will comprise a) Basic Pay b) Medical Allowance and c) other allowance.

Your individual remuneration is confidential and is strictly between yourself and the Company. It has been determined based on numerous factors such as your previous experience/job, skills-specific background, and professional merit. This information and any changes made therein should also be treated as personal and confidential.

2. You are being deputed as **Claim Processing** at **Accenture Solutions Pvt Ltd.** hereinafter referred to as the client.

3. Your Employment shall be "at will," meaning that either you or PRIMUS (upon directions of the Client or otherwise) shall be entitled to terminate your Employment at any time and in a manner specified below for any reason, with or without cause. Any contrary representations that may have been made to you shall be superseded by this Agreement. This Agreement shall constitute the full and complete agreement between you and the Company on the "at-will" nature of your Employment, which may only be changed in an express written agreement signed by you and a duly authorized personnel/officer of PRIMUS.

4. Your appointment is subject to the undermentioned conditions;

(i) Receipt of Work/Purchase order from the Client and commencement of work thereunder. The commencement of work may be different from the date of deputation and in such cases, for the purposes of disbursement of salary and other benefits the date of actual commencement of work shall be considered

205, Chhatrapati
Sambhaji Maharaj Road
Bhandara - 441001
Pin: 441001-441001

Vishal Kumar, Sr. SA
NAB, Sanjay Kumar
Tech Park, Bhandara - 441001
Pin: 441001-441001

- (ii) Satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the client without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer). If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, PRIMUS/the client(acting thru PRIMUS) may terminate your services forthwith without notice or compensation.
5. Your designation may be changed at the discretion of CLIENT depending on the work assigned to you. You may be required to travel outside your work place on Client's work requirements and you will be reimbursed for the expenses as per Company policy. Your working hours and days (including leave/holidays) will be determined as per the Client's policy/schedule. You are required to maintain time sheets for the works executed by you. The same has to be duly approved by your reporting Project Manager. Further you may be required to furnish the same to PRIMUS periodically for disbursement of your salary and/or benefit.
6. If you are absent/away from work unauthorized for a continuous period of three (3) days without leave or obtaining the Client's written consent, you will be deemed to have voluntarily terminated your service without notice.
7. Notwithstanding anything contained in any communication exchanged, and/or documents/agreements executed between PRIMUS and yourself, in the event of the Client's project encountering any stoppage (foreseen or otherwise), the Client may in its sole discretion terminate your service at any time by giving a notice as per their respective termination policy and business exigencies. The last working day as per the client termination will be construed as the last working day with PRIMUS and PRIMUS will consider this as the last day of employment for the purposes of disbursement of salary and other benefits.. Further you may terminate your services at any time by giving 30 days. You shall not be deemed to have been relieved of your services except upon issue of a letter by PRIMUS to that effect.
8. Upon your resignation from the Client or termination of your services, you are required to return all assets and property of the Client such as documents, machines, data, files and books etc. Further you shall cooperate in handing over current responsibilities to such personnel as directed by the Client. On your failure to return the same, you shall keep us indemnified against all or any claims that the client may raise against PRIMUS. Any and all of the terms and conditions of service may be modified or changed at the sole discretion of PRIMUS.

I. WARRANTIES AND REPRESENTATIONS

You represent and warrant to PRIMUS that you are under no obligations or commitments, whether contractual or otherwise, that are materially inconsistent with your obligations under this Agreement. In connection with your Employment and deputation, you shall not use or disclose any trade secrets or other proprietary information or intellectual property in which you or any other person has any right, title or interest and your Employment will not infringe or violate the rights of any other person. You represent and warrant to PRIMUS that you have returned all property and confidential information belonging to any prior employer, other than confidential information that has become generally known to the public or within the relevant trade industry.

II. ETHICS AND INTELLECTUAL PROPERTY RIGHTS

1. You shall not, during the continuance of this engagement, be engaged, concerned, or interested directly or indirectly, in any other occupation, business or employment whatever without the previous consent in writing of the PRIMUS, but shall devote your time, attention and abilities exclusively to the performance of your duties hereunder and shall in all respects obey and conform to the Client's orders and regulations, and well and faithfully serve the Client, and use best endeavors to promote the interests hereof, and of the business in which you shall for the time being be engaged. You shall at all times readily conform to obey and execute all lawful orders of the Client. You shall not unless directed by the Client, either during the continuance of this engagement or thereafter disclose, divulge, or communicate to any person or persons whatsoever any information of a secret or confidential character relating to the trade or business of the Client to the strategies, plans, methods, process, appliances, machinery or plant used by them, or by any of them or to any activities or experiments made by them, or any of them, or by any persons in their employ, or relating to the prices paid or charged by, or the customers or suppliers of the Client.
2. All Intellectual Property rights in any work or material developed/co developed/conceptualized directly or indirectly by you during the course of your employment shall be considered 'Works made for Hire' under the Intellectual Property laws and shall belong to and be the property of the Client and you confirm and accept that you shall not be entitled to claim any rights over any such Intellectual Property. If required by the Client, during or after the Employment Period, you shall assign and transfer in favor of the Client. In performance of your duties and responsibilities you shall not use or infringe any intellectual Property or rights of the Client and you shall keep PRIMUS indemnified of all or any claims that may be due to such alleged breach or infringement.

3. You shall not do or indulge in any of the following, without the prior written consent of the Company:
- (a) Compete, solicit business endeavor to solicit, influence or attempt to influence any existing or prospective customers or other person, directly or indirectly, to purchase his/her services, to any Person, firm, corporation, institution or other entity in competition with the business of the Client for a period of 1(one) year;
 - (b) Solicit Personnel: During the Employment Period and for a period of at least one (1) year after the Employment Period, you shall not solicit or attempt to influence any person employed or engaged by the Company (whether as an employee, consultant, advisor or in any other manner) to terminate or otherwise cease such employment or engagement with the Company or become the employee of or directly or indirectly offer services in any form or manner to himself or any person or entity which is a competitor of the Company.
4. You acknowledge and agree that the compensation stated in Annexure B of this appointment letter is sufficient consideration for you to agree to aforesaid non-compete and non-solicitation.
5. You will not borrow or accept any money, gift, reward or compensation for your personal gains from or otherwise place yourself under pecuniary obligation to any person/client with whom, you may be having official dealings.
6. You acknowledge and agree that violation of the covenants and obligations with respect to non-compete and non-solicitation as set forth above will cause the Company, irreparable injury and loss. Further, you will sign a non-disclosure agreement. If you are bound by a confidentiality agreement with a previous employer, you must notify the Company and indemnify the Company against any breach thereof.
7. The appointment may be terminated by 15 days' notice or Client Notice, Whichever is Higher. If an employee decides otherwise, one month notice or Client notice whichever is higher needs to be served (30/45/60 days, or as requested by client). If the client is unsatisfied with your performance, client notice period will supersede PRIMUS notice period.

TERMINATION

If you are at any time found to be guilty of misconduct, commit any breach of this Agreement, or refuse or willfully neglect to perform to the satisfaction of the Client in connection with whose business you may be engaged all or any of the duties devolving upon you under this Agreement, the Client (thru PRIMUS) may at once, without any previous notice, terminate your appointment. On such immediate termination PRIMUS will not be obligated to pay you any monetary compensation. You will not be entitled to receive any salary or benefit from the date of such termination.

All of your rights and obligations hereunder are personal to you and may not be transferred or assigned by you at any time. The Company may assign its rights under this agreement to any entity that assumes the Company's obligations hereunder in connection with any sale or transfer of all or a substantial portion of the Company's assets to such entity.

WAIVER: No provision of this Agreement shall be modified, waived or discharged unless the modification, waiver or discharge is agreed to in writing and signed by you and by an authorized officer of the Company. No waiver by either party of any breach of, or of compliance with, any condition or provision of this Agreement by the other party shall be considered a waiver of any other condition or provision or of the same condition or provision at another time.

It is your responsibility to notify PRIMUS of any changes in your personal information within 3 working days. All notices shall be considered duly and properly delivered to the address on file with PRIMUS

During your service with the CLIENT, you are expected to devote your whole time and attention to the Company's affairs and refrain from directly or indirectly engaging in any other business.

You will abide by all the rules and regulations of the Company which are in force from time to time and the Company shall have the right to vary or modify any or all of the above terms and conditions which shall be binding on you.

To confirm your acceptance of this offer letter on the terms and conditions specified herein, Please sign in the space specified below and return the signed copy to PRIMUS on this day.

All or any disputes, questions that may arise under this contract of employment is subject to the exclusive jurisdiction of courts in Bangalore

Your Sincerely,

For PRIMUS



Phebe Florence Billia
Manager - Business HR

ANNEXURE B

Vrushali Vijay Nikam

Employee CTC	Per Month Rs.	Per Year Rs.
Earnings		
Basic	10856	130272
HRA	795	9540
Statutory Bonus	904	10852
other Allowance	1098	13176
Gross	13653	163840
Deductions		
Professional Tax	200	2400
PF - Employee Cont	1435	17220
ESI	102	1229
IT*	0	0
Total Deductions	1737	20849
Take Home	11916	142991
PF Employer	1435	17220
ESI - Employer Cont	444	5325
Annual CTC	15532	186384

* Income Tax Applicable as per Government Rules

ACCEPTANCE OF APPOINTMENT TERMS AND CONDITIONS.

I agree that I have read, understand, and accept employment with PRIMUS under the terms and conditions stated above.

(Please sign below to confirm that you agree with the terms and conditions stated in this offer)

Signature: Vrushali Nikam
Printed Name: Vrushali Vijay Nikam.
Date: 8/02/2021.
Date of Joining: 15/02/2021