

Criteria 5- Student Support And Progression

Key Indicator – 5.2 – Student Progression

5.2.1 Percentage of placement of outgoing students and students progressing to higher education during the last five years

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Academic Year	Student Name	Company Name	Page No.
2020-22	Pranjai Shinde- 7758083283	Novo Nordisk India Pvt Ltd- 8971768656	10-73
2020-22	Gaurav Singh- 8087149605	SitusAMC	
2020-22	Praful Gadge- 9284712279	Vikram Tea- 8451821334	
2020-22	Apurva Wankhede -8446036065	Bonatra Healthcare PVT LTD-	
2020-22	Manisha Tilekar - 7350307792	Frazzo - 8976941341	
2020-22	Chandrakant Surve- 7057990375	Bajaj Allianz- 9820662918	
2020-22	Aishwarya Bhadange- 9960805908	Frazzo - 8976941341	
2020-22	Krushna Ingale- 8975318318	Dr.LalPath Labs- 9637836708	
2020-22	Tushar Tikande- 9689809126	Dr.LalPath Labs- 9637836708	
2020-22	Abhishek Bhoite- 9503728105	Assort Staffing Services - FTH Daily- 8698187981	
2020-22	Datta Ubhale- 7083382527	Big Basket	
2020-22	Vishal Magar- 8888488239	Agrostar- 02041504242	
2020-22	Pranjal Shelar- 9309998550	Kisan Serv- 9822926258	
2020-22	Sanchita Udhane- 9527406879	Kisanserv- 9822926258	
2020-22	Pravin Dongare- 9158707620	Kisanserv- 9822926258	
2020-22	Rushikesh Yadav- 9834078529	Oppo- 7888016368	
2020-22	Ganesh Salunkhe -8390482216	Reliance Retail- 9699856307	
2020-22	Abhilash Salke - 8788004009	Kisan Serv - 9822926258	



2020-22	Sahil Wagh - 9762933306	Kisan Serv - 9822926258
2020-22	Madhavi Shinde- 9307119092	Research Allied- 9209064988
2020-22	Archana Thorave- 8830095755	Research Allied- 9209064988
2020-22	Vikee Kumbhar- 7757806480	Kisan Serv - 9822926258
2020-22	Sanket Nikam- 9730172699	Frazzo - 8976941341
2020-22	Pranav Tambe- 9527242435	Frazzo - 8976941341
2020-22	Suraj Choudkar- 9665563298	Frazzo - 8976941341
2020-22	Ketan Bhoje- 9423532099	Frazzo - 8976941341
2020-22	Mayur Gahine- 9766895299	Frazzo - 8976941341
2020-22	Bhagyashree Topale- 7040319498	Kisan Serv - 9822926258
2020-22	Sharayu Ghodake- 7558291369	Kisan Serv - 9822926258
2020-22	Pratik Patil- 7972765466	Sahyadri Farms- 7066080703
2020-22	Vinay Gadge- 9284008154	Sahyadri Farms- 7066080703
2020-22	Rupak Thakare- 9561016169	Big Basket
2020-22	Akshay Patel- 9561284391	Big Basket
2020-22	Nikhil Phadtare- 7083771254	Research Allied-
2020-22	Nikita Dandile- 7350732094	Research Allied
2020-22	Yogesh Shitole - 9028336573	Synthink Research Chemical- 915051122
2020-22	Pankaj Mukhekar- 8600767804	Oaknet Healthcare- 02262678527
2020-22	Vikas achyutrao sonwane- 7757820461	Periwinkle technologies pvt.ltd- 9193709050
2020-22	Gajanan Chavan- 9552480778	Inzpera healthcare Ltd.- 02226830600
2020-22	Kalyani Khade- 9158899135	Delhivery.com- 01246225600
2020-22	Pasika Mandlik- 9075934931	Flipkart
2020-22	Rucha Pisolkar- 8983825016	Finmart- 7798186237
2020-22	Vishal Askar	Magnaplast Tech. India Pvt. Ltd.
2020-22	Shubham Bhandare	Brooker Network
2020-22	Ninad Sapre- 9623972938	Infins Pvt. Ltd 9860481476

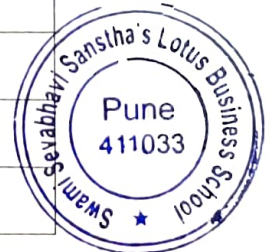


2019-21	Simran Desai - 7020401862	Goldmine research
2019-21	Vishal Rambhau Shendge - 7559273925	AGROWON AGROTECH INDUSTRIES PVT LTD
2019-21	Mahesh Palaskar-	ICICI Prudential-9834044945
2019-21	Yogesh Rangrao Karande 7373911818	Kisanconnect safe food pvt.ltd.
2019-21	Vinit More- 9158666407	ICICI Prudential- 9834044945
2019-21	Shraddha Nalawade-9922051220	ESAF Small Finance Bank- 9072600830
2019-21	Mayur Dattatraya Jadhav 7756010885	Reliance Retail- 9699856307
2019-21	Showrab Ashok Gavali 8408834013	Reliance Retail- 9699856307
2019-21	Kaiwalya Sunil Kulkarni 8975162757	Reliance Retail- 9699856307
2019-21	Omkar Hanumant Bhagat- 9975023781	Reliance Retail- 9699856307
2019-21	Pooja Mohanlal Choudhary 8888633318	Reliance Retail- 9699856307
2019-21	Pooja Nitin Ballal 7350054304	Reliance Retail- 9699856307
2019-21	Shivani Pradeep Dongare 7028727263	Reliance Retail- 9699856307
2019-21	Mahesh Annappa Chavan 9130168810	Sahyadri Farms- 7066080703
2019-21	Mayank Balaso Bhise 9158284808	Sahyadri Farms- 7066080703
2019-21	Sourabh Tukaram Zagade 9404642719	Sahyadri Farms- 7066080703
2019-21	Jayant Sachin Phase - 7741812750	Sahyadri Farms- 7066080703
2019-21	Jay Namdev Shinde - 9404642791	Sahyadri Farms- 7066080703
2019-21	Rushikesh Devram Hase 9373514651	Bayer- 9623453685
2019-21	Shashank Kale 7776003317	Allstate- 9921981382
2019-21	Aditi Kothekar-	Allstate- 9921981382
2019-21	Shubham Anantrao Ambhore 9665586488	Our Food- 9315749565
2019-21	Gaurav Tambe 7798278544	Oasis Agro Industries - 9404027639
2019-21	Akshay Dhanaji Kakade 9890163262	Splendid farm fresh
2019-21	Kiran Sarjerao Jagdhane 7040182208	My Bhumi Veg cart- 8698048484
2019-21	Sharad Ramnath Kalwane 9890834927	Splendid farm fresh
2019-21	Shubham Dnyaneshwarrao Kadu 8623024489	Our Food- 9315749565

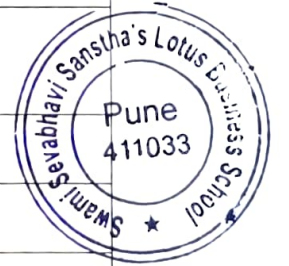


2019-21	Snehal Uttam Pawar 7798818365	Vikram Tea- 8451821334
2019-21	Tejas Dilip Sawant - 8484834038	My Bhumi Veg cart- 8698048484
2019-21	Aditya Shivaji Thorbole - 7719930279	Reliance Retail- 9699856307
2019-21	Akash Eknath Wagh 7620225696	Vikram Tea- 8451821334
2019-21	Omkar Machindra Guldagad 7776006215	Reliance Retail- 9699856307
2019-21	Abhishek Keshav Kudnar 8766891373	Vyankateshwary Fertiliser
2019-21	Rahul Karande 9975297056	Our Food- 9315749565
2019-21	Aditya Jagdale - 7719930279	TAC - 9033567223
2019-21	Poonam Anande-8308777590	Zyphar's Pharmaceuticals- 0202680001
2019-21	Sujit Mote- 8208795851	EISEN Pharmaceuticals company Pvt.Ltd- 8888842805
2019-21	Apoorva Pardeshi- 9518506035	INTAS Pharmaceuticals Pvt. Ltd.- 07939837000
2019-21	Dipika Walse- 9011682334	Namdev Umaji Agritech India Pvt.Ltd.- 9665979792
2019-21	Priyanka Borchate- 9665979792	Namdev Umaji Agritech India Pvt.Ltd.- 9665979792
2019-21	Shubham Nimbalkar - 8380809709	Urban Ladder- 08046666777
2019-21	Vaibhav Jadhav- 7757989147	Sakunde Foods- 9049583056
2019-21	Namosh Salunkhe-	ICICI Prudential- 9834044945
2019-21	Priyanka Kapure-9689599325	Abbott Healthcare Pvt. Ltd.
2019-21	Vishal Pudat- 7350655545	Oppo- 7888016368
2018-20	ABHISHEK NILKANTH KOTHEKAR- 8087895196	TIAA- 9987765765
2018-20	ABHISHEK PATKI- 9960838368	Allstate- 9921981382
2018-20	AROHA MILIND DESHPANDE-9021744227	Allstate- 9921981382
2018-20	BHAGYASHRI RAVINDRA JAWARE- 8551048982	Allstate- 9921981382
2018-20	Nikhil Chavan-8888948856	Jay Mahesh Auto Mall
2018-20	Imaran Shaikh-869887981	DTDC - 08025365032
2018-20	GHODKE ROHIT RANGNATH-8793555920	Cognizant

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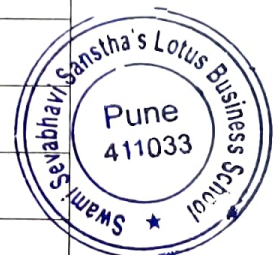


2018-20	GIRI GOVIND JAYGIR-9881501356	Oppo- 7888016368
2018-20	Dhananjay Solanke- 8329400698	DTDC - 08025365032
2018-20	KADAM MAROTRAO RARSAHEB-787585659	Oppo- 7888016368
2018-20	KAPIL ISHWAR SONI-9503177652	Oppo- 7888016368
2018-20	Bharat Chinchalkar-9657055345	Shipco- 8149750780
2018-20	Swayam Pawar-9561641369	Allstate- 9921981382
2018-20	NAVPUTE RAMESHWAR KARBHARI-8446142248	Allstate- 9921981382
2018-20	NEHA PRAMOD GAIKWAD-8308062544	Jay Mahesh Auto mall- 020-24353770
2018-20	NIKHIL PRADIP KULKARNI-8600530029	Allstate- 9921981382
2018-20	SALUNKE RAMESHWAR CHHABURAO-8390988849	Just Dial
2018-20	SANKET SUBHASH CHAVAN-8888484716	Oppo- 7888016368
2018-20	SAURABH GANESH KALE- 8788420296	Allstate- 9921981382
2018-20	SUYASH CHOPADE-8224905149	Allstate- 9921981382
2018-20	Snehal Pawar- 8329986880	TJSB BANK
2018-20	Preetam Kalyankar-9423902530	FTH Daily- 8698187981
2018-20	Rajesh More-9021494002	FarmPal- 9270162603
2018-20	Shubham Sablok- 8292222201	Real Estate
2018-20	Amol Salve- 9075389950	Oppo- 7888016368
2018-20	Pramod Dhokare- 7972288752	Splendid Farm Fresh Supplies
2018-20	Dhiraj Hande- 8308991761	Splendid Farm Fresh Supplies
2018-20	Swapnil Doifode-9765659298	Crystal Crop protection ltd- 01204238838
2018-20	Pravin Shelke-9764629377	Mahadhan Crop
2018-20	Dhananjay Jadhav-8698048484	My Bhumi Veg Cart
2018-20	Jayesh Mane-9890919263	My Bhumi Veg Cart
2018-20	Sumit Patil-7350300063	My Bhumi Veg Cart
2018-20	mangesh Sathe-9665545515	My Bhumi Veg Cart



2018-20	Akshay Salunkhe-9730122605	Crystal Crop protection ltd
2018-20	Bhagwat Patil-8551889344	Gharda Chemical - 9820206289
2018-20	Sanket Chaudhari	Sahyadri Farms- 7066080703
2018-20	Pranav Joshi-9167163279	Parle Agro- 02267348000
2018-20	Onkar Pedge-8446669588	Ecofrost Technology Pvt Ltd.- 8007265353
2018-20	Vishwajeet Deshmukh-8888942792	Ninjacart - 8069155666
2018-20	Swayam Pawar- 7350655545	Oppo- 7888016368
2017-19	Akash sontakke-9665312438	Oppo- 7888016368
2017-19	Akshita kinge-9762173050	Allstate- 9921981382
2017-19	Avinash Pawar- 7888232375	ICICI Bank- 7486851102
2017-19	Chaitanya Patil-7588067362	TIAA- 9987765765
2017-19	Devendra Lohkare-9970882624	Oppo- 7888016368
2017-19	Gajanan Tekale-8806438448	Oppo- 7888016368
2017-19	Gajanan Chintawar-9657870742	Oppo- 7888016368
2017-19	Gopal Bhore-9657946851	Oppo- 7888016368
2017-19	Haramanpreet Singh-9604513477	Shipco- 8149750780
2017-19	Kiran Kshirsagar- 7385939929	ICICI Bank- 7486851102
2017-19	Krishna Sangule-729000856	Coolberg- 02241200945
2017-19	Kumar Mandekar- 899977197	ICICI Bank- 7486851102
2017-19	Prashant Doibale-8237719655	Allstate- 9921981382
2017-19	Nitin Kadam-774197656	Indiatransact- 0227161616
2017-19	Shrinivas Jadhav-9096671971	Oppo- 7888016368
2017-19	shivprasad Umrekar-8484004308	Baskin Robbins- 7898959555
2017-19	Vicky Meka-9665867606	Allstate- 9921981382
2017-19	Yashkumar Rathod- 9765478877	Nippon
2017-19	Vishwajeet Chavan-9923582455	ICICI Bank- 7486851102
2017-19	Abhijeet Gaikwad- 9922999564	Oppo- 7888016368
2017-19	Shubham sethiya-9028863910	Allstate- 9921981382

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2017-19	Vedant Joshi-8805390679	Axis Bank - 8149887986	274-314
2017-19	Imran Hussain- 6900478946	ICICI Bank- 7486851102	
2017-19	Karan singh Chabbra-7745024564	Allstate- 9921981382	
2017-19	Avishkar Deshmukh- 7559244732	Max Life Insurance- 9850834656	
2017-19	Rahul baviskar-8390535526	ICICI Bank- 7486851102	
2017-19	kailash thite-7038648726	Oppo- 7888016368	
2017-19	Rohan shesh- 9730768904	Life Space properties- 8433972657	
2017-19	Arpit Salvi- 9890095829	Baskin Robbins- 7898959555	
2017-19	Shubhangi pundge-8806644481	Axis Securities- 8149887986	
2016-18	BALAJI JEEVANRAO DIDSHERE-9158070675	Allstate- 9921981382	
2016-18	CHAVAN ADITI ASHOK-9503446478	Allstate- 9921981382	
2016-18	DHANANJAY VITTHALRAO PAWDE-9011109931	Just Dial	
2016-18	DSOUZA VENESSIA MARIO-9623814195	Reliance Jio- 9975221110	
2016-18	JADHAV DNYANESHWAR NAGORAO	Oppo- 7888016368	
2016-18	KADAM NIKHIL GOVINDRAO-7387355987	AGS	
2016-18	KARTIK SHYAM KUMBHAKARN-8888971845	Mapro- 7058067257	
2016-18	KIRAN ANKUSH TUPSHENDRE-7040107460	Oppo- 7888016368	
2016-18	KIRAN KESHAVRAO GARAD-8087799665	zapalon tech solutions	
2016-18	LAKHAN DADARAO SABLE-9881049106	Oppo- 7888016368	
2016-18	MOHIT HEMANT THAKKAR-9401044442	Business	
2016-18	PAVAN PRABHAKAR INGOLE-9767281378	Shipco- 8149750780	
2016-18	SAIKUMAR GANGADHAR GANDHAPHULE-9890344874	Social Champ	
2016-18	SAMRUDDHI SUNIL KULKARNI	Allstate- 9921981382	
2016-18	SATISH PRABHAKAR JADHAV	Mapro- 7058067257	
2016-18	SHUBHAM NAGNATHRAO BHUSSE-8888973262	Mapro- 7058067257	
2016-18	SHWETA SANTOSH DESHPANDE-7028117086	Aeries Technology solution pvt ltd	

2016-18	SMITA SUNIL VAIDYA- 7776036079	zenith management consultants
2016-18	SONWANE SANGHARSH NANDAKISHOR- 9527541111	Oppo- 7888016368
2016-18	UTKARSH KAPOOR-7887592099	Allstate- 9921981382
2016-18	VIVEK SANJAY PANDEY-9527874610	AGS- 9930594067
2016-18	BHAGYASHRI SITARAM TRIBHUWAN- 9403229022	Endurance-2135244000
2016-18	SUNIL JALINDAR BHOR-8149587492	Allstate 9921981382
2016-18	ONKAR MAHAJAN- 7719836089	Shipco- 8149750780





Director
Swami Sevabhavi Sanstha's
Lotus Business School
Pune - 411 033

Letter of Undertaking for Placements of Year 2021-22

This is an undertaking for the Placements of Year 2021-2022. As per Savitribai Phule Pune University curriculum, Semester 4 examination is scheduled in August month and the placements of students are in process. So as per details required by NAAC of Year 2021-22, mentioning the data of placed students till date.

Same issue has been raised on NAAC portal but as per NAAC guidelines we need to consider 2021-22 as completed year because we have applied for IIQA in the month of June 2022.



Director,
Dr. Satish Warpade
Lotus Business School



Swami Sevabhavi Sanstha's
LOTUS BUSINESS SCHOOL
Innovating Business Leadership

OFFER/APPOINTMENT LETTERS

BATCH 2020-22

Offer Letter_Trainee Key Account Manager_Pranjali Shinde

Dear Pranjali,

Congratulations! It is our pleasure to offer you the position of **Trainee Key Account Manager** in Novo Nordisk India Pvt Ltd. We hope that this will mark the beginning of a life-changing career for you, a career that will bring you exciting opportunities, and where you can positively impact the lives of people with Diabetes, Hemophilia & Growth Hormone disorders.

Novo Nordisk is growing rapidly in all parts of the world. Wherever you are, the role of managing people is key to our future success. This means that we expect you to deliver business results through individual and team performance by engaging and collaborating with people. Also part of your new job is to be a role model of the 'Novo Nordisk Way'. The 'Novo Nordisk Way' defines the way we do things at Novo Nordisk and you will be the one to make the Novo Nordisk Way work in practice, to interpret it in your department together with your people, and to implement it in the daily work.

You will be part of SOAR program which is one of the flagship initiative under Novo Nordisk India Diversity aspiration in Sales Domain. We are sure you will enjoy this learning journey which will benefit in your long term career with Novo Nordisk.

Attached is a breakup of the offer, the detailed appointment letter shall be shared at the time of joining. Please note that this offer is valid subject to receipt of your acceptance within one working day of the offer release. If you are currently employed then requested to share a copy of your resignation acceptance or screenshot of mail specifying your resignation acceptance and date of relieving in your current organization. We are confident that you will contribute to the success of Novo Nordisk and we look forward to having you in our team.

As a part of the joining process you would be required to undergo a medical examination before your joining date. We would also be administering a reference and background verification. Your appointment is subject to the certifying of your medical fitness and your background check meeting the employment qualifications of the company. Team will reach out to you for completing all documentation and on-boarding formalities.

Best regards

Tanisha Chaubey

Management Trainee - P&O

+91 8147771693 (mobile)

TSCB@novonordisk.com



Director:

Swami Sevabnavi Sanstha's
Lotus Business School
Pune - 411 033



15-March-2022

Gaurav Singh

B103, Poonam pride, Tirupati Nagar
Virar
IN

singhgaurav1510@gmail.com

Dear Gaurav,

SitusAMC India Private Limited (hereinafter "The Company") is pleased to offer you the position of **Analyst at a grade of 1A** pursuant to our recent discussions.

We request you to meet our HR team on **31-March-2022**.

At SitusAMC India along with continuous learning and fun, you will be provided with adequate training, equal opportunities for growth and personal enhancement. We assure you of our support for your professional development and growth.

You will receive your welcome kit and appointment letter on your date of joining.

Your appointment with us will be governed by the Terms & Conditions as detailed below. Kindly confirm your acceptance of this offer by signing the Terms & Conditions:

1. You are offered this position based on the particulars provided in your application and in case the details are found incorrect, the offer/ appointment with the company shall stand cancelled/ terminated without any further notice.
2. This offer and your continuance in this title/ job is subjected to successful clearance of your pre-employment background verification checks by third party agencies. These verifications include but aren't limited to criminal antecedents, educational qualification, prior work experience, medical, drug screening and other tests and verifications. This offer can be revoked (or where your employment has already commenced, your employment can be terminated) with immediate effect in case of an unsatisfactory background verification/screening result, without any claim against or liability to SitusAMC India. You further acknowledge that SitusAMC India, at any point during your employment with the company, repeat any such verifications, and in particular, require you to submit to drug screening tests with or without prior warning, since such tests are an essential requirement of SitusAMC India's business with its customers and also an essential condition of continued employment with SitusAMC India. Any abuse of prescription medication is also prohibited. Should you fail to cooperate, or if the outcome of any such test is unsatisfactory in SitusAMC India's opinion, SitusAMC India reserves the right to take disciplinary action, up to and including termination of your employment with immediate effect (without notice or payment in lieu thereof).
3. This appointment is effective from your actual date of joining **31-March-2022**.
4. You shall be on probation for a period of **6 months** from the date of your joining of SitusAMC India. Permanent employment with SitusAMC India shall be considered based on periodic reviews made on your performance and conduct during the probation period. You shall, therefore, have no legal right to continue in the employment on the expiry of your period of probation unless your services have been confirmed or your probation period has been extended by a specific order of the management in writing. During your probation period, either party can terminate the employment by giving **(60) days** written notice or salary in lieu thereof; provided that for cessation of employment on account of non-performance or connected matters, the written notice period shall be for a period thirty **(30) days** by paying to the other, salary in lieu thereof for the shorter notice. In case of non-confirmation, no notice will be given, or payment in lieu thereof will be made by the

Company.

5. Notice period post successful completion of probation period is (60) days, either party may terminate services by giving (60) days notice or gross salary in lieu thereof, subject to the Company accepting gross salary in lieu of notice period.
6. During your tenure in the organization, if your services are terminated for breach of Company policies and / or loss of confidence or any misconduct, no notice will be given, or payment in lieu thereof will be made by the Company.
7. You shall not divulge, communicate or pass on any information, which you may come to possess as a result of your employment with SitusAMC India to any outsider or to anyone not employed by SitusAMC India. At all times you shall maintain absolute integrity. You shall not communicate, in any manner, any information regarding your remuneration/ terms of employment to any other employee of SitusAMC India except your immediate superior. Indulgence in such activities or any violation of this norm shall lead to termination of your employment immediately.
8. During your employment with SitusAMC India you will not work anywhere else, directly or indirectly, or conduct any business, part-time or otherwise.
9. Before accepting SitusAMC India's offer of employment, you must fully disclose all contractual and other restrictions or obligations with other parties, including any non-competition or non-solicitation agreements with prior employers, that may or will impose limitations on your professional activities with SitusAMC India. Failure to disclose contractual and other restrictions or obligations may lead to rescission of your offer of employment. SitusAMC India expects you to abide by all such restrictions or obligations and to avoid involvement, while employed by SitusAMC India, in any matter that could pose or appears to pose a conflict with any contractual or other duty to which you are subject, including as a result of confidential, proprietary or trade secret information obtained by you prior to your employment with SitusAMC India. By agreeing to become employed by SitusAMC India, you represent that none of these restrictions or obligations is inconsistent with your acceptance of this offer of employment or your becoming, and serving as, an employee of SitusAMC India as contemplated under this offer of employment.
10. During the probation period you are not eligible for leave. In case you absent yourself from duty for 3 days or more or extend leave on your own without the consent of management beyond originally granted leaves, you shall be deemed to have relinquished your service and repudiated your right to serve in our employment any further.
11. Shift timings would vary basis business requirement i.e. Day (Shift Window IST 6AM to IST 8PM) – Mid (Shift Window IST 12PM to IST 11PM) – Night (Shift Window IST 5PM to IST 8AM)
12. You would be required to be present within the specified city limits for which you have been hired on or prior to your date of joining and throughout your tenure.
13. You would be required to report to office basis business requirement or after the Covid pandemic situation normalizes, whichever is earlier.

You would be required to provide the following documents on the date of joining:

1. Photocopy of Degree certificate (Ex. Consolidate, Provisional & Course completed certificate) of highest qualification. (Please bring originals too which will be returned to you on the same day after verification)
2. Photocopy of HSC & SSLC mark sheet. (Please bring originals too which will be returned to you on the same day after verification)
3. 6 copies of passport size and 1 copy of stamp size colour photographs
4. Blood Group certificate
5. Aadhaar card - 2 nos. (Colour)
6. PAN copy - 2 nos. (Colour)
7. Address/ ID proof - Photocopy of any one (Passport/ Voter's id/ Driver's License)
8. Last 3 month's pay slip & relieving letter (if applicable) from previous employer.
9. Names of 2 professional references

Annexure - A

Name - Gaurav Singh Designation - Analyst at a grade of 1A

Fixed Salary Components



per month) - Rs. 13,683
per month) - Rs. 6,842
Special Allowance (per month) - Rs. 6,842
Gross (per month) - Rs. 27,367

Statutory Components

Employer PF (per month) - Rs. 1,800

Cost to Company (per month) - Rs. 29,167

Cost to Company (per annum) - Rs. 3,50,000

Performance Based Incentive* - Rs.10000

Shift Allowance* - Rs.3000

Final Cost to Company (per month) - Rs. 42,167

Final Cost to Company (per annum) - Rs. 5,06,000

Read the policy document to understand the payment modalities.

Notice Period Reimbursement – You will be eligible to reimburse your notice period shortage amount on submission of payment receipt/notification that you have received from your current employment. The document has to be submitted within 45 days from your date of joining for us to process the reimbursement. Kindly note that your last date of working with your current organisation and the joining date with us should not exceed a gap of 5 days to be eligible for the reimbursement.

If you voluntarily decide to leave the organization or get terminated from Services within one year of your joining us, you will be liable to pay back the notice period reimbursement and joining bonus in full. **SitusAMC India** will have the right to set-off against any other amounts owed to you in your final settlement if the notice period reimbursement and joining bonus has not been repaid in full.

By accepting this offer of employment you permit or its appointment agency to conduct background checks on you.

Kindly confirm your acceptance of the aforesaid employment terms and conditions by signing and returning the duplicate copy of this letter.

We are pleased to have you at SitusAMC India and we sincerely hope that your close collaboration with SitusAMC India will be beneficial to both of us.

Wish you all the best and welcoming you in our pursuit of excellence.

Yours Sincerely,

For SitusAMC India Private Limited

Kevin Rodricks

Associate General Manager, HR Talent Acquisition

This is an electronically generated offer letter and does not require a signature or a stamp.

AGREED AND ACKNOWLEDGED:





VIKRAM TEA PROCESSOR PVT. LTD

OFFER LETTER

DRAFT

Applicant Name: Prafull Sudhakar Gadge

Offer Date: 16-06-2022

Email: prafulgadge728@gmail.com

Applicant Address

S.No 4445 Gokarna Plot Bhaurad , Akola, Akola
Maharashtra - 444001

Dear **Prafull Sudhakar Gadge**,

With reference to your application and subsequent interview had with you, we congratulate you for your decision to be a part of Vikram Tea Processor Private Limited team. We are pleased to offer you the position of **Management Trainee for Mumbai - Office** location, as per salary package discussed and agreed upon are enclosed.

A detailed appointment letter conveying the terms and condition will be issued to you on your joining of duty, your employment will be as per the terms of appointment letter and rules and regulation applicable to you,

You are required to undergo standard medical examination and submit fitness certificate prior your joining.

This offer letter is being issued to you, relying upon the information furnished by you during recruitment process, if any information found to be incorrect or manipulated even after your joining of the company, we will have right to withdraw this offer or appointment letter as the case may be.

Company policies, general rules and regulations will be applicable to you, immediately on/from date of joining of the company, and all rules, changed / updated / newly introduced or extended rules will be applicable to you time to time.

Your offer is valid subject to positive feedback report from references and clear Medical checkup report.

You are required to join on or before **17/06/ 2022**, in case you could not join the duty on or before said date, this offer will be automatically stand withdrawn after the last date of possible joining.

Please submit copy of this offer letter and agreed salary sheet as a token of complete acceptance.
We look forward to your joining Vikram Tea.

Yours Sincerely,
For Vikram Tea Processor Pvt. Ltd.

A. Rudinwal
Nilesh Chudiwal
Sr.Manager - HR



Swami
Director
Swami Sevabhavi Sanstha's
Lotus Business School
Pune - 411 033

Vikram Tea Processor Pvt. Ltd.

Jalna Office: "Bhaishree Chambers", 2nd floor,
Veer Sawarkar Chowk, Jalna-431203 (Maharashtra), India.
Phone: 02482-238388 | E-mail: contact@vikramtea.com
www.vikramtea.com

CIN No.: U51900MH1992PTO066196
Regd. Office: Gut 11 & 12, At Post Borkhedi, Near Malacha Ganpati,
Sindhkhedraja Road, Jalna-431213 (Maharashtra)
Phone: 7875558719/26
E-mail: factory.reception@vikramtea.com



OFFER LETTER

Dear Apoorva Wankhade,

Congratulations! With reference to your application and subsequent interview you had with us we are pleased to offer you a career with Bonatra Healthcare Pvt. Ltd.. Please accept our heartfelt congratulations. This offer is based on the value we foresee you bring into our organisation.

The key terms and conditions of employment are as set out in this letter:

Location of work:

Your initial place of work will be **Bangalore**. However, your services are transferable and you may be assigned, after reasonable notice, to any location in India or abroad where Bonatra conducts business. While on transfer you will be governed by the rules, regulations and conditions of service of that location.

Date of Joining:

You are requested to join us on or before **23 May 2022**

Compensation :

Your current compensation package would be a **Total CTC** amount of **INR 4,50,000/-** per annum payable before the 10th of every month. You are entitled to variable pay of **INR 1,00,000**

Please refer to the relevant annexure for compensation and benefit details and terms of employment.

Please note that the various CTC items mentioned in Annexure-I will be subject to deductions under applicable laws as may be in force from time to time.

Probation:

You shall be on probation for a minimum period of **6 months** from your date of joining. Based on satisfactory performance, you will be considered for confirmation in the services of the company.

Termination:

This contract of employment between you and the company may be terminated by either party, giving in writing **30 Days** or salary in lieu thereof during the probation period and **60 Days** or salary in lieu thereof post the probation period. However, the company reserves the right to terminate your employment without notice on grounds of policy, misrepresentation, misconduct or unsatisfactory performance redundancy of job or any act detrimental to the interests of the company.

Registered office:
1184, 5th main road, Rajiv Gandhi Nagar,
HSR Layout-560102




Director
Swami Sevabnavi Sanstha
Lotus Business School
Pune - 411 033

b

Background checks:

The Company shall be entitled, at its discretion, to conduct reference and / or background checks as per Company policy and this offer is conditional upon the result of such checks. In the event the results of such checks are unsatisfactory on any account, the Company may, in its sole discretion, revoke this offer / or terminate employment at any time.

To accept this offer, please sign and return one copy of this letter and retain the other copy for your records. We request you to keep this offer letter confidential. In case you do not return the accepted and signed copy of the offer letter within 2 working days the offer may stand withdrawn.

On date of your reporting, you would need to submit the following documents:

1. Copies of relevant educational certificates along with originals for verification (X, XII, graduation, post-graduation, or any degree/diploma certificates).
2. Relieving & experience certificates from the previous employers and bank statements (If applicable).
3. Last drawn pay-slip/salary certificates from the previous employers and bank statements (If applicable).
4. 4 passport size photographs.
5. Original photo ID card (passport, driving license, voter ID, Aadhar card etc..)
6. Cancelled cheque of existing bank account.

Team Bonatra welcomes you aboard and wishes you a very happy association with us. We wish this association is mutually fruitful and growth oriented.

For Bonatra Healthcare Pvt. Ltd.,

Jitendra Jagale

Jitendra Jagale
Director

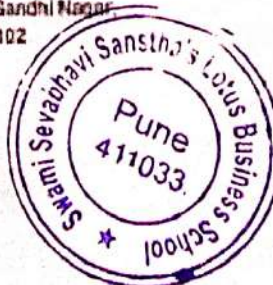
Form of Acceptance

I, _____, have read, understood, and accept the offer on the above terms and conditions and shall join on _____.

Signature: _____

Date: _____

Registered office:
1184, 5th main road, Rajiv Gandhi Nagar,
HSR Layout-560102



Swami
Director:
Swami Sevabnavi Sanstha
Lotus Business School
Pune - 411 033



We Work
Vijay Diamond
A3 & B2, Cross Road B
MIDC, Andheri (East)
Mumbai - 400093
CIN: U15130MH2018PTC307323

VnF/HR/MUM/OL/2021

Date: 31/12/2021

To,

Name: Ms. Manisha Tilekar
Email: manishatilekar98@gmail.com
Mobile: 7350307792

SUBJECT: OFFER LETTER

Dear Manisha,

Congratulations, you have made it!!

It has been an absolute pleasure knowing you the last few weeks and we are thrilled to offer you the position of **Store Manager**, based in **Pune**. You are expected to join on **"5th January 2022, Wednesday"**.

At Fraazo, you will be a part of a highly motivated team and will be working with some of the best minds in the industry. This will be a special opportunity for you to build things ground up.

As an organization, Fraazo respects and appreciates strong-minded people who believe in taking chances and making things come true. We have a strong culture of trust and transparency and that extends to every aspect of the organization. We really appreciate and encourage sharing of ideas, thoughts and opinions. We believe you will fit into our culture really well and will be a valuable addition to the company.

Fraazo was built with a single mission to provide high quality and hygienic produce to customers. We have always worked hard to ensure that our customers get the best-in-class service. Apart from this, we also work very closely with our farmer friends to help uplift them and empower them. Keeping this mission in mind, we are now heading towards a golden goal of becoming the largest player in the fresh fruits and vegetable industry. We are growing at a fast pace and need your skills, thoughts and ideas to take us where we want to be.

Let's do great things together. Onwards & upwards.

Think Fresh!!


Director

Swami Sevabnavi Sanstha's
Lotus Business School
Pune - 411 033





FRAAZO
THINK FRESH

We Work
Vijay Diamond
A3 & B2, Cross Road B
MIDC, Andheri (East)
Mumbai - 400093
CIN: U15130MH2018PTC307323

REQUIREMENTS:

You are requested to bring with you the following documents (original copy for verification purpose only) along with photocopies of each, at the time of joining your duties. All the photocopies should be self-attested.

1. Four Passport Size Latest colour photographs.
2. Educational mark sheets -SSC, HSC, Graduation, Post-Graduation (if applicable), Diploma or Degree.
3. Salary proof of current/last organization - payslip/bank statement of last 3 months or copy of appointment letter.
4. Experience or Relieving letter copy of previous organisations.
5. Copy of PAN card.
6. Copy of Aadhar card

This offer will be treated as cancelled in case you fail to join the duties in VnF by the date mentioned above.



ANNEX B

COMPENSATION DETAILS:

Your compensation details are as mentioned below:

1. Name: Manisha Tilekar
2. Location: Pune
3. Designation: Store Manager
4. Compensation (CTC): 4,50,000 per annum

Particulars	Monthly	Annual
Basic	17,850	2,14,200
HRA	8,925	1,07,100
Conveyance	1,600	19,200
Subscription Allowance	7,325	87,900
Gross Salary	35,700	4,28,400
+ PF (ER)	1,800	21,600
+ ESIC(ER)	0	0
Total CTC	37,500	4,50,000
PF Employee	1,800	
ESIC	0	
PT	200	
Net	33,700	

Additional employee benefits include Medical Insurance for employees, spouses and children.

With Best Wishes!
 For VnF Ideas Pvt Ltd.

Richa Kaur

[Signature]

Richa Kaur

Head - HR

LIFE GOALS. DONE.



Strictly Personal & Confidential

Name: Chandrakant Rayba Surve
Date: 26- March-2022

Subject: Offer Proposal

Dear Chandrakant, with reference to our recent discussion and meeting, we are pleased to offer you the position of Senior Relationship Manager in Band GB3 A at Bajaj Allianz Life Insurance Co. Ltd. ("BALIC"). Your annual fixed CTC will be Rs. 3,50,000/- (Rupees Three Lakhs Fifty Thousand Only) which also includes the company's contributions towards Provident Fund and Gratuity. Also enclosed with the offer letter is the annexure conveying the other benefits and terms that are applicable to the employees.

This offer proposal is contingent upon the successful completion of your academic course and it may be withdrawn /modified if any information or representation furnished by you is found to be incorrect or if any material information is detected by BAJAJ Allianz Life as being suppressed by you.

We would request your confirmation and acceptance of the proposal within 48 hours through email.

A detailed appointment letter will be issued to you during your onboarding. Please keep the below documents ready before your date of Joining.

- E Aadhaar (unmasked, password protected) downloaded from UIDAI site
- Copy of certificate & Mark sheets – Highest Qualification
- Resume (updated with Highest Qualification)
- Copy of PAN Card.
- Softcopy of a passport size photograph (white background)
- Covid Vaccination certificate (both doses complete)

Thanks again for your interest in being employed with BAJAJ Allianz Life Insurance and we look forward to you joining our organization at the earliest.

Thanking you,

For Bajaj Allianz Life Insurance Company Limited

Prof. Dr. Satish Warpade
Director
Swami Sevabhavi Sanstha's
Lotus Business School, Pune

Authorized Signatory



Bajaj Allianz Life Insurance Company Limited

Regd. Office Address: Bajaj Allianz House, Airport Road, Yerawada, Pune - 411006 | Tel (+91 20) 66026777 | Fax (+91 20) 66026789
Toll Free No : 1800 209 7272 | E-mail : customercare@bajajallianz.co.in | Website : www.bajajallianzlife.com

BAJAJ Allianz

1. **Group Term Life Insurance:** You will be covered by a life insurance cover, for a sum assured equivalent to 60 of your monthly fixed basic salary. This cover remains only as long as you remain in the service of the Company, subject to the minimum limit of INR 20 lakhs. The premium for this sum assured shall be paid by the company directly to the insurance company and this is not a part of your CTC. In addition to this, in case of accidental death the legal heir / nominee would be entitled to an additional death benefit.
2. **Group Personal Accident:** Under this policy, employees are covered for disability arising out of accidents. It compensates for the employee's loss of pay due to the disability. Death is not covered under this policy. The Capital Sum Insured (CSI) is INR 25 lakhs. The premium for this sum assured shall be paid by the company directly to the insurance company and this is not a part of your CTC.
3. You will be covered under the company group med claim policy. The company shall subsidize the annual premium to a limit of INR. 6206 per annum. The balance amount, if any, shall be borne by you and recovered from your salary.
4. Gratuity Benefit will be provided as per the provisions Payment of Gratuity Act, 1972.
5. Provident fund will be provided as per the provisions of the Employees' Provident Funds and Miscellaneous Provisions Act, 1952.
6. In the event there is any enhancement in the total emoluments to be paid to you on account of change in any statute (Central Government or State Government) or notification, then the said enhanced payment will be adjusted from the total CTC payable to you as shown hereinabove. In such a case the company will have the right to restructure your emoluments within the specific CTC.
7. All future ex-gratia Variable pay/ Performance pay would include prospective/retrospectively increased or additional Statutory payments liable*to be paid by the Company because of changes in statutes. Also the Company reserves the right to adjust/ recover such increased/ additional statutory payments from the Cost to Company (CTC). Further the Company will not be liable to pay any amount over and above CTC which includes all statutory payments applicable. Company reserves right to change your salary structure at any time by treating this as required notice, if any, under any Law & without any separate/further notice/ intimation. This is basis the fact that the CTC as mentioned in the offer letter is inclusive of all liability/ compensation obligations of the Company [whether towards statutory payments as well as towards Basic pay and other components of pay] unless specified otherwise in writing by the Company
8. If your employment is terminated by you for any reason prior to completion of 12 months of services, then you will pay back to the Company the entire joining expense incurred by the Company.



— 111006 | Tel (+91 20) 66026777 | Fax (+91 20) 66026789



VNF IDEAS PRIVATE LIMITED
49 Kailash Industrial Estate,
E-Wing Parksite,
Vikhroli (West),
Mumbai-400 086
CIN: U15130MH2018PTC307323

VnF/HR/MUM/OL/2022

Date: 14/02/2022

To,

Name: Ms. Aishwarya Bhadange
Email: aishbhadange8315@gmail.com
Mobile: 9960805908

SUBJECT: OFFER LETTER

Dear Aishwarya,

Congratulations, you have made it!!

It has been an absolute pleasure knowing you the last few weeks and we are thrilled to offer you the position of "Executive - Control Tower", based in Mumbai. You are expected to join tentatively on "14th February 2022, Monday".

At Fraazo, you will be a part of a highly motivated team and will be working with some of the best minds in the industry. This will be a special opportunity for you to build things ground up.

As an organization, Fraazo respects and appreciates strong-minded people who believe in taking chances and making things come true. We have a strong culture of trust and transparency and that extends to every aspect of the organization. We really appreciate and encourage sharing of ideas, thoughts and opinions. We believe you will fit into our culture really well and will be a valuable addition to the company.

Fraazo was built with a single mission to provide high quality and hygienic produce to customers. We have always worked hard to ensure that our customers get the best-in-class service. Apart from this, we also work very closely with our farmer friends to help uplift them and empower them. Keeping this mission in mind, we are now heading towards a golden goal of becoming the largest player in the fresh fruits and vegetable industry. We are growing at a fast pace and need your skills, thoughts and ideas to take us where we want to be.

Let's do great things together. Onwards & upwards.

Think Fresh!!




Prof. Dr. Satish Warpade
Director
Swami Sevabhavi Sanstha's
Lotus Business School, Pune



VNF IDEAS PRIVATE LIMITED
49 Kailash Industrial Estate,
E-Wing Parksite,
Vikhroli (West),
Mumbai-400 086
CIN: U15130MH2018PTC307323

REQUIREMENTS:

You are requested to bring with you the following documents (original copy for verification purpose only) along with photocopies of each, at the time of joining your duties. All the photocopies should be self-attested.

1. Four Passport Size Latest colour photographs.
2. Educational mark sheets –SSC, HSC, Graduation, Post-Graduation (if applicable), Diploma or Degree.
3. Salary proof of current/last organization – payslip/bank statement of last 3 months or copy of appointment letter.
4. Experience or Relieving letter copy of previous organisations.
5. Copy of PAN card.
6. Copy of Aadhar card

This offer will be treated as cancelled in case you fail to join the duties in VnF by the date mentioned above.



Dr. B. S. Wadhvani
Principal
Swami Sahavi Sanstha's Lotus Business Centre
Pune 411033

ANNEX B

COMPENSATION DETAILS:

Your compensation details are as mentioned below:

1. Name: Aishwarya Bhadanger
2. Location: Mumbai
3. Designation: Executive - Control Tower
4. Compensation (CTC): Rs. 340998 Per Annum

Particulars	Monthly	Annual
Basic	13,404	160,848
HRA	6,702	80,424
Conveyance	1,600	19,200
Subscription Allowance	5,102	61,224
Gross Salary	26,808	321,696
+ PF (ER)	1,608	19,302
+ ESIC(ER)	-	-
Total CTC	28,416	340,998
Gross	26,808	
PF Employee	1,608	
ESIC	0	
PT	200	
Net	25,000	

Additional employee benefits include Medical Insurance for employee, spouse and children.

With Best Wishes!
For VnF Ideas Pvt Ltd.

Richa Kaur



[Signature]

Richa Kaur

Head - HR

Date : 27-Dec-2021

OFFER LETTER

Mr. Krushna Shesherao Ingle
At Post Majalgaon, Samta Colony Near SBH, City : Majalgaon, District :
Beed (Maharashtra) - 431131

Dear Krushna Shesherao Ingle,

With reference to your application and subsequent interview you have had with us, we are pleased to make an employment offer as per the following terms and conditions:-

- . You will be joining us on or before **28-Dec-2021**. In case you don't join by this date, the offer would automatically stand withdrawn.
- . You will be designated as **Territory Manager**.
- . You shall be initially based in **SHQ - PUNE** however; you may be required to relocate to other parts of the country, in due course.
- . Your appointment and work conditions will be governed by the Rules and Regulations of the Company.
- . You may be asked to report at any of the shifts.
- . Your Salary shall be as per the attached sheet.
- . You shall be entitled to all medical facilities as per ESI Policy / Medclaim Policy as the case may be.
- . You shall be on probation for a period of six months.
- . Post probation, your services with the company can be terminated by either party by giving (3) months' notice to the other in writing.
- . A detailed Appointment Letter shall be issued to you at the time of joining the organization.
- . You shall not seek employment or be associated with our direct/indirect competition for a period of two years from the date of separation from the company even on termination, cancellation and retirement from employment.
- . Please send us accepted copy of resignation from your present organization within three days of receiving this offer; failing which, this offer would automatically stand withdrawn.
- . You are requested to bring originals and attested true copies of certificates of qualification and previous employment history, date of birth certificate, photo identity proof, last salary slip from the last employer, two recent passport size photographs & 2 reference letters.
- . This offer is subject to verification of all your educational and service certificates.
- . Please sign the duplicate copy of this letter as a token of acceptance and return to the undersigned

Yours faithfully,
For Dr. Lal PathLabs Ltd




DIRECTOR

Swami Sevabhavi Sanstha's
Lotus Business School
Pune - 411 033

Dr Lal PathLabs

Effective Date		28-Dec-2021	
Employee Name		Krushna Shesherao Ingle	
Designation		Territory Manager	
Location		SHQ - PUNE	
Band		A3	
Salary Heads		Per Month	Per Annum
(I)	Fixed Cash		
(A)	Monthly Payments		
	Basic	11,632	139,584
	HRA	582	6,984
	Special Allowance	11,286	135,432
	Gross Per Month (GPM)	23,500	282,000
(B)	Retirals		
	Company Contribution to PF	1,800	21,600
#	Gratuity	559	6,708
##	Statutory Bonus	2,326	27,912
	Annual Cash = GPA + Retrials	28,185	338,220
	Total Annual Cash = Annual Cash + Annual Variable Cash	28,185	338,220
(III)	Fixed Benefits (Accrued to the employees including those non encashable)		
a.**	Medical Insurance - Hospitalization Floating Cover for Self + Spouse + 2 Children + Parents, Applicable for non ESIC Members (Average Premium Amount)	1,000	12,000
	CTC = Total Annual Cash + Fixed Benefits + Variable Benefits	29,185	350,220

* Annual Variable pay is computed basis the individual and company performance, and payable to employee provided they are on rolls of company on last date of the financial year for which the variable pay is due

Gratuity payout governed by payment of gratuity act

Statutory Bonus amount is an estimate based on current guidelines. The actual amount is computed and paid in Oct / Nov , for the previous financial year as per payment of Bonus Act

** Estimated value of benefit based on group Mediciam Policy

This is a system generated letter and does not require any signature; by accepting this letter you hereby acknowledge your agreement of all the condition mentioned above.



Date : 10-Jan-2022

OFFER LETTER

Mr. Tushar Kisan Tikande
Mutakli-Po/Dhokari Takali, City : Ahmadnagar, District : Akole
(Maharashtra) - 422601


Dear Tushar Kisan Tikande,

With reference to your application and subsequent interview you have had with us, we are pleased to make an employment offer as per the following terms and conditions:-

- . You will be joining us on or before **11-Jan-2022**. In case you don't join by this date, the offer would automatically stand withdrawn.
- . You will be designated as **Territory Manager**.
- . You shall be initially based in **SHQ - PUNE** however; you may be required to relocate to other parts of the country, in due course.
- . Your appointment and work conditions will be governed by the Rules and Regulations of the Company.
- . You may be asked to report at any of the shifts.
- . Your Salary shall be as per the attached sheet.
- . You shall be entitled to all medical facilities as per ESI Policy / Mediclaim Policy as the case may be.
- . You shall be on probation for a period of six months.
- . Post probation, your services with the company can be terminated by either party by giving (3) months' notice to the other in writing.
- . A detailed Appointment Letter shall be issued to you at the time of joining the organization.
- . You shall not seek employment or be associated with our direct/indirect competition for a period of two years from the date of separation from the company even on termination, cancellation and retirement from employment.
- . Please send us accepted copy of resignation from your present organization within three days of receiving this offer; failing which, this offer would automatically stand withdrawn.
- . You are requested to bring originals and attested true copies of certificates of qualification and previous employment history, date of birth certificate, photo identity proof, last salary slip from the last employer, two recent passport size photographs & 2 reference letters.
- . This offer is subject to verification of all your educational and service certificates.
- . Please sign the duplicate copy of this letter as a token of acceptance and return to the undersigned

Yours faithfully,
For Dr. Lal PathLabs Ltd




Director
Swami Sevabnavi Sanstha's
Lotus Business School
Pune - 411 033

Effective Date		11-Jan-2022	
Employee Name		Tushar Kisan Tikande	
Designation		Territory Manager	
Location		SHQ - PUNE	
Band		A3	
Salary Heads		Per Month	Per Annum
(I)	Fixed Cash		
(A)	Monthly Payments		
	Basic	11,632	139,584
	HRA	582	6,984
	Special Allowance	11,286	135,432
	Gross Per Month (GPM)	23,500	282,000
(B)	Retirals		
	Company Contribution to PF	1,800	21,600
#	Gratuity	559	6,708
##	Statutory Bonus	2,326	27,912
	Annual Cash = GPA + Retrials	28,185	338,220
	Total Annual Cash = Annual Cash + Annual Variable Cash	28,185	338,220
(III)	Fixed Benefits (Accrued to the employees including those non encashable)		
a.**	Medical Insurance - Hospitalization Floating Cover for Self + Spouse + 2 Children + Parents, Applicable for non ESIC Members (Average Premium Amount)	1,000	12,000
	CTC = Total Annual Cash + Fixed Benefits + Variable Benefits	29,185	350,220

* Annual Variable pay is computed basis the individual and company performance, and payable to employee provided they are on rolls of company on last date of the financial year for which the variable pay is due

Gratuity payout governed by payment of gratuity act

Statutory Bonus amount is an estimate based on current guidelines. The actual amount is computed and paid in Oct / Nov , for the previous financial year as per payment of Bonus Act

** Estimated value of benefit based on group Medclaim Policy

This is a system generated letter and does not require any signature; by accepting this letter you hereby acknowledge your agreement of all the condition mentioned above.





ASSORT STAFFING SERVICES (P) LTD

Regd Office : Office No: 6 - E/F, 6th Floor, Rushabh Chambers, Off Makwana Road, Marol, Andheri (East), Mumbai- 400059
Ph. No. : 022 6917 1900, Website: www.assortstaffing.com, Email: info@assortstaffing.com, CIN No. : U74999MH2016PTC282542

Date: 29/12/2021

A19123

ABHISHEK NANDKUMAR BHOITE

9503728105

431984326755

PUNE

Employment Letter

Dear ABHISHEK NANDKUMAR,


We are pleased to appoint you a position as BUSINESS DEVELOPMENT EXECUTIVE in Freshalicious SuperBazaar Private Limited a Company under the company Act 1956 having its corporate office at Bangalore – Karnataka, with effect from 24/12/2021 You will be on the rolls of Assort Staffing Services.

You will be under contract for a period of 1 Year, which will be extended based on your performance and requirements.

The Following confirms our arrangements regarding your employment with Assort Staffing Services Pvt Ltd.

- **START DATE:** 24/12/2021
- **Total Cost to Company (CTC):** 22757.00 INR /- per month.
- **INDEMNITY:** You shall be responsible for protecting any property of the Client entrusted to you in the due discharge of your duties and you shall indemnify the client if there is a loss of any kind to the said property.
- **WORKING HOURS:** You will follow the working hours of the client where you will be deputed. You may have to work on shifts, based on the client's requirement. Your attendance will be maintained by the Reporting Officer of the client, who shall at the end of the month share the attendance with the contact person ASSORT STAFFING SERVICES PVT. LTD. for pay-roll processing.
- **TRANSFER:** You are liable to be transferred to any other department of the Client or ASSORT STAFFING SERVICES PVT. LTD. or at any other branches across India in which the client or ASSORT STAFFING SERVICES PVT. LTD. or any of the employer subsidiary company has any kind of interest. That also upon




Prof. Dr. Satish Warpade
Director
Swami Sevabhavi Sanstha's
Lotus Business School, Pune



ASSORT STAFFING SERVICES (P) LTD

Regd Office : Office No: 6 - E/F, 6th Floor, Rushabh Chambers, Off Makwana Road, Marol, Andheri (East), Mumbai- 400059
Ph. No. : 022 6917 1900, Website: www.assortstaffing.com, Email: info@assortstaffing.com, CIN No. : U74999MH2016PTC282542

Regd Office
Ph. No. : 0

such transfer, the present terms and conditions shall be applicable, to such a post or at the place of transfer.

- **NOTICE PERIOD:** In case you wish to discontinue your services with Assort you will be required to give a written notice of 30 days or salary in lieu of the same. In case Assort wishes to terminate your services, 30 day notice of termination can be given without assigning any reason thereof. However, in case of misconduct, misrepresentation, mental turpitude, Criminal Offence and/or unapproved absence from duty etc. the company will terminate your services on 1-day notice.
- **BACKGROUND VERIFICATION:** The Company reserves the right to have your back ground and verification directly or through an outside agency. If on such verification it is found that you have furnished wrong information or concealed any material information your services are liable to be terminated as well as company may ask for police verification document.
- **TERMINATION & SUSPENSION:** At the time of termination of the employment either due to termination by you or the Company or upon the lapse of the term of employment, if there are any dues owing from you to the Company, the same may be adjusted against any money due to you by the Company on account of salary including other applicable statutory dues or any other payment owned to you under the terms of your employment.
- **CODE OF CONDUCT:** You shall not engage in any act subversive of discipline in the course of your duty/ies for the Client either within the Client's organization or outside it, and if you were at any time found indulging in such act/s, the Company shall reserve the right to initiate disciplinary action as is deemed fit against you.
- **ABSENTEEISM:** You should be regular and punctual in your attendance. If you remain absent for 3 consecutive working days or more without sanction of leave or prior permission or if you over stay sanctioned leave beyond 3 consecutive working days or more it shall be deemed that you have voluntarily abandonment your employment with the company and your services are liable to be terminated within next 3 working days accordingly.
- **RULES AND REGULATIONS:** You shall be bound by the Rules & Regulations framed by the company from time to time in relation to conduct, discipline and other service conditions which will be deemed as Rules, Regulation and order and shall form part and parcel of this letter of appointment.
- **DEEMED CANCELLATION OF CONTRACT:** The Contract stands cancelled and revoked if you do not report to duty within 3 days from the date of joining & your act will be construed as deemed and implied rejection of the offer of employment from your side; hence no obligation would arise on the part of the company in lieu of such Employment Contract issued.





ASSORT STAFFING SERVICES (P) LTD

Regd Office : Office No: 6 - E/F, 6th Floor, Rushabh Chambers, Off Makwana Road, Marol, Andheri (East), Mumbai - 400059
Ph. No. : 022 6917 1900, Website: www.assortstaffing.com, Email: info@assortstaffing.com, CIN No. : U74999MH2016PTC282542

You are requested to bring the following documents at the time of joining:
Educational Certificates Experience Letter / Relieving letter Latest month pay slip Photo ID proof Address
Proof 5 passport size photographs PAN card
Here's wishing you the very best in your assignment with us and as a token of your understanding and
accepting of the standard terms of employment, you are requested to sign the duplicate copy of this
letter and return to us within a day.

Thanks & regards,
Assort Staffing Services Pvt Ltd

Authorized Signatory

Name: ABHISHEK NANDKUMAR BHOITE

Signature: _____

Place: _____

Date: _____





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NON-DISCLOSURE & NON - COMPETE AGREEMENT

I, ABHISHEK NANDKUMAR BHOITE, an employee of Assort staffing Services (P) LTD., execute this Non-Disclosure & Non-Compete Agreement (referred as "Agreement") as on 24/12/2021.

WHEREAS pursuant my employment obligations to ASSORT, I may be deputed at the third party client locations of the Assort. I will have access to, be furnished with or develop information for and on behalf of ASSORT's clients either solely or jointly with other employees or consultants of ASSORT where I am deputed, wherein all such information would be proprietary in nature and confidential to ASSORT or its clients.

I understand ASSORT and its clients will be irremediably damaged in the event of any unauthorized disclosure of any confidential information and acknowledge the importance of maintaining absolute confidentiality of the information and agree to the directions of the Assort and its clients where I am deputed during the term of my employment.

For the purpose of this Agreement the following terms shall have the meaning attributed to them as follows:

"Authorized use" shall mean the purpose for which the Employee is employed by ASSORT to render services to the Assort's clients on deputation and for which the Employee has access or is furnished or develops or is required to develop to perform his/her roles and responsibilities in such Clients business as defined from time to time.

"Assort" shall mean Assort Staffing Services Pvt Limited including the third-party entities where the employee is deputed by Assort Staffing Services Pvt Ltd during the term of their employment with Assort Staffing Services Pvt Ltd from time to time.

"Confidential Information" means any proprietary or confidential information of ASSORT and the client Assort where the Employee is temporarily deputed - that is sensitive material or otherwise of a value and not generally known to public including but not limited to customer database, pricing strategy, product specifications, logistics processes, business operations and processes, technology, marketing and promotion of services and products, investor information, strategic business plans of the Assort and its Affiliates, internal policies and procedures, research and development, marketing plans, sales projections and business performance results relating to the past, present or future business activities, usage of social media, training materials, tutorials, designs, materials, graphics and other written or graphic materials of that describe any part or whole of the business operations of the Client entity, generally or specifically, minutes of meetings, presentations, communication to customers, employees, vendors and any stakeholders of Client Entity, Employee database including performance indicators, employee compensation, qualification, KYC information, New personnel acquisition plans, Financial Information





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including unpublished financial statements, budgets, billing, revenues, invoices, cash inflows and outflows, banking information, MIS (Management Information System) reports, commercials, proposals, price calculation models, Vendor information including sources of supply, procurement, vendor database, vendor quotations, Vendor KYC information, Intellectual Property including but not limited to patents including patent applications and patents arising from such applications, and continuations of or relating to patents, trademarks, copyrights, registered designs, rights of license, assignment, use, moral rights, right of confidence in know how or technical or commercial information generally and any other such rights or interests whether protected under any law in force or not. Confidential Information shall also include any other information labeled "Internal and/or Confidential" by ASSORT or accessible to or provided to the Employee or developed by the Employee solely or jointly with other employees or consultants or clients of ASSORT pursuant to the performance of the Employee's obligations during the course of his/her employment. The Confidential Information and obligations thereto shall apply irrespective of the form in or the media on which such information is displayed or contained.

Further, in consideration of being entrusted access to Confidential Information, I understand and agree to the following during the term of my employment and after its termination that:

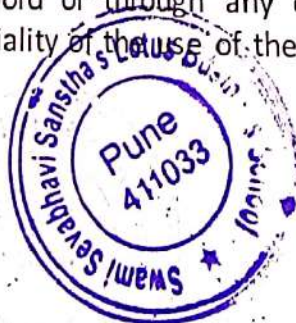
- 1) I will keep secret and not disclose any confidential information of ASSORT and its clients, including information received in confidence from others, and I will make no unauthorized use of such confidential information, either during or after my employment, except with the prior written consent of ASSORT or the Client Assort.
- 2) I will not duplicate or reproduce any confidential Information in any manner whatsoever, except as is required for the execution of my duties
- 3) I will disclose promptly to ASSORT and its Client Assort all inventions or improvements that I make or conceive, either alone or jointly with others, during my employment, that relate to its business or that result from work performed by me or from my use of ASSORT's facilities, equipment, supplies, or confidential information.
- 4) I agree that any original work of authorship, including any computer program or artistic work that I create, either alone or jointly with others, in connection with my employment, shall solely belong to ASSORT, who shall own all the rights, interest and title including the rights of patents, trademarks, copyright, designs and other intellectual property pertaining thereto, whether registered or not. I will execute all documents and give any other assistance requested by ASSORT at any time to obtain, maintain, protect, and enforce ASSORT's rights in works covered by this paragraph.



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- 5) I will assign, and hereby do assign, to ASSORT my entire right, title, and interest in and to all inventions and improvements covered by paragraph 3 above, and I will execute all documents and give any other assistance requested by ASSORT at any time to obtain, maintain, protect, and enforce patents or otherwise protect ASSORT's rights in inventions or improvements covered by paragraph 3 above.
- 6) Information disclosed by ASSORT hereunder shall remain the sole property of ASSORT. No license, right or ownership is granted or assigned to me under any patents, copyrights, or other proprietary rights by the disclosure of any information hereunder. In the event that I should make any copies of any documentation received hereunder, which contains trademark, patent or other proprietary legends when delivered to me, I shall maintain such legends on each such copy.
- 7) I agree to not directly or indirectly disclose or release in any manner at any time during or after my employment at ASSORT, any proprietary technology or software, or the direct product thereof, acquired or developed during my employment, without the prior written authorization of ASSORT.
- 8) I agree that during my employment with ASSORT, I will devote the agreed upon time and attention to the Assort's business entrusted to me by ASSORT.
- 9) In connection with my employment with ASSORT, I will not obtain, use, or disclose confidential information of others without prior authorization from ASSORT.
- 10) I represent that my performance of all the terms of this Agreement and my duties as an employee of the Assort will not breach any invention assignment, proprietary information, confidentiality or similar agreement with any former employer or other party. I represent that I will not bring with me to the Assort or use in the performance of my duties for the Assort any documents or materials or intangibles of a former employer or third party that are not generally available to the public or have not been legally transferred to the Assort.
- 11) Access to Computer resources and Software Licenses: I agree that in order to perform my duties, I may be granted access to official Email ID, computer resources and various software tools of ASSORT. In consideration of being entrusted with such access, I agree that I will not intentionally access any information, data or computer resources other than the information that I have been specifically authorized to access by ASSORT. I will keep the passwords, PIN codes, etc. associated with my corporate identity strictly confidential and I will not allow any other person access, either directly or indirectly, to ASSORT's computer resources with my corporate identity and password or through any other methods. I will have the ultimate responsibility of managing the confidentiality of the use of the corporate identity assigned to me and my password.





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- 12) Upon learning of any wrongful use or treatment of confidential information, I will promptly notify my supervisor or relevant authorized person within ASSORT and will cooperate in full with ASSORT to protect such information.
- 13) I shall indemnify and hold ASSORT harmless from any and all costs, damages, losses, liabilities and expenses (including, without limitation, reasonable attorney's fees and expenses) resulting from a breach by me of any of my obligations under this employment. I further acknowledge that, in the event of any breach of this Agreement by me, ASSORT may not have an adequate remedy in money or damages, therefore ASSORT shall be entitled in such event to obtain an injunction against such breach from any court of competent jurisdiction or such other remedies available at law.
- 14) During my employment, I shall not engage myself directly or indirectly in any business or service that compete with ASSORT or otherwise represent a conflict of interest with the business or service entrusted to me by ASSORT.
- 15) I agree that for a period of two (2) years from the date of cessation of my employment, I will not, without the Assort's express written consent, engage in any other engagement or business that (i) directly or indirectly competes with the current or future business of the Assort; (ii) uses any Assort information, equipment, supplies, facilities or materials; or (iii) otherwise conflicts with the Assort's business interest and operations either by myself or through third party
- 16) During my engagement with the Assort and for a period of two (2) years thereafter, I will not directly or indirectly solicit away employees or consultants of the Assort for my own benefit or for the benefit of any other person or entity.
- 17) During and after the termination of my engagement with the Assort, I will not directly or indirectly solicit or otherwise take away customers or suppliers of the Assort. I acknowledge and agree that the names and addresses of the Assort's customers and suppliers, and all other confidential information related to them, including their buying and selling habits and special needs, whether created or obtained by, or disclosed to me during my engagement, constitute trade secrets or proprietary or confidential information of the Assort.
- 18) I shall not at any time engage during or after my employment at ASSORT, in any form of conduct, or make any statements or representations or otherwise communicate directly or indirectly, whether in writing, orally or otherwise, that disparage or otherwise impair the reputation, goodwill or commercial interests of ASSORT or any of its affiliates including but not limited to its officers, employees, advisors, consultants or customers.
- Notwithstanding the foregoing, nothing in this paragraph will prevent any person from making any truthful statement to the extent (i) necessary with respect to any litigation, arbitration or mediation involving this Agreement, including, but not limited to, the enforcement of this Agreement or (ii) required by law or by any court, arbitrator, mediator or administrative or legislative body (including any committee thereof) with





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I agree to give apparent jurisdiction to order such person to disclose or make accessible such information. I agree to give prior notice to ASSORT of any statement that is required to be made as provided in the preceding sentence.

- 19) I hereby authorize the Assort to notify third parties, including, without limitation, customers and actual or potential employers, of the terms of this Agreement and my responsibilities hereunder.
- 20) This Agreement is co-terminus with the Employment/Appointment Letter issued to me and upon the termination of my Employment, this Agreement shall also stand terminated. I shall promptly return to ASSORT all confidential information in tangible form which had been furnished to me and all documents, memoranda, notes and other writings prepared by me which contain confidential information, and all copies thereof, at the earlier of ASSORT's request for the return of such items, or the termination of the assignment or my employment. I shall promptly certify in writing a declaration that such action has been taken.
- 21) I understand and agree that all the obligations under this Agreement shall by their nature survive the termination of Employment and I shall be responsible to safeguard the Confidential Information.

I hereby declare and acknowledge to have read and understood the terms of this entire agreement and agree to all of its terms. Ignorance of any terms of this Agreement shall be no defense upon breach of any terms of this Agreement. Any and all further amendments to the terms of this Agreement shall be applicable from time to time as notified by ASSORT.

Signature:

Name: ABHISHEK NANDKUMAR BHOITE

Title:

Date:



12-08-2021

Datta Ubhale
Pune

OFFER OF EMPLOYMENT

Dear Datta Ubhale,

Based on the meetings you have had with the Senior Management team at bigbasket, we are pleased to extend an offer of employment. The substantive terms of the offer are as follows:

1. You will be designated as "BUSINESS DEVELOPMENT EXECUTIVE" at 7B and will be based out of Pune.
2. Your date of commencement of Employment will be on 16-08-2021.
3. You will be entitled to receive a compensation of (CTC) INR. 326,004/-.
4. Your fixed salary will be INR.266004/-PA (Breakup as per Annexure A) and annual on-target variable pay will be INR.60000/- . The terms and conditions of your variable pay will be guided by the variable pay policy of the company.
5. You will be on probation for 6 months from your date of joining
6. You need to submit the following documents within a week of joining.

- a) Academic Certificates (all from 10th to Highest)
- b) Relieving letter from previous employer
- c) Proof of compensation last drawn (3 Month Salary Slip)
- d) Four passport size photographs (Recent)
- e) ID & address proof

Wishing you all the very best for a long and rewarding career at bigbasket.

Yours Sincerely,

For IRCPL,


Kumar Saurabh
SENIOR MANAGER - HR




Prof. Dr. Satish Warpade
Director
Swami Sevabhavi Sanstha's
Lotus Business School, Pune

Annexure A

The Break-up of your Fixed Salary would be as per the table below:

SALARY COMPUTATION		
Components	Per Annum	Per Month
Basic + DA	152688	12724
Statutory Interim Bonus	12719	1060
Conveyance Allowance	24000	2000
Communication Allowance	4200	350
HRA	46278	3857
ESIC	7796	650
Provident Fund	18323	1527
Cost To The Company	266004	22167

Please Note:

- Professional Tax deduction is applicable as per state's statutory law. Labour Welfare Fund deduction is applicable as per state's statutory laws.
- IT deduction is applicable at actuals (If applicable).



Vishal Magar
Gandhinagar

Dear Vishal,

Subject: Offer Letter

We are very pleased to offer you the position of "Associate – SCM & Ops" in our Organization. You will be a part of a growing and passionate team working on building India's largest and most significant Agri-Tech company.

The offer made is subject to the following terms and conditions:

A. Compensation:

Your total CTC will be **INR 300000** per annum (Three Lakhs). This includes **INR 15000** (Fifteen Thousand) of Performance Linked Bonus (PLB)*.

*Performance linked bonus will be paid out annually basis individual and company performance and is subject to you being an active full time employee and not serving notice period at the time of pay-out

B. Place/Transfer:

Your place of work will be in **Pune, Maharashtra**. Your services may be transferable and you can be seconded or deputed by the Company to any of its operations / projects / subsidiaries / affiliates or any other establishment in India at the sole discretion of the Management.

C. Time Off:

You will be eligible for vacation as per the Company's leave policy.

- i. Leave: You will be eligible to avail a maximum of 24 leaves during the financial year.
- ii. Employees joining in the middle of the year shall be eligible for leaves on a pro rata basis.

D. Probation & Termination:

You will be on probation for a period of 3 (three) months from the date of your joining. During the probationary period, your employment can be terminated by either side by giving 1 (One) month of notice to the other party or salary in lieu thereof. On confirmation of the services, your employment can be terminated by either side by giving 1 (One) months of notice to the other party or salary in lieu thereof; however, the Company, at its sole discretion, may waive the whole or part of the notice period and the salary in lieu thereof in the event you terminate your employment.




Prof. Dr. Satish Warpade
Director
Swami Sevabhavi Sanstha's
Lotus Business School, Pune

ULink AgriTech Pvt. Ltd.

(Formerly known as ULink BioEnergy Pvt. Ltd.)

E-Space IT Park, Office No. 106 BC, A1 Building, Next to Inorbit Mall, Nagar Road, Pune – 411014. India

Phone : 020 41504242. Email : info@agrostar.in Website : www.agrostar.in

As discussed, this offer is conditional upon completion of satisfactory references that could include, but is not necessarily limited to, a review of past employment and education records. The above terms are subject to your joining us on or before 5th April, 2022 and completion of satisfactory references that could include, but is not necessarily limited to, a review of past employment and education records.

You shall receive your appointment letter on your joining with detailed terms and conditions as per the guidelines of AgroStar.

We look forward to you joining the AgroStar team and working together on our cause of #helpingfarmerswin

Thanking you,
For, Ulink AgriTech Pvt. Ltd. - AgroStar

Priyanjali Kharbas



Priyanjali Kharbas
Vice President - People Practices

I have carefully read and understood the terms and conditions of my offer letter outlined herein above. I agree to abide by the same and affix my signature here to signify my acceptance.

Name: Vishal Magar

Signature:



**Annexure I
Compensation & Benefits**

Employee Name: Vishal Magar
Designation: Associate – SCM & Ops

Salary Head	Amount
Basic	114,000
HRA	45,600
Reimbursable Flexible Benefits	102,000
Total Gross Salary	261,600
Employer's Contribution to PF	23,400
Employer's Contribution to ESIC	-
Total Fixed Salary	285,000
Variable Pay	15,000
CTC	300,000
CTC PM	25,000
	21,800
Gross Salary PM	1,800
PF-Employee	-
ESIC-Employee	200
PT	19,800
Take home before TDS	

Note:

- The above compensation package will be subject to *Professional Tax, Labour Welfare Fund, Income Tax* regulations and / or other relevant laws applicable from time to time.
- Compensation figures are confidential in nature and should not be disclosed to anyone, except for statutory reasons.
- Professional Tax will be deducted if applicable.



Date 1st April 2022

Dear Ms Pranjal Jagannath Shelar

Ph: 9309998550

Pune

With reference to the discussions, we had with you, we are pleased to appoint you as Dark Store Incharge for DSS Agrisolutions Pvt Ltd.

Your total annual compensation (Cost to Company) will be Rs 1,68,000/-.

Your Current Job Location will be Pune.

Performance linked incentive may vary depending on your performance and company performance.

We request you to join on or before 1st April 2022.

The break-up of remuneration is given below.

Description	Monthly (INR)	Annual (INR)
Monthly Salary	14,000	1,68,000
Annual Total Compensation	14,000	1,68,000

*Incentive amount is an indicative amount and may vary depending on the individual's performance and the Company's performance

We are confident that you will be able to make a significant contribution to DSS Agrisolutions Pvt Ltd. We look forward to you joining us. Please do not hesitate to call us for information you may need.

Thanks

Niranjan Sharma

Founder and Director




Prof. Dr. Satish Warpade
Director
Swami Sevabhavi Sanstha's
Lotus Business School, Pune

Date 22nd May 2022

Dear Mr. Praveen Balasaheb Dongare

Ph: 9158707620

Pune

With reference to the discussions, we had with you, we are pleased to appoint you as Executive Accounts for DSS Agrisolutions Pvt Ltd.

Your total annual compensation (Cost to Company) will be Rs 1,80,000/-.

Your Current Job Location will be Pune.

Performance linked incentive may vary depending on your performance and company performance.

We request you to join on or before 23rd May 2022

The break-up of remuneration is given below.

Description	Monthly (INR)	Annual (INR)
Monthly Salary	15,000	1,80,000
Incentive Indication*		
Annual Total Compensation	15,000	1,80,000

*Incentive amount is an indicative amount and may vary depending on the individual's performance and the Company's performance

We are confident that you will be able to make a significant contribution to DSS Agrisolutions Pvt Ltd. We look forward to you joining us. Please do not hesitate to call us for information you may need.


Notice Period: In case of Resignation, you need to serve 1 month notice period to company.

Thanks

Niranjan Sharma

Cofounder and CEO




Director
Swami Sevabhavi Sanstha's
Lotus Business School
Pune 411 037

INLEAD ELECTRONICS PRIVATE LIMITED

OFFER LETTER

To,
Mr. RUSHIKESH YADAV

Sub: Offer an appointment as, at our Pune Branch


With reference to your application and subsequent interview conducted with us, Management is pleased to appoint you as Management Trainee (SALES), to work in our Pune branch. Also, go through the attached salary annexure.

Kindly return the duplicate copy of this offer, duly signed, as a token of acceptance of this offer.

Thanking you,
Your's faithfully


Shipra Shrivastava
HR Manager




Director
Swami Sevabhavi Sanstha's
Lotus Business School
Pune - 411 033

INLEAD ELECTRONICS PRIVATE LIMITED (Formerly known as OPPO MOBILES MU PVT LTD)

Branch office : 201, 2nd Floor, Marvel Allana Building, Lane No. 5, Above Kargo Hotel, Koregaon Park, Pune - 411001.

Regd. Office : Unit No. 301, 3rd Floor, CTS No. 540 A, A.J. House, Andheri Kurla Road, Andheri (East), Mumba - 400 059, Maharashtra, India

: 022-615 724 51/52, CIN No.: U51101MH2015PTC268314



Date: 10 Jun, 2022

Offer Letter Ref: HR/JUN/22/B1/60379131/60199322/1001235411

Mr. Ganesh Salunke
punawale pune
near balaji mandir
Punawale 411033
Maharashtra, India

Mr. Ganesh,

Further to your letter dated 10 Jun, 2022 appointing you as **Department Manager Trainee** in the organization. Please note the following is applicable.

Any offered candidate is eligible to join the services. However, in case at the time of on-boarding the candidate is unable to provide confirmation of successful completion of the course; on-boarding will be treated as provisional until required documents are provided. In the event of their failure to submit the copy of passing certificates/documents within one month of announcement of the results, the offer will stand withdrawn and the candidate will be terminated from the services without notice period or notice pay in lieu thereof.

The employee will be part of training for a period of six months after which the employee has to undergo certification. Only employees who are certified in the first attempt and accept posting based on availability will be eligible for the retention bonus of Rs. 25,000/- .

In case an employee is unable to clear certification in first attempt, they will be given an extension of 1-month and an opportunity for re-evaluation, in case an employee is unable to be certified in the second attempt they will be terminated from the services without notice period or notice pay in lieu thereof.

After certification in case the employee refuses posting assigned to them, then the organization reserves the rights to terminated the employee from the services without notice period or notice pay in lieu thereof.

All other terms and conditions of your appointment remain unchanged.

All the very best!!

Sincerely Yours,
For Reliance Retail Ltd

Authorized Signatory




Director
Swami Sevabhavi Sanstha's
Lotus Business School
Pune - 411 033

Dear Mr. Abhilash Yashwantrao Salke

Date 9th March 2022

Ph: 8788004009

Pune

With reference to the discussions, we had with you, we are pleased to appoint you as Warehouse Operation In charge for DSS Agrisolutions Pvt Ltd.

Your total annual compensation (Cost to Company) will be Rs 1,80,000/-. This includes Annual Performance linked incentive of Rs 12,000.

Your Current Job Location will be Pune.

Performance linked incentive may vary depending on your performance and company performance.

We request you to join on or before 15th March 2022.

The break-up of remuneration is given below.

Description	Monthly (INR)	Annual (INR)
Monthly Salary	14,000	1,68,000
Incentive Indication*	1000	12000
Annual Total Compensation	15,000	1,80,000

*Incentive amount is an indicative amount and may vary depending on the individual's performance and the Company's performance

We are confident that you will be able to make a significant contribution to DSS Agrisolutions Pvt Ltd. We look forward to you joining us. Please do not hesitate to call us for information you may need.

Thanks

Niranjan Sharma

Founder and Director




Prof. Dr. Satish Warpade
Director
Swami Sevabhavi Sanstha's
Lotus Business School, Pune

Dear Mr. Sahil Devraj Wagh

Date 4th Feb 2022

Ph: 9762933306

Pune

With reference to the discussions, we had with you, we are pleased to appoint you as Inward and Quality control for DSS Agrisolutions Pvt Ltd.

Your total annual compensation (Cost to Company) will be Rs 1,92,000/-. This includes Annual Performance linked incentive of Rs 12,000.

Your Current Job Location will be Pune.

Performance linked incentive may vary depending on your performance and company performance.

We request you to join on or before 7th Feb 2022.

The break-up of remuneration is given below.

Description	Monthly (INR)	Annual (INR)
Basic Salary	15000	1,80,000
Incentive Indication*	1000	12000
Annual Total Compensation	16,000	1,92,000

*Incentive amount is an indicative amount and may vary depending on the individual's performance and the Company's performance

We are confident that you will be able to make a significant contribution to DSS Agrisolutions Pvt Ltd. We look forward to you joining us. Please do not hesitate to call us for information you may need.

Thanks

Niranjan Sharma

Founder and Director




Prof. Dr. Satish Warpade
Director
Swami Sevabhavi Sanstha's
Lotus Business School, Pune

Dear Mr. Vikee Bapu Kumbhar

Date 31st Jan 2022

Ph: 7757806480

Pune

With reference to the discussions, we had with you, we are pleased to appoint you as Warehouse Operation Coordinator(D2C) for DSS Agrisolutions Pvt Ltd.

Your total annual compensation (Cost to Company) will be Rs 1,80,000/-. This includes Annual Performance linked incentive of Rs 1,000.

Your Current Job Location will be Pune.

Performance linked incentive may vary depending on your performance and company performance.

We request you to join on or before 7th Feb 2022.

The break-up of remuneration is given below.

Description	Monthly (INR)	Annual (INR)
Basic Salary	14000	1,68,000
Incentive Indication*	1000	12000
Annual Total Compensation	15,000	1,80,000

*Incentive amount is an indicative amount and may vary depending on the individual's performance and the Company's performance

We are confident that you will be able to make a significant contribution to DSS Agrisolutions Pvt Ltd. We look forward to you joining us. Please do not hesitate to call us for information you may need.

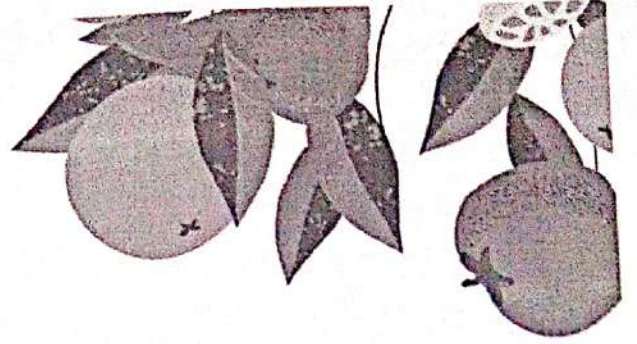
Thanks

Niranjan Sharma

Founder and Director



Prof. Dr. Satish Warpade
Director
Swami Sevabhavi Sanstha's
Lotus Business School, Pune



VNF Ideas Private Limited
102, WeWork Vijay Diamond,
A3 & B2, Cross Road B, MIDC,
Andheri East (East) Mumbai - 400093
CIN: U15130MH2018PTC307323

Date: 26/05/2022

VnF/HR/MUM/OL/2022

To,
Name: Sanket
Email: sanketdnikam@gmail.com
Mobile: 9730172699

Sub: Internship Offer Letter

Dear Sanket,

Further to the interview you had with us, we are pleased to appoint you to an Internship as an QA Intern in the **Quality Assurance Department** in VNF Ideas Private Limited. The terms and conditions governing your training are given below:-

1. You will be on Internship for a period of **06 months**.
2. Consolidated Stipend: A sum of **Rs. 25,000/- (Rupees Seventeen Thousand only)** per month will be paid to you as a stipend.
3. Your appointment is with effect from **1st June 2022 to 30th November 2022**.
4. Notice period during training: The Company reserves the right to terminate services of trainees on grounds of misconduct or violation of any rules and regulations Company by giving seven calendar days' notice or upon payment of stipend in lieu thereof.
5. You are required to maintain the highest order of discipline and secrecy as regards the work of the company. In case of any breach of discipline/trust, your services may be terminated by the company with immediate effect.

Kindly sign the copy of this letter indicating your acceptance of the above terms and conditions of this appointment and return the same to us.

With Best Wishes!
For VnF Ideas Pvt Ltd.

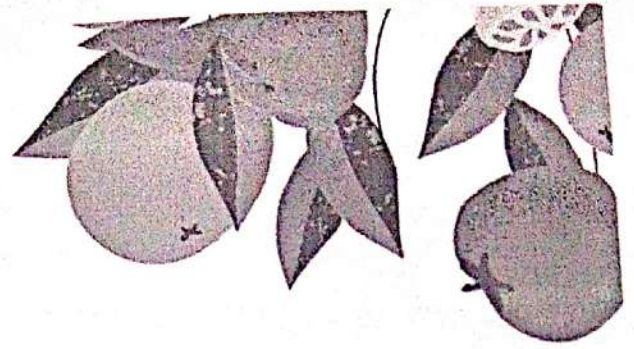
Richa Kaur
Head HR




Director
Swami Sevabhavi Sanstha's
Lotus Business School
Pune - 411 033

I, hereby confirm my acceptance on the above compensation structure

Name:
Date:



VNF Ideas Private Limited
102, WeWork Vijay Diamond,
A3 & B2, Cross Road B, MIDC,
Andheri East (East) Mumbai - 400093
CIN: U15130MH2018PTC307323

Date: 26/05/2022

VnF/HR/MUM/OL/2022

To,
Name: Pranav Tambe
Email: pranavtambe188@gmail.com
Mobile: 9527242435

Sub: Internship Offer Letter

Dear Pranav,

Further to the interview you had with us, we are pleased to appoint you to an Internship as an QA Intern in the **Quality Assurance Department** in VNF Ideas Private Limited. The terms and conditions governing your training are given below:-


1. You will be on Internship for a period of 06 months.
2. Consolidated Stipend: A sum of Rs. 25,000/- (Rupees Seventeen Thousand only) per month will be paid to you as a stipend.
3. Your appointment is with effect from 1st June 2022 to 30th November 2022.
4. Notice period during training: The Company reserves the right to terminate services of trainees on grounds of misconduct or violation of any rules and regulations Company by giving seven calendar days' notice or upon payment of stipend in lieu thereof.
5. You are required to maintain the highest order of discipline and secrecy as regards the work of the company. In case of any breach of discipline/trust, your services may be terminated by the company with immediate effect.

Kindly sign the copy of this letter indicating your acceptance of the above terms and conditions of this appointment and return the same to us.

With Best Wishes!
For VnF Ideas Pvt Ltd.

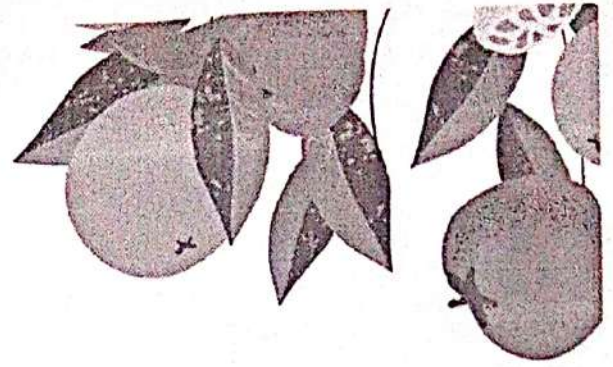
Richa Kaur
Head HR




Director
Swami Sevabnavi Sanstha's
Lotus Business School
Pune - 411 033

I, hereby confirm my acceptance on the above compensation structure

Name:
Date:



VNF Ideas Private Limited
102, WeWork Vijay Diamond,
A3 & B2, Cross Road B, MIDC,
Andheri East (East) Mumbai - 400093
CIN: U15130MH2018PTC307323

Date: 26/05/2022

VnF/HR/MUM/OL/2022

To,
Name: Suraj Choundkar
Email: surajchaundkar@gmail.com
Mobile: 9665563298

Sub: Internship Offer Letter

Dear Suraj,

Further to the interview you had with us, we are pleased to appoint you to an Internship as an QA Intern in the Quality Assurance Department' in VNF Ideas Private Limited. The terms and conditions governing your training are given below:-

1. You will be on Internship for a period of 06 months.
2. Consolidated Stipend: A sum of Rs. 25,000/- (Rupees Seventeen Thousand only) per month will be paid to you as a stipend.
3. Your appointment is with effect from 1st June 2022 to 30th November 2022.
4. Notice period during training: The Company reserves the right to terminate services of trainees on grounds of misconduct or violation of any rules and regulations Company by giving seven calendar days' notice or upon payment of stipend in lieu thereof.
5. You are required to maintain the highest order of discipline and secrecy as regards the work of the company. In case of any breach of discipline/trust, your services may be terminated by the company with immediate effect.

Kindly sign the copy of this letter indicating your acceptance of the above terms and conditions of this appointment and return the same to us.

With Best Wishes!
For VnF Ideas Pvt Ltd.

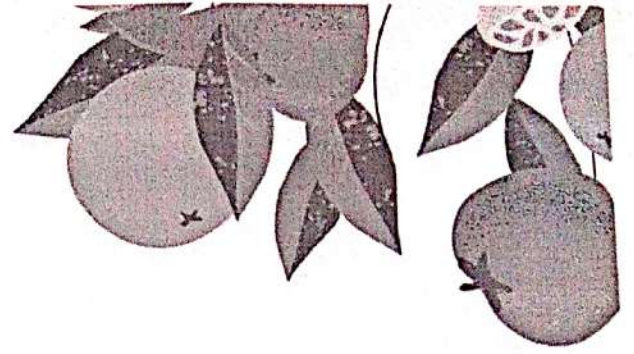
Richa Kaur
Head HR




Director
Swami Sevabhavi Sanstha's
Lotus Business School
Pune - 411 033

I, hereby confirm my acceptance on the above compensation structure

Name:
Date:



VNF Ideas Private Limited
102, WeWork Vijay Diamond,
A3 & B2, Cross Road B, MIDC,
Andheri East (East) Mumbai - 400093
CIN: U15130MH2018PTC307323

VnF/HR/MUM/OL/2022

Date: 26/05/2022

To,
Name: Ketan
Email: ketanbhoye94@gmail.com
Mobile: 9423532099

Sub: Internship Offer Letter

Dear Ketan,

Further to the interview you had with us, we are pleased to appoint you to an Internship as an **QA Intern** in the **Quality Assurance Department** in VNF Ideas Private Limited. The terms and conditions governing your training are given below:-

1. You will be on Internship for a period of **06 months**.
1. Consolidated Stipend: A sum of **Rs. 25,000/- (Rupees Seventeen Thousand only)** per month will be paid to you as a stipend.
2. Your appointment is with effect from **1st June 2022 to 30th November 2022**.
3. Notice period during training: The Company reserves the right to terminate services of trainees on grounds of misconduct or violation of any rules and regulations Company by giving seven calendar days' notice or upon payment of stipend in lieu thereof.
4. You are required to maintain the highest order of discipline and secrecy as regards the work of the company. In case of any breach of discipline/trust, your services may be terminated by the company with immediate effect.

Kindly sign the copy of this letter indicating your acceptance of the above terms and conditions of this appointment and return the same to us.

With Best Wishes!
For VnF Ideas Pvt Ltd.

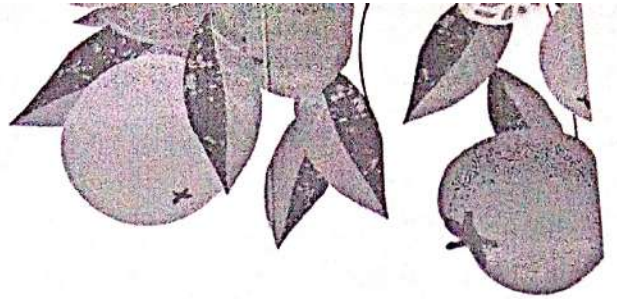
Richa Kaur
Head HR




Director
**Swami Sevabhavi Sanstha's
Lotus Business School
Pune - 411 033**

I, hereby confirm my acceptance on the above compensation structure

Name: _____
Date: _____



VNF Ideas Private Limited
102, WeWork Vijay Diamond,
A3 & B2, Cross Road B, MIDC,
Andheri East (East) Mumbai - 400093
CIN: U15130MH2018PTC307323

Date: 26/05/2022

VnF/HR/MUM/OL/2022

To,
Name: Mayur Gahine
Email: mayurgahine@gmail.com
Mobile: 9766895299

Sub: Internship Offer Letter

Dear Mayur,

Further to the interview you had with us, we are pleased to appoint you to an Internship as an QA Intern in the **Quality Assurance Department** in VNF Ideas Private Limited. The terms and conditions governing your training are given below:-


1. You will be on Internship for a period of 06 months.
2. Consolidated Stipend: A sum of Rs. 25,000/- (Rupees Seventeen Thousand only) per month will be paid to you as a stipend.
3. Your appointment is with effect from 1st June 2022 to 30th November 2022.
4. Notice period during training: The Company reserves the right to terminate services of trainees on grounds of misconduct or violation of any rules and regulations Company by giving seven calendar days' notice or upon payment of stipend in lieu thereof.
5. You are required to maintain the highest order of discipline and secrecy as regards the work of the company. In case of any breach of discipline/trust, your services may be terminated by the company with immediate effect.

Kindly sign the copy of this letter indicating your acceptance of the above terms and conditions of this appointment and return the same to us.

With Best Wishes!
For VnF Ideas Pvt Ltd.

Richa Kaur
Head HR




Director
Swami Sevabnavi Sanstha's
Lotus Business School
Pune - 411 033

I, hereby confirm my acceptance on the above compensation structure

Name:
Date:



22-12-2021

Rupak Rajendra Thakare
Pune

OFFER OF EMPLOYMENT

Dear Rupak Rajendra Thakare,

Based on the meetings you have had with the Senior Management team at bigbasket, we are pleased to extend an offer of employment. The substantive terms of the offer are as follows:


1. You will be designated as "BUSINESS DEVELOPMENT EXECUTIVE" at 7B and will be based out of Pune.
2. Your date of commencement of Employment will be on 22-12-2021.
3. You will be entitled to receive a compensation of (CTC) INR. 292000/-.
4. Your fixed salary will be INR.232000/-PA (Breakup as per Annexure A) and annual on-target variable pay will be INR.60000/-. The terms and conditions of your variable pay will be guided by the variable pay policy of the company.
5. You will be on probation for 6 months from your date of joining
6. You need to submit the following documents within a week of joining.

- a) Academic Certificates (all from 10th to Highest)
- b) Relieving letter from previous employer
- c) Proof of compensation last drawn (3 Month Salary Slip)
- d) Four passport size photographs (Recent)
- e) ID & address proof

Wishing you all the very best for a long and rewarding career at bigbasket.

Yours Sincerely,

For IRCPL,


Kumar Saurabh
SENIOR MANAGER - HR




Director
Swami Sevabnavi Sanstha's
Lotus Business School
Pune - 411 032

Annexure A

The Break-up of your Fixed Salary would be as per the table below:

SALARY COMPUTATION		
Components	Per Annum	Per Month
Basic + DA	156744	13062
Statutory Interim Bonus	13057	1088
Conveyance Allowance	24000	2000
Communication Allowance	4200	350
HRA	8479	707
ESIC	6711	559
Provident Fund	18809	1567
Cost To The Company	232000	19333

Please Note:

- Professional Tax deduction is applicable as per state's statutory law. Labour Welfare Fund deduction is applicable as per state's statutory laws.
- IT deduction is applicable at actuals (If applicable).



26-12-2021

Akshay Patel
Pune**OFFER OF EMPLOYMENT**

Dear Akshay Patel,

Based on the meetings you have had with the Senior Management team at bigbasket, we are pleased to extend an offer of employment. The substantive terms of the offer are as follows:


1. You will be designated as **"BUSINESS DEVELOPMENT EXECUTIVE"** at 7B and will be based out of **Pune**.
2. Your date of commencement of Employment will be on **27-12-2021**.
3. You will be entitled to receive a compensation of (CTC) **INR. 292000/-**.
4. Your fixed salary will be **INR.232000/-PA** (Breakup as per Annexure A) and annual on-target variable pay will be **INR.60000/-**. The terms and conditions of your variable pay will be guided by the variable pay policy of the company.
5. You will be on probation for 6 months from your date of joining
6. You need to submit the following documents within a week of joining.

- a) Academic Certificates (all from 10th to Highest)
- b) Relieving letter from previous employer
- c) Proof of compensation last drawn (3 Month Salary Slip)
- d) Four passport size photographs (Recent)
- e) ID & address proof

Wishing you all the very best for a long and rewarding career at bigbasket.

Yours Sincerely,

For IRCPL,


Kumar Saurabh
SENIOR MANAGER - HR
Director
Swami Sevabnavi Sanstha's
Lotus Business School
Pune - 411 033.



Annexure A

The Break-up of your Fixed Salary would be as per the table below:

SALARY COMPUTATION		
Components	Per Annum	Per Month
Basic + DA	156744	13062
Statutory Interim Bonus	13057	1088
Conveyance Allowance	24000	2000
Communication Allowance	4200	350
HRA	8479	707
ESIC	6711	559
Provident Fund	18809	1567
Cost To The Company	232000	19333

Please Note:

- Professional Tax deduction is applicable as per state's statutory law. Labour Welfare Fund deduction is applicable as per state's statutory laws.
- IT deduction is applicable at actuals (If applicable).



Offer Letter

21st Jan 2022

To,
Mr. Yogesh Shitole,
Punawale, Pune.

Sub: - Letter of Offer.

Dear Mr. Yogesh,

With reference to your application and subsequent interview with us, we are pleased to offer you a position of **"Business Development Executive"** in our organization at CTC of Rs.2,40,000/- (Rupees Two Lakh Fourty Thousand Only) per annum.

You shall report for duty on 24th Jan 22 at 9:00 AM. The detailed appointment letter will be given to on joining day. Also, kindly submit the following documents at the time of joining:

1. Two recent passport size photo.
2. Copies of your educational certificate.
3. Relieving letter & Experience letter from your previous employer.
4. Copies of salary slips / statements.
5. Id Proof - PAN Card & Aadhar Card.

Please sign the copy of this letter, as a token of acceptance.

With Best Wishes

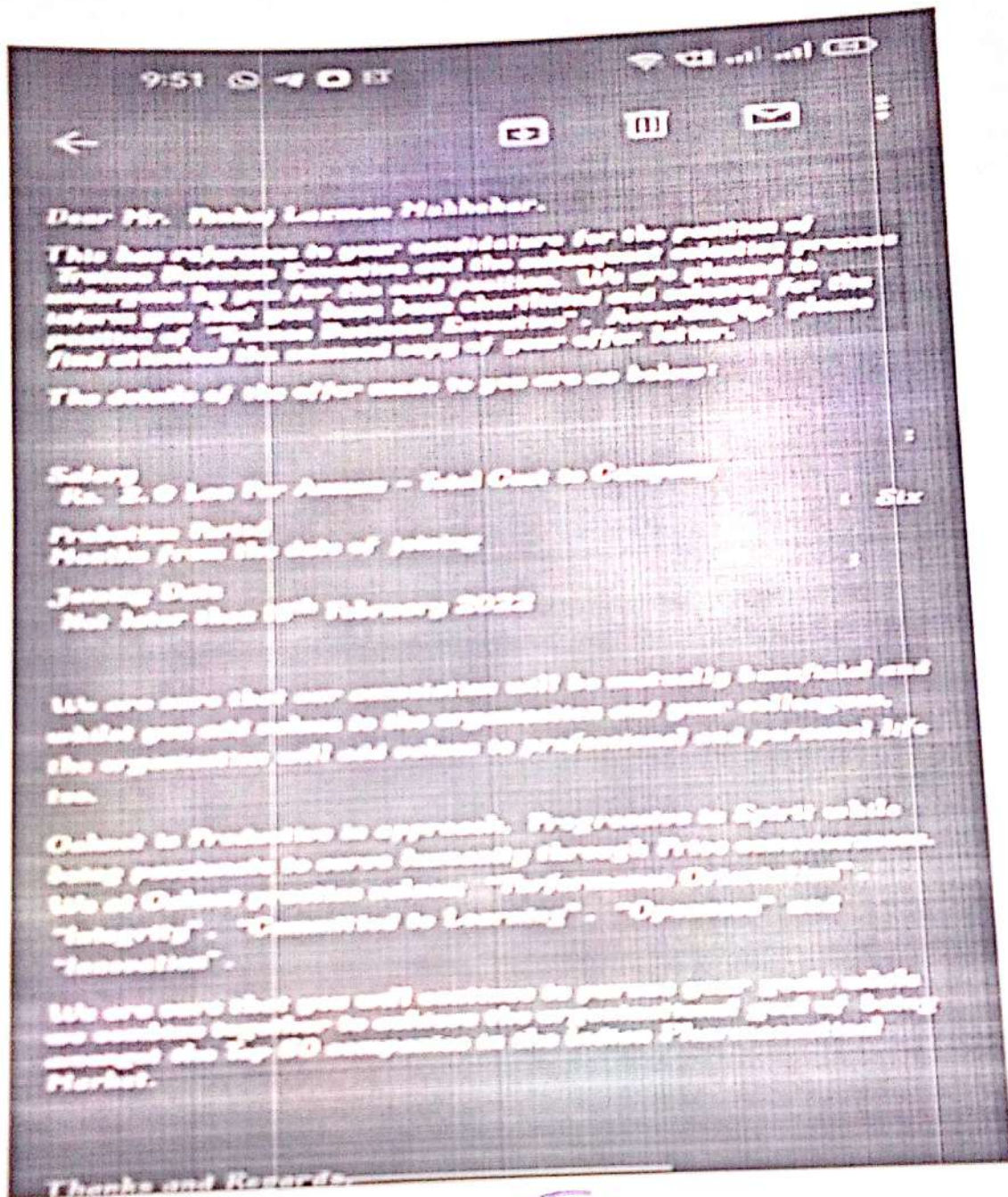
Accepted


Synthink Research Chemicals
Pune

Mr. Yogesh Shitole


Director

Swami Sevabhavi Sanstha's
Lotus Business School
Pune - 411 033




Director
Swami Sevabnavi Sanstha's
Lotus Business School
Pune - 411 033

03rd June 2022

Mr. Gajanan Chavan
PCMC

Dear Gajanan,

With reference to your application and the subsequent discussions that you had with us; we are pleased to offer you the position of "Scientific Business Ambassador" based in PCMC. We are sure, with your background and experience, you will significantly contribute to our vision of building the most vibrant Healthsciences Company and we will have a very rewarding association.

The Compensation structure is attached as an annexure, for your reference. You will be issued a formal appointment letter after you join.

On the date of joining, you will be required to come with the following documents:

- Copies of certificate relating to your academic qualifications
- Relieving letter from your current / last employer
- Experience certificates from the previous employments
- Proof of Date of Birth
- Proof of permanent address
- Photo identity proof
- Copy of PAN card
- Four passport size photographs

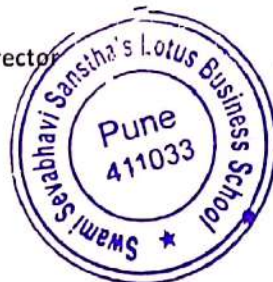
Kindly sign a copy of this letter as a token of acceptance.

Best Regards


Rajesh Ramadurai
Co-founder and Executive Director



Jay C Nair
General Manager – Sales & Marketing



Encl: Annexure 1

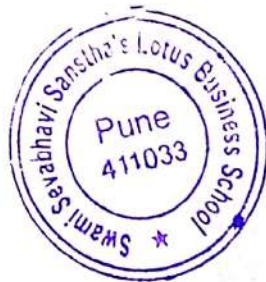

Director

Swami Sevabnavi Sanstha's
Lotus Business School
Pune - 411 033

Annexure 1

Name of Employee:	GAJANAN CHAVAN	
Designation	Scientific Business Ambassador	
HQ	PCMC	
	Proposed	
Salary Heads	Per Month (Rs.)	Per Annum (Rs.)
Basic + DA	15000	180000
HRA	7480	89760
Gross Salary - A	22480	269760
Less: Deductions		
PF @ 12% on Basic including DA	1800	21600
Prof. Tax	200	2500
Total Deductions - B	2000	24100
Est. Take Home Salary (A - B)	20480	245660
Annual Earnings:		
PF Contribution of company	1800	21600
Gratuity @ 4.81% on Basic Including DA	722	8658
Total Annual Earnings - C	2522	30258
Total Cost to Company (A + C)	25002	300018

Note: Income Tax will be deducted as per the existing tax rates; Take home will depend on tax saving plans of individual; PF & Gratuity as per prevailing laws; Variable pay will be determined based on performance criteria and goals; Field allowances and policies will be shared separately



DELHIVERY

Ref No:-

Date: 21-01-2022

Khade Kalyani Sunil

07, Om Row House, Nashik Road, Saman Gaon Road, Sinnar Fata, Aute mala, Nashik, Nashik Road, Maharashtra - 422101

Dear Khade Kalyani Sunil,

Further to your recent meetings and discussions with us, we are pleased to offer you employment with Delhivery Limited ("the Company") in the position of **Executive - RPC Operations** at the Company's office located at **Indore_Manglaya_H (Madhya Pradesh), Indore, Madhya Pradesh, India, (Field)**, on the terms and conditions set out hereinafter:

EMPLOYMENT

Your effective date of joining shall be no later than **03-02-2022**.

Your employment with the Company shall be subject to successful pre-and/or post-employment background checks, the accuracy of the testimonials and information provided by you and your being free from any contractual restrictions preventing you from accepting this offer or starting work with us on the above-mentioned date. You, if so asked by the Company, shall disclose on your own behalf and, if married, on your spouse's behalf full details of any external directorships held and any personal business interests including partnerships, shareholdings and trusteeships; involvement in any other business ventures involving unlimited liability; personal liabilities in connection with business activities; and involvement in other positions external to the Company and acceptance by the Company of those external interests.

Please note that if during the pre or post-employment background checks, the background checking agency gives a negative report or in the event of unsatisfactory result of your pre or post-employment background checks, this letter of appointment shall stand revoked automatically (whether you have accepted it or not) and, if you have already commenced employment with the Company, such employment shall automatically terminate without giving rise to any claim for compensation or damages in your favor, but without prejudice to Company's rights and remedies against you.

PLACE OF POSTING

Your initial place of posting shall be at the Company's office located at **Indore**. However, your services are transferable and you may be **assigned / transferred** in India or outside India to serve the Company in any of its existing or future offices or any of its group companies or associates. It is a condition of your employment that you comply with any such requirements of the Company. The transfer arrangement shall not deem to constitute a change in your conditions of service. Notwithstanding the above, you may **however** be required to work at any other place that the Company may deem fit and as may be required from time to time. You may also be seconded, deputed or transferred to any other **person / company** associated with the Company whether in India or abroad. In such a case your relocation expenses shall be borne by the Company and your reimbursement shall be as per the Relocation Policy of the Company. Parts of the Company operate on a 24X7 basis and are open for 365 days in a year.

Delhivery Limited

Corporate Office: Plot 5, Sector 44, Gurugram - 122 002, Haryana, India

Registered Office: N24-N34, S24-S34, Air Cargo Logistics Park, Indira Nagar, New Delhi - 110027

Opposite Gate 6 Cargo Terminal, IGI Airport, New Delhi - 110027
(Formerly known as "Delhivery Private Limited")

Director

Swami Sevabhavi Sanstha's
Lotus Business School

Pune - 411 033



QIN: 063090012011PLC221234

191 P24 6228600

corporate@delhivery.com

www.delhivery.com

DELHIVERY

PERFORMANCE OF DUTIES

You shall be assigned with all the duties and responsibilities of the **Executive-RPC Operations** and such other duties on behalf of the Company, as may be reasonably assigned from time to time by the Company's management.

PROBATION

You shall serve a minimum probation period of 6 (Six) months from the date of your joining the Company ("Probation") following which your employment with the Company shall be deemed to be **confirmed**, unless stated otherwise, and in writing. The Company reserves the right to extend the Probation period for an additional period, as deemed appropriate, in the event of your performance being dis-satisfactory. It shall be your responsibility to read, pursue and follow Company's regulations/policies, copies whereof shall be made available to you on the HRMS portal.

During the period of Probation, either the Company or you may at any time terminate this letter of appointment, without cause, by giving in writing to the other party, 15 (Fifteen) days notice or in lieu thereof a sum equal to the amount or pro-rated amount of basic salary which would have accrued to you during the period or remaining period of notice. You shall not be entitled to any notice pay if your employment is terminated in accordance with Appendix 3 to this letter of appointment.

COMPENSATION

As compensation for services to be rendered, you shall be paid an annual fixed salary of Rs. 256000. Your cost to the company (CTC) shall be Rs. 255996 (Rupees **Two Lakh Fifty Five Thousand Nine Hundred And Ninety Six Rupees** only) per annum. A detailed compensation structure is provided along with this letter of appointment (Appendix 1). The salary shall be payable on a monthly basis in arrears on or about the last working day of each calendar month, but in no case later than the 10th day of the succeeding calendar month. Please note that your salary details are highly confidential and should not be disclosed inside or outside the Company by you in any manner whatsoever and any failure on your part to adhere to this obligation shall be considered as serious breach of the terms of this letter of appointment. You shall keep strictly confidential, details of your salary and the employment benefits provided to you, within and outside the Company.

RELOCATION

Any Relocation assistance, if provided shall be as per the Company's relocation policy.

TERMINATION OF EMPLOYMENT

During Probation period, either the Company or you may at any time terminate this letter of appointment without cause by giving in writing to the other party, 15 (Fifteen) day's notice. You shall not be entitled to any notice pay if your employment is terminated in accordance with Appendix 3 to this letter of appointment.

After completion of the Probation period, either Company or you may at any time terminate this letter of appointment without cause by giving in writing to the other party, 30 (Thirty) day's notice. The Company reserves the right either to accept your pay and allowance / towards the notice period or demand for actual service during the notice period. You shall not be entitled to any notice pay if your employment is terminated in

Delhivery Limited

Corporate Office: Plot 5, Sector 44, Gurugram - 122 002, Haryana, India

Registered Office: N24-N34, S24-S34, Air Cargo Logistics Centre-II,

Opposite Gate 6 Cargo Terminal, IGI Airport, New Delhi - 110037

(Formerly known as "Delhivery Private Limited")

CIN: U63090DL2011PLC221234
+91 124 6225600
corporate@delhivery.com
www.delhivery.com

DELHIVERY

accordance with Appendix 3 to this letter of appointment. ■

Your employment shall also be governed by the standard terms and conditions, which are annexed hereto as Appendix 3 and the same shall form an integral part of this letter of appointment. Your employment is conditional upon your acceptance of the standard terms and conditions and the specific provisions contained in Appendix 3. Kindly sign and return the duplicate copy of this letter of appointment along with the Appendixes, as a token of your acceptance of the terms and conditions set out herein. Also, please initial each page of this letter of appointment and the Appendixes.

Please note that by signing this letter of appointment, you have agreed to accept the employment with the Company on the terms and conditions set out herein. Upon your signature and return to us, this letter of appointment shall be treated as an employment agreement and the terms and conditions of this letter of appointment shall govern your employment with the Company. This letter of appointment shall automatically stand revoked in the event you do not join the Company on or before the effective date mentioned in this letter of appointment.

It is a pleasure to welcome you as a part of Delhivery Limited. We are confident that your employment with the Company shall prove mutually beneficial and rewarding and we look forward to having you join. On your first day of employment, please report to our office located at Indore, at 9.30 AM along with the documents as mentioned in the Appendix 2.

Khade Kalyani Sunil, we thank you for considering Delhivery Limited as your future employer! We have bold objectives:

1. Create the largest economic value for our customers through our fulfillment platform.
2. Become the default choice for any company looking for supply chain solutions in India.
3. Focus relentlessly on economy in design and execution and pass on the benefits of our frugality to customers

Delhivery Limited
Corporate Office: Plot 5, Sector 44, Gurugram - 122 002, Haryana, India
Registered Office: N24-N34, S24-S34, Air Cargo Logistics Centre-II,
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(Formerly known as "Delhivery Private Limited")

CIN U63090DL2011PLC221234
+91 124 6225600
corporate@delhivery.com
www.delhivery.com

DELHIVERY

Joining us, shall put you amongst a team that is committed to excellence in everything we do. We are a battle-hardened force today, flag-bearers for a new generation of fulfillment companies around the world. Our clients and their customers trust us to fulfill our service promises and to build new paths for commerce, maintaining the highest standards of quality, precision and professionalism.

For Delhivery Limited



Rahul Gandhi

Senior Director-HR Operations

I accept this letter of appointment on the terms and conditions as described herein.

Disclaimer: As part of the green initiative, the Company has adopted a paperless policy. Please consider this as the only offer letter that will be shared with you. If specifically required for a particular purpose, please drop an email to loe@delhivery.com for a hard copy.

ACKNOWLEDGEMENT:

Khade Kalyani Sunil

Date

Appendix 1: Salary Break up

SALARY COMPUTATION		
Components	Per Annum	Per Month
Basic	132420	11035

Delhivery Limited

Corporate Office: Plot 5, Sector 44, Gurugram - 122 002, Haryana, India

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CIN: U63090DL2011PLC221234

+91 124 6225600

corporate@delhivery.com

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HRA	66216	5518
Bonus	11040	920
Special Allowance	20496	1708
Gross	230172	19181
Deductions		
Employee PF	18348	1529
Employee ESI	1728	144
PT	1500	125
Total Deductions	21576	1798
Net Pay Before Tax	208596	17383
Company Contribution		
Employer PF	18348	1529
Employer ESIC	7488	624
Sub Total	25836	2153
CTC	256000	
Total CTC	255996	

- a) Annual Performance Incentive is payable as per the prevailing company policy. b) The Net Take Home is subject to opting the Flexi options at the time of joining.
- c) Flexi pay may include Meal Coupons, LTA, Car Hiring and Vehicle Operating Exp.

Notes: Taxes shall be deducted subject to Investments declared to the organization has been computed on a yearly basis. Taxes will be computed as per the government regulations, which can change from time to time.

Appendix 2

Please come prepared with the following documents (photocopies & originals) on your day of joining:

1. Highest Qualification Proof (Mark sheet and Certificate/Degree)
2. Pan Card
3. Aadhaar Card
4. Permanent Address Proof (Aadhaar card/Voter ID card/Passport).
5. Current Address Proof (Aadhaar card/Voter ID card/Passport/ Notarized Rent Agreement), in case employee's

Delhivery Limited

Corporate Office: Plot 5, Sector 44, Gurugram - 122 002, Haryana, India
 Registered Office: N24-N34, S24-S34, Air Cargo Logistics Centre-II,
 Opposite Gate 6 Cargo Terminal, IGI Airport, New Delhi - 110037
 (Formerly known as "Delhivery Private Limited")

CIN: U63090DL2011PLC221234

+91 124 6225600

corporate@delhivery.com

www.delhivery.com

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permanent address and current address, are not same.

6. Last two employer's Relieving letter
7. 4 Passport size photograph
8. Latest Salary Slip
9. Bank Statement/Canceled Cheque
10. Signed Offer Letter

Your employment with the Company shall be subject to submission of the above documents and required joining forms on the date of joining. Shall you fail to submit the same even within 7 (seven) days of your joining the Company reserves the right to terminate your employment, in the event the above documents and forms are not submitted within the time stated above.

Appendix 3

STANDARD TERMS AND CONDITIONS OF EMPLOYMENT

This appendix containing the Standard Terms and Conditions of employment is attached to the letter of appointment and shall be deemed to be an integral part thereof. Your employment is conditional upon your acceptance of the standard terms and conditions detailed herein.

1. BENEFITS

You will also be entitled, during the term of your employment, to such leaves, medical Insurance, Group Personal Accident and other employee benefits as the Company may offer from time to time, subject to applicable eligibility requirements. The Company does reserve the right to make any modifications in this benefits package that it deems appropriate. A brief overview of benefits currently being offered

1. Eligibility for a total of 32 days of Annual leaves every financial year (April-March)
2. Gratuity shall be paid as per the Gratuity Act
3. Eligibility for Provident fund as per the Employees Provident Fund and Miscellaneous Provisions Act, 1952
4. Eligible for Employees State Insurance as per the Employees State Insurance Act, 1948
5. Performance Linked Incentives shall be paid based on performance during the financial year.
6. Please refer to the respective policy documents, as updated and available on the Company's HRMS portal for details.

2. CONFIDENTIALITY

In consideration of the Company furnishing You with the Confidential Information, the employee agree as follows:

1. The Confidential Information shall be used by You solely within the scope of your engagement of services for which the disclosure was made, and not for any other purpose. You shall not disclose Confidential Information to any third party and shall otherwise treat such Confidential Information as you treat like information of your own. You agree shall always take whatever commercially reasonable steps are necessary to protect the confidentiality of such information.

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2. You are required to keep the Confidential Information confidential as you would your own confidential information and trade secrets and keep in confidence and subject to the terms and conditions of this Agreement. You shall not disclose the Confidential Information or any part thereof to any Person. You shall not make any copies or make any summaries or transcripts or reproduce or transmit by any means and in any form whatsoever (including in an externally accessible computer or electronic information retrieval system) of the whole or any part of the Confidential Information otherwise than as required in pursuance to this Agreement and without the prior written consent of the Company.
3. The term "Confidential Information" shall be deemed not to include information which is or becomes generally available to the public other than as a result of a disclosure by You or any other person who directly or indirectly receives such information from You or in violation of a confidentiality obligation to the Company known to You or is or becomes available to You on a non-confidential basis from a source which is entitled to disclose it to You.
4. Unless otherwise specified in a separate agreement between the parties, all Confidential Information disclosed by the Company to You shall be and shall remain the Company's property. Upon termination of your engagement of services for which the disclosure was made, or at any time upon Company's request, you shall promptly return all existing tangible Confidential Information to the Company. Any type of Confidential Information tangible and intangible that you came across during the tenure with the organization, that shall remain subject to the confidentiality obligations post the termination as per this Agreement.
5. In case of breach of the terms and conditions of this Agreement or any unauthorized disclosure or use of the confidential Information by you, which may cause the Company irreparable harm, sufficient injury, loss and damage, the extent of which may be impossible to ascertain and which cannot be fully compensated by monetary damages, in addition to any other remedies the Company may have at law or in equity, the Company shall be entitled to seek immediate injunction and other equitable relief against you to prevent any further or continuing breach of your obligations. In addition to all remedies available in law and equity, you will also be liable to pay for all legal fees and costs incurred in the successful enforcement of this Agreement or the successful establishment of breach of this Agreement.
6. Intellectual Property Ownership. The Employee hereby assigns to the Company all rights, including, without limitation, copyrights, patents, trade secret rights, and other intellectual property rights associated with any ideas, concepts, techniques, inventions, processes, works of authorship, Confidential Information or trade secrets (i) developed or created by the Employee, solely or jointly with others, during the course of performing work for or on behalf of the Company or any affiliate of the Company, or the predecessors of any such entities, whether as an employee or independent contractor, (ii) that the Employee conceives, develops, discovers or makes in whole or in part during the Employee's employment by the Company that relate to the business of the Company or any affiliate of the Company or the actual or demonstrably anticipated research or development of the Company or any affiliate of the Company, (iii) that the Employee conceives, develops, discovers or makes in whole or in part during or after the Employee's employment by the Company that are made through the use of any of the equipment, facilities, supplies, trade secrets or time of the Company or any affiliate of the Company or that result from any work the Employee performs for the Company or any affiliate of the Company, or (iv)

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developed or created by the Employee, solely or jointly with others, at any time before the Employment Period, that relate to or involve the Company's businesses (including, but not limited to, the business of the Company Group) (collectively, the "Work Product"). Without limiting the foregoing, to the extent possible, all software, compilations and other original works of authorship included in the Work Product will be considered a "work made for hire" as that term is defined in Title 17 of the United States Code. If, notwithstanding the foregoing, the Employee for any reason retains any right, title or interest in or relating to any Work Product, the Employee agrees promptly to assign, in writing and without any requirement of further consideration, all such right, title, and interest to the Company. Upon request of the Company at any time during or after the Employment Period, the Employee will take such further actions, including execution and delivery of instruments of conveyance, as may be appropriate to evidence, perfect, record or otherwise give full and proper effect to any assignments of rights under or pursuant to this Agreement. The Employee will promptly disclose to the Company any such Work Product in writing.

3. DISCIPLINARY ACTION PROCEDURE

Any breach of the Company's regulations/policies, failure to attain or maintain a satisfactory work standard or any misconduct by an employee shall be regarded as a disciplinary or capability matter. Your immediate superior shall normally deal with minor disciplinary matters. The procedure for more serious offences including major misconduct shall be dealt in the manner set out under the Company's regulations/policies. Further, in case of any kind of misconduct, the Company is at liberty to terminate your employment immediately.

4. COMPANY'S REGULATIONS/POLICIES

You shall abide and be bound by the Company's regulations/policies as available on company's HRMS portal, and the same shall form part of this letter of appointment. The Company's regulations/policies may be changed / amended at any time at the discretion of the Company and the changed Company regulations/policies shall thereupon bind you. You shall also carry out and abide by any instruction, policies, 'house rules' and 'office orders' issued by the Company from time to time.

5. SEPARATION / TERMINATION OF EMPLOYMENT

Separation/Termination of employment will be applicable in accordance with condition set forth in Separation Policy and Disciplinary, Capability and Grievance Management policy. Categories of voluntary separation are Resignation, Death, Retirement and End of fixed term. Categories of involuntary separation are Non Performance, Sexual Harassment, Misconduct and Absenteeism.

6. REPRESENTATION

You represent and warrant that you are not bound by or subject to any court order, agreement, arrangement or undertaking (including but without limitation any non-competition or non-solicitation undertakings) or any other disability of any nature which may in any way restrict or prohibit you from entering into this letter of appointment or from performing your duties and providing services under this agreement of employment on the terms and condition contained herein.

7. INTERPRETATION

If any of the provisions of this letter of appointment shall, for any reason, be held to be invalid, illegal or

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unenforceable in any respect, such invalidity, illegality or un-enforceability shall not affect any other provisions of this letter of appointment, and this letter of appointment shall be construed as if such invalid, illegal or unenforceable provision has never been contained in this letter of appointment. If, moreover, any one or more of the provisions contained in this letter of appointment shall for any reason be held to be excessively broad as to duration, activity or subject, it shall be construed by limiting and reducing it, so as to be enforceable to the extent compatible with the applicable law as it shall then appear.

8. DISPUTES

All disputes or differences whatsoever arising between the Company and you out of or relating to the construction, meaning and operation or effect of this letter of appointment or the breach thereof shall be settled by a senior officer of the Company as nominated by the CHRO and the decision made in pursuance thereof shall be binding on you and the Company.

1. Any disputes during or after your employment would first be settled amicably between us. Should such a settlement be not possible then the same shall be finally settled by arbitration as per the provisions of the Arbitration and Conciliation Act, 1996, or any other statutory modification or re-enactment thereof. The arbitration shall be conducted by a sole arbitrator who shall be an independent and suitably qualified third party appointed by the Company. The venue of the arbitration shall be Gurgaon, India. The arbitration proceedings shall be conducted in English.
2. Subject to what is stated above, the courts at New Delhi, India shall have the sole jurisdiction in respect of all matters pertaining to this appointment.
3. This appointment shall be governed and construed exclusively in accordance with the laws of India.

9. WAIVER OF BREACH

Any waiver by the Company of a breach of any provision of this letter of appointment shall not operate or be construed as a waiver of any subsequent breach.

Electronica FinSMART Solutions Pvt. Ltd.Plot No. 5, Sahajanand Society,
Kothrud, Pune - 411038■ Tel.: +91 9922918622 ■ www.finSMART.co.in■ Email : info@finSMART.co.in

■ CIN : U74120PN2007PTC129476

Date: 9th May' 2022

Dear Rucha,

This has reference to your interest in taking up full-time employment with FinSMART Solutions and our subsequent meetings.

It gives me great pleasure to invite you to be a part of FinSMART Solutions team in India. You would join as part of the Operations Team of FinSMART Solutions which is primarily responsible for service delivery to our clients. FinSMART Solutions comprises talented professionals who would be keen on welcoming you onboard.

Joining DetailsJoining Date : 10th May 2022

Location : Pune

Reporting Time : 10am

Reporting Manager : Mrs. Shalaka Joshi

Designation and Compensation

Your designation would be 'Process Associate-AR (International)' and your compensation would be structured around monthly CTC equivalent to Rs. 17,000/- p.m. and annual CTC equivalent to Rs. 2,04,000/- p.a.

You may decide upon opting for PF or opting out of PF at the time of joining.

If you decide to opt for PF then 'Employer's contribution to PF' would be treated as part of CTC mentioned above.


Director
Swami Sevabnavi Sanstha's
Lotus Business School
Pune - 411 033

Training and Probation

1. Initial six months of employment would be termed as training followed by another six months of probation and then you will be confirmed unless the probation period is extended by your manager on evaluation of your performance. The confirmation or extension will be formally communicated to you.
2. Confirmation has no bearing on your compensation.

WFH during lockdown

- In case of WFH regulations announced by the Government of India, you will be required to arrange for laptop and internet connection at your expenses.

Employment at will

By accepting this offer you confirm that you have understood all about the nature of our business, your role in the company, reporting structure, work demands and are fully aware that with change in business demand, these may change over time.

1. You have assessed the work requirements and you are reasonably confident of your fitment to the role given your education and experience.
2. You understand that you will be required to visit client office locations and/or government offices using your own two wheeler frequently as a part of the job profile. You will be paid conveyance cost reimbursement towards the same as per the company prescribed reimbursement rates.
3. You are accepting this offer at will and agree to abide by the terms, guarantees, and code of conduct of the organization.
4. A commitment of 3 Years working with the Organization from the date of joining excluding paid or unpaid leaves availed. You are eligible for a Yearly Appraisal as per the norms of the Organization.

Electronica Finsmart Solutions Pvt. Ltd.

Plot No. 5, Sahajanand Society,
Kothrud, Pune – 411038

■ Tel.: +91 9922918622 ■ www.finsmart.co.in

■ Email : info@finsmart.co.in

■ CIN : U74120PN2007PTC129476

Work timings

1. The regular office timings are **1.30pm to 10pm.**
2. You agree to meet expectations on maintaining discipline in work timings.
3. You agree to meet expectations on working for late hours as and when necessary to complete the work responsibilities assigned to you

Paid Leaves and Weekly Off

- You will be eligible for weekly off on **Saturday and Sunday.**
- You will not be entitled to any paid leave during training period.
- During probation you are eligible for paid leave of **one day per month** and after confirmation you are eligible for paid leave of **two days per month** subject to prior approval of reporting manager.

Separation

1. Given that this is employment at will, both sides would be free to end the engagement by giving written notification.
2. To ensure a smooth separation process, you would be bound to give clear 60 working days advance intimation.
3. No verbal or written communication from any authority other than the undersigned can overrule this term at a later date.



FINSMART
Trusted FinOps Partner

Electronica Finsmart Solutions Pvt. Ltd.

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Kothrud, Pune - 411038

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■ Email : info@finsmart.co.in

■ CIN : U74120PN2007PTC129476

Conditionality

This offer is conditional to a positive outcome of the following:

1. Information provided by you in your application to us for employment (including resume) and documents submitted are genuine and documents submitted as per Table A are genuine.
2. Submission of documents mentioned in Table A is essential to get the Appointment Letter.
3. You do not have any impending legal proceedings against you in any court of law.
4. You have been relieved by your previous employer and are not employed on the date of joining Finsmart
5. Reference provided by you approves of your suitability of character.
6. That you are medically fit to execute your responsibilities at work.

Warm regards,

Mrs. Shalaka Joshi

Founder and Director

Electronica Finsmart Solutions Pvt. Ltd.

Plot No. 5, Sahajanand Society,

Kothrud, Pune – 411038

 ■ Tel.: +91 9922918622 ■ www.finsmart.co.in

 ■ Email : info@finsmart.co.in

■ CIN : U74120PN2007PTC129476

TABLE A
DOCUMENTS REQUIRED AT THE TIME OF JOINING

No.	Documents Required	Format	Document Type
1	Proof of Age and ID	Photocopy	Driver License/10th Certificate/PAN card/ Aadhar
2	Proof of Residence	Photocopy	Telephone Bill/Ration Card/Voter ID Card/Electricity Bill/rent Agreement
3	Educational Qualifications	Photocopy	10th, 12th, Graduation, Post Graduation
4	Experience Certificate/s	Photocopy	On the letterhead of the company
5	Last pay slip/Bank Statement	Original	Letter with Stamp of the Company
6	Relieving Letter	Photocopy	On the letterhead of the company
7	Appointment Letter/Salary Revision Letter	Photocopy	On the letterhead of the company
8	Three Photographs	Passport Size and 1 stamp size	
9	Updated Resume		
10	Form 16 tax details & returns	Photocopy	
11	PAN Card	Photocopy	

Agreement & Guarantees Document

1. **Non-disclosure agreement:**

FinSMART Solutions is a knowledge enterprise and would continuously be creating original knowledge, content, and processes. Each aspect of business at FinSMART Solutions would have proprietary knowledge built-in. As a member of FinSMART Solutions team, you would act as guardian of the intellectual property of the company. You would treat all business information with care and would use it only for the purpose for which it is rightfully meant. Your information dissemination would be bound by need-to-know protocol. At no point would you indulge in discussing business model, client details, delivery methodology, financial performance, co-worker details with anyone outside FinSMART team without the explicit consent of CEO of FinSMART Solutions. A breach of non-disclosure would qualify for immediate termination. Non-disclosure agreement would apply up to three years from the end of employment with FinSMART if at all.

2. **Non-Compete agreement:**

During the tenure with FinSMART Solutions, the company would make a significant investment in the development of resources through business exposure, training, peer group interaction. The last thing FinSMART would want is that the resources contribute against the interest of the organization after gaining from all organization efforts. All members joining FinSMART Solutions would be at-will restricted from taking up any assignment or job or any other form of association during and after leaving FinSMART that directly competes with business interests of FinSMART Solutions including any kind of assignment with existing or past FinSMART Solutions' Clients. This restriction would apply for three years from the end of FinSMART Solutions employment. A breach of this agreement would qualify FinSMART to take legal action.

3. **Non-Solicit guarantee:**

As a member of FinSMART Solutions team, you would gain access to information of other team members and their abilities. You would take extreme care of not disclosing team member information to any third party. You would be restrained from soliciting any member of FinSMART Solutions for any assignment outside the context of FinSMART Solutions without due authorization from management of FinSMART Solutions. This restriction would apply for up to 3 years from the end of your engagement with FinSMART Solutions. Breach of this clause would invite legal action.

4. **Data Security Guarantee:**

As a member of FinSMART Solutions team, you are likely to be handling a good amount of data & information about your client or project. You would guarantee the safety of that data at all times. You would take all necessary measures to ensure data security at your end.

5. **Password protection guarantee:**

While working, you would be handling tools that are protected by password. You would guarantee protection of password handled by you and would ensure no breach on usage of the tools.

6. Asset protection effort:

You would act as an owner of company assets as far as handling and care are concerned. Computers, Laptops, Data, Books, Manuals, human resources would all command high attention from you. You would promote cost consciousness amongst peers and would guard against any threat to assets.

7. Ownership of Content:

While at employment at FinSMART Solutions, all the content, knowledge, process developed by you would form the property of FinSMART Solutions and you'd have no ownership claim on any intellectual property. Moreover, you authorize FinSMART Solutions to use your name, pictures, and any credentials in a manner it deems fit to fulfill and promote the business interests of FinSMART Solutions.

I agree to the above-mentioned agreement and guarantees document. I fully understand each of the clauses and agree to sign appropriate legal contracts aimed at executing the above-mentioned clauses upon joining.

I understand that I accept these terms of free will and have an option of not taking this assignment if I disagree with any.

I hereby confirm my willingness to take up the assignment

Sign :

Name : Date.....

Note :

FinSMART Solutions as mentioned above means Electronica FinSMART Solutions Pvt. Ltd.

MAGNAPLAST TECHNOLOGIES (INDIA) PVT. LTD.

MANUFACTURERS OF PLASTIC BONDED MAGNETS

MTI/Admn/Feb 22/02
Date : 01.02.2022

Mr. Vishal Rajaram Askar
At. Sheri Post Londhari, Sheri Jamner,
Jalgaon - 424206



Dear Vishal,

Ref :- Appointment as " Accounts Asst."

With reference to your application dated 29-01-2022 and the subsequent interview you had with us on 01.02.2022, we are pleased to appoint you as Accounts Asst. in our organization on the following terms and conditions

01 - You are designated as - ACCOUNTS ASST.

02 - Your appointment will be effective from 01.02.2022

03 - Your monthly salary, allowances and perquisites will be:

A	Basic Salary	Rs	5500.00
B	House Rent Allowance	Rs	1250.00
C	Transport Allowance	Rs	1100.00
D	Education Allowance	Rs	1100.00
E	Special Allowance	Rs	1050.00

Total Per Month :- Rs 10,000.00

04 - Besides above you will be eligible to other perquisites as listed below:

- Provident Fund : 12 % of Basic salary as per provisions of the Employees Provident Fund and Miscellaneous Provisions Act, 1952 and Schemes framed there under as applicable.
- E. S. I. : As per provisions of Employees State Insurance Act.
- Gratuity : 15 days last drawn Basic salary for each completed year of continuous service subject to putting in / having minimum service of 5 years as per the provisions of the Payment of Gratuity Act, 1972.

05 - You will be on probation until such time, you are confirmed by a letter of confirmation, which will be subject to your performance during your probationary period. Initially the probationary period will be 6 months, but the same can be extended by a suitable period, at the discretion of the Management.

06 - During the probationary period your service can be terminated by either side without any notice. After confirmation, your services are terminable on either side, by one month's written notice or consolidated salary in lieu of notice except for dismissal, discharge or termination for misconduct when you will not be entitled to any notice or salary thereof.

07 - After confirmation you will be eligible to other perquisites as listed below :

- Leave per annum : (i) Privilege leave (ii) Sick leave (iii) Casual Leave - System and procedures to be followed as per Leave Rules framed by the Company.

MAGNAPLAST TECHNOLOGIES (INDIA) PVT. LTD.



Director
Swami Sanyasini Sanstha's
Lotus Business School
Pune - 411 033



BROKER NETWORK

Private & Confidential

Subject: Offer Letter_4B Networks Private Ltd.

Date: 9-Mar-22

Dear Shubham Bhandare

On behalf of 4B Networks Private Limited., it is our pleasure to extend an offer of employment to you on the following terms and conditions.

1. LOCATION/PLACE OF POSTING

Your initial work location will be Pune, however based on Organization and business imperatives, you can be transferred to any company location anywhere in India or abroad. Consequent to such transfers, you will be governed by terms & conditions of service as applicable in the new organization and place.

2. ROLE/DESIGNATION

Your Designation will be Executive designated in Owner Subscription Sales

3. REMUNERATION AND REIMBURSEMENT

Your Total Cost to Company will be 304,000 INR, per Annum and the break up details of your compensation is provided in Annexure 1. All the elements of compensation including benefits and perquisites are governed by applicable policies/procedures and rules and regulations and these are available with the Human Resources Function

4. NOTICE PERIOD

a) The notice period at 4B Networks Private Limited applicable to you will be as per Annexure 3. Either party may terminate this relationship by giving due notice as specified. However, if you choose to terminate this relationship, the company reserves the right to relieve you at its sole discretion before the expiry of the notice period.

5. MEDICAL FITNESS

This offer is subject to your being found physically fit through the Pre Employment Health Check up. In case of a negative report, the offer would be termed as Invalid

6. BACKGROUND VERIFICATION

This offer is subject to a positive background verification of your previous experience (if any) and educational documents. The company reserves the right to terminate your employment in case the background verification report is negative at any point in time during the course of your employment and under such circumstances, the notice period specified in Clause 4 above shall not apply.

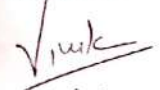
7. JOINING AND VALIDITY OF THIS OFFER

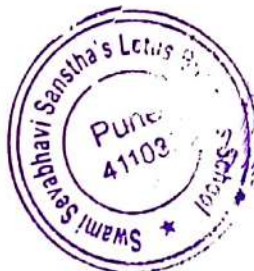
You are required to provide your acceptance of this offer in writing within five days of receipt and will join the company no later than 10-Mar-22


If you fail to provide your acceptance and/or do not join within the stipulated time, this offer shall stand automatically withdrawn. On the day of your joining, please bring all originals of the documents listed in Annexure 2.

We look forward to your joining us and take this opportunity to wish you many years of a rewarding and mutually enriching association with 4B Networks Private Limited.

Thanking you,
Sincerely yours,


Vivek Mishra
Human Resources
4B Networks Private Ltd.




Director
Swami Sevabnavi Sanstha's
Lotus Business School
Pune - 411 031

COMPENSATION FITMENT SHEET - 4B Networks Private Limited.

Date of Offer	9-Mar-22
Name	Shubham Bhandare
Function	Supply Subscription
Designation	Executive
Date of Joining	10-Mar-22
Location	Pune

Component	Monthly (Rs.)	Offer (Rs.)	Remarks
Annual			
Basic	12,667	152,000	50% OF TCTC
House Rent Allowance	5,067	60,800	40% of Basic
Special Allowance	6,080	72,960	
Annual Gross (A)	23,813	285,760	
Annual Benefits			
Other Components (B) *			
Total Annual Benefits (B)	-	-	
Retirals			
Provident Fund	1,520	18,240	12% of Basic or upto 1800 INR
Total Annual Retirals (C)	1,520	18,240	
Sub Total (A + B + C)	25,333	304,000	
Performance Bonus			
Cost to Company	25,333	304,000	

- =
- A) Group Medical Insurancy is INR 3,00,000/- Borne by the company for self, spouse and 2 children
- B) * ESOP Will be provided as per the Company ESOP Policy. (If Applicable)
- C) * Performance Bonus will be paid yearly (If applicable)
- D) Employee can opt for FBP as per the company policy (If applicable)
- E) Applicable Income Tax will be deducted from the above salary at the time of payment
- F) PF, PT, ESIC(if applicable) & any other statutory contributions will be deducted from the above salary.

Vinuk
Authorized Signatory



Annexure 2

List of Documents to be submitted for Background Verification

1. Duly complete Candidate information sheet (CIS)
2. 10th/12th/Graduation/Post Graduation marksheets and degree certificates
3. Previous employment certificates & current organization appointment letter & resignation acceptance
4. Pan & Aadhar card along with last 3 months salary slip from current organization
5. Cancelled cheque for your bank a/c

Annexure 3

Band	Level	Notice Period
1	E1,E2,E3	60
2	E4,E5	60
3	E6,E7,E8	60
4	E9,E10,E11	30

UC	UC	Band UC
E1	Senior Vice President	Band 1
E2	Vice President	Band 1
E3	Additional Vice President	Band 1
E4	General Manager	Band 2






Swami Sevabhavi Sanstha's
LOTUS BUSINESS SCHOOL
Innovating Business Leadership

OFFER/APPOINTMENT LETTERS

BATCH 2019-21

LETTER OF OFFER

9th August, 2021

Dear Simran,

Congratulations!!

We are pleased to offer you an employment based on your application and subsequent interview with us. Details of the terms and conditions of offer are as under:

1. You will be designated as **Management Trainee** based at our **Pune Office**.
2. Your date of commencement of Employment will be on 17th August 2021.
3. Your CTC (Cost to the Company) including annual payments, reimbursements and benefits will be **(Fixed + Variable) Rs.2,16,000/-+Rs.1,44,000/- = INR 3,60,000/- (Three Lakh Sixty Thousand only)** per annum.
4. Your employment with the Company is contingent upon Submission of Hard Copy of the following documents on the date of joining.
 - a) Date of Birth proof certificate (Copy of passport / birth certificate / S.S.C)
 - b) Academic Certificates all from 10th to Highest
 - c) Relieving letter from previous employer
 - d) Appointment letter / Increment letter of previous employer
 - e) Salary slip (Photocopy)
 - f) 1 copy of PAN Card and Aadhar Card Copy
 - g) One passport size photographs (Recent)
5. You agree that by accepting this offer, you are giving your explicit consent for the Company and any associated company or agency appointed by the Company to process your personal data, including sensitive personal data where necessary, whether electronically or manually for personnel administration and management purposes and where necessary to make such data available to its advisors, suppliers and other providers of services to the Company or other regulatory authorities and otherwise as required by law. Further, you agree that the Company may transfer such data to and from its companies and any other associated companies in India, and elsewhere.
6. This offer of employment is given to you on the assumption that the information / documents furnished by you are true and correct. In case any information / document provided by you if subsequently found to be false / forged, this offer of employment shall stand revoked automatically.

We as a Company looking for your services and Mutual beneficial growth along with us.

Yours truly,

Goldmine Business Research LLP.

Anju Ray, HR Executive


I accept the offer as outlined above.

Simran Desai

Goldmine Business Research LLP.

5TH FLOOR, Vasundhara Plaza, DP Rd, Vishal Nagar, Pimple Nilakh, Pune-411027




Prof. Dr. Satish Warpade
Director
Swami Sevabhavi Sanstha's
Lotus Business School, Pune

AGROWON AGROTECH INDUSTRIES PVT LTD

Mr .Vishal Rambhau Shendge
Lekurwadi Aakhada Ahmadnagr
Maharastra 413725

Date: 27th May - 2021

OFFER LETTER

Dear Vishal,

Congratulations!

We are pleased to offer you an Employment with **M/s Agrowon Agrotech Industries Pvt Ltd.** based on the interview discussions you had with us and your application submitted to us. Details of the terms and conditions of offer are as under:

1. You will be designated as **Officer Sales** and Head Office Address is - **Office No-7+8, 4th floor, Akshay Complex, Pushpak park, ITI Road, Aundh, Pune 411007** Your date of commencement of Employment will be on or before **01-June-2021.**
2. You will be entitled to receive compensation and benefits (CTC of **Rs.35,072/-PM**) CTC as per the enclosed Annexure
3. Your employment would be subject to the Terms & Conditions, mentioned in your appointment letter, which will be issued to you on your joining.
4. You will be on probation for a period of Six months from the date of joining.
5. Please bring along the listed documents / details on your day of joining.6Kindly sign a copy of this letter as a token of your acceptance of this offer.

Looking forward to a long and mutually beneficial career with us

Yours truly,

Ms. Ashwathy Yadav
Chief Manager-HR



Director:
Swami Sevabhavi Sanstha's
Lotus Business School
Pune - 411 033

26 Aug 2021

Dear Mahesh Palaskar,

We are pleased to offer you the position of Sales Trainee at **Level 2** of our Company. The offer is subject to successful completion of your post-graduation course.

Your compensation details are as follows:

Component	Amount
Basic	Rs. 94,500
Supplementary Allowance	Rs. 85,500
Flexible compensation plan	Rs. 1,01,857
Employer's contribution to PF	Rs. 21,600
Gratuity	Rs. 4,543
Statutory Bonus	Rs. 7,000
Annual Guaranteed Pay	3,15,000

The terms and conditions of your appointment will be communicated to you on acceptance of this letter.

The Company reserves the right to conduct background checks including your antecedent, education and employment. Your continuation in employment will be subject to satisfactory reports being received from all the above mentioned sources.

The offer is made relying upon the information furnished and representation made by you from time to time. If any information or representation is found to be incorrect or if any material information is detected by us to have been suppressed by you or any action on your part is found to be in contravention to the terms and conditions of employment or the Company's Code of Conduct, the Company will have the right to terminate your services at any time without prior notice.

Please note that this offer is valid subject to your acceptance of the term/conditions of employment with us and may be withdrawn/modified if any information or representation furnished by you is found to be incorrect or if any material information is detected by us to have been suppressed by you or any action on your part is found to be in contravention to the terms and conditions of employment or the Company's Code of Conduct. This letter is not to be construed as your letter of appointment, which will be issued separately subject to the conditions mentioned above.

The Company shall have the right to transfer you to any of its departments / offices or depute you to group companies, anywhere in India. In case of deputation to a group Company the terms and conditions of your employment including gross salary and benefits, etc. as stated in this letter will continue to be applicable.

Registered Office : ICICI Prudential Life Insurance Company Limited
ICICI PruLife Towers, 1089, Appasaheb Marathe Marg, Prabhadevi, Mumbai - 400 025, India
Tel.: 4039 1600, 6644 1600 • Fax: 2437 6638 • Visit us at www.icicilife.com
CIN : U66010MH2000PLC127837



Dr. Satish Warpade
Director
Swami Sevabhavi Sanstha's
Lotus Business School, Pune

You are required to submit the requisite documents & proofs of successful completion of your post-graduation course within 6 months of joining the organization.

We look forward to your joining the company and wish you a long and successful career with the organization.

Regards,
For ICICI Prudential Life Insurance Co. Ltd.



Vineet Tyagi
Vice President - Human Resources

I accept the above terms and conditions.

Name : Mahesh Palaskar

Signature & date: _____





KISANKONNECT SAFE FOOD PRIVATE LIM

Date: 29/11/2021.

To,

Mr. Yogesh Rangrao Karande

Address:- A/p. Aboli Housing Society B- 06,
Flat No - 005, Krishnanagar, Chinchwad,
Pune - 19

Offer Letter

Dear Mrs. Yogesh Rangrao Karande,

With reference to your personal interview and discussion you had with us regarding your employment in our organization, we are pleased to inform that you have been selected as "Jr. Executive - Packhouse Operations". You will report to Manager - Packhouse Operations. You will be based at Mumbai. The salary package will be as discussed and accepted by you. You will have to report for joining us on or before 01 December, 2021 at the following address:

KISANKONNECT SAFE FOOD PRIVATE LIMITED

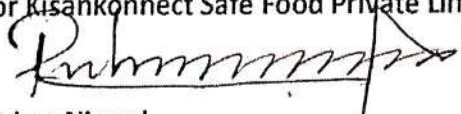
Gut No.115/3/1, At. Ranjankhol, Post. Tilaknagar, Tal. Rahata, Shrirampur, Dist. Ahmednagar,
Maharashtra -413720

While joining you will have to submit photo copies of (Educational/ Professional Experience Certificates, Relieving Letter from the last employer, recent colour Passport-Size Photographs, P. F. Number, Driving License and Saving Account No. for salary purpose). This offer will be valid till 01 December, 2021 at any information provided by you during interview/ discussions, which cannot be substantiated with appropriate proofs, can lead to cancellation of this offer letter as well as your employment at any stage. The management can change or cancel certain terms mentioned in this offer letter at any stage. Please sign and return a copy of this employment offer as confirmation of your acceptance.

Wishing you a successful and long lasting association with KisanKonnnect family for our mutual benefit.

Welcome to Kisankonnnect Family,

For Kisankonnnect Safe Food Private Limited,

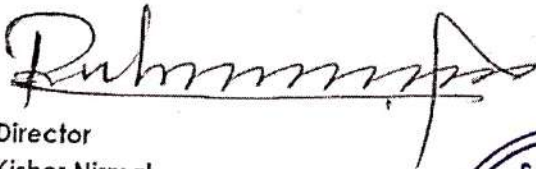

Kishor Nirmal
Director




Prof. Dr. Satish Warpade
Director
Swami Sevabhavi Sanstha's
Lotus Business School, Pune

KISANKONNECT SAFE FOOD PRIVATE LIMITED.		
Name of Employee	Mr. Yogesh Karande	
Department	Packhouse Operations	
Gross CTC:	25,000	3,00,000
DESIGNATION	Jr. Executive	
COMPONENTS	MONTHLY	ANNUAL
Basic + DA	10,000	1,20,000
TOTAL (A)	10,000	1,20,000
House Rent Allowance	5,000	60,000
Medical Reimbursement	1,250	15,000
Conveyance Allowance	1,600	19,200
Child Education Allowance	200	2,400
Leave Travel Allowance	833	10,000
Other Allowance	2,366	28,388
Professional Development Reimbursement	-	-
Uniform / Washing Reimbursement	-	-
Car Reimbursement	-	-
Telephone Reimbursement	-	-
TOTAL (B)	11,249	1,34,988
GROSS MONTHLY C = (A + B)	21,249	2,54,988
Provident Fund (Employee's Cont.)	1,200	14,400
PROFESSIONAL TAX	200	2,500
TOTAL (D)	1400	16900
Net MONTHLY SALARY E = (C - D)	19,849	2,38,088
BONUS 8.33%	1,770	21,240
Net MONTHLY (in hand)	21,619	2,59,328
ANNUAL BENEFITS		
Provident Fund (Employer's Cont.)	1,200	14,400
ESIC (Employer's Cont.)	-	-
GRATUITY 4.81%	481	5,772
GROUP MEDICLAIM	225	2,700
GROUP ACCIDENT	75	900
TOTAL ANNUAL BENEFITS	1,981	23,772
TOTAL ANNUAL CTC	25,000	3,00,000

Note: Gratuity Claim Subject to the Provisions of Gratuity Act.


Director
Kishor Nirmal



Mr. Yogesh Karande
Received & Accepted

26 Aug 2021

Dear Vinit More,

We are pleased to offer you the position of Sales Trainee at Level 2 of our Company. The offer is subject to successful completion of your post-graduation course.

Your compensation details are as follows:

Component	Amount
Basic	Rs. 94,500
Supplementary Allowance	Rs. 85,500
Flexible compensation plan	Rs. 1,01,857
Employer's contribution to PF	Rs. 21,600
Gratuity	Rs. 4,543
Statutory Bonus	Rs. 7,000
Annual Compensation	Rs. 2,11,000

The terms and conditions of your appointment will be communicated to you on acceptance of this letter.

The Company reserves the right to conduct background checks including your antecedent, education and employment. Your continuation in employment will be subject to satisfactory reports being received from all the above mentioned sources.

The offer is made relying upon the information furnished and representation made by you from time to time. If any information or representation is found to be incorrect or if any material information is detected by us to have been suppressed by you or any action on your part is found to be in contravention to the terms and conditions of employment or the Company's Code of Conduct, the Company will have the right to terminate your services at any time without prior notice.

Please note that this offer is valid subject to your acceptance of the terms/conditions of employment with us and may be withdrawn/modified if any information or representation furnished by you is found to be incorrect or if any material information is detected by us to have been suppressed by you or any action on your part is found to be in contravention to the terms and conditions of employment or the Company's Code of Conduct. This letter is not to be construed as your letter of appointment, which will be issued separately subject to the conditions mentioned above.

The Company shall have the right to transfer you to any of its departments / offices or depute you to group companies, anywhere in India. In case of deputation to a group company the terms and conditions of your employment including gross salary and benefits, etc., as stated in this letter will continue to be applicable.

Registered Office : ICICI Prudential Life Insurance Company Limited
ICICI Prudential Towers, 15th, Appasaheb Marathe Marg, Prabhadevi, Mumbai - 400 025, India.
Tel: 4039 1600, 6644 1600 - Fax: 2437 6818 - Visit us at: www.icicilife.com
CIN : U68010MH2000PLC127837

You are required to submit the requisite documents & proofs of successful completion of your post-graduation course within 6 months of joining the organization.

We look forward to your joining the company and wish you a long and successful career with the organization.

Regards,
For ICICI Prudential Life Insurance Co. Ltd.

Vineet Tyagi

Vineet Tyagi
Vice President - Human Resources

I accept the above terms and conditions.

Name : Vinit More

Signature & date: _____

Registered Office : ICICI Prudential Life Insurance Company Limited
ICICI Prudential Towers, 15th, Appasaheb Marathe Marg, Prabhadevi, Mumbai - 400 025, India.
Tel: 4039 1600, 6644 1600 - Fax: 2437 6818 - Visit us at: www.icicilife.com
CIN : U68010MH2000PLC127837



Swami
Dir. Director
Swami Sevabhavi Sanstha's
Lotus Business School
Pune - 411 033

HO/HR/TA/6516080

Date: 09/09/2021

Ms. Shraddha Dattatray Nalawade,
Yamuna complex, Above bank of Maharashtra, nagthane, Satara, Maharashtra, 415519

Dear Ms. Shraddha Dattatray Nalawade,

Sub: Provisional Offer Letter

With reference to your application and further to the interview and/or subsequent discussion you had with us, we are pleased to offer you the position of **'Executive Trainee' - Grade 'B1'**.

By joining ESAF BANK, you will be part of a fast-paced and socially dedicated team that works together to provide 'Joy of Banking to Everyone'. Also, you are committing to the Bank's **vision** of being India's leading social Bank that offers equal opportunities for the whole society through universal access and financial deepening, thus promoting financial inclusion, livelihood and economic development as a whole. In turn, Bank will be providing you with every opportunity to learn, grow and stretch to the highest level of your ability and potential.

The details of the offer are as follows, and shall be confidential.

You will be on training for a period of 12 months, which may be extended or regularized based on your performance and the successful completion of training will be followed by six months' probation. Your service in the Bank will be confirmed subject to your performance being satisfactory during the probationary period.

Your remuneration will be as follows:

1. Annual Salary would be Rs. 300000.0
2. Apart from the above, you will be eligible for Performance Incentive/ Pay as per Bank's policy, applicable to the Role/Grade.

The emoluments mentioned above are payable as per the policies of the bank, after effecting appropriate and applicable statutory deductions if any.

You shall be eligible for TA & DA and other payments as applicable to the grade, in line with the Bank's policy.

Your initial posting will be at any branch/office anywhere in Across India. However, the Bank reserves the right to transfer you to any Office / Department / Branch of the Bank, in India, that is in existence / or may come into existence at a future date, based on the Bank's business requirements.

You shall give the acceptance of the offer and of the above terms and conditions of employment on receipt of this letter. This offer letter is valid for 7 days from the date of this letter, for acceptance. This offer shall be effective from the date of your joining the Bank.

Your performance will be reviewed on a regular basis as per the performance parameters appropriate to the position mentioned. You will be governed by the rules, regulations and policies laid down by the **ESAF Bank** from time to time, and as applicable to your position.

Notwithstanding anything contained herein, if you are found to be indulging in any act of commission/omission that may be prejudicial to the interests of the Bank, violation of its code of conduct and/or policies, such act shall warrant disciplinary action, as deemed fit by the Bank.

Your appointment is subject to the necessary verifications / NOCs, receipt of Experience and Conduct certificate from your present/previous employers and receiving satisfactory references.

The terms and conditions set out in this letter of appointment constitute the conditions applicable to your employment in the Bank and in case of any dispute arising out of the same, the Courts at Thrissur will have exclusive jurisdiction.

You are requested to produce the documents as per the Annexure 1, at the time of joining. Please note that you are required to join the Bank as per the date, agreed in our discussion.



We welcome you to ESAF Small Finance Bank and look forward to your valuable contribution in scaling **ESAF Bank** to greater heights.

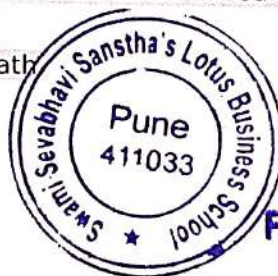
Yours sincerely,

Dr. Jose AV

Dr. Jose AV
Head HR

Compensation Particular	Monthly	Annual
(A) Fixed Monthly Pay - EARNINGS		
Basic Pay	12400	148800.0
House Rent Allowance	2480	29760.0
Dearness Allowance	2000	24000.0
Conveyance Allowance	0	0.0
Medical Allowance	0	0.0
Periodicals / Self Development Allowance	0	0.0
allowance/Coupons	0	0.0
LTA	0	0.0
Special Allowance	4450	53396.0
Total (A)	21330	255956.0
Fixed Monthly Pay - DEDUCTIONS		
Provident Fund - Employee	1728	20736.0
Professional Tax	0	0.0
Charity Fund	124	1488.0
ESWT Fund Contribution	124	1488.0
ESWT Membership - Rs.1000/- **	0	0.0
Let Them Smile (Voluntary)	0	0.0
Staff Advance (if taken)	0	0.0
Death Fund	0	0.0
TDS	0	0.0
Total Recovery	1976	23712.0
Net Salary Credit to Bank A/c	19354	232244.0
(B) Annual Pay		
Bonus	583	7000.0
Total (B)	583	7000.0
(C) Retiral & Other Benefits (Employer Contribution)		
Provident Fund - Employer	1728	20736.0
Medical Insurance	667	8000.0
Leave Surrender	0	0.0
Gratuity	692	8308.0
Total (C)	3087	37044.0
Cost To Company (A+B+C)	25000	300000.0

1. Incentives are paid to Employees in Business Stream as approved from time to time
2. Performance Pay upto 10% of Gross will be paid to staff in other Streams based on Bank's, Department's and Individual's annual performance
3. Employees Deposit Linked Insurance Scheme on Normal Death
4. Group Term Life Insurance (for spouse also)
5. Death Benefit from Staff Welfare Trust
6. Future Gratuity benefits.
7. ESAF CUG facility.
8. Car Component as per Car Policy of the Bank
9. Changes as per bank policy will be incorporated time to time



Prof. Dr. Satish Warpade
Prof. Dr. Satish Warpade
Director
Swami Sevabhavi Sanstha's
Lotus Business School, Pune

NB: 1. 1% of Basic salary will be deducted towards ESAF charity Fund meant for the charitable activities

Conducted by ESAF Society (eligible for 80G deduction under Income Tax Act)
1% of Basic salary will be deducted towards ESAF Staff Welfare Fund meant for the employees of ESAF group
Applicable TDS will be effected on the salary.

ESAF SMALL FINANCE BANK LIMITED

RBI License no: MUM 124, CIN: U65990KL2016PLCO45669

Registered & Corporate Office: ESAF Small Finance Bank Limited, Building No. VII/83/8, ESAF Bhavan,
Mannuthy, Thrissur- Palakad National Highway, Thrissur- 680 651, Kerala

Ph. No: 0487 7123456, 123457, Email: customercare@esafbank.com, www.esafbank.com





06-10-2020

Mr. Mayur Jadhav
EC: 50054989

Dear Mr. Mayur Jadhav,

This in reference to the letter dated 03rd January 2020, we hereby extend the internship period till 31st December 2020.

All the other terms and conditions of your appointment letter will remain unchanged. Kindly send us a signed copy of this letter for our records.

We wish you good luck and success in your assignment.

For Reliance Retail Limited

Authorised Signatory

Reliance Retail Limited

CIN: U01100MH1999PLC120563 Phone: +91 22 35553800

Registered Office: 3rd Floor, Court House, Lokmanya Tilak Marg, Dhobi Talao, Mumbai-400 002, India



Prof. Dr. Satish Warpade
Director
Swami Sevabhavi Sanstha's
Lotus Business School, Pune



06-10-2020

Mr. Showrab Gavali
EC: 50054990

Dear Mr. Showrab Gavali,

This in reference to the letter dated 03rd January 2020, we hereby extend the internship period till 31st December 2020.

All the other terms and conditions of your appointment letter will remain unchanged. Kindly send us a signed copy of this letter for our records.

We wish you good luck and success in your assignment.

For Reliance Retail Limited

Authorised Signatory

Reliance Retail Limited

CIN: U01100MH1999PLC120563 Phone: +91 22 35553800

Registered Office: 3rd Floor, Court House, Lokmany Tilak Marg, Dhobi Talao, Mumbai-400 002, India.
www.relianceceretail.com



Prof. Dr. Satish Warpade
Director
Swami Sevabhavi Sanstha's
Lotus Business School, Pune



06-10-2020

Mr. Kaiwalya Kulkarni
EC: 50054996

Dear Mr. Kaiwalya Kulkarni,

This in reference to the letter dated 03rd January 2020, we hereby extend the internship period till 31st December 2020.

All the other terms and conditions of your appointment letter will remain unchanged. Kindly send us a signed copy of this letter for our records.

We wish you good luck and success in your assignment.

For Reliance Retail Limited

Authorised Signatory

Reliance Retail Limited

CIN: U01100MH1999PLC120563 Phone: +91 22 35553800

Registered Office: 3rd Floor, Court House, Lokmanya Tilak Marg, Dhobi Talao, Mumbai-400 002, India.
www.reliance retail.com



Prof. Dr. Satish Warpade
Director
Swami Sevabhavi Sanstha's
Lotus Business School, Pune



06-10-2020

Mr. Omkar Bhagat
EC: 50054995

Dear Mr. Omkar Bhagat,

This in reference to the letter dated 03rd January 2020, we hereby extend the internship period till 31st December 2020.

All the other terms and conditions of your appointment letter will remain unchanged. Kindly send us a signed copy of this letter for our records.

We wish you good luck and success in your assignment.

For Reliance Retail Limited

Authorised Signatory

Reliance Retail Limited

CIN: U01100MH1999PLC120563 Phone: +91 22 35553800

Registered Office: 3rd Floor, Court House, Lokmanya Tilak Marg, Dhobi Talao, Mumbai-400 002, India.
www.relianceretail.com



Prof. Dr. Satish Warpade
Director
Swami Sevabhavi Sanstha's
Lotus Business School, Pune



06-10-2020

Ms. Pooja Choudhary
EC: 50054991

Dear Ms. Pooja Choudhary,

This in reference to the letter dated 03rd January 2020, we hereby extend the internship period till 31st December 2020.

All the other terms and conditions of your appointment letter will remain unchanged. Kindly send us a signed copy of this letter for our records.

We wish you good luck and success in your assignment.

For Reliance Retail Limited

Authorised Signatory



Prof. Dr. Satish Warpade
Director
Swami Sevabhavi Sanstha's
Lotus Business School, Pune

Reliance Retail Limited

CIN: U01100MH1999PLC120563 Phone: +91 22 35553800

Registered Office: 3rd Floor, Court House, Lokmanya Tilak Marg, Dhobi Talao, Mumbai-400 002, India.
www.relianceretail.com



06-10-2020

Ms. Pooja Ballal
EC: 50054988

Dear Ms. Pooja Ballal,

This in reference to the letter dated 03rd January 2020, we hereby extend the internship period till 31st December 2020.

All the other terms and conditions of your appointment letter will remain unchanged. Kindly send us a signed copy of this letter for our records.

We wish you good luck and success in your assignment.

For Reliance Retail Limited

Authorised Signatory



Prof. Dr. Satish Warpade
Director
Swami Sevabhavi Sanstha's
Lotus Business School, Pune

Reliance Retail Limited

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www.relianceretail.com



06-10-2020

Ms. Shivani Dongare
EC: 50054992

Dear Ms. Shivani Dongare,

This in reference to the letter dated 03rd January 2020, we hereby extend the internship period till 31st December 2020.

All the other terms and conditions of your appointment letter will remain unchanged. Kindly send us a signed copy of this letter for our records.

We wish you good luck and success in your assignment.

For Reliance Retail Limited

Authorised Signatory

Reliance Retail Limited

CIN: U01100MH1999PLC120563 Phone: +91 22 35553800

Registered Office: 3rd Floor, Court House, Lokmanya Tilak Marg, Dhobi Talao, Mumbai-400 002, India.
www.reliance.com



Prof. Dr. Satish Warpade
Director
Swami Sevabhavi Sanstha's
Lotus Business School, Pune

Sahyadri Farmers Producer Company Ltd.



OFFER LETTER

Date: 16/10/2020

Mr. Mahesh Annappa Chavan,
At-Yelagi, Po. Huljanti,
Tal- Mangalwadha, Solapur.

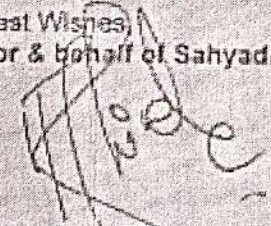
Dear Mahesh,

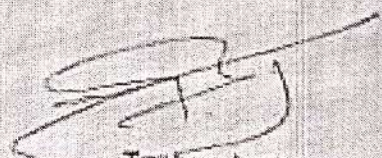
Congratulations! We are pleased to inform you that subsequent to your application and based on the interviews you had with us, you are selected for the position of "Sr. Officer - Business Development (B2B)" your location of work on joining will be at Nashik, Mohadi campus, considering your qualifications and pedigree till date, your compensation will be Rs. 3,27,960 /-(Rupees Three Lakh Twenty Seven Thousand Nine Hundred Sixty Only) CTC per annum (a detailed break up will be provided to you along with the appointment letter on your joining our organization). This employment offer is subject to you being found medically fit by our company's empanelled doctors as well as your credentials mentioned in your resume being found authentic via our third party verification agency.

This offer is valid till 19/10/2020. In case we do not hear from you about your acceptance of this employment offer by this date via return email, it shall be presumed that you have declined this employment offer, accordingly this offer letter will be deemed to be withdrawn and cancelled.

We look forward to hearing from you soon to inform you next steps. In case you wish to clarify anything regarding this employment offer, kindly do so before the last date of this offer letter.

Best Wishes,
For & behalf of Sahyadri Farmers Producer Co. Ltd.,


Deepak N. Shinde
(Sr. Executive - HR)


Tushar Jagtap
(GM- Farm Operation)




Prof. Dr. Satish Warpade
Director

Swami Sevabhavi Sanstha's
Lotus Business School, Pune

Off. : Survey No. 1102 / B, Behind Police Head Quarter, A/P Adgaon, Nashik - 422003, Maharashtra, India.
ry : Gat No 314, Mohadi - Dindori Road, A/P Mohadi, Tal.- Dindori, Dist. Nashik - 422207, Maharashtra, India.
ite : www.sahyadrifarms.com * Email : info@sahyadrifarms.com * Toll free No. : 1800-3000-8090
* CIN U01403MH2010PTC211392 * GSTIN - 27AAPCS1616D12G

OFFER LETTER

Date: 17/10/2020

Mr. Sourabh Tukaram Zagade,
A/P- Nimblak, Tal-Phaltan,
Dist- Satara.

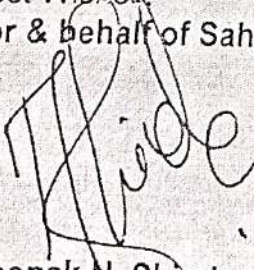
Dear Sourabh,

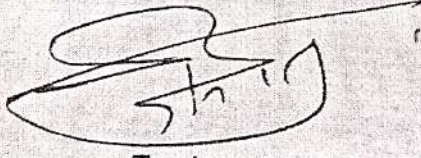
Congratulations! We are pleased to inform you that subsequent to your application and based on the interviews you had with us, you are selected for the position of "Sr. Officer - Business Development (B2B) " your location of work on joining will be at Nashik, Mohadi campus. considering your qualifications and pedigree till date, your compensation will be Rs. 3,27,960 /-(Rupees Three Lakh Twenty Seven Thousand Nine Hundred Sixty Only) CTC per annum (a detailed break up will be provided to you along with the appointment letter on your joining our organization). This employment offer is subject to you being found medically fit by our company's empanelled doctors as well as your credentials mentioned in your resume being found authentic via our third party verification agency.

This offer is valid till 20/10/2020 in case we do not hear from you about your acceptance of this employment offer by this date via return email, it shall be presumed that you have declined this employment offer, accordingly this offer letter will be deemed to be withdrawn and cancelled.

We look forward to hearing from you soon to inform you next steps. In case you wish to clarify anything regarding this employment offer, kindly do so before the last date of this offer letter.

Best Wishes
For & behalf of Sahyadri Farmers Producer Co. Ltd,


Deepak N. Shinde
(Sr. Executive - HR)


Tushar Jagtap
(GM- Farm Operation)




Prof. Dr. Satish Warpade
Director
Swami Sevabhavi Sanstha's
Lotus Business School, Pune



November 09, 2021

Name: Shashank Kale

Designation: Associate-Operation

Band: A1

Work Location: Pune

Dear Shashank,

Thank you for participating in our campus hiring process. We congratulate you on clearing our selection process and pleased to inform you that you have been shortlisted. We are glad to issue the Letter of Intent to offer employment with Allstate Solutions India Pvt Ltd. (ASPL, India)

However, the offer of employment will be subject to,

- You successfully clearing the course -Graduation / Post Graduation (as applicable)
- Your consent, that you are flexible to work in any shifts/ rotation shifts/ process /project at ASPL, India.
- You will not have any backlogs on completion of the course.
- Your Successful completion of background check

Your proposed CTC would be INR 400,000/- per annum and your work location would be Bangalore or Pune. You would also be eligible for a Joining Bonus of INR 50,000/- less applicable tax withholdings. The bonus is payable within 30 days of your start date. The payout will be recovered in full (100%) if you leave the organization within one year from the date of joining.

Please be informed that this Letter of Intent is applicable only for ASPL, India and is non-transferrable. It does not constitute a contract of employment or guarantee you any employment with ASPL, India. ASPL, India reserves the right to withdraw this Letter of Intent or to modify any terms, without any prior notice, at its sole discretion.

We look forward to having you onboard and wish you a successful career with the organization.

With best wishes,

Ashish Nirajan

Yours Sincerely,
For Allstate Solutions India Pvt Ltd.




Prof. Dr. Satish Warpade
Director
Swami Sevabhavi Sanstha's
Lotus Business School, Pune

Allstate Solutions Private Limited
9th & 10th Floor, R4 Building, KRC Infrastructure & Projects Pvt. Ltd. SEZ,
S. No. 65, Kharadi, Pune - 411014 India.
www.allstate.com/india
(Formerly, Northbrook Services India Pvt Ltd. 67-4, 4th cross Lavelle Road Bangalore - 560001)



November 19, 2021

Ms. Aditi Mukundrao Kothekar
203, Marium Appartment, Near Datta Mandir, Wakad, Pune 411057

Dear Aditi Mukundrao,

On behalf of Allstate Solutions Pvt. Ltd., ("The Company" or "ASPL") it is my pleasure to offer employment to you as "Associate -Operations", in our Pune center. We extend this offer, and the opportunity it represents, with great confidence in your abilities. You made a very favorable impression with everyone you met, and we are excited with the prospect of your joining our company.

This offer letter and your employment with the Company are subject to your executing on the joining date, ASPL's detailed employment agreement ("Employment Agreement") containing the terms of your employment. Your employment with the Company will commence only on the execution of the Employment Agreement and in accordance with the terms and conditions set out therein.

The broad terms of the offer are as follows:

Designation	Associate -Operations
Location	Pune
Start Date	On or before December 06, 2021
Probation	6 months from Start Date
Notice Period	60 Calendar Days

Annualized Salary and Benefits:

Total Guaranteed Cash ("TGC")	Rs. 373,832
Annual Incentive Plan	Rs. 26,168
Target Total Cash("TTC")	Rs. 400,000

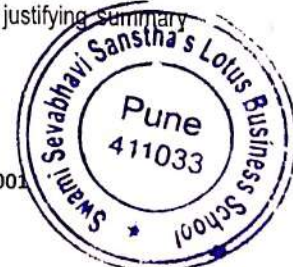
[Signature]
Prof. Dr. Satish Warpade
Director
Swami Sevabhavi Sanstha's
Lotus Business School, Pune

Reference **Annexure A** for detailed salary break up and highlights of benefit schemes.

You will be eligible, to receive cash sign-on bonus of **INR 50,000** less applicable tax withholdings. The bonus is payable within 30 days of your start date. The payout will be recovered in full (100%) if you leave the organization within one year from the date of joining

Besides Total Guaranteed Cash, you will be eligible to participate in the ASPL Annual Incentive Plan (AAIP), subject to the terms applicable to that plan from time to time. Determination and award of payments from the AAIP Plan is generally made soon after the end of each financial year and award amounts factor individual and AAIP performance in the plan year. While there is no guaranteed minimum award, the current target incentive amount for you under the plan is 7.0% of your TGC; the maximum incentive amount for you under the plan is 10.5% of your TGC. You will be entitled to participate in the AAIP provided you remain as an employee in good standing, you have not given notice of your resignation from employment with the Company, or had your employment terminated by the Company for gross misconduct, gross negligence or in other circumstances justifying Summary

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dismissals at the date on which you actually receive an award or payment. For the first year of service the Annual Incentive will be calculated on a prorated basis. However, a minimum of 3 months of service, inclusive of the probation period, in the Company, is required for the payment of Annual Incentive.

You will also be eligible to participate in competitive benefit plans for ASPL employees. These may include various insurances packages and other benefits as outlined in the employee related policies of the Company. The terms of these schemes/ policies may be changed from time to time or be withdrawn by the Company at any time.

Your individual remuneration is purely a matter between yourself and the Company and has been arrived on the basis of your job, skills specific background and professional merit. We expect you to maintain this information and any changes made therein from time to time as personal and confidential.

As stated above, you will be on probation for a period of six (6) months from the Start Date and your probation period may be extended at the sole discretion of ASPL. ASPL shall be at liberty to terminate your employment during such probation period without notice or cause or compensation thereof.

Subject to the provisions contained in this offer, your services are terminable by the company by giving two months of notice or gross salary in lieu thereof. In the event you terminate your services, you are required to provide the Company with two (2) months' notice which shall not be compensated by payment in lieu thereof. No notice of resignation will be effective if given during a period of leave of absence from the Company. In the event you have issued to the Company a notice of termination of employment, and avail of any leave during the notice period, the notice period shall stand extended by such number of days that you have been on leave.

You will abide by the Rules and Regulations of the Company and the Company shall have the right to vary or modify any or all of the above terms and conditions in service which shall be binding on you.

Any act of dishonesty, disobedience, insubordination, incivility, intemperance, irregularity in attendance or other misconduct or neglect of duty, or incompetence in the discharge of duty on your part or the breach of any of the terms, conditions and stipulations contained herein will render you liable to termination of your employment without notice or compensation thereof.

This offer and the employment with ASPL are subject to:

- a. On your qualifying in your current Graduate / Post Graduate examination with a minimum aggregate of 60% or 6.5/10 CGPA, you shall be required to produce the original certificate and marks sheet at the time of joining the service of ASPL or within the time frame specified by the company. In default thereof, this offer stands withdrawn and if you have been permitted to join the service, your employment shall be terminated without notice or pay in lieu thereof at the sole discretion of the company.
- b. Successful completion of a background check, including, education, employment reference and compensation history, to the satisfaction of ASPL
- c. ASPL being able to verify, to its satisfaction, the personal information you have provided to ASPL, including such information set out in the employment application form. For the purposes of this Offer, you provide your express consent for collection or use of any data or information of a sensitive nature including medical reports and records in accordance with Annexure B.




Allstate | Solutions Private Limited

Where, either before or after the Start Date, it comes to the knowledge of ASPL that the information you have provided or representations you have made (including but not limited to information provided in the employment application) involve any material misstatement/misrepresentation of a fact or condition, or an omission to state any relevant fact or condition either related to you or to the position you are hereby appointed to, or should the background check reveal information, which, in the sole opinion of ASPL, if available to ASPL prior to this offer, would have led to ASPL not making an offer of employment, ASPL shall have, at its option, the right (a) prior to the Start Date, to void this offer; and (b) on or after the Start Date, to terminate your employment without notice or pay in lieu of notice.

You consent to ASPL conducting the background check as aforesaid, either by itself or through a third party and for this purpose acknowledge and understand that ASPL or such third party would be contacting any person from whom it believes the information can be verified. If we have not received the final results of your background check before your Start Date, you agree to begin your employment with ASPL on the designated start date pending completion of the background check. We reserve the right to end our employment agreement with you if you do not meet the requirements of the investigation process or the results of your background investigation are not successful in our judgment.

On joining ASPL you will be required to complete all the joining formalities and sign the Employment Agreement which includes intellectual property and confidentiality provisions. You will also be required to read and abide by the compliance and ethics program of ASPL, which will be provided to you on joining the organization.

Aditi Mukundrao, we look forward to welcoming you to Allstate Solutions Private Limited and wish you a successful career with the Company.

It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. Kindly send the duly signed copy of the duplicate offer document to the undersigned, as a sign of your acceptance of the offer, along with the photocopies of all your credentials (See **Annexure C** for details), latest by 0040,, failing which the offer shall stand withdrawn.

Sincerely,
Allstate Solutions Private Limited

Ashish Niranjana

Ashish Niranjana
Head - Talent Acquisition

Acceptance:

I, agree to accept employment on the above-mentioned terms and conditions. I'll report for duty on or before

Date _____

Signature: _____

Enclosure: Annexure A: Salary breaks up and highlights of benefit schemes

: Annexure B: Policy on Information Security

: Annexure C: List of Documents



**Annexure A**

November 19, 2021

Ms. Aditi Mukundrao Kothekar

Designation: Associate -Operations

Start Date: On or before December 06, 2021

Band: A1

Work Location: Pune

Compensation and Benefits:

Total Targeted Cash	INR.400,000/-
----------------------------	----------------------

Breakup- Total Guaranteed Cash	
Components	Annual(INR)
Basic	180,000
House Rent Allowance	90,000
Provident Fund (Employer Contribution)	21,600
Flexi Benefit Plan*	82,232
Total Guaranteed Compensation	373,832
Annual Incentive Plan**	26,168
Total Targeted Cash	400,000

Other Benefits / Perquisites		
Gratuity	8,658	As per the Gratuity Act. Since this is not a perquisite, either the title can be only other benefit, or we create one more category
Free Transportation	72,000	Not a Reimbursement
Medical Insurance, GAI and GTLI	27,000	Not a Reimbursement – (Average Premium)
Certification Reimbursement	30,000	Applicable as per the Policy



*Flexi Benefit Plan components: Total of all options selected can not exceed the total amount under the "Flexi Benefit Plan"	
Leave Travel Allowance	Maximum up to Flexi benefit plan component
Meal Card	INR 26,400.
Superannuation	15% of basic wages or Rs.1.5 lakhs p.a. whichever is less
Employee Gift	INR 4,999
National Pension Scheme(NPS)	Maximum up to 10% of Basic Pay

**Annual Incentive Plan:

While there is no guaranteed minimum award, the Annual Incentive Plan for you will be 7.0% of your 'TGC'; the maximum incentive amount for you under the plan is 10.5% of your 'TGC'.

Leave and Holidays:

- All Purpose Leaves (APL): 25 days per calendar.
- National and Festival Holidays: 10 days

Annual Health Checkup:

- Employees are eligible for annual health check up every year sponsored by the company. The benefit is also extended for the dependents for a discounted rate

Medical Insurance:

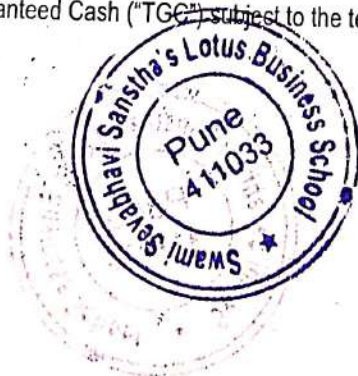
- Coverage amount INR.500, 000/-
- Coverage Self + 5 Dependents (Dependents includes Spouse, two (2) children, Parents / Parents in Laws)
- Co-pay of 15% applicable for Parents / Parent in laws

Group Accident Insurance (GAI):

Coverage: 5 times of your Total Guaranteed Cash ("TGC") subject to the terms and conditions outlined in the policy.

Group Term Life Insurance (GTLI):

Coverage: 5 times of your Total Guaranteed Cash ("TGC") subject to the terms and conditions outlined in the policy.





Annexure B

Policy on Information Security

For the protection of the information shared with ASPL, Allstate Non-Insurance Holdings, Inc. ("ANIHI"), Allstate Northern Ireland Limited ("ANI"), or Allstate Insurance Company ("AIC") for the purpose of this Offer, ASPL and its affiliates have in place information security policies and procedures that contain managerial, technical, operational and physical security measures that comply with security standards to collect, receive, possess, store, deal or handle sensitive personal data or information of yours from unauthorized access, use, modification, damage, disclosure and impairment through multiple control points including but not limited to technology and operations controls. Details of these security practices and procedures are available on the Company intranet. You acknowledge that the security practices and procedures specified herein are reasonable and are designed to protect the information provided by it.

You also acknowledge that as security practices and procedures are constantly evolving; ASPL shall have the right to amend or replace the security practices and procedures from time to time at its sole discretion and provide details of such amended or replaced practices and procedures. Notwithstanding anything to the contrary contained in this Offer, the publication of such practices and procedures shall be deemed to incorporate such practices and procedures in this Offer.

The name of any agency collecting and retaining your sensitive personal data or information provided by you on behalf of ASPL is available on the Company intranet. You agree and consent that ASPL shall have the right to appoint or replace the agency collecting and retaining the sensitive personal data or information by publishing it on the Company intranet. The publication of such details on the Company intranet shall be deemed to incorporate such details in this Offer and unless objected to by the Employee, it will be deemed that the Employee has consented to such replacement and appointment. "You agree and consent to the Company being entitled to transfer the sensitive personal data or information to such third parties specified in company's intranet. The publication company intranet shall be deemed to incorporate such details in the Offer and unless objected to, it will be deemed that you have consented to such replacement and appointment.

ASPL, ANIHI, ANI, and AIC shall be entitled to use the personal data or information collected pursuant to this Annexure B for the purposes mentioned in this Annexure B and for any purpose ancillary or incidental thereto as ASPL may deem fit and you hereby specifically consent to such usage.

You are not permitted to withdraw the consent provided pursuant to this Annexure B Agreement unless the same is communicated to ASPL in writing. You also acknowledge that the personal information provided by you forms the basis of your employment with ASPL and consequently notwithstanding anything to the contrary contained in this Offer, ASPL reserves the right to discontinue your employment without any further notice or liability in the event that such consent is withdrawn.

In the event that ASPL or its affiliates shares any sensitive personal data or information with you, directly or indirectly, you hereby represent and warrant to use such sensitive personal data or information in accordance with the data security practices and procedures and internal privacy policy of ASPL as available on the Company intranet. Further, you agree to use such sensitive personal data or information only in the course of employment and not for any personal use. In case of unauthorized use by you of such sensitive personal data or information, ASPL reserves the right to discontinue your employment at its sole discretion after providing you with an opportunity to provide reasons.

Signed:

Name:



Annexure C

Please submit two (2) copies each of the below mentioned documents at the time of Joining:

- Degree / Semester Marks Cards for all courses pursued (full time / distance learning)
- Semester wise Consolidated Marks Sheet for all courses pursued (full time / distance learning)
- Provisional and Original Degree Certificates issued by the University for all courses pursued (full time / distance learning)
- Proof for Date of Birth (Birth Certificate, School Leaving Certificate or 10th Standard Mark Sheet with Date of Birth or Aadhaar card)
- Copy of Passport
- Relieving letter from all the Past Employers (Relieving letter from the Current Employer shall be submitted on the Date of Joining)
- PAN Card and 4 Passport size photographs



Date : / /

No. : Date: 29.06.2021

Job Offer Letter

Dear Mr.Gaurav Pratap Tambe,

We are pleased to inform you that based on your interview with us you're selected for the position of "Senior Sales Officer" HQ - Junnar Dist. - Pune (MS). Your area of operation will be initially at Junnar (MH) & Area will be covered Entire Pune District and you will be reporting at Dhule Head Office (MS).

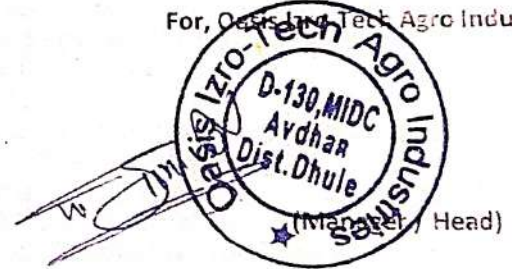
Subject to your performance, we will also look at handling you other relevant areas. Based on our discussion we are ready to offer you a salary at the time of the meeting held on 28.06.2021. That time communicated to you.

This letter of intent is issued to you based on your joining on 01.07.2021. The roles and responsibilities and other terms and conditions specified in your letter of appointment will be given on the first day of training. You are requested to furnish the formalities As soon as possible to our office.

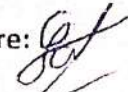
We welcome you to our organization and look forward to your contribution to the growth of the organization and yourself.

Thanks & Regards....

For, Oasis Izro-Tech Agro Industries




I accept your offer and will be joining on :

Name: Gaurav Pratap Tambe Signature: 

Date: 1-7-2021




Prof. Dr. Satish Warpade
Director
Swami Sevabhavi Sanstha's
Lotus Business School, Pune

Flipkart



12-Aug-2021

Mr. Akshay D Kakade
Mumbai, Maharashtra, India,

Dear Mr. Akshay D Kakade,

Further to our offer and your acceptance thereof, we have pleasure in appointing you as **Senior Executive - Business Development** at **Mumbai** effective **13-Sep-2021**.

Your annual total base pay will be **INR 4,20,000 (Rupees Four Lakh Twenty Thousand Only)**. Your compensation is mentioned in the attached Annexure-I.

In addition to the above, you will be eligible for **10%** of your total base pay as an annual performance bonus as per the Bonus plan's terms and conditions. The company will review its overall performance and your individual performance and will determine your bonus, if any.

Your Employment shall be "at will," meaning that either you or the Company 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 officer of the Company.

Your employment may be terminated at the instance of either party only by giving to the other party **1** calendar months' prior written notice provided that the Company may if it shall so choose pay **1** months' prior written notice or salary in lieu thereof.

This offer of appointment is subject to positive feedback on your reference checks and conditional upon successful background checks (which may include criminal checks, verification of previous employment, education verification, credit check and appropriate identification verification) being conducted either by Flipkart or an appropriate third party, and the results of such background checks being favorable in Flipkart's reasonable opinion. If this condition is not satisfied, then this offer of appointment will be void or will become void, on notice by Flipkart. You consent to the Company sharing any information you provide to them with third parties for the purposes of carrying out such checks.

Company may, in connection with your employment, receive personal and sensitive personal information relating to you or third parties associated with you (such as your spouse, children or dependents). Such information may be received from you, from other sources, or may be recorded directly or indirectly by internal systems or by other means. You authorize the Company, its global affiliates and subsidiaries, by itself or through its services providers to collect, store, transfer or otherwise process such information for recruitment, management of employment relationship and other employment purposes, compliance with legislation and policies, security and business continuity, maintaining business structure and other legitimate business purposes. You shall treat all personal and sensitive personal information to which you may have access in the course of your employment strictly in accordance with the applicable laws, Company policies and values, and not use any such information other than in connection with the purposes for which it was disclosed to you. Company systems allow you to check and update certain personal information obtained from

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Dr. Satish Warpade

Director

Swami Sevabhavi Sanstha's
Lotus Business School, Pune



you. It is your responsibility to ensure that such information is kept up to date. Company implements appropriate security measures designed to prevent unlawful or unauthorized processing of such information. For any questions, concerns or reporting an incident you may contact your relevant HR representative, manager or compliance helpline at www.flipkartethics.com.

You may be required to work from Monday to Friday or Monday to Saturday as per company policy applicable to your area of function, for such hours as are necessary to suit the Company's requirements and for the proper discharge of the Employee's duties. You may also be required to attend duties on Public Holidays as per the exigencies of work. However, the maximum number of working hours per week shall not exceed the provisions of the applicable law. In the event that you are required to work for more than 48 hours in a week, you shall be informed of the same by your immediate supervisor.

You represent and warrant to the Company 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, 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 the Company 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.

You shall serve the Company in India in connection with the business either of the Company or one of the Associated Companies as the Company may at any time or from time to time direct. ("Associated Companies" shall mean and include any and every Company in which at least 25% in the aggregate of the Ordinary Share Capital is for the time being held by or in the beneficial ownership of the Company and/or any of its associated companies)

You shall not have any claim whatever against the Company or any of its Associated Companies for any extra service, unless for such payment (if any) as may have been expressly agreed to in writing prior to such services being rendered.

During the employment period, if you are required to travel or stay outside your location specified above, you shall be entitled to reimbursement of reasonable expenses as per the travel policy of the Company, applicable from time to time.

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 Company, 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 Company's orders and regulations, and well and faithfully serve the Company, and use best endeavors to promote the interests hereof, and of the business in which you shall for the time being be engaged. During such time as you may be engaged in connection with the business of any of the Associated Companies you shall at all times readily conform to obey and execute all lawful orders which may be issued to you by such Associated Company.

You shall not, unless directed by the company, 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 Company or of the Associated Companies or to the strategies, plans, methods, process, appliances, machinery or plant used by them, or by any of them or to any



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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 Company or its Associated Companies.

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 Company and you confirm and accept that you shall not be entitled to claim any rights over any such Intellectual Property. If required by the Company, during or after the Employment Period, you shall assign and transfer in favour of the Company or, at the request of the Company, in favour of any of its subsidiary, affiliate or customers, all Intellectual Property rights in such works or materials and shall execute such deeds and documents, as the Company may require, to effectually vest in the Company, any of its subsidiary, affiliate or customers as the Company may require, any and all Intellectual Property rights and benefits in such works or materials. In performance of your duties and responsibilities you shall not use or infringe any intellectual Property or rights of the Company or of any other third party/s.

You shall, at the request and cost of the Company, take all necessary steps to procure the granting of Letters of Patent in India and similar protection abroad in the joint names of the Company and yourself in respect of such invention, and upon such Letters of Patent and/or similar protection being granted, shall, at the request and cost of the Company, execute all assignments, licenses, and other documents required by the Company to deal with the said Letters of Patent and/or similar protection in such manner as the Company may think fit. Should the Company so desire the said invention shall not be made the subject of Letters of Patent or similar protection, but shall be worked by the Company, and all or any of its Associated Companies as a secret process, and in such case you undertake not to disclose, divulge or communicate any information relating to such invention to any other person or persons whatsoever.

All the provisions hereinbefore contained regarding any invention or patent shall apply to any design which during the continuance of this Agreement, you shall become entitled to register, the registration thereof being deemed to be equivalent to the grant of Letters of Patent, and any other necessary changes being made.

If at any time hereafter it shall be agreed between the Company and yourself that an alteration shall be made in your salary, duties or place of employment, such alteration shall not affect the other terms of this Agreement, except as may be expressly agreed on.

You shall not do or indulge in any of the following, without the prior written consent of the Company:

- (a) Compete: During the Employment Period and for a period of at least 6 (Six) months after the Employment Period, you shall not directly or indirectly carry on, assist, engage in, be concerned or participate in any business/activity (whether directly or indirectly, as a partner, shareholder, principal, agent, director, affiliate, employee, consultant or in any other capacity or manner whatsoever) which is similar to the business of the Company nor engage in any activity that conflicts with your obligations to the Company;
- (b) Solicit Business: During the Employment Period and for a period of at least two (2) years after the Employment Period, you shall not solicit, endeavor to solicit, influence or attempt to influence any client, existing or prospective customers or other person, directly or indirectly, to purchase his product in lieu of Company's products and/or services, to any person, firm, corporation, institution or other entity in competition with the business of the Company;

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(c) Solicit Personnel: During the Employment Period and for a period of at least two (2) years 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.

You acknowledge and agree that the compensation stated in Annexure I of this appointment letter is sufficient consideration for you to agree to non-compete and non-solicitation

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.

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. Therefore, you agree that the Company shall be entitled to an interim injunction, restraining order or such other equitable relief as a court of competent jurisdiction may deem necessary or appropriate to restrain you from committing any violation of the covenants and obligations. These injunctive remedies are cumulative and are in addition to any other rights and remedies that the Company may have against you as provided under laws.

You will have access to the employee portal which will have Company's Code of Conduct, Privacy Policy Guide, IT Usage Policy, Safety and Environment policy and other policies of the company. You are required to go through the same and understand them. You agree to abide by the principles set out in the document, breach of which, can have serious consequences including dismissal from service.

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 Company or any of the Associated Companies in connection with whose business you may be engaged all or any of the duties devolving upon you under this Agreement, the Company may at once, without any previous notice, terminate your appointment. Unless in case of earlier termination of this appointment due to a plausible cause, you shall retire on your 60th birthday or the day immediately preceding such date, if your birthday does not fall on a working day.

This Agreement and 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.

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 (other than you). Notwithstanding the above, in the event of a change in role, grades, promotions or other changes made in your employment and informed to you by the authorised officer of the Company, the applicable policies to such change in role, grades, promotion or other employment changes (for e.g. Notice Policy, Reimbursement Policy) shall apply to you from the effective date of such change. To that extent, such change in applicable policies will be considered an amendment of this

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Agreement and your continued employment will be constituted as agreement to applicable policies from time to time.

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.

If you agree to these terms and conditions, may we request you to sign the copy of this letter in token of your acceptance.

Yours sincerely,

For Flipkart Internet Private Limited

DocuSigned by:

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12 August 2021 | 11:03 IST

Ashish Jose
Director - People Operations

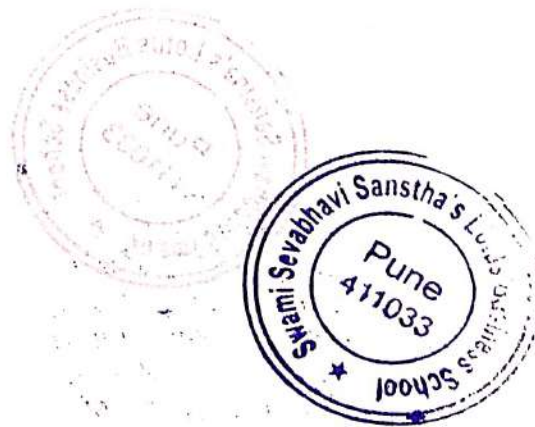
I accept the above terms and conditions and shall abide by them.

DocuSigned by:

C03C6565C48E464...

13 August 2021 | 12:27 IST
Name: **Akshay D Kakade**

"This is an electronically generated document, hence will not be printed on letter head material."



Flipkart Internet Private Limited

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Flipkart**Annexure I****Annexure I: Your Rewards Summary**

Name : Akshay D Kakade
City : Mumbai, Maharashtra, India

Compensation Structure	INR Annually (in Lakhs)
Total Base Pay (A)	4,20,000
Basic Salary	2,52,000
House Rent Allowance	1,26,000
Leave Travel Allowance	20,400
Provident Fund (Employer's Contribution)	21,600
Performance Bonus (B)	42,000
Total Cash Compensation (C = A+B)	4,62,000
Benefits Cost (D)	39,121
Insurance Cost	27,000
Gratuity	12,121
Cost To Company (E = C + D)	5,01,121
Your Rewards (E + G)	5,01,121

Note:

- USD to INR conversion rate taken for the above computation: 1 USD = INR 74.7
- Employer's Contribution to Provident Fund (maximum 12% on 1,80,000/- of Basic Salary per annum)
- Gratuity is at 4.81% of your Basic Salary and its payable on separation, subject to completion of 5 years of service in the company with the prevailing acts.
- Performance bonus is paid as per the terms and conditions of the company bonus plan.
- Any tax liability arising out of these allowances, perquisites and reimbursements will be borne by the employees.

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Anti-Corruption Screening Form

(to be completed by in-scope applicants as defined in the Anti-Corruption HR Screening Plan, v.2020)

Notice to Applicants: The information collected herein is part of the application process, is being collected to determine if you have any conflicts of interest that may present a corruption risk or an appearance of improper influence for the position that you are applying for, and the Company reserves the right to ask for additional information beyond what is asked in this application. Furthermore, by completing this application, the applicant agrees that if subsequent developments cause the information reported herein to be no longer accurate or complete, the applicant will immediately notify the Company regarding a change in circumstances. By providing this information, the applicant certifies that the statements and information contained in this submittal are true, accurate, and complete. Any misrepresentation or concealment of information may result in the employment termination in accordance with market-specific policies.

The information collected on this form is used for recruiting and employment purposes.

1. Have you been employed by a Government Entity within the last two years, or are you currently employed by a Government Entity, or do you anticipate holding a government position/title within the next 12 months?

A Government Entity is any government department, agency, ministry, instrumentality, entity, political party, political campaign, state-owned enterprise, public international organization, recognized traditional or tribal council, or recognized traditional or royal family. In the case of political party candidacy or position, please state the office for which you are running or hold/held (ex. mayor), but do not identify the political party affiliation.

No



Flipkart Internet Private Limited

Buildings Alyssa, Begonia & Clover, Embassy Tech Village, Outer Ring Road, Devarabeesanahalli Village, Bengaluru – 560103, Karnataka, India.

CIN: U51109KA2012PTC066107 | Ph: 1800 208 9898 | www.flipkart.com

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Anti-Corruption Screening Form
(to be completed by in-scope applicants as defined in the Anti-Corruption HR Screening Plan, v/2020)

Notice to Applicants: The information collected herein is part of the application process, is being collected to determine if you have any conflicts of interest that may present a corruption risk or an appearance of improper influence for the position that you are applying for, and the Company reserves the right to ask for additional information beyond what is asked in this application. Furthermore, by completing this application, the applicant agrees that if subsequent developments cause the information reported herein to be no longer accurate or complete, the applicant will immediately notify the Company regarding a change in circumstances. By providing this information, the applicant certifies that the statements and information contained in this submittal are true, accurate, and complete. Any misrepresentation or concealment of information may result in the employment termination in accordance with market-specific policies.

The information collected on this form is used for recruiting and employment purposes.

2. Do you have any family members who are Government Officials or are employed by a Government Entity?

Family members include parents, children, siblings, spouses, and spousal equivalents. A Government Official is: (i) any officer or employee of a Government Entity; (ii) any person acting in an official capacity for or on behalf of a Government Entity; or (iii) any candidate for a public office position or any person acting in an official capacity for or on behalf of the candidate; or (iv) any officer or employee of a private bank.

Yes

If YES, provide the information regarding your family member(s) below (attach list on a separate page, as needed)

Family Member

Position/Title Held by Family Member

Fireman

Government Entity that Family Member is Employed By or Affiliated With

State Government

Please identify your relation to the Family member who is a Government Official or employed by a Government Entity

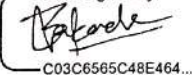
Father

If YES, are these family members in a position that interacts or could interact with the Company?

No

Applicant Name : Akshay D Kakade

Signature:


C03C6565C48E464...



Flipkart Internet Private Limited

Buildings Alyssa, Begonia & Clover, Embassy Tech Village, Outer Ring Road, Devarabeesanahalli Village, Bengaluru – 560103, Karnataka, India.

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Vikram Tea Processor Pvt. Ltd.
Annexure : Compensation Package

Name : Ms. Snehal Uttam Pawar
Designation : Marketing Admin
Location / Territory : Mumbai (MH)
DOJ :

Component	Per Month (CTC)	Per Annum (CTC)
Gross (A)		
Basic	5000	60000
HRA	4500	54000
Uniform Allowance	500	6000
Conveyance Allowance	1600	19200
Personal Allowance	2454	29448
Total (A)	14054	168648
Other Benefits (B)		
PF Contribution Employer	1146	13758
Bonus / Ex-Gratia	417	5004
Gratuity (Applicable after 5 years of services as per Act)	241	2892
Total (B)	1804	21654
CTC (A) + (B)	15858	190302
Net Take Home		
Monthly Gross	14054	168648
Less : Employee PF	1146	13758
Less : Employment Tax (PT)	200	2500
Net Take Home	12708	152390

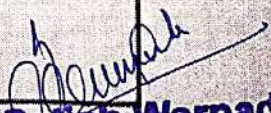
For Vikram Tea Processor Pvt Ltd.

Nilesh Chudiwal
Sr. Manager- HR

Note:

- 1) All other benefits payable as per rules/schemes of the company, subject to changes time to time.
- 2) Statutory Deductions as per Rules
- 3) Variable Incentive will be provided as per company policy, if applicable




Prof. Dr. Sanish Warpade
Director
Swami Sevabhavi Sanstha's
Lotus Business School, Pune



06-10-2020

Mr. Aditya Thorbole
EC: 50054993

Dear Mr. Aditya Thorbole,

This in reference to the letter dated 03rd January 2020, we hereby extend the internship period till 31st December 2020.

All the other terms and conditions of your appointment letter will remain unchanged. Kindly send us a signed copy of this letter for our records.

We wish you good luck and success in your assignment.

For Reliance Retail Limited

Authorised Signatory



Prof. Dr. Satish Warpade
Director
Swami Sevabhavi Sanstha's
Lotus Business School, Pune

Reliance Retail Limited

CIN: U01100MH1999PLC120563 Phone: +91 22 35553800

Registered Office: 3rd Floor, Court House, Lokmanya Tilak Marg, Dhobi Talao, Mumbai-400 002, India.
www.reliance-retail.com



06-10-2020

Mr. Omkar Guldagad
EC: 50054994

Dear Mr. Omkar Guldagad,

This in reference to the letter dated 03rd January 2020, we hereby extend the internship period till 31st December 2020.

All the other terms and conditions of your appointment letter will remain unchanged. Kindly send us a signed copy of this letter for our records.

We wish you good luck and success in your assignment.

For Reliance Retail Limited

Priyanka Bhayana

Authorised Signatory



[Signature]
Prof. Dr. Satish Warpade
Director
Swami Sevabhavi Sanstha's
Lotus Business School, Pune

Reliance Retail Limited

CIN: U01100MH1999PLC120563 Phone: +91 22 35553800

Registered Office: 3rd Floor, Court House, Lokmanya Tilak Marg, Dhobi Talao, Mumbai-400 002, India.
www.reliance-retail.com

Date: 27th August , 2020

To, Mr. Aditya Jagdale (Pune)

Subject: Offer Letter for the position of "Medico Marketing Executive"

Dear Aditya Jagdale,

Pursuant to your application and subsequent to our Selection procedure and also, the discussion that we had with you, we are pleased to offer you the position of "Medico Marketing Executive" in our organization for our Pune Branch.

Your Joining date will be – 01st September, 2020

Salary and Benefits

- You will be entitled for salary of INR 16,000/- Per Month (For Probation period of 1 month)
- After probation period it will be 18,000/- per month
- Travel Allowance will be :
 - Daily Travel Allowance - 200/-
 - Ex-Station Travel Allowance - 220/-
 - Out Station Travel Allowance - 450/-

Incentive

2% of MRP on each case and if the candidate crossed 10 cases/month -additional 5000 rs.
Provided the doctor makes the full payment within 30 days of invoice generation.

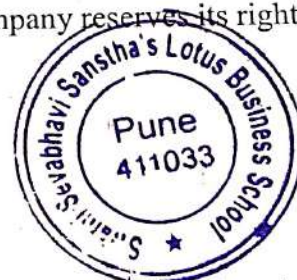
Work Place

Your initial place of posting will be at Pune however, the Company reserves its right to depute you at any other place at its discretion.

Terms:

- Per month incentives will be 2% on each case MRP.
- Your average calls will be 8 to 10 per day.
- Your commitment is needed for 1 year and for another 2 year you shall not join Competitor Company.

Prof. Dr. Satish Warpade
Director
Swami Sevabhavi Sanstha's
Lotus Business School, Pune



- You shall be marketing our product for part of Mumbai region.
- You are supposed to give us notice period of 45 days.
- You will carry out your duties with diligence and loyalty at all times, keeping the organization's interest paramount
- During the employment you will be bound by Company's rules and regulations framed and enforced from time to time.
- The Company reserves the right to amend or alter these at any time at its discretion, without giving any notice thereof, and these will be deemed as rules and regulations in terms of your employment
- You will devote your time and attention to your duties for the promotion of the business and interest of the company. Your employment with us is also terminable if the information given by you at the time of your application/interview is found incorrect.
- You will be required to honor the company policies and regulations.

You will receive a detailed appointment letter containing details of terms & conditions of your employment after you're joining in the organization.

Please tender back a signed copy of this letter as a token of your acceptance of the offer along with confirmation of your date of joining.

We shall look forward to a mutually rewarding relationship.

For THE ALIGNER COMPANY.

AUTHORISED SIGNATORY



To,
Ms. Poonam Raghunath Anande
Pune,
Maharashtra

Subject: Offer Letter

Dear Ms. Poonam,

This has reference to your application and subsequent interview. It gives us immense pleasure to offer you the position of **Area Business Executive** at **Pune HQ** for **XION Division** on terms and conditions discussed during the interview.

Kindly forward the following documents before the date of your joining for our needful as part of our HR protocol.

1. No Objection Letter from College
2. Medical Fitness Certificate from a registered medical practitioner
3. Copy of Certificates of Academics and accreditations if any
4. Copy of PAN Card, Aadhaar Card / Passport and Driving License
5. Copy of scanned photograph
6. Permanent and Temporary Address proof of residence
7. Bank Details (Cancelled cheque / Scan copy of Bank Passbook)

Needless to mention, our detailed Appointment Letter would be issued within 15 days of your joining subject to the above.

We wish you all the very best and look forward to a very successful value-adding career with Zyphar's family.

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

For Zyphar's Pharmaceuticals Pvt. Ltd



R. Ramakrishnan
Vice President-Sales and Marketing
Date: 26th August 2021



Prof. Dr. Satish Warpade
Director
Swami Sevabhavi Sanstha's
Lotus Business School, Pune

Zyphar's Pharmaceuticals Pvt. Ltd.

Corp. Office : 151/AB, Indrayu Mall, Konark Puram, Opp. Sheetal Petrol Pump, Kondhwa Khurd, Pune - 411048, Maharashtra, India. Tel: +91 20 2680001
Regd. Office : 102/103, Park Plaza, Opp. Kamla Nehru Park, Off Bhandarkar Road, Pune - 411004, Maharashtra, India. Tel: +91 20 25665700 / 800

@ : info@zyphars.com, www.zyphars.com CIN No.: U24231PN2006PTC022042

EISEN PHARMACEUTICAL CO. (PVT.) LTD.

REGD Office : 34/7 ERANDWANA, PUNE, 411004, MAHARASHTRA, INDIA
PHONE : (+91) 20-25431174, (+91) 8888842805 FAX : (+91) 20-25430024
www.eisenpharma.com | email – info@eisenpharma.com
CIN – U24232PN1951PTC008610 GSTIN - 27AAACE4108N1ZM



Date :15th July 2021

To,

Mr. Sujit Mote.

Flat No-402,Shriram Heights,

Parvati Nagar,Sadashiv

Dangat Nagar,

Dhayari-411030

Sub: Confirmation of Appointment

You have been working with us as a "Trainee-Operations" since 08/09/2020. Management is pleased to confirm your services from 01/06/2021 on the following terms and conditions :-

You will be placed in Permanent category.

Your will be entitled to monthly basic pay and other allowances as under.

	Salary
Basic pay	15010
HRA	751
Attendance	500
LTA	1500
Gross	17761/-


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Director
Swami Sevabhavi Sanstha's
Lotus Business School, Pune

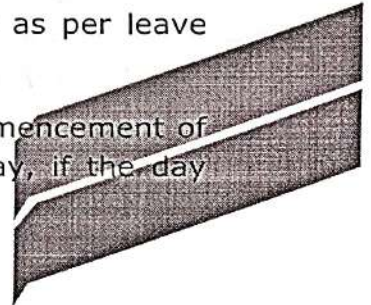
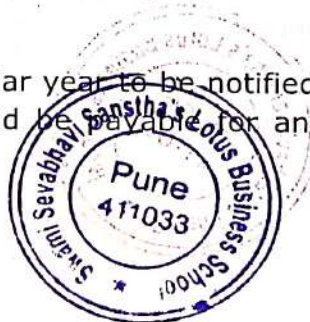
Your future increments would be at the discretion of the management on the basis of your general performance and behavior.

Leave & Holidays : You will be entitled to leave and paid holidays as under :

Privilege Leave : As applicable to your category from time to time as per leave policy

Casual Leave : As applicable to your category from time to time as per leave policy.

Paid Holidays : 9 days per calendar year to be notified at the commencement of each year. No wages would be payable for any paid holiday, if the day



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www.eisenpharma.com | email - Info@eisenpharma.com
CIN - U24232PN1951PTC008610 GSTIN - 27AAACE4108N1ZM



preceding and/or the day succeeding such a holiday is recorded as the day of unauthorized absence.

After the confirmation in case of resignation from the services you shall serve full notice period of 3 months.

You shall work according to the norms that would be prescribed by the management from time to time.

You shall be regular and punctual in your attendance for duty and shall not absent from work without prior permission by an application in writing.

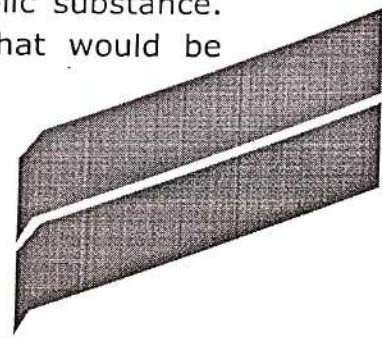
In case of your sickness rendering you unable to attend for duty, you shall promptly inform your superiors and produce medical certificate from your E.S.I. panel doctor, if covered under the E.S.I. Scheme, and otherwise from a registered medical practitioner.

Your appointment shall be subject to your continued medical fitness for duties you are required to discharge.

You shall retire from the services of the company on completion of 58 years of age on the basis of your date of birth as declared by you in your personal bio-data.

Should you desire to leave services of the company you shall give a written notice of one month of your intention so to do, or shall be liable to surrender one month's wages in lieu thereof.

You shall be bound to observe normal rules of discipline. You shall be liable to work sincerely, with due care and at reasonable speed, avoiding all types of waste of working hours, raw materials and other consumable stores. You shall give daily reports of your work to superiors whenever required. You shall not indulge in late attendance for work. You shall not indulge in habitual absence from duty. You shall be always decent and courteous with your colleagues and superiors, and with the customers and suppliers of our company, and avoid use of any indecent language to anyone. You shall always attend for work in uniforms provided by the company. You shall not smoke or chew tobacco during working hours and shall not enter the work-premises under the influence of any narcotics or any alcoholic substance. You shall also refrain from any other acts or omissions that would be normally considered unbecoming of an employee.



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PHONE : (+91) 20-25431174, (+91) 8888842805 FAX : (+91) 20-25430024
www.eisenpharma.com | email - info@eisenpharma.com
CIN - U24232PN1951PTC008610 GSTIN - 27AAACE4108N1ZM



You shall be liable to be suspended from duty, should any enquiry become necessary relating to your work or conduct, and shall be entitled to subsistence allowance at 50 % of your normal wages in that event.

You shall be liable to be laid off for want of work on account of shortage of power, raw materials or orders, for a maximum period of 6 weeks, during which period you shall be entitled to lay-off compensation at 50% of your normal wage. However, for being eligible to receive lay-off compensation in such a case, you would be required to record your attendance daily in the lay off register kept at the factory gate.

Should there be any change in your residential address as indicated above you shall intimate about the same in writing forthwith.

You shall give your two specimen signatures on the duplicate of this letter for our record.

A free Marathi translation of these terms of appointment is enclosed herewith. However, for all the official and legal purposes, only these original English terms would be considered as valid.

If you are agreeable to the above terms and conditions, please communicate your acceptance on the duplicate of this letter and return the same to us for record.

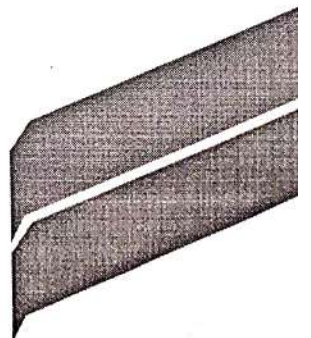
With the best wishes

For **Eisen Pharmaceuticals Company Pvt. Ltd.**

HR-Officer

I have read and understood the above terms and conditions, and I hereby accept the same as binding on me.

(Signature)



INTAS

INTAS PHARMACEUTICALS LTD

Corporate House : Near Sola Bridge, S.G. Highway, Thaltej, Ahmedabad - 380054. Gujarat. INDIA.
Ph.No. : 079-39837000, Website : www.intaspharma.com, CIN - U24231GJ1985PLC007866

IPL/OFFER/20114074/2021
May 04, 2021

Ms. APURVA PARDESHI
55 VIRAL VIHAR
55 VIRAL VIHAR NANDURBAR
NEAR MADHURAM HOSPITAL
NANDURBAR-425412
MAHARASHTRA

Dear Ms. APURVA PARDESHI,

With reference to your personal interaction with us, we hereby offer you the position of **BE TRAINEE** based at **PUNE** in our **SYBELLA** Division.

offer letter will be subject to successful completion of training program scheduled.

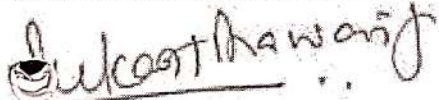
Only after successful completion of the training program, your appointment will be confirmed with us. Hence clearing the training is mandatory. On completion of training program, you shall be receiving details of your remuneration and other joining formalities.

On receipt of this offer, you are requested to provide us the copy of your resignation letter/email sent to your existing organization. Your attendance during the training program shall be taken from the date subsequent to the said resignation date.

You may please get in touch with **SWIKAR SHAH -RBM-PUNE POOL** on (MOB.-8055970551) who will guide you further regarding your joining in Field after completion of training.

Kindly revert with confirmation & as a token of your acceptance of this offer.

Your faithfully,
for **INTAS PHARMACEUTICALS LTD.**



SUKANT THAWAIT
Associate Vice President - HRD (Field)

PS:

1. Joining is allowed only till 24th of the month. For those willing to join after 25th and the joining reports received after 25th shall be taken as joining in the subsequent month.

2. You are required to submit the following documents at the time of joining the organization.

1. One set of photocopies of the following certificates:

- A) School leaving certificate indicating date of birth.
- B) Qualifying examination - degree certificate/mark sheets ((SSC, HSC, Graduation, Post - Graduation, etc).
- C) Previous work experience certificates (if applicable).
- D) Any other relevant documents supporting your skills & achievements.
- E) PAN Card copy with your signature.
- F) Address proof (Driving license/Election card/Aadhaar card/Passport /Electricity or Landline Telephone bill).

2. If employed, relieving letter/ acceptance of resignation from the current employer.

3. If employed, last 3 months salary slips & latest increment letter from the current employer.

4. 2 passport size latest color Photographs.

If you fail to submit the above required documents, we shall not be able to issue the appointment letter.





Prof. Dr. Satish Warpade
Director
Swami Sevabhavi Sanstha's
Lotus Business School, Pune

Name :Ms. APURVA PARDESHI

Salary Structure	
Component	Amount
BASIC	8600
HRA	2150
ADDL. ALLOWANCE	4051
LTA	450
COMMUNICATION REIMB.	500
FFR INTERNET REIMB.	300
KIT ALLOWANCE	600
VEHICLE MAINTENANCE	400
MOBILE ALLOWANCE	700
MEDICLAIM	1100
BONUS	1700
P.F.	1032
Total P.M.	21583
Gross Salary p.a.	258996
Monthly Salary	
BASIC + HRA + ADDL. ALLOWANCE + LTA + COMMUNICATION REIMB. + FFR INTERNET REIMB. + KIT ALLOWANCE + VEHICLE MAINTENANCE + MOBILE ALLOWANCE	17751
Less : PF + ESIC + PTAX	1366
Net Monthly Take Home Through Pay Slip (Subject to IT Deduction)	16385
Yearly Reimbursement	
Mediclaim (Paid annually agaisnt Premium paid)	13200
Bonus (Yearly Payment)	20400




Prof. Dr. Satish Warpade
 Director
 Swami Sevabhavi Sanstha's
 Lotus Business School, Pune



To,
Ms. Dipika Walse
A/P - Nirgudsar, Belhe,
Tal. - Ambegaon, Dist. - Pune 412 406.

Date: - 1st July 2021

CONFIDENTIAL

Job Appointment Letter

Dear Madam,

We at Namdeo Umaji Agritech (I) Pvt. Ltd. (NUA IPL) are pleased to offer you an appointment in our company on the following terms and conditions.

A. Designation:

Marketing & Extension Co-ordinator

B. Appointment:

Your appointment will be with effect from: 01/07/2021. Your headquarters will be at Shivajinagar, Pune, MH. However, you may be transferred to any place in India as per the requirements of the company.

C. Duties and Responsibilities:

- Co-ordinating with Accounts, HR, Store, R & D & providing data to marketing dept.
- Advertising, promotion, branding and marketing of our products with the help of field staff.
- Research & analyze market trends
- Operate social media accounts of company
- Co-ordinate with field staff for design and develop extension / promotional material
- Develop & arrange extension / promotional material based on product, season & area like literature, banners, posters, brochure, pamphlets, key chains, caps, pens etc.
- Conduct Study/Survey of specific subject/Issue, latest technology & as per instructions of head office send observations of same to the office.

You are required to keep us informed of any changes in your residential address, family, and/or civil status.

D. Reporting:

You will be reporting to Mr. Badrinarayan Dubey (NSM) & Mr. Pravin Kene (RSM).

E. Compensation:

Your remuneration as a salary will be as follows:

Rs. 16,500/- (Rs. Sixteen Thousand Five Hundred Only per month)

F. Performance Appraisal will be a regular feature of your employment.

Regd. Office : 1205/4, Alankar, Opp. Sambhaji Park, Shivajinagar, Pune-411004.
Ph. No. (020) 25532045, Fax: (020) 25530824, Email: sales@namdeoumaji.com
Head Office : 161/167, Dr. Ambedkar Road, Byculla (E), Mumbai- 400027.
Ph. No. (022) 23722628, Fax: (022) 23739662, Website : www.namdeoumaji.com

Prof. Dr. Satish Warpade
Director
Swami Sevabhavi Sanstha's
Lotus Business School, Pune





G. Probation:

You will be on probation period for the period of six months or as per companies' requirement, from the date of joining.

H. Confirmation:

The confirmation will be based on your performance, integrity, devotion towards company & responsibilities given by the Company. You will also follow the company's rules & regulations.

I. Notice Period:

The service can be terminated by the company management by giving one month notice to the employee OR the employee can relieve themselves by giving one month notice in writing or three months' Salary (Basic Salary + Dearness Allowance) in lieu thereof.

J. Increment:

The salary increments are not automatic. It is strictly based on an individuals' as well as the company's financially profitable performance. Your salary will be reviewed according to the same, in the month of August each year.

K. Confidential Information / Company Intellectual Property:

You will not divulge any confidential information acquired by you in course of or for the purpose of the employment or use such information in any way that might be harmful to the company or any of the associated companies.

This applies during the time you are employed with the company and for a period of 12 months after cessation of your employment. On cessation of your employment, you must return all the company assets and documents belonging to the company before settlement of your final dues.

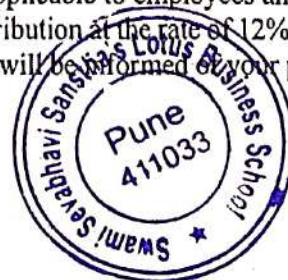
Any Industrial property (as defined below) conceived, invented, made, or acquired by you as an employee during your employment shall belong absolutely and beneficially to the company.

- a. Where damages might be caused to the business or the associated companies if disclosed or transferred.
- b. Where it is capable of use in activities of the company or associated company, you will disclose any such Industrial property to the company without any delay and will, at our costs apply for patents or other product protection anywhere in the world, and do all appropriate things as may be necessary or proper to vest the title to the Industrial Property in the company, even after the termination of your employment. Industrial Property includes any computer programme, concept, copyright, patentable work, research data and/or non-patentable inventions, know-how, process, design, registered design, trademark, trade name or any Industrial Property.

L. Provident Fund:

You will participate in the Provident Fund Scheme as applicable to employees and the company. The scheme provides for employees and the company's contribution at the rate of 12% of the Basic Salary. This is considered in your compensation as C.T.C. You will be informed of your participation.

Regd. Office : 1205/4, Alankar, Opp. Sambhaji Park, Shivajinagar, Pune-411004.
Ph. No. (020) 25532045, Fax: (020) 25530824, Email: sales@namdeoumaji.com
Head Office : 161/167, Dr. Ambedkar Road, Byculla (E), Mumbai- 400027.
Ph. No. (022) 23722628, Fax: (022) 23739662, Website : www.namdeoumaji.com



M. Retirement Age:

The normal retirement age for you as an employee will be 60 years.

N. Income Tax:

The company shall deduct taxes as appropriated and consistent with the Indian Tax Regulations.

O. Training:

Your commitment to participate in all Management Development and Trainings as deemed necessary for your role as this may require you to spend periods of time away from home.

P. Personal Accident Insurance Policy:

To the limits set by the company in the event of accidental death in service.

Q. Travel:

Whenever you are required to undertake travel for company's work, you will be reimbursed travel expenses as per the company's rules.

R. Medical Fitness:

This appointment and its continuance are strictly based on your ability to remain and being found physically fit by the company medical officer.

S. General:

The above terms & conditions are based on the company's policy, procedures & other rules and regulations currently applicable to the company employees and are subject to amendments and adjustments from time to time.

T. Acceptance:

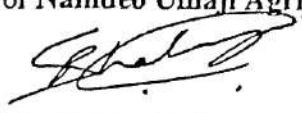
You would sign and return a copy of this letter to signify your acceptance to the company on the terms mentioned above.

We hope you will accept this appointment, and with that the challenge to help realize growth we envisage for the NUA IPL Business throughout India.


We look forward to you joining Namdeo Umaji Agritech (I) Pvt. Ltd. and through your performance, make a remarkable contribution to our seed business in India.

Yours Truly,

For Namdeo Umaji Agritech (I) Pvt. Ltd.


Mr. Shlok Bhalinge
Director




Received and Accepted
Ms. Dipika Walse



To,
Ms. Priyanka Borchate
A/P – Tembhe Vasti, Belhe,
Tal. - Junnar, Dist. - Pune 412 410.

Date: - 1st April 2021

CONFIDENTIAL

Job Appointment Letter

Dear Madam,

We at Namdeo Umaji Agritech (I) Pvt. Ltd. (NUAIPL) are pleased to offer you an appointment in our company on the following terms and conditions.

A. Designation:

Sales & Marketing Co-ordinator

B. Appointment:

Your appointment will be with effect from: **01/04/2021**. Your headquarters will be at **Shivajinagar, Pune, MH**. However, you may be transferred to any place in India as per the requirements of the company.

C. Duties and Responsibilities:

- Co-ordinating with Accounts, HR, Store, R & D & providing data to marketing dept.
- Business tracking
 - a. Graphical Representation
 - b. Business Analyzing
 - c. Maintaining & updating Sales & collection database
 - d. Product information & market intelligence tracking

You are required to keep us informed of any changes in your residential address, family, and/or civil status.

D. Reporting:

You will be reporting to Mr. Badrinarayan Dubey (NSM) & Mr. Pravin Kene (RSM).

E. Compensation:

Your remuneration as a salary will be as follows:
(CTC amount/annum): **Rs. 2,84,801/-**

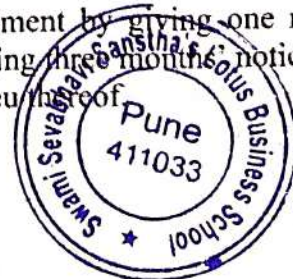
F. Performance Appraisal will be a regular feature of your employment.

G. Notice Period:

The service can be terminated by the company management by giving one month notice to the employee **OR** the employee can relieve themselves by giving three months' notice in writing or three months' Salary (Basic Salary + Dearness Allowance) in lieu thereof.


Prof. Dr. Satish Warpade
Director

Swami Sevabhavi Sanstha's
Lotus Business School, Pune



H. Increment:

The salary increments are not automatic. It is strictly based on an individuals' as well as the company's financially profitable performance. Your salary will be reviewed according to the same, in the month of August each year.

I. Confidential Information / Company Intellectual Property:

You will not divulge any confidential information acquired by you in course of or for the purpose of the employment or use such information in any way that might be harmful to the company or any of the associated companies.

This applies during the time you are employed with the company and for a period of 12 months after cessation of your employment. On cessation of your employment, you must return all the company assets and documents belonging to the company before settlement of your final dues.

Any Industrial property (as defined below) conceived, invented, made, or acquired by you as an employee during your employment shall belong absolutely and beneficially to the company.

- Where damages might be caused to the business or the associated companies if disclosed or transferred.
- Where it is capable of use in activities of the company or associated company, you will disclose any such Industrial property to the company without any delay and will, at our costs apply for patents or other product protection anywhere in the world, and do all appropriate things as may be necessary or proper to vest the title to the Industrial Property in the company, even after the termination of your employment. Industrial Property includes any computer programme, concept, copyright, patentable work, research data and/or non-patentable inventions, know-how, process, design, registered design, trademark, trade name or any Industrial Property.

J. Provident Fund:

You will participate in the Provident Fund Scheme as applicable to employees and the company. The scheme provides for employees and the company's contribution at the rate of 12% of the Basic Salary. This is considered in your compensation as C.T.C. You will be informed of your participation.

K. Retirement Age:

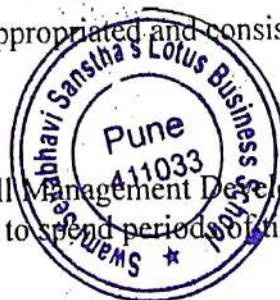
The normal retirement age for you as an employee will be 60 years.

L. Income Tax:

The company shall deduct taxes as appropriated and consistent with the Indian Tax Regulations.

M. Training:

Your commitment to participate in all Management Development and Trainings as deemed necessary for your role as this may require you to spend periods of time away from home.



N. Personal Accident Insurance Policy:

To the limits set by the company in the event of accidental death in service.

O. Travel:

Whenever you are required to undertake travel for company's work, you will be reimbursed travel expenses as per the company's rules.

P. Medical Fitness:

This appointment and its continuance are strictly based on your ability to remain and being found physically fit by the company medical officer.

Q. General:

The above terms & conditions are based on the company's policy, procedures & other rules and regulations currently applicable to the company employees and are subject to amendments and adjustments from time to time.

R. Acceptance:

You would sign and return a copy of this letter to signify your acceptance to the company on the terms mentioned above.

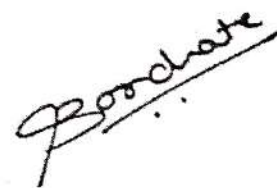
We hope you will accept this appointment, and with that the challenge to help realize growth we envisage for the NUA IPL Business throughout India.

We look forward to you joining **Namdeo Umaji Agritech (I) Pvt. Ltd.** and through your performance, make a remarkable contribution to our seed business in India.

Yours Truly,
For **Namdeo Umaji Agritech (I) Pvt. Ltd.**



Mr. Shlok Bhalinge
Director



Received and Accepted
Ms. Priyanka Borchate



PRIVATE AND CONFIDENTIAL
09-07-2021

Shubham Nimbalkar
Jayhind colony Satara. Maharashtra 415002

Dear Shubham,

Urban Ladder is engaged, inter-alia, in the business of retail trading of furniture and home décor products via offline and online channels such as its retail stores and via various websites including its own website www.urbanladder.com and mobile app. As we continue to evolve, we look for people who are committed to leadership and our culture of innovation. We would like to invite you to join our team based in **Pune** as **Associate - Warehousing**.

Your scope of responsibilities will include those for which you are engaged, as well as any other duties given to you by your Manager. In accepting this offer of employment, you will be required to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms. You are also required to use substantially all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Compensation and Allowances

You are entitled to a compensation of INR 250000 /- per annum. The details of your compensation structure are outlined in Annexure A.

Probation

The first 3 Months months of your employment will be subject to a probationary period.

Benefits and Terms of Employment

Additional benefits and terms of employment are described in Annexure C. For more details on relevant policies and procedures, you should contact the Manager.

Travel and Relocation

You may be required to travel as part of your duties and relocate to another office upon reasonable notice to you. No reimbursements will be given if relocation is within the same city. Other Relocation expenses will be met in accordance with company policy. Upon transfer, the rules and regulations and as also the terms and conditions of service applicable at such place of transfer to the position assigned to you on transfer shall be applicable on you.

Policies and Procedures

You are required to comply with all Urban Ladder policies and procedures, as they may be amended or added to from time to time. Also, you can at any time access all the Company policies on the HRM Tool of the Company whose log-in credentials shall be shared upon joining.



Prof. Dr. Satish Warpade
Director
Swami Sevabhavi Sanstha's
Lotus Business School, Pune

URBAN LADDER HOME DÉCOR SOLUTIONS PVT. LTD.

1st, 2nd & 3rd Floor, No 259 & 276, Amariyothi HBCS Layout, Domlur, Bangalore - 560 071, Karnataka
email: hello@urbanladder.com, www.urbanladder.com Tel: 080 466 66 777

CIN - U74999KA2012PTC062610

While you are in employment of the Company, you may be given, or handed over Company's property, equipment, and or confidential information for official use and you shall take care of them including their upkeep. On the cessation of your employment with the Company by the way of termination, retirement or otherwise, you shall return all such property, equipment, document, books, papers, confidential information relating to the affairs of the Company which is entrusted in you or confided to you or becomes known to you in course of your employment.

You will not at any time without consent of the Management, disclose or divulge to anyone or make public any details of any of the policies, processes, accounts, transactions technical know how and dealings of the Company, whether the same may be confided or become known to you in course of your service or otherwise.

You will duly comply with obligations assumed by the Company with third parties for maintain confidentiality and with respect to non-compete provisions contained in any contract between the company and its collaborators.

All rights, title and interest in "Intellectual Property" including but not limited to data, material information, invention, innovation, improvement, processes, copyright, trade secrets, trademark, trade name, service mark, logo, domain name, discovery, program codes, designs, research and development activities, products and ideas (whether patentable or not) along with goodwill that is conceived and derived, made or developed by you, whether solely or jointly with other employees of the Company including all during period of your Company even when you are travelling or touring in the course of your duties shall be the sole property of the Company. You shall promptly communicate in full detail and in writing to the Company about the intellectual property. You also agree to transfer and assign to the Company full right and title to all the Intellectual Property and take such reasonable steps requested by the Company to transfer ownership.

Other Engagements

You are not allowed to work either full time, part time or in advisory, consultant, associate or any other role with any company, organization or any kind of freelance work till the time you are employed with the Company. You need to take specific approval in writing from your manager before being associated or contributing to any forums, groups, projects or non-profit seeking bodies.

Termination

Your employment may be terminated by the Company giving one (1) months' notice or one (1) month's pay in lieu of notice. In case the employee resigns/ give notice for termination of employment, he/she shall give two (2) months' notice or two (2) month's pay in lieu of notice to the Company. Further, the Company at their sole discretion may relieve the employee before expiry of the notice period without any financial liability or commitment to allow them to continue in service till the end of notice period. During the probation period, either party may terminate your employment by giving (1) months' notice or salary in lieu of such notice.

The company may terminate your employment without notice if you wilfully disobey a lawful and reasonable instruction or direction, commit an act of misconduct, including but not limited to, fraud or dishonesty, or are habitually negligent in your duties, you will be liable to dismissal by the Company without notice.

In case you remain absent from your duty, without any prior intimation and approval or over stay leave originally granted to you, the Management reserves the right to take appropriate action as it may deem fit, which may also lead to termination of your employment.



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Return of Company Property

On termination of your employment, for any reason, you must immediately return to company all company property and all documents and items relating to the company's business. This includes, but is not limited to, any car, equipment, papers, keys, reports, computers, information and programs, records and documents and other information in whatever form, relating in any way to company. Company is entitled to deduct or set off any amount owing to you on termination for the value of any property not returned, or amounts owing to company.

Conflict of Interest

You must use all reasonable endeavours to avoid any situation where your personal interests may conflict with or be inconsistent with the interests of company. Notify your manager should a conflict arise or is likely to arise. You must not use company letterhead or resources for any purpose other than approved company business.

Communication

Any change in particulars (including address, phone number) already registered by you must be communicated to the Management in writing. Any communication sent to you at the last known address as intimated by you in writing to the Management shall be deemed to have been received by you and the Management shall act accordingly.

Closing

This offer of employment is conditional upon the following:

- Signing the acceptance clause under the heading "Acceptance of Employment Offer";
- You are under no obligation to anyone, including any former employer, which prevents you from entering into this Agreement or restricts the activities or duties which may be assigned to you by the company.
- All information provided by you is accurate, including academic credentials.
- Successful completion of any background check or security clearance investigation, if required.
- Satisfactory reference having been obtained from your previous and present employers.
- Successful completing the Degree/ Diploma with no standing backlog in any of the semesters during the course of study.

The Company has the right and liberty to modify or waive any or all terms and conditions of this Letter at any time, without notice or prior information.

Your Date of Joining is **14-07-2021**.

We look forward to receiving your acceptance of this offer and joining the Urban Ladder team

Sincerely,

On behalf of Urban Ladder Home Décor Solutions Pvt. Ltd.



Akash Chauhan
Vice President
Customer Excellence and PeopUL



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CIN - U74999KA2012PTC062610

Acceptance:

I, **Shubham**, have read, understood, and accept this offer of employment, as set forth above, with company and will report on **14-07-2021**.

Signature: _____ Date: **14/07/2021**

Attachments:

1. Annexure A - Compensation Structure Information
2. Annexure B - Benefit Summary
3. Annexure C - Laptop Issue & Usage Agreement
4. Annexure D - Phone Issue & Usage Agreement
5. Joining Time Document Checklist



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Annexure A

Compensation Structure Information

Dear Shubham,

Your Total Annual Salary will be INR 250000. The breakdown of your basic salary and allowances are as follows:

Position: Associate - Warehousing

SALARY COMPUTATION	
Components	Per Annum
Salary Part	
BASIC SALARY	118750
HRA	47500
Special Allowance	35108
Statutory Bonus	9892
Reimbursement	
Phone Allowance	12000
Retirement	
PF	14250
Variable Pay for Performance	
Variable Pay	12500
Total Fixed	237500
Total CTC including VPP	250000
Medical Insurance as per company policy for yourself spouse and up to 2 kids	
Insurance	500000

All amounts above are pre-tax amounts and will be taxable in accordance with the taxation laws in India. All allowances will be paid in accordance with applicable taxation laws. For allowances requiring reimbursements, as non-taxable components, you will need to submit receipts/bills; otherwise they will be paid as taxable components.



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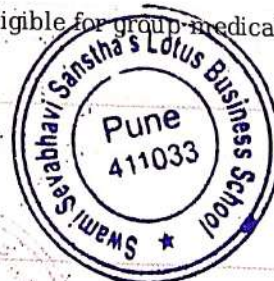
** Variable pay-out eligibility for yearly payout - Member must be active in the system as of 31st March of the financial year and should be eligible for respective PMS cycle.

** Variable pay-out mentioned is subject to organization achieving targets at threshold and individual performance and will be decided by the organisation. For FY 20-21 paid as a monthly/quarterly/yearly component in accordance with your function and role

Annexure B

Terms & Benefits Summary*

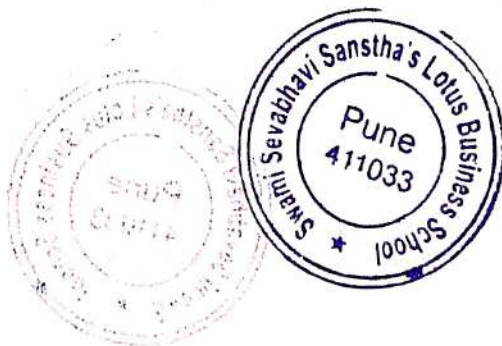
Terms&Benefits Items	Description
Working Hours	<p>1. No. of working hours - the number of working hours each day shall be 9 hours.</p> <p>2. Shift Timings - Each day's shift timings shall be governed by the applicable rules and regulations of work determined by the Company management or your department/function head from time to time in accordance with the operational requirements of your function.</p> <p>3. Public/Government Holidays - In the event you are required to work on a Public Holiday, you will be entitled to get a compensatory off.</p> <p>4. Weekly Off - You will be entitled to weekly off in accordance with the operational requirements of your function</p>
Notice Period	Two months' notice period unless otherwise specified by employment contract.
Mileage allowance	Employees who are required to travel for business-related purposes (travel from home to office is NOT included) are eligible to claim mileage of Rs.6/km if they use their own car and Rs.3/km if they use their two-wheeler. Employees must complete the Mileage Claim Form for reimbursement. Claims must be submitted within 30 days of the journey.
Medical Insurance	Employees will be eligible for group medical insurance as per company's policy.
Vacation & Leave Entitlements	
Annual Leave	<p>Employees are eligible for 18 earned leaves and 12 casual leaves for calendar year.</p> <p>Annual Leave entitlement will be pro-rated for the first and last year of service.</p>



	This leave can be availed throughout the year anytime for vacation, sickness, personal commitments etc.
Maternity Leave	Applicable to all female employees, 6 months (paid) that can be extended for another 3 months (either part-time work or at loss of pay)
Paternity Leave	10 days of leave that can be utilized anytime within six months of birth of the child.
Country Holidays (mandated)	Employees will be entitled to 12 public holidays (including floating public holidays). Dates will be published at the beginning of each calendar year.

(For Regular Full Time Employees)

*The information in this summary is presented for the convenience of benefit plan and program participants only. If there are any discrepancies between the information in this summary and the applicable Urban Ladder benefit plan, the actual benefit plan document shall, in all cases, govern. In accordance with each plan and/or program, Urban Ladder reserves the right to amend or discontinue the plan and/or program described in this summary at any time without prior notice to, or consent by, employees.



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CIN - U74999KA2012PTC062610

Annexure C

Laptop Issue & Usage Agreement

Urban Ladder ("Company") in consideration of improving productivity and meeting business needs of the company has decided to issue Laptop and components like power supply adaptor, mouse & installed software ("Laptop") to employees and contractors ("Employees") based on appropriate recommendation from the Managers.

The issue, usage and return of Laptop are governed by following terms & conditions: 1. Ownership of Laptop shall lie with the Company. Any data created or stored on the Laptop shall be property of the Company.

2. The Laptop shall be used for company related activities. Employees are permitted to use the Laptop for reasonable amount of personal use.

3. The Employee shall ensure that Laptop and contents in the same comply with all of Company's IT policies and practices including data security, network traffic etc. The Employee shall make sure that Laptop does not contains any unauthorized software or programs. The Company is authorized to audit and monitor the Laptop at any point of time without notice.

4. The Employee shall take all steps to ensure security of data and information and shall make sure it is not copied in part or full, backed up or reproduced at any place other than designated media and storage space by company.

5. The Employee shall be responsible for safety and security of Laptop including theft, damage or loss of Laptop. The employees shall inform the company promptly about any such incidence, if any. The Employee agrees to pay/ compensate the Company equivalent amount in cash as per details below:

- Within 1 Year from date of purchase - 100% of Laptop cost.
- 1-2 Years from date of purchase - 75% of Laptop cost.
- 2-3 Years from date of purchase - 50% of Laptop cost.
- More than 3 years from date of purchase - 25% of Laptop cost.

The company, at their sole discretion, may waive off this cost based on their analysis of the incidence. The Employee shall return the Laptop to the designated Manager or department before leaving the company.

6. Any support request related to Laptop, software or hardware issues should be notified to designated department which shall take suitable action as needed.

7. The Company may withdraw the Laptop anytime without any notice or reason.

Acceptance:

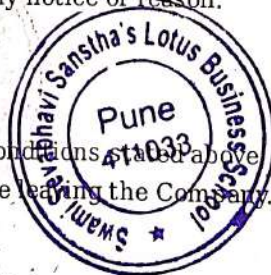
I, **Shubham**, have read, understood and accept all terms and conditions stated above. I shall use the Laptop for various company related activities only. I shall return the Laptop before leaving the Company.

Name: **Shubham Nimbalkar**

Signature: _____

Date: _____

14/07/2021



Annexure D

Phone Issue & Usage Agreement (Applicable to those who receive a company phone)

Urban Ladder requires all Service Associates to own a phone for carrying out official work. The phone should be of following specifications:

- Brand: Asus, HTC, Motorola, Samsung or Sony.
- Operating System: Android 4.3 and above.
- Screen Size: 4.7" and above.
- Camera: 5MP and above.


In case you do not own a Phone meeting the above requirement, the issue, usage and return of Phone are governed by following terms & conditions:

1. The company will provide you one at a subsidized cost of Rs. 8000. The cost of the same will be deducted from your salary through equal monthly instalments of Rs.1000 for 8 months.
2. Employee will be liable for any damage to the company provided phone and will have to bear the cost for the same.
3. If the company provided phone is lost, stolen or damaged beyond repair, employee will have to buy a new phone either through the company or on his/her own. Additionally, the employee will have to also pay the pending amount, if any.
4. If the employee leaves the company before the entire cost of the phone has been paid, the company will adjust the receivable from the final settlement.

Acceptance:

I, S. Bhram, have read, understood and accept all terms and conditions stated above.

Name: Shubham Nimbalkar

Name: Shubham Nimbarkar
Signature:  Date: 14/07/2021

Joining Time Document Checklist

The following is the checklist which indicates the documents that you have to submit at the time of joining Urban Ladder

Duplicate copies of following documents to be submitted:



Submitted

URBAN LADDER HOME DÉCOR SOLUTIONS PVT. LTD.

URBAN LADDER HOME DECOR SOLUTIONS PVT. LTD.
1st, 2nd & 3rd Floor, No 259 & 276, Amariyothi HBCS Lyout, Domlur, Bangalore - 560 071, Karnataka, India
email: hello@urbanladder.com, www.urbanladder.com Tel: 080 466 66 777

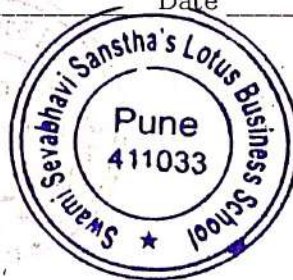
CIN - U74999KA2012PTC062610

S. No.	Description of Document	(Yes/No)
1.	Appointment Letter Signed By Employee/ Contractor (if you have already submitted the same, please ignore)	
2	Degree Certificate a. If you are a fresh candidate you can submit the provisional certificate, if your convocation has not yet taken place b. If you are a candidate with experience, you are requested to produce your final degree certificates of your Diploma/bachelor's degree/ Master's degree/ Any other professional qualification program	
3	Marks Sheet Marks sheet for all semesters must be provided. In case of multiple attempts, the marks sheet of all attempts must be provided	
4	Salary Proof If you are joining with prior experience, please submit a copy of Appointment Letter/ Salary Certificate/ Latest Salary Slip	
5	If you are joining with prior experience, please submit an experience letter from all your former employer(s). The letter must clearly indicate <ul style="list-style-type: none"> • Total years of experience • Brief description of your roles and responsibilities 	
6	Relieving Letter If you are joining with prior experience, please submit a relieving letter from your former employer	
7	Photograph One passport size color photograph	

Employee/Contractor Signature _____

Date _____

14/07/2021



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CIN - U74999KA2012PTC062610



SAKUNDE FOODS

Ramnursinghome, Vitthalwadi, Akurdi, Pune, -411035.
Mob.9049583056 | Email id: sakundefoods14@gmail.com

OFFER LETTER

Date : 29/07/2021

Vaibhav Keshav Jadhav

Add: shahu nagar, indapur
Pune, Maharashtra-413106

Dear Vaibhav Jadhav,

Congratulations Sakunde Foods is Pleased to offer you the Position Of Sales Executive. We trust that this offer will meet with Your approval.

Reporting to supervisor, Your starting salary will be 22000₹ Your working hours are 8.30am to 7.00pm Monday to Saturday and your first day of work will be 03/08/2021 8.30am your eligible for the employee benefit program as outlined in the attachment to this job offer.

This offer is conditional upon our satisfactory completion of your reference check.

Please sign the enclosed copy of this letter and return it to me by 31/07/2021 to indicate your acceptance of this offer.

The entire team at Sakunde Food is looking forward to working with you and we are confident you will be able to make a significant contribution to the success of our organization.

Sincerely

Amit Sakunde

Sakunde

Foods

I accept this offer as outlined above and in the attached Documents.

Vaibhav Jadhav 31/07/2021.




Prof. Dr. Satish Warpade
Director
Swami Sevabhavi Sanstha's
Lotus Business School, Pune

15-Nov-2021

Dear Namosh Solunke,

We are pleased to offer you the position of Sales Trainee in **Level - 2** of our Company. The offer is subject to successful completion of your post-graduation course.

Your compensation details are as follows:

Components	Components Rs. Per annum
Basic	76,500
Supplementary Allowance	103,500
Employer's Contribution to PF	21,600
Statutory Bonus	7,000
Gratuity	3,677
Flexible Compensation Pay	42,723
Annual Guaranteed Pay	255000.00

The terms and conditions of your appointment will be communicated to you on acceptance of this letter.

The Company reserves the right to conduct background checks including your antecedent, education and employment. Your continuation in employment will be subject to satisfactory reports being received from all the above mentioned sources.

The offer is made relying upon the information furnished and representation made by you from time to time. If any information or representation is found to be incorrect or if any material information is detected by us to have been suppressed by you or any action on your part is found to be in contravention to the terms and conditions of employment or the Company's Code of Conduct, the Company will have the right to terminate your services at any time without prior notice.

Please note that this offer is valid subject to your acceptance of the term/conditions of employment with us and may be withdrawn/modified if any information or representation furnished by you is found to be incorrect or if any material information is detected by us to have been suppressed by you.



Prof. Dr. Satish Warpade
Director
Sansha's Lotus Business School, Pune



you or any action on your part is found to be in contravention to the terms and conditions of employment or the Company's Code of Conduct. This letter is not to be construed as your letter of appointment, which will be issued separately subject to the conditions mentioned above.

The Company shall have the right to transfer you to any of its departments / offices or depute you to group companies, anywhere in India. In case of deputation to a group Company the terms and conditions of your employment including gross salary and benefits, etc. as stated in this letter will continue to be applicable.

You are required to submit the requisite documents & proofs of successful completion of your post-graduation course within 6 months of joining the organization.

We look forward to your joining the company and wish you a long and successful career with the organization.

Best Regards,

Vineet Tyagi
Senior Vice President
Human Resources
ICICI Prudential Life Insurance Co. Ltd.





Swami Sevabhavi Sanstha's
LOTUS BUSINESS SCHOOL
Innovating Business Leadership

OFFER/APPOINTMENT LETTERS

BATCH 2018-20

TIAA Global Business Services (India) Private Limited

Registered office: OFF NO 10th
Floor, North and South
Tower, Godrej One Godrej Soap
Industrial Area, Vikhroli East Mumbai
Mumbai City MH 400079 IN

CIN: U72901MH2016FTC279876

Phone: +91 226 229 8000

Email: tiaagbs_info@in.tiaa.org

February 17, 2021

Abhishek Nilkanth Kothekar
Plat No-25

Aurangabad
Maharashtra
India

Dear Abhishek:

It is with great pleasure that we extend you a Contingent offer of employment, based provisionally upon your eligibility, qualification and Back Ground Verification parameters being met in a timely manner, at TIAA Global Business Services (India) Private Limited ("GBS") or ("the Company"), which is a subsidiary of Teachers Insurance and Annuity Association of America ("TIAA") incorporated in India. This offer is subject to the following terms and conditions:

1. Position and Probation

1.1 You will assume the responsibility of Trainee, Trainee, Client Services with a start date on




Director
Swami Sevabnavi Sanstha's
Lotus Business School
Pune - 411 033

or before March 1, 2021 as discussed with your Human Resource representative.

1.2 You are assigned to work out of our Pune, India Location.

1.3 Your employment will be contingent upon the successful completion of a Three Hundred and Sixty five (365) days initial probationary period, which period shall commence from the date of your joining the Company. Notwithstanding anything stated in section 6.1 herein, during the probationary period your employment can be terminated by either you or GBS giving to the other thirty (30) days of notice in writing. If your performance is satisfactory to the Company during this probationary period, then notice of termination by either party shall be extended after the probationary period to the period of time specified in Section 6.1. The Company may also choose to extend such probationary period, in accordance with law.

1.4 The normal hours of work at GBS are forty-five (45) per week, Monday through Friday, and will be established for you by your manager. Subject to applicable laws, however, actual working hours, their timing and weekly holidays may vary with the duties and requirements of your position consistent with a 24 x 7 multi-shift work environment and other business needs as GBS may specify.

2. Duties and Responsibilities / Transfer

2.1 The duties and responsibilities required for the position offered to you are set forth in the job description provided to you before and/or during your interview with GBS. You may be required to perform other duties as required by the Company from time to time. You shall not refuse to perform other duties and undertake responsibilities as and when called upon by your reporting manager, if any.

2.2 The Company has a right to assign, transfer, second or depute you to any affiliates, departments, subsidiaries or associate companies of the Company or to any group companies in which the Company may be having interest whether existing or which may be set up or established or acquired in future in any other location in India or to any third parties. The Company does not guarantee the continuation of any benefits or perquisite at the new location. In all such cases of transfer you will be governed by the relocation policies and policies of the Company existing at that time.

2.3 You shall devote all of your skill, knowledge and working time to the conscientious performance of your duties and responsibilities and you shall perform your duties with diligence



and devotion. Since this is a full-time employment with the Company, while in the employment of the Company, you are not allowed to be employed in any other organization on a permanent, temporary or part time basis nor shall you offer your services with or without consideration to any physical person, legal entity or public authority or be occupied in your own business, without the prior written consent of the Company. You will comply with all directions given to you by the Company and faithfully observe all the rules, regulations, and arrangements applicable to you.

2.4 Your provisional employment will, in addition to the terms and conditions of this offer of employment specifically stated herein, also be governed by the rules, regulations and such other practices, systems, procedures and policies framed, amended, modified or omitted by the Company from time to time, including those as may be provided in the Company's policies service rules, code of conduct, etc. The contingent nature of this offer of employment, shall be discharged and be set for regularization of your employment, when:

2.4.1 You pass all subjects required to be cleared in order for you to graduate your course

2.4.2 You have been given an all cleared Degree by your institution

2.4.3. Your Back ground verification is concluded successfully, by TIAA India or it's assigned third party

2.4.4. All the above activities are concluded within 6 months of your receipt of the provisional degree and final semester mark sheet

2.4.5. If you are not convicted of a crime or indicted in a criminal activity

2.5 You shall not engage in activities that could result in a conflict of interest with the Company without prior approval from your manager. Any conflict of interest or potential conflict of interest shall be disclosed to the Company.

2.6 Your contingent employment will also be governed by statutory laws enacted by the government or local authorities as may be applicable from time to time. You shall comply with all applicable laws, regulations, and government orders of India, now or hereafter in effect, relating to your employment by the Company, including but not limited to the provisions of the Prevention of Corruption Act, 1988 of India, the Foreign Corrupt Practices Act, 1977 of the United States of America and the Bribery Act 2010 of the United Kingdom. Without limiting the generality of the foregoing, you represent and covenant that you have not, and shall not, at any time, during your contingent employment with the Company, pay, give, or offer or promise to pay or give, any money or any other thing of value, directly or indirectly, to, or for the benefit of: (i) any public servant, government official, political party or candidate for political office; or (ii) any other person, firm, corporation or other entity, with knowledge that some, or all of that money, or other thing of value will be paid, given, offered or promised to a public servant, government official, political party or candidate for political office, for the purpose of obtaining



or retaining any business, or to obtain any other unfair advantage, in connection with the Company's business.

3. Compensation, Benefits & Reimbursements

3.1 Your annual fixed compensation will be 336,131.00 Indian Rupees (INR).; subject to deduction at source (tax withholding) as per applicable income tax and any other prevailing applicable regulation in force from time to time during your employment with GBS. Please see Schedule B attached hereto for detailed break-down of the compensation structure.

3.2 You will be reimbursed for expenses reasonably incurred in connection with the performance of your duties in accordance with the Company's policies as established from time to time.

4. Code of Business Conduct; Protection of Confidential Information and Other Business Interests

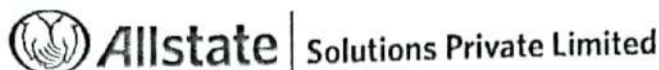
4.1 The Company's corporate policies reflect its core values and leadership standards. The Code of Business Conduct for the Company (the "Code") embodies the guiding principles for its policies. As a condition of this offer of employment, you agree to fully comply with the Code.

A copy of the Code of Business Conduct is enclosed with this letter. Please read it carefully in considering this offer. You shall also comply with all the other Company's policies (including but not limited to the Company's Employee Handbook), rules and procedures as may be drafted, enforced, amended and/or altered from time to time during the course of your employment.

4.2 The Company expects you to treat seriously your confidentiality obligations under the Company's Code and the Employee Handbook and be diligent in protecting the trust placed in the Company by its constituents to maintain the sensitivity and confidentiality of the Company's and/or TIAA's confidential information. Your obligations under this policy are serious matters. Accordingly, as a condition of employment with the Company, you must sign the "Confidentiality, Intellectual Property Assignment and Non-Solicitation Agreement" on or before your start date. A copy of the said agreement, the Code and the Employee Handbook are attached.

5. Personal Trading Policy





July 30, 2020

Mr. Abhishek Harish Patki

Somani Residency, A wing 801, Koyate wasti, Punawale Pune - 411033.

Dear Abhishek,

On behalf of Allstate Solutions Pvt. Ltd., ("The Company" or "ASPL") it is my pleasure to offer employment to you as **"Associate - Operations"**, in our Pune center. We extend this offer, and the opportunity it represents, with great confidence in your abilities. You made a very favorable impression with everyone you met, and we are excited with the prospect of your joining our company.

This offer letter and your employment with the Company are subject to your executing on the joining date, ASPL's detailed employment agreement ("Employment Agreement") containing the terms of your employment. Your employment with the Company will commence only on the execution of the Employment Agreement and in accordance with the terms and conditions set out therein.

The broad terms of the offer are as follows:

Designation	Associate - Operations
Location	Pune
Start Date	On or before August 17, 2020
Probation	6 months from Start Date
Notice Period	60 Calendar Days

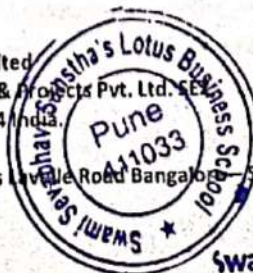
Annualized Salary and Benefits:

Total Guaranteed Cash ("TGC")	Rs. 280,374
Annual Incentive Plan	Rs. 19,626
Target Total Cash ("TTC")	Rs. 300,000

Reference **Annexure A** for detailed salary break up and highlights of benefit schemes.

Besides Total Guaranteed Cash, you will be eligible to participate in the ASPL Annual Incentive Plan (AIP), subject to the terms applicable to that plan from time to time. Determination and award of payments from the AIP Plan is generally made soon after the end of each financial year and award amounts factor individual and AIP performance in the plan year. While there is no guaranteed minimum award, the current target incentive amount for you under the plan is 7% of your TGC; the maximum incentive amount for you under the plan is 10.5% of your TGC. You will be entitled to participate in the AIP provided you remain as an employee in good standing, you have not given notice of your resignation from employment with the Company, or had your employment terminated by the Company for gross misconduct, gross negligence or in other circumstances justifying summary dismissals at the date on which you actually receive an award or payment. For the first year of service the Annual Incentive will be calculated on a prorated basis. However, a minimum of 3 months of service, inclusive of the probation period, in the Company, is required for the payment of Annual Incentive.

Allstate Solutions Private Limited
9th & 10th Floor, R4 Building, KRC Infrastructure & Projects Pvt. Ltd. SE
S. No. 65, Kharadi, Pune - 411014 India.
www.allstate.com/india
(Formerly, Northbrook Services India Pvt Ltd. 67-4, 4th cross, Lavelle Road Bangalore - 560001)



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Lotus Business School
Pune - 411 033

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You will also be eligible to participate in competitive benefit plans for ASPL employees. These may include various insurances packages and other benefits as outlined in the employee related policies of the Company. The terms of these schemes/ policies may be changed from time to time or be withdrawn by the Company at any time.

Your individual remuneration is purely a matter between yourself and the Company and has been arrived on the basis of your job, skills specific background and professional merit. We expect you to maintain this information and any changes made therein from time to time as personal and confidential.

As stated above, you will be on probation for a period of six (6) months from the Start Date and your probation period may be extended at the sole discretion of ASPL. ASPL shall be at liberty to terminate your employment during such probation period without notice or cause or compensation thereof.

Subject to the provisions contained in this offer, your services are terminable by the company by giving two months of notice or gross salary in lieu thereof. In the event you terminate your services, you are required to provide the Company with two (2) months' notice which shall not be compensated by payment in lieu thereof. No notice of resignation will be effective if given during a period of leave of absence from the Company. In the event you have issued to the Company a notice of termination of employment, and avail of any leave during the notice period, the notice period shall stand extended by such number of days that you have been on leave.

You will abide by the Rules and Regulations of the Company and the Company shall have the right to vary or modify any or all of the above terms and conditions in service which shall be binding on you.

Any act of dishonesty, disobedience, insubordination, incivility, intemperance, irregularity in attendance or other misconduct or neglect of duty, or incompetence in the discharge of duty on your part or the breach of any of the terms, conditions and stipulations contained herein will render you liable to termination of your employment without notice or compensation thereof.

This offer and the employment with ASPL are subject to:

- a. On your qualifying in your current Graduate / Post Graduate examination with a minimum aggregate of 60% or 6.5/10 CGPA, you shall be required to produce the original certificate and marks sheet at the time of joining the service of ASPL or within the time frame specified by the company. In default thereof, this offer stands withdrawn and if you have been permitted to join the service, your employment shall be terminated without notice or pay in lieu thereof at the sole discretion of the company.
- b. Successful completion of a background check, including, education, employment reference and compensation history, to the satisfaction of ASPL
- c. ASPL being able to verify, to its satisfaction, the personal information you have provided to ASPL, including such information set out in the employment application form. For the purposes of this Offer, you provide your express consent for collection or use of any data or information of a sensitive nature including medical reports and records in accordance with **Annexure B**.

Where, either before or after the Start Date, it comes to the knowledge of ASPL that the information you have provided or representations you have made (including but not limited to information provided in the employment application) involve any material misstatement/misrepresentation of a fact or condition, or an omission to state any relevant fact or condition either related to you or to the position you are hereby appointed to, or should the background check reveal information, which, in the sole opinion



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Allstate | Solutions Private Limited

of ASPL, if available to ASPL prior to this offer, would have led to ASPL not making an offer of employment, ASPL shall have, at its option, the right (a) prior to the Start Date, to void this offer; and (b) on or after the Start Date, to terminate your employment without notice or pay in lieu of notice.

You consent to ASPL conducting the background check as aforesaid, either by itself or through a third party and for this purpose acknowledge and understand that ASPL or such third party would be contacting any person from whom it believes the information can be verified. If we have not received the final results of your background check before your Start Date, you agree to begin your employment with ASPL on the designated start date pending completion of the background check. We reserve the right to end our employment agreement with you if you do not meet the requirements of the investigation process or the results of your background investigation are not successful in our judgment.

On joining ASPL you will be required to complete all the joining formalities and sign the Employment Agreement which includes intellectual property and confidentiality provisions. You will also be required to read and abide by the compliance and ethics program of ASPL, which will be provided to you on joining the organization.

Abhishek, we look forward to welcoming you to Allstate Solutions Private Limited and wish you a successful career with the Company.

It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. Kindly send the duly signed copy of the duplicate offer document to the undersigned, as a sign of your acceptance of the offer, along with the photocopies of all your credentials (See **Annexure C** for details), latest by August 06, 2020,, failing which the offer shall stand withdrawn.

Sincerely,

Allstate Solutions Private Limited

Sabu Thomas
Director - Human Resources

Acceptance:

I, agree to accept employment on the above-mentioned terms and conditions. I'll report for duty on or before

Date

Signature:

Enclosure: Annexure A: Salary breaks up and highlights of benefit schemes
: Annexure B: Policy on Information Security
: Annexure C: List of Documents



Confidential Information

**Annexure A**

July 30, 2020

Mr. Abhishek Harish Patki

Designation: Associate - Operations

Start Date: On or before August 17, 2020

Band: A1

Work Location: Pune

Compensation and Benefits:

Total Targeted Cash	NR 300,000
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Breakup- Total Guaranteed Cash	
Components	Annual(INR)
Basic	180,000
House Rent Allowance	78,774
Provident Fund (Employer Contribution)	21,600
Flexi Benefit Plan*	
Total Guaranteed Compensation	280,374
Annual Incentive Plan**	19,626
Total Targeted Cash	300,000

Other Benefits / Perquisites		
Gratuity	8,658	As per the Gratuity Act. Since this is not a perquisite, either the title can be only other benefit, or we create one more category
Free Transportation	72,000	Not a Reimbursement
Medical Insurance, GAI and GTLI	27,000	Not a Reimbursement – (Average Premium)
Certification Reimbursement	30,000	Applicable as per the Policy



Confidential Information

Flexi Benefit Plan Component Total of all options selected can not exceed the total amount under the Flexi Benefit Plan	
Leave Travel Allowance	Maximum up to Flexi benefit plan component
Meal Card	INR 26,400.
Superannuation	15% of basic wages or Rs.1.5 lakhs p.a. whichever is less
Employee Gift	INR 4,999
National Pension Scheme(NPS)	Maximum up to 10% of Basic Pay

**Annual Incentive Plan:

While there is no guaranteed minimum award, the Annual Incentive Plan for you will be 7% of your 'TGC'; the maximum incentive amount for you under the plan is 10.5% of your 'TGC'.

Leave and Holidays:

- All Purpose Leaves (APL): 25 days per calendar.
- National and Festival Holidays: 10 days

Annual Health Checkup:

- Employees are eligible for annual health check up every year sponsored by the company. The benefit is also extended for the dependents for a discounted rate

Medical Insurance:

- Coverage amount INR.500, 000/-
- Coverage Self + 5 Dependents (Dependents includes Spouse, two (2) children, Parents / Parents in Laws)
- Co-pay of 15% applicable for Parents / Parent in laws

Group Accident Insurance (GAI):

Coverage: 5 times of your Total Guaranteed Cash ("TGC") subject to the terms and conditions outlined in the policy.

Group Term Life Insurance (GTLI):

Coverage: 5 times of your Total Guaranteed Cash ("TGC") subject to the terms and conditions outlined in the policy.



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Policy on Information Security

Annexure B

For the protection of the information shared with ASPL, Allstate Non-Insurance Holdings, Inc. ("ANIHI"), Allstate Northern Ireland Limited ("ANI"), or Allstate Insurance Company ("AIC") for the purpose of this Offer, ASPL and its affiliates have in place information security policies and procedures that contain managerial, technical, operational and physical security measures that comply with security standards to collect, receive, possess, store, deal or handle sensitive personal data or information of yours from unauthorized access, use, modification, damage, disclosure and impairment through multiple control points including but not limited to technology and operations controls. Details of these security practices and procedures are available on the Company intranet. You acknowledge that the security practices and procedures specified herein are reasonable and are designed to protect the information provided by it.

You also acknowledge that as security practices and procedures are constantly evolving; ASPL shall have the right to amend or replace the security practices and procedures from time to time at its sole discretion and provide details of such amended or replaced practices and procedures. Notwithstanding anything to the contrary contained in this Offer, the publication of such practices and procedures shall be deemed to incorporate such practices and procedures in this Offer.

The name of any agency collecting and retaining your sensitive personal data or information provided by you on behalf of ASPL is available on the Company intranet. You agree and consent that ASPL shall have the right to appoint or replace the agency collecting and retaining the sensitive personal data or information by publishing it on the Company intranet. The publication of such details on the Company intranet shall be deemed to incorporate such details in this Offer and unless objected to by the Employee, it will be deemed that the Employee has consented to such replacement and appointment. "You agree and consent to the Company being entitled to transfer the sensitive personal data or information to such third parties specified in company's intranet. The publication company intranet shall be deemed to incorporate such details in the Offer and unless objected to, it will be deemed that you have consented to such replacement and appointment.

ASPL, ANIHI, ANI, and AIC shall be entitled to use the personal data or information collected pursuant to this Annexure B for the purposes mentioned in this Annexure B and for any purpose ancillary or incidental thereto as ASPL may deem fit and you hereby specifically consent to such usage.

You are not permitted to withdraw the consent provided pursuant to this Annexure B Agreement unless the same is communicated to ASPL in writing. You also acknowledge that the personal information provided by you forms the basis of your employment with ASPL and consequently notwithstanding anything to the contrary contained in this Offer, ASPL reserves the right to discontinue your employment without any further notice or liability in the event that such consent is withdrawn.

In the event that ASPL or its affiliates shares any sensitive personal data or information with you, directly or indirectly, you hereby represent and warrant to use such sensitive personal data or information in accordance with the data security practices and procedures and internal privacy policy of ASPL as available on the Company intranet. Further, you agree to use such sensitive personal data or information only in the course of employment and not for any personal use. In case of unauthorized use by you of such sensitive personal data or information, ASPL reserves the right to discontinue your employment at its sole discretion after providing you with an opportunity to provide reasons.

Signed:

Name:



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Swamiji Sarabhavi Sanstha's
Lotus Business School
Pune - 411 033

Annexure C

Please submit two (2) copies each of the below mentioned documents at the time of Joining:

- Degree / Semester Marks Cards for all courses pursued (full time / distance learning)
- Semester wise Consolidated Marks Sheet for all courses pursued (full time / distance learning)
- Provisional and Original Degree Certificates issued by the University for all courses pursued (full time / distance learning)
- Proof for Date of Birth (Birth Certificate, School Leaving Certificate or 10th Standard Mark Sheet with Date of Birth or Aadhaar card)
- Copy of Passport
- Relieving letter from all the Past Employers (Relieving letter from the Current Employer shall be submitted on the Date of Joining)
- PAN Card and 4 Passport size photographs



Confidential Information



September 16, 2020

Ms Bhagyashri Ravindra Jaware

201, H2 Wing, Vanaraji Heights, MIT Road, Rambaug Colony, Kothrud, Pune 411038

Dear Bhagyashri,

On behalf of Allstate Solutions Pvt. Ltd., ("The Company" or "ASPL") it is my pleasure to offer employment to you as "Associate - Operations", in our Pune center. We extend this offer, and the opportunity it represents, with great confidence in your abilities. You made a very favorable impression with everyone you met and we are excited with the prospect of your joining our company.

This offer letter and your employment with the Company are subject to your executing on the joining date, ASPL's detailed employment agreement ("Employment Agreement") containing the terms of your employment. Your employment with the Company will commence only on the execution of the Employment Agreement and in accordance with the terms and conditions set out therein.

The broad terms of the offer are as follows:

Designation	Associate - Operations
Location	Pune
Start Date	On or before October 08, 2020
Probation	6 months from Start Date
Notice Period	60 Calendar Days

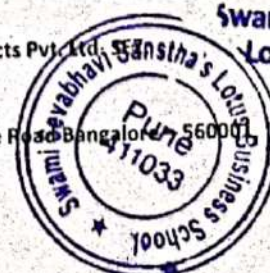
Annualized Salary and Benefits:

Total Guaranteed Cash ("TGC")	Rs. 280,374
Annual Incentive Plan	Rs. 19,626
Target Total Cash ("TTC")	Rs. 300,000

Reference Annexure A for detailed salary break up and highlights of benefit schemes.

Besides Total Guaranteed Cash, you will be eligible to participate in the ASPL Annual Incentive Plan (AIP), subject to the terms applicable to that plan from time to time. Determination and award of payments from the AIP Plan is generally made soon after the end of each financial year and award amounts factor individual and AIP performance in the plan year. While there is no guaranteed minimum award, the current target incentive amount for you under the plan is 7% of your TGC; the maximum incentive amount for you under the plan is 10.5% of your TGC. You will be entitled to participate in the AIP provided you remain as an employee in good standing, you have not given notice of your resignation from employment with the Company, or had your employment terminated by the Company for gross misconduct, gross negligence or in other circumstances justifying summary dismissals at the date on which you actually receive an award or payment. For the first year of service the Annual Incentive will be calculated on a prorated basis. However a minimum of 3 months of service, inclusive of the probation period, in the Company, is required for the payment of Annual Incentive.

Allstate Solutions Private Limited
9th & 10th Floor, R4 Building, KRC Infrastructure & Projects Pvt. Ltd., S. No. 65, Kharadi, Pune - 411014 India.
www.allstate.com/India
(Formerly, Northbrook Services India Pvt Ltd. 67-A, 4th cross Lavelle Road, Bangalore - 560001)



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Lotus Business School
Pune - 411 033

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You will also be eligible to participate in competitive benefit plans for ASPL employees. These may include various insurance packages and other benefits as outlined in the employee related policies of the Company. The terms of these schemes/policies may be changed from time to time, or be withdrawn by the Company at any time.

Your individual remuneration is purely a matter between yourself and the Company and has been arrived on the basis of your job, skills specific background and professional merit. We expect you to maintain this information and any changes made therein from time to time as personal and confidential.

As stated above, you will be on probation for a period of six (6) months from the Start Date and your probation period may be extended at the sole discretion of ASPL. ASPL shall be at liberty to terminate your employment during such probation period without notice or cause or compensation there of.

Subject to the provisions contained in this offer, your services are terminable by the company by giving two months of notice or gross salary in lieu thereof. In the event you terminate your services, you are required to provide the Company with two (2) months notice which shall not be compensated by payment in lieu thereof. No notice of resignation will be effective if given during a period of leave of absence from the Company. In the event you have issued to the Company a notice of termination of employment, and avail of any leave during the notice period, the notice period shall stand extended by such number of days that you have been on leave.

You will abide by the Rules and Regulations of the Company and the Company shall have the right to vary or modify any or all of the above terms and conditions in service which shall be binding on you.

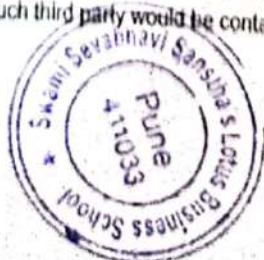
Any act of dishonesty, disobedience, insubordination, incivility, intemperance, irregularity in attendance or other misconduct or neglect of duty, or incompetence in the discharge of duty on your part or the breach of any of the terms, conditions and stipulations contained herein will render you liable to termination of your employment without notice or compensation thereof.

This offer and the employment with ASPL are subject to:

- a. Successful completion of a background check, including, education, employment reference and compensation history, to the satisfaction of ASPL
- b. ASPL being able to verify, to its satisfaction, the personal information you have provided to ASPL, including such information set out in the employment application form. For the purposes of this Offer, you provide your express consent for collection or use of any data or information of a sensitive nature including medical reports and records in accordance with Annexure B.

Where, either before or after the Start Date, it comes to the knowledge of ASPL that the information you have provided or representations you have made (including but not limited to information provided in the employment application) involve any material misstatement/misrepresentation of a fact or condition, or an omission to state any relevant fact or condition either related to you or to the position you are hereby appointed to, or should the background check reveal information, which, in the sole opinion of ASPL, if available to ASPL prior to this offer, would have led to ASPL not making an offer of employment, ASPL shall have, at its option, the right (a) prior to the Start Date, to void this offer; and (b) on or after the Start Date, to terminate your employment without notice or pay in lieu of notice.

You consent to ASPL conducting the background check as aforesaid, either by itself or through a third party and for this purpose acknowledge and understand that ASPL or such third party would be contacting any person from whom it believes the information



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can be verified. If we have not received the final results of your background check before your Start Date, you agree to begin your employment with ASPL on the designated start date pending completion of the background check. We reserve the right to end our employment agreement with you if you do not meet the requirements of the investigation process or the results of your background investigation are not successful in our judgment.

On joining ASPL you will be required to complete all the joining formalities and sign the Employment Agreement which includes intellectual property and confidentiality provisions. You will also be required to read and abide by the compliance and ethics program of ASPL, which will be provided to you on joining the organization.

Bhagyashri, we look forward to welcoming you to Allstate Solutions Private Limited and wish you a successful career with the Company.

It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. Kindly send the duly signed copy of the duplicate offer document to the undersigned, as a sign of your acceptance of the offer, along with the photocopies of all your credentials (See Annexure C for details), latest by September 23, 2020, failing which the offer shall stand withdrawn.

Sincerely,

Allstate Solutions Private Limited

A handwritten signature in black ink, appearing to read 'Sabu Thomas'.

Sabu Thomas
Director - Human Resources

Acceptance:

I, agree to accept employment on the above-mentioned terms and conditions. I'll report for duty on or before

Date

Signature:

Enclosure: Annexure A: Salary breaks up and highlights of benefit schemes
: Annexure B: Policy on Information Security
: Annexure C: List of Documents



Confidential Informa

Annexure A

September 16, 2020

Ms Bhagyashri Ravindra Jaware

Designation: Associate - Operations

Start Date: On or before October 08, 2020

Band: A1

Work Location: Pune

Compensation and Benefits:

Total Targeted Cash	
Breakup of Total Guaranteed Cash	
Components	Annual(INR)
Basic	180,000
House Rent Allowance	78,774
Provident Fund (Employer Contribution)	21,600
Flexi Benefit Plan*	
Total Guaranteed Compensation	280,374
Annual Incentive Plan**	19,626
Total Targeted Cash	300,000

Other Benefits / Perquisites		
Gratuity	8,658	As per the Gratuity Act. Since this is not a perquisite, either the title can be only other benefit, or we create one more category
Free Transportation	72,000	Not a Reimbursement
Medical Insurance, GAI and GTLI	27,000	Not a Reimbursement - (Average Premium)
Certification Reimbursement	30,000	Applicable as per the Policy



Confidential Information

Flexi Benefit Plan components Total of all options selected cannot exceed the total amount under the Flexi Benefit Plan	
Leave Travel Allowance	Maximum up to Flexi benefit plan component
Meal Card	INR 26,400.
Superannuation	15% of basic wages or Rs.1.5 lakhs p.a. whichever is less
Employee Gift	INR 4,999
National Pension Scheme(NPS)	Maximum up to 10% of Basic Pay

****Annual Incentive Plan:**

While there is no guaranteed minimum award, the Annual Incentive Plan for you will be 7% of your 'TGC'; the maximum incentive amount for you under the plan is 10.5% of your 'TGC'.

Leave and Holidays:

- All Purpose Leaves (APL): 25 days per calendar.
- National and Festival Holidays: 10 days

Annual Health Checkup:

- Employees are eligible for annual health check up every year sponsored by the company. The benefit is also extended for the dependents for a discounted rate

Medical Insurance:

- Coverage amount INR.500, 000/-
- Coverage Self + 5 Dependents (Dependents includes Spouse, two (2) children, Parents / Parents in Laws)
- Co-pay of 15% applicable for Parents / Parent in laws

Group Accident Insurance (GAI):

Coverage: 5 times of your Total Guaranteed Cash ("TGC") subject to the terms and conditions outlined in the policy.

Group Term Life Insurance (GTLI):

Coverage: 5 times of your Total Guaranteed Cash ("TGC") subject to the terms and conditions outlined in the policy.



Confidential Informati

Policy on Information Security

Annexure B

For the protection of the information shared with ASPL, Allstate Non-Insurance Holdings, Inc. ("ANIHI"), Allstate Northern Ireland Limited ("ANI"), or Allstate Insurance Company ("AIC") for the purpose of this Offer, ASPL and its affiliates have in place information security policies and procedures that contain managerial, technical, operational and physical security measures that comply with security standards to collect, receive, possess, store, deal or handle sensitive personal data or information of yours from unauthorized access, use, modification, damage, disclosure and impairment through multiple control points including but not limited to technology and operations controls. Details of these security practices and procedures are available on the Company intranet. You acknowledge that the security practices and procedures specified herein are reasonable and are designed to protect the information provided by it.

You also acknowledge that as security practices and procedures are constantly evolving; ASPL shall have the right to amend or replace the security practices and procedures from time to time at its sole discretion and provide details of such amended or replaced practices and procedures. Notwithstanding anything to the contrary contained in this Offer, the publication of such practices and procedures shall be deemed to incorporate such practices and procedures in this Offer.

The name of any agency collecting and retaining your sensitive personal data or information provided by you on behalf of ASPL is available on the Company intranet. You agree and consent that ASPL shall have the right to appoint or replace the agency collecting and retaining the sensitive personal data or information by publishing it on the Company intranet. The publication of such details on the Company intranet shall be deemed to incorporate such details in this Offer and unless objected to by the Employee, it will be deemed that the Employee has consented to such replacement and appointment. "You agree and consent to the Company being entitled to transfer the sensitive personal data or information to such third parties specified in company's intranet. The publication company intranet shall be deemed to incorporate such details in the Offer and unless objected to, it will be deemed that you have consented to such replacement and appointment.

ASPL, ANIHI, ANI, and AIC shall be entitled to use the personal data or information collected pursuant to this Annexure B for the purposes mentioned in this Annexure B and for any purpose ancillary or incidental thereto as ASPL may deem fit and you hereby specifically consent to such usage.

You are not permitted to withdraw the consent provided pursuant to this Annexure B Agreement unless the same is communicated to ASPL in writing. You also acknowledge that the personal information provided by you forms the basis of your employment with ASPL and consequently notwithstanding anything to the contrary contained in this Offer, ASPL reserves the right to discontinue your employment without any further notice or liability in the event that such consent is withdrawn.

In the event that ASPL or its affiliates shares any sensitive personal data or information with you, directly or indirectly, you hereby represent and warrant to use such sensitive personal data or information in accordance with the data security practices and procedures and internal privacy policy of ASPL as available on the Company intranet. Further, you agree to use such sensitive personal data or information only in the course of employment and not for any personal use. In case of unauthorized use by you of such sensitive personal data or information, ASPL reserves the right to discontinue your employment at its sole discretion after providing you with an opportunity to provide reasons.

Signed:

Name:



Confidential Information

RFH/EXP/5811/20-21

Date: Sep 25, 2020

OFFER LETTER

Mr. Shaikh Imran Mohamad hanib,
At Dhuppa Post Ramlirth,
Tq. Naygoan,
Nanded-431505

Dear Mr. Shaikh Imran Mohamad hanib,

With reference to your application and the subsequent interview you had with us, we wish to offer you the post of **Officer Channel Mgmt , Channel Management** at our **Nasik Branch, Nasik**. Your reporting relationship and place of posting might change from time to time as per business requirements.

Your compensation will be as per our discussion and mutually agreed upon, the details of which will be mentioned in your Appointment Letter, which will be issued to you, once you join.

As agreed, you are required to join us on or before **Oct 05, 2020**. This offer will remain valid for a period of 7 days from date, by which time you will have to send us scanned copy of your accepted Resignation letter from your Company. In case, we do not receive the same, this offer shall stand withdrawn.

You are required to submit the following documents at the time of joining:

- Photocopy of experience certificates (if applicable).
- Proof of date of birth.
- Photocopies of certificates and mark-sheets of educational/professional qualifications.
- Proof of Residence
- Copy of Aadhaar Card
- Copy of Pan Card
- Cancelled Bank Cheque for the purpose of Salary
- Relieving letter (if applicable).
- Originals of the above for verification and return
- Four passport size photographs

Please note that we will be conducting background checks on the information provided post receipt of the resignation acceptance letter, and continuation of your employment would be subject to successful verification of the information provided. By accepting this offer, you provide your consent / authorization to use your information for the purpose of background checks.

Please send us the acceptance of this offer by accepting the offer in the HRMS portal acceptance window, the details of which are shared in the email

We look forward to have you as an active member of our DTDC Family.

With Best Wishes, DTDC Express Limited

This is a computer-generated letter and does not require any signature

DTDC Express Limited
(Formerly known as DTDC Courier and Cargo Limited)
Address: DTDC House, No. 3, Victoria Road, Bangaluru - 560 047,
Tel: 080 - 25365032 / 39 | Fax: 080 - 25514461

www.dtdc.com




Director
Swami Sevabnavi Sanstha's
Lotus Business School
Pune - 411 033

Ref No: 15416923

11-Dec-2020

Rohit Ghodke



Dear Rohit,

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

Your Annual Total Compensation will be **Rs.203,497**. The other details about your compensation is presented in **Annexure A**. We would like to inform you that Cognizant has considered **0** months of your experience as relevant, which would be updated in our records.

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

We request you to join us on or before **17-Dec-2020**.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer **Annexure B** for more details.

Please note:

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

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

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Suresh Bethavandu

Global Head-Talent Acquisition

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

Signature :

Date:



Director
Swami Sevabhavi Sanstha's
Lotus Business School
Pune - 411 033

Annexure A

Name: Rohit Ghodke

Designation: Process Executive -
Data

Sl. No.	Description	Monthly	Yearly
1	Basic	6500	78,000
2	HRA*	2600	31,200
3	Company's contribution of PF #	1324.080357	15,889
4	Advance Statutory Bonus***	2000	24,000
5	Special Allowance*	4105	49,260
6	Company's Contribution of ESI @ 3.25% of Monthly Gross minus statutory exclusions	429	5,148
Annual Gross Compensation			203,497
Annual Total Compensation			203,497
Company's contribution towards benefits (Medical, Accident and Life Insurance)			19,500
Annual Total Remuneration			222,997

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group personal accident Insurance coverage
- Group Term Life Insurance Coverage
- Employees' compensation insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act
- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

Provident Fund Wages

- For the purpose of computing contribution to Provident Fund, Pension Fund & EDLI Scheme, "Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
- Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser.

ESI

- Monthly ESI contribution will be computed on total remuneration paid to an associate in a particular month which includes any recurring (or) adhoc special payouts during the month
- Contribution to ESI shall be continued till end of the contribution period, if the Associate contributes even for one month in a contribution period

* Flexible Benefit Plan: Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

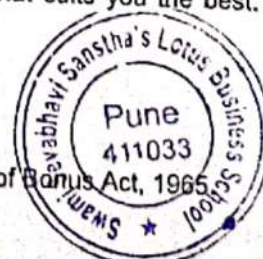
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** Advance Statutory Bonus is in line with the provisions of Payment of Bonus Act, 1965

Note:

- Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same.

RI'ad. Office: 115/535. Old Mahabalipuram Road. Okkiam Thoraiakkam. Chennai - 600 097



INLEAD ELECTRONICS PRIVATE LIMITED

OFFER LETTER

Mr. GOVIND GIRI

Sub: Offer an appointment as, at our Pune Branch

With reference to your application and subsequent interview conducted at your campus, Pune, Management is pleased to appoint you as Management Trainee (SALES), to work in our Pune branch. Also, go through the attached salary annexure.

Kindly return the duplicate copy of this offer, duly signed, as a token of acceptance of this offer.


Thanking you,

Your's faithfully

Shipra Shrivastava

HR Manager




Director
Swami Sevabhavi Sanstha's
Lotus Business School
Pune - 411 033

INLEAD ELECTRONICS PRIVATE LIMITED (Formerly known as OPPO MOBILES MU PVT LTD)

- Branch office : 201, 2nd Floor, Marvel Allana Building, Lane No. 5, Above Kargo Hotel, Koregaon Park, Pune - 411001.
Regd. Office : Unit No. 301, 3rd Floor, CTS No. 540 A, A.J. House, Andheri Kurla Road, Andheri (East), Mumba - 400 059, Maharashtra, India
☎ : 022-616 724 51/52, CIN No.: U51101MH2015PTC268314

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INLEAD ELECTRONICS PRIVATE LIMITED

ANNEXURE

Name: GOVIND GIRI

Designation: Management Trainee

CTC-3LPA		
Components	Offer(Annual)	Offer(Monthly)
(1) Fixed portion		
Basic Salary	180000	15000
House Rent Allowance	72012	6001
Uniform Washing Allowance	0	0
Education Allowance	0	0
Travelling Allowance	0	0
Medical Reimbursement	0	0
Sub Total (Per Annum)	252012	21001
(2) Special Sales Variable* (P.A)	17760	1480
(3) Allowance :	0	0
(4) Other Benefits:		
Provident Fund (Company Contribution)	21600	1800
ESIC (Company Contribution)	0	0
Gratuity	8658	722
Sub Total	30258	2522
Annual Cost to Company (1) +(2)+(3)+(4)	300030	25003
Provident Fund (Company Contribution)	21600	1800
ESI (Company Contribution)	0	0
PT	2500	200
TOTAL DEDUCTION	24000	2000
NET TAKE HOME SALARY	245772	20481

NOTE:

1. Mobile allowances will be Rs.500 from joining onwards
2. Travelling allowances will be Rs.1500 from joining onwards
3. Incentives will only start after the training period
4. Medical Insurance covers Rs.3lpa from joining onwards

Employee Signature:



INLEAD ELECTRONICS PRIVATE LIMITED (Formerly known as OPPO MOBILES MU PVT LTD)

Branch office : 201, 2nd Floor, Marvel Allana Building, Lane No. 5, Above Kargo Hotel, Koregaon Park, Pune - 411001.

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☎ : 022-615 724 51/52, CIN No.: U51101MH2015PTC268314

Date: Sep 29, 2020

RFH/EXP/5695/20-21

OFFER LETTER

Mr. Dhananjay Solanke Ramesh,
chandhai, chandhai Chikhali,,
Bhuldhana-443201
Maharashtra.,

Dear Mr. Dhananjay Solanke Ramesh,

With reference to your application and the subsequent interview you had with us, we wish to offer you the post of **Executive Channel, Channel Management** at our **Amravati Dell - Sf, Amravati**. Your reporting relationship and place of posting might change from time to time as per business requirements.

Your compensation will be as per our discussion and mutually agreed upon, the details of which will be mentioned in your Appointment Letter, which will be issued to you, once you join.

As agreed, you are required to join us on or before **Oct 05, 2020**. This offer will remain valid for a period of 7 days from date, by which time you will have to send us scanned copy of your accepted Resignation letter from your Company. In case, we do not receive the same, this offer shall stand withdrawn.

You are required to submit the following documents at the time of joining:

- Photocopy of experience certificates (if applicable).
- Proof of date of birth.
- Photocopies of certificates and mark-sheets of educational/professional qualifications.
- Proof of Residence
- Copy of Aadhaar Card
- Copy of Pan Card
- Cancelled Bank Cheque for the purpose of Salary
- Relieving letter (if applicable).
- Originals of the above for verification and return
- Four passport size photographs

Please send us the acceptance of this offer by acknowledging the mail / returning the second copy to us duly signed by you.

We look forward to have you as an active member of our DTDC Family.

With Best Wishes, **DTDC Express Limited**

Accepted the above offer. Shall Join on _____

Signature: _____ Date: _____

This is a computer-generated letter and does not require any signature

DTDC Express Limited
(Formerly known as DTDC Courier and Cargo Limited)
Address: DTDC House, No. 3, Victoria Road, Bengaluru
560 047. Tel: 080 - 25365032 / 39 | H

www.dtdc.com




Director
Swami Sevabnavi Sanstha
Lotus Business School
Pune - 411 037

OFFER LETTER

Mr. MAROTRAO KADAM

Sub: Offer an appointment as, at our Pune Branch

With reference to your application and subsequent interview conducted at your campus, Pune, Management is pleased to appoint you as Management Trainee (SALES), to work in our Pune branch. Also, go through the attached salary annexure.

Kindly return the duplicate copy of this offer, duly signed, as a token of acceptance of this offer.

Thanking you,

Your's faithfully



Shipra Shrivastava

HR Manager




Director
Swami Sevabnavi Sanstha's
Lotus Business School
Pune - 411 033

INLEAD ELECTRONICS PRIVATE LIMITED (Formerly known as OPPO MOBILES MU PVT LTD)

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☎ : 022-615 724 51/52, CIN No.: U51101MH2015PTC268314

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INLEAD ELECTRONICS PRIVATE LIMITED

ANNEXURE

Name: MAROTRAO KADAM

Designation: Management Trainee

CTC-3LPA		
Components	Offer(Annual)	Offer(Monthly)
(1) Fixed portion		
Basic Salary	180000	15000
House Rent Allowance	72012	6001
Uniform Washing Allowance	0	0
Education Allowance	0	0
Travelling Allowance	0	0
Medical Reimbursement	0	0
Sub Total (Per Annum)	252012	21001
(2) Special Sales Variable* (P.A)	17760	1480
(3) Allowance :	0	0
(4) Other Benefits:		
Provident Fund (Company Contribution)	21600	1800
ESIC (Company Contribution)	0	0
Gratuity	8658	722
Sub Total	30258	2522
Annual Cost to Company (1) +(2)+(3)+(4)	300030	25003
Provident Fund (Company Contribution)	21600	1800
ESI (Company Contribution)	0	0
PT	2500	200
TOTAL DEDUCTION	24000	2000
NET TAKE HOME SALARY	245772	20481

NOTE:

1. Mobile allowances will be Rs.500 from joining onwards
2. Travelling allowances will be Rs.1500 from joining onwards
3. Incentives will only start after the training period
4. Medical Insurance covers Rs.3lpa from joining onwards

Employee Signature:



INLEAD ELECTRONICS PRIVATE LIMITED (Formerly known as OPPO MOBILES MU PVT LTD)

Branch office : 201, 2nd Floor, Marvel Allana Building, Lane No. 5, Above Kargo Hotel, Koregaon Park, Pune - 411001.

Regd. Office : Unit No. 301, 3rd Floor, CTS No. 540 A, A.J. House, Andheri Kurla Road, Andheri (East), Mumbai - 400 059, Maharashtra, India

☎ : 022-615 724 51/52, CIN No.: U51101MH2015PTC268314

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INLEAD ELECTRONICS PRIVATE LIMITED

OFFER LETTER

Mr. KAPIL ISHWAR SONI

Sub: Offer an appointment as, at our Pune Branch

With reference to your application and subsequent interview conducted at your campus, Pune, Management is pleased to appoint you as Management Trainee (SALES), to work in our Pune branch. Also, go through the attached salary annexure.

Kindly return the duplicate copy of this offer, duly signed, as a token of acceptance of this offer.


Thanking you,

Your's faithfully

Shipra Shrivastava

HR Manager




Director
Swami Sevabnavi Sanstha's
Lotus Business School
Pune - 411 033

INLEAD ELECTRONICS PRIVATE LIMITED (Formerly known as OPPO MOBILES MU PVT LTD)

Branch office : 201, 2nd Floor, Marvel Alliana Building, Lane No. 5, Above Kargo Hotel, Koregaon Park, Pune - 411001.

Regd. Office : Unit No. 301, 3rd Floor, CTS No. 540 A, A.J. House, Andheri Kurla Road, Andheri (East), Mumba - 400 059, Maharashtra, India

☎ : 022-615 724 51/52, CIN No.: U51101MH2015PTC268314

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INLEAD ELECTRONICS PRIVATE LIMITED

ANNEXURE

Name: KAPIL ISHWAR SONI

Designation: Management Trainee

CTC-3LPA		
Components	Offer(Annual)	Offer(Monthly)
(1) Fixed portion		
Basic Salary	180000	15000
House Rent Allowance	72012	6001
Uniform Washing Allowance	0	0
Education Allowance	0	0
Travelling Allowance	0	0
Medical Reimbursement	0	0
Sub Total (Per Annum)	252012	21001
(2) Special Sales Variable* (P.A)	17760	1480
(3) Allowance :	0	0
(4) Other Benefits:		
Provident Fund (Company Contribution)	21600	1800
ESIC (Company Contribution)	0	0
Gratuity	8658	722
Sub Total	30258	2522
Annual Cost to Company (1) +(2)+(3)+(4)	300030	25003
Provident Fund (Company Contribution)	21600	1800
ESI (Company Contribution)	0	0
PT	2500	200
TOTAL DEDUCTION	24000	2000
NET TAKE HOME SALARY	245772	20481

NOTE:

1. Mobile allowances will be Rs.500 from joining onwards
2. Travelling allowances will be Rs.1500 from joining onwards
3. Incentives will only start after the training period
4. Medical Insurance covers Rs.3lpa from joining onwards

Employee Signature:



INLEAD ELECTRONICS PRIVATE LIMITED (Formerly known as OPPO MOBILES MU PVT LTD)

Branch office : 201, 2nd Floor, Marvel Allana Building, Lane No. 5, Above Kargo Hotel, Koregaon Park, Pune - 411001.

Regd. Office : Unit No. 301, 3rd Floor, CTS No. 540 A, A.J. House, Andheri Kuria Road, Andheri (East), Mumbai - 400 059, Maharashtra, India
 ☎ : 022-615 724 51/52, CIN No.: U51101MH2015PTC268314

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Shipco IT Private Ltd

Unit # 602 - 603, Sai Radhe Building, 6th Floor,
Behind Hotel Sheraton, Flat # 100+101,
Kennedy Road, Near Pune Station, Pune - 411 014
Web Site: www.Shipco-IT.com
CIN: U74999MH2013FTC247999
Tel: 020-9028067592 Email: prg@shipco.com



Date: 01st - October -2020

Mr. Bharat Baburao Ganglewad
At. Chinchala Post. Sonari Tq. Bhokar,
Chinchala P.b., Sonari, Nanded, Bhokar,
Maharashtra - 431801

Dear Bharat,

Welcome to the opportunity to make a valuable difference!!!

At Shipco-IT, you will find that the environment is charged with enthusiasm and offers unlimited growth for individuals who live the company vision with a passion.

We are proud to invite you to join the family. You will be designated as **Resource Centre- Executive-Account** in grade IC and your **Total CTC** will be **INR 1,90,008** per annum. You will be on probation for the initial period of 3 months. Your shift timing will be Day shift. You would be expected to join us on **05th October 2020**. A detailed letter containing Salary Break Up & Terms of Employment will be given to you on your date of joining.

You are required to submit following documents prior to date of joining: -

- Recent Passport Size Photograph. (2 nos).
- Experience Certificate of your previous job (if any).
- School Leaving Certificate.
- Education Certificate.
- Aadhar and PAN card copy

You may be required to undergo reference check clearance in order to confirm this offer.

We look forward to your dedication and commitment as we work together and wish you many fruitful years here at Shipco-IT. Please forward us a confirmation of acceptance of our offer at the earliest.

With best wishes,

For Shipco IT Private Limited

**ROSHNI
CHIRIMAR**

Digitally signed by ROSHNI CHIRIMAR
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304ed46745c3a3a5a6a1a46c419a05b1b85
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serialNumber=1364e5e2e50fce283094a90
1e1976b37cfe9e1c9a76a52035f0f88585d2
3885a, cn=ROSHNI CHIRIMAR
Date: 2020.10.02 14:44:51 +05'30'

Roshni Chirimar- Corp- Manager- HR Business Partner & Admin

I, Bharat Baburao Ganglewad, the above.

Employee Signature

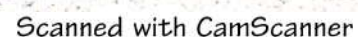
Employee Name

Date



**Swami Sevabnavi Sanstha's
Lotus Business School
Pune - 411 033**

Unit # 602-603, Sai Radhe Building, 6th Floor,
Behind Hotel Sheraton, Plot# 100+101,
Kennedy Road, Near Pune Station, Pune-411 014
Web Site: www.Shipco-It.com
CIN: U74999MH2013FTC247999
Tel:020-9028067592 Email: pnq@shipco.com





Jay Mahesh Auto Mall Pvt Ltd
Address : 27/3/1, Ashok Park, Hingne
khurd, Sinhagad Road, pune - 411051
Office tel : 020-24353770
Website : jaimaheshautomall.in
CIN-number : U74999PN2018PTC175413

OFFER LETTER

Date: 18th March'20

To,

Ms. Neha Gaikwad
Ambedkar Chauk,
Bhim Nagar, Parbhani,
MH - 431401

Dear Neha,

We are pleased to offer you the position of "**Business Associates**" and invite you to join **Jay Mahesh Automall Pvt. Ltd.** A start date of 18th March'20. You will be reporting to the Regional sales Manager and work location is Pune, Maharashtra State.

Your cost of company (CTC) First 3 month pay would be **2.16 Lakh** [Two Lakh Sixteen Thousand only] after that **2.40 Lakh** [Two Lakh Forty Thousand Only] per annum including all. Your detailed compensation will defined in monthly salary slip.

The allowances, befits and other terms and conditions of your employment will be as per company policies as applicable time to time. Your compensation will be reviewed in future as per company policy.

On the joining company you shall be on probation for Three month. You will abide by the rules and regulations of the company as may be in force from time to time.

We welcome you aboard and appointment letter will be issued at the time of joining.

The company looks forward long term association with all its employees and expects the same from you.

Again congratulation and welcome to the Jay Mahesh Automall Pvt. Ltd. Family.

Thanking You.

For, Jay Mahesh Automall Pvt. Ltd.

Accepted

Ms. Gitashri Karad
[Human Resource]



Director

Swami Sevabnavi Sanstha's
Lotus Business School
Pune - 411 033

Ms. Neha Gaikwad

J.M. Automall pvt.ltd



January 04, 2021

Mr. Nikhil Pradip Kulkarni

Plot No.01/c, S.No.165/1 Harsiddhi Nagar Harsul, Aurangabad, Maharashtra-431001

Dear Nikhil,

On behalf of Allstate Solutions Pvt. Ltd., ("The Company" or "ASPL") it is my pleasure to offer employment to you as "Associate - Operations", in our Pune center. We extend this offer, and the opportunity it represents, with great confidence in your abilities. You made a very favorable impression with everyone you met, and we are excited with the prospect of your joining our company.

This offer letter and your employment with the Company are subject to your executing on the joining date, ASPL's detailed employment agreement ("Employment Agreement") containing the terms of your employment. Your employment with the Company will commence only on the execution of the Employment Agreement and in accordance with the terms and conditions set out therein.

The broad terms of the offer are as follows:

Designation	Associate - Operations
Location	Pune
Start Date	On or before January 21, 2021
Probation	6 months from Start Date
Notice Period	60 Calendar Days

Annualized Salary and Benefits:

Total Guaranteed Cash ("TGC")	Rs. 327,103
Annual Incentive Plan	Rs. 22,897
Target Total Cash("TTC")	Rs. 350,000

Reference Annexure A for detailed salary break up and highlights of benefit schemes.

Besides Total Guaranteed Cash, you will be eligible to participate in the ASPL Annual Incentive Plan (AAIP), subject to the terms applicable to that plan from time to time. Determination and award of payments from the AAIP Plan is generally made soon after the end of each financial year and award amounts factor individual and AAIP performance in the plan year. While there is no guaranteed minimum award, the current target incentive amount for you under the plan is 7% of your TGC; the maximum incentive amount for you under the plan is 10.5% of your TGC. You will be entitled to participate in the AAIP provided you remain as an employee in good standing, you have not given notice of your resignation from employment with the Company, or had your employment terminated by the Company for gross misconduct, gross negligence or in other circumstances justifying summary dismissals at the date on which you actually receive an award or payment. For the first year of service the Annual Incentive will be calculated on a prorated basis. However, a minimum of 3 months of service, inclusive of the probation period, in the Company, is required for the payment of Annual Incentive.

Allstate Solutions Private Limited
9th & 10th Floor, R4 Building, KRC Infrastructure & Projects Pvt. Ltd. SEZ,
S. No. 65, Kharadi, Pune - 411014 India
www.allstate.com India
(Formerly, Northbrook Services India Pvt Ltd. 4th cross Lavale Road Bangalore - 560001)



Director
Swami Sevabnavi Sanstha's
Lotus Business School
Pune - 411 033

You will also be eligible to participate in competitive benefit plans for ASPL employees. These may include various insurances packages and other benefits as outlined in the employee related policies of the Company. The terms of these schemes/ policies may be changed from time to time or be withdrawn by the Company at any time.

Your individual remuneration is purely a matter between yourself and the Company and has been arrived on the basis of your job, skills specific background and professional merit. We expect you to maintain this information and any changes made therein from time to time as personal and confidential.

As stated above, you will be on probation for a period of six (6) months from the Start Date and your probation period may be extended at the sole discretion of ASPL. ASPL shall be at liberty to terminate your employment during such probation period without notice or cause or compensation thereof.

Subject to the provisions contained in this offer, your services are terminable by the company by giving two months of notice or gross salary in lieu thereof. In the event you terminate your services, you are required to provide the Company with two (2) months' notice which shall not be compensated by payment in lieu thereof. No notice of resignation will be effective if given during a period of leave of absence from the Company. In the event you have issued to the Company a notice of termination of employment, and avail of any leave during the notice period, the notice period shall stand extended by such number of days that you have been on leave.

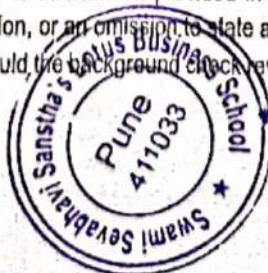
You will abide by the Rules and Regulations of the Company and the Company shall have the right to vary or modify any or all of the above terms and conditions in service which shall be binding on you.

Any act of dishonesty, disobedience, insubordination, incivility, intemperance, irregularity in attendance or other misconduct or neglect of duty, or incompetence in the discharge of duty on your part or the breach of any of the terms, conditions and stipulations contained herein will render you liable to termination of your employment without notice or compensation thereof.

This offer and the employment with ASPL are subject to:

- a. On your qualifying in your current Graduate / Post Graduate examination with a minimum aggregate of 60% or 6.5/10 CGPA, you shall be required to produce the original certificate and marks sheet at the time of joining the service of ASPL or within the time frame specified by the company. In default thereof, this offer stands withdrawn and if you have been permitted to join the service, your employment shall be terminated without notice or pay in lieu thereof at the sole discretion of the company.
- b. Successful completion of a background check, including, education, employment reference and compensation history, to the satisfaction of ASPL
- c. ASPL being able to verify, to its satisfaction, the personal information you have provided to ASPL, including such information set out in the employment application form. For the purposes of this Offer, you provide your express consent for collection or use of any data or information of a sensitive nature including medical reports and records in accordance with **Annexure B**.

Where, either before or after the Start Date, it comes to the knowledge of ASPL that the information you have provided or representations you have made (including but not limited to information provided in the employment application) involve any material misstatement/misrepresentation of a fact or condition, or an omission to state any relevant fact or condition either related to you or to the position you are hereby appointed to, or should the background check reveal information, which, in the sole opinion



Confidential Information

of ASPL, if available to ASPL prior to this offer, would have led to ASPL not making an offer of employment, ASPL shall have, at its option, the right (a) prior to the Start Date, to void this offer; and (b) on or after the Start Date, to terminate your employment without notice or pay in lieu of notice.

You consent to ASPL conducting the background check as aforesaid, either by itself or through a third party and for this purpose acknowledge and understand that ASPL or such third party would be contacting any person from whom it believes the information can be verified. If we have not received the final results of your background check before your Start Date, you agree to begin your employment with ASPL on the designated start date pending completion of the background check. We reserve the right to end our employment agreement with you if you do not meet the requirements of the investigation process or the results of your background investigation are not successful in our judgment.

On joining ASPL you will be required to complete all the joining formalities and sign the Employment Agreement which includes intellectual property and confidentiality provisions. You will also be required to read and abide by the compliance and ethics program of ASPL, which will be provided to you on joining the organization.

Nikhil, we look forward to welcoming you to Allstate Solutions Private Limited and wish you a successful career with the Company.

It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. Kindly send the duly signed copy of the duplicate offer document to the undersigned, as a sign of your acceptance of the offer, along with the photocopies of all your credentials (See **Annexure C** for details), latest by January 11, 2021,, failing which the offer shall stand withdrawn.

Sincerely,
Allstate Solutions Private Limited



Sabu Thomas
Director - Human Resources

Acceptance:

I, agree to accept employment on the above-mentioned terms and conditions. I'll report for duty on or before

Date

Signature:

Enclosure: Annexure A: Salary breaks up and highlights of benefit schemes
; Annexure B: Policy on Information Security
; Annexure C: List of Documents



Confidential Information



Annexure A

January 04, 2021

Mr. Nikhil Pradip Kulkarni

Designation: Associate - Operations

Start Date: On or before January 21, 2021

Band: A1

Work Location: Pune

Compensation and Benefits:

Total Targeted Cash		INR 350,000/-
Breakup- Total Guaranteed Cash		
Components	Annual(INR)	
Basic	180,000	
House Rent Allowance	90,000	
Provident Fund (Employer Contribution)	21,600	
Flexi Benefit Plan*	35,503	
Total Guaranteed Compensation	327,103	
Annual Incentive Plan**	22,897	
Total Targeted Cash	350,000	

Other Benefits / Perquisites		
Gratuity	8,658	As per the Gratuity Act. Since this is not a perquisite, either the title can be only other benefit, or we create one more category
Free Transportation	72,000	Not a Reimbursement
Medical Insurance, GAI and GTLI	27,000	Not a Reimbursement - (Average Premium)
Certification Reimbursement	30,000	Applicable as per the Policy



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Flexi Benefit Plan components Total of all options selected can not exceed the total amount under the Flexi Benefit Plan	
Leave Travel Allowance	Maximum up to Flexi benefit plan component
Meal Card	INR 26,400.
Superannuation	15% of basic wages or Rs.1.5 lakhs p.a. whichever is less
Employee Gift	INR 4,999
National Pension Scheme(NPS)	Maximum up to 10% of Basic Pay

**Annual Incentive Plan:

While there is no guaranteed minimum award, the Annual Incentive Plan for you will be 7% of your 'TGC'; the maximum incentive amount for you under the plan is 10.5% of your 'TGC'.

Leave and Holidays:

- All Purpose Leaves (APL): 25 days per calendar.
- National and Festival Holidays: 10 days

Annual Health Checkup:

- Employees are eligible for annual health check up every year sponsored by the company. The benefit is also extended for the dependents for a discounted rate

Medical Insurance:

- Coverage amount INR.500, 000/-
- Coverage Self + 5 Dependents (Dependents includes Spouse, two (2) children, Parents / Parents in Laws)
- Co-pay of 15% applicable for Parents / Parent in laws

Group Accident Insurance (GAI):

Coverage: 5 times of your Total Guaranteed Cash ("TGC") subject to the terms and conditions outlined in the policy.

Group Term Life Insurance (GTLI):

Coverage: 5 times of your Total Guaranteed Cash ("TGC") subject to the terms and conditions outlined in the policy.



Confidential Information



Annexure B

Policy on Information Security

For the protection of the information shared with ASPL, Allstate Non-Insurance Holdings, Inc. ("ANIHI"), Allstate Northern Ireland Limited ("ANI"), or Allstate Insurance Company ("AIC") for the purpose of this Offer, ASPL and its affiliates have in place information security policies and procedures that contain managerial, technical, operational and physical security measures that comply with security standards to collect, receive, possess, store, deal or handle sensitive personal data or information of yours from unauthorized access, use, modification, damage, disclosure and impairment through multiple control points including but not limited to technology and operations controls. Details of these security practices and procedures are available on the Company intranet. You acknowledge that the security practices and procedures specified herein are reasonable and are designed to protect the information provided by it.

You also acknowledge that as security practices and procedures are constantly evolving; ASPL shall have the right to amend or replace the security practices and procedures from time to time at its sole discretion and provide details of such amended or replaced practices and procedures. Notwithstanding anything to the contrary contained in this Offer, the publication of such practices and procedures shall be deemed to incorporate such practices and procedures in this Offer.

The name of any agency collecting and retaining your sensitive personal data or information provided by you on behalf of ASPL is available on the Company intranet. You agree and consent that ASPL shall have the right to appoint or replace the agency collecting and retaining the sensitive personal data or information by publishing it on the Company intranet. The publication of such details on the Company intranet shall be deemed to incorporate such details in this Offer and unless objected to by the Employee, it will be deemed that the Employee has consented to such replacement and appointment. "You agree and consent to the Company being entitled to transfer the sensitive personal data or information to such third parties specified in company's intranet. The publication company intranet shall be deemed to incorporate such details in the Offer and unless objected to, it will be deemed that you have consented to such replacement and appointment.

ASPL, ANIHI, ANI, and AIC shall be entitled to use the personal data or information collected pursuant to this Annexure B for the purposes mentioned in this Annexure B and for any purpose ancillary or incidental thereto as ASPL may deem fit and you hereby specifically consent to such usage.

You are not permitted to withdraw the consent provided pursuant to this Annexure B Agreement unless the same is communicated to ASPL in writing. You also acknowledge that the personal information provided by you forms the basis of your employment with ASPL and consequently notwithstanding anything to the contrary contained in this Offer, ASPL reserves the right to discontinue your employment without any further notice or liability in the event that such consent is withdrawn.

In the event that ASPL or its affiliates shares any sensitive personal data or information with you, directly or indirectly, you hereby represent and warrant to use such sensitive personal data or information in accordance with the data security practices and procedures and internal privacy policy of ASPL as available on the Company intranet. Further, you agree to use such sensitive personal data or information only in the course of employment and not for any personal use. In case of unauthorized use by you of such sensitive personal data or information, ASPL reserves the right to discontinue your employment at its sole discretion after providing you with an opportunity to provide reasons.

Signed:

Name:



Confidential Information

24-02-2020

RAMESHWAR SALUNKE
Pune

Subject: LETTER OF OFFER

Dear RAMESHWAR,

We thank you for your interest in discussing an opportunity to be part of Just Dial Ltd.

Based on the discussions with you, we are pleased to offer you to the position of **Certified Internet Consultant**. You will be on probation for a period of six months from your date of joining which will be on or before **25-02-2020**.

The annual compensation calculated on Cost to Company will be **INR 290500/-**.

Details of your compensation are as follows:

S.No	Term	Salary	Total
1	First Six Months	Rs.19000 /-p.m.	114000
2	Revised Salary - After Six Months*	Rs.22500 /-p.m.	135000
	Performance Cum Retention Bonus**	Amount	
3	End of 6 Months - One month Salary	19000	19000
4	End of 12 Months - One month Salary	22500	22500
	Total CTC per annum		290500

***Revised Salary & Performance cum Retention Bonus (PCRB)** are paid subject to satisfactory performance report at the end of **6 months** and **12 months** after successful completion of probation in writing.

Your place of posting will be **Pune**.

As a part of your joining formalities, a complete verification of your identity documents and your background would be done. On successful submission and verification of your documents and background checks, you shall be issued a Letter of Appointment from the company.

In case any of the verifications turns out to be negative at any point of time, your appointment with the organization shall be terminated with immediate effect.

You are requested to sign a copy of this letter as a token of acceptance.

We look forward to your joining the **JUST DIAL** Team and wish you a long and fulfilling career with the organization.

For Just Dial Limited

Madhulika

Madhulika Singh



Director
Swami Sevabnavi Sanstha's
Lotus Business School
Pune - 411 033

Annexure:-

Annexure - Just Dial Ltd Compensation Structure		
Employee Name	RAMESHWAR SALUNKE	
Department	Sales	
Grade	G12	
Designation	Certified Internet Consultant	
Effective Date	25-02-2020	
CTC	290500/- per annum	
Pay structure	CTC	Revised CTC
Fixed Components		
Basic	7980	9450
House Rent Allowance (HRA)	3990	4725
Attire Allowance	2015	2386
Field Allowance	1649	1953
Salary (C1)	15634	18514
Statutory Components		
Employer PF Contribution	958	1134
Employer ESIC Contribution	508	602
Benifits(c2)	1466	1736
Reimbursements		
Sodexo	0	0
Conveyance Reimbursement	0	0
Fuel Reimbursement	0	0
Reimbursements(c3)	0	0
Statutory Bonus	1900	2250
CTC (Total C1+C2+C3 + Statutory Bonus)(a)	19000	22500
Deductions		
Employee PF Contribution	958	1134
Employee ESIC Contribution	118	139
Total Deductions (b)	1076	1273
Net Take Home {a - b - C2}	16458	19491
Total CTC	19000	22500

* Net Take Home is subject to tax & other applicable deductions basis individual's salary structure.

Yours sincerely,
For Just Dial Limited

Madhulika

Madhulika Singh

Regional Head - Human Resources



INLEAD ELECTRONICS PRIVATE LIMITED

OFFER LETTER

Mr. SANKET SUBHASH CHAVAN

Sub: Offer an appointment as, at our Pune Branch

With reference to your application and subsequent interview conducted at your campus, Pune, Management is pleased to appoint you as Management Trainee (SALES), to work in our Pune branch. Also, go through the attached salary annexure.

Kindly return the duplicate copy of this offer, duly signed, as a token of acceptance of this offer.

Thanking you,

Your's faithfully

Shipra Shrivastava

HR Manager



[Signature]
Director
Swami Sevabhavi Sanstha's
Lotus Business School
Pune - 411 033

INLEAD ELECTRONICS PRIVATE LIMITED (Formerly known as OPPO MOBILES MU PVT LTD)

Branch office : 201, 2nd Floor, Marvel Allana Building, Lane No. 5, Above Kargo Hotel, Koregaon Park, Pune - 411001.
Regd. Office : Unit No. 301, 3rd Floor, CTS No. 540 A, A.J. House, Andheri Kurla Road, Andheri (East), Mumbai - 400 059, Maharashtra, India
☎ : 022-615 724 51/52, CIN No.: U51101MH2015PTC268314

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ANNEXURE

Name: SANKET SUBHASH CHAVAN

Designation: Management Trainee

CTC-4LPA		
Components	Offer(Annual)	Offer (Monthly)
(1) Fixed portion		
Basic Salary	180000	15000
House Rent Allowance	90000	7500
Uniform Washing Allowance	42000	3500
Education Allowance	0	0
Travelling Allowance	0	0
Medical Reimbursement	0	0
Sub Total (Per Annum)	312000	26000
(2) Special Sales Variable* (P.A)	57744	4812
(3) Allowance :	0	0
(4) Other Benefits:		
Provident Fund (Company Contribution)	21600	1800
ESIC (Company Contribution)	0	0
Gratuity	8658	722
Sub Total	30258	2522
Annual Cost to Company (1) +(2)+(3)+(4)	400002	33334
Provident Fund (Company Contribution)	21600	1800
ESI (Company Contribution)	0	0
PT	2500	200
TOTAL DEDUCTION	24000	2000
NET TAKE HOME SALARY	345744	28812

NOTE:

1. Mobile allowances will be Rs.500 from joining onwards
2. Travelling allowances will be Rs.1500 from joining onwards
3. Incentives will only start after the training period
4. Medical Insurance covers Rs.3lpa from joining onwards

Employee Signature:



INLEAD ELECTRONICS PRIVATE LIMITED (Formerly known as OPPO MOBILES MU PVT LTD)

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; 022-615 724 51/52, CIN No.: U51101MH2015PTC268314

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December 17, 2020

Mr. Saurabh Ganesh Kale

Plot no. 44 Kartik Nagar, Mayur Park, Harsool, Aurangabad, Maharashtra, 431001

Dear Saurabh,

On behalf of Allstate Solutions Pvt. Ltd., ("The Company" or "ASPL") it is my pleasure to offer employment to you as "Associate - Operations", in our Pune center. We extend this offer, and the opportunity it represents, with great confidence in your abilities. You made a very favorable impression with everyone you met, and we are excited with the prospect of your joining our company.

This offer letter and your employment with the Company are subject to your executing on the joining date, ASPL's detailed employment agreement ("Employment Agreement") containing the terms of your employment. Your employment with the Company will commence only on the execution of the Employment Agreement and in accordance with the terms and conditions set out therein.

The broad terms of the offer are as follows:

Designation	Associate - Operations
Location	Pune
Start Date	On or before January 14, 2021
Probation	6 months from Start Date
Notice Period	60 Calendar Days

Annualized Salary and Benefits:

Total Guaranteed Cash ("TGC")	Rs. 327,103
Annual Incentive Plan	Rs. 22,897
Target Total Cash ("TTC")	Rs. 350,000

Reference Annexure A for detailed salary break up and highlights of benefit schemes.

Besides Total Guaranteed Cash, you will be eligible to participate in the ASPL Annual Incentive Plan (AAIP), subject to the terms applicable to that plan from time to time. Determination and award of payments from the AAIP Plan is generally made soon after the end of each financial year and award amounts factor individual and AAIP performance in the plan year. While there is no guaranteed minimum award, the current target incentive amount for you under the plan is 7% of your TGC; the maximum incentive amount for you under the plan is 10.5% of your TGC. You will be entitled to participate in the AAIP provided you remain as an employee in good standing, you have not given notice of your resignation from employment with the Company, or had your employment terminated by the Company for gross misconduct, gross negligence or in other circumstances justifying summary dismissals at the date on which you actually receive an award or payment. For the first year of service the Annual Incentive will be calculated on a prorated basis. However, a minimum of 3 months of service, inclusive of the probation period, in the Company, is required for the payment of Annual Incentive.

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You will also be eligible to participate in competitive benefit plans for ASPL employees. These may include various insurances packages and other benefits as outlined in the employee related policies of the Company. The terms of these schemes/ policies may be changed from time to time or be withdrawn by the Company at any time.

Your individual remuneration is purely a matter between yourself and the Company and has been arrived on the basis of your job, skills specific background and professional merit. We expect you to maintain this information and any changes made therein from time to time as personal and confidential.

As stated above, you will be on probation for a period of six (6) months from the Start Date and your probation period may be extended at the sole discretion of ASPL. ASPL shall be at liberty to terminate your employment during such probation period without notice or cause or compensation thereof.

Subject to the provisions contained in this offer, your services are terminable by the company by giving two months of notice or gross salary in lieu thereof. In the event you terminate your services, you are required to provide the Company with two (2) months' notice which shall not be compensated by payment in lieu thereof. No notice of resignation will be effective if given during a period of leave of absence from the Company. In the event you have issued to the Company a notice of termination of employment, and avail of any leave during the notice period, the notice period shall stand extended by such number of days that you have been on leave.

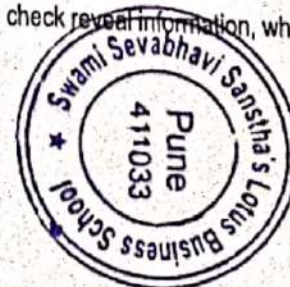
You will abide by the Rules and Regulations of the Company and the Company shall have the right to vary or modify any or all of the above terms and conditions in service which shall be binding on you.

Any act of dishonesty, disobedience, insubordination, incivility, intemperance, irregularity in attendance or other misconduct or neglect of duty, or incompetence in the discharge of duty on your part or the breach of any of the terms, conditions and stipulations contained herein will render you liable to termination of your employment without notice or compensation thereof.

This offer and the employment with ASPL are subject to:

- a. On your qualifying in your current Graduate / Post Graduate examination with a minimum aggregate of 60% or 6.5/10 CGPA, you shall be required to produce the original certificate and marks sheet at the time of joining the service of ASPL or within the time frame specified by the company. In default thereof, this offer stands withdrawn and if you have been permitted to join the service, your employment shall be terminated without notice or pay in lieu thereof at the sole discretion of the company.
- b. Successful completion of a background check, including, education, employment reference and compensation history, to the satisfaction of ASPL.
- c. ASPL being able to verify, to its satisfaction, the personal information you have provided to ASPL, including such information set out in the employment application form. For the purposes of this Offer, you provide your express consent for collection or use of any data or information of a sensitive nature including medical reports and records in accordance with Annexure B.

Where, either before or after the Start Date, it comes to the knowledge of ASPL that the information you have provided or representations you have made (including but not limited to information provided in the employment application) involve any material misstatement/misrepresentation of a fact or condition, or an omission to state any relevant fact or condition either related to you or to the position you are hereby appointed to, or should the background check reveal information, which, in the sole opinion



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of ASPL, if available to ASPL prior to this offer, would have led to ASPL not making an offer of employment, ASPL shall have, at its option, the right (a) prior to the Start Date, to void this offer; and (b) on or after the Start Date, to terminate your employment without notice or pay in lieu of notice.

You consent to ASPL conducting the background check as aforesaid, either by itself or through a third party and for this purpose acknowledge and understand that ASPL or such third party would be contacting any person from whom it believes the information can be verified. If we have not received the final results of your background check before your Start Date, you agree to begin your employment with ASPL on the designated start date pending completion of the background check. We reserve the right to end our employment agreement with you if you do not meet the requirements of the investigation process or the results of your background investigation are not successful in our judgment.

On joining ASPL you will be required to complete all the joining formalities and sign the Employment Agreement which includes intellectual property and confidentiality provisions. You will also be required to read and abide by the compliance and ethics program of ASPL, which will be provided to you on joining the organization.

Saurabh, we look forward to welcoming you to Allstate Solutions Private Limited and wish you a successful career with the Company.

It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. Kindly send the duly signed copy of the duplicate offer document to the undersigned, as a sign of your acceptance of the offer, along with the photocopies of all your credentials (See **Annexure C** for details), latest by December 24, 2020,, failing which the offer shall stand withdrawn.

Sincerely,

Allstate Solutions Private Limited

Sabu Thomas
Director - Human Resources

Acceptance:

I, agree to accept employment on the above-mentioned terms and conditions. I'll report for duty on or before

Date _____

Signature: _____

Enclosure: Annexure A: Salary breaks up and highlights of benefit schemes

: Annexure B: Policy on Information Security

: Annexure C: List of Documents



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**Annexure A**

December 17, 2020

Mr. Saurabh Ganesh Kale

Designation: Associate - Operations

Band: A1

Start Date: On or before January 14, 2021

Work Location: Pune

Compensation and Benefits:

Total Targeted Cash	INR 350,000
----------------------------	--------------------

Breakup- Total Guaranteed Cash	
Components	Annual(INR)
Basic	180,000
House Rent Allowance	90,000
Provident Fund (Employer Contribution)	21,600
Flexi Benefit Plan*	35,503
Total Guaranteed Compensation	327,103
Annual Incentive Plan**	22,897
Total Targeted Cash	350,000

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Free Transportation	72,000	Not a Reimbursement
Medical Insurance, GAI and GTLI	27,000	Not a Reimbursement – (Average Premium)
Certification Reimbursement	30,000	Applicable as per the Policy



*Flexi Benefit Plan components Total of all options selected can not exceed the total amount under the Flex Benefit Plan	
Leave Travel Allowance	Maximum up to Flexi benefit plan component
Meal Card	INR 26,400.
Superannuation	15% of basic wages or Rs.1.5 lakhs p.a. whichever is less
Employee Gift	INR 4,999
National Pension Scheme(NPS)	Maximum up to 10% of Basic Pay

****Annual Incentive Plan:**

While there is no guaranteed minimum award, the Annual Incentive Plan for you will be 7% of your 'TGC'; the maximum incentive amount for you under the plan is 10.5% of your 'TGC'.

Leave and Holidays:

- All Purpose Leaves (APL): 25 days per calendar.
- National and Festival Holidays: 10 days

Annual Health Checkup:

- Employees are eligible for annual health check up every year sponsored by the company. The benefit is also extended for the dependents for a discounted rate

Medical Insurance:

- Coverage amount INR.500, 000/-
- Coverage Self + 5 Dependents (Dependents includes Spouse, two (2) children, Parents / Parents in Laws)
- Co-pay of 15% applicable for Parents / Parent in laws

Group Accident Insurance (GAI):

Coverage: 5 times of your Total Guaranteed Cash ("TGC") subject to the terms and conditions outlined in the policy.

Group Term Life Insurance (GTLI):

Coverage: 5 times of your Total Guaranteed Cash ("TGC") subject to the terms and conditions outlined in the policy.




Allstate | Solutions Private Limited

Annexure B

Policy on Information Security

For the protection of the information shared with ASPL, Allstate Non-Insurance Holdings, Inc. ("ANIHI"), Allstate Northern Ireland Limited ("ANI"), or Allstate Insurance Company ("AIC") for the purpose of this Offer, ASPL and its affiliates have in place information security policies and procedures that contain managerial, technical, operational and physical security measures that comply with security standards to collect, receive, possess, store, deal or handle sensitive personal data or information of yours from unauthorized access, use, modification, damage, disclosure and impairment through multiple control points including but not limited to technology and operations controls. Details of these security practices and procedures are available on the Company intranet. You acknowledge that the security practices and procedures specified herein are reasonable and are designed to protect the information provided by it.

You also acknowledge that as security practices and procedures are constantly evolving; ASPL shall have the right to amend or replace the security practices and procedures from time to time at its sole discretion and provide details of such amended or replaced practices and procedures. Notwithstanding anything to the contrary contained in this Offer, the publication of such practices and procedures shall be deemed to incorporate such practices and procedures in this Offer.

The name of any agency collecting and retaining your sensitive personal data or information provided by you on behalf of ASPL is available on the Company intranet. You agree and consent that ASPL shall have the right to appoint or replace the agency collecting and retaining the sensitive personal data or information by publishing it on the Company intranet. The publication of such details on the Company intranet shall be deemed to incorporate such details in this Offer and unless objected to by the Employee, it will be deemed that the Employee has consented to such replacement and appointment. "You agree and consent to the Company being entitled to transfer the sensitive personal data or information to such third parties specified in company's intranet. The publication company intranet shall be deemed to incorporate such details in the Offer and unless objected to, it will be deemed that you have consented to such replacement and appointment.

ASPL, ANIHI, ANI, and AIC shall be entitled to use the personal data or information collected pursuant to this Annexure B for the purposes mentioned in this Annexure B and for any purpose ancillary or incidental thereto as ASPL may deem fit and you hereby specifically consent to such usage.

You are not permitted to withdraw the consent provided pursuant to this Annexure B Agreement unless the same is communicated to ASPL in writing. You also acknowledge that the personal information provided by you forms the basis of your employment with ASPL and consequently notwithstanding anything to the contrary contained in this Offer, ASPL reserves the right to discontinue your employment without any further notice or liability in the event that such consent is withdrawn.

In the event that ASPL or its affiliates shares any sensitive personal data or information with you, directly or indirectly, you hereby represent and warrant to use such sensitive personal data or information in accordance with the data security practices and procedures and internal privacy policy of ASPL as available on the Company intranet. Further, you agree to use such sensitive personal data or information only in the course of employment and not for any personal use. In case of unauthorized use by you of such sensitive personal data or information, ASPL reserves the right to discontinue your employment at its sole discretion after providing you with an opportunity to provide reasons.

Signed:

Name:



Confidential Information

Annexure C

Please submit two (2) copies each of the below mentioned documents at the time of Joining:

- Degree / Semester Marks Cards for all courses pursued (full time / distance learning)
- Semester wise Consolidated Marks Sheet for all courses pursued (full time / distance learning)
- Provisional and Original Degree Certificates issued by the University for all courses pursued (full time / distance learning)
- Proof for Date of Birth (Birth Certificate, School Leaving Certificate or 10th Standard Mark Sheet with Date of Birth or Aadhaar card)
- Copy of Passport
- Relieving letter from all the Past Employers (Relieving letter from the Current Employer shall be submitted on the Date of Joining)
- PAN Card and 4 Passport size photographs



Confidential Information



Allstate.
India

CIN Number U74900KA2012FTC064201

February 19, 2020

Mr. Suyash Chopade

Sonami residency koyate wasti, Punawale, Pune.

Dear Suyash,

On behalf of Allstate Solutions Pvt. Ltd., ("The Company" or "ASPL") it is my pleasure to offer employment to you as "Associate - Operations", in our Pune center. We extend this offer, and the opportunity it represents, with great confidence in your abilities. You made a very favorable impression with everyone you met, and we are excited with the prospect of your joining our company.

This offer letter and your employment with the Company are subject to your executing on the joining date, ASPL's detailed employment agreement ("Employment Agreement") containing the terms of your employment. Your employment with the Company will commence only on the execution of the Employment Agreement and in accordance with the terms and conditions set out therein.

The broad terms of the offer are as follows:

Designation	Associate - Operations
Location	Pune
Start Date	On or before May 07, 2020
Probation	6 months from Start Date
Notice Period	60 Calendar Days

Annualized Salary and Benefits:

Total Guaranteed Cash ("TGC")	Rs. 280,374
Annual Incentive Plan	Rs. 19,526
Target Total Cash ("TTC")	Rs. 300,000

Reference **Annexure A** for detailed salary break up and highlights of benefit schemes.

Besides Total Guaranteed Cash, you will be eligible to participate in the ASPL Annual Incentive Plan (AIP), subject to the terms applicable to that plan from time to time. Determination and award of payments from the AIP Plan is generally made soon after the end of each financial year and award amounts factor individual and AIP performance in the plan year. While there is no guaranteed minimum award, the current target incentive amount for you under the plan is 7% of your TGC; the maximum incentive amount for you under the plan is 10.5% of your TGC. You will be entitled to participate in the AIP provided you remain as an employee in good standing, you have not given notice of your resignation from employment with the Company, or had your employment terminated by the Company for gross misconduct, gross negligence or in other circumstances justifying summary dismissals at the date on which you actually receive an award or payment. For the first year of service the Annual Incentive will be calculated on a prorated basis. However, a minimum of 3 months of service, including the probation period, in the Company, is required for the payment of Annual Incentive.



[Signature]
Director
Swami Sevabnavi Sanstha's
Lotus Business School
Pune - 411 033

Allstate Solutions Private Limited
9th & 10th Floor, R4 Building, KRC Infrastructure & Projects Pvt. Ltd. SEZ,
S. No. 65, Kharadi, Pune - 411014 India.
www.allstate.com/india

(Formerly, Northbrook Services India Pvt Ltd. 67-4, 4th cross Lavelle Road Bangalore - 560001)

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Farmpal Techlogi Private Limited

LETTER OF EMPLOYMENT

(Private & confidential)

Mrs. Rajesh Anandrao More,

Based on the interactions with you, we are pleased to offer you the position of CSO (Collection & Sales Officer) in Sales & Marketing department at Farmpal Techlogi Private Limited (hereinafter referred to as "Company"). The key terms & conditions are given below.

Offer Acceptance, Reporting & Joining date: Upon your acceptance of the terms hereof, the effective date of Joining will be 7 December'2020. Upon joining you shall be reporting to Mr. Samadhan More (Team Lead). Please go through the offer letter and provide your acceptance within 2 days from receipt, failing which the offer will be deemed to be considered withdrawn.

Place of Work: Your initial place of posting will be in Pune. However, you may be posted/ transferred to any other place or offices of the Company or its affiliates, as the Company may, from time to time, deem necessary.

Background Verification Process: As a process, each and every employee has to go through the standard Background verification and reference check process, in case of any gap/s found at any point of time, your employment will be terminated with immediate effect due to the Background verification failure.

Following are the terms and conditions associated with your offer of employment,

1. WORK & DUTIES

The company may depute you for any assignments or change your duties, reporting, responsibilities or designation from time to time or assign your services to any associate company, division, branch, office, subsidiary or other companies, concerns, organizations, or firms with whom the company may make any such arrangement or agreement.

You may be posted/ transferred to any other place or offices of the company or its affiliates, as the company may, from time to time, deem necessary. By such posting, you will be governed by the terms and conditions of service applicable to the new assignment. Further, in the course of your employment, you may be required to undertake such travel as may reasonably be required in connection with the performance of your duties.

You agree and acknowledge that the company reserves the right to vary your roles and responsibilities from time to time to meet its business objectives.



Swami Sevabhavi Sanstha's
Lotus Business School
Pune - 411 033

2. REMUNERATION

You shall draw a total remuneration of 1, 80,000 per annum (One Lakhs Eighty Thousand). The company shall make deductions and withholdings of tax or otherwise as may be mandated or required under applicable law from the remuneration. Any tax liability other than withholding taxes arising in respect of the remuneration or income earned by you shall be borne solely by you.

Your remuneration has been determined based on numerous factors such as job role, skills, performance, experience, and professional merit. You acknowledge and agree that your remuneration is a matter purely between yourself and the company and you are to keep this information and any changes thereto, strictly **CONFIDENTIAL** under any circumstances. Breach of this clause will lead to termination without notice or compensation.

Your remuneration will be periodically reviewed as per the company's policies. Your increments and promotions shall be at the discretion of the company and will be subject to and on the basis of your Skill, Performance and Behavior.

The company may, at any time at its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Variable Pay Policy, incentives, reimbursements & benefits. It will be communicated to all employees from time to time.

Details of your remuneration are mentioned in **ANNEXURE I**.

3. PROBATION & CONFIRMATION

A probation period will apply for the first **3 months of your employment**. At the end of the aforesaid period, you will be informed on your conduct and performance and if satisfactory, you will be confirmed in the appointed position. However, the Management reserves the right to curtail or extend the probation period in applicable cases.

- ⇒ If during the probation period, the company determines that employee is unfit for employment either due to poor performance or violation of Code of Conduct, company will terminate his/her employment without any notice and with no compensation whatsoever.
- ⇒ For specific roles, clearing the role specific training programs will enable you to continue the probation period with Farmpal, failing to clear the training programs would lead to termination without notice pay.
- ⇒ If employee leaves before completion of Probation period of 3 Months or without Serving Notice Period of 30 Days, they will not be eligible for payment of any full and final compensation or certain amount maybe deducted as applicable.



4. SEPARATION & TERMINATION

You may terminate your employment by providing, in advance of **30 DAYS** notice in an E-mail. You shall not be entitled to terminate earlier without serving notice period, except in the event the company is acceptable to the same. The company in such circumstances, as a condition for acceptance of earlier termination, may order payment by you of amount equal to proportionate amount of salary payable for such days by which the notice period has gotten reduced.

The company will normally continue employment during the notice period. It is the Company's prerogative however, to immediately accept the resignation. Any leaves taken during Notice period may result in extending the notice period to that effect. Privilege leave can be availed during notice period only in case of emergencies and with prior approval from the manager, except on the last working day. In case of a business impact due to such leaves during notice period, notice period may be extended by same number of days.

Unauthorized absence or Absence without permission from duty for a continuous period of **3 days**, company may construe this as an act of abandonment and will proceed with Absconding process as per the HR policy. In such case your employment shall automatically come to an end without any notice of termination or notice pay. Company will recover the notice period pay from pending settlement and post that F&F settlement will be done.

The company may terminate your employment by giving 30 days of advance notice or salary in lieu of notice in case of performance issues or business un-certainties. In case any employee is asked to leave the organization due to performance issues and further to the completion of the PIP (Performance Improvement Plan) process, the reporting manager shall ask the employee to initiate resignation. In case of such attrition the relieving date shall be decided by the reporting manager of the employee and no recovery shall be done for the short-fall in notice period if any.

In case of employees in PIP, termination may come into immediate effect once the PIP period over and if the desired performance levels are not met by the employee. In such case, company is liable only for payment for the number of days worked by you.

Your employment may be terminated by the company immediately and without compensation if you commit, repeat or continue any serious breach of your commitment towards the work, obligations hereunder or are guilty of conduct tending to bring yourself or any company in the Group into disrepute or any misconduct in terms of the company's rules and regulations.

Before you leave the company, you may be requested to attend a face-to-face exit Interview with your manager and HR department representative and complete such other procedures as may be specified in the rules and regulations of the company. You are also requested to complete the exit check form and follow through the separation processes and procedures on the last working day with the company.

All company property must be returned to the HR Department including but not limited to office keys, building pass, security card, cabinet keys, corporate/membership cards, laptop, computer, mobile,



tablet, mobile SIM, company visiting cards, internet data card, all records and documents, including copies thereof, and any other properties which have been provided to you by the company.

Farmpal to withhold the whole or any part of the full and final settlement, if the employee is found to have acted in contravention of any of the employment terms (including the duty to work in the best interests of Farmpal).

You will retire in the normal course from the services of the company at the end of the month in which you attain the age of retirement, which is 60 years.

Any changes to the separation and termination conditions would be updated and shared with you.

5. PROVIDENT FUND AND GRATUITY

Provident Fund: Both the company and you shall contribute to your provident fund account in accordance with the prevailing statutory requirements and applicable law.

Gratuity: You are eligible for payment of gratuity in accordance with the statutory provisions after completion of 5 years in the company.

6. PERSONAL INFORMATION

It is your responsibility to notify the company of any changes in your personal information (like address, contact phone number, additional qualifications, marital status, change of nomination, passport details etc.) within 3 working days.

If any information furnished by you in your application for employment or during the selection process, whether with the company or your predecessor employer, is found at any time during your employment to be incorrect or false, and /or if you have suppressed material information regarding your qualifications and experience, the company may terminate your services without notice or compensation.

7. PUBLIC HOLIDAYS & ANNUAL LEAVE

Public Holidays: You are entitled to public holidays with full pay as per the list of holidays declared on the company's notice board or in the employee policies of the company or informed to you through any other communication from time to time.

Annual Leaves: You shall be entitled to holidays and leave in accordance with the company's employee policies and the rules and regulations of the company.



8. CONFIDENTIAL INFORMATION

You agree and acknowledge that, you shall from the date hereof perpetually treat as strictly confidential all confidential Information (as defined below) that comes to your knowledge. Further, you shall not copy, reproduce and/or disclose any of the confidential Information to any other party without the prior written consent of the company and shall hold the same in trust for the company.

The term confidential Information includes but is not limited to;

(a) Information or material proprietary to the company, including information relating to the company and in business affairs, including its trade secrets

(b) Information of or provided by its customers, clients, vendors, suppliers, consultants or service providers

(c) Information designated as confidential, or which information is reasonably known to be confidential

(d) Information created, discovered, developed or made known to the company from the date hereof or arising out of the performance of your obligations ("confidential Information")

During, or at any time after the termination of employment with the company, use for self or others, or disclose or divulge to others including your future employees/employers, any trade secrets, confidential information, or any other proprietary data of the company is violation of this agreement. The company may notify any future or prospective employer or third party of the existence of this agreement, and shall be entitled to full injunctive relief for any breach.

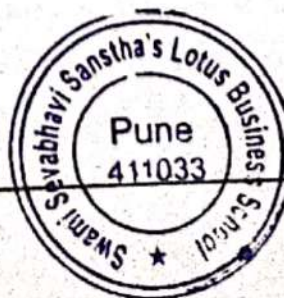
This Agreement shall remain in full force and effect with respect to the confidential information without limitation of time.

9. INTELLECTUAL PROPERTY

You agree that all intellectual property, including without limitation, inventions, improvements, discoveries and copyrights ("Intellectual Property") made from the date hereof, either by yourself or jointly with any other person(s), which relate to or are connected or are capable of being used in connection with the company's business activities, is and will become the sole property of the company.

You shall disclose fully to the company such Intellectual Property and any Inventions (as defined below), and at the request and at the expense of the company, take such steps as may be necessary for the company to obtain applicable protection for such Intellectual Property and Inventions. You shall, at the expense of the company (but for no extra consideration), assign absolutely and beneficially all such Intellectual Property (including in connection with the Inventions) to the company or as it may direct.

You hereby further acknowledge that you do not have any right, claim, interest in any Intellectual Property owned or used by the company. If, before employment with company, you have created any Inventions that you wish not to be subject to this Agreement, you may communicate the same to HR



department immediately. Your failure to accordingly communicate the Inventions and attach the same hereto shall constitute a representation by you that you have no such Inventions.

"Inventions" includes, but is not limited to, the following: All ideas, circuits, schematics, patterns, compilations, devices, databases, technology, algorithms, trade secrets, mask works, concepts, methodologies, customer lists, goodwill, trademarks, service marks, trade names and general intangibles of like nature, and related know-how which result from work performed (by you or anyone else), all discoveries, developments, designs, improvements, inventions, formulae, processes, methods, works of authorship, articles, books, manuals, techniques, computer software or hardware programs, strategies, know-how and data, whether or not patentable or registerable, and all work product, whether created by you either individually or jointly with others, prior to or in the course of your employment.

Your employment with the company is on a whole time basis. While you are in the services of the company, you are not permitted to directly or indirectly, engage yourself or devote any time or attention to any full time or part time employment, trade, business or occupation, with or without remuneration, for any third person or concern (including self-employment). You shall also not undertake or be interested, either directly or indirectly, in any activities, which are contrary to or inconsistent with your employment with the company or the company's interest. You shall devote yourself exclusively to the business of the company. Any breach of this condition on your part may lead to the immediate termination of your employment with the company without notice period or pay.

During the course of your employment, if you conceive of any new or advanced methods, inventions, designs or improvements, processes/systems or any other form of intellectual property, in relation to the operation of the company, all such developments shall be communicated to the company and will be and remain the sole right/property of the company and you shall execute documents and do all things necessary to enable the company to obtain all rights to the same.

10. RESTRICTIVE COVENANTS

For and in consideration of the compensation to be paid by the company pursuant to the terms hereof, and in recognition of the fact that you shall have access and be privy to confidential Information and other valuable rights of the company, on account of your designation, the sufficiency whereof you hereby acknowledge, you covenant and agree that, based on sole discretion of the company, at any time, during your employment and for a period of one (1) year thereafter directly carry on or be connected with, as an employee or otherwise in any business, individual, partnership, firm, corporation, limited liability company or other entity for carrying on similar business as the company which may result in competition or have adverse effect to the company's business.

You further agree that, from the date hereof and for a period of one (1) year after the termination of your employment, for any reason whatsoever, you shall not knowingly, directly or indirectly, by yourself or jointly with another, or for or on behalf of any entity, as principal, agent or otherwise: cause, induce or encourage any actual or prospective client, customer, supplier, or licensor of the company (including



any existing or former customer of the company and any person that becomes a client or a customer of the company after the date hereof), or any other person who has a business relationship with the company, to terminate or change any such actual or prospective relationship in a manner which would be adverse to the company; circumvent the company in any manner and deal or attempt to deal directly with any or the aforesaid persons or entities; solicit, entice or induce or in any manner attempt to solicit, entice or induce any individual employed by, acting as a consultant to, or serving as a director or officer of, the company or any entity that after the date hereof is employed by or provides a service to conduct the business of the company on the company's behalf to leave such position, engagement or service to become employed by or a consultant to any person (other than company); or approach any person, employee, consultant, director or officer of the company or any prospective client, customer, supplier, or licensor of the company for any of the aforesaid purposes or authorize the taking of such actions by any person or assist or participate with or provide information to any such person in taking such action.

You hereby agree and acknowledge that the above terms are reasonable and necessary to safeguard and protect the company's rights and interest. In the event that any court of competent jurisdiction determines that the extent, duration and/or the geographical scope are unreasonable and that the same, to such an extent is unenforceable, it is agreed that the provision shall remain in full force and effect for the greatest extent, duration and geographical extent that would not render it unenforceable.

11. COMPANY POLICIES & REGULATIONS

You must comply with all directions given by the company and you must observe all existing rules, regulations, policies, procedures, practices and arrangements pertaining to the management of the company's properties, works, business and the conduct of the company's employees.

12. COMPLIANCE & CODE OF CONDUCT

You are required to observe all relevant corporate policies and regulations which are now in force, or from time to time, published or laid down by the company. Situations that have not been envisaged could arise and the company reserves the right to modify, revoke, suspend, terminate or change in whole or in part, at any time, with or without notice any information in relation to these policies.

Compliance with the company's Code of Conduct is a condition for continued employment and part of your performance appraisal. You should note that no gifts in cash or in kind may be offered to or accepted from any person in the employment of, or connected with, any of the company's employees, clients or the public.



13. OTHER TERMS & CONDITIONS OF EMPLOYMENT

You hereby agree:

You will not enter into any outside employment or engage in any private business activities, whether alone or jointly with another, through or on behalf of any person, firm or entity, or through nominees or affiliates, on your own account or as agent for or on behalf of any other person, be directly or indirectly employed, whether as an employee, consultant or any other capacity, without the written consent from the company. Any contravention of this clause may lead to immediate termination without any compensation.

You are not party to or bound by any employment agreement, non-competition agreement or confidentiality agreement with any person or entity other than the company.

As a process, each and every employee has to go through the standard Background verification and reference check process, in case of any gap/s found at any point of time, your employment will be terminated with immediate effect due to the Background verification failure.

You will not raise any claim against company or company will not have any liability, obligation or responsibility on account of any misconduct, misbehavior, harm or any kind of damage due to third party (including but not limited to any client, merchant, partner, customer, users or any other person). You shall take reasonable effort to prevent and avoid any misconduct, misbehavior, harm or any kind of damage by third party and only you shall be liable to all consequences including damages, if any, with respect to all such action taken. You shall not be entitled to claim that such action was pursuant to or required as part of your employment, since the company does not endorse or encourage any such behavior or conduct.

14. GOVERNING LAW

This Letter of Employment and the rights, duties and liabilities of the parties hereto shall be construed in accordance with and be governed by the laws of India. Disputes between the company and the Employee shall first be sought to be resolved amicably in accordance with the rules and regulations of the company. Any disputes that cannot be resolved through amicable discussions shall be subject to the jurisdiction of courts in Pune, Maharashtra.

15. MISCELLANEOUS

Notices: All notices to the company shall be addressed to its head office address. Notices to the Employee shall be addressed to the below address:

Farmpal Techlogi Private Limited

**Adarsh Nagar, Vinayak Nagar, Pimple Nilakh,
Pimpri-Chinchwad, Maharashtra 411027**



If any provision of this agreement is or becomes illegal or unenforceable, the parties agree to substitute such provision in a manner that leaves the parties in the same or nearly similar position as if such provision were legal or enforceable. The parties agree that in the event any provision of this agreement is determined to be unenforceable by a court due to its scope, such provision shall be modified to permit its enforcement to the maximum extent permitted by applicable law.

The provisions of this agreement may be amended, supplemented or waived only by the written agreement of the parties.

If you are agreeable to the above, please acknowledge your acceptance of this Employment Agreement, and its terms and conditions, by signing the copy and returning it to the HR Department under a PRIVATE & CONFIDENTIAL cover within 2 days from the date of this letter.

The company reserves the right to amend, add or delete any of the employment terms, including remuneration, due to change in company policy from time to time. Changes of company policy of this nature will be announced in writing and circulated as internal memoranda or displayed on notice boards.

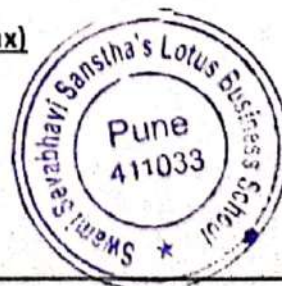
ANNEXURE-I

Cost To Company

Components	Annually(Rs.)	Monthly(Rs.)
Basic	72,000	6,000
HRA	14,400	1,200
LTA	7,200	600
Special Allowance	86,400	7,200
CTC	1,80,000	15,000

As per Company policy and Government norms, your CTC will include following deductions as applicable:

- **Tax deducted at source (TDS)**
- **Employer's Contribution of (PF & ESIC)**
- **Employee's Contribution of (PF, ESIC and Professional Tax)**



farmpal

14 January'2021

We welcome you as a member of the team and look forward to your contributions to our success. We believe you will find your career both **challenging and rewarding**.

The Company, at its discretion, modify, from time to time, the rules and regulations, as it deems fit, without notice.

Yours sincerely,

For Farmpal Techlogi Private Limited,

Krinshu Gaur | HR Executive

I, _____ have read and understood the terms and conditions stated herein and confirmed my Acceptance of the offer and its conditions. I also confirm that I have not been convicted of any offence or crime punishable by law.

Signature:

Date:



INLEAD ELECTRONICS PRIVATE LIMITED

OFFER LETTER

Mr. AMOL NARHARI SALVE

Sub: Offer an appointment as, at our Pune Branch

With reference to your application and subsequent interview conducted at your campus, Pune, Management is pleased to appoint you as Management Trainee (SALES), to work in our Pune branch. Also, go through the attached salary annexure.

Kindly return the duplicate copy of this offer, duly signed, as a token of acceptance of this offer.

Thanking you,

Your's faithfully

Shipra Shrivastava

HR Manager




Director
Swami Sevabnavi Sanstha's
Lotus Business School
Pune - 411 033

INLEAD ELECTRONICS PRIVATE LIMITED (Formerly known as OPPO MOBILES MU PVT LTD)

Branch office : 201, 2nd Floor, Marvel Aliana Building, Lane No. 5, Above Kargo Hotel, Koregaon Park, Pune - 411001.
Regd. Office : Unit No. 301, 3rd Floor, CTS No. 540 A, A.J. House, Andheri Kurla Road, Andheri (East), Mumba - 400 059, Maharashtra, India.
☎ : 022-615 724 51/52, CIN No.: U51101MH2015PTC268314

INLEAD ELECTRONICS PRIVATE LIMITED

ANNEXURE

Name: AMOL NARHARI SALVE

Designation: Management Trainee

CTC-3LPA		
Components	Offer(Annual)	Offer(Monthly)
(1) Fixed portion		
Basic Salary	180000	15000
House Rent Allowance	72012	6001
Uniform Washing Allowance	0	0
Education Allowance	0	0
Travelling Allowance	0	0
Medical Reimbursement	0	0
Sub Total (Per Annum)	252012	21001
(2) Special Sales Variable* (P.A)	17760	1480
(3) Allowance :	0	0
(4) Other Benefits:		
Provident Fund (Company Contribution)	21600	1800
ESIC (Company Contribution)	0	0
Gratuity	8658	722
Sub Total	30258	2522
Annual Cost to Company (1) +(2)+(3)+(4)	300030	25003
Provident Fund (Company Contribution)	21600	1800
ESI (Company Contribution)	0	0
PT	2500	200
TOTAL DEDUCTION	24000	2000
NET TAKE HOME SALARY	245772	20481

NOTE:

1. Mobile allowances will be Rs.500 from joining onwards
2. Travelling allowances will be Rs.1500 from joining onwards
3. Incentives will only start after the training period
4. Medical insurance covers Rs.3lpa from joining onwards

Employee Signature:



INLEAD ELECTRONICS PRIVATE LIMITED (Formerly known as OPPO MOBILES MU PVT LTD)

Branch office : 201, 2nd Floor, Marvel Allana Building, Lane No. 5, Above Kargo Hotel, Koregaon Park, Pune - 411001.

Regd. Office : Unit No. 301, 3rd Floor, CTS No. 540 A, A.J. House, Andheri Kurla Road, Andheri (East), Mumbai - 400 059, Maharashtra, India

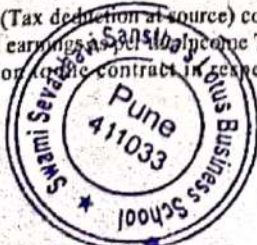
☎ : 022-615 724 51/52, CIN No.: U51101MH2015PTC268314

**APPOINTMENT LETTER**

Date	Oct 01 2020	Employee Code	30926
Employee Name	Swapnil Jagannath Dolfode	Designation	Project Officer
Client Id	2	Notice Period (in days)	7
		Contract period start From	01-Oct-20
		Till	01-Oct-21
Client Name (here after "deputed client")	Crystal Crop Protection Limited		

Dear Ms./Mr. Swapnil Jagannath Dolfode

- With reference to your application and subsequent meetings, we are pleased to appoint you for the above mentioned designation on contractual basis as per the contract period mentioned above. Your appointment is a fixed term contract till the contract period mentioned above after which your appointment will end automatically without any written or verbal communication regarding notice period or pay in lieu of notice period from ETERNAL HR SERVICES PVT LTD. (here after "Company") or the deputed Client.
- You agree that you will not hold any right to claim the permanent job on the basis of this appointment. during your tenure you may leave the services by giving above mentioned notice period days prior notice or pay in lieu to Company Similarly, Company may terminate your services by paying you above mentioned days notice or pay in lieu (The management, however, shall have the option to terminate the contract without giving notice or paying in lieu of notice, if the circumstances then prevailing compel the management to relieve you earlier, without giving notice as pay in lieu thereof. In the event you shall not claim or raise any dispute for non payment of notice pay.) In the event of your resigning from the services of the Company the Company can relieve you of your services with immediate effect without giving you the notice period pay, at its sole discretion.
- You are required to complete joining formalities within 7 days of Date of joining like submission of legal forms, address proof, age proof, Photo ID proof, adhaar No., UAN No., old ESIC No. Bank Account details etc. at the time of joining. In case of non submission, wrong submission or incomplete submission of documents Company has the authority to terminate your services at any time during your services without giving any notice or pay in lieu to notice period.
- You are required to render your services to the above mentioned deputed client, at their premises, subject to the terms and conditions of this Appointment Letter duly accepted and executed by you. Your current location will be deputed Client's premises but you are liable to be shifted from one job or department or city or client to another in accordance with the exigencies of work or managerial or administrative or business requirements. Further, you will be required to strictly adhere and comply with instructions received by you, from us or any other authorized person on behalf of our Management and will be bound by our Service Rules and Regulations.
- In terms of your Contract of employment, you shall be required to –
 - Faithfully perform your duties and services in a professional manner at the deputed Client's location until the completion of the contract period or the Work assignment which ever is earlier.
 - During the term of your Work assignment, render services exclusively to the deputed Client and such performance shall not be inconsistent with any obligation you may have to other third parties.
 - Not engage in any conduct which is detrimental to the interest of deputed Client or our Company.
 - Not to receive any payment or kind of any nature, either directly or indirectly from the deputed Client or any other third party unless authorized by company in writing or confirmed as per e-mail.
 - Extend all co-operation to deputed Client, their employees, representatives and the like and do all such things as may be necessary, as also to comply with all terms of this Appointment Letter and Service Rules, which are available on our website for your constant ready reference, perusal and diligent compliance.
 - Report and be present at the designated location during the working hours conveyed and to abide by the Rules and Regulations, as required by the deputed Client.
 - Comply with the safety, health and other Rules and Regulations of the deputed client and our Company.
- You agree to defend, indemnify and hold our Company as well as the deputed Client harmless from any and all claims, damages, liability, attorney's fees and expenses on account of your failure to satisfy any of your obligations under this Work assignment letter or legal dues of your previous jobs or action or for misconduct for violation of any law or creation of any legal liability by you.
- During the tenure of your engagement with company, you will not take any leave without prior written approval of your reporting manager (whether from company or deputed Client). Any Leave for more than 3 consecutive days without Information and Prior written Approval shall be considered as willfull Unauthorised Absentecism and will allow company to take disciplinary action against you. Company will have the right to terminate your services considering no call no show as your willful resignation on non-following of company "Code of Conduct" and hence you will not be eligible for any pay against Notice period and the period you have not attended the office.
- Any dispute between you and the deputed Client or with the company shall be referred to a Sole Arbitrator appointed by the company. The arbitration shall be conducted in the English language, in accordance with the Arbitration Conciliation Act, 1996, at the venue where at you have been posted viz. same city. Your failure to attend and participate in the said proceedings; will amount to sufficient compliance with principles of natural justice. Hence, the Arbitration proceedings may be held in your absence viz. Ex-party. Please note that the Civil and other Courts jurisdiction shall stand specifically barred.
- On leaving of Service from our company, the responsibility of PF Withdrawal will be only your own, the company can only be certify / verify the completely filled PF withdrawal forms as and when received from you along with all required documents as per EPF guidelines.
- For TDS (Tax deduction at source) computation in case of non-submission of PAN Number, company shall deduct flat percent of TDS on your total earnings as per Income Tax Act. Apart from above terms conditions your appointment will be governed by the acts and laws application of the contract in respect to leaves, medical benefits, gratuity level act and laws, deputed client's policies, targets etc.



Director
 Swami Sevabnavi Sanstha's
 Lotus Business School
 Pune - 411 033

PARTNERING YOUR CHALLENGES

**Salary Details**

Salary Components	Monthly Amount (Rs.)	Annual Amount (Rs.)
Earnings		
Basic salary	12568	150816
House Rent Allowance	2238	26856
Conveyance\Traveling Allowance	0	0
City Compensatory Allowance	0	0
Mobile\Internet Allowance	0	0
Medical Allowance	0	0
Special Allowance	0	0
Management Allowance	0	0
Management Reimbursement	0	0
Uniform Allowance	0	0
Food Allowance	0	0
Variable Earning	0	0
Education Allowance	0	0
Performance linked Allowance	0	0
Washing Allowance	0	0
Bonus	1046	12552
LTA	0	0
Gross Salary	15852	190224
<i>Employee's Compliance Deductions may change as per laws</i>		
Esic Employee contribution	119	1428
EpF Employee contribution	1508	18096
Net Take Home *	14225	170700
<i>Employer's compliance Contributions (excluding your gross salary/earnings) may change as per laws</i>		
PF Contribution	1508	18096
PF Admin, EDLI, EDLI Admin	126	1512
ESI Contribution	515	6180
Total CTC	18001	216012

- 11) * Net Take Home will be affected by Income Tax, Professional Tax and other state level compliance contributions as applicable.
 12) Company has the authority to change or remove any or the entire allowance\reimbursement component without any written or verbal communication\confirmation to\from you.
 13) Your contract is coterminous with the contract between deputed client\project you are deputed and Company.
 14) You will be paid as per the payouts approved and provided by the deputed client.
 15) You will be paid full and final payment after completion of at least 45 days from your date of leaving or date of receiving your resignation and no dues certificate from your supervisor whichever is later.

For Eternal HR Services Private Limited,

Authorized Signatory

Please sign the copy of this letter in token of its acceptance to you and return back to organization.

I understand accept all the terms and conditions mentioned above and declare that the information provided by me in the documents submitted to Eternal Hr - Services is true valid.

Employee's Signature: _____

Employee Code 30926
 Employee Name Swapnil Jagannath Dofode
 Project Id 343



Client Id 2
 Client Name Crystal Crop Protection Limited
 Dispatch Id

PARTNERING YOUR CHALLENGES



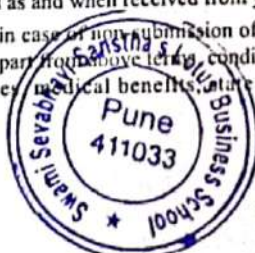
APPOINTMENT LETTER

Date	Oct 21 2020	Employee Code	31068
Employee Name	Akshay Jaywant Salunkhe	Designation	Project Officer
Client Id	2	Notice Period (in days)	7
		Contract period start From	21-Oct-20
		Till	21-Oct-21

Client Name (here after "deputed client") **Crystal Crop Protection Limited**

Dear Ms./Mr. **Akshay Jaywant Salunkhe**

- With reference to your application and subsequent meetings, we are pleased to appoint you for the above mentioned designation on contractual basis as per the contract period mentioned above. Your appointment is a fixed term contract till the contract period mentioned above after which your appointment will end automatically without any written or verbal communication regarding notice period or pay in lieu of notice period from ETERNAL HR SERVICES PVT LTD. (here after "Company") or the deputed Client.
- You agree that you will not hold any right to claim the permanent job on the basis of this appointment. during your tenure you may leave the services by giving above mentioned notice period days prior notice or pay in lieu to Company Similarly, Company may terminate your services by paying you above mentioned days notice or pay in lieu (The management, however, shall have the option to terminate the contract without giving notice or paying in lieu of notice, if the circumstances then prevailing compel the management to relieve you earlier, without giving notice as pay in lieu thereof. In the event you shall not claim or raise any dispute for non payment of notice pay.) In the event of your resigning from the services of the Company the Company can relieve you of your services with immediate effect without giving you the notice period pay, at its sole discretion.
- You are required to complete joining formalities within 7 days of Date of joining like submission of legal forms, address proof, age proof, Photo ID proof, adhaar No., UAN No., old ESIC No. Bank Account details etc. at the time of joining. In case of non submission, wrong submission or incomplete submission of documents Company has the authority to terminate your services at any time during your services without giving any notice or pay in lieu to notice period.
- You are required to render your services to the above mentioned deputed client, at their premises, subject to the terms and conditions of this Appointment Letter duly accepted and executed by you. Your current location will be deputed Client's premises but you are liable to be shifted from one job or department or city or client to another in accordance with the exigencies of work or managerial or administrative or business requirements. Further, you will be required to strictly adhere and comply with instructions received by you, from us or any other authorized person on behalf of our Management and will be bound by our Service Rules and Regulations.
- In terms of your Contract of employment, you shall be required to –
 - Faithfully perform your duties and services in a professional manner at the deputed Client's location until the completion of the contract period or the Work assignment which ever is earlier.
 - During the term of your Work assignment, render services exclusively to the deputed Client and such performance shall not be inconsistent with any obligation you may have to other third parties.
 - Not engage in any conduct which is detrimental to the interest of deputed Client or our Company.
 - Not to receive any payment or kind of any nature, either directly or indirectly from the deputed Client or any other third party unless authorized by company in writing or confirmed as per e-mail.
 - Extend all co-operation to deputed Client, their employees, representatives and the like and do all such things as may be necessary, as also to comply with all terms of this Appointment Letter and Service Rules, which are available on our website for your constant ready reference, perusal and diligent compliance.
 - Report and be present at the designated location during the working hours conveyed and to abide by the Rules and Regulations, as required by the deputed Client.
 - Comply with the safety, health and other Rules and Regulations of the deputed client and our Company.
- You agree to defend, indemnify and hold our Company as well as the deputed Client harmless from any and all claims, damages, liability, attorney's fees and expenses on account of your failure to satisfy any of your obligations under this Work assignment letter or legal dues of your previous jobs or action or for misconduct for violation of any law or creation of any legal liability by you.
- During the tenure of your engagement with company, you will not take any leave without prior written approval of your reporting manager (whether from company or deputed Client). Any Leave for more than 3 consecutive days without Information and Prior written Approval shall be considered as willfull Unauthorised Absentecism and will allow company to take disciplinary action against you. Company will have the right to terminate your services considering no call no show as your willfull resignation on non-following of company "Code of Conduct" and hence you will not be eligible for any pay against Notice period and the period you have not attended the office.
- Any dispute between you and the deputed Client or with the company shall be referred to a Sole Arbitrator appointed by the company. The arbitration shall be conducted in the English language, in accordance with the Arbitration Conciliation Act, 1996, at the venue where at you have been posted viz. same city. Your failure to attend and participate in the said proceedings; will amount to sufficient compliance with principles of natural justice. Hence, the Arbitration proceedings may be held in your absence viz. Ex-party. Please note that the Civil and other Courts jurisdiction shall stand specifically barred.
- On leaving of Service from our company, the responsibility of PF Withdrawal will be only your own, the company can only be certify / verify the completely filled PF withdrawal forms as and when received from you along with all required documents as per EPF guidelines.
- For TDS (Tax deduction at source) computation in case of non submission of PAN Number, company shall deduct flat percent of TDS on your total earnings as per the Income Tax Act. Apart from above terms and conditions your appointment will be governed by the acts and laws application to the contract in respect to leave, medical benefits, gratuity level act and laws, deputed client's policies, targets etc.



PARTNERING YOUR CHALLENGES
 Director
 Swami Sevabnavi Sanstha's
 Lotus Business School
 Pune - 411 033

**Salary Details**

Salary Components	Monthly Amount (Rs.)	Annual Amount (Rs.)
Earnings		
Basic salary	12568	150816
House Rent Allowance	6284	75408
Conveyance/Traveling Allowance	1261	15132
City Compensatory Allowance	0	0
Mobile/Internet Allowance	0	0
Medical Allowance	0	0
Special Allowance	0	0
Management Allowance	0	0
Management Reimbursement	0	0
Uniform Allowance	0	0
Food Allowance	0	0
Variable Earning	0	0
Education Allowance	0	0
Performance linked Allowance	0	0
Washing Allowance	0	0
Bonus	1046	12552
LTA	0	0
Gross Salary	21159	253908
<i>Employee's Compliance Deductions may change as per laws</i>		
Esic Employee contribution	0	0
Epf Employee contribution	1659	19908
Net Take Home *	19500	234000
<i>Employer's compliance Contributions (excluding your gross salary/earnings) may change as per laws</i>		
PF Contribution	1659	19908
PF Admin, EDLI EDLI Admin	138	1656
ESI Contribution	0	0
Total CTC	22956	275472

- 11) * Net Take Home will be affected by Income Tax, Professional Tax and other state level compliance contributions as applicable.
 12) Company has the authority to change or remove any or the entire allowance\ reimbursement component without any written or verbal communication\confirmation to\from you.
 13) Your contract is coterminous with the contract between deputed client\project you are deputed and Company.
 14) You will be paid as per the payouts approved and provided by the deputed client.
 15) You will be paid full and final payment after completion of at least 45 days from your date of leaving or date of receiving your resignation and no dues certificate from your supervisor whichever is later.

For Eternal HR Services Private Limited,

Authorized Signatory

Please sign the copy of this letter in token of its acceptance to you and return back to organization.

I understand accept all the terms and conditions mentioned above and declare that the information provided by me in the documents submitted to Eternal Hr - Services is true valid.

Employee's Signature: _____

Employee Code **31068**
 Employee Name **Akshay Jaywant Salunkhe**
 Project Id **343**

Client Id **2**
 Client Name **Crystal Crop Protection Limited**
 Dispatch Id



PARTNERING YOUR CHALLENGES

OFFER LETTER

Date: 10/11/2020

Mr. Sanket Chaudhari.
Amrutnagar Akole,
Tal- Akole, Dist- Ahmednagar.

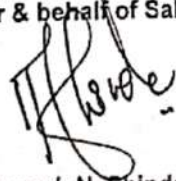
Dear Sanket,

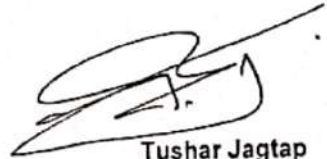
Congratulations! We are pleased to inform you that subsequent to your application and based on the interviews you had with us, you are selected for the position of "Sr. Officer - Business Development (B2B)" your location of work on joining will be at Nashik, Mohadi campus. considering your qualifications and pedigree till date, your compensation will be Rs. 3,27,960 /-(Rupees Three Lakh Twenty Seven Thousand Nine Hundred Sixty Only) CTC per annum (a detailed break up will be provided to you along with the appointment letter on your joining our organization). This employment offer is subject to you being found medically fit by our company's empanelled doctors as well as your credentials mentioned in your resume being found authentic via our third party verification agency.

This offer is valid till 13/11/2020 in case we do not hear from you about your acceptance of this employment offer by this date via return email, it shall be presumed that you have declined this employment offer, accordingly this offer letter will be deemed to be withdrawn and cancelled.

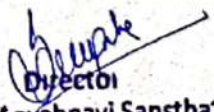
We look forward to hearing from you soon to inform you next steps. In case you wish to clarify anything regarding this employment offer, kindly do so before the last date of this offer letter.

Best Wishes
For & behalf of Sahyadri Farmers Producer Co. Ltd,


Deepak N. Shinde
(Sr. Executive - HR)


Tushar Jagtap
(GM- Farm Operation)




Swami Sevabnavi Sanstha's
Lotus Business School
Pune - 411 033

Reg. Off. : Survey No. 1102 / 8, Behind Police Head Quarter, A/P Adgaon, Nashik - 422003. Maharashtra, India.
Factory : Gat No 314, Mohadi - Dindori Road, A/p Mohadi, Tal.- Dindori, Dist. Nashik - 422207. Maharashtra, India.
Website : www.sahyadrifarms.com Email : Info@sahyadrifarms.com Toll free No. : 1800-212-00-2020
CIN U01403MH2010PTC211392 GSTIN - 27AAPCS1516D12G

25 Feb 2022
PRANAV MILIND JOSHI
MUMBAI

CONFIRMATION LETTER

Dear PRANAV MILIND JOSHI,

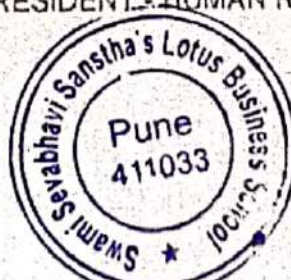
This has reference to your letter of appointment dated 25 Aug 2021 appointing you in our organization based at MUMBAI. Since your services have been found satisfactory, we are pleased to confirm your services in the company with effect from 25 Feb 2022 on the following terms and conditions -

1. You are confirmed in the capacity of GROWTH OFFICER in our organization.
2. Your salary and other allowances shall remain unchanged as stated in the appointment letter.
3. You will, according to the location where you are working, be entitled to statutory and other service benefits like LTA, Privilege leave etc. as and when applicable as per the company's rules in force from time to time.
4. Your services can be terminated at any time by giving 1 month notice. In case of resignation from the services of the company, you will have to give 1 month notice. Otherwise the company has the right to deduct 1 month salary from your legal dues.
5. Your annual increment and future prospects in the company shall entirely depend on your efficiency, hard work, and regularity in attendance, sincerity, good conduct and other such key factors. Increment shall be based purely on your Annual Performance Appraisal Review and in no case shall be automatic and / or a matter of right.
6. Other terms and conditions will be as per your letter of appointment dated 25 Aug 2021 as referred above.
7. You are requested to return the enclosed copy duly signed as a token of your acceptance to the terms and conditions of your employment.

Hope, this will be the beginning of a long and successful career with us.

Yours faithfully,
Parle Agro Pvt. Ltd.

PARAG PAGE
VICE PRESIDENT - HUMAN RESOURCES



Parle Agro Pvt. Ltd.
Regd. Corporate Head Office:
Off Western Express Highway,
Sahar - Chakala Road, Parsiwada,
Andheri (E), Mumbai 400 099

Director
Swami Sevabnavi Sanstha's
Lotus Business School
Pune - 411 033

T: 022 - 6734 8000
F: 022 - 6693 5050
E: info@parleagro.com
www.parleagro.com
CIN: U15130MH1985PTC038459

05/08/2021

Mr. PRANAV MILIND JOSHI

B 101 YASHOKRISHNA APT, NEAR VIRUPAKSHA
MANDIR, SHIVAJI ROAD, PANVEL - 410206LETTER OF APPOINTMENT

Dear Mr. PRANAV,

In continuation with our discussions in respect to your employment with PARLE AGRO PVT. LTD. We are pleased to appoint you as GROWTH OFFICER in the Management Cadre in Grade M XII of the organization based at MUMBAI with effect from 25/08/2021. You will be reporting to the person as may be communicated to you from time to time.

In the event you do not join the employment of the company on the date indicated in this Letter of appointment, this letter shall have no effect and shall be treated as void.

In the event if your actual date of joining is different from the date of joining as mentioned in the Letter of Appointment, a separate Addendum to this Letter of Appointment shall be issued, upon your actual joining of the employment, of the Company.

1. PROBATION & CONFIRMATION

- a) You will be on probation for a period of six months in this organization from the date of joining the service of the company. This probation period may be extended or shortened at the company's discretion. If the company is not satisfied with your work performance and / or conduct during the probation period as the case may be, your services can be discontinued/ terminated without assigning you any reasons and by giving 7 days notice or 7 days salary pay (basic). In case you wish to resign from the company during probation period you are required to give 7 days notice or 7 days salary pay (basic) to the company.
- b) At the end of the probation period or any extension thereof, you are found suitable as per the requirements of the company (of which the company shall be the sole judge), you will be confirmed in your appointment in writing. Till the written confirmation letter is issued to you, you will be deemed to have been continued in employment on probation.
- c) Your performance will be reviewed quarterly and your confirmation will be strictly based on your performance only.

Mr. 2



Parle Agro Pvt. Ltd.
Regd. Corporate Head Office:
Off Western Express Highway,
Sahar - Chakala Road, Parsiwada,
Andheri (E), Mumbai 400 099

T: 022 - 6734 8000
F: 022 - 6693 5050
E: info@parleagro.com
www.parleagro.com
CIN: U15130MH1985PTC038459

ECOFROST TECHNOLOGIES PVT.LTD.

Survey No. 134/1, 134/2, 130/3,
Jeevan Nagar, Tathawade, Off Mumbai - Pune Highway,
Pune (MH) - 411033, India | Contact : 020 6570 1556
Website: www.ecofrost.in | e-mail: contact@ecofrost.in



16th March 2019

Dear Onkar,

Re: Letter of Engagement ("LoE") from ECOFROST TECHNOLOGIES (P) LTD

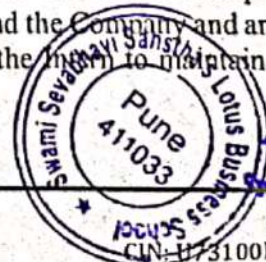
Ecofrost Technologies Solutions (P) Ltd (including its wholly and partially owned subsidiaries ("Company")) is presently engaged in the business of sales, engineering, procurement & construction of Solar Pump & Cold Storage ("Business") which is to include all the actions required to be in such business including but not limited to manufacturing, research & development of components and technology required to manufacture these;

The company is desirous to engage you as a "Trainee" subject to the terms and conditions contained hereunder.

TERMS AND CONDITIONS:

- 1. Role & Project:** The Intern shall work on the project with the Company as set out in **Annexure 1** to this LoE ("Role & Project"). The Intern shall faithfully and diligently perform the role at a level of proficiency to be expected of an Intern with the background and experience that the Intern has represented he has.
- 2. Date of Commencement:** The Intern's engagement with the Company shall commence on **15th May 2019**.
- 3. Stipend:** For and in consideration for the work done by the intern, the Company shall pay the Intern a fee in the manner as set out in **Annexure 2** of this LoE ("Stipend"). The Stipend will be subjected to applicable taxes.
- 4. Benefits:** Apart from the Stipend, the Intern will not be eligible for any other benefits.
- 5. Facilities provided by the Company:** The Company shall, to the extent of Services provided in the premises of the Company, the Company shall provide all such information and facilities that may be required by the Intern for the performance of the work.
- 6. Reporting:** The Intern shall be required to keep the Company updated, on a regular basis, the status of the work progress provided.
- 7. Confidentiality:** The Intern shall not divulge, communicate or pass on any information / data in any form, related to any aspect of the Company to anyone outside the Company. The Intern's individual stipend is purely a matter between the Intern and the Company and arrived at based on specific background and professional merit. We expect the Intern to maintain this information and any changes in it, as personal and confidential.

Registered Office:- 301, Vaishnavi Appt., Vijayanand Gruha
Nirman Sahakari Sanstha, Narendra Nagar, Nagpur - 440015.
Maharashtra, India



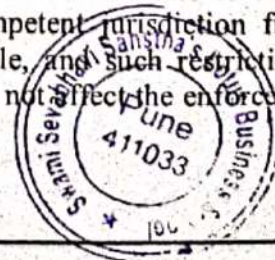
Director
Swami Sevabnavi Sanstha
CIN: U73100MH2012PTC238602

ECOFROST TECHNOLOGIES PVT.LTD.

Survey No. 134/1, 134/2, 130/3,
Jeevan Nagar, Tathawade, Off Mumbai - Pune Highway,
Pune (MH) - 411033, India | Contact : 020 6570 1556
Website: www.ecofrost.in | e-mail: contact@ecofrost.in



8. **Non-Compete & Non-Solicit:** The Intern shall not, at any time during or after the expiry of the term of this Agreement hereof, as the case may be throughout the territory of the world either solely or jointly with or on behalf of any person, directly or indirectly, whether as a shareholder, joint venture partner, Intern, agent, distributor, licensee, employee.
- Shall not incorporate, promote, join, engage in, enter into, associate with, or initiate any new activities or expansions relating to the Business of the Company or any proposed line of business of the Company for a period of 2 years post expiry of term and shall not use the existing brand name or combine the existing brand name with a new trade name or trademark;
 - Shall not attempt to solicit, canvass, approach, or cause to be solicited, canvassed or approached, any person who is or is in discussions to become, a client, customer, representative, employee, or agent of the Company, or is in the practice of dealing with the Company, for any purpose related to a business which is similar to the Business;
 - Shall not hire any person who has been associated with the Company in any capacity, related to a business which is similar to the Business; or
 - Be concerned or engage in or invest in or undertake the Business similar to that of the company, otherwise than through the Company or its subsidiaries or compete with the Company or its subsidiaries in any manner.
 - The Intern acknowledges that the restrictions on competitive activity set forth in this Agreement are mainly to protect the value of the Company, including the goodwill of the Business and the potential for expansion of the Business.
 - The Intern acknowledges that monetary damages alone would not be adequate compensation for the breach of this Clause 8 and that the Company may seek an injunction or any other appropriate remedies from a court of competent jurisdiction.
 - The Intern hereby acknowledges and agrees that the limitations as to time and the limitations of the character or nature placed in this Clause 8 are reasonable and fair and will not preclude the Intern from earning a livelihood, nor will they unreasonably impose limitations on the Intern's ability to earn a living.
 - It is expressly understood and agreed by the Parties that although the Intern and the Company consider the restrictions contained in this Clause 8 to be reasonable, if a final judicial determination is made by an arbitral tribunal or a court of competent jurisdiction that the time or territory or any other restriction contained in this Agreement is an unenforceable restriction against the Intern, the provisions of this Agreement shall not be rendered void but shall be deemed amended to apply as to such maximum time and territory and to such maximum extent as such arbitral tribunal or court may judicially determine or indicate to be enforceable. Alternatively, if any arbitral tribunal or court of competent jurisdiction finds that any restriction contained in this Agreement is unenforceable, and such restriction cannot be amended so as to make it enforceable, such finding shall not affect the enforceability of any of the other restrictions or terms contained herein.



Registered Office:- 301, Vaishnavi Appt., Vijayanand Gruha
Nirman Sahakari Sanstha, Narendra Nagar, Nagpur - 440015.
Maharashtra, India

CIN: U73100MH2012PTC238602

ECOFROST TECHNOLOGIES PVT.LTD.

Survey No. 134/1, 134/2, 130/3,
Jeevan Nagar, Tathawade, Off Mumbai - Pune Highway,
Pune (MH) - 411033, India | Contact: 020 6570 1556
Website: www.ecofrost.in | e-mail: contact@ecofrost.in



9. **Intellectual Property:** All intellectual property created or applied (even though the same has been developed before this engagement by the Intern) pursuant to the Intern's engagement with the Company shall be treated as a "work for hire" and shall be the sole property of the Company. Further, the Intern hereby agrees and acknowledges that all intellectual property owned and provided by the Company to the Intern to facilitate his engagement with the Company shall not be mis-used and/or misappropriated.

10. **Binding Agreement:** This LoE is not merely an offer of engagement, but once executed by the Intern, shall constitute binding and valid terms and conditions governing the engagement of the Intern.

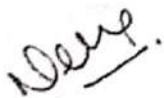
11. **Termination:** As an at-will Intern, both the Intern and the Company have the right to terminate this engagement with a 2 weeks' notice, as the case may be, subject to and in accordance with the provisions of the Consultancy Agreement.

To confirm that you agree to terms stated in this letter, please sign and date the enclosed copy of the letter and return it to Human Resources no later than **Tuesday 19th March 2019** failing which this LoE shall stand, cancelled automatically, unless a written extension is provided by the Company.

We wish you all the best and look forward to your continued valuable contribution and commitment for our mutual growth.

Best Regards,

For Ecofrost Technologies (P) Ltd



Name: Neha Arora
Title: Head- Human Resources & Admin

I accept the terms and conditions

Name: Onkar Pedge
Date of Commencement: 15th May 2019



Registered Office:- 301, Vaishnavi Appt., Vijayanand Gruha
Nirman Sahakari Sanstha, Narendra Nagar, Nagpur - 440015,
Maharashtra, India

CIN: U73100MH2012PTC238602

ECOFROST TECHNOLOGIES PVT.LTD.

Survey No. 134/1, 134/2, 130/3,
Jeevan Nagar, Tathawade, Off Mumbai - Pune Highway,
Pune (MH) - 411033, India | Contact : 020 6570 1556
Website: www.ecofrost.in | e-mail: contact@ecofrost.in



Annexure 1

Role & Project

Training Department: - Customer Consulting Cell

Project: - PHM Executive

Location of Work: - Pune

Trainee Start Date: - 1st May 2019

Trainee End Date: - 1st May 2020

Annexure 2

Stipend

Fee payable- INR 12,000 (Twelve Thousand Only)

Work related travel and accommodation shall be covered by the company and will be reimbursed on actual. The above fee will be subject to applicable taxes and deductions as per law if any.



Registered Office:- 301, Vaishnavi Appt, Vijayanand Gruha
Nirman Sahakari Sanstha, Narendra Nagar, Nagpur - 440015,
Maharashtra, India

CIN: U73100MH2012PTC238602

22 May 2019

63Ideas Infolabs Private Limited.

LETTER OF EMPLOYMENT

(Private & confidential)

Dear Vishwajeet Suresh Rao Deshmukh,

Based on the interactions with you we are pleased to offer you the position of **Sales Executive - General Trade** in **General Trade Sales** department at **63Ideas Infolabs Private Limited** (hereinafter referred to as "Company"). The key terms & conditions are given below.

- 1. Offer Acceptance, Reporting & Joining date:** Upon your acceptance of the terms hereof, the effective date of joining will be **22 May 2019**. Upon joining you shall be reporting to **Executive - City Launch**. Please go through the offer letter and provide your acceptance within 2 days from receipt, failing which the offer will be deemed to be considered withdrawn.
- 2. Place of Work:** Your initial place of posting will be in **Pune**. However, you may be posted/ transferred to any other place or offices of the Company or its affiliates, as the Company may, from time to time, deem necessary.
- 3. Background Verification Process:** As a process, each and every employee has to go through the standard Background verification and reference check process, in case of any gap/s found at any point of time, your employment will be terminated with immediate effect due to the Background verification failure.

Following are the terms and conditions associated with your offer of employment,

1. WORK & DUTIES

The company may depute you for any assignments or change your duties, reporting, responsibilities or designation from time to time or assign your services to any associate company, division, branch, office, subsidiary or other companies, concerns, organizations, or firms with whom the company may make any such arrangement or agreement.

You may be posted/ transferred to any other place or offices of the company or its affiliates, as the company may, from time to time, deem necessary. By such posting, you will be governed by the terms and conditions of service applicable to the new assignment. Further, in the course of your employment, you may be required to undertake such travel as may reasonably be required in connection with the performance of your duties.

You agree and acknowledge that the company reserves the right to vary your roles and responsibilities, from time to time to meet its business objectives.

2. REMUNERATION

You shall draw a total remuneration of **300000 (Three Lakh Rupees)**

The company shall make deductions and withholdings of tax or otherwise as may be mandated or required under applicable law from the remuneration. Any tax liability other than withholding taxes existing in respect of the remuneration or income earned by you shall be borne solely by you.



Swami Sevabharati Sans
Lotus Business School
Pune - 411 033

Your remuneration has been determined based on numerous factors such as job role, skills, performance, experience, and professional merit. You acknowledge and agree that your remuneration is a matter purely between yourself and the company and you are to keep this information and any changes thereto, strictly **CONFIDENTIAL** under any circumstances. Breach of this clause will lead to termination without notice or compensation.

Your remuneration will be periodically reviewed as per the company's policies. Your increments and promotions shall be at the discretion of the company and will be subject to and on the basis of your Skill, Performance and Behavior

The company may, at any time at its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Variable Pay Policy, incentives, reimbursements & benefits. It will be communicated to all employees from time to time

Details of your remuneration are mentioned in **ANNEXURE I**

3. PROBATION & CONFIRMATION

A probation period will apply for the first **3 months of your employment**. At the end of the aforesaid period, you will be informed on your conduct and performance and if satisfactory, you will be confirmed in the appointed position. However, the Management reserves the right to curtail or extend the probation period in applicable cases.

If, during the probation period, the company determines that you are unfit for employment, company will terminate your employment without any advance notice and with no compensation whatsoever. In such case, it will be liable only for payment for the number of days worked by you

For specific roles, clearing the role specific training programs will enable you to continue the probation period with Ninjacart, failing to clear the training programs would lead to termination without notice pay

4. SEPARATION & TERMINATION

You may terminate your employment by providing, in advance of **60 DAYS (2 months)** notice in an E-mail. You shall not be entitled to terminate earlier without serving notice period, except in the event the company is acceptable to the same. The company in such circumstances, as a condition for acceptance of earlier termination, may order payment by you of amount equal to proportionate amount of salary payable for such days by which the notice period has gotten reduced.

The company will normally continue employment during the notice period. It is the Company's prerogative however, to immediately accept the resignation. Any leaves taken during Notice period may result in extending the notice period to that effect. Privilege leave can be availed during notice period only in case of emergencies and with prior approval from the manager, except on the last working day. In case of a business impact due to such leaves during notice period, notice period may be extended by same number of days.

Unauthorized absence or Absence without permission from duty for a continuous period of **3 days**, company may construe this as an act of abandonment and will proceed with Absconding process as per the HR policy. In such case your employment shall automatically come to an end without any notice of termination or notice pay. company will recover the notice period pay from pending settlement and post that F&F settlement will be done

The company may terminate your employment by giving **30 days** of advance notice or salary in lieu of notice in case of performance issues or business uncertainties. In case any employee is asked to leave the organization due to performance issues and further to the completion of the PIP (Performance Improvement Plan) process, the reporting manager shall ask the employee to initiate resignation. In case of such attrition the relieving date shall be

decided by the reporting manager of the employee and no recovery shall be done for the short-fall in notice period if any

In case of employees in PIP, termination may come into immediate effect once the PIP period over and if the desired performance levels are not met by the employee. In such case, company is liable only for payment for the number of days worked by you

Your employment may be terminated by the company immediately and without compensation if you commit, repeat or continue any serious breach of your commitment towards the work, obligations hereunder or are guilty of conduct tending to bring yourself or any company in the Group into disrepute or any misconduct in terms of the company's rules and regulations.

Before you leave the company, you may be requested to attend a face-to-face exit Interview with your manager and HR department representative and complete such other procedures as may be specified in the rules and regulations of the company. You are also requested to complete the exit check form and follow through the separation processes and procedures on the last working day with the company.

All company property must be returned to the HR Department including but not limited to office keys, building pass, security card, cabinet keys, corporate/membership cards, laptop, computer, mobile, tablet, mobile SIM, company visiting cards, internet data card, all records and documents, including copies thereof, and any other properties which have been provided to you by the company.

Ninjacart to withhold the whole or any part of the full and final settlement, if the employee is found to have acted in contravention of any of the employment terms (including the duty to work in the best interests of Ninjacart)

You will retire in the normal course from the services of the company at the end of the month in which you attain the age of retirement, which is 58 years.

Any changes to the separation and termination conditions would be updated and published under the "Separation Policy" document. Kindly refer to the same for latest updates

5. PROVIDENT FUND AND GRATUITY

Provident Fund: Both the company and you shall contribute to your provident fund account in accordance with the prevailing statutory requirements and applicable law

Gratuity: You are eligible for payment of gratuity in accordance with the statutory provisions after completion of 5 years in the company

6. PERSONAL INFORMATION

It is your responsibility to notify the company of any changes in your personal information (like address, contact phone number, additional qualifications, marital status, change of nomination, passport details etc.) within 3 working days.

If any information furnished by you in your application for employment or during the selection process, whether with the company or your predecessor employer, is found at any time during your employment to be incorrect or false, and /or if you have suppressed material information regarding your qualifications and experience, the company may terminate your services without notice or compensation

7. PUBLIC HOLIDAYS & ANNUAL LEAVE

Public Holidays: You are entitled to public holidays with full pay as per the list of holidays declared on the



company's notice board or in the employee policies of the company or informed to you through any other communication from time to time

Annual Leaves: You shall be entitled to holidays and leave in accordance with the company's employee policies and the rules and regulations of the company. Carry forward of un-availed leave and encashment of leave in case of separation shall be allowed, subject to a maximum no of days as defined in company's employee Leave policies. However, any such availing of leave shall be subject to prior intimation and approval from the supervisor as per the company's employee Leave policies

8. CONFIDENTIAL INFORMATION

You agree and acknowledge that, you shall from the date here of perpetually treat as strictly confidential all confidential Information (as defined below) that comes to your knowledge. Further, you shall not copy, reproduce and/or disclose any of the confidential Information to any other party without the prior written consent of the company and shall hold the same in trust for the company.

The term confidential Information includes but is not limited to

- (a) Information or material proprietary to the company, including information relating to the company and in business affairs, including its trade secrets
- (b) Information of or provided by its customers, clients, vendors, suppliers, consultants or service providers
- (c) Information designated as confidential, or which information is reasonably known to be confidential
- (d) Information created, discovered, developed or made known to the company from the date hereof or arising out of the performance of your obligations ("confidential Information")

During, or at any time after the termination of employment with the company, use for self or others, or disclose or divulge to others including your future employees/employers, any trade secrets, confidential information, or any other proprietary data of the company is violation of this agreement. The company may notify any future or prospective employer or third party of the existence of this agreement, and shall be entitled to full injunctive relief for any breach.

This Agreement shall remain in full force and effect with respect to the confidential information without limitation of time.

9. INTELLECTUAL PROPERTY

You agree that all intellectual property, including without limitation, inventions, improvements, discoveries and copyrights ("Intellectual Property") made from the date hereof, either by yourself or jointly with any

other person(s), which relate to or are connected or are capable of being used in connection with the company's business activities, is and will become the sole property of the company.

You shall disclose fully to the company such Intellectual Property and any Inventions (as defined below), and at the request and at the expense of the company, take such steps as may be necessary for the company to obtain applicable protection for such Intellectual Property and Inventions. You shall, at the expense of the company (but for no extra consideration), assign absolutely and beneficially all such Intellectual Property (including in connection with the Inventions) to the company or as it may direct.

You hereby further acknowledge that you do not have any right, claim, interest in any Intellectual Property owned or used by the company



If, before employment with company, you have created any Inventions that you wish not to be subject to this Agreement, you may communicate the same to HR department immediately. Your failure to accordingly communicate the Inventions and attach the same hereto shall constitute a representation by you that you have no such Inventions

"Inventions" includes, but is not limited to, the following: All ideas, circuits, schematics, patterns, compilations, devices, databases, technology, algorithms, trade secrets, mask works, concepts, methodologies, customer lists, goodwill, trademarks, service marks, trade names and general intangibles of like nature, and related know-how which result from work performed (by you or anyone else), all discoveries, developments, designs, improvements, inventions, formulae, processes, methods, works of authorship, articles, books, manuals, techniques, computer software or hardware programs, strategies, know-how and data, whether or not patentable or registerable, and all work product, whether created by you either individually or jointly with others, prior to or in the course of your employment

Your employment with the company is on a whole time basis. While you are in the services of the company, you are not permitted to directly or indirectly, engage yourself or devote any time or attention to any full time or part time employment, trade, business or occupation, with or without remuneration, for any third person or concern (including self-employment). You shall also not undertake or be interested, either directly or indirectly, in any activities, which are contrary to or inconsistent with your employment with the company or the company's interest. You shall devote yourself exclusively to the business of the company. Any breach of this condition on your part may lead to the immediate termination of your employment with the company without notice period or pay

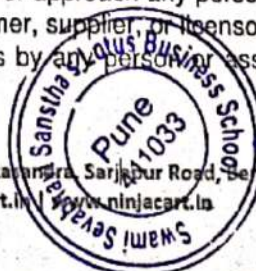
During the course of your employment, if you conceive of any new or advanced methods, inventions, designs or improvements, processes/systems or any other form of intellectual property, in relation to the operation of the company, all such developments shall be communicated to the company and will be and remain the sole right/property of the company and you shall execute documents and do all things necessary to enable the company to obtain all rights to the same

10. RESTRICTIVE COVENANTS

For and in consideration of the compensation to be paid by the company pursuant to the terms hereof, and in recognition of the fact that you shall have access and be privy to confidential Information and other valuable rights of the company, on account of your designation, the sufficiency whereof you hereby acknowledge, you covenant and agree that, based on sole discretion of the company, at any time, during your employment and

for a period of one (1) year thereafter directly carry on or be connected with, as an employee or otherwise in any business, individual, partnership, firm, corporation, limited liability company or other entity for carrying on similar business as the company which may result in competition or have adverse effect to the company's business.

You further agree that, from the date hereof and for a period of one (1) year after the termination of your employment, for any reason whatsoever, you shall not knowingly, directly or indirectly, by yourself or jointly with another, or for or on behalf of any entity, as principal, agent or otherwise: cause, induce or encourage any actual or prospective client, customer, supplier, or licensor of the company (including any existing or former customer of the company and any person that becomes a client or a customer of the company after the date hereof), or any other person who has a business relationship with the company, to terminate or change any such actual or prospective relationship in a manner which would be adverse to the company; circumvent the company in any manner and deal or attempt to deal directly with any or the aforesaid persons or entities; solicit, entice or induce or in any manner attempt to solicit, entice or induce any individual employed by, acting as a consultant to, or serving as a director or officer of, the company or any entity that after the date hereof is employed by or provides a service to conduct the business of the company on the company's behalf to leave such position, engagement or service to become employed by or a consultant to any person (other than company); or approach any person, employee, consultant, director or officer of the company or any prospective client, customer, supplier, or licensor of the company for any of the aforesaid purposes or authorise the taking of such actions by any person or assist or participate with or provide information to any such person in taking such action.



You hereby agree and acknowledge that the above terms are reasonable and necessary to safeguard and protect the company's rights and interest. In the event that any court of competent jurisdiction determines that the extent, duration and/or the geographical scope are unreasonable and that the same, to such an extent is unenforceable, it is agreed that the provision shall remain in full force and effect for the greatest extent, duration and geographical extent that would not render it unenforceable

11. COMPANY POLICIES & REGULATIONS

You must comply with all directions given by the company and you must observe all existing rules, regulations, policies, procedures, practices and arrangements pertaining to the management of the company's properties, works, business and the conduct of the company's employees

12. COMPLIANCE & CODE OF CONDUCT

You are required to observe all relevant corporate policies and regulations which are now in force, or from time to time, published or laid down by the company. Situations that have not been envisaged could arise and the company reserves the right to modify, revoke, suspend, terminate or change in whole or in part, at any time, with or without notice any information in relation to these policies.

Compliance with the company's Code of Conduct is a condition for continued employment and part of your performance appraisal. You should note that no gifts in cash or in kind may be offered to or accepted from any person in the employment of, or connected with, any of the company's employees, clients or the public

13. OTHER TERMS & CONDITIONS OF EMPLOYMENT

You hereby agree:

You will not enter into any outside employment or engage in any private business activities, whether alone or jointly with another, through or on behalf of any person, firm or entity, or through nominees or affiliates, on your own account or as agent for or on behalf of any other person, be directly or indirectly employed, whether as an employee, consultant or any other capacity, without the written consent from the company. Any contravention of this clause may lead to immediate termination without any compensation.

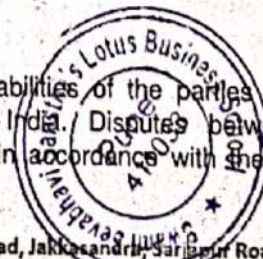
You are not party to or bound by any employment agreement, non-competition agreement or confidentiality agreement with any person or entity other than the company.

As a process, each and every employee has to go through the standard Background verification and reference check process, in case of any gap/s found at any point of time, your employment will be terminated with immediate effect due to the Background verification failure.

You will not raise any claim against company or company will not have any liability, obligation or responsibility on account of any misconduct, misbehavior, harm or any kind of damage due to third party (including but not limited to any client, merchant, partner, customer, users or any other person). You shall take reasonable effort to prevent and avoid any misconduct, misbehavior, harm or any kind of damage by third party and only you shall be liable to all consequences including damages, if any, with respect to all such action taken. You shall not be entitled to claim that such action was pursuant to or required as part of your employment, since the company does not endorse or encourage any such behavior or conduct.

14. GOVERNING LAW

This Letter of Employment and the rights, duties and liabilities of the parties hereto shall be construed in accordance with and be governed by the laws of India. Disputes between the company and the Employee shall first be sought to be resolved amicably in accordance with the rules and regulations of the



company. Any disputes that cannot be resolved through amicable discussions shall be subject to the jurisdiction of courts in Bengaluru, Karnataka

15. MISCELLANEOUS

Notices: All notices to the company shall be addressed to its head office address. Notices to the Employee shall be addressed to the below address

63Ideas Infolabs Private Limited, 4th Floor, Site No. 9, 1st C Main Road, Sarjapur Road, Jakkasandra, Bengaluru, Karnataka 560034

If any provision of this agreement is or becomes illegal or unenforceable, the parties agree to substitute such provision in a manner that leaves the parties in the same or nearly similar position as if such provision were legal or enforceable. The parties agree that in the event any provision of this agreement is determined to be unenforceable by a court due to its scope, such provision shall be modified to permit its enforcement to the maximum extent permitted by applicable law

The provisions of this agreement may be amended, supplemented or waived only by the written agreement of the parties

If you are agreeable to the above, please acknowledge your acceptance of this Employment Agreement, and its terms and conditions, by signing the copy and returning it to the HR Department under a PRIVATE & CONFIDENTIAL cover within 2 days from the date of this letter

The company reserves the right to amend, add or delete any of the employment terms, including remuneration, due to change in company policy from time to time. Changes of company policy of this nature will be announced in writing and circulated as internal memoranda or displayed on notice boards



ANNEXURE-I**COMPENSATION PACKAGE**

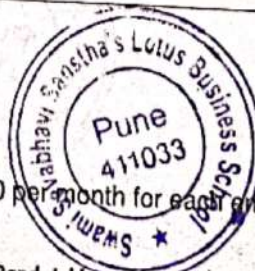
SALARY COMPUTATION		
Components	Per Annum	Per Month
Basic	161160	13430
Employer PF	19339	1612
Employer ESI	10006	834
Food and Mobile Allowance	24000	2000
HRA	25495	2125
Fixed CTC	240000	20000
Employee PF	19339	1612
Employee ESI	3686	307
Professional Tax	2400	200
Employer PF	19339	1612
Employer ESI	10006	834
Total Deductions	54770	4564
Net Pay Before Tax	185230	15436
Variable	60000	
Total CTC	300000	

Summary

Component	Monthly Earning
Monthly Fixed Pay	Rs.15,434
Monthly Variable Pay (@100% Performance)	Rs.5,000
Monthly Fixed Allowance (For Petrol Expense)	Rs.2,600
Total Monthly Payout	Rs.23,034

Clarifications

- Professional tax - Rs 200 per month
- Income tax - As per applicable law
- ESI Contribution - 4.75% of Gross
- PF contribution - 12% of Basic pay up to Rs.1800 per month for each employee and employer contribution



63IDEAS INFOLABS PRIVATE LIMITED [Site No. 9, 1st C Main Road, Jakkasandra, Sarjapur Road, Bengaluru - 560 034 CIN : U72200KA2015PTC081330 | care@ninjacart.in | www.ninjacart.in

- **Variable Pay** - is a potential earning on your individual performance at your career level. The payout % is based on specific metrics and parameters which will be discussed with you upon joining. Your Variable pay can range anywhere from 0 to 200% and will be paid out subject to you being on the rolls of the company on the date of disbursement of these payouts
- **Variable Payout** - Variable payout for an applicable period will be paid along with the consecutive month salary. In case of monthly variable pay cycle, you will not receive variable pay in the first month salary payout - this will have paid from second month onwards (Eg: JAN month variable pay will be paid in FEB month payroll along with salary)
- **Monthly Fixed Allowance** - Employee who are eligible for the monthly fixed allowance, will be calculated based on number of present days and will be paid accordingly. Allowance will be paid along with consecutive month salary payout
- **Payroll cutoff** - Employee who join us on or before 20th of the month, will be part of same month payroll. If your joining date is on or after 21st of the month, your first month salary would be paid along with second month payout. Salary will be paid on LWD of the month

We welcome you as a member of the team and look forward to your contributions to our success. We believe you will find your career both **challenging and rewarding**.

The Company, at its discretion, modify, from time to time, the rules and regulations, as it deems fit, without notice.

Yours sincerely, For 63Ideas Infolabs Private Limited,



Vasudevan Chinnathambi | Co-Founder & Director

I, _____ (full name) have read and understood the terms and conditions stated herein and confirmed my acceptance of the offer and its conditions. I also confirm that I have not been convicted of any offence or crime punishable by law.

Signature:

Date:



JOINING DOCUMENTS

On your joining date, as part of joining formalities please submit the list of documents mentioned below to the HR department

- Photocopies of educational documents from 10th till highest qualification (All marks cards, Pass certificate & Degree/Convocation certificate)
- 3 Passport size photographs
- Relieving letter and Experience certificate from all previous employer
- Recent 3 months' salary statement of last 2 employments, if applicable
- Income tax computation sheet and Form 16
- 2 sets photocopy of Passport, PAN card, Aadhaar card, Driving license and voter ID
- PF number and UAN number for PF formalities
- Personal bank accounts last 2 months' statements/photocopy of passbook
- One cancelled cheque

Kindly be at office at 10 AM on 22 May 2019





Swami Sevabhavi Sanstha's
LOTUS BUSINESS SCHOOL
Innovating Business Leadership

OFFER/APPOINTMENT LETTERS
BATCH 2017-19


Allstate | Solutions Private Limited

February 15, 2019

Ms. Akshita Kinge

501, Shivam Heights, Near Sawatamali Maharaj-Mandir, Punawale, Pune - 411033.

Dear Akshita,

On behalf of Allstate Solutions Pvt. Ltd., ("The Company" or "ASPL") it is my pleasure to offer employment to you as "Associate - Operations", in our Pune operation. We extend this offer, and the opportunity it represents, with great confidence in your abilities. You made a very favorable impression with everyone you met and we are excited with the prospect of your joining our company.

This offer letter and your employment with the Company are subject to your executing on the joining date, ASPL's detailed employment agreement ("Employment Agreement") containing the terms of your employment. Your employment with the Company will commence only on the execution of the Employment Agreement and in accordance with the terms and conditions set out therein.

The broad terms of the offer are as follows:

Designation	Associate - Operations
Location	Pune
Start Date	On or before March 18, 2019
Probation	6 months from Start Date
Notice Period	60 Calendar Days

Annualized Salary and Benefits:

Total Guaranteed Cash ("TGC")	Rs. 350,467
Annual Incentive Plan	Rs. 24,533
Target Total Cash ("TTC")	Rs. 375,000

Reference Annexure A for detailed salary break up and highlights of benefit schemes.

Besides Total Guaranteed Cash, you will be eligible to participate in the ASPL Annual Incentive Plan (AAIP), subject to the terms applicable to that plan from time to time. Determination and award of payments from the AAIP Plan is generally made soon after the end of each financial year and award amounts factor individual and AAIP performance in the plan year. While there is no guaranteed minimum award, the current target incentive amount for you under the plan is 7% of your TGC; the maximum incentive amount for you under the plan is 10.5% of your TGC. You will be entitled to participate in the AAIP provided you remain as an employee in good standing, you have not given notice of your resignation from employment with the Company, or had your employment terminated by the Company for gross misconduct, gross negligence or in other circumstances justifying summary dismissals at the date on which you actually receive an award or payment. For the first year of service the Annual Incentive will be calculated on a prorated basis. However a minimum of 3 months of service, inclusive of the probation period, in the Company, is required for the payment of Annual Incentive.


Allstate Solutions Private Limited

 2nd Floor, Manjri Stud Farm Pvt Ltd, IT & ITes SEZ, SP Infocity, Survey no 209,
 Pune-Saswad Road, Phursungi, Hadapsar, Pune - 412 308,

 Tel: +91 20 66 72 84 00. www.allstate.com/india / aspl@allstate.com

(Formerly, Northbrook Services India Pvt Ltd. 67-4, 4th Cross, Lavelle Road Bangalore - 560001)

[Signature]
Director
Swami Sevabnavi Sanstha's
Lotus Business School
Pune - 411 033


Allstate | Solutions Private Limited

Annexure A

February 15, 2019

Ms. Akshita Kinge

Designation: Associate - Operations

Start Date: On or before March 18, 2019

Band: A1

Work Location: Pune

Compensation and Benefits:

Total Targeted Cash	INR.375,000/-
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Breakup- Total Guaranteed Cash		
Components	Annual(INR)	Description
Basic	140,187	40% of TGC
House Rent Allowance	56,075	40% of Basic Pay
Education Allowance	2,400	Fixed Allowance
Children Hostel allowance	7,200	Fixed Allowance
Statutory Bonus	29194	8.33% of Total Guaranteed Cash
Provident Fund (Employer Contribution)	16,822	12% of Basic Pay
Flexi Benefit Plan*	98,589	Residual (TGC less sum of above components)
Total Guaranteed Compensation	350,467	
Annual Incentive Plan**	24,533	7% of your Total Guaranteed Cash payable as per policy which can go maximum upto 10.5% based on the performance
Total Targeted Cash	375,000	
Other Benefits / Perquisites		
Gratuity	6,743	As per the Gratuity Act. Since this is not a perquisite, either the title can be only other benefit or we create one more category
Free Transportation	72,000	Not a Reimbursement
Medical Insurance, GAI and GTLI	24,000	Not a Reimbursement - (Average Premium)
Certification Reimbursement	30,000	Applicable as per the Policy



Required fields are marked with an asterisk.

1

Please review and accept the offer terms on this page. You will be asked to print/sign/return the offer letter at the end of the process.

Your Offer Letter



TIAA Global Business Services (India) Private Limited

Registered office: OFF NO 10th

CIN: U72901MH2016FTC279876

Floor, North and South

Phone: +91 226 229 8000

Tower, Godrej One Godrej Soap

Email: tiaagbs_info@in.tiaa.org

Industrial Area, Vikhroli East Mumbai

Mumbai City MH 400079 IN



November 14, 2018

Chaitanya Balajirao Patil
C-104, Vyankatesh Imperia,
Near Balaji Mandir,
Pandhare Wasti, Punawale,
Pune
Maharashtra
India

Dear Chaitanya:

It is with great pleasure that we extend you an offer of employment at TIAA Global Business Services (India) Private Limited ("GBS") or ("the Company"), a Private Limited Company incorporated in India. This offer is contingent upon and subject to the following terms and conditions:

1. Position and Probation



1.1 You will assume the responsibility of Trainee, Trainee, Client Services with a start date on or before December 3, 2018 as discussed with your Human Resource representative.

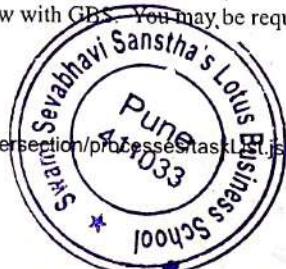
1.2 You are assigned to work out of our Pune, India Location.

1.3 Your employment will be contingent upon the successful completion of a three sixty five (365) day initial probationary period, which period shall commence from the date of your joining the Company. Notwithstanding anything stated in section 6.1 herein, during the probationary period your employment can be terminated by either you or GBS giving to the other thirty (30) days of notice in writing. If your performance is satisfactory to the Company during this probationary period, then notice of termination by either party shall be extended after the probationary period to the period of time specified in Section 6.1. The Company may also choose to extend such probationary period, in accordance with law.

1.4 The normal hours of work at GBS are forty-five (45) per week, Monday through Friday, and will be established for you by your manager. Subject to applicable laws, however, actual working hours, their timing and weekly holidays may vary with the duties and requirements of your position consistent with a 24 x 7 multi-shift work environment and other business needs as GBS may specify.

2. Duties and Responsibilities / Transfer

2.1 The duties and responsibilities required for the position offered to you are set forth in the job description provided to you before and/or during your interview with GBS. You may be required to perform other duties as required by the Company from time to time.



[Signature]
Director

Swami Sevabnavi Sanstha's
Lotus Business School
Pune - 411 033

2.2 The Company has a right to assign, transfer, second or depute you to any affiliates, departments, subsidiaries or associate companies of the Company or to any group companies in which the Company may be having interest whether existing or which may be set up or established or acquired in future in any other location in India or to any third parties. The Company does not guarantee the continuation of any benefits or perquisite at the new location. In all such cases of transfer you will be governed by the relocation policies and policies of the Company existing at that time.

2.3 You shall devote all of your skill, knowledge and working time to the conscientious performance of your duties and responsibilities and you shall perform your duties with diligence and devotion. Since this is a full-time employment with the Company, while in the employment of the Company, you are not allowed to be employed in any other organization on a permanent, temporary or part time basis nor shall you offer your services with or without consideration to any physical person, legal entity or public authority or be occupied in your own business, without the prior written consent of the Company. You will comply with all directions given to you by the Company and observe all the rules, regulations, and arrangements applicable to you.

2.4 Your employment will, in addition to the terms and conditions of employment specifically stated herein, also be governed by the rules, regulations and such other practices, systems, procedures and policies framed, amended, modified or omitted by the Company from time to time, including those as may be provided in the Company's policies service rules, code of conduct, etc.

2.5 You shall not engage in activities that could result in a conflict of interest with the Company without prior approval from the Company. Any conflict of interest or potential conflict of interest shall be disclosed to the Company.

2.6 Your employment will also be governed by statutory laws enacted by the government or local authorities as may be applicable from time to time. You shall comply with all applicable laws, regulations, and governmental orders of India, now or hereafter in effect, relating to your employment by the Company, including but not limited to the provisions of the Prevention of Corruption Act, 1988 of India, the Foreign Corrupt Practices Act, 1977 of the United States of America and the Bribery Act 2010 of the United Kingdom. Without limiting the generality of the foregoing, you represent and covenant that you have not, and shall not, at any time, during your employment with the Company, pay, give, or offer or promise to pay or give, any money or any other thing of value, directly or indirectly, to, or for the benefit of: (i) any public servant, government official, political party or candidate for political office; or (ii) any other person, firm, corporation or other entity, with knowledge that some, or all of that money, or other thing of value will be paid, given, offered or promised to a public servant, government official, political party or candidate for political office, for the purpose of obtaining or retaining any business, or to obtain any other unfair advantage, in connection with the Company's business.

3. Compensation, Benefits & Reimbursements

3.1 Your annual fixed compensation will be 342,692.00 Indian Rupees (INR).; subject to deduction at source (tax withholding) as per applicable income tax and any other prevailing applicable regulation in force from time to time during your employment with GBS. Please see **Schedule B** attached hereto for detailed break-down of the compensation structure.

3.2 You will be reimbursed for expenses reasonably incurred in connection with the performance of your duties in accordance with the Company's policies as established from time to time.

4. Code of Business Conduct; Protection of Confidential Information and Other Business Interests

4.1 The Company's corporate policies reflect its core values and leadership standards. The Code of Business Conduct for the Company (the "Code") embodies the guiding principles for its policies. As a condition of this offer of employment, you agree to fully comply with the Code. A copy of the Code of Business Conduct is enclosed with this letter. Please read it carefully in considering this offer. You shall also comply with all the other Company's policies (including but not limited to the Company's Employee Handbook), rules and procedures as may be drafted, enforced, amended and/or altered from time to time during the course of your employment.

4.2 The Company expects you to treat seriously your confidentiality obligations under the Company's Code and the Employee Handbook and be diligent in protecting the trust placed in the Company by its constituents to maintain the sensitivity and confidentiality of the Company's and/or TIAA's confidential information. Your obligations under this policy are serious matters. Accordingly, as a condition of employment with the Company, you must sign the "Confidentiality, Intellectual Property Assignment and Non-Solicitation Agreement" on or before your start date. A copy of the said agreement, the Code and the Employee Handbook are attached.

5. Personal Trading Policy

5.1 In order to comply with applicable laws, the Company has developed personal trading policy & procedures for employees associated with various regulated entities within TIAA family. TIAA GBS, its affiliates and successors, employees and contractors, designated as "Access Persons", are covered under the personal trading policy. TIAA GBS Policy Statement on Personal Trading defines the "Access Persons" and mandates such persons to safeguard the confidentiality of all such information which he/she obtained directly or indirectly during the course of performance of official duties. The Policy requires Access Persons to complete the



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Candidate Offer Letter

mandatory training and mandates the obtaining of pre-clearance approval of their trades before booking a trade in any stock exchange outside India.

5.2 For trades on the Indian stock exchange (s) "Access Persons", are prohibited from making any trade in a direct Subsidiary/Affiliate of a Corporation, which has shared Confidential information, of such nature that it may be construed as Insider information to TIAA or TIAA family (including TIAA GBS), impacting the value of the securities of the Indian Subsidiary. Pre Clearance and approval shall be required before booking such trades (as maybe construed to be based on parent corporation Insider information) in an Indian Stock Exchange (s)."

6. Termination

6.1 Except as provided in Section 1, your employment may be terminated at any time by either you or GBS giving to the other ninety (90) days of notice in writing. The Company may in its sole discretion decide to pay you in lieu of notice.

6.2 Notwithstanding the provisions of Section 6.1 or anything else to the contrary, the Company may terminate your employment with immediate effect without notice or payment in lieu of notice, for any of the following reasons as determined by the Company in its sole discretion:

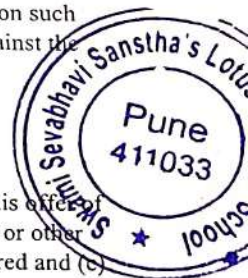
- (a) fraudulent, dishonest or undisciplined conduct on your part, including dishonest or wrongful disclosure of your bio-data or information at the time of interview, appointment or during the course of employment;
- (b) you are found to have wilfully suppressed material information at the time of interview, appointment or during the course of employment;
- (c) your breach of integrity, embezzlement, misappropriation, misuse or causing damage to the Company's property;
- (d) your failure to comply with the directions given to you by your manager or any other authorised person;
- (e) your insolvency or conviction for a criminal offence or you are found to be involved in any act which is punishable as an offence under the Indian Penal Code, 1860 within or outside the premises of the Company;
- (f) your breach of the terms or conditions or the Company's policies or other directions of the Company;
- (g) you abetting a strike in contravention of any law for the time being in force;
- (h) your unauthorised absence for a continuous period of seven (7) days from work (including due to unapproved overstay of leave/ training);
- (i) you conducting yourself in a manner which is regarded by the Company as prejudicial to its own interests or to the interests of its clients;
- (j) any misconduct on your part, as provided under law and/or under the Company's policies.
- (k) If you refuse to cooperate with any ongoing investigations, enquiries or fact finding

6.3 The Company may set off any amounts owing and payable by you to the Company at the date of termination against any amount then payable to you by the Company.

6.4 If your employment is terminated by reason of the liquidation of the Company for the purpose of reconstruction, merger, spin-off, acquisition, amalgamation or by reason of any reorganization of the Company or any other corporate action (including a transfer of establishment/unit/undertaking) and if you have been offered employment with the company succeeding to the Company upon such event on terms no less favorable to you than the terms in effect under this letter, then you shall have no contractual claim against the Company by reason of the termination of the employment.

7. Representations

7.1 You confirm that (a) you do not have any contractual, regulatory or other impediments that restrict your acceptance of this offer of employment, (b) you understand and agree that it is a condition of this offer, including without limitation any compensation or other remuneration, that there are no constraints on your ability to accept this offer or fully perform the duties of the position offered and (c) you have disclosed in writing to the undersigned Company representative any employment-related contractual obligation you may have with any of your current or former employers which may be relevant to GBS or to any aspect of your employment with Company.



7.2 You further confirm that, except with respect to your prior employment with any company owned by TIAA, (a) you have not delivered to GBS any confidential or proprietary information or trade secrets of your current or prior employers, (b) you will not disclose to GBS confidential or proprietary information or trade secrets of your current or prior employers; (c) your employment by GBS will not breach any agreement by which you are bound relating to proprietary, confidential and trade secret information or non-solicitation of employees or clients; and (d) you have not otherwise taken any action in conjunction with this employment opportunity with the Company (including but not limited to your consideration of this offer of employment and the anticipated start of your employment with GBS) that may be in breach of any contractual obligation you may have with any of your current or former employers which may be relevant to the Company.

7.3 You acknowledge that GBS has not requested from you any confidential or proprietary information or trade secrets of your current or prior employers. Last, you confirm that no other representations or commitments outside this letter have been made (oral or written) concerning this offer.

8. Other Terms

Please note the following additional terms when considering this offer:

(a) **Employment Screening:** This offer is contingent upon satisfactory completion of an employment screening review with GBS. The organization reserves the right to conduct background checks, directly or indirectly at any time to verify such information and documents that you would provide in support of Indian Court Record check, National Identity Check, Global Regulatory Compliance and Debarment Database Verification, Address verification Check, Previous employment verification, Educational Verification, and other particulars. If any discrepancies are found in such information or documents or if the results of such background checks are found to be unsatisfactory, as determined by the organization, in its sole discretion, the organization may withdraw /cancel the offer.

However, if at any time post joining it is found that, the organization is not satisfied with the results of your background check or you have furnished false information or withheld or suppressed any material fact or information, the organization may terminate the contract of employment.

The Company may also review your political contributions, in which case you must disclose to GBS any political contributions made. Please carefully consider this if you are tendering your resignation with another employer.

(b) **Work Authorization:** Upon commencing employment, you must also provide documentation establishing your identity and eligibility to work in India. Throughout your employment, you must remain lawfully authorized to work in India.

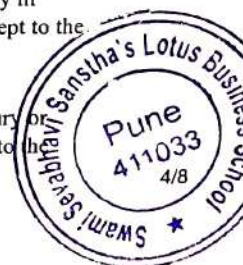
(c) **Commissions:** The Company's employees do not receive sales commissions as part of total compensation. Further, the Company's policy does not allow employees to maintain trailing commissions of any kind (e.g. health, life, long-term care and securities).

(d) **Prerequisites:** Where your role requires you to be licensed professionally in a manner designated by GBS, or to have completed specified education requirements, or to have obtained other employment-related credentials set by the Company, your offer will be contingent on you having met such employment requirement(s) prior to your start date.

(e) **Payroll Taxes and Withholdings:** All compensation described in this letter will be subject to applicable payroll taxes and withholdings.

(f) **Sensitive Personal Data or Information:** The Company may, in connection with your application for, offer and/or acceptance of employment and also in regards to your ongoing employment, collect sensitive personal data or information ("SPDI") relating to you. Such SPDI may be collected from you and some limited SPDI may be recorded directly or indirectly by internal security systems or by other means. By submitting your application for employment, you expressly, willingly and voluntarily agree to our collecting your SPDI and to our using it for employment purposes (including but not limited to obtaining background checks on your SPDI in consideration of your application and, as applicable, your ongoing employment). Furthermore, you expressly, willingly and voluntarily consent to the following: (i) the collection, use, processing and storage of your SPDI; (ii) the transfer worldwide of your SPDI held by the Company to other employees and offices of the Company's worldwide organization and to third parties where disclosure to such third parties is required in the normal course of business or by law (as determined by GBS); (iii) that you shall have read and understood the Company's Privacy Policy, as and when implemented, in relation to the collection, processing, use, storage and transfer of SPDI, and you agree to the terms thereof. Without limiting the foregoing, if you accept this offer of employment, you expressly, willingly and voluntarily agree to (a) the use of your personal images and voices in marketing material, videos, etc. of the Company or TIAA; and (b) treating any personal, GBS or TIAA data to which you have access in the course of your employment strictly in accordance with the Company's policies and procedures and not using any such data other than in connection with and except to the extent necessary for the purposes for which it was disclosed to you.

(g) **Indemnification:** You shall indemnify and hold the Company harmless from and against any and all damages, loss, injury or liability for a claim of damage, loss or injury to person or property caused by or resulting from any of your act or omission to



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Company, agents, principals or its employees or representatives which constitutes a breach of the term of your employment or negligent performance of your duties as expected from you while in employment of the Company.

(h) **Non-Disparagement:** During the term of your employment with GBS and at all times thereafter, you will not make any false, defamatory or disparaging statements about the Company, or the employees, officers or directors of the Company that are reasonably likely to cause damage to any such entity or person.

(i) **Governing Law:** Your employment with the Company shall be governed and construed in accordance with the laws of India.

(j) **Jurisdiction:** Any competent court in Mumbai and Pune shall have exclusive jurisdiction in case of any dispute. You hereby waive any objection to such proceedings on grounds of venue or on the grounds that the proceedings have been brought in an inconvenient forum.

This offer of employment is in effect for five (5) business days from the date of this letter.

For the avoidance of doubt, this letter does not give rise to any employment relationship between you and any other TIAA entity besides GBS.

Please treat this letter and its contents (including the Schedules attached hereto) as strictly confidential and do not disclose the same to any person or entity (except to your spouse, attorneys and accountants, for seeking their advice) without the Company's prior written consent. Your salary and benefits are confidential and you should refrain from discussing it with other employees of GBS.

We look forward to you joining GBS.

Sincerely,

Saurabh Yadav
Head -HR Operations

TIAA Global Business Services (India) Private Limited

Version 1.6



11/14/2018

SCHEDULE B

TERMS AND CONDITIONS ON REMUNERATION

1. Remuneration/Salary

The salary amount specified above will be prorated based on your start date this year. Salaries are generally payable in arrears and are reviewed each year as part of the Company's annual compensation review. Generally, monthly salary is paid on the 25th of every month. Your compensation may be amended from time to time by GBS, however, at its sole discretion based on business needs. You understand and acknowledge that any future increments, promotions or any other incentives shall be based on your performance during employment and solely at the discretion of the Company

2. Variable Compensation

2.1 In addition to your salary, the Company, in its sole discretion, may also compensate you in the form of a discretionary annual performance based variable compensation award as mentioned above. Any payment of variable compensation by the Company to you at any time neither guarantees, nor should it create, an expectation of any minimum level of incentive compensation in any other year.

2.2 You must be employed by GBS in "good standing" on the payment or grant date to receive a variable compensation award. As used here, "good standing" means that, as determined in the Company's sole discretion, you: (i) have not been terminated, given notice of termination, been suspended or been placed on written or final warning by the Company; (ii) have not resigned or given notice of your intention to resign, and (iii) have maintained an acceptable level of performance. Except as may otherwise be explicitly specified in this letter, all variable compensation awards are fully discretionary (with respect to any decision to make such award to you and/or the amount of any award), do not accrue during the year, and are not guaranteed year-to-year (for example, you could receive no award in a given year). The grant of an award in one year should not be regarded as earned wages or create an expectation of an award for any other year. In making or declining to make these awards, the Company considers factors such as (but not limited to) market, industry and company performance and other business considerations such as overall incentive compensation funding and affordability.

3. Benefits

The Company's benefits program is a key component of our total compensation package. We offer a very comprehensive program that provides innovative, flexible benefits to help employees protect their family, plan for the future and manage their personal and professional life. You will be eligible to participate in the benefit package upon satisfying eligibility conditions, including supplementary medical coverage, life and personal accident insurance.

GBS will provide statutory gratuity benefits (if applicable). GBS may, at its discretion, provide you with medical, personal and life insurance. Total compensation components may change from time to time depending on tax and other considerations. The Company and its affiliates reserve the right to amend, modify or terminate, in its sole discretion, all benefit and compensation plans in effect from time to time.

Detailed Compensation Break-Up



TIAA GBS Corporate Level: Trainee

SALARY COMPONENTS	INR AMOUNT (Monthly)	INR AMOUNT (Annual)
Basic	11,423	137,077
House Rent Allowance	5,712	68,539
Bouquet of Benefits ~	11,423	137,076
FIXED COMPENSATION (A)	28,558	342,692
PERFORMANCE BASED VARIABLE PAY (B) ^	2,856	34,269
TOTAL CASH COMPENSATION	31,413	376,961
RETIRALS BENEFITS		
Employer's Contribution To Provident Fund	1,371	16,449
Gratuity	549	6,590
TOTAL RETIRALS BENEFITS (C)	1,920	23,039
TOTAL REMUNERATION (A + B + C)	33,333	400,000

^ This is indicative target amount. It is paid on the basis of individual and company performance. This includes, if applicable, any obligatory payments towards payment of bonus act.

~ Bouquet of Benefits [BOB] is a list of components that employee can choose from as per their preference. See detailed guidelines on BOB policy.

Taxes and other statutory deductions/payments as per applicable law.

All salary components are governed by the company policy and statutory guidelines.

4. Leave

During a full calendar year you are eligible for leave days (referred to by GBS as Paid Time Off ("PTO") days) based on an annual allotment of 25. This allotment of PTO days will be prorated based on your start date in the current year, consistent with GBS policy. For further details on leaves, please refer to the Company's policies in this respect.

5. Transportation

GBS will reimburse you for reasonable business-related transportation expenses incurred in connection with your employment, upon presentation of appropriate documentation, in accordance with the Company's expense reimbursement policies. You will be eligible to participate in the corporate travel policy as may be established by the Company for business travel as approved by your manager.



ACCEPTANCE

I, Chaitanya Balajirao Patil, hereby accept the terms and conditions of this offer (including the terms and conditions of the Schedules attached herein) for employment with TIAA GLOBAL BUSINESS SERVICES (INDIA) PRIVATE LIMITED ("the Company") and agree to join on _____ or such later date as may be communicated to me by the Company. I confirm that I am not breaching any terms or provisions of any prior agreement or arrangement by accepting this offer.

Further, as part of this offer acceptance, I agree to have understood my compensation structure (break up), including discretionary annual performance based variable pay, organizational hierarchy, scope and level of the role offered to me.

The attached contract is comprehensive and there are no other explicit or implied commitments or promises made to me by TIAA GBS or any of its affiliates or Partners.

I also acknowledge that I have received satisfactory clarifications to all my queries.

Sign: _____

Name: Chaitanya Balajirao Patil

Date: _____

Place: _____

Version 1.6

Your Offer Attachments

*Response

Accept the offer



Date: 30th April'19

To, DEVENDRA AMBADASJI LOHAKARE
Pune,

Sub: APPOINTMENT LETTER

Dear DEVENDRA AMBADASJI LOHAKARE

This has reference to your application and subsequent interview you had with us. We are pleased to appoint you as **Management Trainee** in our Organization at our Pune office w.e.f. 1st April'19 on following terms and conditions:

1. REMUNERATION:

- Your total cost to the company salary will be Rs.275604 /- per annum.
- You will be entitled to leave and other fringe benefits as per the rules of the Company that may be in effect from time to time.
- You will be required to join/continue to be a member of the Staff Provident Fund, be bound by its rules and entitled to its benefits.

Enclosed please find along with this letter an indicative break up of your compensation (Annexure - I) on the principles of Cost to Company. Your compensation is subject to tax as per the prevalent Income tax laws / rules.

2. PROBATION:

You will be on probation for an initial period of 6 months, which can be further extended for a period of 3 months at a time, on the discretion of management depending upon your performance during this period. Your services shall not be confirmed unless & until it is not given in writing by the management. During the probation period your services will be liable to termination by either side after giving 15 days notice (or at our option 15 days salary in lieu of notice) except in case of physical or mental incapacity, interference, insubordination or dishonesty or unauthorized absence or any other misconduct described in clause 7, your services may be terminated without any notice.

3. TRANSFERABILITY:

During your tenure of service, you may at any time be transferred to any other place of business of the Company now existing or to be acquired in future, from one department to another, in India or abroad or any other associate concern in India or abroad, in the same or any other capacity as the management may in its sole discretion deem it necessary, and on such transfer you will be governed by the rule & regulations of that office as the case may be.

4. SALARY REVISION

According to Company's compensation policy, the compensation received by an employee should reflect the responsibility held and the performance. The performance will be evaluated and reviewed from time to time. Based on such reviews the employee's compensation will be reviewed and revised appropriately. In case of unsatisfactory performance, the management may at its sole discretion decide not to revise the salary or withheld the increment, as may be the case.

5. NOTICE PERIOD

You will be subject to one month notice period on either side except in case of physical or mental incapacity, interference, insubordination or dishonesty or unauthorized absence or any other misconduct described in clause 7, your services may be terminated without any notice.

Waiver off/short fall in notice period or payment in lieu of notice period can be accepted subject to approval by competent authority in consultation with HR department.



[Signature]
Director
**Swami Sevabhavi Sanstha's
Lotus Business School
Pune - 411,033**

OPPO Mobiles MU Private Limited

Regd.Off: Unit No 301, 3rd Floor, CTS No. 540A, AJ House, Andheri Kurla Road, Andheri (East), Mumbai - 400059

Phone No : 022 - 41206345 | Website : www.oppomu.in

6. OTHER GENERAL TERMS:

- 6.1 We will have an extensive induction program and shall also conduct class and training programs at regular intervals to educate, equip and apprise you of the all facets of the business, which inter alia is aimed at your development and growth along with that of the company. Since the training imparted are highly specialized and extremely critical to the business and as we would have invested our monetary and other resources in this effort to train you and as you will be commencing from the induction program on an ongoing basis will be privy to a lot of confidential, proprietary and commercially sensitive information, you will be strictly bound by the following on acceptance of the terms set out herein:
- a) All communications and documents (verbal, spoken, written, or visual information presented in any form, either physical or Digital on any storage media (magnetic or otherwise) relating to the past, present and proposed business of the company, its customers, suppliers or competitors; other proprietary information such as customer and prospect lists, trade secrets, trade names or proposed trade names, patents, know-how, ideas, concepts, copyrights, designs, drawings, flow charts, diagrams, business processes and practices and other intellectual property relating to the business, products or services of the company; business process, marketing activities, tests conducted and all the agreements entered into by the company shall be treated as Confidential Information and you shall protect and preserve as confidential during your employment with the company and thereafter forever. You shall hold all Confidential Information in strict confidence as any reasonable person shall hold his own confidential information and shall not otherwise use or disclose to third parties any Confidential Information, both during the term of this Agreement and all periods after the Termination of Employment.
 - b) You shall not solicit any of the employees of the Company to leave our employment during the term of Employee's employment with the Company and for a period of twelve (12) months immediately following the termination of relationship with us. Further, you shall never take any action or make any statement of a disparaging or derogatory nature against the company or any employee or officer therein.
- 6.2 In case of any change in your address during the course of employment, it will be your duty to intimate the Management in writing immediately. All communications sent to you by the Management at the last given address will be deemed to have been received by you.
- 6.3 You will be retired from service upon reaching super-annuation age 58 or earlier in case you are found physically/mentally unfit to work any longer or for continued ill health as certified by a medical practitioner designated by the Company.
- 6.4 You may be required to sign Confidentiality and Non-Competition Undertaking or such other document as is required by the company, as and when the Company deems fit and/or necessary.
- 6.5 Your conduct at all times should reflect observance of the national and local laws and the rules and regulations of the Company as from time to time in effect. In all dealings with the Company and its clients and their organizations, the highest standards of propriety and integrity will be expected of you.
- 6.6 You will not undertake or carry on either alone or in partnership, not be directly or indirectly employed or concerned with as principal, agent or otherwise in any other business, trade or profession whatsoever, without the prior written approval of the management.
- 6.7 In all matters not covered above, the applicable statutory regulations/provisions applicable or the laws of the Company applicable to your position, which may be framed from time to time, will govern you.

7. TERMINATION OF SERVICE:

Your Services are liable to be terminated during or after the probationary period without any notice or salary in lieu thereof for misconduct, without being exhaustive and without prejudice to the general meaning of the term "misconduct" in the case of reasonable suspicion of misconduct, disloyalty, and commission of an act involving moral turpitude, any act of in-discipline or inefficiency. If an employee has been found to be in violation of any or all of the following clauses:



OPPO Mobiles MU Private Limited

Regd.Off : Unit No 301, 3rd Floor, CTS No. 540A, AJ House, Andheri Kurla Road, Andheri (East), Mumbai - 400059

Phone No : 022 - 41206345 | Website : www.oppomu.in

- a) If the Management finds the information/particulars given by you in the application form or at the time of interview, herein or elsewhere are incorrect and false either.
- b) If you are found habitually absent without prior permission of the Management or if you proceed on leave without prior sanction or over-stay the sanctioned leave without first getting it sanctioned, then your services would be liable for termination purely at the discretion of the Management.
- c) If at any time you shall, by your conduct, render yourself incompetent to perform your duties, or if you are found to be dishonest, disobedient, Intemperate, Irregular in attendance, breach of any of the terms of the appointment letter or of any of its stipulations herein, for any offence involving turpitude, without prejudice to any of its rights under the terms herein, or any other reason, the Company shall have the right to Terminate your employment forthwith without any notice and payment due if any will be deducted from your salary.
- d) If you are convicted by any Court of Law or detained by the Police for any offence involving moral turpitude, the Company shall be entitled to terminate your employment forthwith without any notice or payment in lieu thereof.

8. EFFECT OF TERMINATION:

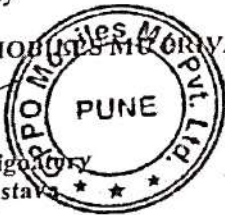
Upon the termination of your employment, you will return to the Company all papers & documents or other property which may at that time be in your possession relating to the business or affairs of the Company or any of its associated or branches or their clients and will not retain any copies or extracts there from. If Company finds that the Employee have not returned back the company assets, documents or destroyed the data from there system, the company reserves the right to hold back employee's Full and Final settlement and no dues will be cleared by the Company.

Thanking You

Your Sincerely

For OPPO Mobiles MU PRIVATE LIMITED

Authorized Signatory
Shipra Shrivastava
HR Manager



I have carefully read the terms and conditions of the above letter of appointment and hereby confirm my acceptance of the same.

(SIGNATURE)

(NAME)

Date :



OPPO Mobiles MU Private Limited

3d.Off : Unit No 301, 3rd Floor, CTS No. 540A, AJ House, Andheri Kurla Road, Andheri (East), Mumbai - 400059

Phone No : 022 - 41206345 | Website : www.oppomu.in

Date: 30th April'19

To, GOPAL ABHIMANYU BHORE
Pune,

Sub: APPOINTMENT LETTER

Dear GOPAL ABHIMANYU BHORE

This has reference to your application and subsequent interview you had with us. We are pleased to appoint you as Management Trainee in our Organization at our Pune office w.e.f. 1st April'19 on following terms and conditions:

1. REMUNERATION:

- Your total cost to the company salary will be Rs.275604/- per annum.
- You will be entitled to leave and other fringe benefits as per the rules of the Company that may be in effect from time to time.
- You will be required to join/continue to be a member of the Staff Provident Fund, be bound by its rules and entitled to its benefits.

Enclosed please find along with this letter an indicative break up of your compensation (Annexure - I) on the principles of Cost to Company. Your compensation is subject to tax as per the prevalent Income tax laws / rules.

2. PROBATION:

You will be on probation for an initial period of 6 months, which can be further extended for a period of 3 months at a time, on the discretion of management depending upon your performance during this period. Your services shall not be confirmed unless & until it is not given in writing by the management. During the probation period your services will be liable to termination by either side after giving 15 days notice (or at our option 15 days salary in lieu of notice) except in case of physical or mental incapacity, interference, insubordination or dishonesty or unauthorized absence or any other misconduct described in clause 7, your services may be terminated without any notice.

3. TRANSFERABILITY:

During your tenure of service, you may at any time be transferred to any other place of business of the Company now existing or to be acquired in future, from one department to another, in India or abroad or any other associate concern in India or abroad, in the same or any other capacity as the management may in its sole discretion deem it necessary, and on such transfer you will be governed by the rule & regulations of that office as the case may be.

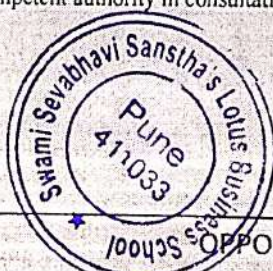
4. SALARY REVISION

According to Company's compensation policy, the compensation received by an employee should reflect the responsibility held and the performance. The performance will be evaluated and reviewed from time to time. Based on such reviews the employee's compensation will be reviewed and revised appropriately. In case of unsatisfactory performance, the management may at its sole discretion decide not to revise the salary or withheld the increment, as may be the case.

5. NOTICE PERIOD

You will be subject to one month notice period on either side except in case of physical or mental incapacity, interference, insubordination or dishonesty or unauthorized absence or any other misconduct described in clause 7, your services may be terminated without any notice.

Waiver off/short fall in notice period or payment in lieu of notice period can be accepted subject to approval by competent authority in consultation with HR department.



[Signature]
Director
Swami Sevabhavi Sanstha's
Lotus Business School
Pune - 411 033

OPPO Mobiles MU Private Limited

Regd.Off : Unit No 301, 3rd Floor, CTS No. 540A, AJ House, Andheri Kurla Road, Andheri (East), Mumbai - 400059

Phone No : 022 - 41206345 | Website : www.oppomu.in

6. OTHER GENERAL TERMS:

6.1 We will have an extensive induction program and shall also conduct class and training programs at regular intervals to educate, equip and apprise you of the all facets of the business, which inter alia is aimed at your development and growth along with that of the company. Since the training imparted are highly specialized and extremely critical to the business and as we would have invested our monetary and other resources in this effort to train you and as you will be commencing from the induction program on an ongoing basis will be privy to a lot of confidential, proprietary and commercially sensitive information, you will be strictly bound by the following on acceptance of the terms set out herein:

a) All communications and documents (verbal, spoken, written, or visual information presented in any form, either physical or Digital on any storage media (magnetic or otherwise) relating to the past, present and proposed business of the company, its customers, suppliers or competitors; other proprietary information such as customer and prospect lists, trade secrets, trade names or proposed trade names, patents, know-how, ideas, concepts, copyrights, designs, drawings, flow charts, diagrams, business processes and practices and other intellectual property relating to the business, products or services of the company; business process, marketing activities, tests conducted and all the agreements entered into by the company shall be treated as Confidential Information and you shall protect and preserve as confidential during your employment with the company and thereafter forever. You shall hold all Confidential Information in strict confidence as any reasonable person shall hold his own confidential information and shall not otherwise use or disclose to third parties any Confidential Information, both during the term of this Agreement and all periods after the Termination of Employment.

b) You shall not solicit any of the employees of the Company to leave our employment during the term of Employee's employment with the Company and for a period of twelve (12) months immediately following the termination of relationship with us. Further, you shall never take any action or make any statement of a disparaging or derogatory nature against the company or any employee or officer therein.

6.2 In case of any change in your address during the course of employment, it will be your duty to intimate the Management in writing immediately. All communications sent to you by the Management at the last given address will be deemed to have been received by you.

6.3 You will be retired from service upon reaching super-annuation age 58 or earlier in case you are found physically/mentally unfit to work any longer or for continued ill health as certified by a medical practitioner designated by the Company.

6.4 You may be required to sign Confidentiality and Non-Competition Undertaking or such other document as is required by the company, as and when the Company deems fit and/or necessary.

6.5 Your conduct at all times should reflect observance of the national and local laws and the rules and regulations of the Company as from time to time in effect. In all dealings with the Company and its clients and their organizations, the highest standards of propriety and integrity will be expected of you.

6.6 You will not undertake or carry on either alone or in partnership, not be directly or indirectly employed or concerned with as principal, agent or otherwise in any other business, trade or profession whatsoever, without the prior written approval of the management.

6.7 In all matters not covered above, the applicable statutory regulations/provisions applicable or the laws of the Company applicable to your position, which may be framed from time to time, will govern you.

7. TERMINATION OF SERVICE:

Your Services are liable to be terminated during or after the probationary period without any notice or salary in lieu thereof for misconduct, without being exhaustive and without prejudice to the general meaning of the term "misconduct" in the case of reasonable suspicion of misconduct, disloyalty, and commission of an act involving moral turpitude, any act of in-discipline or inefficiency. If an employee has been found to be in violation of any or all of the following clauses:



OPPO Mobiles MU Private Limited

Regd.Off : Unit No 301, 3rd Floor, CTS No. 540A, AJ House, Andheri Kurla Road, Andheri (East), Mumbai - 400059

Phone No : 022 - 41206345 | Website : www.oppomu.in

- a) If the Management finds the information/particulars given by you in the application form or at the time of interview, herein or elsewhere are incorrect and false either.
- b) If you are found habitually absent without prior permission of the Management or if you proceed on leave without prior sanction or over-stay the sanctioned leave without first getting it sanctioned, then your services would be liable for termination purely at the discretion of the Management.
- c) If at any time you shall, by your conduct, render yourself incompetent to perform your duties, or if you are found to be dishonest, disobedient, intemperate, irregular in attendance, breach of any of the terms of the appointment letter or of any of its stipulations herein, for any offence involving turpitude, without prejudice to any of its rights under the terms herein, or any other reason, the Company shall have the right to Terminate your employment forthwith without any notice and payment due if any will be deducted from your salary.
- d) If you are convicted by any Court of Law or detained by the Police for any offence involving moral turpitude, the Company shall be entitled to terminate your employment forthwith without any notice or payment in lieu thereof.

8. EFFECT OF TERMINATION:

Upon the termination of your employment, you will return to the Company all papers & documents or other property which may at that time be in your possession relating to the business or affairs of the Company or any of its associated or branches or their clients and will not retain any copies or extracts there from. If Company finds that the Employee have not returned back the company assets, documents or destroyed the data from there system, the company reserves the right to hold back employee's Full and Final settlement and no dues will be cleared by the Company.

Thanking You


Your Sincerely

For OPPO MOBILES PRIVATE LIMITED


Authorized Signatory
Shipra Shrivastava
HR Manager



I have carefully read the terms and conditions of the above letter of appointment and hereby confirm my acceptance of the same.



(SIGNATURE)

Gopal Bhore

(NAME)

Date : 1/04/2019



OPPO Mobiles MU Private Limited

Regd.Off : Unit No 301, 3rd Floor, CTS No. 540A, AJ House, Andheri Kurla Road, Andheri (East), Mumbai - 400059
Phone No : 022 - 41206345 | Website : www.oppomu.in

Annexure I

Name : GOPAL ABHIMANYU BHIHORE
Designation : Management Trainee
Location : Pune

Components	Offer(Annual)	Offer(Monthly)
(1) Fixed portion		
Basic Salary	144000	12000
House Rent Allowance	48000	4000
Conveyance Allowance	19200	1600
Medical Allowance	28800	2400
Travelling Allowance	0	0
Sub Total (Per Annum)	240000	20000
(2) Special Sales Variable* (P.A)		
(3) Other Benefits:		
Provident Fund (Company Contribution)	17280	1440
ESI (Company Contribution)	11400	950
Gratuity	6924	577
Sub Total	35604	2967
Annual Cost to Company (1)+(2)+(3)	275604	22967

* Special Sales Variable: This portion is the variable and totally depends on the employee's performance, orientation and results assigned.

Please note that the deduction of PF & ESI will be done as per Law. Gratuity will be paid as per Gratuity Act.

For OPPO MOBILES MU PRIVATE LIMITED

Authorized Sign
Shipra Shrivastava
HR Manager



Employee Signature

OPPO Mobiles MU Private Limited

Regd.Off : Unit No 301, 3rd Floor, CTS No. 540A, AJ House, Andheri Kurla Road, Andheri (East), Mumbai - 400059

Phone No : 022 - 41206345 | Website : www.oppomu.in

Shipco IT Private Ltd

Unit # 602 - 603, Sai Radhe Building, 6th Floor,
Behind Hotel Sheraton, Plot # 100+101,
Kennedy Road, Near Pune Station, Pune - 411 014
Web Site: www.Shipco-IT.com
Tel: 020-90280 67592 Email: pnq@shipco.com



Mr. Harmanpreet Singh Bhajan Singh Ramgadiya
At Amdura Post Mugat. Tq, Mudkhed,
Nanded-431806.

Date: 15th February 2019

Dear Harmanpreet,

Welcome to the opportunity to make a valuable difference!!!

At Shipco-IT, you will find that the environment is charged with enthusiasm and offers unlimited growth for individuals who live the company vision with a passion.

We are proud to invite you to join the family. You will be designated as **Resource Centre- Executive-Accounts** in grade IC and your **Total CTC including other allowances** will be **INR 2,82,408** per annum. You will be on probation for the initial period of 6 months. Your shift timing will be Night shift. You would be expected to join us on **18th February 2019**. A detailed letter containing Salary Break Up & Terms of Employment will be given to you on your date of joining.

You are required to submit following documents prior to date of joining: -

- Recent Passport Size Photograph. (2 nos).
- Experience Certificate of your previous job (if any).
- School Leaving Certificate.
- Education Certificate.
- Aadhar and PAN card copy

You may be required to undergo reference check clearance in order to confirm this offer.

We look forward to your dedication and commitment as we work together and wish you many fruitful years here at Shipco-IT. Please forward us a confirmation of acceptance of our offer at the earliest.

With best wishes,

For Shipco IT Private Limited

**ROSHNI
CHIRIMAR**

Digitally signed by ROSHNI CHIRIMAR
DN: cn=ROSHNI, o=Personal, c=IN, email=rosni@shipco.com,
2.5.4.20=20190215111135Z, postalCode=411017,
st=Maharashtra,
serialNumber=1364563254366174640, postalCode=411017,
cn=ROSHNI CHIRIMAR
Date: 2019.02.15 11:11:35 +05'30'

Roshni Chirimar- Corp-Deputy Manager- HR & Admin

I, Harmanpreet Singh Bhajan Singh Ramgadiya the above.

Employee Signature

Employee Name

Date



Director
Swami Sevabhavi Sanstha's
Lotus Business School
Pune - 411 033

Shipco IT Private Ltd

Unit # 602 - 603, Sai Radhe Building, 6th Floor,
Behind Hotel Sheraton, Plot # 100+101,
Kennedy Road, Near Pune Station, Pune - 411 014
Web Site: www.Shipco-it.com
Tel: 020-90280 67592 Email: pnq@shipco.com



Annexure A Compensation and Benefits

Name: Harmanpreet Singh Bhajan Singh Ramgadiya Position: Resource Centre- Executive- Accounts

Sr No	Particular of Heads	Salary Fitment	
		Monthly	Annual
	Monthly Gross	Rs.	Rs.
1	Basic	5541.00	66492.00
2	HRA	2216.00	26592.00
3	Children Education Allowance	200.00	2400.00
4	Bonus	664.00	7968.00
5	Shipco Flexible Benefit Plan	6061.00	72732.00
A	Total Gross	14682.00	176184.00
	Benefits & Employer Contributions		
1	P.F	664.00	7968.00
2	Medical Insurance	222.00	2664.00
3	ESIC	0.00	0.00
3	GRATUITY*	266.00	3192.00
B	Total Benefits	1152.00	13824.00
C	TOTAL CTC (A+B)	15834.00	190008.00
	Deductions		
i)	PF	664.00	7968.00
ii)	P.T**	200.00	2400.00
iii)	ESIC	0.00	0.00
D	Total Deductions	864.00	10368.00
	Net Take Home before other allowance (A-D)	13818.00	165816.00
	Other Allowance		
i)	Shift Allowance earning (If Applicable)***	7700.00	92400.00
E	Total Other Allowance	7700.00	92400.00
	Total CTC with Other Allowance (A+B+E)	23534.00	282408.00
	Net Take Home after other allowance (A-D)	21518.00	258216.00

* Gratuity is payable as per the Gratuity Act.

**PT: There would be an additional deduction of Rs 100 in PT in the month of February every year according to the government norms.

***Note: The shift allowance will be payable as per the number of days you have worked in night shift. Per day allowance is INR 350.

Shipco Flexible Benefit Plan:

We all have different needs and hence Shipco has chosen to empower its employees to be the master of their destiny. You will be provided the benefit plan when you join the organization so that you can make informed allocations.

Best regards,

For Shipco IT Private Limited

ROSHNI

CHIRIMAR

Digitally signed by ROSHNI CHIRIMAR
DN: c=IN, o=Personal, CN=ROSHNI CHIRIMAR,
2.5.4.20-92841343285791881f1c135c7b6d69e30549
53e1a5a9e3572a45366174c5db,
postalCode=411057, st=Maharashtra,
serialNumber=1304452a50f2e3832941901e192637
c1e1c1e7a52035f6f88181d23863a, cn=ROSHNI
CHIRIMAR
Date: 2019.02.17 18:12:35 +05'30'

Roshni Chirimar- Corp-Deputy Manager- HR & Admin

ACCEPTANCE

I have read, understood and accept the compensation and benefit package relating to my services and employment with Shipco IT Private Limited.

Employee Signature

Employee Name

Date



Coolberg Beverages Private Limited

101, Vihar Estate, Off. Saki Vihar Road, Chandivali, Andheri East, Mumbai -400072

September 3, 2018

Krishna Sangule

Sangule Niwas, Shankar nagar,

Nanded, Maharashtra- 431605

Offer Letter

1. We are pleased to 'Offer' you the position of **Sales Officer** with posting in **Pune** on the following terms and conditions, which will govern your employment with Coolberg and will be effective from your date of joining Coolberg.

Designation	Sales Officer
Career Level	C3
Location	Pune
CTC (per annum)	Rs. 2,40,000*
Date of Joining	10 th September 2018

*Local Daily Allowance will be Rs 200 per day

Outstation travel allowance will be paid as per actual subject to prior approval from the authorized signatory.

The amount will be payable monthly and will be subject to Tax Deducted at Source (TDS) as per Indian Taxation Laws in effect or any other regulatory requirement

Amount will be credited in your account on 10th of the following month.

Incentives applicable as per below-

No. of Cases	Amount
250	Rs 2,500
300	Rs 5,000
350	Rs 7,500
400	Rs 10,000
450	Rs 15,000
500	Rs 20,000

2. As part of your association with Coolberg, you would be responsible to perform the following activities including but not limited to:

- Develop and maintain market for Coolberg in the assigned territory.
- Maintaining relationships with the clients and resolving all their queries.
- Coordinating with the distributor and ensuring delivery of goods on time.
- Ensuring adequate placement and maintenance of point of sales material at all the outlets
- Achieving revenue targets assigned on periodic basis
- Reporting on progress made to the assigned manager on daily basis.
- Any other activity as assigned during tenure of your employment with Coolberg

Company Propriety Information. Privileged and confidential

Please note the contents of this letter are company proprietary and confidential & privileged. No part of this letter can be shared by the recipient with any party within or outside of Coolberg without the express written consent of the signatory of this letter.



[Signature]
Director

Swami Sevabhavi Sanstha's
Lotus Business School
Pune - 411 033

Coolberg Beverages Private Limited

Coolberg Beverages Private Limited

101, Vihar Estate, Off. Saki Vihar Road, Chandivali, Andheri East, Mumbai -400072

3. You shall comply with and abide by:

- I. All policies of Coolberg (and changes/ revisions thereto effected from time to time).
- II. The Code of Conduct for employees and changes/ revisions thereto effected from time to time, as applicable to your grade, during the course of employment with Coolberg.
- III. During the course of your employment with Coolberg, you will work exclusively for, and in the interest of, Coolberg and maintain confidentiality as to the business of Coolberg and its customers, as required by Coolberg. You will not associate yourself in any activities as in the opinion of Coolberg to be harmful or detrimental to the interest of Coolberg.
- IV. You are not entitled to be employed with another employer or be interested directly or indirectly in other business or vocation.
- V. Coolberg shall have the right, but not the obligation to transfer/ second you, as the case may be, to any function, business group, and any location within India, at any time in the future.
- VI. Upon joining, you shall provide Coolberg with the documents as mentioned in the checklist in the Annexure.
- VII. All intellectual property rights and goodwill generated, as a result of your employment with Coolberg, shall be for the benefit of Coolberg. You hereby unconditionally agree to assign all intellectual property rights of whatever nature, that may arise under or in connection with the services you provide whilst in employment with Coolberg.
- VIII. Coolberg reserves the right to terminate your employment immediately, at any time, without making any payments, in case:
 - a) You are guilty of dishonesty, or serious or persistent misconduct, temporary/ long absence from work without prior approval, absence from work citing wrong/ false reasons or, you neglect or refuse to attend to your duties or fail to perform any of your obligations, or fail to observe Coolberg's business, disciplinary and ethical code, guidelines and policies.
 - b) You absent yourself from the services of Coolberg without prior approval, or overstay sanctioned leave by fifteen consecutive days without prior intimation and approval, as you will be deemed to have abandoned service voluntarily.


Company Proprietary Information. Privileged and confidential

Please note the contents of this letter are company proprietary and confidential & privileged. No part of this letter can be shared by the recipient with any party within or outside of Coolberg without the express written consent of the signatory of this letter.

Coolberg Beverages Private Limited

Coolberg Beverages Private Limited

101, Vihar Estate, Off. Saki Vihar Road, Chandivali, Andheri East, Mumbai -400072

4. In case of termination of employment, you shall be required to give Coolberg **thirty calendar days** written notice in advance of termination or pay the monthly or prorated payments in lieu of such notice period, though upon termination of employment by you, you accept Coolberg at its discretion, can require you to continue in service during the period of notice and need not necessarily accept monthly payments in lieu of notice from you.

We wish you an enjoyable and rewarding association with us.

Sincerely,



Yashika Keswani

Director

.....
I accept this offer on the terms and conditions mentioned therein.

Name & Signature

Date:



Company Propriety Information. Privileged and confidential

Please note the contents of this letter are company proprietary and confidential & privileged. No part of this letter can be shared by the recipient with any party within or outside of Coolberg without the express written consent of the signatory of this letter.

Coolberg Beverages Private Limited

Coolberg Beverages Private Limited

101, Vihar Estate, Off. Saki Vihar Road, Chandivall, Andheri East, Mumbai -400072

Annexure- A

Documents required

1. PAN Card Copy
2. Aadhar Card
3. Bank Details



Company Propriety Information. Privileged and confidential

Please note the contents of this letter are company proprietary and confidential & privileged. No part of this letter can be shared by the recipient with any party within or outside of Coolberg without the express written consent of the signatory of this letter.

Coolberg Beverages Private Limited


Allstate | Solutions Private Limited

January 18, 2019

Mr. Prashant Doibale

Marigold-Hostel, Jivan Nagar, Tathawade, Pune - 411033.

Dear Prashant,

On behalf of Allstate Solutions Pvt. Ltd., ("The Company" or "ASPL") it is my pleasure to offer employment to you as "**Associate - Operations**", in our Pune operation. We extend this offer, and the opportunity it represents, with great confidence in your abilities. You made a very favorable impression with everyone you met and we are excited with the prospect of your joining our company.

This offer letter and your employment with the Company are subject to your executing on the joining date, ASPL's detailed employment agreement ("Employment Agreement") containing the terms of your employment. Your employment with the Company will commence only on the execution of the Employment Agreement and in accordance with the terms and conditions set out therein.

The broad terms of the offer are as follows:

Designation	Associate - Operations
Location	Pune
Start Date	On or before February 04, 2019
Probation	6 months from Start Date
Notice Period	60 Calendar Days

Annualized Salary and Benefits:

Total Guaranteed Cash ("TGC")	Rs. 350,467
Annual Incentive Plan	Rs. 24,533
Target Total Cash ("TTC")	Rs. 375,000

Reference **Annexure A** for detailed salary break up and highlights of benefit schemes.

Besides Total Guaranteed Cash, you will be eligible to participate in the ASPL Annual Incentive Plan (AAIP), subject to the terms applicable to that plan from time to time. Determination and award of payments from the AAIP Plan is generally made soon after the end of each financial year and award amounts factor individual and AAIP performance in the plan year. While there is no guaranteed minimum award, the current target incentive amount for you under the plan is 7% of your TGC; the maximum incentive amount for you under the plan is 10.5% of your TGC. You will be entitled to participate in the AAIP provided you remain as an employee in good standing, you have not given notice of your resignation from employment with the Company, or had your employment terminated by the Company for gross misconduct, gross negligence or in other circumstances justifying summary dismissals at the date on which you actually receive an award or payment. For the first year of service the Annual Incentive will be calculated on a prorated basis. However a minimum of 3 months of service, inclusive of the probation period, in the Company, is required for the payment of Annual Incentive.



Allstate Solutions Private Limited

3rd Floor, Manjri Stud Farm Pvt Ltd, IT & ITeS SEZ, SP Infocity, Survey no 209,
Pune-Saswad Road, Phursungi, Hadapsar, Pune - 412 308,

Tel: +91 20 66 72 84 00 www.allstate.com/india / aspl@allstate.com

(Formerly, Northbrook Services India Pvt Ltd. 67-4, 4th Cross, Lavelle Road Bangalore - 560001)

Swami Sevabnavi Sanstha's
Lotus Business School
Pune - 411 033



sole opinion of ASPL, if available to ASPL prior to this offer, would have led to ASPL not making an offer of employment, ASPL shall have, at its option, the right (a) prior to the Start Date, to void this offer; and (b) on or after the Start Date, to terminate your employment without notice or pay in lieu of notice.

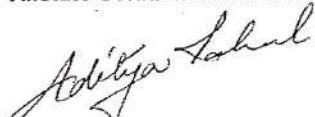
You consent to ASPL conducting the background check as aforesaid, either by itself or through a third party and for this purpose acknowledge and understand that ASPL or such third party would be contacting any person from whom it believes the information can be verified. If we have not received the final results of your background check before your Start Date, you agree to begin your employment with ASPL on the designated start date pending completion of the background check. We reserve the right to end our employment agreement with you if you do not meet the requirements of the investigation process or the results of your background investigation are not successful in our judgment.

On joining ASPL you will be required to complete all the joining formalities and sign the Employment Agreement which includes intellectual property and confidentiality provisions. You will also be required to read and abide by the compliance and ethics program of ASPL, which will be provided to you on joining the organization.

Prashant, we look forward to welcoming you to Allstate Solutions Private Limited and wish you a successful career with the Company.

It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. Kindly send the duly signed copy of the duplicate offer document to the undersigned, as a sign of your acceptance of the offer, along with the photocopies of all your credentials (See Annexure C for details), latest by January 25, 2019, failing which the offer shall stand withdrawn.

Sincerely,
Allstate Solutions Private Limited


Aditya Rahul
Head – Talent Acquisition



Acceptance:

I, agree to accept employment on the above-mentioned terms and conditions. I'll report for duty on or before

Date _____

Signature: _____

Enclosure: Annexure A: Salary breaks up and highlights of benefit schemes
: Annexure B: Policy on Information Security
: Annexure C: List of Documents



Annexure A

January 18, 2019

Mr. Prashant Doibale

Designation: Associate - Operations

Start Date: On or before February 04, 2019

Band: A1

Work Location: Pune

Compensation and Benefits:

Total Targeted Cash	INR.375,000/-
----------------------------	----------------------

Breakup- Total Guaranteed Cash		
Components	Annual(INR)	Description
Basic	140,187	40% of TGC
House Rent Allowance	56,075	40% of Basic Pay
Education Allowance	2,400	Fixed Allowance
Children Hostel allowance	7,200	Fixed Allowance
Statutory Bonus	29194	8.33% of Total Guaranteed Cash
Provident Fund (Employer Contribution)	16,822	12% of Basic Pay
Flexi Benefit Plan*	98,589	Residual (TGC less sum of above components)
Total Guaranteed Compensation	350,467	
Annual Incentive Plan**	24,533	7% of your Total Guaranteed Cash payable as per policy. which can go maximum upto 10.5% based on the performance
Total Targeted Cash	375,000	
Other Benefits / Perquisites		
Gratuity	6,743	As per the Gratuity Act. Since this is not a perquisite, either the title can be only other benefit or we create one more category
Free Transportation	72,000	Not a Reimbursement
Medical Insurance, GAI and GTLI	24,000	Not a Reimbursement – (Average Premium)
Certification Reimbursement	30,000	Applicable as per the Policy



**Allstate | Solutions Private Limited****Annexure B****Policy on Information Security**

For the protection of the information shared with ASPL, Allstate Non-Insurance Holdings, Inc. ("ANIHI"), Allstate Northern Ireland Limited ("ANI"), or Allstate Insurance Company ("AIC") for the purpose of this Offer, ASPL and its affiliates have in place information security policies and procedures that contain managerial, technical, operational and physical security measures that comply with security standards to collect, receive, possess, store, deal or handle sensitive personal data or information of yours from unauthorized access, use, modification, damage, disclosure and impairment through multiple control points including but not limited to technology and operations controls. Details of these security practices and procedures are available on the Company intranet. You acknowledge that the security practices and procedures specified herein are reasonable and are designed to protect the information provided by it.

You also acknowledge that as security practices and procedures are constantly evolving; ASPL shall have the right to amend or replace the security practices and procedures from time to time at its sole discretion and provide details of such amended or replaced practices and procedures. Notwithstanding anything to the contrary contained in this Offer, the publication of such practices and procedures shall be deemed to incorporate such practices and procedures in this Offer.

The name of any agency collecting and retaining your sensitive personal data or information provided by you on behalf of ASPL is available on the Company intranet. You agree and consent that ASPL shall have the right to appoint or replace the agency collecting and retaining the sensitive personal data or information by publishing it on the Company intranet. The publication of such details on the Company intranet shall be deemed to incorporate such details in this Offer and unless objected to by the Employee, it will be deemed that the Employee has consented to such replacement and appointment. "You agree and consent to the Company being entitled to transfer the sensitive personal data or information to such third parties specified in company's intranet. The publication company intranet shall be deemed to incorporate such details in the Offer and unless objected to, it will be deemed that you have consented to such replacement and appointment.

ASPL, ANIHI, ANI, and AIC shall be entitled to use the personal data or information collected pursuant to this Annexure B for the purposes mentioned in this Annexure B and for any purpose ancillary or incidental thereto as ASPL may deem fit and you hereby specifically consent to such usage.

You are not permitted to withdraw the consent provided pursuant to this Annexure B Agreement unless the same is communicated to ASPL in writing. You also acknowledge that the personal information provided by you forms the basis of your employment with ASPL and consequently notwithstanding anything to the contrary contained in this Offer, ASPL reserves the right to discontinue your employment without any further notice or liability in the event that such consent is withdrawn.

In the event that ASPL or its affiliates shares any sensitive personal data or information with you, directly or indirectly, you hereby represent and warrant to use such sensitive personal data or information in accordance with the data security practices and procedures and internal privacy policy of ASPL as available on the Company intranet. Further, you agree to use such sensitive personal data or information only in the course of employment and not for any personal use. In case of unauthorized use by you of such sensitive personal data or information, ASPL reserves the right to discontinue your employment at its sole discretion after providing you with an opportunity to provide reasons.

Signed:

Name:



indiatransact

Date: 16 December, 2017

To,
Mr. Nikhil Kadam,
B-203, Vyankatesh Imperia, Near Balaji mandir, Pandhare wasti, Punawale, Pune Pune Maharashtra-

Offer Letter

Dear Mr. Kadam,

With reference to your application and the subsequent interview you had with us, we are pleased to offer you employment in India Transact, as Management Trainee in Sales & Marketing department with present posting at Aurangabad.

You are requested to report to Mr. Prashant Sinha at the following address: Aurangabad.

The total CTC will be Rs. 3,88,792.00 (Rupees Three Lakh Eighty Eight Thousand Seven Hundred Ninety Two Only) per annum.

Please refer to the detailed CTC breakup in the Annexure - 1 attached.

You are requested to join duty on or before 20 December, 2017. A detailed letter of appointment will be issued to you on the day you join the company.

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 and or Reference Check report by PAMAC and or negative results of Thomas Profiling we retain the rights to review and or revoke our offer of employment.

We take this opportunity to welcome you to India Transact and wish this to be the beginning of a long and mutually beneficial association.

Yours faithfully,

For India Transact

I AGREE & ACCEPT
Confirmed Date of Joining.....
Signature.....

Randeep Singh
Group Head – Talent Acquisition



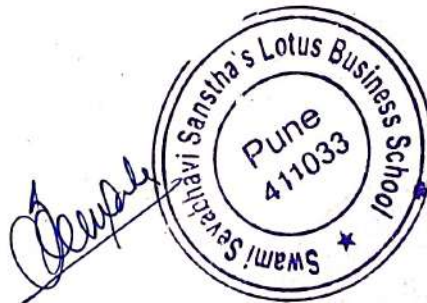

Director
Swami Sevabnavi Sanstha's
Lotus Business School
Pune - 411 033

India Transact Services Ltd.

14th Floor, Tower - 3, Indusbuys Finance Center, Senapati Bapat Marg, Elphinstone, Mumbai - 400 013, India. Tel: +91 22 71818187 www.indiatransact.com

Annexure – 1

Name	Mr. Vivek Pandey
Grade	1
Designation	Management Trainee
Role	Area Sales Officer
Department	Sales & Marketing
Function	Retail Sales
Location	Aurangabad
Monthly Components	Monthly (In Rs)
Basic	10,000.00
HRA	5,000.00
Medical Allowance	1,250.00
Conveyance Allowance	1,600.00
Special Allowance	4,636.00
Monthly Gross	22,486.00
Annual Benefits	
Bonus (As per Bonus Act)	10,000.00
Total	10,000.00
Company Contribution	
Gratuity (as per Gratuity Act)	5,772.00
PF (As per PF Act)	14,400.00
Total Company Contribution**	20,172.00
Fixed Annual Cost to Company	3,00,004.00
Fixed Mobile Allowance*	4,788.00
** Indicative Sales Incentive Plan (SIP) (at Meets expectation level)*	36,000.00
Local Travel Allowance*	48,000.00
Annual Cost To Company	3,88,792.00
Note : **Payment as per Payment Of Gratuity Act 1972 1. Medical Insurance (as per company policy) is applicable to employees who are NOT covered under ESIC. 2. Employees who are covered under ESIC may avail facilities as per ESIC Act. 3. You are covered under Group Personal Accident policy as per your grade.	
Randeep Singh	Mr Nikhil Kadam
Group Head – Talent Acquisition	I Agree & Accept



27th November 2018

Dear Shivprasad Umrekar,

With reference to our discussions with you, we are pleased to offer you the position of **"Management Trainee"** based at **Mumbai**.

You would be required to report at **Mumbai** for induction and training on or **before 1st April, 2019**. The Salary and Remuneration details are attached with this letter.

Apart from the salary & remuneration you will also be eligible for the following benefits :-

1. Mobile Bill Re-imbursement as per Grade
2. Covered in Group Medi-claim policy for self, spouse, 2 children & dependent parents as per Grade
3. Travel & Daily Allowance for Field Visits as per Grade
4. Covered in Group Personal Accident Policy as per Grade
5. Covered in Group Life Insurance as per Grade

This offer is subjected to submission of attached documents as relevant to you. Your joining formalities will be initiated on your acceptance of the offer.


We welcome you to our Group and look forward to a long and fruitful association with you.

Best Regards,

Sheetal Thadani

Senior Manager - HR




Director
**Swami Sevabhavi Sanstha's
Lotus Business School
Pune - 411 033**

Compensation Structure

CTC pa
Rs. 400,000

Fixed Compensation Rs. 400,000

Particulars	Amount pm	Amount pa
CTC (Rs.)	33,333	400,000
Basic	9,375	112,500
HRA	4,688	56,250
Special Allowance	17,020	204,244
A. Salary Total	31,083	372,994
Deductions		
P.F. (Employee's Contribution)	1,800	21,600
Professional Tax	200	2,400
Total Deductions (B)	2,000	24,000
Net Salary (A)-(B)	29,083	348,994
B. Annual Benefits		
C. Gross Salary = A + B	31,083	372,994
D. Statutory Benefits		
Provident Fund (Employer's Contribution)	1,800	21,600
Gratuity	451	5,411
Fixed Compensation = C + D	33,334	400,005
Total Cost to Company (CTC)	33,334	400,010




Allstate | Solutions Private Limited

February 15, 2019

 Mr. Vicky Meka
Pune

Dear Vicky,

On behalf of Allstate Solutions Pvt. Ltd., ("The Company" or "ASPL") it is my pleasure to offer employment to you as "**Associate - Operations**", in our Pune operation. We extend this offer, and the opportunity it represents, with great confidence in your abilities. You made a very favorable impression with everyone you met and we are excited with the prospect of your joining our company.

This offer letter and your employment with the Company are subject to your executing on the joining date, ASPL's detailed employment agreement ("Employment Agreement") containing the terms of your employment. Your employment with the Company will commence only on the execution of the Employment Agreement and in accordance with the terms and conditions set out therein.

The broad terms of the offer are as follows:

Designation	Associate - Operations
Location	Pune
Start Date	On or before March 18, 2019
Probation	6 months from Start Date
Notice Period	60 Calendar Days

Annualized Salary and Benefits:

Total Guaranteed Cash ("TGC")	Rs. 350,467
Annual Incentive Plan	Rs. 24,533
Target Total Cash ("TTC")	Rs. 375,000

 Reference **Annexure A** for detailed salary break up and highlights of benefit schemes.

Besides Total Guaranteed Cash, you will be eligible to participate in the ASPL Annual Incentive Plan (AAIP), subject to the terms applicable to that plan from time to time. Determination and award of payments from the AAIP Plan is generally made soon after the end of each financial year and award amounts factor individual and AAIP performance in the plan year. While there is no guaranteed minimum award, the current target incentive amount for you under the plan is 7% of your TGC; the maximum incentive amount for you under the plan is 10.5% of your TGC. You will be entitled to participate in the AAIP provided you remain as an employee in good standing, you have not given notice of your resignation from employment with the Company, or had your employment terminated by the Company for gross misconduct, gross negligence or in other circumstances justifying summary dismissals at the date on which you actually receive an award or payment. For the first year of service the Annual Incentive will be calculated on a prorated basis. However a minimum of 3 months of service, inclusive of the probation period, in the Company, is required for the payment of Annual Incentive.



Director

Swami Sevabhavi Sanstha's
Lotus Business School
 Pune - 411 033

Allstate Solutions Private Limited

40th Floor, Manjri Stud Farm Pvt Ltd, IT & ITes SEZ, SP Infocity, Survey no 209,
 Pune-Saswad Road, Phursungi, Hadapsar, Pune – 412 308,
 Tel: +91 20 66 72 84 00 www.allstate.com/india / aspl@allstate.com
 (Formerly, Northbrook Services India Pvt Ltd. 67-4, 4th Cross, Lavelle Road Bangalore – 560001)

RELIANCE**NIPPON LIFE ASSET
MANAGEMENT LTD****Nippon Life Company****STRICTLY PRIVATE & CONFIDENTIAL****OFFER OF APPOINTMENT****June 3, 2019****Yashkumar Rathod**

Shivram Heights, Flat no 201, Punawale Punawale, Pune
Punawale corner
Pune - 433011
Maharashtra

Dear Yashkumar,

With reference to your application and the subsequent interviews you had with us, we are pleased to appoint you as **Territory Manager - (Senior Executive in IL-5 Grade)** at **India>Maharashtra>RATNAGIRI>RNAM-MH - Ratnagiri** in M2UO - S&D REMG from **June 1, 2019** on the following terms and conditions :

Place of Posting

Your posting will be presently at **India>Maharashtra>RATNAGIRI>RNAM-MH - Ratnagiri**. However, during employment of the Company, you may be posted / transferred to any of the offices / projects / divisions / departments / units / subsidiaries / sister concerns of the Company, existing or to be set up at any other location in India or abroad, without any additional remuneration, in the interest of the Company without assigning any reasons.

Salary & Allowances

Your Gross annual pay will be **Rs 350,000/- (Rupees ThreeLacFiftyThousand Only)**, which will be inclusive of Basic salary, Conveyance reimbursement, Medical reimbursement, LTA, Statutory bonus (if applicable) and Retirement benefits which includes Provident Fund and Superannuation. In addition to this, you will also be eligible for the Performance based Variable pay, as per the company policy. You will be governed at all times by the policies, procedures and rules of the company related to the salary, allowances, benefits and perquisites which are specified in this appointment letter. Further, the company, at its sole discretion, may modify or change such allowances, benefits and perquisites from time to time in accordance with its policies.

Provident Fund

You will be eligible to become a member of Provident Fund immediately on joining. The Company's contribution under this scheme is presently fixed at 12% of your Basic salary with a matching compulsory contribution from you. You will be required to submit necessary enrollment / transfer forms to the Human Resources Department immediately. You will be governed by the rules enforced from time to time.

Increments
DIRECTOR

**Swami Sevabhavi Sanstha's
Lotus Business School
Pune - 411 033**

Your increments and future prospects in the company shall entirely depend on your Performance, efficiency & effectiveness, hard work, regularity in attendance, sincerity, good conduct and such other relevant factors as Company may deem fit. Increment in no case shall be automatic and/or a matter of right.

Probation/Confirmation

You will be on probation initially for a period of six months w.e.f. the date of joining. While your performance during the probation period will be assessed for offering you a confirmed employment with the company, you will be confirmed only after successful completion of the probation period as per the confirmation policy document of the Company. During the probation period either side will be at liberty to terminate this contract of employment by giving to the other one month notice in writing or salary in lieu thereof. It shall not be necessary for either party to assign any reason for termination of the contract.

Verification of Particulars

Your appointment is subject to:

a. Satisfactory verification of your character, antecedents and testimonials. In case particulars mentioned in your application / Curriculum Vitae / Resume are found false or unsatisfactory, your services would be liable for termination at any time without any notice or any compensation in lieu thereof.

b. Submission of dues clearance certificate and / or Relieving letter from your last employer.

Duties and Responsibility

a. The Company will expect you to work with a high standard of initiative, efficiency and economy. You will perform, observe and confirm to such duties, directions and instructions assigned or communicated to you by the company and those in authority over you.

b. You will devote your entire time to the work of the Company and will not undertake any direct/indirect business or work, honorary or remuneratory except with the written permission of the Management in each case. Contravention of this will lead to the termination of your service without any notice or any compensation in lieu of such notice.

c. You shall not seek membership of any local or public bodies without first obtaining written permission from the Management.

d. You shall neither divulge nor give out to any unauthorised person during the period of your service or even afterwards by word of mouth or otherwise, particulars or details of our systems and procedures, technical know-how, security arrangements, administrative and / or organizational matters of a confidential / secret nature, which may be your privilege to know by virtue of your being our employee.

e. You shall keep confidential all the information and materials provided to you by the Company or by its clients concerning their affairs, in order to enable the Company to perform the service. This also includes such information as is already known to the public which also you will not release, use or disclose except with the prior written permission of the Company. Your obligation to keep such information confidential shall remain even on termination or cancellation of this employment.

f. You will disclose to us forthwith any discovery, invention, process or improvement made or discovered by you while in our service, and such discovery, invention, process or improvement shall belong absolutely to



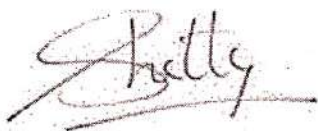
and be the sole and absolute property of the Company. If and when required to do so by the Company, you shall at the Company's expense, take out or apply for the Latter's Patent, Licenses or other rights, privileges or protection as may be directed by us in respect of any such discovery, invention, process or improvement so that the benefit thereof shall accrue to us and you will execute and do all instruments, acts, deeds and things, which may be required by us for assigning, transferring or otherwise vesting the same and all benefits arising in respect thereof in our favour or in favour of such other person or persons, firms or companies, as we may direct as the sole beneficiary thereof. You are specifically made aware that you will not be made liable to any compensation for such acts of yours, and that any rewards which the company may choose to bestow will not be deemed to confer any rights towards that invention, discovery or improvement in system or method for you.

g. You will not enter into any commitments or dealings on behalf of the Company for which you have no express authority nor alter or be a party to any alteration of any principle or policy of the Company or exceed the authority or discretion vested in you without the previous sanction of the Company or those in authority over you.

h. You will be responsible for the safe keeping and return in good condition and order of all the properties of the company, which may be in your use, custody, care or charge. For the loss of any property of the company in your possession, the company will have a right to assess on its own basis and recover the damages of all such materials from you and to take such other action as it deems proper in the event of your failure to account for such material or property to its satisfaction.

Thanking you

For Reliance Nippon Life Asset Management



Mohit Shetty
Deputy Head Human Resources

I have read the above terms and conditions of the offer of appointment and hereby accept the offer.



Date: 30th April'19

To: ABHIJEET ANKUSHRAO GAIKWAD
Pune,

Sub: APPOINTMENT LETTER

Dear ABHIJEET ANKUSHRAO GAIKWAD

This has reference to your application and subsequent interview you had with us. We are pleased to appoint you as **Management Trainee** in our Organization at our Pune office w.e.f. 1st April'19 on following terms and conditions:

1. REMUNERATION:

- Your total cost to the company salary will be Rs.275604 /- per annum.
- You will be entitled to leave and other fringe benefits as per the rules of the Company that may be in effect from time to time.
- You will be required to join/continue to be a member of the Staff Provident Fund, be bound by its rules and entitled to its benefits.

Enclosed please find along with this letter an indicative break up of your compensation (Annexure - I) on the principles of Cost to Company. Your compensation is subject to tax as per the prevalent Income tax laws / rules.

2. PROBATION:

You will be on probation for an initial period of 6 months, which can be further extended for a period of 3 months at a time, on the discretion of management depending upon your performance during this period. Your services shall not be confirmed unless & until it is not given in writing by the management. During the probation period your services will be liable to termination by either side after giving 15 days notice (or at our option 15 days salary in lieu of notice) except in case of physical or mental incapacity, interference, insubordination or dishonesty or unauthorized absence or any other misconduct described in clause 7, your services may be terminated without any notice.

3. TRANSFERABILITY:

During your tenure of service, you may at any time be transferred to any other place of business of the Company now existing or to be acquired in future, from one department to another, in India or abroad or any other associate concern in India or abroad, in the same or any other capacity as the management may in its sole discretion deem it necessary, and on such transfer you will be governed by the rule & regulations of that office as the case may be.

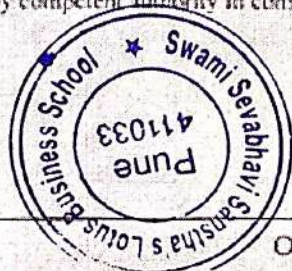
4. SALARY REVISION

According to Company's compensation policy, the compensation received by an employee should reflect the responsibility held and the performance. The performance will be evaluated and reviewed from time to time. Based on such reviews the employee's compensation will be reviewed and revised appropriately. In case of unsatisfactory performance, the management may at its sole discretion decide not to revise the salary or withheld the increment, as may be the case.

5. NOTICE PERIOD

You will be subject to one month notice period on either side except in case of physical or mental incapacity, interference, insubordination or dishonesty or unauthorized absence or any other misconduct described in clause 7, your services may be terminated without any notice.

Waiver of/short fall in notice period or payment in lieu of notice period can be accepted subject to approval by competent authority in consultation with HR department.



[Signature]
Director

**Swami Sevabnavi Sanstha's
Lotus Business School
Pune - 411 033**

OPPO Mobiles MU Private Limited

Regd.Off : Unit No 301, 3rd Floor, CTS No. 540A, AJ House, Andheri Kurla Road, Andheri (East), Mumbai - 400059

Phone No : 022 - 41206345 | Website : www.oppomu.in

To

Head, Corporate HR

SUB: JOINING REPORT

All the terms and conditions mentioned in my Joining Report dated 01.04.19 are acceptable to me.

With reference to my Joining Report dated 01.04.19, I am pleased to inform you that I am joining your organization as Management Trainee posted to work at our Koregaon Park, PUNE branch w.e.f 01.04.19 I have undergone through Induction Process of the company

So, I hereby return the duplicate copy of my Joining Report duly signed by me as the token of my acceptance and would like to inform you that I have understood the company policies and will adhere to it to my best.

Thanking You
Yours faithfully,

(SIGNATURE OF THE CANDIDATE)

NAME: Abhijeet Ankushrao Gaikwad

DATE:



OPPO Mobiles MU Private Limited

Regd. Off : Unit No 301, 3rd Floor, CTS No. 540A, AJ House, Andheri Kurla Road, Andheri (East), Mumbai - 400059

Phone No : 022 - 41206345 | Website : www.oppomu.in



January 18, 2019

Mr. Shubham Sethiya

C-104, Venkatesh Imperia, Near Balaji mandir, Koyate Vasti, Punawala, Pune - 411033.

Dear Shubham,

On behalf of Allstate Solutions Pvt. Ltd., ("The Company" or "ASPL") it is my pleasure to offer employment to you as "Associate - Operations", in our Pune operation. We extend this offer, and the opportunity it represents, with great confidence in your abilities. You made a very favorable impression with everyone you met and we are excited with the prospect of your joining our company.

This offer letter and your employment with the Company are subject to your executing on the joining date, ASPL's detailed employment agreement ("Employment Agreement") containing the terms of your employment. Your employment with the Company will commence only on the execution of the Employment Agreement and in accordance with the terms and conditions set out therein.

The broad terms of the offer are as follows:

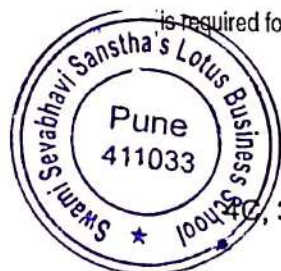
Designation	Associate - Operations
Location	Pune
Start Date	On or before February 04, 2019
Probation	6 months from Start Date
Notice Period	60 Calendar Days

Annualized Salary and Benefits:

Total Guaranteed Cash ("TGC")	Rs. 350,467
Annual Incentive Plan	Rs. 24,533
Target Total Cash("TTC")	Rs. 375,000

Reference **Annexure A** for detailed salary break up and highlights of benefit schemes.

Besides Total Guaranteed Cash, you will be eligible to participate in the ASPL Annual Incentive Plan (AIP), subject to the terms applicable to that plan from time to time. Determination and award of payments from the AIP Plan is generally made soon after the end of each financial year and award amounts factor individual and AIP performance in the plan year. While there is no guaranteed minimum award, the current target incentive amount for you under the plan is 7% of your TGC; the maximum incentive amount for you under the plan is 10.5% of your TGC. You will be entitled to participate in the AIP provided you remain as an employee in good standing, you have not given notice of your resignation from employment with the Company, or had your employment terminated by the Company for gross misconduct, gross negligence or in other circumstances justifying summary dismissals at the date on which you actually receive an award or payment. For the first year of service the Annual Incentive will be calculated on a prorated basis. However a minimum of 3 months of service, inclusive of the probation period, in the Company, is required for the payment of Annual Incentive.



Allstate Solutions Private Limited

3rd Floor, Manjri Stud Farm Pvt Ltd, IT & ITES SEZ, SP Infocity, Survey No. 209,
Pune-Saswad Road, Phursungi, Hadapsar, Pune - 412 308,
Tel: +91 20 66 72 84 00 www.allstate.com/india / aspl@allstate.com
(Formerly, Northbrook Services India Pvt Ltd. 67-4, 4th Cross, Lavelle Road Bangalore – 560001)

**Swami Sevabhavi Sanstha's
Lotus Business School
Pune - 411 033**

Director



Allstate Solutions Private Limited

sole opinion of ASPL, if available to ASPL prior to this offer, would have led to ASPL not making an offer of employment, ASPL shall have, at its option, the right (a) prior to the Start Date, to void this offer; and (b) on or after the Start Date, to terminate your employment without notice or pay in lieu of notice.

You consent to ASPL conducting the background check as aforesaid, either by itself or through a third party and for this purpose acknowledge and understand that ASPL or such third party would be contacting any person from whom it believes the information can be verified. If we have not received the final results of your background check before your Start Date, you agree to begin your employment with ASPL on the designated start date pending completion of the background check. We reserve the right to end our employment agreement with you if you do not meet the requirements of the investigation process or the results of your background investigation are not successful in our judgment.

On joining ASPL you will be required to complete all the joining formalities and sign the Employment Agreement which includes intellectual property and confidentiality provisions. You will also be required to read and abide by the compliance and ethics program of ASPL, which will be provided to you on joining the organization.

Shubham, we look forward to welcoming you to Allstate Solutions Private Limited and wish you a successful career with the Company.

It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. Kindly send the duly signed copy of the duplicate offer document to the undersigned, as a sign of your acceptance of the offer, along with the photocopies of all your credentials (See Annexure C for details), latest by January 25, 2019, failing which the offer shall stand withdrawn.

Sincerely,

Allstate Solutions Private Limited

Aditya Rahul

Head – Talent Acquisition

Acceptance:

I, agree to accept employment on the above-mentioned terms and conditions. I'll report for duty on or before

Date _____

Signature: _____

Enclosure: Annexure A: Salary breaks up and highlights of benefit schemes

: Annexure B: Policy on Information Security

: Annexure C: List of Documents




Annexure A

January 18, 2019

Mr. Shubham Sethiya

Designation: Associate - Operations

Start Date: On or before February 04, 2019

Band: A1

Work Location: Pune

Compensation and Benefits:

Total Targeted Cash	INR 375,000/-
----------------------------	----------------------

Breakup- Total Guaranteed Cash		
Components	Annual(INR)	Description
Basic	140,187	40% of TGC
House Rent Allowance	56,075	40% of Basic Pay
Education Allowance	2,400	Fixed Allowance
Children Hostel allowance	7,200	Fixed Allowance
Statutory Bonus	29194	8.33% of Total Guaranteed Cash
Provident Fund (Employer Contribution)	16,822	12% of Basic Pay
Flexi Benefit Plan*	98,589	Residual (TGC less sum of above components)
Total Guaranteed Compensation	350,467	
Annual Incentive Plan**	24,533	7% of your Total Guaranteed Cash payable as per policy. which can go maximum upto 10.5% based on the performance
Total Targeted Cash	375,000	
Other Benefits / Perquisites		
Gratuity	6,743	As per the Gratuity Act. Since this is not a perquisite, either the title can be only other benefit or we create one more category
Free Transportation	72,000	Not a Reimbursement
Medical Insurance, GAI and GTLI	24,000	Not a Reimbursement - (Average Premium)
Certification Reimbursement	30,000	Applicable as per the Policy





Annexure B

Policy on Information Security

For the protection of the information shared with ASPL, Allstate Non-Insurance Holdings, Inc. ("ANIHI"), Allstate Northern Ireland Limited ("ANI"), or Allstate Insurance Company ("AIC") for the purpose of this Offer, ASPL and its affiliates have in place information security policies and procedures that contain managerial, technical, operational and physical security measures that comply with security standards to collect, receive, possess, store, deal or handle sensitive personal data or information of yours from unauthorized access, use, modification, damage, disclosure and impairment through multiple control points including but not limited to technology and operations controls. Details of these security practices and procedures are available on the Company intranet. You acknowledge that the security practices and procedures specified herein are reasonable and are designed to protect the information provided by it.

You also acknowledge that as security practices and procedures are constantly evolving; ASPL shall have the right to amend or replace the security practices and procedures from time to time at its sole discretion and provide details of such amended or replaced practices and procedures. Notwithstanding anything to the contrary contained in this Offer, the publication of such practices and procedures shall be deemed to incorporate such practices and procedures in this Offer.

The name of any agency collecting and retaining your sensitive personal data or information provided by you on behalf of ASPL is available on the Company intranet. You agree and consent that ASPL shall have the right to appoint or replace the agency collecting and retaining the sensitive personal data or information by publishing it on the Company intranet. The publication of such details on the Company intranet shall be deemed to incorporate such details in this Offer and unless objected to by the Employee, it will be deemed that the Employee has consented to such replacement and appointment. "You agree and consent to the Company being entitled to transfer the sensitive personal data or information to such third parties specified in company's intranet. The publication company intranet shall be deemed to incorporate such details in the Offer and unless objected to, it will be deemed that you have consented to such replacement and appointment.

ASPL, ANIHI, ANI, and AIC shall be entitled to use the personal data or information collected pursuant to this Annexure B for the purposes mentioned in this Annexure B and for any purpose ancillary or incidental thereto as ASPL may deem fit and you hereby specifically consent to such usage.

You are not permitted to withdraw the consent provided pursuant to this Annexure B Agreement unless the same is communicated to ASPL in writing. You also acknowledge that the personal information provided by you forms the basis of your employment with ASPL and consequently notwithstanding anything to the contrary contained in this Offer, ASPL reserves the right to discontinue your employment without any further notice or liability in the event that such consent is withdrawn.

In the event that ASPL or its affiliates shares any sensitive personal data or information with you, directly or indirectly, you hereby represent and warrant to use such sensitive personal data or information in accordance with the data security practices and procedures and internal privacy policy of ASPL as available on the Company intranet. Further, you agree to use such sensitive personal data or information only in the course of employment and not for any personal use. In case of unauthorized use by you of such sensitive personal data or information, ASPL reserves the right to discontinue your employment at its sole discretion after providing you with an opportunity to provide reasons.

Signed:

Name:



AXISB/HR/REC/West/27587/WCR016:Mumbai Circle _MUM
16-Aug-2019

Mr. Vedant Joshi
Pune, Maharashtra 411033

Dear Vedant Joshi,

LETTER OF APPOINTMENT

We are delighted to welcome you to Axis Bank for an exciting career of learning, development and value driven performance linked growth. Subsequent to the selection process, we take pleasure in offering you the position of **Assistant Manager in Branch Banking**. The said appointment shall be governed by the under mentioned terms and conditions apart from other Service Rules and conditions that are applicable or may become applicable from time to time.

1. Remuneration & Benefits

1.1 Remuneration:

Basic Salary	Rs.	7,500.00p.m.
Basket of Allowance	Rs.	11,550.00p.m.
Provident Fund	Rs.	900.00p.m.
Gratuity	Rs.	361.00p.m.
Fixed Cash + Retirals	Rs.	20,311.00p.m.
Location Pay	Rs.	2,625.00p.m.
Total Fixed Cash + Retirals	Rs.	22,936.00p.m.

Upon your transfer/ deputation to any other location, the Remuneration as mentioned above is subject to change basis the place of posting.

1.2 Retirals:

1.2.1 Contributory Provident Fund:

You will be covered under the Provident Fund Trust. You will be required to contribute to the Provident Fund of the Bank in accordance with the regulations in force. At present this is 12% of the basic salary. In addition, the Bank will contribute 12% of your basic salary to this fund.

1.2.2 Voluntary Provident Fund (VPF):

The Bank also has a voluntary provident fund scheme wherein you will be allowed to opt for a percentage of your Basic Pay, up to a maximum of 23% as Voluntary Contribution to Provident Fund (VPF). The window for opting for VPF will be open on the Bank's HRMS for two months from your date of joining. Employees opting for VPF will be allowed to discontinue their contribution during the year, but they will not be permitted to re-start the contribution during the year.

The contribution under this scheme will be in addition to the statutory Provident Fund contribution of 12% deducted from salary, and there will be no matching contribution from the Bank towards VPF.

1.2.3 Gratuity:

You will be paid gratuity as per the provisions of The Payment of Gratuity Act i.e. after rendering five years of continuous service in the Bank. As per the extant rules, the gratuity amount will be calculated @ 15 days on last drawn basic salary for each completed year of service, subject to a maximum amount of Rs. 20 lacs.

1.3 Other Benefits:

1.3.1 Loan concession:

You will be entitled to staff loans at concessional rates of interest after your confirmation in the Bank as per details provided in the CTC Annexure. At the time of your joining, the Bank may, at its discretion, take over certain staff loans with your existing employers. Post confirmation of your service in Axis Bank, outstanding specific loans may be taken over at the Bank's discretion and subject to eligibility criteria laid down.




Director
**Swami Sevabhavi Sanstha's
Lotus Business School
Pune - 411 033.**

1.3.2 Group Mediciam (Floater) Policy:

On joining the services of the Bank, subject to completion of all formalities in connection with your appointment and fulfillment of the requirements of the Insurance Company, you will be covered under the Bank's Group Mediciam (Floater) Policy in respect of yourself and a maximum of 3 of your dependents (relations comprising of Spouse and Children upto 25 years of age). Further, you have an option to enrol additional dependents under Parents and / or Parent-in-Laws policy by paying applicable premium in addition to the above 3 dependents. Additionally an option of Top Up policy is also available by paying the premium. The coverage limit under the existing policy applicable to your grade is detailed in the CTC Annexure. For more details related to terms of inclusion, eligibility etc. you may refer to the Bank's Myconnect Portal upon your joining. The terms & conditions of the mediclaim policy is valid only till expiry of the insurance policy and are subject to amendments upon renewal.

1.3.3 Group Term Life Insurance Policy:

You will be covered under the Bank's Group Term Life Insurance Policy for a limit as applicable to your grade and is detailed in the CTC Annexure. The requisite premium for the coverage will be deducted from your first salary. The policy provides for the payment of the sum insured to the nominee / legal heirs in the event of the death (accidental / natural) of an employee.

1.3.4 Variable Pay / Incentive Plan:

Annual performance linked variable pay / incentive, as may be applicable, will be paid as per the Company's policy, based on your performance and subject to your being a confirmed employee.

Your detailed compensation and benefit structure is given in the enclosed CTC Annexure. The said remuneration and benefits will be taxable as per prevalent Income Tax Laws.

2. Reimbursement of Notice Period Pay

The Bank at its discretion may reimburse any shortfall in notice period pay to your current employer subject to prior approval from the Competent Authority. In such case, the following terms and conditions shall apply:-

- 2.1 You will serve the Bank for a minimum period of three years, from the date of your joining the Bank's services, failing which amount so reimbursed shall be recovered from you along with interest at the Bank Base Rate Prevailing on your last working day.
- 2.2 The Notice period pay reimbursement shall be taxable and will be added to your Annual Taxable Income for the relevant Financial Year. Thus, the reimbursement shall be net of tax of the total amount paid by you to your employer.
- 2.3 For reimbursement of shortfall in notice period pay, you are requested to advise the amount, which you need to pay to your present employer, to your Recruitment Manager before your resignation with your present employer to enable him / her to take prior approval from the Competent Authority. Thereafter, upon your joining the Bank, recruitment manager shall advise you to submit a certificate / letter from your present employer stating the number of days of shortfall in notice period and the amount recovered from you, basis which we shall process your request for reimbursement.

3. Leave Entitlements

The various leave entitlements are detailed in the Leave Annexure

4. Terms of Employment**4.1 Conditions precedent /Joining formalities:**

Your appointment and subsequent joining is subject to the following:

- 4.1.1 Your submission of self-declaration of medical fitness in the prescribed format provided on our onboarding portal.



:: 3 ::

4.1.2 The Bank receiving satisfactory Background Verification report. For this purpose, you will be contacted by an authorized agency empanelled by the Bank.

4.1.3 The below mentioned documents to be submitted by you at the time of your joining –

- a. Joining booklet (duly filled)
- b. Self-attested copies of all your degrees and professional qualifications certificates and documentary evidence of scholarships or prizes won, if any.
- c. Proof of date of birth
- d. Copy of Pan Card
- e. Copy of Address Proof
- f. One recent passport size color photograph
- g. Copy of acceptance of resignation letter and relieving letter from your previous employer.

Additionally, the Bank reserves the right to seek references from your current / previous employer (s), at any stage, subsequent to your acceptance of this letter of appointment.

4.1.4 It is brought to your notice that you need to complete your conditions precedent and / or joining formalities within 2 months from the date of joining, failing which your salary after 2nd month shall not be released till the completion of joining formalities and the said salary shall be kept in the Bank's Sundry Account.

4.2 Probation Period:

4.2.1 You will be on probation for a period of 6 (six) months from the date of your joining. This period may be extended upto a maximum of 6 months in two tranches of 3 months each, if further assessment and observations are considered necessary on the sole discretion of the Management. Thereafter, on failure to be confirmed in the service of the Bank, your employment shall be terminated on account of non-confirmation of service.

4.2.2 On satisfactory completion of probation / extended probation period you will be confirmed in the services of the Bank.

4.2.3 Your probation can be extended not only by virtue of your non satisfactory performance but also by virtue of your non completion of the formalities, which have to be fulfilled by you.

4.2.4 Notwithstanding what is stated above, the bank reserves the right to confirm you in the services of the bank even during the extended period, provided, the extension of probation was solely due to non-completion of the joining formalities and such formalities are completed within the said period.

4.3 Transfer:

4.3.1 Your services are liable to be transferred to any of the offices of the Bank within India and / or abroad at the sole discretion of the Bank and the Bank reserve the right to depute / transfer you at any time during your service in the Bank, to any of its subsidiaries or associates without any prior consent from you.

4.3.2 Notwithstanding the role assigned to you in terms of this letter, the Bank reserves the right to assign you any other role/function commensurate with your grade as may be deemed appropriate, depending on administrative exigencies and requirements.

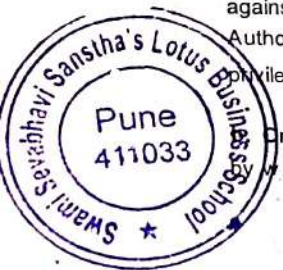
4.3.3 Your services can be requisitioned by the Bank at any time outside the business / working hours.

4.4 Resignation / Termination / Retirement:

4.4.1 Separation during probation:

a. **On account of Resignation :** During the period of probation, you may resign from the Bank's service, subject to acceptance of your resignation by the Competent Authority, for which you will be required to mandatorily serve a notice period of 30 days. You will not be permitted to adjust any accumulated leave at your credit including accruals against the notice period. However, waiver of the notice period (if any), will be at the discretion of the Competent Authority. In such an event, the basic salary equivalent of the notice period shortfall (if any), after adjusting with privilege leave / surplus privilege leave (if available), will be recovered from employee.

b. **On account of Termination:** During the probation period, this contract of employment is terminable by the Bank on the way of giving notice of 15 days' or on payment of salary in lieu thereof without assigning any reasons therefor.



4.4.2 Separation after Confirmation:

a. **On account of Resignation:** After confirmation, you may resign from the Bank's service, subject to acceptance of your resignation by the Competent Authority, for which you will be required to mandatorily serve a notice period of 90 days. You will not be permitted to adjust any accumulated leave at your credit including accruals against the notice period. However, waiver of the notice period (if any), will be at the discretion of the Competent Authority. In such an event, the basic salary equivalent of the notice period shortfall (if any), after adjusting with privilege leave / surplus privilege leave (if available), will be recovered from employee.

b. **On account of Termination:** Notwithstanding what is provided in the Staff Rules and the above paragraphs, your services, after confirmation, may be terminated by the Bank by giving 30 days' notice or payment of 30 days' salary in lieu thereof without assigning any reasons therefor.

4.4.3 Separation arrangement:

a. Written resignation should be submitted to your immediate supervisor, and also initiated on HRMS. Upon receipt of your resignation, the acceptance of the same shall be at Bank's discretion.

b. Upon acceptance of your resignation and before your proposed relieving date, you will have to return all Bank's property / assets entrusted to you and in your possession, to the Bank. Before you are relieved, all correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings, effects etc. should be returned and you shall not make or retain any copies of these items.

c. On separation, you will have to submit your claim for settlement of Provident Fund in the prescribed form. If no claim is received within 6 months of separation, the Bank will close your Provident Fund account and credit proceeds to your SB account with us or send you the proceeds by Demand Draft.

4.4.4 Retirement:

The retirement age in the Bank is fixed as 60 years. You will accordingly stand relieved from the services of the Bank on the last day of the month of your attaining this age based on the Age Certificate furnished by you at the time of joining.

4.5 Other Terms**4.5.1 Code of Conduct & Ethics:**

a. As an employee of the Bank, you will be guided by the Code of Conduct & Ethics and rules and regulations of the Bank in force and as amended from time to time.

b. If any declaration, statement or information including your qualification, experience and/or any other details, as given by you at any time, is found to be false or untrue, if any material information is suppressed or if it comes to the notice of the Bank that you had been, prior to joining the Bank's services, convicted of any act involving moral turpitude and/or criminal in nature, your services will be liable to be terminated forthwith without any notice or compensation in lieu thereof at any time during or even after completion of the probation period. However, this does not preclude the Bank from initiating such disciplinary measures, as the Bank shall deem fit and any penalty may be imposed upon you in terms of the Staff Rules of the Bank in force.

4.5.1 The Bank reserves the right to vary the terms and conditions of service governing your appointment as contained in this letter including your duties and responsibilities at any time.

4.6 Whole-time / Alternative Employment:

4.6.1 Your position is a whole time employment with the Bank and you shall not take any other work for remuneration (part-time or otherwise) or work in advisory capacity or be interested directly or indirectly except as shareholder or debenture holder in other trade or business during the employment with the Bank. You shall not be involved directly or indirectly with any business / trade / occupation / service / calling or perform any part-time or other work for remuneration or otherwise without obtaining prior written permission from Axis Bank.

4.6.2 During the employment in the services of the Bank, you shall not hold any other position in any organization nor shall you get employed directly or indirectly in any manner whatsoever nor shall act as an advisor to any organization, the exception being social organizations like clubs, NGOs etc. having no political affiliation. However the Bank reserves the right to direct you to step down if, in the opinion of the Bank, such engagement interferes with your duties.



:: 5 ::

4.7 Fidelity & Secrecy:

You shall not at any time during your employment and/or after the termination of your employment in any manner whatsoever divulge any confidential information relating to the Bank, any of its constituents or its employees without the prior written consent from the Management. In such an event, the Bank reserves the right to proceed against you.

Notwithstanding anything contained in the above paragraphs, your services may be terminated by the Bank if you are found to be indulging in the acts of Commission / Omission which may be prejudicial to the interests of the Bank or any act of dishonesty, disobedience, insubordination or any other misconduct or neglect of duty or incompetence in the discharge of duty on your part.

The terms and conditions set out in this letter of appointment inter alia constitute service conditions applicable to your employment in the Bank. Any dispute arising thereof are subject to Mumbai jurisdiction only and the Mumbai Courts will have exclusive jurisdiction.

The above terms and conditions are to be read in conjunction with the Staff Rules accessible through the Bank's intranet. These shall be made available to you, post joining.

Kindly note that you are required to convey your acceptance within 15 days from the date of this letter. You are requested to sign the copy of this letter as a token of acceptance of the above terms and return it to us immediately. This Letter of Appointment will be valid only for fifteen days from the date of this letter.

For any further information / clarifications please feel free to contact:-

Sanchita Sarkar

Sanchita.Sarkar@axisbank.com

We at Axis Bank wish you success and look forward to your having a long and rewarding career with us!

Yours faithfully,

Human Resources

Digitally signed by DS AXIS BANK LTD 2
Date: 2019.08.16 14:12:30 +05:30
Reason: LOI
Location: mumbai



Encl: - a/a

January 18, 2019

Mr. Karan Chhabra
307, Sanskriti Heights, Mauli Park, Ganesh Nagar, ravel, Pune - 411044.

Dear Karan,

On behalf of Allstate Solutions Pvt. Ltd., ("The Company" or "ASPL") it is my pleasure to offer employment to you as "Associate - Operations", in our Pune operation. We extend this offer, and the opportunity it represents, with great confidence in your abilities. You made a very favorable impression with everyone you met and we are excited with the prospect of your joining our company.

This offer letter and your employment with the Company are subject to your executing on the joining date, ASPL's detailed employment agreement ("Employment Agreement") containing the terms of your employment. Your employment with the Company will commence only on the execution of the Employment Agreement and in accordance with the terms and conditions set out therein.

The broad terms of the offer are as follows:

Designation	Associate - Operations
Location	Pune
Start Date	On or before February 04, 2019
Probation	6 months from Start Date
Notice Period	60 Calendar Days

Annualized Salary and Benefits:

Total Guaranteed Cash ("TGC")	Rs. 350,467
Annual Incentive Plan	Rs. 24,533
Target Total Cash("TTC")	Rs. 375,000

Reference **Annexure A** for detailed salary break up and highlights of benefit schemes.

Besides Total Guaranteed Cash, you will be eligible to participate in the ASPL Annual Incentive Plan (AAIP), subject to the terms applicable to that plan from time to time. Determination and award of payments from the AAIP Plan is generally made soon after the end of each financial year and award amounts factor individual and AAIP performance in the plan year. While there is no guaranteed minimum award, the current target incentive amount for you under the plan is 7% of your TGC; the maximum incentive amount for you under the plan is 10.5% of your TGC. You will be entitled to participate in the AAIP provided you remain as an employee in good standing, you have not given notice of your resignation from employment with the Company, or had your employment terminated by the Company for gross misconduct, gross negligence or in other circumstances justifying summary dismissals at the date on which you actually receive an award or payment. For the first year of service the Annual Incentive will be calculated on a prorated basis. However a minimum of 3 months of service, inclusive of the probation period, in the Company, is required for the payment of Annual Incentive.



Allstate Solutions Private Limited

**Swami Sevabnavi Sanstha's
Lotus Business School
Pune - 411 033**

4C, 3rd Floor, Manjri Stud Farm Pvt Ltd, IT & ITES SEZ, SP Infocity, Survey No. 209,
Pune-Saswad Road, Phursungi, Hadapsar, Pune - 412 308,
Tel: +91 20 66 72 84 00 www.allstate.com/india / aspl@allstate.com
(Formerly, Northbrook Services India Pvt Ltd. 67-4, 4th Cross, Lavelle Road Bangalore – 560001)



sole opinion of ASPL, if available to ASPL prior to this offer, would have led to ASPL not making an offer of employment, ASPL shall have, at its option, the right (a) prior to the Start Date, to void this offer; and (b) on or after the Start Date, to terminate your employment without notice or pay in lieu of notice.

You consent to ASPL conducting the background check as aforesaid, either by itself or through a third party and for this purpose acknowledge and understand that ASPL or such third party would be contacting any person from whom it believes the information can be verified. If we have not received the final results of your background check before your Start Date, you agree to begin your employment with ASPL on the designated start date pending completion of the background check. We reserve the right to end our employment agreement with you if you do not meet the requirements of the investigation process or the results of your background investigation are not successful in our judgment.

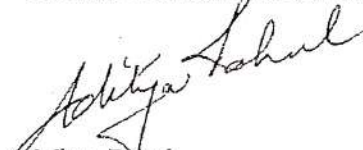
On joining ASPL you will be required to complete all the joining formalities and sign the Employment Agreement which includes intellectual property and confidentiality provisions. You will also be required to read and abide by the compliance and ethics program of ASPL, which will be provided to you on joining the organization.

Karan, we look forward to welcoming you to Allstate Solutions Private Limited and wish you a successful career with the Company.

It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. Kindly send the duly signed copy of the duplicate offer document to the undersigned, as a sign of your acceptance of the offer, along with the photocopies of all your credentials (See Annexure C for details), latest by January 25, 2019, failing which the offer shall stand withdrawn.

Sincerely,

Allstate Solutions Private Limited


Aditya Rahul
 Head – Talent Acquisition



Acceptance:

I, agree to accept employment on the above-mentioned terms and conditions. I'll report for duty on or before

Date _____

Signature: _____

Enclosure: Annexure A: Salary breaks up and highlights of benefit schemes

: Annexure B: Policy on Information Security

: Annexure C: List of Documents


Allstate | Solutions Private Limited

Annexure A

January 18, 2019

Mr. Karan Chhabra

Designation: Associate - Operations

Start Date: On or before February 04, 2019

Band: A1

Work Location: Pune

Compensation and Benefits:

Total Targeted Cash	INR 375,000/-
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Breakup- Total Guaranteed Cash		
Components	Annual(INR)	Description
Basic	140,187	40% of TGC
House Rent Allowance	56,075	40% of Basic Pay
Education Allowance	2,400	Fixed Allowance
Children Hostel allowance	7,200	Fixed Allowance
Statutory Bonus	29194	8.33% of Total Guaranteed Cash
Provident Fund (Employer Contribution)	16,822	12% of Basic Pay
Flexi Benefit Plan*	98,589	Residual (TGC less sum of above components)
Total Guaranteed Compensation	350,467	
Annual Incentive Plan**	24,533	7% of your Total Guaranteed Cash payable as per policy, which can go maximum upto 10.5% based on the performance
Total Targeted Cash	375,000	
Other Benefits / Perquisites		
Gratuity	6,743	As per the Gratuity Act. Since this is not a perquisite, either the title can be only other benefit or we create one more category
Free Transportation	72,000	Not a Reimbursement
Medical Insurance, GAI and GTLI	24,000	Not a Reimbursement – (Average Premium)
Certification Reimbursement	30,000	Applicable as per the Policy



**Allstate | Solutions Private Limited****Annexure B****Policy on Information Security**

For the protection of the information shared with ASPL, Allstate Non-Insurance Holdings, Inc. ("ANIHI"), Allstate Northern Ireland Limited ("ANI"), or Allstate Insurance Company ("AIC") for the purpose of this Offer, ASPL and its affiliates have in place information security policies and procedures that contain managerial, technical, operational and physical security measures that comply with security standards to collect, receive, possess, store, deal or handle sensitive personal data or information of yours from unauthorized access, use, modification, damage, disclosure and impairment through multiple control points including but not limited to technology and operations controls. Details of these security practices and procedures are available on the Company intranet. You acknowledge that the security practices and procedures specified herein are reasonable and are designed to protect the information provided by it.

You also acknowledge that as security practices and procedures are constantly evolving; ASPL shall have the right to amend or replace the security practices and procedures from time to time at its sole discretion and provide details of such amended or replaced practices and procedures. Notwithstanding anything to the contrary contained in this Offer, the publication of such practices and procedures shall be deemed to incorporate such practices and procedures in this Offer.

The name of any agency collecting and retaining your sensitive personal data or information provided by you on behalf of ASPL is available on the Company intranet. You agree and consent that ASPL shall have the right to appoint or replace the agency collecting and retaining the sensitive personal data or information by publishing it on the Company intranet. The publication of such details on the Company intranet shall be deemed to incorporate such details in this Offer and unless objected to by the Employee, it will be deemed that the Employee has consented to such replacement and appointment. "You agree and consent to the Company being entitled to transfer the sensitive personal data or information to such third parties specified in company's intranet. The publication company intranet shall be deemed to incorporate such details in the Offer and unless objected to, it will be deemed that you have consented to such replacement and appointment.

ASPL, ANIHI, ANI, and AIC shall be entitled to use the personal data or information collected pursuant to this Annexure B for the purposes mentioned in this Annexure B and for any purpose ancillary or incidental thereto as ASPL may deem fit and you hereby specifically consent to such usage.

You are not permitted to withdraw the consent provided pursuant to this Annexure B Agreement unless the same is communicated to ASPL in writing. You also acknowledge that the personal information provided by you forms the basis of your employment with ASPL and consequently notwithstanding anything to the contrary contained in this Offer, ASPL reserves the right to discontinue your employment without any further notice or liability in the event that such consent is withdrawn.

In the event that ASPL or its affiliates shares any sensitive personal data or information with you, directly or indirectly, you hereby represent and warrant to use such sensitive personal data or information in accordance with the data security practices and procedures and internal privacy policy of ASPL as available on the Company intranet. Further, you agree to use such sensitive personal data or information only in the course of employment and not for any personal use. In case of unauthorized use by you of such sensitive personal data or information, ASPL reserves the right to discontinue your employment at its sole discretion after providing you with an opportunity to provide reasons.

Signed:

Name:





Swami Sevabhavi Sanstha's
LOTUS BUSINESS SCHOOL
Innovating Business Leadership

OFFER/APPOINTMENT LETTERS

BATCH 2016-18



May 07, 2018

Mr. Balaji Didshare

C - 702, Venkatesh Imperia, Punawala, Koyte Wasti, Pune - 411033.

Dear Balaji,

On behalf of Allstate Solutions Pvt. Ltd., ("The Company" or "ASPL") it is my pleasure to offer employment to you as "Associate - Operations", in our Pune operation. We extend this offer, and the opportunity it represents, with great confidence in your abilities. You made a very favorable impression with everyone you met and we are excited with the prospect of your joining our company.

This offer letter and your employment with the Company are subject to your executing on the joining date, ASPL's detailed employment agreement ("Employment Agreement") containing the terms of your employment. Your employment with the Company will commence only on the execution of the Employment Agreement and in accordance with the terms and conditions set out therein.

The broad terms of the offer are as follows:

Designation	Associate - Operations
Location	Pune
Start Date	On or before June 04, 2018
Probation	6 months from Start Date
Notice Period	60 Calendar Days

Annualized Salary and Benefits:

Total Guaranteed Cash ("TGC")	Rs. 350,467
Annual Incentive Plan	Rs. 24,533
Target Total Cash ("TTC")	Rs. 375,000

Reference **Annexure A** for detailed salary break up and highlights of benefit schemes.

Besides Total Guaranteed Cash, you will be eligible to participate in the ASPL Annual Incentive Plan (AIP), subject to the terms applicable to that plan from time to time. Determination and award of payments from the AIP Plan is generally made soon after the end of each financial year and award amounts factor individual and AIP performance in the plan year. While there is no guaranteed minimum award, the current target incentive amount for you under the plan is 7% of your TGC; the maximum incentive amount for you under the plan is 10.5% of your TGC. You will be entitled to participate in the AIP provided you remain as an employee in good standing, you have not given notice of your resignation from employment with the Company, or had your employment terminated by the Company for gross misconduct, gross negligence or in other circumstances justifying summary dismissals at the date on which you actually receive an award or payment. For the first year of service the Annual Incentive will be calculated on a prorated basis. However a minimum of 3 months of service, inclusive of the probation period, in the Company, is required for the payment of Annual Incentive.



Allstate Solutions Private Limited

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Pune-Saswad Road, Phursungi, Hadapsar, Pune - 412 308.
Tel: +91 20 66 72 84 00 www.allstate.com/India / aspl@allstate.com
(Formerly, Northbrook Services India Pvt Ltd. 67-4, 4th Cross, Lavelle Road Bangalore - 560001)



Annexure A

May 07, 2018

Mr. Balaji Didshere

Designation: Associate - Operations

Start Date: On or before June 04, 2018

Band: A1

Work Location: Pune

Compensation and Benefits:

Total Targeted Cash	INR 375,000/-
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Breakup- Total Guaranteed Cash		
Components	Annual(INR)	Description
Basic	140,187	40% of TGC
House Rent Allowance	56,075	40% of Basic Pay
Education Allowance	2,400	Fixed Allowance
Children Hostel allowance	7,200	Fixed Allowance
Statutory Bonus	29194	8.33% of Total Guaranteed Cash
Provident Fund (Employer Contribution)	16,822	12% of Basic Pay
Flexi Benefit Plan*	98,589	Residual (TGC less sum of above components)
Total Guaranteed Compensation	350,467	
Annual Incentive Plan**	24,533	7% of your Total Guaranteed Cash payable as per policy. which can go maximum upto additional 50%
Total Targeted Cash	375,000	
Other Benefits / Perquisites		
Gratuity	6,743	As per the Gratuity Act. Since this is not a perquisite, either the title can be only other benefit or we create one more category
Free Transportation	72,000	Not a Reimbursement
Medical Insurance, GAI and GTLI	24,000	Not a Reimbursement - (Average Premium)
Certification Reimbursement	30,000	Applicable as per the Policy



***Flexi Benefit Plan components:**
Total of all options selected can not exceed the total amount under the "Flexi benefit"

Leave Travel Allowance	Maximum up to Flexi benefit plan component
Meal Card	INR 26,400.
Superannuation	15% of basic wages or Rs.1.5 lakhs p.a whichever is less
Employee Gift	INR 5,000.
National Pension Scheme(NPS)	Maximum upto 10% of Basic Pay

****Annual Incentive Plan:**

While there is no guaranteed minimum award, the annual incentive plan for you will be between 7% -10.5% of your "Total Guaranteed Cash".

Leave and Holidays:

- All Purpose Leaves (APL): 25 days per calendar.
- National and Festival Holidays: 10 days

Medical Insurance:

- Coverage amount INR.500, 000/-
- Coverage Self + 5 Dependents (Dependents includes Spouse, two (2) children, Parents / Parents in Laws)
- Co-pay of 15% applicable for Parents / Parent in laws

Group Accident Insurance (GAI):

Coverage: 5 times of your Total Guaranteed Cash ("TGC") subject to the terms and conditions outlined in the policy.

Group Term Life Insurance (GTLI):

Coverage: 5 times of your Total Guaranteed Cash ("TGC") subject to the terms and conditions outlined in the policy.




Allstate Solutions Private Limited

May 07, 2018

Ms. Aditi Chavan

G/O, DK Jadhav, 45/A, Somnath Nagar, Near Somnath Temple, Wadgaon Sheri, Pune - 4110314.

Dear Aditi,

On behalf of Allstate Solutions Pvt. Ltd., ("The Company" or "ASPL") it is my pleasure to offer employment to you as "Associate - Operations", in our Pune operation. We extend this offer, and the opportunity it represents, with great confidence in your abilities. You made a very favorable impression with everyone you met and we are excited with the prospect of your joining our company.

This offer letter and your employment with the Company are subject to your executing on the joining date, ASPL's detailed employment agreement ("Employment Agreement") containing the terms of your employment. Your employment with the Company will commence only on the execution of the Employment Agreement and in accordance with the terms and conditions set out therein.

The broad terms of the offer are as follows:

Designation	Associate - Operations
Location	Pune
Start Date	On or before June 04, 2018
Probation	6 months from Start Date
Notice Period	60 Calendar Days

Annualized Salary and Benefits:

Total Guaranteed Cash ("TGC")	Rs. 350,467
Annual Incentive Plan	Rs. 24,533
Target Total Cash ("TTC")	Rs. 375,000

Reference Annexure A for detailed salary break up and highlights of benefit schemes.

Besides Total Guaranteed Cash, you will be eligible to participate in the ASPL Annual Incentive Plan (AIP), subject to the terms applicable to that plan from time to time. Determination and award of payments from the AIP Plan is generally made soon after the end of each financial year and award amounts factor individual and AIP performance in the plan year. While there is no guaranteed minimum award, the current target incentive amount for you under the plan is 7% of your TGC; the maximum incentive amount for you under the plan is 10.5% of your TGC. You will be entitled to participate in the AIP provided you remain as an employee in good standing, you have not given notice of your resignation from employment with the Company, or had your employment terminated by the Company for gross misconduct, gross negligence or in other circumstances justifying summary dismissals at the date on which you actually receive an award or payment. For the first year of service the Annual Incentive will be calculated on a prorated basis. However a minimum of 3 months of service, inclusive of the probation period, in the Company, is required for the payment of Annual Incentive.


Allstate Solutions Private Limited

403rd Floor, Manjri Stud Farm Pvt Ltd, IT & ITES SEZ, SP Infocity, Survey No. 209,
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(Formerly, Northbrook Services India Pvt Ltd. 67-4, 4th Cross, Lavelle Road Bangalore - 560001)

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Lotus Business School

Pune - 411 033

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Annexure A

May 07, 2018

Ms. Aditi Chavan

Designation: Associate - Operations

Band: A1

Start Date: On or before June 04, 2018

Work Location: Pune

Compensation and Benefits:

Total Targeted Cash	INR 375,000
----------------------------	--------------------

Breakup - Total Guaranteed Cash		
Components	Annual(INR)	Description
Basic	140,187	40% of TGC
House Rent Allowance	56,075	40% of Basic Pay
Education Allowance	2,400	Fixed Allowance
Children Hostel allowance	7,200	Fixed Allowance
Statutory Bonus	29,194	8.33% of Total Guaranteed Cash
Provident Fund (Employer Contribution)	16,822	12% of Basic Pay
Flexi Benefit Plan*	98,589	Residual (TGC less sum of above components)
Total Guaranteed Compensation	350,467	
Annual Incentive Plan**	24,533	7% of your Total Guaranteed Cash payable as per policy, which can go maximum upto additional 50%
Total Targeted Cash	375,000	
Other Benefits / Perquisites		
Gratuity	6,743	As per the Gratuity Act. Since this is not a perquisite, either the title can be only other benefit or we create one more category
Free Transportation	72,000	Not a Reimbursement
Medical Insurance, GAI and GTLI	24,000	Not a Reimbursement - (Average Premium)
Certification Reimbursement	30,000	Applicable as per the Policy



Aditi

[Signature]



Venessia Dsouza

RJIL/53823296/11334325/251217/1146

CTC is indicative cost to the company and will include the various components of pay that are being offered by the Company for being chosen by you, as per your requirements and subject to prevailing policy and rules. In the year of joining and leaving the Company, the CTC will be pro-rated based on the number of days you are in the employment of the Company. **The available CTC components along with limits have been detailed in Annexure 1-B. For your reference, in Annexure 1-C, we have covered each component of compensation in detail.**

Please note that the components within each category of payments are discretionary and the Company has the right to change these components any time without notice. Your compensation and all other payments received by you would be subject to the prevailing tax rules and regulations.

03. PROVIDENT FUND SCHEME:

You will become a member of the Provident Fund Scheme, as per the rules in force from time to time. The Company's contribution (including contribution to Central Government Pension Scheme) under this scheme is 12% of your Basic Salary with a matching compulsory contribution from you. You will be required to submit necessary enrolment/transfer forms to the HR Department immediately upon joining.

Your compensation and all other payments received by you would be subject to the prevailing tax rules and regulations.

Please review, acknowledge and accept the offer cum appointment letter with annexures including "Terms & Conditions of Employment" at Annexure II. These employment terms will be effective from the date of your joining the company, and sets forth the terms and conditions under which Company would employ you and your acceptance of the offer of employment would be on the basis of these terms and conditions of employment.

This offer cum appointment letter shall automatically stand withdrawn, in case we do not receive your acknowledgement and acceptance within **ten days** from issue of this letter.

Your joining is subject to your timely accepting the offer cum appointment letter, verification of your pre-boarding documents as per Annexure II and you being declared medically fit by authorized Medical Officer.

We look forward to your joining our team for a long, successful and pleasant association.

Sincerely yours,
Reliance Jio Infocomm Ltd

AUTHORISED SIGNATORY



Director
Swami Sevabnavi Sanstha's
Lotus Business School
Pune - 411 033

ACKNOWLEDGEMENT & ACCEPTANCE

I have read and understood all terms and conditions relating to my appointment/ employment and declare that I hereby unconditionally and irrevocably accept the same.
I shall report for duty on _____

SIGNATURE: _____

Date: 25 Dec 2017

DATE: _____

Page 2 of 21

Reliance Jio Infocomm Limited: CIN U72900MH2007PLC23412

Registered Office: 3rd Floor, Maker Chambers IV, 222, Nariman Point, Mumbai - 400021, India. www.jio.com



RJIL/53823296/11334325/251217/1146

Date: 25 Dec 2017

Venessia Dsouza

402/A, Swaraj Pride,
Punawale, Mulshi,
Pune, Maharashtra - 411033

Offer cum Appointment Letter

Dear Venessia Dsouza,

This is with reference to your application and subsequent test / interview you had with us, we are pleased to offer you employment in the **Manager Family** as **Assistant Manager** in the Job Role Area **HR Trainee** on the following terms and conditions:

01. PLACE OF POSTING:

Your initial posting will be at **Pune**.

However, during employment with the Company, you may be posted at any other location in India or abroad, without any additional remuneration. Further your services may be transferred to any other Reliance Group Company.

You will join us as soon as possible but not later than **8 Jan 2018**.

02. COMPENSATION:

i. **Fixed Pay: INR 2,90,786/- (INR TWO LAKH NINETY THOUSAND SEVEN HUNDRED EIGHTY SIX only) per annum**

This includes Basic Salary and other allowances, benefits, perquisites etc as per the compensation policy of the company.

ii. **Retirals : INR 18,316/- (INR EIGHTEEN THOUSAND THREE HUNDRED SIXTEEN only) per annum**

This includes Provident Fund and Gratuity/Ex-gratia (company's contribution @ 12% of Basic Salary, and 4.81% of Basic Salary, respectively).

Bonus: Payable as per Payment of Bonus Act

Note: Aggregate of Fixed Pay, Retirals and Bonus is Committed Pay as per applicable rules (refer Annexure 1A)

iii. **Performance Linked Incentive (PLI): INR 31,818 (INR THIRTY ONE THOUSAND EIGHT HUNDRED EIGHTEEN only) per annum** (This is the maximum payout at Performance Level Significantly Exceeds Expectations).

PLI is a performance linked incentive, and is the variable component of the compensation. This will be determined on the basis of your individual performance, your business unit performance, and overall Reliance performance as determined by the Central Apex Committee.

PLI is payable subject to the employee being on the rolls of the company and not serving notice period on the date the amount is disbursed, notwithstanding any delay on the announcement of such disbursement.

Date: 25 Dec 2017

Reliance Jio Infocomm Limited: CIN U72900MH2007PLC23412

Registered Office: 3rd Floor, Maker Chambers IV, 222, Nariman Point, Mumbai - 400021, India. www.jio.com



Page 1 of 21

Date: 16 December, 2017

To,
Mr. Nikhil Kadam,
B-203, Vyankatesh Imperia, Near Balaji mandir, Pandhare wasti, Punawale, Pune Pune Maharashtra-

Offer Letter

Dear Mr. Kadam,

With reference to your application and the subsequent interview you had with us, we are pleased to offer you employment in **India Transact**, as **Management Trainee in Sales & Marketing** department with present posting at **Aurangabad**.

You are requested to report to **Mr. Prashant Sinha** at the following address: **Aurangabad**.

The total CTC will be **Rs. 3,88,792.00 (Rupees Three Lakh Eighty Eight Thousand Seven Hundred Ninety Two Only)** per annum.

Please refer to the detailed CTC breakup in the **Annexure - 1** attached.

You are requested to join duty on or before **20 December, 2017**. A detailed letter of appointment will be issued to you on the day you join the company.

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 and or Reference Check report by PAMAC and or negative results of Thomas Profiling we retain the rights to review and or revoke our offer of employment.

We take this opportunity to welcome you to **India Transact** and wish this to be the beginning of a long and mutually beneficial association.

Yours faithfully,

For India Transact

I AGREE & ACCEPT
Confirmed Date of Joining.....
Signature.....

Randeep Singh
Group Head – Talent Acquisition



[Signature]
Director
Swami Sevabnavi Sanstha's
Lotus Business School
Pune - 411 032

India Transact Services Ltd.

14th Floor, Tower - 3, Indiabulls Finance Center, Senapati Bapat Marg, Elphinstone, Mumbai - 400 013, India. Tel: +91 22 71818181 www.indiatransact.com

Annexure - 1

Name	Mr. Vivek Pandey
Grade	1
Designation	Management Trainee
Role	Area Sales Officer
Department	Sales & Marketing
Function	Retail Sales
Location	Aurangabad
Monthly Components	Monthly (In Rs)
Basic	10,000.00
HRA	5,000.00
Medical Allowance	1,250.00
Conveyance Allowance	1,600.00
Special Allowance	4,636.00
Monthly Gross	22,486.00
Annual Benefits	
Bonus (As per Bonus Act)	10,000.00
Total	10,000.00
Company Contribution	
Gratuity (as per Gratuity Act)	5,772.00
PF (As per PF Act)	14,400.00
Total Company Contribution**	20,172.00
Fixed Annual Cost to Company	3,00,004.00
Fixed Mobile Allowance*	4,788.00
** Indicative Sales Incentive Plan (SIP) (at Meets expectation level)*	36,000.00
Local Travel Allowance*	48,000.00
Annual Cost To Company	3,88,792.00
Note : **Payment as per Payment Of Gratuity Act 1972 1. Medical Insurance (as per company policy) is applicable to employees who are NOT covered under ESIC. 2. Employees who are covered under ESIC may avail facilities as per ESIC Act. 3. You are covered under Group Personal Accident policy as per your grade.	
Randeep Singh	Mr Nikhil Kadam
Group Head - Talent Acquisition	I Agree & Accept



India Transact Services Ltd.

14th Floor, Tower - B, Induslax Finance Center, Serapathi Bazar, Mang. Ekhanstone, Mumbai - 400 013, India. Tel: +91 22 71618181 www.indiatransact.com

MFPL/HR/02/2018/OFFER NO 0041

06/03/2018

Name: Mr. KARTIK KUMBHAKARN.

Sub: Job Offer Letter

Dear Mr. KARTIK KUMBHAKARN,

Greetings from Mapro!

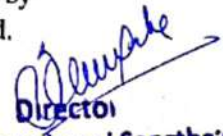
We are pleased to offer you the position of **Management Trainee** in our esteemed organisation

Your immediate supervisor will be **Mr. Arvind Kumar**.

As discussed and agreed with you, your employment will be governed by the following terms and conditions:

- **Salary:** Annual gross starting salary of **6, 00,000/- (Rs.Six Lakh Only)**. Which includes **Rs. 3, 00,000/- (Rs. Three Lakh only)** as Fix Pay and **Rs. 3, 00,000/- (Rs. Three Lakh only)** as Variable Pay based on performance, subject to tax and other statutory deductions. The detailed structure of the salary is attached with this letter.
- **Service Bond:** You are required to enter into a service bond for a period of two years with the Company in view of the cost incurred by the Company in respect of training etc.
- **Training:** You will be trained at various places during the probation period.
- **Probation Period:** You will be on probation for a period of **six months** from the date of your appointment. On satisfactory completion of the probation period, you will be confirmed.
If not confirmed after six months, this order will continue to be in operation, and the probation period will stand extended automatically till further notice.
- **Date Of Joining :** Your Date of Joining will be **Mar 07, 2018**
- **Transfer:** You will be liable to be transferred to any other department or establishment or branch or subsidiary of the Company in India or abroad. In such a case, you will be governed by the terms and conditions of service as applicable to the new assignment.
- **Notice Period:** While on probation, this appointment may be terminated by giving seven days notice, or seven days salary in lieu of notice period.




Director
Swami Sevabhavi Sanstha's
Lotus Business School
Pune - 411 033

After confirmation, this appointment may be terminated by giving **three month notice**, or **three month salary in lieu of notice period**.
On termination of this contract, you will immediately give up to the Company all correspondence, specifications, formulae, books, documents, market data, cost data, literature, drawings, effect or records, etc. belonging to the Company or relating to its business and shall not make or retain any copies of these items.

- **Allowances and Benefits:** You will be eligible to all allowances and benefits as per the company policy.
- **Leave:** You will be governed by the current Leave Policy of the company for permanent employees.

This offer letter is valid till **06/03/2018**. Please send a signed copy of this letter indicating your acceptance to join and resignation acceptance letter from your current employer to our HR.

Please submit the following documents to HR at the time of your joining: (1) photocopies of your degree certificates, (2) certifications, if any, (3) experience/relieving letters (4) two color passport-size photos, (5) latest salary slip from your previous organization and (6) Aadhar Card.

We look forward to welcoming you aboard.

Sincerely,

For **Mapro Foods Pvt. Ltd.**

Authorized Signatory.

MAPRO FOODS PVT LTD		
Salary Breakup		
Name & Location	KARTIK KUMBHAKARN	
Designation	Management Trainee	
Gross Salary	Annual	Monthly
	300,000	25,000
Basic	127,500	10,625
House Rent Allowance	63,750	5,313
Leave Travel Allowance	15,000	1,250
Retirement Benefits	15,000	1,250
Education Allowance	2,400	200
Medical Reimbursement	15,000	1,250
Conveyance Allowance	19,200	1,600
Communication Allowance	7,500	625
Bonus/Yearly Allowance	25,000	2,083
PF Company Contribution		0
Other Allowance (Balance)	9,650	804
Total CTC Before Variable	300,000	25,000
Variable Pay Monthly (Performance Basis)	300,000	25,000
Total CTC	600,000	50,000

Note : From this salary applicable Taxes will be deducted and net payment would be made.



Date: 30th June 2018

To LAKHAN DADARAO SABALE
PUNE.

Sub: APPOINTMENT LETTER

Dear LAKHAN DADARAO SABALE,

This has reference to your application and subsequent interview you had with us. We are pleased to appoint you as **MANAGEMENT TRAINEE** in our Organization at our PUNE office w.e.f. 6/6/2018 on following terms and conditions:

1. REMUNERATION:

- Your total cost to the company salary will be Rs.275604 /- per annum.
- You will be entitled to leave and other fringe benefits as per the rules of the Company that may be in effect from time to time.
- You will be required to join/continue to be a member of the Staff Provident Fund, be bound by its rules and entitled to its benefits.

Enclosed please find along with this letter an indicative break up of your compensation (Annexure - I) on the principles of Cost to Company. Your compensation is subject to tax as per the prevalent Income tax laws / rules.

2. PROBATION:

You will be on probation for an initial period of 6 months, which can be further extended for a period of 3 months at a time, on the discretion of management depending upon your performance during this period. Your services shall not be confirmed unless & until it is not given in writing by the management. During the probation period your services will be liable to termination by either side after giving 15 days notice (or at our option 15 days salary in lieu of notice) except in case of physical or mental incapacity, interference, insubordination or dishonesty or unauthorized absence or any other misconduct described in clause 7, your services may be terminated without any notice.

3. TRANSFERABILITY:

During your tenure of service, you may at any time be transferred to any other place of business of the Company now existing or to be acquired in future, from one department to another, in India or abroad or any other associate concern in India or abroad, in the same or any other capacity as the management may in its sole discretion deem it necessary, and on such transfer you will be governed by the rule & regulations of that office as the case may be.

4. SALARY REVISION

According to Company's compensation policy, the compensation received by an employee should reflect the responsibility held and the performance. The performance will be evaluated and reviewed from time to time. Based on such reviews the employee's compensation will be reviewed and revised appropriately. In case of unsatisfactory performance, the management may at its sole discretion decide not to revise the salary or withheld the increment, as may be the case.

5. NOTICE PERIOD

You will be subject to one month notice period on either side except in case of physical or mental incapacity, interference, insubordination or dishonesty or unauthorized absence or any other misconduct described in clause 7, your services may be terminated without any notice.

Any offer off/short fall in notice period or payment in lieu of notice period can be accepted subject to approval by competent authority in consultation with HR department.



OPPO Mobiles MU Private Limited

Unit No 301, 3rd Floor, CTS No. 540A, AJ House, Andheri Kurla Road, Andheri (East), Mumbai - 400059

Phone No : 022 - 41206345 | Website : www.oppomu.in

**Swami Sevabnavi Sanstha's
Lotus Business School
Pune - 411033**

OTHER GENERAL TERMS:

We will have an extensive induction program and shall also conduct class and training programs at regular intervals to educate, equip and apprise you of the all facets of the business, which inter alia is aimed at your development and growth along with that of the company. Since the training imparted are highly specialized and extremely critical to the business and as we would have invested our monetary and other resources in this effort to train you and as you will be commencing from the induction program on an ongoing basis will be privy to a lot of confidential, proprietary and commercially sensitive information, you will be strictly bound by the following on acceptance of the terms set out herein:

a) All communications and documents (verbal, spoken, written, or visual information presented in any form, either physical or Digital on any storage media (magnetic or otherwise) relating to the past, present and proposed business of the company, its customers, suppliers or competitors; other proprietary information such as customer and prospect lists, trade secrets, trade names or proposed trade names, patents, know-how, ideas, concepts, copyrights, designs, drawings, flow charts, diagrams, business processes and practices and other intellectual property relating to the business, products or services of the company; business process, marketing activities, tests conducted and all the agreements entered into by the company shall be treated as Confidential Information and you shall protect and preserve as confidential during your employment with the company and thereafter forever. You shall hold all Confidential Information in strict confidence as any reasonable person shall hold his own confidential information and shall not otherwise use or disclose to third parties any Confidential Information, both during the term of this Agreement and all periods after the Termination of Employment.

b) You shall not solicit any of the employees of the Company to leave our employment during the term of Employee's employment with the Company and for a period of twelve (12) months immediately following the termination of relationship with us. Further, you shall never take any action or make any statement of a disparaging or derogatory nature against the company or any employee or officer therein.

6.2 In case of any change in your address during the course of employment, it will be your duty to intimate the Management in writing immediately. All communications sent to you by the Management at the last given address will be deemed to have been received by you.

6.3 You will be retired from service upon reaching super-annuation age 58 or earlier in case you are found physically/mentally unfit to work any longer or for continued ill health as certified by a medical practitioner designated by the Company.

6.4 You may be required to sign Confidentiality and Non-Competition Undertaking or such other document as is required by the company, as and when the Company deems fit and/or necessary.

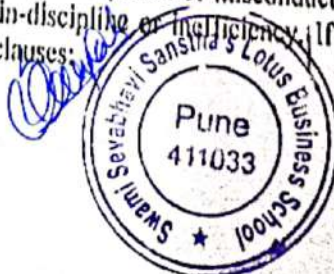
6.5 Your conduct at all times should reflect observance of the national and local laws and the rules and regulations of the Company as from time to time in effect. In all dealings with the Company and its clients and their organizations, the highest standards of propriety and integrity will be expected of you.

6.6 You will not undertake or carry on either alone or in partnership, not be directly or indirectly employed or concerned with as principal, agent or otherwise in any other business, trade or profession whatsoever, without the prior written approval of the management.

6.7 In all matters not covered above, the applicable statutory regulations/provisions applicable or the laws of the Company applicable to your position, which may be framed from time to time, will govern you.

7. TERMINATION OF SERVICE:

Your Services are liable to be terminated during or after the probationary period without any notice or salary in lieu thereof for misconduct, without being exhaustive and without prejudice to the general meaning of the term "misconduct" in the case of reasonable suspicion of misconduct, disloyalty, and commission of an act involving moral turpitude, any act of in-discipline or inefficiency. If an employee has been found to be in violation of any or all of the following clauses:



- a) If the Management finds the Information/particulars given by you in the application form or at the time of interview, herein or elsewhere are incorrect and false either.
- b) If you are found habitually absent without prior permission of the Management or if you proceed on leave without prior sanction or over-stay the sanctioned leave without first getting it sanctioned, then your services would be liable for termination purely at the discretion of the Management.
- c) If at any time you shall, by your conduct, render yourself incompetent to perform your duties, or if you are found to be dishonest, disobedient, intemperate, irregular in attendance, breach of any of the terms of the appointment letter or of any of its stipulations herein, for any offence involving turpitude, without prejudice to any of its rights under the terms herein, or any other reason, the Company shall have the right to Terminate your employment forthwith without any notice and payment due if any will be deducted from your salary.
- d) If you are convicted by any Court of Law or detained by the Police for any offence involving moral turpitude, the Company shall be entitled to terminate your employment forthwith without any notice or payment in lieu thereof.

8. EFFECT OF TERMINATION:

Upon the termination of your employment, you will return to the Company all papers & documents or other property which may at that time be in your possession relating to the business or affairs of the Company or any of its associated or branches or their clients and will not retain any copies or extracts there from. If Company finds that the Employee have not returned back the company assets, documents or destroyed the data from there system, the company reserves the right to hold back employee's Full and Final settlement and no dues will be cleared by the Company.

Thanking You

Your Sincerely

For OPPO MOBILES MU PRIVATE LIMITED

[Signature]
Authorized Signatory
Shipra Shrivastava
HR Manager

I have carefully read the terms and conditions of the above letter of appointment and hereby confirm my acceptance of the same.

(SIGNATURE)

Date :



(NAME)

OPPO Mobiles MU Private Limited

Regd. Off: Unit No 301, 3rd Floor, CTS No. 540A, AJ House, Andheri Kurla Road, Andheri (East), Mumbai - 400059

Website: www.oppomu.in

: LAKHAN DADARAO SABALE
: MANAGEMENT TRAINEE
: PUNE

Components	Offer(Monthly)	Offer(Yearly)
(1) Fixed portion		
Basic Salary	12000	144000
House Rent Allowance	3400	40800
Conveyance Allowance	1600	19200
Medical Allowance	3000	36000
Sub Total (Per Annum)	20000	240000

(2) Special Sales Variable* (P.A)

(3) Other Benefits:

Provident Fund (Company Contribution)	1440	17280
ESI (Company Contribution)	950	11400
Gratuity	577	6924
Sub Total	2967	35604
Annual Cost to Company (1) + (2) + (3)	22967	275604

* Special Sales Variable: This portion is the variable and totally depends on the employee's performance, orientation and results assigned.
Please note that the deduction of PF & ESI will be done as per Law. Gratuity will be paid as per Gratuity Act.

For OPPO MOBILES MU PRIVATE LIMITED

Authorized Signatory
Shipra Shrivastava
HR Manager



Employee Signature

OPPO Mobiles MU Private Limited

Head Office: Unit No 301, 3rd Floor, CTS No. 540A, AJ House, Andheri Kurla Road, Andheri (East), Mumbai - 400059

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Allstate | Solutions Private Limited

May 07, 2018

Ms. Samruddhi Kulkarni

A/8, 'Sukhawa', Yogeshwari Vrundawan, Near Adinath Nagar, Opp. Malhar Chowk, Javahar Police Station, Aurangabad - 431001.

Dear Samruddhi,

On behalf of Allstate Solutions Pvt. Ltd., ("The Company" or "ASPL") it is my pleasure to offer employment to you as "Associate - Operations", in our Pune operation. We extend this offer, and the opportunity it represents, with great confidence in your abilities. You made a very favorable impression with everyone you met and we are excited with the prospect of your joining our company.

This offer letter and your employment with the Company are subject to your executing on the joining date, ASPL's detailed employment agreement ("Employment Agreement") containing the terms of your employment. Your employment with the Company will commence only on the execution of the Employment Agreement and in accordance with the terms and conditions set out therein.

The broad terms of the offer are as follows:

Designation	Associate - Operations
Location	Pune
Start Date	On or before June 04, 2018
Probation	6 months from Start Date
Notice Period	60 Calendar Days

Annualized Salary and Benefits:

Total Guaranteed Cash ("TGC")	Rs. 350,467
Annual Incentive Plan	Rs. 24,533
Target Total Cash ("TTC")	Rs. 375,000

Reference **Annexure A** for detailed salary break up and highlights of benefit schemes.

Besides Total Guaranteed Cash, you will be eligible to participate in the ASPL Annual Incentive Plan (AAIP), subject to the terms applicable to that plan from time to time. Determination and award of payments from the AAIP Plan is generally made soon after the end of each financial year and award amounts factor individual and AAIP performance in the plan year. While there is no guaranteed minimum award, the current target incentive amount for you under the plan is 7% of your TGC; the maximum incentive amount for you under the plan is 10.5% of your TGC. You will be entitled to participate in the AAIP provided you remain as an employee in good standing, you have not given notice of your resignation from employment with the Company, or had your employment terminated by the Company for gross misconduct, gross negligence or in other circumstances justifying summary dismissals at the date on which you actually receive an award or payment. For the first year of service the Annual Incentive will be calculated on a prorated basis. However a minimum of 3 months of service, inclusive of the probation period, in the Company is required for the payment of Annual Incentive.



Allstate Solutions Private Limited

**Swami Sevabhavi Sanstha's
Lotus Business School**
Pune - 411 033

4th Floor, Manjri Stud Farm Pvt Ltd, IT & ITES SEZ, SP Infocity, Survey No. 209,
Pune-Saswad Road, Phursungi, Hadapsar, Pune - 412 308,
Tel: +91 20 66 72 84 00 www.allstate.com/india / aspl@allstate.com
Formerly Northbrook Services India Pvt Ltd, 67-4, 4th Cross, Lavelle Road Bangalore - 560001

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You will also be eligible to participate in competitive benefit plans for ASPL employees. These may include various insurances, packages and other benefits as outlined in the employee related policies of the Company. The terms of these schemes/ policies may be changed from time to time, or be withdrawn by the Company at any time.

Your individual remuneration is purely a matter between yourself and the Company and has been arrived on the basis of your job, skills specific background and professional merit. We expect you to maintain this information and any changes made therein from time to time as personal and confidential.

As stated above, you will be on probation for a period of six (6) months from the Start Date and your probation period may be extended at the sole discretion of ASPL. ASPL shall be at liberty to terminate your employment during such probation period without notice or cause or compensation there of.

Subject to the provisions contained in this offer, your services are terminable by the company by giving two months of notice or gross salary in lieu thereof. In the event you terminate your services, you are required to provide the Company with two (2) months notice which shall not be compensated by payment in lieu thereof. No notice of resignation will be effective if given during a period of leave of absence from the Company. In the event you have issued to the Company a notice of termination of employment, and avail of any leave during the notice period, the notice period shall stand extended by such number of days that you have been on leave.

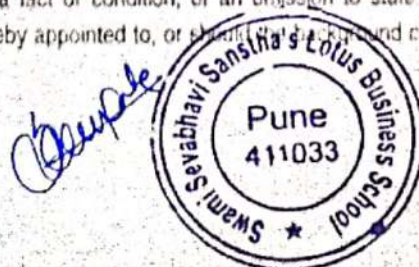
You will abide by the Rules and Regulations of the Company and the Company shall have the right to vary or modify any or all of the above terms and conditions in service which shall be binding on you.

Any act of dishonesty, disobedience, insubordination, incivility, intemperance, irregularity in attendance or other misconduct or neglect of duty, or incompetence in the discharge of duty on your part or the breach of any of the terms, conditions and stipulations contained herein will render you liable to termination of your employment without notice or compensation thereof.

This offer and the employment with ASPL are subject to:

- a. On your qualifying in your current Graduate- Post Graduate examination with a minimum aggregate of 55% or 5/10 CGPA, you shall be required to produce the original certificate and marks sheet at the time of joining the service of ASPL or within the time frame specified by the company. In default thereof this offer stands withdrawn and if you have been permitted to join the service, your employment shall be terminated without notice or pay in lieu thereof at the sole discretion of the company.
- b. Successful completion of a background check, including, education, employment reference and compensation history, to the satisfaction of ASPL.
- c. ASPL being able to verify, to its satisfaction, the personal information you have provided to ASPL, including such information set out in the employment application form. For the purposes of this Offer, you provide your express consent for collection or use of any data or information of a sensitive nature including medical reports and records in accordance with **Annexure B**.

Where, either before or after the Start Date, it comes to the knowledge of ASPL that the information you have provided or representations you have made (including but not limited to information provided in the employment application) involve any material misstatement/misrepresentation of a fact or condition, or an omission to state any relevant fact or condition either related to you or to the position you are hereby appointed to, or should the background check reveal information, which, in the





Allstate Solutions Private Limited

CIN Number: U74900KA2012FTC096201

sole opinion of ASPL, if available to ASPL prior to this offer, would have led to ASPL not making an offer of employment, ASPL shall have, at its option, the right (a) prior to the Start Date, to void this offer, and (b) on or after the Start Date, to terminate your employment without notice or pay in lieu of notice.

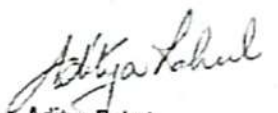
You consent to ASPL conducting the background check as aforesaid, either by itself or through a third party and for this purpose acknowledge and understand that ASPL or such third party would be contacting any person from whom it believes the information can be verified. If we have not received the final results of your background check before your Start Date, you agree to begin your employment with ASPL on the designated start date pending completion of the background check. We reserve the right to end our employment agreement with you if you do not meet the requirements of the investigation process or the results of your background investigation are not successful in our judgment.

On joining ASPL you will be required to complete all the joining formalities and sign the Employment Agreement which includes intellectual property and confidentiality provisions. You will also be required to read and abide by the compliance and ethics program of ASPL, which will be provided to you on joining the organization.

Samruddhi, we look forward to welcoming you to Allstate Solutions Private Limited and wish you a successful career with the Company.

It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. Kindly send the duly signed copy of the duplicate offer document to the undersigned, as a sign of your acceptance of the offer, along with the photocopies of all your credentials (See Annexure C for details), latest by May 14, 2018, failing which the offer shall stand withdrawn.

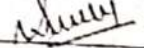
Sincerely,
Allstate Solutions Private Limited


Aditya Rahul
Head - Talent Acquisition

Acceptance:

I, Samruddhi K. agree to accept employment on the above-mentioned terms and conditions. I'll report for duty on or before 15th June

Date 15/5/18

Signature: 

Enclosure: Annexure A: Salary breaks up and highlights of benefit schemes
: Annexure B: Policy on Information Security
: Annexure C: List of Documents





Annexure A

May 07, 2018

Ms. Samruddhi Kulkarni

Designation: Associate - Operations

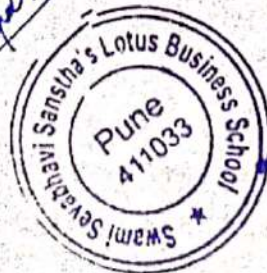
Start Date: On or before June 04, 2018

Band: A1

Work Location: Pune

Compensation and Benefits:

Components	Annual(INR)	Description
Basic	140,187	40% of TGC
House Rent Allowance	56,075	40% of Basic Pay
Education Allowance	2,400	Fixed Allowance
Children Hostel allowance	7,200	Fixed Allowance
Statutory Bonus	29194	8.33% of Total Guaranteed Cash
Provident Fund (Employer Contribution)	16,822	12% of Basic Pay
Flexi Benefit Plan*	98,589	Residual (TGC less sum of above components)
Total Guaranteed Compensation	350,467	
Annual Incentive Plan**	24,533	7% of your Total Guaranteed Cash payable as per policy. which can go maximum upto additional 50%
Total Targeted Cash	375,000	
Other Benefits		
Gratuity	6,743	As per the Gratuity Act. Since this is not a perquisite, either the title can be only other benefit or we create one more category
Free Transportation	72,000	Not a Reimbursement
Medical Insurance, GAI and GTLI	24,000	Not a Reimbursement - (Average Premium)
Certification Reimbursement	30,000	Applicable as per the Policy



*Flexi Benefit Plan components: Total of all options selected can not exceed the total amount under the Flexi component	
Leave Travel Allowance	Maximum up to Flexi benefit plan component
Meal Card	INR 26,400.
Superannuation	15% of basic wages or Rs. 1.5 lakhs p.a whichever is less
Employee Gift	INR 5,000.
National Pension Scheme(NPS)	Maximum upto 10% of Basic Pay

**Annual Incentive Plan:

While there is no guaranteed minimum award, the annual incentive plan for you will be between 7% -10.5% of your "Total Guaranteed Cash".

Leave and Holidays:

- All Purpose Leaves (APL): 25 days per calendar.
- National and Festival Holidays: 10 days

Medical Insurance:

- Coverage amount INR.500, 000/-
- Coverage Self + 5 Dependents (Dependents includes Spouse, two (2) children, Parents / Parents in Laws)
- Co-pay of 15% applicable for Parents / Parent in laws

Group Accident Insurance (GAI):

Coverage: 5 times of your Total Guaranteed Cash ("TGC") subject to the terms and conditions outlined in the policy.

Group Term Life Insurance (GTLI):

Coverage: 5 times of your Total Guaranteed Cash ("TGC") subject to the terms and conditions outlined in the policy.



[Handwritten Signature]



Annexure B

Policy on Information Security

For the protection of the information shared with ASPL, Allstate Non-Insurance Holdings, Inc. ("ANIHI"), Allstate Northern Ireland Limited ("ANI"), or Allstate Insurance Company ("AIC") for the purpose of this Offer, ASPL and its affiliates have in place information security policies and procedures that contain managerial, technical, operational and physical security measures that comply with security standards to collect, receive, possess, store, deal or handle sensitive personal data or information of yours from unauthorized access, use, modification, damage, disclosure and impairment through multiple control points including but not limited to technology and operations controls. Details of these security practices and procedures are available on the Company intranet. You acknowledge that the security practices and procedures specified herein are reasonable and are designed to protect the information provided by it.

You also acknowledge that as security practices and procedures are constantly evolving; ASPL shall have the right to amend or replace the security practices and procedures from time to time at its sole discretion and provide details of such amended or replaced practices and procedures. Notwithstanding anything to the contrary contained in this Offer, the publication of such practices and procedures shall be deemed to incorporate such practices and procedures in this Offer.

The name of any agency collecting and retaining your sensitive personal data or information provided by you on behalf of ASPL is available on the Company intranet. You agree and consent that ASPL shall have the right to appoint or replace the agency collecting and retaining the sensitive personal data or information by publishing it on the Company intranet. The publication of such details on the Company intranet shall be deemed to incorporate such details in this Offer and unless objected to by the Employee, it will be deemed that the Employee has consented to such replacement and appointment. "You agree and consent to the Company being entitled to transfer the sensitive personal data or information to such third parties specified in company's intranet. The publication company intranet shall be deemed to incorporate such details in the Offer and unless objected to, it will be deemed that you have consented to such replacement and appointment.

ASPL, ANIHI, ANI, and AIC shall be entitled to use the personal data or information collected pursuant to this Annexure B for the purposes mentioned in this Annexure B and for any purpose ancillary or incidental thereto as ASPL may deem fit and you hereby specifically consent to such usage.

You are not permitted to withdraw the consent provided pursuant to this Annexure B Agreement unless the same is communicated to ASPL in writing. You also acknowledge that the personal information provided by you forms the basis of your employment with ASPL and consequently notwithstanding anything to the contrary contained in this Offer, ASPL reserves the right to discontinue your employment without any further notice or liability in the event that such consent is withdrawn.

In the event that ASPL or its affiliates shares any sensitive personal data or information with you, directly or indirectly, you hereby represent and warrant to use such sensitive personal data or information in accordance with the data security practices and procedures and internal privacy policy of ASPL as available on the Company intranet. Further, you agree to use such sensitive personal data or information only in the course of employment and not for any personal use. In case of unauthorized use by you of such sensitive personal data or information, ASPL reserves the right to discontinue your employment at its sole discretion after providing you with an opportunity to provide reasons.

Signed: 

Name: Somruddhi Kulkarni



MFPL/HR/02/2018/OFFER NO 0040

06/03/2018

Name: Mr. Satish Jadhav.

Sub: Job Offer Letter

Dear Mr. Satish Jadhav,

Greetings from Mapro!

We are pleased to offer you the position of **Management Trainee** in our esteemed organisation

Your immediate supervisor will be **Mr. Arvind Kumar**.

As discussed and agreed with you, your employment will be governed by the following terms and conditions:

- **Salary:** Annual gross starting salary of 6, 00,000/- (**Rs. Six Lakh Only**). Which includes Rs. 3, 00,000/- (**Rs. Three Lakh only**) as Fix Pay and Rs. 3, 00,000/- (**Rs. Three Lakh only**) as Variable Pay based on performance, subject to tax and other statutory deductions. The detailed structure of the salary is attached with this letter.
- **Service Bond:** You are required to enter into a service bond for a period of two years with the Company in view of the cost incurred by the Company in respect of training etc.
- **Training:** You will be trained at various places during the probation period.
- **Probation Period:** You will be on probation for a period of **six months** from the date of your appointment. On satisfactory completion of the probation period, you will be confirmed.
If not confirmed after six months, this order will continue to be in operation, and the probation period will stand extended automatically till further notice.
- **Date Of Joining :** Your Date of Joining will be Mar 07, 2018
- **Transfer:** You will be liable to be transferred to any other department or establishment or branch or subsidiary of the Company in India or abroad. In such a case, you will be governed by the terms and conditions of service as applicable to the new assignment.
- **Notice Period:** While on probation, this appointment may be terminated by giving seven days notice, or seven days salary in lieu of notice period.



[Signature]
Director
Swami Sevabnavi Sanstha
Lotus Business School
Pune - 411 033

After confirmation, this appointment may be terminated by giving **three month notice**, or **three month salary in lieu of notice period**

On termination of this contract, you will immediately give up to the Company all correspondence, specifications, formulae, books, documents, market data, cost data, literature, drawings, effect or records, etc. belonging to the Company or relating to its business and shall not make or retain any copies of these items.

- **Allowances and Benefits:** You will be eligible to all allowances and benefits as per the company policy.
- **Leave:** You will be governed by the current Leave Policy of the company for permanent employees.

This offer letter is valid till **06/03/2018**. Please send a signed copy of this letter indicating your acceptance to join and resignation acceptance letter from your current employer to our HR.

Please submit the following documents to HR at the time of your joining: (1) photocopies of your degree certificates, (2) certifications, if any, (3) experience/relieving letters (4) two color passport-size photos, (5) latest salary slip from your previous organization and (6) Aadhar Card.

We look forward to welcoming you aboard.

Sincerely,

For Mapro Foods Pvt. Ltd.

Authorized Signatory.

MAPRO FOODS PVT LTD		
Salary Breakup		
Name & Location	Satish Jadhav	
Designation	Management Trainee	
Gross Salary	Annual	Monthly
	300,000	25,000
Basic	127,500	10,625
House Rent Allowance	63,750	5,313
Leave Travel Allowance	15,000	1,250
Retirement Benefits	15,000	1,250
Education Allowance	2,400	200
Medical Reimbursement	15,000	1,250
Conveyance Allowance	19,200	1,600
Communication Allowance	7,500	625
Bonus/Yearly Allowance	25,000	2,083
PF Company Contribution		0
Other Allowance (Balance)	9,650	804
Total CTC Before Variable	300,000	25,000
Variable Pay Monthly (Performance Basis)	300,000	25,000
Total CTC	600,000	50,000

Note : From this salary applicable Taxes will be deducted and net payment would be made.



MFPL/HR/02/2018/OFFER NO 0042

06/03/2018

Name: Mr. Shubham N. Bhusse.

Sub: Job Offer Letter

Dear Mr. Shubham N. Bhusse,

Greetings from Mapro!

We are pleased to offer you the position of **Management Trainee** in our esteemed organisation


Your immediate supervisor will be **Mr. Arvind Kumar**.

As discussed and agreed with you, your employment will be governed by the following terms and conditions:

- **Salary:** Annual gross starting salary of **6, 00,000/- (Rs.Six Lakh Only)**. Which includes Rs. **3, 00,000/- (Rs. Three Lakh only)** as Fix Pay and Rs. **3, 00,000/- (Rs. Three Lakh only)** as Variable Pay based on performance, subject to tax and other statutory deductions. The detailed structure of the salary is attached with this letter.
- **Service Bond:** You are required to enter into a service bond for a period of two years with the Company in view of the cost incurred by the Company in respect of training etc.
- **Training:** You will be trained at various places during the probation period.
- **Probation Period:** You will be on probation for a period of **six months** from the date of your appointment. On satisfactory completion of the probation period, you will be confirmed.
If not confirmed after six months, this order will continue to be in operation, and the probation period will stand extended automatically till further notice.
- **Date Of Joining :** Your Date of Joining will be Mar 07, 2018
- **Transfer:** You will be liable to be transferred to any other department or establishment or branch or subsidiary of the Company in India or abroad. In such a case, you will be governed by the terms and conditions of service as applicable to the new assignment.

• **Notice Period:** While on probation, this appointment may be terminated by giving seven days notice, or seven days salary in lieu of notice period.




Director
Swami Sevabhavi Sanstha's
Lotus Business School
Pune - 411 033

After confirmation, this appointment may be terminated by giving **three month notice**, or **three month salary in lieu of notice period**.
On termination of this contract, you will immediately give up to the Company all correspondence, specifications, formulae, books, documents, market data, cost data, literature, drawings, effect or records, etc. belonging to the Company or relating to its business and shall not make or retain any copies of these items.

- **Allowances and Benefits:** You will be eligible to all allowances and benefits as per the company policy.
- **Leave:** You will be governed by the current Leave Policy of the company for permanent employees.

This offer letter is valid till **06/03/2018**. Please send a signed copy of this letter indicating your acceptance to join and resignation acceptance letter from your current employer to our HR.

Please submit the following documents to HR at the time of your joining: (1) photocopies of your degree certificates, (2) certifications, if any, (3) experience/relieving letters (4) two color passport-size photos, (5) latest salary slip from your previous organization and (6) Aadhar Card.

We look forward to welcoming you aboard.

Sincerely,

For Mapro Foods Pvt. Ltd.

Authorized Signatory.



MAPRO FOODS PVT LTD		
Salary Breakup		
Name & Location	Shubham N. Bhusse	
Designation	Management Trainee	
Gross Salary	Annual	Monthly
	300,000	25,000
Basic	127,500	10,625
House Rent Allowance	63,750	5,313
Leave Travel Allowance	15,000	1,250
Retirement Benefits	15,000	1,250
Education Allowance	2,400	200
Medical Reimbursement	15,000	1,250
Conveyance Allowance	19,200	1,600
Communication Allowance	7,500	625
Bonus/Yearly Allowance	25,000	2,083
PF Company Contribution		0
Other Allowance (Balance)	9,650	804
Total CTC Before Variable	300,000	25,000
Variable Pay Monthly (Performance Basis)	300,000	25,000
Total CTC	600,000	50,000

Note : From this salary applicable Taxes will be deducted and net payment would be made.



Date: 11th June 2018[SANGHARSH NANDAKISHOR SONWANE
PUNE,

Sub: APPOINTMENT LETTER

Dear SANGHARSH NANDAKISHOR SONWANE,

This has reference to your application and subsequent interview you had with us. We are pleased to appoint you as **MANAGEMENT TRAINEE** in our Organization at our PUNE office w.e.f. 6/6/2018 on following terms and conditions:

1. REMUNERATION:

- Your total cost to the company salary will be Rs.275604 /- per annum.
- You will be entitled to leave and other fringe benefits as per the rules of the Company that may be in effect from time to time.
- You will be required to join/continue to be a member of the Staff Provident Fund, be bound by its rules and entitled to its benefits.

Enclosed please find along with this letter an indicative break up of your compensation (Annexure - 1) on the principles of Cost to Company. Your compensation is subject to tax as per the prevalent Income tax laws / rules.

2. PROBATION:

You will be on probation for an initial period of 6 months, which can be further extended for a period of 3 months at a time, on the discretion of management depending upon your performance during this period. Your services shall not be confirmed unless & until it is not given in writing by the management. During the probation period your services will be liable to termination by either side after giving 15 days notice (or at our option 15 days salary in lieu of notice) except in case of physical or mental incapacity, interference, insubordination or dishonesty or unauthorized absence or any other misconduct described in clause 7, your services may be terminated without any notice.

3. TRANSFERABILITY:

During your tenure of service, you may at any time be transferred to any other place of business of the Company now existing or to be acquired in future, from one department to another, in India or abroad or any other associate concern in India or abroad. In the same or any other capacity as the management may in its sole discretion deem it necessary, and on such transfer you will be governed by the rule & regulations of that office as the case may be.

4. SALARY REVISION

According to Company's compensation policy, the compensation received by an employee should reflect the responsibility held and the performance. The performance will be evaluated and reviewed from time to time. Based on such reviews the employee's compensation will be reviewed and revised appropriately. In case of unsatisfactory performance, the management may at its sole discretion decide not to revise the salary or withheld the increment, as may be the case.

5. NOTICE PERIOD

You will be subject to one month notice period on either side except in case of physical or mental incapacity, interference, insubordination or dishonesty or unauthorized absence or any other misconduct described in clause 7, your services may be terminated without any notice.

Waiver of/short fall in notice period or payment in lieu of notice period can be accepted subject to approval by competent authority in consultation with HR department.

OPPO Mobiles MU Private Limited

Regd.Off: Unit No 301, 3rd Floor, CTS No. 540A, AJ House, Andheri Kurla Road, Andheri (East), Mumbai - 400059

Phone No : 022 - 41206345 | Website : www.oppomu.in



Director

Swami Sevabnavi Sanstha's
Lotus Business School
Pune - 411 033

6. OTHER GENERAL TERMS:

- 6.1 We will have an extensive induction program and shall also conduct class and training programs at regular intervals to educate, equip and apprise you of the all facets of the business, which inter alia is aimed at your development and growth along with that of the company. Since the training imparted are highly specialized and extremely critical to the business and as we would have invested our monetary and other resources in this effort to train you and as you will be commencing from the induction program on an ongoing basis will be privy to a lot of confidential, proprietary and commercially sensitive information, you will be strictly bound by the following on acceptance of the terms set out herein:
- a) All communications and documents (verbal, spoken, written, or visual information presented in any form, either physical or Digital on any storage media (magnetic or otherwise) relating to the past, present and proposed business of the company, its customers, suppliers or competitors; other proprietary information such as customer and prospect lists, trade secrets, trade names or proposed trade names, patents, know-how, ideas, concepts, copyrights, designs, drawings, flow charts, diagrams, business processes and practices and other intellectual property relating to the business, products or services of the company; business process, marketing activities, tests conducted and all the agreements entered into by the company shall be treated as Confidential Information and you shall protect and preserve as confidential during your employment with the company and thereafter forever. You shall hold all Confidential Information in strict confidence as any reasonable person shall hold his own confidential information and shall not otherwise use or disclose to third parties any Confidential Information, both during the term of this Agreement and all periods after the Termination of Employment.
- b) You shall not solicit any of the employees of the Company to leave our employment during the term of Employee's employment with the Company and for a period of twelve (12) months immediately following the termination of relationship with us. Further, you shall never take any action or make any statement of a disparaging or derogatory nature against the company or any employee or officer therein.
- 6.2 In case of any change in your address during the course of employment, it will be your duty to intimate the Management in writing immediately. All communications sent to you by the Management at the last given address will be deemed to have been received by you.
- 6.3 You will be retired from service upon reaching super-annuation age 58 or earlier in case you are found physically/mentally unfit to work any longer or for continued ill health as certified by a medical practitioner designated by the Company.
- 6.4 You may be required to sign Confidentiality and Non-Competition Undertaking or such other document as is required by the company, as and when the Company deems fit and/or necessary.
- 6.5 Your conduct at all times should reflect observance of the national and local laws and the rules and regulations of the Company as from time to time in effect. In all dealings with the Company and its clients and their organizations, the highest standards of propriety and integrity will be expected of you.
- 6.6 You will not undertake or carry on either alone or in partnership, not be directly or indirectly employed or concerned with as principal, agent or otherwise in any other business, trade or profession whatsoever, without the prior written approval of the management.
- 6.7 In all matters not covered above, the applicable statutory regulations/provisions applicable or the laws of the Company applicable to your position, which may be framed from time to time, will govern you.

7. TERMINATION OF SERVICE:

Your Services are liable to be terminated during or after the probationary period without any notice or salary in lieu thereof for misconduct, without being exhaustive and without prejudice to the general meaning of the term "misconduct" in the case of reasonable suspicion of misconduct, disloyalty, and commission of an act involving moral turpitude, any act of in-discipline or inefficiency. If an employee has been found to be in violation of any or all of the following clauses:

OPPO Mobiles MU Private Limited

Regd.Off: Unit No 301, 3rd Floor, CTS No. 540A, AJ House, Andheri Kurla Road, Andheri (East), Mumbai - 400059

Phone No : 022 - 41206345 | **Website :** www.oppomu.in

[Handwritten Signature]



- a) If the Management finds the information/particulars given by you in the application form or at the time of interview, herein or elsewhere are incorrect and false either.
- b) If you are found habitually absent without prior permission of the Management or if you proceed on leave without prior sanction or over-stay the sanctioned leave without first getting it sanctioned, then your services would be liable for termination purely at the discretion of the Management.
- c) If at any time you shall, by your conduct, render yourself incompetent to perform your duties, or if you are found to be dishonest, disobedient, intemperate, irregular in attendance, breach of any of the terms of the appointment letter or of any of its stipulations herein, for any offence involving turpitude, without prejudice to any of its rights under the terms herein, or any other reason, the Company shall have the right to Terminate your employment forthwith without any notice and payment due if any will be deducted from your salary.
- d) If you are convicted by any Court of Law or detained by the Police for any offence involving moral turpitude, the Company shall be entitled to terminate your employment forthwith without any notice or payment in lieu thereof.

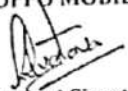
8. EFFECT OF TERMINATION:

Upon the termination of your employment, you will return to the Company all papers & documents or other property which may at that time be in your possession relating to the business or affairs of the Company or any of its associated or branches or their clients and will not retain any copies or extracts there from. If Company finds that the Employee have not returned back the company assets, documents or destroyed the data from there system, the company reserves the right to hold back employee's Full and Final settlement and no dues will be cleared by the Company.

Thanking You

Your Sincerely

For OPPO MOBILES MU PRIVATE LIMITED


Authorized Signatory
Shipra Shrivastava
HR Manager

I have carefully read the terms and conditions of the above letter of appointment and hereby confirm my acceptance of the same.

(SIGNATURE)

(NAME)

Date : _____

OPPO Mobiles MU Private Limited
Regd. Off : Unit No 301, 3rd Floor, CTS No. 540A, AJ House, Andheri Kurla Road, Andheri (East), Mumbai - 400059
Phone No : 022 - 41206345 | Website : www.oppomu.in





December 31, 2018

Mr. Utkarsh Kapoor
Ambegaon Pathar, Near Katraj, Pune - 411033.

Dear Utkarsh,

On behalf of Allstate Solutions Pvt. Ltd., ("The Company" or "ASPL") it is my pleasure to offer employment to you as "Associate - Operations", in our Pune operation. We extend this offer, and the opportunity it represents, with great confidence in your abilities. You made a very favorable impression with everyone you met and we are excited with the prospect of your joining our company.

This offer letter and your employment with the Company are subject to your executing on the joining date, ASPL's detailed employment agreement ("Employment Agreement") containing the terms of your employment. Your employment with the Company will commence only on the execution of the Employment Agreement and in accordance with the terms and conditions set out therein.

The broad terms of the offer are as follows:

Designation	Associate - Operations
Location	Pune
Start Date	On or before January 03, 2019
Probation	6 months from Start Date
Notice Period	60 Calendar Days

Annualized Salary and Benefits:

Total Guaranteed Cash ("TGC")	Rs. 233,645
Annual Incentive Plan	Rs. 16,355
Target Total Cash ("TTC")	Rs. 250,000

Reference **Annexure A** for detailed salary break up and highlights of benefit schemes.

Besides Total Guaranteed Cash, you will be eligible to participate in the ASPL Annual Incentive Plan (AAIP), subject to the terms applicable to that plan from time to time. Determination and award of payments from the AAIP Plan is generally made soon after the end of each financial year and award amounts factor individual and AAIP performance in the plan year. While there is no guaranteed minimum award, the current target incentive amount for you under the plan is 7% of your TGC; the maximum incentive amount for you under the plan is 10.5% of your TGC. You will be entitled to participate in the AAIP provided you remain as an employee in good standing, you have not given notice of your resignation from employment with the Company, or had your employment terminated by the Company for gross misconduct, gross negligence or in other circumstances justifying summary dismissals at the date on which you actually receive an award or payment. For the first year of service the Annual Incentive will be calculated on a prorated basis. However a minimum of 3 months of service, inclusive of the probation period, in the Company, is required for the payment of Annual Incentive.

Director

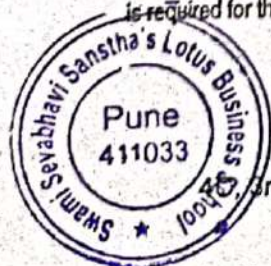
Swami Sevabhavi Sanstha's
Lotus Business School
Pune - 411 033

Allstate Solutions Private Limited

3rd Floor, Manjri Stud Farm Pvt Ltd, IT & ITes SEZ, SP Infocity, Survey no 209,
Pune-Saswad Road, Phursungi, Hadapsar, Pune - 412 308,

Tel: +91 20 66 72 84 00 www.allstate.com/india / aspl@allstate.com

(Formerly, Northbrook Services India Pvt Ltd, 67-4, 4th Cross, Lavelle Road Bangalore - 560001)



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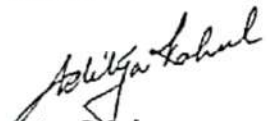
Information can be verified. If we have not received the final results of your background check before your Start Date, you agree to begin your employment with ASPL on the designated start date pending completion of the background check. We reserve the right to end our employment agreement with you if you do not meet the requirements of the investigation process or the results of your background investigation are not successful in our judgment.

On joining ASPL you will be required to complete all the joining formalities and sign the Employment Agreement which includes intellectual property and confidentiality provisions. You will also be required to read and abide by the compliance and ethics program of ASPL, which will be provided to you on joining the organization.

Utkarsh, we look forward to welcoming you to Allstate Solutions Private Limited and wish you a successful career with the Company.

It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. Kindly send the duly signed copy of the duplicate offer document to the undersigned, as a sign of your acceptance of the offer, along with the photocopies of all your credentials (See Annexure C for details), latest by January 07, 2019, failing which the offer shall stand withdrawn.

Sincerely,
Allstate Solutions Private Limited


Aditya Rahul
Head - Talent Acquisition

Acceptance:

I, agree to accept employment on the above-mentioned terms and conditions. I'll report for duty on or before

Date

Signature:

Enclosure: Annexure A: Salary breaks up and highlights of benefit schemes
: Annexure B: Policy on Information Security
: Annexure C: List of Documents





**Annexure A**

December 31, 2018

Mr. Utkarsh Kapoor

Designation: Associate - Operations

Band: A1

Start Date: On or before January 03, 2019

Work Location: Pune

Compensation and Benefits:**Total Targeted Cash** **INR 250,000/-**

Breakup: Total Guaranteed Cash		
Components	Annual(INR)	Description
Basic	93,458	40% of TGC
House Rent Allowance	37,383	40% of Basic Pay
Education Allowance	2,400	Fixed Allowance
Children Hostel allowance	7,200	Fixed Allowance
Statutory Bonus	19,463	8.33% of Total Guaranteed Cash
Provident Fund (Employer Contribution)	11,215	12% of Basic Pay
Flexi Benefit Plan*	62,526	Residual (TGC less sum of above components)
Total Guaranteed Compensation	233,645	
Annual Incentive Plan**	16,355	7% of your Total Guaranteed Cash payable as per policy, which can go maximum upto 10.5% based on the performance
Total Targeted Cash	250,000	
Other Benefits / Perquisites		
Gratuity	4,495	As per the Gratuity Act. Since this is not a perquisite, either the title can be only other benefit or we create one more category
Free Transportation	72,000	Not a Reimbursement
Medical Insurance, GAI and GTLI	24,000	Not a Reimbursement - (Average Premium)
Certification Reimbursement	30,000	Applicable as per the Policy





Annexure B

Policy on Information Security

For the protection of the information shared with ASPL, Allstate Non-Insurance Holdings, Inc. ("ANIHI"), Allstate Northern Ireland Limited ("ANI"), or Allstate Insurance Company ("AIC") for the purpose of this Offer, ASPL and its affiliates have in place information security policies and procedures that contain managerial, technical, operational and physical security measures that comply with security standards to collect, receive, possess, store, deal or handle sensitive personal data or information of yours from unauthorized access, use, modification, damage, disclosure and impairment through multiple control points including but not limited to technology and operations controls. Details of these security practices and procedures are available on the Company intranet. You acknowledge that the security practices and procedures specified herein are reasonable and are designed to protect the information provided by it.

You also acknowledge that as security practices and procedures are constantly evolving; ASPL shall have the right to amend or replace the security practices and procedures from time to time at its sole discretion and provide details of such amended or replaced practices and procedures. Notwithstanding anything to the contrary contained in this Offer, the publication of such practices and procedures shall be deemed to incorporate such practices and procedures in this Offer.

The name of any agency collecting and retaining your sensitive personal data or information provided by you on behalf of ASPL is available on the Company intranet. You agree and consent that ASPL shall have the right to appoint or replace the agency collecting and retaining the sensitive personal data or information by publishing it on the Company intranet. The publication of such details on the Company intranet shall be deemed to incorporate such details in this Offer and unless objected to by the Employee, it will be deemed that the Employee has consented to such replacement and appointment. You agree and consent to the Company being entitled to transfer the sensitive personal data or information to such third parties specified in company's intranet. The publication company intranet shall be deemed to incorporate such details in the Offer and unless objected to, it will be deemed that you have consented to such replacement and appointment.

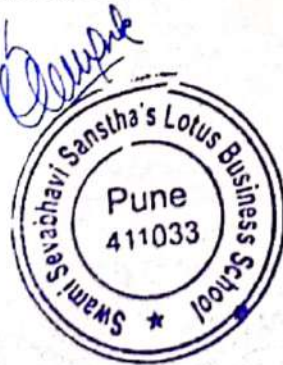
ASPL, ANIHI, ANI, and AIC shall be entitled to use the personal data or information collected pursuant to this Annexure B for the purposes mentioned in this Annexure B and for any purpose ancillary or incidental thereto as ASPL may deem fit and you hereby specifically consent to such usage.

You are not permitted to withdraw the consent provided pursuant to this Annexure B Agreement unless the same is communicated to ASPL in writing. You also acknowledge that the personal information provided by you forms the basis of your employment with ASPL and consequently notwithstanding anything to the contrary contained in this Offer, ASPL reserves the right to discontinue your employment without any further notice or liability in the event that such consent is withdrawn.

In the event that ASPL or its affiliates shares any sensitive personal data or information with you, directly or indirectly, you hereby represent and warrant to use such sensitive personal data or information in accordance with the data security practices and procedures and internal privacy policy of ASPL as available on the Company intranet. Further, you agree to use such sensitive personal data or information only in the course of employment and not for any personal use. In case of unauthorized use by you of such sensitive personal data or information, ASPL reserves the right to discontinue your employment at its sole discretion after providing you with an opportunity to provide reasons.

Signed:

Name:



indiatransact

Date: 16 December, 2017

To,
Mr. Vivek Pandey
B-203, Vyankatesh Imperia, Near Balaji mandir, Pandhare wasti, Punawale, Pune Pune Maharashtra-

Offer Letter

Dear Mr. Pandey,

With reference to your application and the subsequent interview you had with us, we are pleased to offer you employment in India Transact, as Management Trainee in Sales & Marketing department with present posting at Aurangabad.

You are requested to report to Mr. Prashant Sinha at the following address: Aurangabad.

The total CTC will be Rs. 3,88,792.00 (Rupees Three Lakh Eighty Eight Thousand Seven Hundred Ninety Two Only) per annum.

Please refer to the detailed CTC breakup in the Annexure - 1 attached.

You are requested to join duty on or before 20 December, 2017. A detailed letter of appointment will be issued to you on the day you join the company.

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 and or Reference Check report by PAMAC and or negative results of Thomas Profiling we retain the rights to review and or revoke our offer of employment.

We take this opportunity to welcome you to India Transact and wish this to be the beginning of a long and mutually beneficial association.

Yours faithfully,

For India Transact

I AGREE & ACCEPT

Confirmed Date of Joining.....

Signature.....

Randeep Singh
Group Head – Talent Acquisition

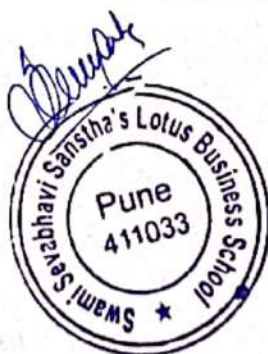


[Signature]
Director
Swami Sevabhavi Sanstha's
Lotus Business School
Pune - 411 033

India Transact Services Ltd.

14th Floor, Tower - 3, Indabulls Finance Center, Senapati Bapat Marg, Elphinstone, Mumbai - 400 013, India. Tel.: +91 22 71818181 www.indiatransact.com

Name	Mr. Vivek Pandey
Grade	1
Designation	Management Trainee
Role	Area Sales Officer
Department	Sales & Marketing
Function	Retail Sales
Location	Aurangabad
Monthly Components	Monthly (In Rs)
Basic	10,000.00
HRA	5,000.00
Medical Allowance	1,250.00
Conveyance Allowance	1,600.00
Special Allowance	4,636.00
Monthly Gross	22,486.00
Annual Benefits	
Bonus (As per Bonus Act)	10,000.00
Total	10,000.00
Company Contribution	
Gratuity (as per Gratuity Act)	5,772.00
PF (As per PF Act)	14,400.00
Total Company Contribution**	20,172.00
Fixed Annual Cost to Company	3,00,004.00
Fixed Mobile Allowance*	4,788.00
** Indicative Sales Incentive Plan (SIP) (at Meets expectation level)*	36,000.00
Local Travel Allowance*	48,000.00
Annual Cost To Company	3,88,792.00
Note : **Payment as per Payment Of Gratuity Act 1972 1. Medical Insurance (as per company policy) is applicable to employees who are NOT covered under ESIC. 2. Employees who are covered under ESIC may avail facilities as per ESIC Act. 3. You are covered under Group Personal Accident policy as per your grade.	
Randeep Singh	Mr. Vivek Pandey
Group Head - Talent Acquisition	I Agree & Accept





May 07, 2018

Mr. Sunil Bhor

Morya Padmankar Society, Front of Vitthal mandir, Akurdi, Pune - 411035

Dear Sunil,

On behalf of Allstate Solutions Pvt. Ltd., ("The Company" or "ASPL") it is my pleasure to offer employment to you as "**Associate - Operations**", in our Pune operation. We extend this offer, and the opportunity it represents, with great confidence in your abilities. You made a very favorable impression with everyone you met and we are excited with the prospect of your joining our company.

This offer letter and your employment with the Company are subject to your executing on the joining date, ASPL's detailed employment agreement ("Employment Agreement") containing the terms of your employment. Your employment with the Company will commence only on the execution of the Employment Agreement and in accordance with the terms and conditions set out therein.

The broad terms of the offer are as follows:

Designation	Associate - Operations
Location	Pune
Start Date	On or before June 04, 2018
Probation	6 months from Start Date
Notice Period	60 Calendar Days

Annualized Salary and Benefits:

Total Guaranteed Cash ("TGC")	Rs. 350,467
Annual Incentive Plan	Rs. 24,533
Target Total Cash ("TTC")	Rs. 375,000

Reference **Annexure A** for detailed salary break up and highlights of benefit schemes.

Besides Total Guaranteed Cash, you will be eligible to participate in the ASPL Annual Incentive Plan (AAIP), subject to the terms applicable to that plan from time to time. Determination and award of payments from the AAIP Plan is generally made soon after the end of each financial year and award amounts factor individual and AAIP performance in the plan year. While there is no guaranteed minimum award, the current target incentive amount for you under the plan is 7% of your TGC; the maximum incentive amount for you under the plan is 10.5% of your TGC. You will be entitled to participate in the AAIP provided you remain as an employee in good standing, you have not given notice of your resignation from employment with the Company, or had your employment terminated by the Company for gross misconduct, gross negligence or in other circumstances justifying summary dismissals at the date on which you actually receive an award or payment. For the first year of service the Annual Incentive will be calculated on a prorated basis. However a minimum of 3 months of service, inclusive of the probation period, in the Company, is required for the payment of Annual Incentive.



Allstate Solutions Private Limited

4th Floor, 3rd Floor, Manjri Stud Farm Pvt Ltd, IT & ITES SEZ, SP Infocity, Survey No. 203,
Pune-Saswad Road, Phursungi, Hadapsar, Pune - 412 308,
Tel: +91 20 66 72 84 00 www.allstate.com/india / aspl@allstate.com
(Formerly, Northbrook Services India Pvt Ltd. 67-4, 4th Cross, Lavelle Road Bangalore - 560001)

**Swami Sevabnavi Sanstha's
Lotus Business School**
Pune - 411 033


Allstate | Solutions Private Limited

sole opinion of ASPL, if available to ASPL prior to this offer, would have led to ASPL not making an offer of employment, ASPL shall have, at its option, the right (a) prior to the Start Date, to void this offer; and (b) on or after the Start Date, to terminate your employment without notice or pay in lieu of notice.

You consent to ASPL conducting the background check as aforesaid, either by itself or through a third party and for this purpose acknowledge and understand that ASPL or such third party would be contacting any person from whom it believes the information can be verified. If we have not received the final results of your background check before your Start Date, you agree to begin your employment with ASPL on the designated start date pending completion of the background check. We reserve the right to end our employment agreement with you if you do not meet the requirements of the investigation process or the results of your background investigation are not successful in our judgment.

On joining ASPL you will be required to complete all the joining formalities and sign the Employment Agreement which includes intellectual property and confidentiality provisions. You will also be required to read and abide by the compliance and ethics program of ASPL, which will be provided to you on joining the organization.

Sunil, we look forward to welcoming you to Allstate Solutions Private Limited and wish you a successful career with the Company.

It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. Kindly send the duly signed copy of the duplicate offer document to the undersigned, as a sign of your acceptance of the offer, along with the photocopies of all your credentials (See Annexure C for details), latest by May 14, 2018, failing which the offer shall stand withdrawn.

Sincerely,
Allstate Solutions Private Limited

Aditya Rahul
Head - Talent Acquisition

Acceptance:

I, Sunil J. Bhor agree to accept employment on the above-mentioned terms and conditions. I'll report for duty on or before 4th June

Date 07/05/2018

Signature: Bhor

Enclosure: Annexure A: Salary breaks up and highlights of benefit schemes

: Annexure B: Policy on Information Security

: Annexure C: List of Documents

**Annexure A**

May 07, 2018

Mr. Sunil Bhor

Designation: Associate - Operations

Band: A1

Start Date: On or before June 04, 2018

Work Location: Pune

Compensation and Benefits:**Total Targeted Cash**

Breakup Total Guaranteed Cash		
Components	Annual(INR)	Description
Basic	140,187	40% of TGC
House Rent Allowance	56,075	40% of Basic Pay
Education Allowance	2,400	Fixed Allowance
Children Hostel allowance	7,200	Fixed Allowance
Statutory Bonus	29,194	8.33% of Total Guaranteed Cash
Provident Fund (Employer Contribution)	16,822	12% of Basic Pay
Flexi Benefit Plan*	98,589	Residual (TGC less sum of above components)
Total Guaranteed Compensation	350,467	
Annual Incentive Plan**	24,533	7% of your Total Guaranteed Cash payable as per policy, which can go maximum upto additional 50%
Total Targeted Cash	375,000	
Other Benefits/Perquisites		
Gratuity	6,743	As per the Gratuity Act. Since this is not a perquisite, either the title can be only other benefit or we create one more category
Free Transportation	72,000	Not a Reimbursement
Medical Insurance, GAI and GTLI	24,000	Not a Reimbursement - (Average Premium)
Certification Reimbursement	30,000	Applicable as per the Policy

Bhor