



NURTURING POTENTIAL

SAKET GYANPEETH'S
PRAMOD RAM UJAGAR TIWARI
SAKET INSTITUTE OF MANAGEMENT

(Un-Aided, Hindi Linguistic Minority Institution)

(Approved by AICTE New Delhi, D.TE (MB 3158), Govt. of Maharashtra & Affiliated to University of Mumbai)

NAAC 2023/ Metrics Level Deviations/Cr5-5

Date:- 12/07/2023

Criteria 5.2.1:	Percentage of placement of outgoing students and students progressing to higher education during the last five years
Findings of DVV	Kindly Provide :- 1) Appointment letters of students placed and Admission cards/ID proof of students progressed to higher degree each year for claim
Response/ Clarification	1) Relevant supporting documents in regards of placement and higher education for the year 2017-18 , 2018-19, 2019-20, 2020-21 and 2021-22 are attached. (Appendix-I)

IQAC Cordinator
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306



Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

Saket Vidyanagari Marg, Kalyan East, Dist. Thane (MAH), INDIA - 421 306.

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Appendix-I

Sr. No.	Name of Student	Name of Company	Package	Designation	Batch
1	BHOSALE ROSHANI NILESH	Accenture	5 LPA	Financial Analyst	2016-18
2	KETAN VITTHAL BHOLE	Toppr Technology Pvt.Ltd	10 LPA	Marketing	2016-18
3	DALVI NIVEDITA MANOHAR	IIFL Securities Ltd.	2.64 Lakh		2016-18
4	MORE RASHMI PRADEEP	IIFL Securities Ltd.	2.64 LPA	MF Advisor - CAL Channel	2016-18
5	GOWDA RANJITA SWAMI	Axis Bank	2.75 LPA	Assistant Manager	2016-18
6	MAHAPULE ABDULAAHAD ZAKIR	Toppr Technology Pvt.Ltd	10 LPA		2016-18
7	BHOR SHRADHA SUBHASH	IIFL	2.75 Lakh		2016-18
8	AKHILESHKUMAR SHRINATH JASWAR	HDFC Life	9.50 lac	Branch Manganer	2016-18
9	CHAHAN RUSHIKESH RAMCHANDRA	Quess Corp Ltd	2.64 LPA	Relationship Officer (Grade-E2)	2017-19
10		Pin Click	5.52 LPA	Property Advisor	2017-19
11	GAUTAM JAYKISHAN LALBAHADUR	Chawla Publication	3.2 Lakhs		2017-19
12		Transerve Advisors Pvt. Ltd.	2.75 LPA	Customer Relationship Executive	2017-19
13	GUPTA NEERAJ MOHANPRASAD	Kotak Life	3.5 Lakhs		2017-19
14	MANGLANI KAJAL VIJAY	5nance.com	3.5 Lakhs		2017-19
15	PATIL RAHUL RAMBHAU	Kotak Life	3.5 Lakhs		2017-19
16	PRAJAPATI DEEPA LAIMANI	Motilal Oswal Financial Sec. Ltd	3 Lakhs		2017-19
17	SHARMA VIPINKUMAR SATENDRANATH	Kotak Life	3.50 LPA	Management Trainee	2017-19
18		Board Infinity Company	5.60 LPA	Client Acquisition Executive	2017-19
19	NAGAVEKAR BHUMIKA RAVINDRA	Craftin Images	3 LPA	Project Lead	2017-19
20	PRAJAPATI PRADEEPKUMAR SHYAMPYARE	Finresearch Advisors Pvt. Ltd.	2.38 LPA	Credit Process Associate	2017-19
21		Transerve Advisors Pvt. Ltd.	2.75 LPA	Customer Relationship Executive	2017-19
22	YADAV SANDEEP VIJAYBAHADUR	Just Dial Ltd.	2.88 LPA	Certifies Internet Consultant	2017-19
23	KORI JAY SURENDRA	Kotak Life	3.5 Lakhs		2017-19
24		Transerve Advisors Pvt. Ltd.	2.75 LPA	Customer Relationship Executive	2017-19
25	MAYANK CHANDRAPRAKSH MISHRA	TCNS Clothing Co. Pvt. Ltd.	3 LPA		2017-19
26	HITESH LALBAHADUR CHUHAN	ICICI Prudential	2.75 Lakhs		2017-19
27		Transerve Advisors Pvt. Ltd.	2.75 LPA	Customer Relationship Executive	2017-19
28	ANANDKUMAR RAMBACCHAN YADAV	TCNS Clothing Co. Pvt. Ltd.	3 LPA		2017-19
29	SWAPNIL KISHOR CHAUDHARY	ICICI Prudential	2.75 Lakhs		2017-19
30	YADAV BHOLANATH SHYAMDHAR	TCNS Clothing Co. Pvt. Ltd.	3 LPA		2017-19
31	DUBEY NEELAM SHIVAKANT	IIFL Securities Ltd.	2.40 LPA	Relationship Manager - CAT	2017-19
32	SINGH SHWETA RAMKUMAR	5nance.com	3.5 Lakhs		2017-19
33		IIFL Securities Ltd.	2.43 LPA	Relationship Manager - CAT	2017-19
34	KAMBLE PRERNA ASHOK	Motilal Oswal Financial Sec. Ltd	2.4 Lakhs		2017-19
35	POOJA RAJU GOWDA	Suryodaya Small finance Bank	4.6 Lakhs		2017-19
36	BANSODE SHUBHAM BALU VIBHAVARI	Ranstad India Pvt. Ltd.	1.46 LPA	Specialist Customer Care	2018-20
37	BHALERAO KALPESH LAXMAN (SUREKHA)	Icici Bank Ltd	7 LPA	Deputy manager	2018-20
38	BHASNEY SUMESH MUKESH (SUMAN)	RELIANCE RETAIL LIMITED - AJIO	2.5 LPA	Tech Support	2018-20
39	DIVE ARCHANA DILIP (TARABAI)	Chola MS General insurance ltd	3.5	Insurance trainee	2018-20
40	GAIKWAD ASMITA SUNIL (SEEMA)	Aditya Birla Finance Limited	5.46 LPA	Business Credit Analyst	2018-20
41	MUDALIYAR SURAJ RAJAN (SUSHILA)	Kotak Mahindra Bank Ltd	6 LPA	Deputy Manager	2018-20
42	PIYUSH KUMAR NAROLIYA (MADHURI)	Muenzer Bharat	3 lakhs	Sales Officer	2018-20
43	PANDEY SURAJ SANTOSHKUMAR (SUSHMA)	Jaro Education	5.64 LPA	Career Development Officer	2018-20
44	PRASAD RAUNAK BABURAM (KALAVATI)	ICICI Bank	2.16 LPA	S1	2018-20
45	SHUKLA PRASHANT SUBHASHCHANDRA	Hansa Direct	1.2 LPA	Relationship Executive	2018-20
46	PREM VIJAY WAGHMARE (JAYASHREE)	Concentrix India Pvt Ltd	4.5 LPA	Sr. Representative Operations	2018-20
47	GAYATHRI MURUGAN MAHALAXMI	3i Infotech Consultancy Services	3.95 LPA	Helpdesk support engineer	2019-21
48	ALVA JESSIMTHA HABC (JOYCE)	Syntel Pvt. Ltd.	1.65 LPA	Officer KPO (E0)	2019-21
49	BHALERAO SHOBHA MILIND (ANITA)	Justo	3 LPA	Assistant Manager - Sales	2019-21
50	BHALERAO SHOBHA MILIND (ANITA)	Raunak Group	7.2 LPA	Manager - Sales	2019-21
51	BHALERAO SHWETA MILIND (ANITA)	Yusuf Iokhandwala (.AHMAHF REALITY & DEVELOPERS	20000	Closing manager	2019-21
52	BHOR VIPUL DINESH (ARUNA)	HDFC Life	4 LPA	Sales development manager	2019-21
53	BUSEETI PRAVEENKUMAR SATYANARAYAN	ICICI Bank	4.2 LPA	Deputy Manager - Grade I	2019-21
54	BUSEETI PRAVEENKUMAR SATYANARAYAN	Time Legend IT and HR Consultant Solutions pvt.ltd	3.84 LPA	Excutive Assistant	2019-21



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55	CHAUDHARI GAURAV SURESH (SUNITA)	Green Chili	1.80 LPA	Productions Executive	2019-21
56	DUBEY SANYOG VINAY (SHYAMALA)	BOB Financial		Sales Officer	2019-21
57	SHRIYA VILAS FULE (SUNITA)	Axis Bank	3.99 LPA	Assistant Virtual Manager	2019-21
58	GAIKWAD RASIKA CHOKHA (SAVITA)	ICICI Bank	4.2 LPA	Deputy Manager - Grade I	2019-21
59	GAIKWAD SHUBHAM SHANKAR (VANDANA)	Axis Bank	3.99 LPA	Assistant Virtual Manager	2019-21
60	GAJDHANE ROHITT BABU (SHALAN)	ICICI Bank	3.83 LPA	Assistant manager	2019-21
61	MANISH SIMUND GOND (BINDU)	A S Agri & Aqua	2.71 LPA	HR / Legal Assistance	2019-21
62	HANKARE PRANAY GAJANAN (NANDA)	Nityo infotech services private limited	4.56 LPA	Network engineer	2019-21
63	JAISWAL NEERAJ RAMDEV (LAXMI)	SBI SECURITIES LTD	4.2 LPA	Sales Manager	2019-21
64	KAMBLE SUHAS VILAS (SUMAN)	Maha Mumbai Metro Operation Corporation Ltd - MMRDA	13 LPA	Station Manager	2019-21
65	VINAYAK NAGNATH KHANDEKAR (SHITAL)	Wipro	9 Lpa	Senior Aci-ansible Engineer	2019-21
66	KHARATE AKSHATA PRAVIN (VANDANA)	Nidan Technologies Pvt. Ltd.	1.80 LPA	Executive - Digital Marketing	2019-21
67	HARSH KUMAR NAGENDRA RAKTADE	BAYER ZYDUS PHARMA	4.48 LPA	Business officer	2019-21
68	MAHALE YASH GAUTAM (PRAMILA)	Pin Click	5.16 LPA	Property Advisor	2019-21
69	MISHRA SHUBHAM AKHILESH (MITHLESH)	Pin Click	5.16 LPA	Property Advisor	2019-21
70	NADAR PETER ABRAHAM (VIJAYA)	Sterling Talent Solutions	1.80 LPA	Senior Associate	2019-21
71	NADAR PETER ABRAHAM (VIJAYA)	SS&C	3 LPA	Financial Associate	2019-21
72	PAL POOJA RAMESH (MANISHA)	Tata Consultancy service	3 Lakh.	Senior process associate.	2019-21
73	PAL RAHUL RAJKARAN (MANDHATA)	ALKEM LABORATORY	4.93	Medical representative	2019-21
74	MANOJ KUMAR (KAMLESH)	WillisTowersWatson	22 LPA	Sr. Analyst	2019-21
75	PATIL MILIND TUKARAM (INDUMATI)	Green network telecom pvt ltd	4.3 LPA	Sales officer	2019-21
76	PILLAI GAYATRI RAMCHANDRAN	ICICI Bank	4.2 LPA	Deputy Manager - Grade I	2019-21
77	RAUT VINAY GAJENDRA (SAVITRA)	Joules to Watts Business Solutions Pvt. LTD.	1.78 LPA	Claim Processor	2019-21
78	RAUT VINAY GAJENDRA (SAVITRA)	Encore Theme	1.5 LPA	Technical Associate	2019-21
79	SALUNKE RIYA RAVINDRA (PRIYA)	Chola MS General Insurance Co.	3.5 LPA	Insurance Trainee	2019-21
80	SARODE PAWAN SHRIKRISHNA (JAYSHREE)	Aarav Software Services Pvt. Ltd.	3.13 LPA	Consultant (IT Network)	2019-21
81	SATVE AKSHAY ASHOK (SHOBHA)	TCS	5.5 LPA	Windows System Administrator	2019-21
82	SAWANT UMESH ARJUN (SUNITA)	Hafele India pvt ltd	6.4 LPA	Senior Executive	2019-21
83	FIROZ SHAFI SHAIKH (MUMTAZ)	Kyndryl	10 LPA	Technical Lead	2019-21
84	SHARMA RAMAKSHAYWAR BHAGWATIPRASAD	IDFC First Bank	5.15 LPA	Bank Officer - Household	2019-21
85	SHETTIGAR GANESH BALAKRISHNA	Wipro Ltd	2.95 LPA	Associate	2019-21
86	SANDESH MADHUKAR SHINDE (LAXMI)	RBL BANK	3 LPA	CREDIT OFFICER	2019-21
87	SINGH SURAJ RAJKUMAR (ANITA)	Swaminarayan City	4.44 LPA	Manager - Channel Sales	2019-21
88	SINGH ANSUL RAJESH (SADHANA)	Pin Click	5.16 LPA	Property Advisor	2019-21
89	SINGH ANSUL RAJESH (SADHANA)	LS Digital	4 lakh	Assistant manager	2019-21
90	SINGH ASHWIN RANVIR (KUSUMLATA)	Sking Royalty	11 Lakh	Director	2019-21
91	SINGH DEEPAK SUSHIL (MEERA)	ICICI Bank	4.2 LPA	Deputy Manager - Grade I	2019-21
92	SINGH DEEPAK SUSHIL (MEERA)	KOTAK MAHINDRA BANK LTD.	6.5 LPA	Trade Relationship Manager	2019-21
93	SONAWANE SUDEEP GAUTAM (SHARMILA)	Nayak Deshpande & Co.	1.08 LPA	Assitant	2019-21
94	SONAWANE SUDEEP GAUTAM (SHARMILA)	MMJC Advisory	3 LPA	Manager - Financial Analyst	2019-21
95	TAMBUKAR VIKRANT SHRINIVAS	Motilal Oswal financial services	2.3lac	Equity derivatives advisor	2019-21
96	THAKUR PRIYANKA SHANKAR (SAVITRIDEVI)	Kotak Mahindra Bank	2.29 LPA	Assistant manager	2019-21
97	DIVYA DURYODHAN THAWKAR (NALINEE)	ICICI Bank	4.2 LPA	Deputy Manager - Grade I	2019-21
98	TIWARI ANURAG RAMLAL (SHEELA)	Justo	3 LPA	Assistant Manager - Sales	2019-21
99	SINGH ANAND INDRALAL (KIRAN VERMA)	Amazon Seller Services Pvt Ltd	5.5 LPA	HR Workforce Staffing	2019-21
100	WAINGAWDEKAR VIRAJ GAJANAN PRADNYA	Trigent Software Ltd.	1.65 LPA	Claim Processing Executive	2019-21
101	HITESH GIRISH WANI (ANITA)	Axis Bank	3.99 LPA	Assistant Virtual Manager	2019-21
102	PALLAVI VINOD WANKHEDE (REKHA)	Homebazaar Service Pvt Ltd	3.22 LPA	Sr. Sales Executive	2019-21
103	PALLAVI VINOD WANKHEDE (REKHA)	HDFC Sales	2.9 LPA	Relationship Manager	2019-21
104	YADAV ASHISH LAXMIKANT (USHA)	Axis Bank	3.14 LPA	Assistant Manager	2019-21
105	BAHUKHANDI PIYUSH RATNAKAR	ICICI Bank	4.20 LPA	Deputy Manager - Grade I	2020-22
106	BAHUKHANDI PIYUSH RATNAKAR	PROPERTY CLOUD	7.10 LPA	Sr. Sales Executive	2020-22
107	BENGLE AISHWARYA NITIN	Flipkart private limited	3 LPA	Operation Executive	2020-22
108	BHARDWAJ MANISH JITENDRA	ICICI Bank	4.20 LPA	Deputy Manager - Grade I	2020-22
109	BHARDWAJ MANISH JITENDRA	HDB Financial Services	4.05 LPA	Management Trainee	2020-22
110	BHARDWAJ MANISH JITENDRA	PROPERTY CLOUD	7.10 LPA	Sr. Sales Executive	2020-22
111	BHOR ANIKET RAMNATH	ICICI Bank	4.20 LPA	Deputy Manager - Grade I	2020-22
112	BHOR ANIKET RAMNATH	PROPERTY CLOUD	7.10 LPA	Sr. Sales Executive	2020-22



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113	BISHNIKI SAMSON MARIAPPA	Axis Securities	4 LPA	Senior Executive - E2	2020-22
114	CHATTERJEE VISHAL SAGAR	Pin Click	5.16 LPA	Property Advisor	2020-22
115	CHATTERJEE VISHAL SAGAR	Mansukh Securities & Finance Ltd.	2.1 LPA	Derivatives Trainee	2020-22
116	CHAUHAN KRISHNA SAMARJEET	ICICI Bank	4.20 LPA	Deputy Manager - Grade I	2020-22
117	CHAUHAN KRISHNA SAMARJEET	HDFC Life	4.25 LPA	Executive Trainee	2020-22
118	CHAWARE KARAN SAHADEO	Flipkart private limited	3 LPA	Operation Executive	2020-22
119	DUBEY GAURAV VIRENDRA	ICICI Bank	4.20 LPA	Deputy Manager - Grade I	2020-22
120	KADEGAONKAR YATIN SHIRISH	Axis Bank	3.99 LPA	Assistant Virtual Manager	2020-22
121	KOLHE SAGAR DILIP	i-Process Services pvt ltd	2.6 LPA	Sr. Executive - Grade 15	2020-22
122	KOLI SUREKHA RAMU	Hexaware Technologies ltd	3 LPA	Jr. Analyst	2020-22
123	LOKARE ADITYA ASHOK	Finofy technology Pvt Ltd	3.20 LPA	Business Manger	2020-22
124	MISHRA RISHIKESH SHIVSHANKAR	Utkarsh small finance bank	4.5 LPA	Treasury Executive	2020-22
125	MISHRA VEDANT DEEPAK	ICICI Bank	4.20 LPA	Deputy Manager - Grade I	2020-22
126	NAVGHARE MANDAR PRASAD	Infibeam	4.07 LPA	Executive - Marketing	2020-22
127	PAGARE VISHAL BHASKAR	ICICI Bank	4.20 LPA	Deputy Manager - Grade I	2020-22
128	PANDEY MOHIT LAXMINARAYAN	Chola MS General Insurance Co.	3.5 LPA	Sales Manager - Bancassurance	2020-22
129	PANDEY SHIVAM HARIKESH	Priceline	11.61 LPA	Technical Program Manager	2020-22
130	PATIL JAGRUTI VISHWANATH	Chola MS General Insurance Co.	1.83 LPA	Customer Service Exxecutive - Smart Office - GR1	2020-22
131	PATIL PRATIK CHHOTULAL	ICICI Bank	4.20 LPA	Deputy Manager - Grade I	2020-22
	PATIL PRATIK CHHOTULAL	Tata AIG	3.75 LPA	Channel Sales Manager	2020-22
133	PAWAR VIRAJ YASHWANT	Payed	6 LPA	Management Trainee	2020-22
134	POTE PRIYANKA SUBHASH	Bharat co-op Bank Mumbai ltd	4.5 LPA	Relationship assistant	2020-22
135	RAGHATWAN PRATIKSHA ASHOK	ICICI Bank	4.20 LPA	Deputy Manager - Grade I	2020-22
136	RENGERLA SAIKIRAN BAJAYYA	Krishna Adrekar	1.56 LPA	Credit executive	2020-22
137	SAWANT SAYALI BALRAJ	Sterling Talent Solutions	3 LPA	Jr Associate	2020-22
138	SELVAMRAJ CHINNAPPA	ICICI Bank	4.20 LPA	Deputy Manager - Grade I	2020-22
139	SELVAMRAJ CHINNAPPA	Aadhar Housing Finance	3.25 LPA	Branch Credit Manager - JM3	2020-22
140	SHIMPI SNEHA SHRIRAM	Selec Controls pvt ltd	2 LPA	Account Assistant	2020-22
141	SHINDE SHRADDHA BHARAT	HCL	4 LPA	Software developer	2020-22
142	TAMTA SANTOSH NANDRAM	Axis Bank	3.99 LPA	Assistant Virtual Manager	2020-22
143	TRIPATHI VAISHALI PREMKUMAR	Catalyst Trusteeship limited	3.5 LPA	Assistant manager	2020-22
144	VERMA SHIVPUJAN HRIDAYRAM	JM finance (Dwello)	3.6 LPA	Management Trainee	2020-22
145	WAGH PRANJALI PRAKASH	IndusInd Bank	6.5 LPA	Management Trainee	2020-22




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ROSHANI N BHOSALE

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Name : Akhilesh Shrinath Jaiswar

Emp.No : 216183

Blood Group : B+Ve

Authorised Signatory



**Director (In-Charge)
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Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306**

West/WCR016:Mumbai Circle _MUM/1983/AXISB/HR/REC
04-Nov-2018

Ms. Ranjita Gowda
A/203,Jashraj Apt,Vallipeer
Road,Thane,Maharashtra,India421301

Dear Ranjita Gowda,

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:

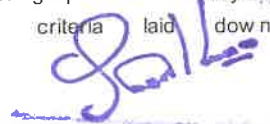
You will be paid gratuity as per the provisions of The Payment of Gratuity Act i.e. after rendering five years of continuous service in the Bank. As per the extant rules, the gratuity amount will be calculated @ 15 days on last drawn basic salary for each completed year of service, subject to a maximum 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.




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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

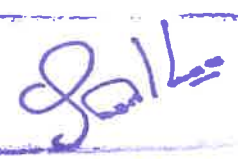
The various leave entitlements are detailed in the Leave Annexure

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.




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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.

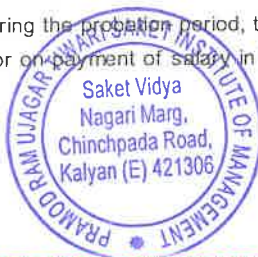
4.3.3 Your services can be requisitioned by the Bank at any time outside the business / working hours.


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 by way of giving notice of 15 days' or on payment of salary in lieu thereof without assigning any reasons therefor.




Director (in-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

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.



Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

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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: 2018.11.04 17:22:13 +05:30
Reason: LOI
Location: mumbai

Encl: - a/a




Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306



Fwd: CTC Breakup -Nivedita Dalvi

1 message

NIVEDITA DALVI <niveditadalvi1995@gmail.com>
To: prof.nikhilsaket@gmail.com

Wed, Apr 3, 2019 at 12:39 PM

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

From: **Namisha Gupta** <namisha.gupta@iifl.com>
Date: Wed, Apr 3, 2019, 11:39 AM
Subject: CTC Breakup -Nivedita Dalvi
To: <niveditadalvi1995@gmail.com>
Cc: Jeetu Jawrani <jeetu.jawrani@iifl.com>, Shritika Jaiswal (Trainee) <shritika.jaiswal@iifl.com>

Dear Nivedita,

Greeting of the day.

Basis our subsequent discussions, we intend to hire you for the position of **MF Advisor - CAL Channel at Officer Grade** to be based at **Thane Location**.The CTC we intend to offer you is **Rs 2,64,000 PA**. Mentioned below is the breakup of CTC.**Please note:**

- The Breakup is indicative and can not be construed as final offer letter
- Final offer letter would be subject to receiving pending internal approvals
- PF Applicability is considered NO. You would have an option to opt for PF basis your discretion (Only for cases applicable)

Yearly CTC	264000
Proposed Monthly CTC	22,000
CTC COMPONENTS	Amount (INR) Per Month
HEADS	SALARY BREAKUP
BASIC	9,904
HRA	4952
CONVEYANCE	1600
MEDICAL ALLOWANCE	1250
EDUCATION ALLOWANCE	200
MEAL ALLOWANCE	0
LTA	0
SUPPLY ALLOWANCE	1,474
GROSS SALARY (A)	19,380
LIFESTYLE (ERA)	0
GROSS SALARY (B)	0
TOTAL GROSS SALARY (A+B)	19380
EMPLOYER CONTRIBUTION	
PROVIDENT FUND (12% of Basic Salary)	1188
ESIC (4.75% of Gross Salary)	921
MEDICAL INSURANCE PREMIUM	511
SUBTOTAL (C)	2620
COST TO THE COMPANY(A+B+C)	22000
LESS :- DEDUCTIONS	
Employee PF (12% of Basic Salary)	1188
Employee ESIC (1.75% of Gross Salary)	339
SUBTOTAL (D)	1527
NET TAKE HOME (A-D)	17853
ERA Cases NET Take Home (A+B-D)	17853

Net take home is subject to TDS & Professional Tax

Above figures are approximate figures, may vary with actual's, however the overall CTC offered will remain the same, some changes in the components may happen basis your declaration of ERA.

Will look forward to your confirmation for release of the offer letter



Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

Feel free to get back to me for any clarifications required.

Regards,

Ms. Namisha Gupta

Zonal Human Resources

IIFL Securities Limited

Hubtown Solaris | Ground Floor | Office No. 1 | N.S. Phadke Marg | Near East West Flyover | Andheri (E) | Mumbai

Mobile: 9152023246 | Board +91 22 61086542 | IP : 536542




Inline image 4



image001.png
9K




Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

- Compose
- Inbox 209
- Starred
- Snoozed
- Sent
- Drafts 82
- Imp
- placements and interns...
- More

From: Chetana Patankar
Sent: 13 March 2019 14:29
To: 'saket nikhil'
Subject: RE: Proposal for Campus and internships

Hi,

Bholanath has been selected. I will release his offer letter soon.

Anand is kept on hold for now, I will update regarding him further.

Regards
Chetna Patankar | Regional HR – West Region
TCNS Clothing Co. Pvt. Ltd.
Tel: +91-7387556201 | Email-Id: chetna.patankar@tcnsclothing.com
Visit us at: www.wforwoman.com

- saket +
- PRAGATI SINGASANE pragatisingasane@gmail.com

downloadfile.pdf



[Handwritten Signature]
Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306



Letter of Offer

Strictly Private and Confidential

02-Apr-2019

Ms.Prerana Kamble,
Mumbai.

Dear Prerana Kamble,

With reference to your application and the subsequent discussions you had with us, we are pleased to extend this offer of employment to you. This is only an offer letter and is contingent upon you clearing the background verification, reference checks and also on certification of your medical fitness.

Upon your acceptance of the offer letter and your appointment with the Company, you shall be designated as **Relationship Manager - CAT** at **Officer** grade based at **Mumbai**. Your per annum fixed **Cost To Company (CTC)** (inclusive of all statutory payments) shall be **Rs. 2,43,000.00/- p.a. (Rupees Two Lakhs Forty Three Thousand only)**. This CTC will be subject to review based on your performance and other criteria's, as may be decided by the company from time to time.

You may be entitled to a performance based variable incentive plan/bonus, depending on your performance as well as the overall performance of the Company. This incentive plan/bonus is however subject to necessary approvals and sanctions by the management of the Company

All amounts payable to you are subject to deduction of Taxes, Cess , Charges, Levies and other contributions that may be applicable from time to time and required to be made under the existing laws.

You shall be under probation for a period of six months from your joining date, and subject to your performance, the Company may confirm your appointment, upon such additional terms and conditions, as may be required. If, at the end of the probation, you are found suitable in the appointed post, you will be confirmed in the employment of the company by an order in writing. Confirmation of Dealers, Branch Managers and Relationship Managers and like designations in Retail Broking is contingent to the fact that of your holding a valid NISM certification at the time of confirmation due date.

Your date of joining will not be later than **03-Apr-2019**.

You shall receive your Appointment Letter detailing the terms and conditions of your appointment. Upon first login to the Company's interface – "Adrenalin", you shall be bound by the terms and conditions of your appointment, internal policies of the Company, process and procedures, code of conduct and confidential norms as may be applicable from time to time.

This offer letter is confidential and you agree and undertake to keep this letter of offer and the contents thereof confidential. All the information shared with you at the time of interview regarding the Company and its Group is confidential and shall be kept confidential.

IIFL Securities Limited (Formerly "India Infoline Limited") Classification: Class-B
Corporate Identify Number: U99999MH1996PLC132983

IIFL Tech Center: 6th & 7th Floor, Ackruti Center Point, Central Road, MIDC, Andheri (E), Mumbai-400093

Regd. Office: IIFL House, Sun Infotech Park, Road No 16V, Plot No B-23, MIDC, Thane Industrial Area, Wagle Estate, Thane-400604

Tel: (91-22) 3929 4000/4103 5000 Fax: 3911 7580 6654 Website: www.indiaonline.com



Pramod Ram Ujagar Tiwari
Director (In-Charge)
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

When it's about money..



Kindly confirm your affirmation by signing a duplicate copy of this letter and return a copy of this letter within seven (7) days of the date of offer, failing which this offer shall stand withdrawn.

We look forward to your working with us and to make our Company a most preferred employer in financial services industry.

Kindly carry this offer letter along on your day of joining.

Thanking you,

For, IIFL

A. Mathur

Anand Mathur
President-HR

I have read and understood the above terms and conditions of the offer and hereby accept the offer.

Ms. Prerana Kamble
Date: 02-Apr-2019



galk
Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

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Regd. Office: IIFL House, Sun Infotech Park, Road No 16V, Plot No B-23, MIDC, Thane Industrial Area, Wagle Estate, Thane-400604

Tel: (91-22) 3929 4000/4103 5000 Fax: (91-22) 2580 6654 Website: www.indiainfoline.com



ANNEXURE A

Documents to be submitted at the time of joining:

1. Four Passport size colored photographs in formal attire.
2. Two Professional References (Name, Designation, Contact No, Address)
3. Email address of the previous employer.
4. A copy of the qualification certificates and other certificates (like NCFM, IRDA etc)
5. A copy of past experience certificate along with the last 2 months pay-slips
6. A copy of the salary certificate or Form - 16 of previous organization.
7. A copy of the Photo ID (Driving license / Passport / Voter's ID / Adhaar)
8. Medical / Fitness certificate issued by a Doctor or a pathological laboratory.
9. A copy of the Pan card.
10. UID (Adhaar Number)



A handwritten signature in blue ink, appearing to read 'Pramod'.

Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

IIFL Securities Limited (Formerly "India Infoline Limited") Classification: Class B

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Tel: (91-22) 3929 4000/4103 5000 Fax: (91-22) 2580 6654 Website: www.indiainfoline.com

CRAFTIN' IMAGES

21st Oct'18

CI/Off/18/01

Dear Ms. Bhumika,

Welcome! We are pleased to offer you the position of "Project Lead", in our organization. The terms and conditions of the offer are given below.

1. Your initial place of posting will be **Mumbai**.
2. Your date of joining would be 7th Jan' 2019 failing which the offer would be considered null and void.
3. Your compensation would be a fixed of Rupees Three Lacs only annually (Rs. 3,00, 000/- p.a) as Cost to Company and you would be entitled to incentives on successful completion of your targets in the first six months..
4. This is not a regular offer of appointment but a letter of intent. The formal letter of appointment will be issued at the time of joining.
5. Please submit the following at the time of your joining (whatever applicable).
 - *A copy of the relieving letter from your present employer*
 - *Documentary evidence of the last salary drawn*
 - *Documentary evidence of date of birth & Educational Qualifications*
 - *Atleast three references which should include your immediate senior, your colleague from the current organisation and an associate.*


Please return the duplicate copy of this letter duly signed indicating your acceptance of our terms and conditions of employment.

We once again would like to thank you for your interest in seeking a career with **Craftin' Images** and hope you would have a fruitful and successful career with us.

Yours sincerely,
For **Craftin' Images**,

K.Mohan
Proprietor




Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

OFFER CUM APPOINTMENT LETTER

Date: 10 October, 2108

Dear Mr. Jaykisan Lalbahadur Gautam

EMP ID :

We are pleased to provisional appoint you as CRE with our client Tikona Infinet Pvt. Ltd. located at our client project site at Mumbai on a fixed term basis. Your employee ID will be activated once you submit Joining report to our office. You have to return all statutory (P.F. & ESIC) declaration forms duly filled in, to Transerve's office within 3 days and balance Joining Formalities to be completed within 7 days from your joining, until which your name will not be entered into Payroll Cycle.

In addition to this:

1. As the project awarded to us by our client is only for a certain period, your assignment with us initially will be from **October 15, 2108** as per terms mentioned in the Letter of Engagement. If however, the project work is extended; your association with us may be extended for such further period as may be decided by us. Hence, this contract of employment by no means be treated or construed to be of permanent in nature granting thereby to you a status of permanent employee of the company.
2. If however the project work awarded to us is completed before time or if is terminated for any reason whatsoever earlier, then your services shall be terminated on such earlier date as the situation demands as per terms mentioned in your Letter of Engagement.
3. Your Total Cost to company will be **Rs.22946 /-** per month as per details below:

Salary Heads	Monthly
Basic	10000
HRA	5000
Conveyance Allowance	932
Advance Bonus	826
Gross Salary	16758
PF 13% on Basic	1300
ESIC@4.75% on Gross Salary	796
Insurance	65
Incentive	4027
Gross CTC P.M	22946
Yearly CTC	275351
PF 12%	1200
ESIC	293
Profession Tax	200
Insurance	65
Total	1758
Net Take Home Salary	15000

Your take home salary will be **Rs.15000/-** per month. This take home is subject to deduction of Insurance Premium paid towards GMC & GMA or in case there is any change in the laws of the land wrt PF, ESIC, Income Tax or any other provision affecting the salaries at any given time. Salary would be receivable on or before 7th of the subsequent month.

A-55, Pravasi Indl. Estate, V.N. Road, Goregaon (E), Mumbai-63, T: +91-22-62703111/ www.transerve.in,
E: info@transerve.in, CIN: U74140MH2007PTC180730




Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421

4. In addition to the monthly salary, you will not be entitled to any other perquisites/allowance unless given to you in writing. Your coverage under ESIC scheme, Provident Fund Scheme and Bonus act where applicable will be as per government regulations. Professional Tax will be deducted as per government rules. You will be entitled to leave as per the practice prevailing in the company.
5. You may be required to work at different project sites and are likely to be deputed in any establishment within the city or outside the city including outside the state for the purpose of discharging your duties as and when the situation demands, at the said working hours. You have to submit documents as per Annexure I.
6. You will act within the framework of organizational structure and policies and directions as may be laid down by the management from time to time. During the tenure of your employment with us, you will not undertake any other employment or business activities, work or public office of payment or otherwise except with the written permission of the management. If you are found involved in any act which in the opinion of the company is detrimental to the interest of their business interest, Management shall be at liberty to dispense with your services immediately and without any notice or compensation. At all time during the tenure of this contract of employment you will be bound by any rules & Regulations enforced by the management from time to time in relation to the conduct, discipline, leave, holidays or any other matter relating to service conditions.
7. Your engagement is liable to be terminated without assigning any reason. In the event of your resignation or termination of engagement, either side will have to give 15 days' notice or basic pay in lieu thereof.
8. Based on the business requirement, criticality of the role the notice period can be extended by the Business unit up to maximum of 30 days for Outsource. The extension has to be justified appropriately by the business function to concerned HR operations team.
9. This letter is being sent to you in duplicate, please return one of the same, duly signed as the token of acceptance of this contract of employment with above terms and conditions. If we do not receive acceptance and documents mentioned in Annexure I then this letter stand automatically cancelled and withdrawn.

Yours faithfully,

For Transerve Advisors Pvt. Ltd.


Authorised Signatory

Acceptance

I have received the Work Assignment Letter and agree to The terms & conditions contained thereto




(Signature & Date)

Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

Annexure I


A. Documents required at the time of joining/filling joining kit

- Two Passport size Photographs
- One Post Card size Photograph, in Case you are eligible for ESIC
- Proof of name, Date of Birth, Photo Identity, Address, Education, Work Experience, Last pay slip,
- Copy of resignation letter duly stamped and accepted by your current employer, if in employment or Relieving letter from the current employer.
- Last pay drawn certificate, if in employment or Last Form 16
- Copy of PAN & AADHAAR Card.

B. Documents to be returned to Transerve's Office

- Letter of Engagement duly signed accepted.
- Personal Data Form
- ESIC Form (If applicable) with 1 signatures
- PF Nomination Form (If applicable) with 1 signatures
- Investment Declaration Form
- All documents mentioned in A.




Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

OFFER CUM APPOINTMENT LETTER

Date: 10 October, 2108

Dear Mr. Anandkumar Rambachan Yadav

EMP ID :

We are pleased to provisional appoint you as CRE with our client Tikona Ininet Pvt. Ltd. located at our client project site at Mumbai on a fixed term basis. Your employee ID will be activated once you submit Joining report to our office. You have to return all statutory (P.F. & ESIC) declaration forms duly filled in, to Transerve's office within 3 days and balance Joining Formalities to be completed within 7 days from your joining, until which your name will not be entered into Payroll Cycle.

In addition to this:

1. As the project awarded to us by our client is only for a certain period, your assignment with us initially will be from **October 15, 2108** as per terms mentioned in the Letter of Engagement. If however, the project work is extended; your association with us may be extended for such further period as may be decided by us. Hence, this contract of employment by no means be treated or construed to be of permanent in nature granting thereby to you a status of permanent employee of the company.
2. If however the project work awarded to us is completed before time or if is terminated for any reason whatsoever earlier, then your services shall be terminated on such earlier date as the situation demands as per terms mentioned in your Letter of Engagement.
3. Your Total Cost to company will be Rs.22946 /- per month as per details below:

Salary Heads	Monthly
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HRA	5000
Conveyance Allowance	932
Advance Bonus	826
Gross Salary	16758
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ESIC@4.75% on Gross Salary	796
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Gross CTC P.M	22946
Yearly CTC	275351
PF 12%	1200
ESIC	293
Profession Tax	200
Insurance	65
Total	1758
Net Take Home Salary	15000

Your take home salary will be Rs.15000/- per month. This take home is subject to deduction of Insurance Premium paid towards GMC & GMA or in case there is any change in the laws of the land wrt PF, ESIC, Income Tax or any other provision affecting the salaries at any given time. Salary would be receivable on or before 7th of the subsequent month.

A-55, Pravasi Indl. Estate, V.N. Road, Goregaon (E), Mumbai-63. +91 022-62703111/ www.transerve.in,
E: info@transerve.in, CIN: U74140MH2008PTC018720




galk
Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

4. In addition to the monthly salary, you will not be entitled to any other perquisites/allowance unless given to you in writing. Your coverage under ESIC scheme, Provident Fund Scheme and Bonus act where applicable will be as per government regulations. Professional Tax will be deducted as per government rules. You will be entitled to leave as per the practice prevailing in the company.
5. You may be required to work at different project sites and are likely to be deputed in any establishment within the city or outside the city including outside the state for the purpose of discharging your duties as and when the situation demands, at the said working hours. You have to submit documents as per Annexure I.
6. You will act within the framework of organizational structure and policies and directions as may be laid down by the management from time to time. During the tenure of your employment with us, you will not undertake any other employment or business activities, work or public office of payment or otherwise except with the written permission of the management. If you are found involved in any act which in the opinion of the company is detrimental to the interest of their business interest, Management shall be at liberty to dispense with your services immediately and without any notice or compensation. At all time during the tenure of this contract of employment you will be bound by any rules & Regulations enforced by the management from time to time in relation to the conduct, discipline, leave, holidays or any other matter relating to service conditions.
7. Your engagement is liable to be terminated without assigning any reason. In the event of your resignation or termination of engagement, either side will have to give 15 days' notice or basic pay in lieu thereof.
8. Based on the business requirement, criticality of the role the notice period can be extended by the Business unit up to maximum of 30 days for Outsource. The extension has to be justified appropriately by the business function to concerned HR operations team.
9. This letter is being sent to you in duplicate, please return one of the same, duly signed as the token of acceptance of this contract of employment with above terms and conditions. If we do not receive acceptance and documents mentioned in Annexure I then this letter stand automatically cancelled and withdrawn.

Yours faithfully,

For Transerve Advisors Pvt. Ltd.


Authorised Signatory

Acceptance

I have received the Work Assignment Letter and agree to The terms & conditions contained thereto




(Signature & Date)

Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

Annexure I


A. Documents required at the time of joining/filling joining kit

- Two Passport size Photographs
- One Post Card size Photograph, in Case you are eligible for ESIC
- Proof of name, Date of Birth, Photo Identity, Address, Education, Work Experience, Last pay slip,
- Copy of resignation letter duly stamped and accepted by your current employer, if in employment or Relieving letter from the current employer.
- Last pay drawn certificate, if in employment or Last Form 16
- Copy of PAN & AADHAAR Card.

B. Documents to be returned to Transerve's Office

- Letter of Engagement duly signed accepted.
- Personal Data Form
- ESIC Form (If applicable) with 1 signatures
- PF Nomination Form (If applicable) with 1 signatures
- Investment Declaration Form
- All documents mentioned in A.




Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

OFFER CUM APPOINTMENT LETTER

Date: 10 October, 2108

Dear Mr. Mayank Chndr Prakash Mishra

EMP ID :

We are pleased to provisional appoint you as CRE with our client Tikona Ininet Pvt. Ltd. located at our client project site at Mumbai on a fixed term basis. Your employee ID will be activated once you submit Joining report to our office. You have to return all statutory (P.F. & ESIC) declaration forms duly filled in, to Transerve's office within 3 days and balance Joining Formalities to be completed within 7 days from your joining, until which your name will not be entered into Payroll Cycle.

In addition to this:

1. As the project awarded to us by our client is only for a certain period, your assignment with us initially will be from **October 15, 2108** as per terms mentioned in the Letter of Engagement. If however, the project work is extended; your association with us may be extended for such further period as may be decided by us. Hence, this contract of employment by no means be treated or construed to be of permanent in nature granting thereby to you a status of permanent employee of the company.
2. If however the project work awarded to us is completed before time or if is terminated for any reason whatsoever earlier, then your services shall be terminated on such earlier date as the situation demands as per terms mentioned in your Letter of Engagement.
3. Your Total Cost to company will be **Rs.22946 /-** per month as per details below:

Salary Heads	Monthly
Basic	10000
HRA	5000
Conveyance Allowance	932
Advance Bonus	826
Gross Salary	16758
PF 13% on Basic	1300
ESIC@4.75% on Gross Salary	796
Insurance	65
Incentive	4027
Gross CTC P.M	22946
Yearly CTC	275351
PF 12%	1200
ESIC	293
Profession Tax	200
Insurance	65
Total	1758
Net Take Home Salary	15000

Your take home salary will be **Rs.15000/-** per month. This take home is subject to deduction of Insurance Premium paid towards GMC & GMA or in case there is any change in the laws of the land wrt PF, ESIC, Income Tax or any other provision affecting the salaries at any given time. Salary would be receivable on or before 7th of the subsequent month.

A-55, Pravasi Indl. Estate, V.N. Road, Goregaon (E), Mumbai 400 075. Tel: +91-022-2703111/ www.transerve.in
E: info@transerve.in, CIN: U74140MH2008PTC180720



galk
Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 301


4. In addition to the monthly salary, you will not be entitled to any other perquisites/allowance unless given to you in writing. Your coverage under ESIC scheme, Provident Fund Scheme and Bonus act where applicable will be as per government regulations. Professional Tax will be deducted as per government rules. You will be entitled to leave as per the practice prevailing in the company.
5. You may be required to work at different project sites and are likely to be deputed in any establishment within the city or outside the city including outside the state for the purpose of discharging your duties as and when the situation demands, at the said working hours. You have to submit documents as per Annexure I.
6. You will act within the framework of organizational structure and policies and directions as may be laid down by the management from time to time. During the tenure of your employment with us, you will not undertake any other employment or business activities, work or public office of payment or otherwise except with the written permission of the management. If you are found involved in any act which in the opinion of the company is detrimental to the interest of their business interest, Management shall be at liberty to dispense with your services immediately and without any notice or compensation. At all time during the tenure of this contract of employment you will be bound by any rules & Regulations enforced by the management from time to time in relation to the conduct, discipline, leave, holidays or any other matter relating to service conditions.
7. Your engagement is liable to be terminated without assigning any reason. In the event of your resignation or termination of engagement, either side will have to give 15 days' notice or basic pay in lieu thereof.
8. Based on the business requirement, criticality of the role the notice period can be extended by the Business unit up to maximum of 30 days for Outsource. The extension has to be justified appropriately by the business function to concerned HR operations team.
9. This letter is being sent to you in duplicate, please return one of the same, duly signed as the token of acceptance of this contract of employment with above terms and conditions. If we do not receive acceptance and documents mentioned in Annexure I then this letter stand automatically cancelled and withdrawn.

Yours faithfully,

For Transerve Advisors Pvt. Ltd.

Acceptance

I have received the Work Assignment Letter and agree to The terms & conditions contained thereto


Authorised Signatory


(Signature & Date)



Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

Annexure I


A. Documents required at the time of joining/filling joining kit

- Two Passport size Photographs
- One Post Card size Photograph, in Case you are eligible for ESIC
- Proof of name, Date of Birth, Photo Identity, Address, Education, Work Experience, Last pay slip,
- Copy of resignation letter duly stamped and accepted by your current employer, if in employment or Relieving letter from the current employer.
- Last pay drawn certificate, if in employment or Last Form 16
- Copy of PAN & AADHAAR Card.

B. Documents to be returned to Transerve's Office

- Letter of Engagement duly signed accepted.
- Personal Data Form
- ESIC Form (If applicable) with 1 signatures
- PF Nomination Form (If applicable) with 1 signatures
- Investment Declaration Form
- All documents mentioned in A.
-




Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

OFFER CUM APPOINTMENT LETTER

Date: 10 October, 2108

Dear Mr. Sandeep V Yadav

EMP ID :

We are pleased to provisional appoint you as CRE with our client Tikona Ininet Pvt. Ltd. located at our client project site at Mumbai on a fixed term basis. Your employee ID will be activated once you submit Joining report to our office. You have to return all statutory (P.F. & ESIC) declaration forms duly filled in, to Transerve's office within 3 days and balance Joining Formalities to be completed within 7 days from your joining, until which your name will not be entered into Payroll Cycle.

In addition to this:

1. As the project awarded to us by our client is only for a certain period, your assignment with us initially will be from **October 15, 2108** as per terms mentioned in the Letter of Engagement. If however, the project work is extended; your association with us may be extended for such further period as may be decided by us. Hence, this contract of employment by no means be treated or construed to be of permanent in nature granting thereby to you a status of permanent employee of the company.
2. If however the project work awarded to us is completed before time or if is terminated for any reason whatsoever earlier, then your services shall be terminated on such earlier date as the situation demands as per terms mentioned in your Letter of Engagement.
3. Your Total Cost to company will be Rs.22946 /- per month as per details below:

Salary Heads	Monthly
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HRA	5000
Conveyance Allowance	932
Advance Bonus	826
Gross Salary	16758
PF 13% on Basic	1300
ESIC@4.75% on Gross Salary	796
Insurance	65
Incentive	4027
Gross CTC P.M	22946
Yearly CTC	275351
PF 12%	1200
ESIC	293
Profession Tax	200
Insurance	65
Total	1758
Net Take Home Salary	15000

Your take home salary will be Rs.15000/- per month. This take home is subject to deduction of Insurance Premium paid towards GMC & GMA or in case there is any change in the laws of the land wrt PF, ESIC, Income Tax or any other provision affecting the salaries at any given time. Salary would be receivable on or before 7th of the subsequent month.

A-55, Pravasi Indl. Estate, V.N. Road, Goregaon (E), Mumbai-63, T: +91-022-62703111/ www.transerve.in,
E: info@transerve.in, CIN: U74210MH2008PTC180720




Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

4. In addition to the monthly salary, you will not be entitled to any other perquisites/allowance unless given to you in writing. Your coverage under ESIC scheme, Provident Fund Scheme and Bonus act where applicable will be as per government regulations. Professional Tax will be deducted as per government rules. You will be entitled to leave as per the practice prevailing in the company.
5. You may be required to work at different project sites and are likely to be deputed in any establishment within the city or outside the city including outside the state for the purpose of discharging your duties as and when the situation demands, at the said working hours. You have to submit documents as per Annexure I.
6. You will act within the framework of organizational structure and policies and directions as may be laid down by the management from time to time. During the tenure of your employment with us, you will not undertake any other employment or business activities, work or public office of payment or otherwise except with the written permission of the management. If you are found involved in any act which in the opinion of the company is detrimental to the interest of their business interest, Management shall be at liberty to dispense with your services immediately and without any notice or compensation. At all time during the tenure of this contract of employment you will be bound by any rules & Regulations enforced by the management from time to time in relation to the conduct, discipline, leave, holidays or any other matter relating to service conditions.
7. Your engagement is liable to be terminated without assigning any reason. In the event of your resignation or termination of engagement, either side will have to give 15 days' notice or basic pay in lieu thereof.
8. Based on the business requirement, criticality of the role the notice period can be extended by the Business unit up to maximum of 30 days for Outsource. The extension has to be justified appropriately by the business function to concerned HR operations team.
9. This letter is being sent to you in duplicate, please return one of the same, duly signed as the token of acceptance of this contract of employment with above terms and conditions. If we do not receive acceptance and documents mentioned in Annexure I then this letter stand automatically cancelled and withdrawn.

Yours faithfully,

For **Transerve Advisors Pvt. Ltd.**


Authorised Signatory

Acceptance

I have received the Work Assignment Letter and agree to The terms & conditions contained thereto




(Signature & Date)
Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

Annexure I


A. Documents required at the time of joining/filling joining kit

- Two Passport size Photographs
- One Post Card size Photograph, in Case you are eligible for ESIC
- Proof of name, Date of Birth, Photo Identity, Address, Education, Work Experience, Last pay slip,
- Copy of resignation letter duly stamped and accepted by your current employer, if in employment or Relieving letter from the current employer.
- Last pay drawn certificate, if in employment or Last Form 16
- Copy of PAN & AADHAAR Card.

B. Documents to be returned to Transerve's Office

- Letter of Engagement duly signed accepted.
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- ESIC Form (If applicable) with 1 signatures
- PF Nomination Form (If applicable) with 1 signatures
- Investment Declaration Form
- All documents mentioned in A.




Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306



Letter of Offer

Strictly Private and Confidential

12-Apr-2019

Ms. Neelam Shivakant Dubey,
Mumbai.

Dear Neelam Shivakant Dubey,

With reference to your application and the subsequent discussions you had with us, we are pleased to extend this offer of employment to you. This is only an offer letter and is contingent upon you clearing the background verification, reference checks and also on certification of your medical fitness.

Upon your acceptance of the offer letter and your appointment with the Company, you shall be designated as **Relationship Manager - CAT at Officer** grade based at **Mumbai**. Your per annum fixed **Cost To Company (CTC)** (inclusive of all statutory payments) shall be **Rs. 2,40,000.00/- p.a. (Rupees Two Lakhs Forty Thousand only)**. This CTC will be subject to review based on your performance and other criteria's, as may be decided by the company from time to time.

You may be entitled to a performance based variable incentive plan/bonus, depending on your performance as well as the overall performance of the Company. This incentive plan/bonus is however subject to necessary approvals and sanctions by the management of the Company

All amounts payable to you are subject to deduction of Taxes, Cess , Charges, Levies and other contributions that may be applicable from time to time and required to be made under the existing laws.

You shall be under probation for a period of six months from your joining date, and subject to your performance, the Company may confirm your appointment, upon such additional terms and conditions, as may be required. If, at the end of the probation, you are found suitable in the appointed post, you will be confirmed in the employment of the company by an order in writing. Confirmation of Dealers, Branch Managers and Relationship Managers and like designations in Retail Broking is contingent to the fact that of your holding a valid NISM certification at the time of confirmation due date.

Your date of joining will not be later than **15-Apr-2019**.

You shall receive your Appointment Letter detailing the terms and conditions of your appointment. Upon first login to the Company's interface – "Adrenalin", you shall be bound by the terms and conditions of your appointment, internal policies of the Company, process and procedures, code of conduct and confidential norms as may be applicable from time to time.

This offer letter is confidential and you agree and undertake to keep this letter of offer and the contents thereof confidential. All the information shared with you at the time of interview regarding the Company and its Group is confidential and shall be kept confidential.

IIFL Securities Limited (Formerly "India Infoline Limited") Classification: Class B


Corporate Identify Number: U99999MH1996PLC132983

IIFL Tech Center: 6th & 7th Floor, Akruti Center Point, Central Road, MIDC, Andheri (E), Mumbai-400093

Regd. Office: IIFL House, Sun Infotech Park, Road No. 55V, Saket Vidya Nagari, MIDC, Thane Industrial Area, Wagle Estate, Thane (W)

Tel: (91-22) 3929 4000/4103 5000 Fax: (91-22) 2580 6634 Website: www.indiaonline.com

Chinchpada Road,
Kalyan (E) 421306


Director (in Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306



Kindly confirm your affirmation by signing a duplicate copy of this letter and return a copy of this letter within seven (7) days of the date of offer, failing which this offer shall stand withdrawn.

We look forward to your working with us and to make our Company a most preferred employer in financial services industry.

Kindly carry this offer letter along on your day of joining.

Thanking you,

For, IIFL

A. Mathur

Anand Mathur
President-HR

I have read and understood the above terms and conditions of the offer and hereby accept the offer.

Ms. Neelam Shivakant Dubey
Date: 12-Apr-2019



Pramod Ram Ujagar Tiwari
Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

IIFL Securities Limited (Formerly "India Infoline Limited") Classification: Class B
Corporate Identify Number: U99999MH1996PLC132983

IIFL Tech Center: 6th & 7th Floor, Ackruti Center Point, Central Road, MIDC, Andheri (E), Mumbai-400093

Regd. Office: IIFL House, Sun Infotech Park, Road No 16V, Plot No B-23, MIDC, Thane Industrial Area, Wagle Estate, Thane-400604

Tel: (91-22) 3929 4000/4103 5000 Fax: (91-22) 2580 6654 Website: www.indiaonline.com



ANNEXURE A

Documents to be submitted at the time of joining:

1. Four Passport size colored photographs in formal attire.
2. Two Professional References (Name, Designation, Contact No, Address)
3. Email address of the previous employer.
4. A copy of the qualification certificates and other certificates (like NCFM, IRDA etc)
5. A copy of past experience certificate along with the last 2 months pay-slips
6. A copy of the salary certificate or Form - 16 of previous organization.
7. A copy of the Photo ID (Driving license / Passport / Voter's ID / Adhaar)
8. Medical / Fitness certificate issued by a Doctor or a pathological laboratory.
9. A copy of the Pan card.
10. UID (Adhaar Number)



A handwritten signature in blue ink, appearing to read 'Pramod'.

Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

IIFL Securities Limited (Formerly "India Infoline Limited") Classification: Class B
Corporate Identify Number: U99999MH1996PLC132983

IIFL Tech Center: 6th & 7th Floor, Akruti Center Point, Central Road, MIDC, Andheri (E), Mumbai-400093

Regd. Office: IIFL House, Sun Infotech Park, Road No 16V, Plot No B-23, MIDC, Thane Industrial Area, Wagle Estate, Thane-400604

Tel: (91-22) 3929 4000/4103 5000 Fax: (91-22) 2580 6654 Website: www.indiainfoline.com

24-04-2019

Sandeep Vijaybahadur Yadav
Mumbai

Subject: LETTER OF OFFER

Dear Sandeep,

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 **30-04-2019**.

The annual compensation calculated on Cost to Company will be **INR 288000/-**.

Details of your compensation are as follows:

S.No	Term	Salary	Total
1	First Six Months	Rs.20000 /-p.m.	120000
2	Revised Salary - After Six Months*	Rs.24000 /-p.m.	144000
	Performance Cum Retention Bonus**	Amount	
3	End of 6 Months - One month Salary		
4	End of 12 Months - One month Salary	24000	24000
	Total CTC per annum		288000

***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 **Mumbai**.

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

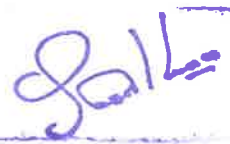


Ami Khan




Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

Head - Human Resources, Mumbai



Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

Annexure:-

Annexure - Just Dial Ltd Compensation Structure		
Employee Name	Sandeep Vijaybahadur Yadav	
Department	Sales	
Grade	G12	
Designation	Certified Internet Consultant	
Effective Date	30-04-2019	
CTC	288000/- per annum	
Pay structure	CTC	Revised CTC
Fixed Components		
Basic	6000	7200
House Rent Allowance (HRA)	3600	4320
Departmental Allowance	2500	3000
Desk Allowance	2500	3000
Personal Allowance	2215	2658
Salary (C1)	16815	20178
Statutory Components		
Employer PF Contribution	720	864
Employer ESIC Contribution	799	959
Benifits(c2)	1519	1823
Reimbursements		
Sodexo		
Conveyance Reimbursement		
Fuel Reimbursement		
Reimbursements(c3)	0	0
Statutory Bonus	1666	1999
CTC (Total C1+C2+C3 + Statutory Bonus)(a)	20000	24000
Deductions		
Employee PF Contribution	720	864
Employee ESIC Contribution	295	354
Total Deductions (b)	1015	1218
Net Take Home {a - b - C2}	17466	20959
Total CTC	20000	24000

* Net Take Home is subject to tax & other applicable deductions basis individual's salary structure.


Yours sincerely,
For Just Dial Limited



Ami Khan

Head - Human Resources, Mumbai




Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

Date: 24th January 2019

Candidate Name:- Vipin Sharma

Institute Name:- Saket gyanpeeth

Subject: Letter of Offer from the Kotak Life Insurance

We are happy to inform that you have been selected as a Management Trainee by the Kotak Mahindra Group for;

❖ Kotak Life

Your remuneration per annum is Rs. 350,000/ CTC plus annual incentives (subject to the minimum performance criteria of ("Meets Expectation") Your Offer letter giving details of your compensation break-up, benefits & other terms & conditions will follow shortly. Your place of posting will be anywhere in India and the details of the same will be shared with you along with your offer letter. Your appointment is however subject to being certified medically fit by a doctor at the time of your joining.

In case of any queries, do get in touch with us at the email id of the HR Relationship manager for the Company you have been recruited for.

Pooja Pandey	Pooja.pandey@kotak.com
Maneesh Goel	Maneesh.goel@kotak.com

Kindly sign a copy of this offer letter conveying your acceptance.

Thank you wishes & looking forward to seeing you on board early next year.

For the Kotak Mahindra Group

Signature of the candidate



Kotak Mahindra Life Insurance Company Limited
(Formerly known as Kotak Mahindra Life Mutual Life Insurance Limited)

CRN: U9600MH2006PL135503
Registered Office:
2nd floor,
Post # C-12,
G-Block, SAC, Bandra (E),
Mumbai - 400 051

Corporate Office:
7th floor, Kotak Hindu Bldg No. 21,
Hingaji Park, C/W E Highway,
General AC Vardha Marg, Malad (E),
Mumbai - 400 077 India



Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306
Kalyan (E) 421306



Fwd: Job offer from Finresearch Advisors Pvt. Ltd

Pradeep Prajapati <prajapati.pradeep1996@gmail.com>
To: prof.nikhilsaket@gmail.com

Sat, Nov 24, 2018 at 12:26 PM

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

From: Ashwini Pawar <hr@creativevaluers.com>
Date: Thu, Nov 22, 2018, 14:56
Subject: RE: Job offer from Finresearch Advisors Pvt. Ltd
To: Pradeep Prajapati <prajapati.pradeep1996@gmail.com>
Cc: Jay <jayesh@finresearch.in>

Mr. Pradeep Prajapati,

Finresearch Advisors Pvt. Ltd. is pleased to offer you the position of "Credit Process Associate". Your Date of Joining will be from 3rd December 2018.

Please find below the revised proposed salary structure, request you to revert me on mail for any concern query.

Salary Structure	Monthly
Basic Salary	12000
House Rent Allowance	6000
Medical Allowance	500
Conveyance Allowance	1000
Superannuation Allowance	0
Mobile Allowance	500
Provident Fund	0
Sub Total	20000
P. T.	200
P. F.	0
Salary in Hand	19800

Please treat this as our formal offer and give your acceptance on mail.

We look forward to welcoming you to the FinResearch Advisors team.

Thanks & Regards,

Ashwini Pawar

HR Executive

Creative Valuers & Engineers Pvt. Ltd.



Saket
Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

From: Pradeep Prajapati [mailto:prajapati.pradeep1996@gmail.com]

Sent: 22 November 2018 12:10

To: Mayuri Gajra

Subject: Re: Job offer from Finresearch Advisors Pvt. Ltd

Dear madam what about the Visit travelling and conveyance ?..

Can you try to increase my salary upto Rs.20,000/- because i am also persuing mba and after 3 months i am easily getting... 30,000/- to 35,000/- per month so please try it...

If i join there and quit after that i will hike only on the base of my current salary, So pls try and replay me..

Thanks and regards...

Pradeepkumar Prajapati..

8097368892/7021441935..

On Mon, Nov 19, 2018, 12:26 Mayuri Gajra <hr@creativevaluers.com> wrote:

Mr. Pradeep Prajapati,

Finresearch Advisors Pvt. Ltd. is pleased to offer you the position of "Credit Process Associate".. Your Date of Joining will be from 3rd December 2018.

Please find below the proposed salary structure, request you to revert me on mail for any concern query.

Salary Structure	Monthly
Basic Salary	9600
House Rent Allowance	4800
Medical Allowance	800
Conveyance Allowance	500
Superannuation Allowance	0
Mobile Allowance	500
Provident Fund	0
Sub Total	16200
P. T.	200
P. F.	0
Salary in Hand	16000

Please treat this as our formal offer and give your acceptance on mail.

We look forward to welcoming you to the Creative Valuers & Engineers team.

Thanks & Regards,

Mayuri Gajra

Assistant Manager - HR

Creative Valuers & Engineers Pvt. Ltd.

Contact No : 8355968996



galk
 Director (In-Charge)
 Pramod Ram Ujagar Tiwari
 Saket Institute of Management
 Saket Vidya Nagari Marg,
 Chinchpada Road, Kalyan (E) 421 306

DATE: 07 March 2019

Candidate Name: Rahul Dhanesh Gupta Institute Name:- Saket Gyan Peth

Subject: Letter of Offer from the Kotak Life Insurance

We are happy to inform that you have been selected as a Management Trainee by the Kotak Mahindra Group.

☛ Kotak Life

Your remuneration per annum is Rs. 3,50,000 C.T.C. per annum inclusive (subject to the minimum performance criteria of "Meets Expectation"). Your Offer letter giving details of your compensation break-up, benefits & other terms & conditions will follow shortly. Your place of posting will be anywhere in India and the details of the same will be shared with you along with your offer letter. Your appointment is however subject to being certified medically fit by a doctor at the time of your joining.

In case of any queries, do get in touch with us at the email id of the HR Relationship manager for the Company you have been recruited for.

Pooja Pandey	Pooja.pandey@kotak.com
Mandeesh Goel	Mandeesh.goel@kotak.com

Kindly sign a copy of this offer letter conveying your acceptance.

Our best wishes & looking forward to seeing you on board early next year.

For the Kotak Mahindra Group



Signature of the candidate




Kotak Mahindra Life Insurance Company Limited
Incorporated as a Public Limited Company under the Companies Act, 1956

Corporate Office:
Registered Office:
Saket Gyan Peth,
Kalyan (E) 421 308

Corporate Office:
7th Floor, Kotak Life
Saket Gyan Peth, Kalyan (E) 421 308



Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 308

BOARD INFINITY COMPANY
Chembur, Mumbai

OFFER LETTER

Dear **Bhumika Ravindra Nagavekar**,

We are pleased to offer you employment at Board Infinity. We feel that your skills and knowledge will be an ideal fit and valuable asset to our team.

Designation: Client Acquisition Executive

Joining Date: 09 April, 2019

Job Status: Full - time Employment

NOTE: You will be placed on Probation for initial 3 months (starting from 09 April, 2019). You will be converted into a full - time employee after successfully completing the period of probation.

Job Location: Board Infinity, 505, Pure Gold Building, Chembur East, Mumbai, Maharashtra

Reporting Manager: Mr Sumesh Nair

Employee Duties and Responsibilities:

- Designated at the position of Client Acquisition Executive , you will be required to perform duties and responsibilities of the role assigned to you on time
- You will be expected to display high level of initiative and efficiency in your work and commitment towards the company
- You will be responsible to ensure quality output in all activities that you engage in, either directly as an individual or as a team member



Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

BOARD

Salary Details:

- The offered for Client Acquisition Executive position is at a fixed salary of 3.60 LPA
- You will be eligible for an annual performance based incentive of upto 2 Lacs

Working Days:

- 6 days working
- Week Off on Sunday

Leaves:

- Under your probation period you will not be entitled to the standard 18 earned leaves. Leaves taken during the probation period will be considered as unpaid leaves
- After the successful completion of probation period, you will be eligible for 18 days paid leaves in one calendar year and Paid Public Holidays

NOTE: Earned Leaves will be calculated on pro - rata basis

Notice Period:

- 1 month
(15 days prior to the last working month)

Confidentiality Agreement:


- During the tenure of the employment with the company, you will not engage yourself in any other assignments or gainful employment without consent of the management
- You are required to maintain the highest order of secrecy with regards to the work or confidential information of the Company. In case of any breach of trust, company has all rights to take legal actions against the same

Under your employment at Board Infinity you will require to be a part of performance review session and training and development program every month.

Your employment is subject to the company's policies, measures and procedures as adopted, all of which can be revised at the company's discretion.

We are looking forward to have you as a part of our team. Welcoming you as a new employee at Board Infinity.




Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

BOARD

Best Regards,



Sumesh Nair
(Director - Board Infinity)



Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

Date : 11-May-23

Name : RUSHIKESH RAMCHANDRA CHAVAN

Address : SHANTI NIKETAN, ROOM NO. 14, 3RD FLOOR, HANUMAN NAGAR, BH VISHWAS PAWSE SCHOOL, KALYAM EAST, KATEMANIVALI, KALYAN, THANE, MAHARASHTRA 421306

Employee Code : AS602317

Dear RUSHIKESH RAMCHANDRA CHAVAN,

APPOINTMENT LETTER

We are pleased to appoint you in our organization as **RELATIONSHIP OFFICER (Grade – E2)** in the **RETAIL ASSETS MORTGAGE HOME LOAN BRANCH** department subject to the following terms and conditions:

1. You are required to join our organization on or before **15-May-23** and your place of work shall presently be at **THANE**

You will be on orientation period till Probationary.

The responsibilities and tasks assigned to you under this Appointment letter synchronize with the definite timeline schedules for completion of various project assignments mutually agreed by our Company, with our esteemed client. As our employee, you shall perform your services in a professional manner and shall ensure that the time bound tasks are substantially completed within the specified tenure, as may be mutually agreed, and reviewed on case-to-case basis by your Reporting authority. Depending on your performance and track record to complete the individual assignments within the definite timeline, fresh tasks for completion shall be assigned/renewed. For employee's joining in government / semi government / RBI guided projects; if under any circumstances the operator ID / criteria fulfilment parameter is suspended / barred / disqualified, then the employee's engagement under this appointment letter will come to an end with immediate effect without any liability except for the legitimate dues payable by Quess.

Also, you are supposed to clear all stipulated/mandatory training program assigned to you within stipulated time period failing which your engagement under this Appointment letter will come to an end with immediate effect without any liability except legitimate dues.

2. Your remuneration would be set as follows




Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

Salary Annexure (Per - Month)

Particulars	Monthly (Rs)	Annual (Rs)
Basic	8640	103680
House Rent Allowance	4320	51840
Special Allowance	3981	47772
Gratuity	416	4992
Employer PF Contribution	1785	21420
ESIC Employer	624	7488
Mobile Allowance	500	6000
Bonus	1750	21000
Total Amount	22016	264192
Amount In Words (Rs)	Rupees Twenty Two Thousand Sixteen Only	Rupees Two Lakh(s) Sixty Four Thousand One Hundred Ninety Two Only

Salary and grade offered to you as above is based on the representation made by you during Your interactions with the Company officials and/ or documents submitted by you. In case of any discrepancy, company reserves right to alter/modify/withdraw the offer made to you.

3. Retirement / Statutory Benefits:

You will be Eligible for Retirement Benefits of the organization, Namely Provident Fund and Gratuity as per the company policy.

4. Gratuity :

You will be eligible for payment of Gratuity subject to fulfilment of the payment of Gratuity Act,1972.

5. Incentive Scheme:


You will participate in the Sales Incentive scheme and would receive incentives based on your performance and contribution to the organization as per the scheme. Kindly note that you will not have any right to claim any performance Incentive from the Company if you resign or abscond or if you are separated from the Company for whatsoever reason.

It is further agreed between the company and you that the incentive, payable if any, based on your performance and productivity is in Lieu of any other bonus including bonus based on profits payable under any law.

6. Transfer:

The organization shall have the right to transfer you to any of its offices or group companies in India that is in existence or may come into existence at a future date




 Director (In-Charge)
 Pramod Ram Ujagar Tiwari
 Saket Institute of Management
 Saket Vidya Nagari Marg,
 Chinchpada Road, Kalyan (E) 421 308

7. Leave :

You will be eligible for leave, as per Company rules, subject to approval from the competent authority. It may be noted that leaves cannot be deemed as granted unless sanctioned by Competent Authority. No leaves can be taken during probation period. Women employees who have completed 80 working days with the organization shall be eligible for Maternity leave as per the policy.

8. Unauthorized Leave / Absence :

If you are on unauthorized Leave and absence for more than Five (5) days without any intimation to the Company, then it would be deemed that you are not interested in continuing with the organization and you would be Automatically Ceased to be an employee of the organization, Necessary action in line with Absconding policy will be taken against to you including termination of the services of the Company.

9. Job Profile:

Your duties and responsibilities will be explained to you on your joining the organization. However, you shall execute and perform all such duties that may be assigned to you by the organization and the organization reserves its right to change this at its discretion.

10. Professional Ethics and Confidentiality:

While you are in the services of the organization, you are not permitted to carry on any other business or profession or be employed by or engaged with any other firm, company or person. You will devote your whole time and attention to your office work to promote the interest of the company and will not divulge to any person / third party or utilize any of the organization's confidential information or other related information (which you may possess by reason of your association with the organization) outside the organization.

11. Notice Period:

During the Probation period either party can terminate the services by giving 3 days' notice or Basic salary in lieu thereof at the organization's discretion.

After successful completion of Probation period either party may terminate the employment under this Appointment letter, by issuing 7 days' notice in writing or payment in lieu thereof at the organization's discretion.

You will be liable to submit all the company's assets, data etc., provided during your tenure in the company for carrying official duties, at the time of separation from the company. Please note that you required to complete exit formalities before your Last working day failing which the organization will take necessary



Director (In-Charge)
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Saket Institute of Management
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Chinchpada Road, Kalyan (E) 421 306

actions including Termination from the services. The company will not be liable to pay the F n F settlement in the event of non-completion of exit formalities.

12. Background Verification / Reference Check

Your appointment will be subject to satisfactory reference check/ BGV. The company reserves the right to have your background verified 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.

13. Termination of Employment:

Your services with the organization are liable to be terminated in the event of:

1. Any breach of the conditions mentioned in this letter on your part;
2. Any incorrect information furnished by you;
3. Suppression of any material information by you; and
4. Your performance level is below the expected level and/or the business target, as set out for you from time to time, has not been achieved by you.
5. Violation of Company's (Client's) Code of Conduct.

14. Change in the Personal Details :


You shall intimate the Company about any change of your residential address (permanent and/or current), mobile no., email ID and other personal details within five days from the date of change of such details. Your residential address records with the company will be treated as official address and will be used for all official communications with you. In case of no intimation of change in your residential address to the company, any correspondence to your last known address will be treated as communication received by the employee.

The terms and conditions of employment set out in this letter of appointment constitute service conditions to your employment in the organization in addition to code of conduct and other laid down guidelines and organization reserves the right to change the terms and conditions of your employment set out in this letter of appointment. Any future changes in the Company policies, rules, regulations, and your employment terms will super cede the terms and conditions mentioned in this letter. The Courts in **Mumbai** will have exclusive jurisdiction with regards to any dispute.

Kindly note that you are required to sign the copy of this letter as a token of your acceptance and return it to us immediately. In case we do not receive your acknowledgement copy within a period of 15 days from the date of joining, receipt of first salary by you will be conclusive proof of your acceptance of the terms and conditions mentioned herein.

A list of documents to be submitted at the time of joining is given for your information.




Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

1. Updated Resume
2. Relieving letter from previous employer
3. Copies of educational qualification certificates
4. Copies of pay slips for last three months
5. Copy of AADHAR card
6. Copy of PAN Card.
7. Address Proof: Driving License /AADHAR Card / Election Card
8. Nomination form 1 under the Payment of Wages Act.
9. Nomination Form 2 under the PF Act.
10. Form XI under the PF Act.
11. Declaration form if applicable under the ESIC Act.
12. 3 nos. Passport size photographs.

We look forward to your contribution to the organization and hope that we will have a mutually fulfilling relationship.

With warm regards,
For Quess Corp Limited



Tej Hans Raj Singh
Deputy CEO: Quess Staffing Solutions

15. Endorsement

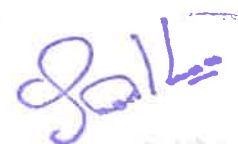
I hereby confirm acceptance of the above assignment, on the terms and conditions stipulated therein.
Any other disclaimer as applicable.

Name: RUSHIKESH RAMCHANDRA CHAVAN
Signature:.....

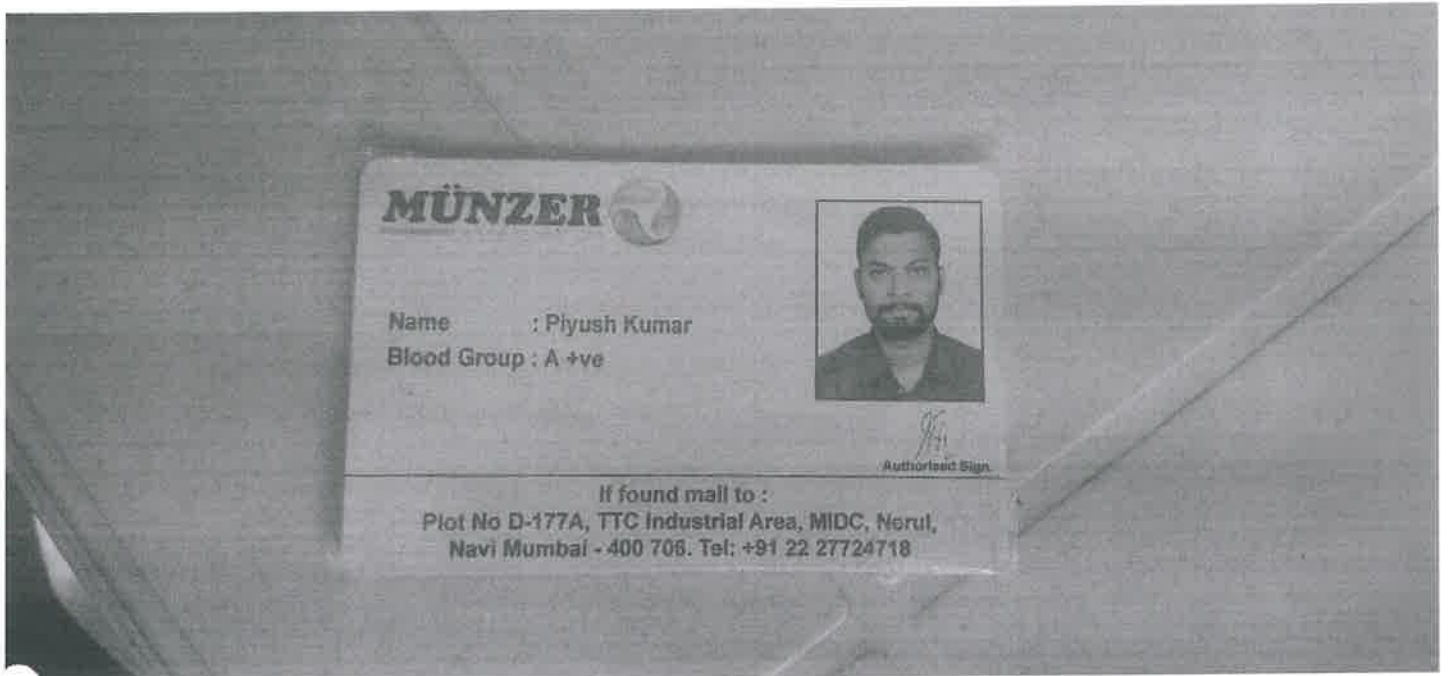
Emp Id: AS602317

Place:.....

Date:.....



Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306



MUNZER



Name : Piyush Kumar
Blood Group : A +ve

[Signature]
Authorized Sign

If found mail to :
Plot No D-177A, TTC Industrial Area, MIDC, Nerul,
Navi Mumbai - 400 706. Tel: +91 22 27724718



[Handwritten Signature]

Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306


Employee Name	: Archana Dilip Dive	Date of Joining	: 04/07/2022
Employee No	: 615461	PAN No.	: CMGPD0210B
PF Account No.	: TNMAS15042630000029389	Superannuation A/C No.	:
Location	: REST OF MAHARASHTRA	Branch	: NASIK
Designation	: INSURANCE TRAINEE	Department	: SME & COMMERCIAL - BANCASSURANCE
Grade	: GRT	Days Worked	: 30.5
LWP	: 0.5	Arrears	: 0.00
ESIC No	:	UAN No	: 101848072770
Payment Mode	: Bank Transfer	Bank A/C No.	: *****0720
Bank Name	: HDFC Bank	IFSC Code	: HDFC0000456
Earnings	Earn Amount(Rs.)	Deductions	Deduct Amount(Rs.)
Basic	10,331.00	Provident Fund	1,771.00
House Rent Allowance	5,165.00	Professional Tax	200.00
Conveyance Allowance	1,574.00	Family Relief Fund	50.00
Other Allowance	6,985.00	Income Tax	0.00
Total Earnings	24,055.00	Total Deductions	2,021.00
		Net Salary	22,034.00
Net Salary in words: Rs. Twenty Two Thousand and Thirty Four Only.			
Year	Month	Days	Type
2022	October	30.50	Release
In case of attendance related query please contact your local HR department			

Chola People and Marketing Services Private Limited

No 2, NSC Bose Road, Dare House, Chennai - 600001, TAMIL NADU.

This is a computer generated statement which does not require any signature




Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306



Kalpesh Bhalerao

Employee No. : 90015258



[Handwritten signature]

Issuing Authority



[Handwritten signature]
Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E)-421 103



gaik
Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306



kotak
Kotak Mahindra Bank



**Suraj
Mudaliyar**
2639091 0+



Saket

Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

Reliance SMSL Limited

Final Settlement Sheet - May 2023

Employee No.	67591505	Name	Mr. Sumesh Bhasney	Payslip Location	RICM
Bank Name	HDFC BANK LTD.	Bank A/c No.	50100343883562	UAN No.	101632406304
EPF/Pension A/c No.	THVSH01176780000514125	ESIC A/c No.	3415672851		
Date of Joining	06.11.2020	Separation Initiation Date	06.04.2023	Last working day	05.05.2023
Basic Salary	0				

Earnings	This Month (INR)	Arrears(INR)	Deductions	This Month (INR)	Arrears(INR)
Basic salary	1,624.49		Ec PF contribution	195.00	
HRA	1,082.99		Prof Tax - Full period	200.00	
Statutory Bonus	135.32		Recovery of round off amt	0.46-	
PL Encashment F&F	15,527.42		GTLI Recovery	11.77	
Unpaid Salary	18,735.00		GHP Recovery	243.91	
Total Earnings	37,105.22		Total Deductions	650.22	
GROSS EARNINGS(INR)		37,105.22	GROSS DEDUCTIONS(INR)		650.22
			NET PAY (INR)		36,455.00

Attendance/Absence/Leave	Days
Current Month Total Days	0
Paid Days	-1
Absence Days	1
Previous month(s) absence Paid / Recovered (-)	0
Privilege leave encashment	37


Notice Period Calculation	Days
Notice period required	30.00
Notice period served/ accounted	30.00
Excess leave/absences	0.00
Notice period shortfall	0.00

Absence days for May 2023

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30
				1.00																									

Incase of any query, kindly mail it to JioAlumni.Communications@jio.com.




 Director (In-Charge)
 Pramod Ram Ujagar Tiwari
 Saket Institute of Management
 Saket Vidya Nagari Marg,
 Chinchpada Road, Kalyan (E) 421 306

26th October, 2018

To,
Mr. Suraj Pandey,
102, Arjun Sadan, Ekveera Nagar,
Haji Malang Road,
Behind 50-50 Dabha,
Opp to essar Petrol Pump
Kalyan East- 421306.
Tel.No:8879804251

Dear Suraj,

This has reference to the interview and discussions you had with us. We are pleased to appoint you as "Graduate Trainee". You would be on assignment for a period of three months. Based on your good performance during the assignment period you would be taken on probation. On successful completion of probation period your services would be confirmed and you would be re-designated as "Career Development Officer".

Find below your compensation details.

		(Amount in Rupees.)	
		Per Month	Per Annum
Basic Salary	:	21,500	2,58,000
House Rent Allowance	:	1,400	16,800
Additional HRA	:	7,000	84,000
Transport Allowance	:	1,600	19,200
Telephone Allowance	:	500	6,000
Daily Travel Reimbursement (Only for the days of field work @ Rs.150/-)	:	3,000	36,000
Performance Incentive (Payable based on the achievement of Monthly targets)	:	10,000	1,20,000
Performance cum Continuity Bonus (Annual) (Payable based on the achievement of targets for the year and continuity in the organization for at least 1 year)	:	2,000	24,000
Total Rs. Five Lakh Sixty Four Thousand only p.a.	:	47,000	5,64,000

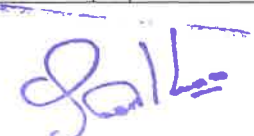
Regards,
Jaro Education

Sushant Mallya
Sr. Manager – Human Resource

I agree to the above and attached terms & conditions

Dated _____




Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

LETTER OF INTENT

Name: Prashant Shukla

Dear Prashant

Congratulations!!!

With utmost pleasure, we would like to inform that you have been selected for the position of "Relationship Executive" with Hansa Direct Private Limited. Your tentative date of joining will be 19th December 2017. The DOJ is subject to change due to operational contingencies or arrangements. We will keep you posted well in advance in case of any changes.

The compensation offered is INR 10,000/- Gross per month. Net take home is subject to statutory deductions e.g. ESIC, PF, Professional Tax, Income Tax & Labour Welfare Fund).

Following documents are mandatory at the time of joining:

1. Qualification Documents
2. Address proof (Aadhaar Card, Voter's ID Card, Passport)
3. ID Proof (Pan Card)
4. Past Experience/Relieving Letters
5. 6 Passport Size photographs


NOTE: You will be under training & certification phase initially starting from your date of joining. Upon certification your offer will be confirmed and you will be paid from the date of joining. In case you fail in the certification test you shall not be paid for any of the days of training & certification phase and eventually your employment will get terminated with immediate effect. The duration of certification phase is subject to vary from process to process.

Thank you for showing interest in Hansa Direct Private Limited. We are looking forward to have a successful & long term professional bonding with you.

For Hansa Direct Private Limited


Authorized Signatory




Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

Hansa Direct Pvt Limited.

Belapur: T351, 5th floor, Tower 8 CBD Belapur station building, CBD Belapur, Navi Mumbai 400614. Ph: + 91 22 39482800.
Kurla: B 403/4, 4th Floor, Commercial Office Towers, Kohinoor City Mall, Kurla West, Mumbai - 400 070. Phone: + 91 22 66077000.
Regd office: 605/606, Anna Salai, 2nd Floor, Film Chamber New Building, Thousand Lights, Chennai - 600006

CIN: U74900TN2009PTC072651

Date:05-02-2019

Welcome Note

Dear **Mr. Shubham Balu Bansode**

Congratulations and welcome to Randstad family! We are delighted to have you as part of our organization. Your role and association with us is critical in fulfilling the mission of our organization. We hope, our association will be professionally meaningful and mutually beneficial. You join a group of our 60,000 + Employee Workers (EW) deputed to our various clients, in order to partner in their business success.

Thank you for the information and documentation provided to ease your on-boarding process. You can continue to use our online portal to access and download your monthly pay slips, edit personal details, download forms required for registering your employment for various statutory benefits. The next few pages will give you more information on your employment with us.

For any queries, please feel free to contact the Randstad Help Desk. The facility is currently available Monday through Friday, 9:30 am to 6:30 pm. You may contact the Help Desk through one of the three methods below:

1. Log in to [Click here to log in Randstad Portal](#)
2. Call us Toll free 1800 420 9944
3. Email us to flexicare@randstad.in

Our Core Values: As a new entrant, we would like you to know that randstad is known for continuing to adhere to and live by the core values established in our early days. Its good to know that every Randstad employee continues to keep to and live by these values today. They are

To Know - We are experts. We know our clients, their companies, our candidates and our business. In our business its often the details that count the most

To Serve - We succeed through a spirit of excellent service, exceeding the core requirements of our industry.

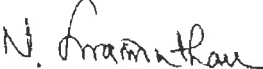
To Trust - We are respectful. We value our relationships and treat people well.

Striving For Perfection - We seek to improve and innovate constantly. Its our job to help our clients and candidates to find satisfaction in all their pursuits. This is what gives us the edge.


Simultaneous Promotion Of All Interests - We take our social responsibility seriously. Our business must always benefit society as a whole.

I wish you all the very best as you embark on an exciting journey with Randstad while enhancing your professional stature, along the way.

For Randstad India Pvt Ltd.


N Swaminathan Iyer
Vice President - SSC




Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

Date: 05-02-2019

To,
Mr. Shubham Balu Bansode,
Empcode -1369253

FIXED TERM CONTRACT OF EMPLOYMENT

We are pleased to appoint you in our organisation as Specialist Customer Care, for a fixed period of employment, on the following terms and conditions:

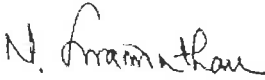
1. Your contract of employment shall be valid for a period of 1 year from 21-01-2019 to 20-01-2020. Notwithstanding this, in the event of the project/ work for which you are being employed comes to an end before the aforementioned period, this contract shall be co- terminus with the aforementioned project/work. At the end of the above referred period, the contract will stand terminated automatically without any notice or communication to you, unless they are explicitly extended by us by a letter in writing.
2. Notwithstanding anything above, depending upon the aforementioned project/work, the Company reserves its right to extend your temporary appointment for such period or periods as may be necessary depending upon the exigencies relatable to the work for which you are hereby engaged. In that event, the Company shall in writing extend your temporary assignment on the terms as may be indicated in such letter and in the event of your acceptance of such extension of the assignment you shall be governed by such terms and conditions as may be indicated therein.
3. During the period of fixed contract, your services could be deputed at the sole discretion of the Management to any of our clients company or locations to do work pertaining to or incidental to the client's business.
4. Details of your salary break up with components is as per the Annexure 1.
5. You will be entitled to an employer's contribution of Provident Fund to the extent of 12% of your basic salary.
6. You will be covered under a Group Accident Insurance Scheme to the extent of 200000 and medical insurance upto 75000, per annum. This policy will come into effect after 30 days of employee joining the company.
7. You will be eligible for leave as per the client's company policy,during the period of your contract of employment.
8. You will be entitled to all other statutory benefits wherever applicable during the fixed period of contract.
9. You are advised to read and understand Randstad Health & Safety Policy for deputees (Annexure 2) and comply with relevant policies that are in practice at Cimpress India Private Limited. Adherence to the stated and relevant policies is a condition of employment with Randstad. In the event you are found to be non-compliant of any of the applicable policies, Randstad reserves the right to take necessary action against you.
10. This contract shall be terminable by either party giving 30 days notice in writing or salary in lieu of notice, to the other.

We are consciously endeavoring to build an atmosphere of trust, openness, responsiveness, autonomy and growth among all members of the Randstad family. As a new entrant, we would like you to wholeheartedly contribute in this process.


As a token of your acceptance of the above terms and conditions, you are requested to sign the duplicate copy of this letter and return to us.

Wishing you the very best!
Yours truly,

For Randstad India Pvt Ltd.


N Swaminathan Iyer
Vice President - SSC




Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

Acceptance:

I Shubham Balu Bansode have read and hereby accept the above mentioned terms and conditions

Signature :

Date :



A handwritten signature in blue ink, appearing to read "Saket".

Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

Date: 05-02-2019

Mr. Shubham Balu Bansode,
Empcode -1369253

DEPUTATION LETTER

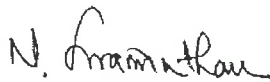
Further to clause 3 of your letter of employment, we are pleased to advise you that your services are being deputed to Cimpress India Private Limited with effect from 21-01-2019 at their BHIWANDI office. The terms and conditions of your deputation will be as follows:

1. You will, with effect from 21-01-2019, be required to work at our client's office/ premises at any of their locations.
2. During the tenure of the deputation, you will continue to be an employee of Randstad.
3. In the day to day functioning or carrying out all responsibilities, you will receive instructions from Cimpress India Private Limited and will undertake to abide by any suggestions, etc. given by any assigned person(s).
4. You shall also abide by any training that may be offered to you by Cimpress India Private Limited.
5. You shall be bound to follow the working hours of Cimpress India Private Limited.
6. You shall take care not to disclose confidential information / trade secrets, etc that you may come across in the course of your responsibilities to anyone outside Cimpress India Private Limited and use such information only in connection with the service provided to Cimpress India Private Limited.
7. You shall at no point of time stake any claim or right to claim employment, damage, loss or compensation of any sort whatsoever against Cimpress India Private Limited. This arrangement is purely a contractual agreement between Randstad and Cimpress India Private Limited for the time specified.
8. You shall not engage in any act subversive of discipline in the course of your duty/ies in the property of Cimpress India Private Limited or outside, and if you were at any time found indulging in such act/s, we reserve the right to initiate disciplinary action as is deemed fit, against you.
9. You shall be responsible for protecting the property of Cimpress India Private Limited entrusted to you in the due discharge of your duties and shall indemnify Cimpress India Private Limited when there is a loss of any kind to the said property.

All the other terms and conditions of your employment remain unchanged.

As a token of your acceptance of the above terms and conditions, you are requested to sign the duplicate copy of this letter and return to us.

Yours truly,
For Randstad India Pvt Ltd.



N Swaminathan Iyer
Vice President - SSC

I, Shubham Balu Bansode have read and hereby accept the above mentioned terms and conditions

Signature :

Date :



Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306



Schedule A
Assignment Details of Shubham Balu Bansode

Name	Shubham Balu Bansode
Client Name	Cimpres India Private Limited
Place of Deputed	BHIWANDI
Designation	Specialist Customer Care
Start date of Assignment	21-01-2019
End date of Assignment	20-01-2020

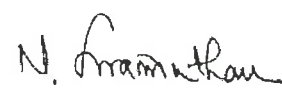
Salary Break - Up Details

Component	Monthly	Yearly
Basic	8,845.00	106,140.00
House Rent Allowance	442.00	5,304.00
Statutory Bonus	737.00	8,844.00
Other Allowance	1,973.00	23,676.00
Deputation Allowance	1,500.00	18,000.00
Vehicle Reimbursement	1.00	12.00
Gross Salary	13,498.00	161,976.00
Employer's Contribution to ESI	642.00	7,704.00
Employer's Contribution to EPF	1,061.00	12,732.00
Insurance	75.00	900.00
CTC (Cost to the company)	15,276.00	183,312.00
Employee's Contribution to EPF	1,061.00	12,732.00
Employee's Contribution to ESI	237.00	2,844.00
Net-Take Home	12,200.00	146,400.00

* Income tax, Professional Tax and LWF as applicable will be deducted. All taxes will be deducted as applicable by law.
 * Your salary is strictly confidential.


For Randstad India Pvt Ltd.

Accepted By


N Swaminathan
 Iyer
 Bansode
 Vice President - SSC

Shubham Balu




 Director (In-Charge)
Pramod Ram Ujagar Tiwari
 Saket Institute of Management
 Saket Vidya Nagari Marg,
 Chinchpada Road, Kalyan (E) 421 306

General Terms & Conditions

1. You will have to provide signed copies of all documents and forms in the joining kit including the signed appointment letter to Randstad India Private Ltd. (RIPL) within a period of 30 days from your date of joining. The documents can be either couriered or handed over in person at the designated RIPL offices. You will not be eligible for payroll in the subsequent months if these documents are not received within the 30 day period from your date of joining.
2. RIPL is working towards having a safe transaction mode for all payments and follows the practice of remitting salary, reimbursement, F&F and other payments directly to your designated bank account. You are required hereby to confirm your acceptance of the same and provide your Bank Account details with proof (cancelled cheque or copy of bank pass book or bank statement) within 15 days of the date of joining to RIPL personnel at the designated RIPL offices or send an e-mail with scanned copy of the proofs mentioned to flexicare@randstad.in mentioning "bank account details" in the subject line of the mail.
3. You will have to provide your PAN card details within 15 days of your date of joining
 - a. In case, you dont have a PAN card, you will have to apply and provide the acknowledgement copy within 15 days from the date of joining.
 - b. In case you do not provide PAN card details and your income falls under the taxable limits, you will be paid your monthly salary after deduction of taxes as per the existing tax laws.
4. Your pay slips will be available online for viewing, downloading and printing. This is a digitally generated document and does not require a physical signature for verification. The pay slip will be available at the end of first week of the month and will be deemed to have been received and accepted by you. For any clarifications or queries, regarding the same you can send an email to flexicare@randstad.in referencing your RIPL employee ID.
5. In case of any reimbursable components in your salary structure, you will be required to submit necessary proofs of payments and bills for the same, failing which the payments will be made after deduction of appropriate taxes.
6. If you are eligible for ESIC benefits and have an existing ESIC number, please inform in advance through the ESIC nomination form in your joining kit to retain the existing ESIC number. For PF transfer from an existing PF account, you will need to fill and submit the PF transfer form in your joining kit.
7. RIPL does not accept or retain any original certificates/ documents pertaining to your educational and other qualifications. You may be required to produce the same for verification purposes only, if requested by authorized RIPL personnel.
8. You will have to complete all the exit formalities and hand over any assets including but not limited to ID cards, laptops, mobiles, etc. in your custody before your Last Working Day (LWD) in the organization. Your Full & Final Settlement (F&F) will be completed only if the exit formalities are done on time, which shall not exceed 45 days.
9. Your F&F settlement amount will be transferred to the bank account used for your salary transactions. In case, there are dues to be recovered from you in the F&F settlement, you will be issued your relieving letter and experience letters only on clearance of these dues.

As a token of your acceptance of the above terms and conditions, you are requested to sign the duplicate copy of this letter and return to us.

Yours truly,

For Randstad India Pvt Ltd.

N. Swaminathan

N Swaminathan Iyer
Vice President - SSC

I, Shubham Balu Bansode have read and hereby accept the above mentioned terms and conditions

Signature :

Date :



[Signature]
Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

Registered Office :

Randstad India Private Ltd .
Randstad House,
Old No. 5 & 5A, New No. 9, Pycrofts Garden Road,
Nungambakkam, Chennai 600 006.
P +91 (0) 44 66227000 F +91 (0) 44 66227474
www.randstad.in

Annexure 2: HEALTH AND SAFETY POLICY

1. Introduction

Randstad recognizes people as its most important asset and is committed to ensuring safe and healthy work environment for all its employees and people visiting its premises. Randstad's Corporate Policy necessitates a specific Health & Safety Policy for its outsourced employees. Given that our EWs are redeployed to various client sites, where each client's Health & Safety Policy would be different, it is our commitment to ensure that our EWs have safe working conditions, where risks if any, are well managed and our clients treat all our EWs as they would treat their direct employees in matters of health & safety.

This document is to be read and thoroughly understood by all Randstad EWs at the time of joining an assignment; it requires them to be aware of the policy and our recommendations for safe working practices.

We assure that we will not depute an EW to a client site, which causes an Occupational Hazard or risk to Health. We will only work with clients who are aligned to our Health & Safety Policy for EWs. Additionally, we advise our EWs and employees to bring to our notice, situations that an EW might encounter and could be a potential health & safety issue.

We also ask our EWs not to endanger themselves or their colleagues at work by violating any safety rules, and to comply with work place instructions besides ensuring that they wear Personal Protective Equipment where advised. Our EWs are asked not to interfere with or misuse anything provided for their safety, health and welfare. This is a condition of employment with Randstad. Management reviews will be held each year to review implementation of this policy and draw upon further improvements for the following year. These improvements will include the policy itself and the associated business processes to attain objective of this policy.

2. Health & Safety Policy

Health & Safety in the work place is every one's responsibility. Randstad regards promotion of Health & Safety measures as a mutual objective for the management and employees, including deputed employees. Randstad has factored in statutory requirements while arriving at this Health & Safety Policy.

General Safety

1. Ensure that you are aware of your own responsibilities in respect of relevant health, safety and environmental matters.
2. Follow instructions the way it is meant to be. Use entries and exits, lifts in the manner it is meant to be.
3. Ensure you have your EW ID card on your person at all times with your photograph, Randstad contact details and Nos. displayed in a clear manner.
4. If you have a visitor, ensure your visitor signs in and receives a security pass. Do not take your visitor into the client premises without permission.
5. You will not enter your work premises while under the influence of alcohol, drugs or any substance which may endanger your health or safety and/or that of any other person.
6. Beware of fact that many things which may be obvious get overlooked while working. Thus, appropriate care and concentration is required at work to ensure general safety.

Fire Safety

1. Ensure familiarity with the fire safety procedures in work place. Most organizations have fire safety training as a statutory requirement. Ensure you attend the same, after seeking necessary permission from your reporting manager.
2. Understand different kinds of fire fighting equipments installed at your work place.
3. Please become familiar to the sound of the fire alarm and know the emergency/fire exits. These are not normal entry/exits. These exits are signed with the statutory fire exit signs.
4. Attend fire drill if any at your work place and undergo evacuation training.
5. Avoid taking personal risks; do not try to tackle fire on your own.


Accident & First Aid

Familiarize yourself with the First Aid arrangements at your work place. Do not leave vehicles or items relating to your work

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 Director (In-Charge)
 Pramod Ram Ujagar Tiwari
 Saket Institute of Management
 Saket Vidya Nagari Marg,
 Chinchpada Road, Kalyan (E) 421 306

in places other than that which is designated. This will help prevent accidents.

1. Follow rules on speed limit and wearing safety gear as is prescribed at the work environment that you are at.
2. If your office premises require you to wear a helmet while entering or exiting, comply with the same.
3. In the event of an accident, do not handle it on your own; follow procedures that you may have been trained in; inform the facilities manager or emergency numbers provided.
4. Understand accident report procedures at your work site.
5. Always let someone know, where you are going and your expected time of return.
6. If your office premises require you to wear a helmet while entering or exiting, comply with the same.

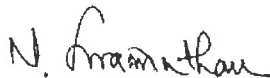
As a Randstad EW, you have the right to:

1. Work in places where all the risks to your health and safety are properly controlled.
2. If your office premises require you to wear a helmet while entering or exiting, comply with the same.
3. To stop working and leave the area if you think you are in danger.
4. To inform your employer about health and safety issues or concerns.


Recommendations for Common Safe Working Practices

1. Do not smoke in areas prohibited.
2. Do not overload electrical outlets.
3. Do not expose electric conduits/plugs/sockets to water.
4. If your work requires you to lift weight frequently, understand load management procedures at work.
5. Do not operate machinery unless you have been trained and authorized to do so.
6. Never throw anything from any height.
7. If you use tools as part of your work use only the right and authorized tools.
8. Report any Health and Safety incidents whether they result in injury or not to your respective Randstad anchor.
9. Cooperate in the investigation of accidents with the objective of introducing measures to prevent recurrence.

For Randstad India Pvt Ltd.



N Swaminathan Iyer
Vice President - SSC

Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

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www.randstad.in



PRIVATE AND CONFIDENTIAL

Reference No. - 1383805641

Applicant ID - 3685047

22-Jan-2019

Raunak Prasad

Dear Raunak,

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

Please find enclosed the job offer letter.

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

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


E-Mail Address :

Telephone No. :

Yours sincerely,

Udita Pharasi




Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

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

Tel. (91 22) 2653 1414
Fax. (91-22) 2653 1122
Website www.icibank.com

Regd. Office: "Landmark",
Race Course Circle,
Vadodra 390007, India.



PRIVATE AND CONFIDENTIAL

Reference No. - 1383805641

Applicant ID - 3685047

22-Jan-2019

Raunak Prasad

Dear Raunak,

We are pleased to make you an offer of appointment as S1 grade in ICICI Bank. You will be placed in PHONE BANKING-SERVICE at THANE-LEXINGTON TW HIRANANDANI.

The details of your remuneration and benefits are given in Annexure.

The following are the terms and conditions of the appointment.

Commencement/Term:

- You shall be required to join the Bank on or before 30-Jan-2019.
- You will be on probation for a period of one year or such extended period as may be decided by the Bank based on your performance during the probation period.
- On satisfactory completion of your probation period, including that of extended period, if any, you will be confirmed in the services of the Bank in writing.

Other Terms and Conditions of Service:


- Professional Ethics & Confidentiality:** While you are in the services of the Bank, you are not permitted to carry on any business or profession or enter, for any part of your time, in any capacity, the services of, or be employed by or engaged with any other firm, company or person. You will devote your whole time and attention to your office work to promote the interest of the Bank. You will not divulge details like your compensation structure (CTC), performance rating, performance bonus amount, increment, etc. and will not divulge to any person or utilize any of the Bank's secrets or other related information (which you may possess by reason of your association with the Bank) with any external agencies, press etc. outside the Bank. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.
- IT Security Practice & Procedures:** While you are in the services of the Bank, you will adhere to the IT Security Practice & Procedures as prescribed by ICICI Bank. Any instance/s of violation or any attempted violation of the aforesaid IT Security Practices and Procedures on your part shall result in disciplinary action.

ICICI Bank Limited
ICICI Bank Towers
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Mumbai 400 051, India

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Fax: (91-22) 2653 1122
Website www.icicibank.com

Regd. Office : "Landmark",
Race Course Circle,
Kalyan (E) 421306, India.




Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

Reference No. - 1383805641
Raunak Prasad

- **Notice Period:** In case you decide to leave the Bank's services during probation period, you will be required to give forty-five days' notice. The Bank in its sole discretion can decide to waive off/reduce the notice period depending upon the exigencies. In such case, you would be required to pay to the Bank the gross salary for the notice period so reduced/waived off.

In case you decide to leave the Bank's services after confirmation, you will be required to give ninety days' notice. The Bank in its sole discretion can decide to waive off/reduce the notice period depending upon the exigencies. In such case, you would be required to pay to the Bank the gross salary for the notice period so reduced/waived off.

After confirmation, your services would be liable to be terminated by the Bank, by giving ninety days' notice or on payment of ninety days' gross salary in lieu of the notice period.


- **Transfer:** The Bank shall have the right to transfer you to any of its offices or ICICI group companies in India and abroad.
- **Joining Competitor:** In the event of termination of your services by the Bank or your resignation from the services of the Bank, you shall not join any Banking or Financial Services Company for a period of six months from the date of resignation/termination.
- Please note that during the course of your services with the Bank or in the event of cessation of your services in future, due to any reason whatsoever, you shall, for a period of six months from the date of such cessation, directly or indirectly, either on your own accord or on behalf or in conjunction with any other person/s, firm or company refrain/desist from canvassing or soliciting or attempting to or inducing any employee(s)/business associate(s) to leave their current employment with the Bank/Group Companies/Business Partners to join the services of your new employer/firm/company or any other competitor of the Bank/Group Companies/Business Partners. Any act in contravention of the above provision shall entail initiation of appropriate action as deemed fit by the Bank.
- Please note that during the course of your services with the Bank you cannot be a member of any anti-social/national outfits or of any outfit, which is declared as banned by the Government. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.

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

Tel: (91) 221 2653 1414
Fax: (91) 221 2653 1122
Website: www.icicibank.com

Regd. Office: "Landmark",
Race Course Circle,
Vandevara 390007, India.




Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

Reference No. - 1383805641**Raunak Prasad**

- Please note that while joining the services of the Bank and during the course of your services with the Bank, you would be required to notify the Bank immediately with details of civil or criminal case/s instituted against you in any Court of Law or any complaint/show cause notice /prosecution with/by any Police Station or by any statutory authority, as also you will notify any outcome of such complaint like filing of Chargesheet /Arrest/Conviction/Acquittal/Discharge. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.
- The Bank expects resolution of issue/s relating to your employment, if any, within the framework internally, at all times during your service period and even after cessation of service due to any reason whatsoever. As such please note that any attempt to bring any outside influence - directly or indirectly - upon any authority to further your interest/s in respect of matters pertaining to your services with the Bank would amount to breach of employment contract leading to initiation of appropriate action.
- Please note that during the course of your services with the Bank, you will not take part in any demonstration/agitation against the Bank and its official/s for or on behalf of any external bodies/political outfits- either as a member or as a sympathizer. Any act in contravention of the above would be treated as prejudicial to the interest and reputation of the Bank leading to initiation of appropriate action.
- **Termination of Employment:** Your services with the Bank are liable to be terminated:
 - Without assigning any reason and without giving any notice during probation period
 - At any time during your services with the Bank in the event of
 - a) Any breach of the conditions mentioned in this letter on your part
 - b) Any incorrect information furnished by you like:
 - Mismatch in your previous employment data even for a day
 - Mismatch in your previous pay slip
 - Fake qualification certificates etc; and
 - c) Suppression of any material information by you.
 - d) Any breach of the Rules and Regulations of the Bank as applicable/may be made applicable to you from time to time.

ICICI Bank Limited
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New Delhi 110007, India.




Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306



: 4:

Reference No. - 1383805641

Raunak Prasad

• **General:**

- Your appointment and continuation in employment are subject to you being found medically fit by a Bank appointed doctor, reference checks, qualifications and past employment details and successful completion of your course-graduation/post-graduation and submission certificates/ marksheets at the time of joining.
- You will be bound by the Rules and Regulations of the Bank.
- You will keep us informed of any change in your residential address.

If you are agreeable to the above mentioned terms and conditions, please intimate your acceptance to us by returning a copy of this letter, duly signed by you, within seven days of receipt. In case no confirmation is received within the above-mentioned period the appointment letter shall be deemed to have been withdrawn.

Yours sincerely,

Neha Shree
HR MANAGER

Digitally signed by NEHA SHREE
Date: 2019.01.22 10:10:01 +05:30
Reason: Offer Letter
Location: Mumbai

I have read all the terms and conditions of the offer and would like to confirm my acceptance.

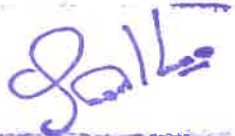
Signature of Applicant

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

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Director (In-Charge)
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Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

Reference No. - 1383805641

Raunak Prasad

Annexure:**Remuneration:**

- Your Base Salary will be Rs. 72,000/- (Rupees Seventy Two Thousand only) per annum.
- You will eligible for the Performance Linked Retention Pay, as per the policy of the Bank. Please note that there is no guaranteed performance bonus, subject to however provisions of the Payment of Bonus Act 1965, wherever applicable. Bonus/variable pay (including payment deferred for subsequent payouts) would be payable to an employee only if the employee on the day of payout is on the rolls of the bank and he/she has not resigned and/or is serving notice period.

Supplementary Allowances:

- You will be eligible for a Supplementary Allowance of Rs. 1,01,400/- (Rupees One Lakh One Thousand Four Hundred only) per annum. Supplementary allowance will include – HRA, Additional HRA, Conveyance / Travel Allowance, Telephone Reimbursement, LTA, Medical Reimbursement, Canteen and any other allowance. All the components of supplementary allowance are subject to limits and rules prescribed by Income tax act and policies of the bank.
- The composition of supplementary allowance can be decided once in a year. The unexercised amount of the supplementary allowance will be paid to the employee subject to deduction of tax at source.

Superannuation Allowances:

- You will be eligible for a Superannuation Allowance of Rs. 10,800/- (Rupees Ten Thousand Eight Hundred only) per annum.

ICICI Bank Limited

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Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

Reference No. - 1383805641

Raunak Prasad

Benefits:

- Comprehensive Mediclaim Coverage for you and your immediate family up to Rs.400,000/-(Rupees Four Lakh only) per annum. Your immediate family includes yourself, your spouse and dependent children.
- You will also be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity, in accordance with the statutory requirements and/or, as per Bank policy.
- The salary and perquisites including supplementary allowance are subject to limits and rules prescribed by the Income Tax Act / Rules and policies of the Company.
- Maternity leave benefits as defined under the Maternity Benefit (Amendment) Act, 2017 are offered to eligible women employees by the Bank. Details of all types of leaves including the Maternity leave benefits offered to employees and eligibility criteria for availing such benefits are notified by the Bank under "Employee Benefit Policies" available on the Bank's intranet which will be accessible upon joining the Bank.

Digitally signed by NEHA SHREE
Date: 2019.01.22 10:10:01 +05:30
Reason: Offer Letter
Location: Mumbai

Signature of Applicant




Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306



JOINING FORMALITIES

The process to join the Bank is by way of completing the online joining formalities. You are required to complete the online joining formalities within 5 days from the date of receiving confirmation about your medical fitness. Please note that completion of online joining formalities is a mandatory process.

The login credentials are provided below:

URL: <https://www.icicicareers.com/Careers/CP/CandidateLogin.aspx>

Username: Registered email id or Applicant id

Password: Which has been already communicated to you through registered email id. In case, you do not remember the password, please use "forgot password" option to generate a new password.

Following documents (xerox copies) are required to be uploaded:

- 5) Self-attested copies of educational certificates and marksheets (Xth/XIth/ Graduation/ Post graduation)
- 6) Work Experience Document
 - a. Resignation accepted letter from current organisation
 - b. Relieving letter from two previous employers or companies worked in last five years whichever is higher
- 7) Passport size Photograph (against Red background)
- 8) Address proof (Passport/Voter id/Ration card)
- 9) Aadhar Card
- 10) Medical reports (If you have completed medical test from other than SRL Diagnostic Center, please upload medical reports)
- 11) PAN Card

You are required to carry all original documents for verification on the day of joining.

Please note that you are required to attend Induction program (I-Banker) on your date of joining. You shall be communicated about the date, time and venue for induction program (I-Banker) by your Recruitment Manager post your medical fitness confirmation.

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

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

Regd. Office : "Landmark",
Race Course Circle,
Vadodra 390007, India



Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

Remuneration Details
Name : Raunak Prasad
Position: S1
Group: RETAIL BANKING GROUP

	S1	
	Monthly	Annual
Basic	6000	72,000
Supplementary Allowance *	8450.00	1,01,400
Superannuation Allowance **	900	10,800
Total	15,350	1,84,200
Retirals		
Retirals (PF, Gratuity) ***	1,220	14,640
Total CTC	16,570	1,98,840
Performance Linked Retention Pay #	1500.00	18,000
Total (incl PLRP)	18,070	2,16,840
* Supplementary allowance will include HRA, Additional HRA, Conveyance / Travel allowance, LTA, Medical, Canteen and any other allowance		
*** Company contribution towards PF is 12% and Gratuity is 8.33%.		
# Please note that there is no guaranteed performance bonus, subject to however provisions of the payment of Bonus Act 1965, wherever applicable.		

Date: 22-Jan-2019

Digitally signed by NEHA SHREE
Date: 2019.01.22 10:10:01 +05:30
Reason: Offer Letter
Location: Mumbai

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

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

Regd. Office : "Landmark",
Race Course Circle,
Vadodra 390007, India.



(Handwritten Signature)
Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

Sterling

Prem Waghmare 810231

Date: 15 November 2022

Experience Letter

This is to certify that Prem Waghmare with 810231 was employed with Sterling Information Resources India Pvt. Ltd from 25-April-2022 to 15 November 2022 and was last designated as Public Records Specialist I at Band & Grade G1-L3.

Prem Waghmare has been relieved from duties at the closure of business on 15 November 2022.

We wish him all the best for his future endeavors.

For Sterling Information Resources India Private Limited,

For & On behalf of

Jaydeep Sarkar
Senior Manager People & Culture



Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

Disclaimer This is a system generated document and it does not require any authentication.



APPOINTMENT LETTER

11 December, 2021

Dear **Ashwini gajre,**

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

1. Place of Employment and Timing:

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

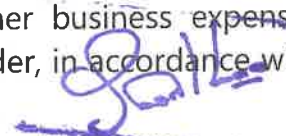
2. Compensation and Benefits:

1. Compensation. As compensation for services to be rendered pursuant to this letter, the Company shall pay you an annual basic salary of **Rs 160000**. Other allowances / reimbursements as due to you are detailed in Annexure I.
2. You will be provided with a Comprehensive Medical Insurance and will also be covered under the Group Personal Accident Insurance, while on Company business.
3. You will be provided with Retirement Benefits namely, Provident Fund and Gratuity, in accordance with the laws of the country, and/or, as per company policy.
4. Your compensation shall be reviewed on the basis of merit and will be at the sole discretion of the company.

3. Reimbursement of Expenses:

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




Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

4. Leaves:

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

5. Term:

Employment period shall commence on **13 December, 2021** and you will be on probation for a period of six months from the date of your joining the company. During this time, your appointment is terminable by one month's notice by either party or one month's salary in lieu thereof:

1. You will be deemed to continue on probation until you are confirmed, and the confirmation is communicated to you in writing. After confirmation, your appointment is terminable by two months' notice by either party or two months' salary in lieu thereof. Wipro reserves the right to pay or recover salary in lieu of notice period. Further, the Company may, at its discretion relieve you from such date as it may Deem fit even prior to the expiry of the notice period given by you. However, if the management desires you to continue the employment during the notice period, you shall do so.
2. During the term of employment, your performance and suitability for the roles will be continuously monitored and evaluated. Given the nature of your role, which is dependent on customer requirement, you would have to clear assessments prescribed by Wipro from time to time. In the event you fail to meet the prescribed measurement criteria as defined for your Process/Function or there is no suitable role available for you based on company requirement, the company reserves the right to terminate your employment in accordance with the bench policy. If you remain absent from work without authorization or reasonable explanation for more than seven consecutive working days, it will be presumed that you are no longer interested in working for Wipro and have voluntarily abandoned your services. In such a case, your employment with Wipro will stand terminated. In the event of termination of employee's services arising out of integrity, misconduct & disciplinary proceedings, no notice will be required from the company's side. In such case, you will not be entitled to any statutory compensation

6. Retirement:

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




Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

7. Confidentiality:

1. During the course of its business, the Company is required to keep confidential, the information about its Customers and itself and for that purpose to ensure the same from each employee assigned to perform services for the Company/its Customers and each employee who obtains or is in a position to obtain any information or materials.
2. During the normal course of business, it may be imperative to record / monitor all calls made by you in order to assess quality, as applicable. This clause by no means would impede upon your working ability / capacity and should be taken in light of company procedures and policies.
3. You shall therefore regard and preserve as confidential all information related to the business and activities of the Company as well as its Customers, their clients, suppliers and other entities with whom they do business which may be obtained by them from any source or may be developed as a result of any of the said agreements with the Company's Customers. You shall hold such information in trust and confidence for them and not disclose any such information to any person, firm or enterprise, or use any such information for your own benefit or the benefit of any other party, unless authorized by the Company.
4. You shall not directly or indirectly, engage or assist others to engage in, any activity or conduct that violates the provisions of this Clause.
5. You acknowledge that the information, observations and data concerning the Company and/or the Customers provided to you, is and shall continue to be the property of the Company and/or its Customer's, as the case may be and that you shall not be entitled to any right or license in relation to the said information, nor shall you copy, reproduce, publish, distribute, adapt, modify or amend any part thereof, without the prior written consent of the Company/the Customers, as the case may.
6. You are not a party to or aware of any agreement, obligation or restriction that prevents or prohibits you from complying with these obligations and you agree to take any other steps reasonably required and/or appropriate to ensure compliance with the obligations set forth herein.
7. You understand that if you threaten to or actually breach or fail to observe any of the obligations set forth in this Clause, Company will be subject to irreparable harm, which will not be adequately satisfied by damages and you therefore agree that the Company shall be entitled to injunctive relief and/or any other remedies permitted, to ensure and enforce your compliance with these obligations in the unlikely event you do not comply with them; provided, however, that no specification herein of any a particular legal or equitable remedy shall be construed as a waiver, prohibition or limitation of any legal or equitable remedies available to the Company.
8. You shall deliver to the Company upon cessation or termination of your employment, or at any other time the Company may request, all memoranda, notes



Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

plans, records, reports, computer tapes and software and other documents and data (and copies thereof) relating to the said, or the business of the Company or any affiliate or its Customers which you shall then possess or have under your control.

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



A handwritten signature in blue ink, appearing to read "Pramod", written over a horizontal line.

Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

8. NONCOMPETE

In the course of your employment with Wipro you will be providing services to customers or clients of Wipro during which process you would be handling sensitive information including but not limited to information of key customers of Wipro, competitor information, customer sensitive information ('Confidential Information'). You acknowledge and recognize that Confidential Information available to you, if leaked, would cause irreparable harm to Wipro and its protection is of utmost importance to Wipro. You confirm that for a period of six (6) months after separation of your employment from Wipro (irrespective of the circumstances of or the reason for the separation), you will not accept any offer of employment from a customer or client with whom you have interacted or worked in a professional capacity representing Wipro during the six (6) months preceding the date of separation

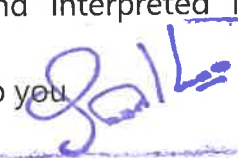
9. Whilst employed by the company, you:

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

Other Provisions

1. **Language.** This appointment letter was originally drafted in the English language. If it is translated into any language other than English, the provisions of the original English language version shall control in the case of any asserted conflict in terms.
2. **Governing Law.** This appointment shall be governed by and interpreted in accordance with the laws of India.
3. You shall be governed by the "Service Agreement" as applicable to you




Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

It is understood that your date of joining **Wipro Limited**, will not be later than **13 December, 2021** failing which this offer will automatically stand revoked without any further notice. Please sign and return the duplicate copy of this letter in token of your acceptance of the terms described in this letter.

We wish you a long and mutually beneficial association with us.

**Yours faithfully,
For Wipro Limited.**



**Sandesh Kumar
General Manager - Talent Acquisition**

I accept the terms of this letter.

Signature: E-Signature Signature

Date: E-Signature Date

Name: Ashwini gajre



**Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306**

ANNEXURE I

Name	Ashwini gajre
Designation	Associate
Date Of Joining	13 December, 2021
Level	AA
Basic	160000
House Rent Allowance	80000
Bonus	32000
WBP	98704
PF	21600
Gratuity	7696
Target Cost To Company (per Annum)	400000



Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

ANNEXURE II

CONFLICT OF INTEREST

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

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

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

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



Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

ANNEXURE III

PERSONAL INFORMATION AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT 2000

I **Ashwini gajre**, confirm that I am voluntarily sharing my Personal Information with Wipro Limited ('Wipro') for the following purposes:

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

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

Name: Ashwini gajre

Signature: E-Signature Signature



A handwritten signature in blue ink, appearing to read "Pramod Ram Ujagar Tiwari".

Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

ANNEXURE IV

CONSENT FOR RANDOM OR REASONABLE SUSPICION DRUG TEST

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

I hereby **Ashwini gajre**, consent to allow Wipro Limited (hereinafter "Wipro") to collect Sample from me for the Test.

In furtherance of the above stated:

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


Name: Ashwini gajre

Signature: E-Signature Signature

Place: IN-Airoli

Date: E-Signature Date




Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

For more details please refer to the policies on **myWipro > App Store > Information > My Policies > India**

Motilal Oswal Financial Services Ltd
 Motilal Oswal Tower, Rahimtullah Sayani Road Opposite Parul BT Depot,
 Prabhadevi, Mumbai-400025

Payroll for the month of JANUARY 2023

Employee Number :	00300	Pay Group :	MOFSL
Joining Date :	17-OCT-2022	Name :	Vikrant Bhivness Tambutkar
Grade :	B3	Designation :	Executive - Advisor -IFA
PF Number :	MHBN0127843000023261	Date of Birth :	20-JAN-1988
Department :	Advisory-IFA	Cost Center :	IFA-MUMBAI I
Location :	Maharashtra Thane	PAN :	BSUPT0227M
Gender :	M	ESI Number :	3124021701
Regime Type :	Old Regime		

EARNINGS	Amount (Rs.)	YTD Amount	DEDUCTIONS	Amount (Rs.)	YTD Amount	STANDARD DAYS	31
Basic	7,500.00	28,129.00	Provident Fund	1,387.00	4,831.00	DAYS WORKED	31
House Rent Allowance	3,750.00	13,063.00	Parents - Medical Insurance	482.00	1,617.00	LOSS OF PAY DAYS	0
Minimum Allowance	1,400.00	4,817.00	Professional Tax	200.00	775.00	LOSS OF PAY REV DAYS	0
Supplementary Allowance	4,058.00	14,127.00	ESI	128.00	430.00		
Total Earnings Rs. 16,708.00			Total Deductions Rs. 3,175.00			Net Salary Rs. 13,533.00	

Note:

REDMI NOTE 8 PRO
@VIKRANT@

Jalk



Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

**ALKEM LABORATORIES LTD.**

Regd. Office : ALKEM HOUSE, Senapati Bapat Marg,
Lower Parel (West), Mumbai - 400 013, Maharashtra, India.
• Phone: +91-22-3982 9999 • Fax: 022-2495 2955
• Email: contact@alkem.com • Website: www.alkemlabs.com
• CIN: L00305MH1973PLC174201



Date : 31 May 2023

Mr. RAHUL PAL
Employee Code : 00069277
Designation : MARKETING EXECUTIVE
Division/Function : ALTIS
Location : MUMBAI.

Annual Increment-2023

Dear Mr. RAHUL PAL,

As we celebrate our Golden year of Glory, it is the right moment for us to reminisce our glorious past and reignite our passion to further strengthen the legacy that was incorporated on 8th August 1973. Let us embrace this golden year with open arms and continue to work with determination and firm resolve to ensure further growth in the years to come.

In this journey, we appreciate the hard work and commitment shown by you. Our reward philosophy recognizes a strong linkage between individual performance and business results. For the Financial year 2022-23, we have evaluated your performance and you have been rated "5". Your annual fixed salary (Cost to Company) is revised from INR 352,008 to INR 393,720 effective 01 April 2023. This increase of INR 41712 per annum includes performance increment of INR 26,712 per annum and market correction of INR 15,000 . The salary breakup of the same is enclosed in the Annexure.

All other terms and conditions, applicable to your grade and as detailed in Company policies, remain the same. You are advised to refer to Company policies, available on the intranet regularly. Any change in the policies will be automatically applied. Please note that your compensation details are confidential between you and the Company.

We thank you for your contribution in 2022-23 and will continue to look forward to your support and hard work, in making Alkem a great place to work. Wishing you all the very best for the new financial year 2023-24.

Yours Sincerely,

ASHOK PRIYADARSHI
VICE PRESIDENT



Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

**ALKEM LABORATORIES LTD.**

Regd. Office : ALKEM HOUSE, Senapati Bapat Marg,
Lower Parel (West), Mumbai - 400 013, Maharashtra, India.

• Phone: +91-22-3982 9999 • Fax: 022-2495 2955
• Email: contact@alkem.com • Website: www.alkemlabs.com
• CIN: L00305MH1973PLC174201

**Effective Date : 01 April 2023****Annexure****ALKEM LABORATORIES LIMITED**

Name :	RAHUL PAL		
Employee Code :	00069277		
Designation :	MARKETING EXECUTIVE		
Grade :	ME		
Division / Dept. :	ALTIS		
Location :	MUMBAI		
	Current	Revised	Increase
Salary			
Basic	13,523	16,241	2,718
HRP	6,762	8,121	1,359
Vehicle Maintenance Allowance	150	150	-
Kit Allowance	50	50	-
Special Allowance	2,899	2,018	-881
Fix LTA	100	100	-
Metro Allowance*	2,000	2,000	-
Total (A)* (p.m.)	25,484	28,680	3,196
Benefits			
Provident Fund****(@ 12% of PF Base)	1,800	1,949	149
Bonus*****	1,400	1,400	-
Gratuity*****(@ 4.81% of Basic)	650	781	131
Total (B) (p.m.)	3,850	4,130	280
Total (A+ B) (p.m.)	29,334	32,810	3,476
CTC (Cost to Company) (p.a.)	352,008	393,720	41,712
* Payable monthly through Payroll			
****Provident Fund Company Contribution as per EPF & MP Act.			
**** Payable annually as per Payment of Bonus Act / Exgratia			
*****Payable as per Payment of Gratuity Act			
Daily Allowances .			Per Day (Rs.)
Daily Head Quarter Allowances			330
Daily Ex-Head Quarter Allowances			350
Outstation Allowances			580
Note: The above Payments are subject to Income Tax, as applicable			
Benefits			
Medical Insurance INR 200,000	Life Insurance INR 1,000,000	Accidental Life Insurance INR 2,000,000	
Note:- For details on the above benefits, please refer the respective HR policies which are uploaded on the Alkemit portal.			



Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
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Rohit Gajdhane

Employee No. : 90004524



Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

EMPNO : 13459
NAME : NEERAJ RAMDEV JAISWAL
LOCATION : KALYAN
DEPT : RETAIL ASSETS
DESIGN : HOME LOAN SALES MANAGER
GRADE : SENIOR EXECUTIVE
PF_NO : MH/BAN/48569/33149
UAN : 101314770906

BANK : SBI
A/C_NO : 20245164314
DOJ : 06/03/2023
PAN : BANPJ0311H
ESIC_NO :
DAYS_WKD : 31.00
LOP : 0.00

PARTICULARS	RATE	EARNINGS	PARTICULARS	DEDUCTIONS
BASIC	13830.00	13830.00	PROVIDENT FUND	1800.00
HOUSE RENT ALLOWANCE	6915.00	6915.00	PROFESSION TAX	200.00
EXECUTIVE ALLOWANCE	10365.00	10365.00	MEDICAL INSURANCE	460.00
TELEPHONE ALLOWANCE	1000.00	1000.00		
GROSS EARNINGS		32110.00	TOTAL DEDUCTIONS	2460.00
NET PAY				29650.00

(RUPEES TWENTY NINE THOUSAND SIX HUNDRED FIFTY ONLY)

This is a computer generated statement and does not require signature



Jal
Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

Subject – Letter of Appointment

August 05, 2022

To,

Mr. Pranay Gajanan Hankare,

S/O, Mr. Gajanan Shankar Hankare,

No 1, House No. 212 AT- Chinchpada, PO-Katemanivali, TA-Ambarnath

Kalyan East, Thane

Maharashtra- 421306

Contact No.: +91 7021125587

Dear Pranay Gajanan Hankare,

We welcome you to our pursuit of excellence and we feel proud to have a professional of your stature as a member of the Nityo family and wish you a long, rewarding and satisfying career with us.

This letter marks an important event in the life of our organization and indeed for you. We value this letter as symbol of a new relationship, one that is based on simplicity, prudence and humility.

When you sign this letter, you would have agreed to uphold our heritage and be a part of Nityo family. You promise to value our values and be one of us.

On behalf of Nityo Infotech Services Pvt. Ltd (hereinafter referred to as 'the Company', we are pleased to extend an offer for the position of '**Network Engineer**' in our organization with following mentioned details:

- You would join us on or before "**August 05, 2022**" or else this offer would be null and void.
- You will be deployed at client site and your job location would be at "**Mumbai**"
- Your gross compensation per annum is **Rs. 4,56,000.00/-**

Your compensation details along with other policies are listed in the Agreement annexed to this letter.

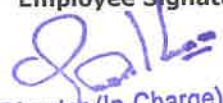
For Nityo Infotech Services Pvt Ltd

S
Digitally signed
by S Manjula
Date: 2022.08.10
13:51:15 +05'30'

HR Department



Employee Signature


Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

Nityo Infotech Services Pvt. Ltd
CIN: U72200MH2005PTC151051

303/304, 3rd Floor, Eco House, Vishweshwar Nagar, 1st Cross Road, Off Aarey Road, Goregaon (East), Mumbai - 400 063.

+ 91 - 7208239444 + 91 - 22 - 4266 1682 www.nityo.com

Employment Agreement

Timesheets / Attendance:

You shall send soft copy of **duly approved** time sheets or screen shots of approved attendance in client portal on or before 2nd of each month for processing salary to timesheet@nityo.com. Delay in receiving the approved timesheets / attendance will result in delay in payment of your salary. **Regular salary process period will be during 7th to 10th of the month.**

Statutory benefits:

You will be governed as per the respective acts of PF, ESIC, Bonus, Gratuity etc as per the rules in force from time to time.

Insurance coverage:

You will be eligible to enroll in the Company's Group Medical Insurance and Personal Accident Insurance Policy. The monthly premium as applicable will be deducted from the monthly gross salary. Premium Values are negotiated at the time of Policy renewal on yearly basis and same shall reflect in monthly premium deduction from your gross salary. Insurance coverage is applicable only to the employee and not to his / her family members. You will be covered under insurance till your last day of service with the organization.

Background Check:

The Company reserves the right to verify the information furnished by you in your application for employment and through other documents. If it is found that you have misinterpreted any information in your application or have furnished any false information or have concealed / suppressed any relevant material facts, your services are liable to terminate any time, without any notice or compensation in lieu thereof. You will also not be eligible for any relieving or experience letter for your tenure with the Company.

Place of Employment and Transfer:

You acknowledge and agree that you may be assigned or liable to be transferred or deputed from one place to another and / or from one department / business unit to another or any other subsidiary / associate establishment / or their contractors and clients either existing or to be set up in future anywhere in India or abroad purely at the discretion of the management depending upon the needs and requirement of the Company. On such assignment, transfer or deputation you will be governed by the Rules and Regulations and other working / service conditions as applicable at the place of deployment including to consent to add / or agree to certain other agreements. The Company will seek to give you reasonable notice of extensive travel requirements, and to take into account your personal circumstances where appropriate.

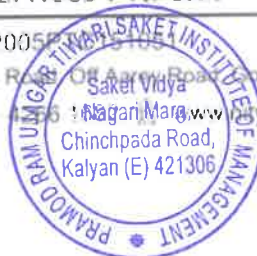
Leave and Holidays:

You would be entitled to 1 paid leave for each full month of service. Un-availed Leave cannot be en-cashed at the end of your service. A maximum of 12 leaves can be accumulated at any point of time. Each client premises may have different sets of holidays; your holidays schedule will be governed by your location of deployment. Paid leave will be carried forward to next month's paid leave balance if the leave is not availed by the resource; thus, unutilized paid leave balance will be carried till end of the leave cycle and then leaves will be lapsed and will not be carried forward to next leave cycle.

Nityo Infotech Services Pvt. Ltd.

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Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421

Job Roles and Responsibilities:

You shall be responsible for the performance of the functions expected of your work profile / designation and any additional function and duties that may be assigned to you in connection with the business and operations of the Company and its clients. You must effectively, diligently and to the best of your ability perform all responsibilities to promote, develop and extend the business of the Company and comply with the directions and regulations of the Company at all times and in all respects.

Performance Review:

Your performance will be reviewed to consider compensation revision after twelve months from the date of joining as per the feedback received from the client which will be considered final.

Confidentiality and Non-Disclosure:

You shall not divulge or disclose to third parties any of the trade secrets, know-how, software, literature and other information owned by the Company or its client during the course of your employment or even after the employment is terminated. To ensure this, you shall execute a Non-disclosure agreement on joining the company. This covenant shall endure during your employment with the Company and on cessation of employment with the Company, irrespective of the circumstances of, or the reasons for the cessation.

You are expected to deal with the Company's money, material and documents with utmost honesty and professional ethics. Your service may be dispensed with any time without any previous notice if you are found guilty of gross indiscipline, fraud misappropriation or acting against the interest of the Company.

During the period of this employment you should not draw, accept or endorse any cheque of the Company or, in any way, pledge the company's credit except so far as you authorized by the company to do so, either generally or in any particular case.

In your work for the Company, you will be expected not to use or disclose any confidential information including trade secrets of any former employer or other person with whom you have an obligation of confidentiality and by signing below you affirm that you have no conflicting obligations or non-compete agreements that would prevent you from working without limitation for the Company.

You shall have access to and become familiar with certain Classified information and materials and proprietary information belonging to or licensed by Nityo and/or to its principal (and its subsidiaries) or its suppliers and vendors or its customers including but not limited to the information which is protected under The Health Insurance Portability and Accountability Act of 1996 – USA (HIPAA).

Invention and Discoveries: While employed with the Company, you will promptly disclose to it and assign to it your interest in any invention, improvement or discovery made or conceived by you either alone or jointly with others, which arises out of any proceeding relating to such invention, improvement or discovery and in obtaining domestic and foreign patent or other protection covering the same.

Secrecy: You will not give anyone, by word of mouth, writing, facsimile any devices or otherwise any particulars or details, which you acquire during the course of your employment of the Company's working systems, technical knowhow, security arrangements, administrative and or organization matters of the Company and its clients whether confidential, secret or otherwise, either during your employment with the Company or afterwards.

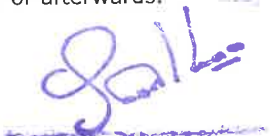
Nityo Infotech Services Pvt. Ltd.

CIN: U72200MH2005PTC151051

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Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

Exams and courses: In case you intend to appear in some examinations or wish to attend some classes while working with the Company, you are required to obtain written permission for the same giving full details including time frame involved.

Conflict of Interest:

Alternative Employment: You shall not engage yourself directly or indirectly in any other trade, business, profession or any other employment part time or full time anywhere in any capacity, either honorary or otherwise, whilst in the services of the Company. The findings of the management in this respect are final and binding. Breach of this condition shall lead to the termination of your services by the Company without any notice or compensation.

You agree that during your services with the Company and continuing for the period of three years after cessation of your services with the Company, you:

- Shall not individually or on behalf of or in conjunction with any other person or entity (except on behalf of the Company), directly or indirectly, solicit, sell to or perform similar services as provided by or available from the Company for any clients of the Company. shall ensure that you shall not, directly or indirectly, engage in any activity or have any interest in, or perform any services for any person who is involved in activities, which are or shall be in conflict with the interests of the Company.
- Shall not seek any and obtain employment, training or contract for employment or seek to serve as you or otherwise to the clients of the Company, customers, accounts or prospects, without the written permission of the Company.
- Unless pre-approved by the Company in writing, shall not during the period of employment, prepare, compile, submit or publish any articles or contribute to any other publication or television serials / films / video presentations or assist anyone directly or indirectly in this regard.

The conflict of interest policy also refers to the need on your part, not to solicit, induce or encourage:

- i. Any employee of the Company to terminate their employment with the Company or to accept employment with any competitor, supplier or any customer with whom you have a connection.
- ii. Any customer or vendor of the Company to move his existing business with the Company to a third party or to terminate his business relationship with the Company.
- iii. Any existing employee to become associated with, or perform services of any type for any third party.

Indemnity:

You shall keep the Company indemnified for any damages, which the Company or its client may suffer due to any act / acts by you including breach of any terms of this agreement.

Documentation:

Upon being so required by the Company, you shall make, sign and execute all deeds, documents and declarations as may be deemed necessary by the Company and / or its clients (including privacy and confidentiality agreements).

Code of Conduct:

During your services with us, you are expected to behave and perform in a manner that preserves the Company's and its client's values and commitments. Please note that you are required to inform us if there are any

Nityo Infotech Services Pvt. Ltd.

CIN: U72200MH2005PTC151051

303/304, 3rd Floor, Eco House, Vishweshwar Nagar, Saket, New Delhi - 110017 | Off Army Road, Goregaon (East), Mumbai - 400075

+ 91 - 7209239444 | 011 - 22 - 4266 8822 | www.nityo.com



gait
Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

agreements oral or written which you have entered into and which relates to your commitments under this agreement.

Your employment terms may be specifically enforced legally, if required. In this connection, if any of the provisions of this agreement are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this agreement shall continue in full force and effect.

These employment terms supersede and replace any existing agreement or understanding, if any, between the Company and you relating to the same subject matter.

You warrant that you are not prevented by a court or by another administrative or judicial order from providing the services required under this agreement.

The above rules are subject to modification, amendment and alterations by the management at any time without assigning any reasons. The interpretation of the above rules made by the management shall be final and the same shall be binding on you. You will also be governed by all other instructions/rules/policies of the Company, which are not specifically mentioned here. For clarification, if any, regarding these instructions/rules/policies please get in touch with HR Department.

Unauthorized Absence:

Any absence for three consecutive business days without prior permission will be treated as un-authorized absence from the work. In such case the Company is entitled to terminate your services and / or seek compensation for any loss suffered by the Company or its client due to such an absence.

Company Assets in your possession:

You are expected to take proper care of the Company/ client assets entrusted to you by the Company and or its clients. In the event of your resignation / termination you are obliged to return all the Company / client assets like access / ID Cards, documents, machines, data, files and books etc in your possession in good condition or reimburse the value of the same. You shall also officially handover your job responsibilities to your immediate supervisor or any other person nominated by the management for this purpose.

Cessation of services and notice period:

- **Cessation by the Company:** The Company may cease your services with or without cause under the following conditions:

With Cause: The Company may immediately and without any notice, terminate your services with 'Cause'. The term 'Cause' shall, as used in this agreement mean I) Commission of a crime involving moral turpitude, theft, and fraud deceit, II) conduct that has an adverse effect on the Company's reputation, III) substantial or continue unwillingness or inability to perform duties assigned to you. IV) Gross negligence or deliberate misconduct, V) any material breach of terms and conditions specified in this agreement, VI) un-authorized absence from work for a period of three or more consecutive days without due consent or notifying your seniors. VII) Providing any false information to the Company.

Notice Period in case of project closure / Without Cause: In the event that the employment is ceased without cause, you will be provided with a 15 calendar days' notice prior to such cessation or paid severance pay in lieu of thereof equivalent to the consolidated compensation package for period of 15 calendar days, calculated on the basis of last gross salary.

Nityo Infotech Services Pvt. Ltd.

CIN: U72200MH2015PTC0151051


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Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

- **Cessation by the Employee:** If you wish to leave the services of the Company you may do so under the following conditions: You need to share formal resignation email during working hours to Nityo HR Team after formal discussion with your reporting manager at client site. Resignation sent on weekly / public holidays, after working hours will be considered with effect from next business day. Resignation will not be considered if you have tendered the same while being on leave.
- You need to serve **45** calendar days' notice period from the date of resignation. In case of failure to give stipulated notice within the prescribed time you will be liable to termination on the basis of absconding. In such event you will not be eligible for any payment or relieving / experience letter. Due to exigencies of business the Company may at its sole discretion demand that you make good the loss suffered by the Company and any other charges / liabilities the Company incurs consequent to the failure to give required notice.
- During notice period you can't avail any paid leave, any leave taken during notice period will be considered as leave without pay and notice period will be further extended by those many numbers of absent days.
- Any salary to be processed during notice period will be kept on hold and same will be processed together as 'Full and Final Settlement'. If your' last working date falls in a particular month, Full and final settlement will be processed around 22nd of the next calendar month.
- **Retirement:** You will automatically retire from the Company on attaining the age of [58] years. An extension may however, be given at the discretion of the Company.
- **Bench Period:** In event of project short closure the Company may agree to keep resource on bench for the maximum period of two months or end of financial year whichever is earlier. Though resource will be.
- Entitled to experience benefits of bench tenure, **he / she will not be eligible for any salary or other employment benefits such as leave / insurance etc. during the bench tenure.**
- If resource does not respond to recruiter's calls regarding deployment in other projects for two consecutive weeks or join some other employment without informing the Company, then resource employment will be ceased with effect from his last working date on project. In such case, resource will not be entitled to experience benefit of bench tenure.

Relieving cum experience letter issuance depends on document submission along with approved attendance and verification. Post verification it will be issued within week from the date of credit of Full and final settlement.

Change in Contact details:

Any change of residential / communication address or change of primary contact details like email ID, contact number should be intimated to the HR department officially within 3 days from the date of such change. Your communication details as indicated shall be the correct address for sending all communication to you unless otherwise intimated in writing by you. Communication addressed to you at the above address shall deem to have been duly served.

Jurisdiction:

In case of any dispute arising out of the agreement, it shall be subject to jurisdiction of appropriate Court of Mumbai, Maharashtra, India.



Nityo Infotech Service Pvt. Ltd.

CIN: U72200MH2005PTC01051

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Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

Annexure A
Compensation Structure

Name	Mr. Pranay Gajanan Hankare
Father's Name	Mr. Gajanan Shankar Hankare
Date of Birth	May 12, 1999
Designation	Network Engineer
Location	Mumbai
Date Of Joining	August 05, 2022

Components	Per Month	Per Annum
Basic	20,019.00	2,40,228.00
HRA	8,008.00	96,096.00
Bonus	1,668.00	20,016.00
Telephone & Internet Reimbursement	500.00	6,000.00
Fuel Reimbursement	2,000.00	24,000.00
Corporate Attire Reimbursement	800.00	9,600.00
CCA	2,242.00	26,904.00
Gross Salary	35,237.00	4,22,844.00
PF Employer Contribution	1,800.00	21,600.00
Gratuity	963.00	11,556.00
Gross CTC	38,000.00	4,56,000.00
PF Employee Contribution	1,800.00	21,600.00
PT	200.00	2,400.00
Insurance	154.00	1,848.00
Total Deductions	2,154.00	25,848.00
Net Salary (Pre Taxation)	33,083.00	3,96,996.00

- **Net Salary (Pre Taxation) may vary due to change in applicable statutory deductions such as P. Tax, ESIC, LWF etc.**

* Insurance Policy gets renewed in the month of June of every year, and monthly insurance premium gets changed as per negotiated rates with the Insurance Company. Same shall reflect under deductions in employee Pay Slip on monthly basis

* Income Tax, Professional Tax and other applicable taxes shall be deducted from the salary on a monthly basis as per Government Policy.

* Income Tax deduction is subjected to timely submission of the investment details.

* Pan Card submission is mandatory for the disbursement of the salary.

Nityo Infotech Services Pvt. Ltd.

CIN: U72200

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+ 91 - 2

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(Signature)
Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

Regular salary process period will be during 7th to 10th of the month.

Please indicate your acceptance to the Employment Agreement by signing and returning it within 24 hours in softcopy via e-mail (all pages of PDF file), please retain the second copy for your reference.

For Nityo Infotech Services Pvt Ltd

S Manjula
Digitally signed by S
Manjula
Date: 2022.08.10
13:51:53 +05'30'

HR Department

Declaration:

I have read and understood thoroughly the above terms of this agreement and the rules of service, and I do hereby agree with all terms as above and I shall abide by all general rules of service which are now or may hereafter to be in force and accordingly I accept my appointment of my service with you.


Employee Name:

Date:

Employee Signature:

Current Address :



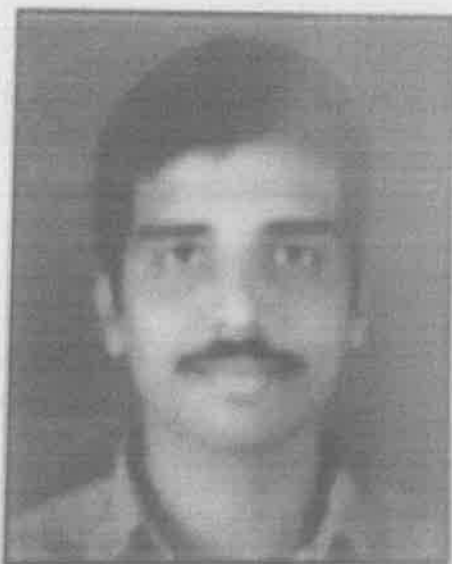

Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

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Name : Vipul Dinesh Bhor

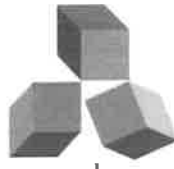
Emp.No : 208013

Blood Group : B+Ve



Authorised Signatory

Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306



3i Infotech® Consultancy Services

LIMITLESS EXCELLENCE

Date : April 13, 2023
Client Name : Bajaj Electrical Ltd
Location : Mumbai.

Dear Gayathri,

We want to congratulate and pleased to offer you the position of "Helpdesk Support Engineer" Grade - G2 based out of Mumbai Location, Joining Date on & before **2nd May 23**.

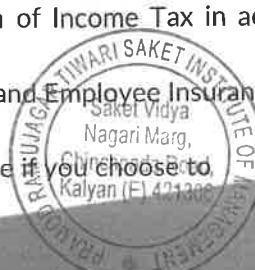
We trust with your knowledge, skills, and experience, you will soon become a valuable member of the 3i Family.

Your Compensation Package (CTC) will be **Rs. 395530/-** per annum. Your salary break-up is as follows:

Annual Components (Rs.)	
Basic	1,64,856
HRA	82,428
LTA (as per Grade)	0
Meal Card	0
Supplementary Allowance	1,00,716
Advance Statutory Bonus	12,000
Annual Master Gross	3,60,000
PF Employer's Cont	21,600
ESIC Employer's Cont	0
Gratuity	7,930
Insurance (GHI, GPA, GTL)	6,000
Total Fixed Pay (TFP)	3,95,530
Total Compensation	3,95,530

Notes:

- Your Salary is subject to deduction of Income Tax in accordance with the provision of the Income Tax Act.
- Performance pay (maximum as above) will be based on the KRA/ KPI defined on Individual performance, Company and Team performance paid Annually
- The Flexible Basket has salary components which you can choose keeping the overall limit constant. This will include components like LTA, Telephone, Uniform, Children's Education Allowance etc.
- Your Salary is subject to deduction of Income Tax in accordance with the provision of the Income Tax Act.
- You will be covered under Gratuity and Employee Insurances as per company policy
- Statutory deduction as applicable.
- You can opt for maximum PF scheme if you choose to.



Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 300

3i Infotech Consultancy Services Limited

CIN: U72900MH2007PLC176323

T: +91 22 7123 8000 F: +91 22 7123 8310 W: www.3i-infotech.com

Regd Off: Tower # 5, 3rd to 6th Floors, International Infotech Park, Vashi, Navi Mumbai-400 703, India



3i Infotech® Consultancy Services

LIMITLESS EXCELLENCE

1) Flexi Basket:-

Flexi Basket is a fully taxable component. You may choose to distribute Flexi Basket pay among various choice pay components as per your needs. Amount chosen under this pay components will be reduced from Flexi basket. The Flexi basket components offered by the company are mentioned below. These can change at any time in line with government regulations and company policy.

- Conveyance Allowance
- Children's Education Allowance
- Children's Hostel Allowance
- Leave Travel Assistance
- Company Leased Vehicle
- Fuel & Vehicle Maintenance Reimbursements
- Telephone Reimbursement
- Professional Association Membership Reimbursement
- Health/ Sports Club Membership Reimbursement
- Books and Periodicals Subscription,
- Car leasing, driver's salary

All bills / supporting documents must be provided. In case the actual bills fall short of the amount chosen, balance amount will be paid as taxable allowance.

2) Medical Insurance:-

- **Group Hospitalization Insurance (GHI)** provides risk coverage to you and your family members (spouse, dependent children and parents) in event of hospitalization.
- **Group Personal Accident Insurance (GPA)** Group Personal Accident Insurance Benefit provides you risk coverage in case of any accidents occurring while working or outside of work resulting in partial or total disablement or casualty.
- **Group Term Life Insurance (GTL)** provides coverage to your family members in the unfortunate event of death due to either accidents or natural causes. Total sum assured shall be payable to your nominee. However, nothing is payable on survival.

3) **HRA - House Rent Allowance** is paid in order to meet the expenses incurred on account of rented accommodation. HRA is 50% of your basic salary

4) **Provident Fund** - The Company deducts 12% of your Basic Salary and makes an equal contribution, as per PF rules applicable currently.

5) **Gratuity** - Employer contribution to the Company's Gratuity Fund @ 4.81% of Basic Salary. All Employees who have completed 5 years of continuous service with the Company are eligible to get gratuity on separation from the company.



Jal
Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306



3i Infotech® Consultancy Services

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- 6) **Performance Linked Pay (PLI)** - PLI is computed based on a combination of Company performance, individual performance, business / functional goals assigned and agreed. PLI will be payable provided the employee is on the rolls of the Company & not serving notice period, on the date of disbursement, PLI will be subject to tax

Terms of association:

1. The detailed appointment letter containing the terms and conditions of the employment will be issued to you on the day of joining.
2. Please scan the below documents in the system.
 - Highest educational transcripts mark sheet and certificates.
 - PAN Card- Mandatory in color.
 - Aadhar Card
 - Passport in color.
 - Passport size Photograph (3.5 cm * 3.5 cm) in white background.
 - Cancelled cheque of existing ICICI Bank a/c - 12 Digits (if any).
 - Permanent Address Proof - Mandatory
 - Current Address Proof if any.
 - Relieving / Experience Letters of all previous organizations.

We look forward to welcoming you as a member of the 3i-Infotech Team.

Thanking you,

Yours truly,

Manoj Nair
Associate Vice President-Talent Acquisition


Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306



Congratulations for TCS

Mumbai.  Inbox



melina 6sos  03/10/2022


Dear Akshay, Congratulations!!! You have been selected for TCS Mumbai Location.



Akshay Satve 06/10/2022

to melina 




Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

HÄFELE

India Pvt. Ltd.

Emp ID : 2000



Umesh Sawant

Senior Executive

Warehouse



A handwritten signature in blue ink, appearing to read "Pramod".

Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

09 May, 2023

Ms. Pallavi Vinod Wankhede

Yashoda Palace 401,
Chinchpada Road
Kalyan East
Kalyan
Maharashtra - 421306

Dear Ms. Wankhede,

Sub: Your appointment as "Officer - Sales (Os1)".

Pursuant to your application and subsequent interview, we are pleased to appoint you in HDFC Sales Private Limited as "Officer - Sales (Os1)" in Grade "G3" with effect from 09 May, 2023 (Refer Annexure II for terms and conditions).

*In lieu of the services rendered by you in terms of this Agreement, your salary will be as discussed i.e. **Rs. 293,184.00** per annum. (Refer Annexure I for Salary Break - up).*

As a token of your acceptance of this offer you are requested to return the duly accepted and signed copies of the Appointment Letter along with Annexures.

Yours truly,

For HDFC Sales

Shilpi Singh

Authorized Signatory



Shilpi Singh

Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

HDFC Sales Pvt. Ltd.

A group company of HDFC LTD

Wing A/4th Floor, HDFC HOUSE, H T Parekh Marg, 165, 166, BackBay Reclamation,
Churchgate, Mumbai - 400020 Tel: +91 22 61552400. Fax: +91 22 61552440
Email : response@hdfcsales.com. Website : www.hdfcsales.com
CIN : U65920MH2004PTC144182

Annexure - I

Annual Compensation of : Ms. Pallavi Vinod Wankhede

Particulars	Rs.
	(per annum)
Earnings:-	
Basic	168,912.00
HRA	84,456.00
Communication Allowance	10,632.00
Medical Reimbursement	0.00
Site Allowance	0.00
Gross Salary	264,000.00
Deductions :-	
Provident Fund {12% of Basic}	20,268.00
Profession Tax	2,500.00
ESIC {0.75% of Gross}	0.00
Total Deductions	22,768.00
Net (Cash in Hand) Salary	241,232.00
Company Contribution:-	
Provident Fund {12% of Basic}	20,268.00
ESIC {3.25% of Gross}	0.00
Cost to Company	284,268.00
Gratuity	8,124.00
Medical Insurance Premium	648.00
Accident Insurance Premium	144.00
Other Reimbursement	0.00
Total Cost to Company	293,184.00

Please note that your Total cost to company also reflects provisions made on account of gratuity payable by us.

The salary shall be paid to you monthly, on the last working day of the calendar month, subject to statutory deductions.

Ref. No : 70728



Shilpi Singh
 Director (In-Charge)
 Pramod Ram Ujagar Tiwari
 Saket Institute of Management
 Saket Vidya Nagari Marg,
 Chinchpada Road, Kalyan (E) 421 306

HDFC Sales Pvt. Ltd.
 A group company of HDFC LTD.

Wing A 4th Floor, HDFC HOUSE, H T Parel Marg, 165, 166, Back Bay Reclamation,
 Churchgate, Mumbai - 400020 Tel: +91 22 61552400. Fax: +91 22 61552440
 Email : response@hdfcsales.com. Website : www.hdfcsales.com
 CIN : U65920MH2004PTC144182

Payslip for the month of March 2023

Name:	Pallavi Wankhede	Employee No:	VSH_SL_682
Designation:	Senior Sales Executive - Home Loan Sales	Bank Name:	
Department:	Sales Home Loans	Bank Account No.:	
Location:	VASHI	PAN No.:	
Effective Work Days:	31	UAN No.:	
LOP:	0		


Earnings	Master	Actual	Deductions	Actual
BASIC	13,100.00	13,100.00	PF	1,860.00
HRA	6,550.00	6,550.00	PROF TAX	200.00
BONUS	1,091.23	1,091.00		
PDA	4,319.00	4,319.00		
Total Earnings:INR.	25,060.23	25,060.00	Total Deductions:INR.	2,060.00

Net Pay for the month: **23,000.00**

(Rupees twenty three thousand Only)

This is a system generated payslip and does not require a signature




Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

Date: 14-JAN-2022
Ref No: 116012

Priyanka Kumari
Room No. 102, Kashish Plaza, Chinchpada Road,, Near Church, Chinchpada Gaon, Kalyan - East

LETTER OF APPOINTMENT

Dear Priyanka,

We take great pleasure in extending an offer to you to be a part of Kotak Mahindra Bank. We welcome you to the bank, which values and embraces qualities based on simplicity, prudence, humility and integrity.

When you sign this letter, you would have agreed to be a part of the Kotak family and uphold the 'Kotak DNA'. Kotak DNA includes our values, norms, ideology, beliefs, character, personality, and culture originated by our founding team at Kotak and has evolved over the years with new members joining. Our DNA is what defines the firm, and is the most powerful driver of our performance, which differentiates us from others in the industry.

Please find enclosed the Appointment letter.

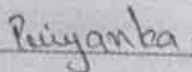
We wish you a long and enriching career with Kotak!

In case of any queries please feel free to write to us on onboarding.helpdesk@kotak.com


Signature Not Verified

Digitally signed by MANOJ
PRABHAKAR PHADNIS
Date: 2022.01.14 17:51:34
IST

Manoj Phadnis
Executive Vice President – Human Resources


Priyanka Kumari




Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

Kotak Mahindra Bank Ltd.
CIN: L65110MH1985PLC038137

Kotak Infiniti, Building No. 21,
Zone 4, 2nd Floor, Infiniti Park,
Off Western Express Highway,
General AK Vaidya Marg,
Malad (E), Mumbai 400097,
Maharashtra, India

T +91 22 66056825
F +91 22 67259071
www.kotak.com

Registered Office:
22 BKC, C-27, G-Block,
Bandra Kurla Complex,
Bandra (E), Mumbai 400051
Maharashtra, India.

Date: 14-JAN-2022
Ref No: 116012

Priyanka Kumari

Room No. 102, Kashish Plaza, Chinchpada Road,, Near Church, Chinchpada Gaon, Kalyan - East

Dear **Priyanka**,

We are delighted to appoint you as **Assistant Manager, M1** with effect from **20-JAN-2022**, or from your date of reporting to work whichever is earlier. This letter of appointment will cease to have effect if you do not join by **20-JAN-2022**.

1. **Remuneration** - The details of your remuneration are enumerated in Annexure A. Your remuneration will be paid at such time and in such manner as set forth in the policies, rules and regulations of **Kotak Mahindra Bank Limited** (herein referred to as the Bank).
2. **Location** - You will initially be posted at our office at **Kotak Mahindra Bank Ltd, 1461-Thane-Neptunia Elements-Kisan Nagar-MAH**, but you may be deputed at any other office / branch of the Bank or any of its associate companies or any other location and your services are liable to be transferred to any subsidiary or associate or affiliate company. As a Kotakite, you will perform such duties as are assigned to you by the Bank from time to time relating to the position to which you are now appointed and to which you may be transferred/ promoted in future.
3. **Conditions of appointment:**
 - 3.1 Your appointment is subject to your providing, inter alia:
 - a. A relieving letter from your previous employer relieving you from your duties.
 - b. A copy of the last pay slip from the previous employer.
 - c. Proof of date of birth.
 - d. Photocopies of Qualification documents
 - e. The Bank's application form complete with photograph.
 - f. Proof of identity (either Adhaar card, passport or voter's id)
 - g. Satisfactory Background Verification report conducted by the Bank upon your joining.
 - h. Copy of AMFI/NISM certification (if applicable)
 - i. Copy of IRDA certification (if applicable)
 - 3.2 Your appointment is also subject to your submitting a 'self-certified medical fitness declaration', format of which will be issued by the Bank.

Probation - Your appointment is subject to a probation period of 6 Months. Permanent placement with us is contingent upon your successful completion of the probation. During this period, your employment may be terminated by the Bank or by yourself by giving 1-months' notice to the other.

Working hours, Leave and Holidays:

- 5.1 You may be required to work on staggered timings / shifts, the timings for which may be altered from time to time or in case your role determines, you may be required to work remotely either fully or partially, or full time from office or field working, as per the Bank's 'Remote Working' policy and 'Shift Allowance' policy.
- 5.2 As a Kotakite and in view of your position and role, you must effectively, diligently and to the best of your ability perform all responsibilities and ensure results. There may be times when you will be expected to work extra hours when the job so requires.
- 5.3 The hours of work, holidays and paid leave will be in accordance with the Bank's rules and policies. Please note, that if you absent yourself from the services of the Bank without prior written permission of the appropriate authority or overstay sanctioned leave, for the number of days defined in the absconding clause of the Bank's 'Exit Policy', you will be deemed to have abandoned the services of the Bank and your services shall be liable to be terminated by the Bank forthwith.
- 5.4 Absence from work or disability in performing your duties beyond the period of leave to which you are entitled to under the rules, shall be at the discretion of the management, and the same will be without any remuneration. You shall faithfully observe all the rules and regulations of the Bank and comply with all reasonable orders of your managers and attend to your duties punctually at such place or places, as you may be required.

Governance and Code of Conduct:

- 6.1 As a Kotakite, you shall abide by the Kotak "Code of Conduct" which is built over 4 Pillars of Care, upholding the foundation of Trust. The 4 Pillars are:
 - a. **Care for my Colleagues** - You shall ensure that you foster equal opportunity, observe diversity and inclusion, create a harassment free and productive workplace. You shall refrain from financial dealings between colleagues, relatives and others and ensure disclosure of personal relationships and relatives from time to time as mandated under the policy.

Kotak Mahindra Bank Ltd.

CIN: L65110MH1985PLC038137

Kotak Infini, Building No. 21,
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Malad (E), Mumbai 400097,
Maharashtra, India



Director (in-Charge) Office:
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

91 22 66056825
91 22 67259071
www.kotak.com

- b. Care for my Customers, Partners, Investors and Public – According to this pillar you are expected to be sensitive and always act in the interest of Kotak and ensure that any business or personal association including close personal relationships which you may have, do not create a conflict of interest with your role and duties in Kotak or its operations. You owe a sense of loyalty to Kotak by the fact that you have voluntarily accepted employment with Kotak. This duty carries obligation that refrains you from placing yourself in a position that could produce a conflict between your self-interest and interest of Kotak. This includes dealing with gifts and favours, encouraging anti-bribery and corruption free business, anti-money laundering, prohibiting financial interests and declaring the same, disclosing personal investments and avoiding insider trading, personal lending and control on borrowing.
- c. Care for my Company Assets – You shall protect Personal, Confidential and Proprietary Information of Kotak and its employees, customers, partners, etc., safeguard Material Information and Non-Public data and information. You shall maintain confidentiality in office areas and when you are working remotely. You shall practice accurate record-keeping and operate within the delegation of authority.
- d. Care for my Company Reputation and Community – You shall follow defined protocols on engaging with Press, Digital, Social Media Relations and other engagements including Government and Political Involvement or lobbying. You shall procure valid licenses and copyrights. You shall exhibit responsibility towards community and environment and ensure you follow protocols on respecting human rights.
- 6.2 Besides, you must also abide by all other internal policies, rules and procedures, as implemented from time to time throughout the term of your employment. Consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These policies are updated / modified on a periodic basis and new policies may be introduced and notified to employees through various communication channels. You will be governed by the same from time to time as and when the said changes are made. It is your responsibility to keep yourself updated with the changes, read and comply with the same. Since the nature of your work requires you to handle confidential information, you shall not, at any time during your employment or after your separation from the Bank, without the prior consent of the Bank in writing, divulge, directly or indirectly, any confidential, proprietary, material and non-public information related to the Bank for any purpose whatsoever.
- 6.4 You shall not without prior consent of the Bank in writing, which will not be unreasonably withheld, publish any book or brochure or article or blog/vlog or use social media, concerning any matter, which relates to any activity of the Bank.
- 6.5 In case of violation of the Code of Conduct and/or any other Bank's policies, rules and regulations, the Bank reserves the right to take appropriate action. Apart from this, if any financial loss is caused to the Bank due to proven acts of misconduct committed by you, such financial loss caused to the Bank, can also be recovered from your terminal benefits and/or from any other relationship maintained by you with the Bank.

Declarations and mandatory certifications - On joining, and thereafter every year and whenever required by the Bank, you must fill and sign declaration modules applicable to you from time to time. You must also comply with all mandatory training modules and get certified from time to time. Likewise, you must update disclosures proactively every time there is a change during your employment with the Bank.

Separation:

- 8.1 **Superannuation** - The age of superannuation i.e. the age of retirement will be as per the Bank's 'Exit policy'. Your date of birth has been recorded as 07/11/1997 in the records of the Bank.
- 8.2 **Notice Period** - Subject to the right of the Bank to terminate your services in accordance with clause 8.3, it may be terminated either by the Bank or yourself by giving 3 months' notice to the other. The Bank alone, at its discretion, may opt to make / accept payment in lieu of notice period, which will be calculated as per Bank's 'Exit policy'.
- 8.3 Your employment can be terminated by the Bank, without any notice or payment of any kind in lieu of notice, in the following cases:
- Any incorrect information furnished by you or on suppression of any material information and/or;
 - Any act, which in the opinion of the management is an 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 on your part of any of the terms, conditions or stipulations contained in this letter of appointment or a violation on your part of any of the Bank's rules and policies and/or;
 - You being adjudged an insolvent or applying to be adjudged an insolvent or making a composition or arrangement with your creditor or being held guilty by a competent court of any offence involving moral turpitude and/or;
 - You being convicted of a serious criminal offence or a criminal offence which, in the Bank's opinion compromises your ability to perform your duties; and/or;
 - The results of any background/reference checks or searches conducted by the Bank are found to be unsatisfactory in the opinion of the Bank in its absolute discretion and/or;
 - Any misconduct pertaining to moral turpitude, riotous/disorderly behavior, theft, misappropriation, conviction by any court of law and/or;
 - Any act or omission, which could be construed as loss of confidence in you by the Management and/or;
 - Any act subversive of discipline or any conduct prejudicial to the interest and reputation of the Bank.
- 8.4 **Garden Leave** - While serving notice, the Bank may require you to take Garden Leave, at the sole discretion of the Management, for all or part of the remaining period of employment. Garden leave may be applicable if you are in grade M5 and above, under certain circumstances or if you are working in sensitive roles, as defined in the Bank's 'Garden Leave Policy'.

Kotak Mahindra Bank Ltd.

CIN L6510MH1985PLC038137

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Off Western Express Highway,
General AK Vaidya Marg,
Malad (E), Mumbai 400097,
Maharashtra, India.



22 66056825
22 67259071
www.kotak.com

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Director (In-Charge)
Pramo Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg, Block,
Chinchpada Road, Kalyan (E) 421306
Bandra (E), Mumbai 400051,
Maharashtra, India.

8.5 **Inducing/influencing an employee to leave** – Whilst you are in service of the Bank or upon your separation, you will, not directly or indirectly, either on your own account or on behalf of or in conjunction with any other person, firm or company induce/influence or attempt to induce/influence any employee of the Bank, to leave the employment of the Bank. Failure to observe this would be considered as a breach of contract on your part.

8.6 **Joining Competitor** – As per the 'Exit policy', on your separation from the Bank you will declare if you are joining any Banking or Financial Services Company.

9. **Jurisdiction** - If any term or provision of this appointment letter or any application thereof shall be declared or held invalid, illegal or unenforceable, in whole or in part, whether generally or in any particular jurisdiction, such provision shall be deemed excluded to that extent, and the validity, legality or enforceability, of the remaining provisions, both generally and in every other jurisdiction, shall not in any way be affected or impaired thereby.

10. This appointment letter shall be governed by, and construed in accordance with, the laws of the Republic of India. Courts of Mumbai shall have exclusive jurisdiction in respect of any disputes arising at out of or in connection with this contract.

11. This letter constitutes the entire understanding between you and the Bank relating to your employment by the Bank and supersedes and cancels all prior written and oral agreements and understandings with respect to the subject matter of this appointment. This appointment letter may be amended by a subsequent written agreement between you and the Bank.

You are requested to send us a copy of this letter signed and dated by way of acceptance of the terms and conditions contained therein.

We look forward to your having a long and happy career with us.

Yours faithfully,

For Kotak Mahindra Bank Ltd.,

Signature Not Verified

Digitally signed by MANOJ PRABHAKAR PHADNIS
Date: 2022.01.14 17:51:34
IST

Manoj Phadnis
Executive Vice President – Human Resources

I have read all the terms and conditions of the offer and would like to confirm my acceptance.


Priyanka Kumari





Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

Kotak Mahindra Bank Ltd.
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Registered Office,
27 BKC, C 27, G Block,
Bandra Kurla Complex,
Bandra (E), Mumbai 400051,
Maharashtra, India.

Annexure - A

a. Basic	Components	Compensation Structure			Remarks
		P.M.	P.A.	Frequency	
	Basic Salary	12,267	147,440	Monthly	Minimum 40% of Fixed Pay excluding Section d (Insurances Premiums) & Additional HRA (if any) Upto 50% of Basic Salary
b. Housing	House Rent Allowance	617	7,407	Monthly	
c. Allowances and Benefits	Fitness Allowance	1,000	12,000	Monthly	Amount paid per month under Health and Fitness related Benefit. You can enter your fitness goals by visiting on Kotak's site: Health to the power infinity Payable as per Payment of Bonus Act
	Statutory Bonus	2,457	29,488	Monthly	
d. Insurances Premiums	Mediclaim		7,080	Annual	This denotes average Premium for covering you and dependents (partner and 2 children) for 4 Lakhs family floater. Additional cover of 2Lakhs for employees post completion of 5 years. You will be covered by default, coverage of the dependents as per your declaration. More details in Kotak Mediclaim Policy. Policy is renewed in April every year. Voluntary top-up and parents policies cover premium is paid by you.
	Kotak Term Life + GPA		1,300	Annual	This denotes average premium for the grade calculated as per Term Life cover for the grade. Life Insurance Policy: 1.5 times of CTC or grade-wise limit whichever is higher. Group Personal Accident Policy (GPA): 3L or 1 time CTC, whichever is higher Refer Term Life Insurance Policy & Group Personal Accident Policy.
e. Retirals	Contribution to Gratuity Fund		7,092	Annual	This amount is 4.81% of Basic Salary. However gratuity is payable after 5 years of continuous service as per The Payment for Gratuity Act. As per current gratuity policy of the company, exgratia is paid on pro-rata basis at the time of separation even if length of service is less than 5 years.
	Contribution to Provident Fund		17,693	Annual	Company's contribution towards PF @ 12% of Basic
f. Total Fixed Pay (a+b+c+d+e)		16,361	229,500		
Other Benefits					
Role Based Allowances/ Benefits	<ul style="list-style-type: none"> - Shift Allowance - for employees working in shift as per Shift Working policy - Reimbursement towards Remote Working expenses - for the roles as per Remote working Policy. - Corporate Mobile SIM - for the roles as per Mobile Policy - Corporate Credit Card - in case your role and grades defined as per Corporate Credit Card policy - Laptop/ Desktop - as per the role eligibility and company policy. 				
Other Benefits	- Emergency Loan - Refer to Emergency loan policy for eligibility amount and other details.				

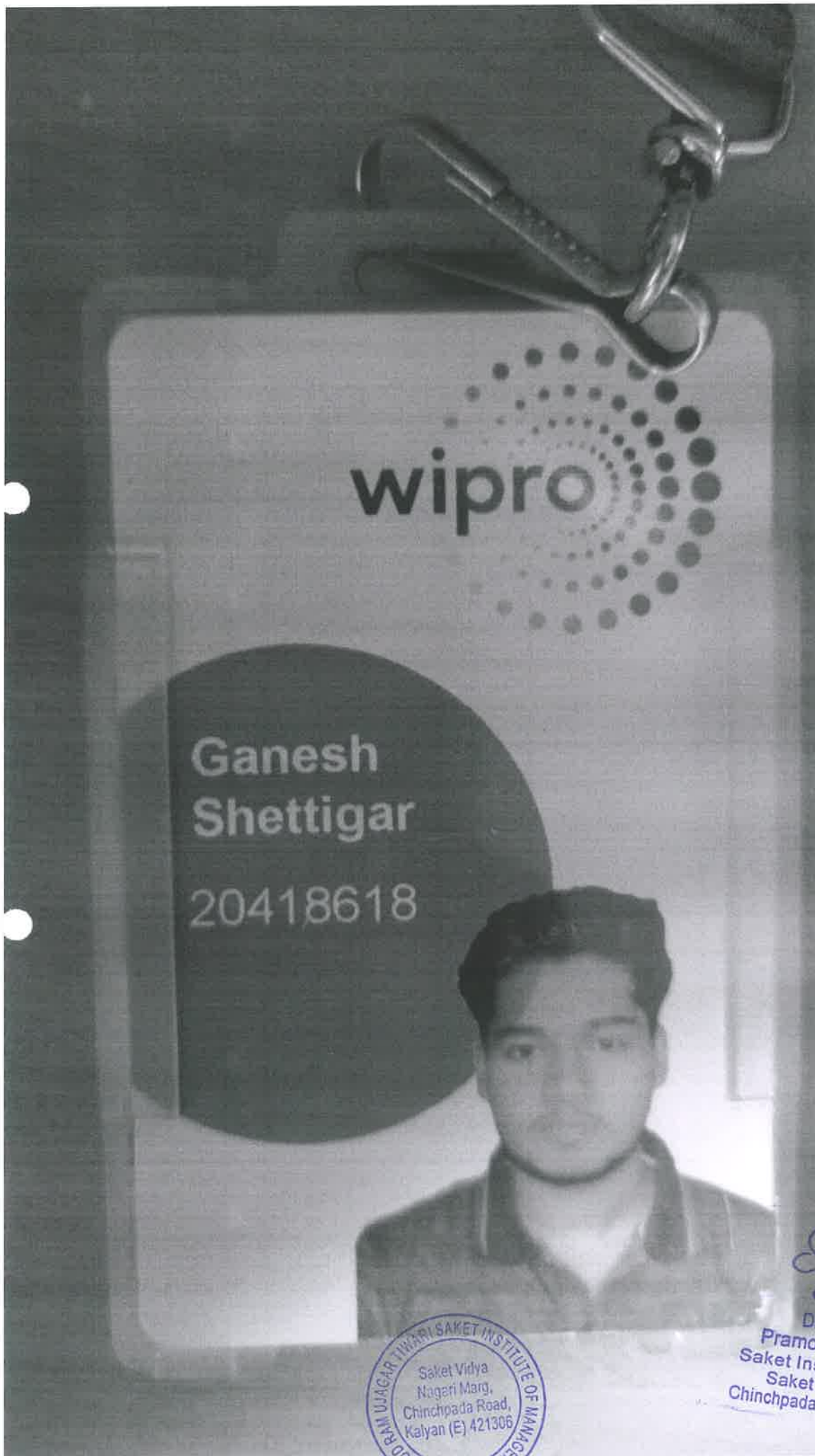


Kotak Mahindra Bank Ltd.
 CIN: L65110MH1985PLC036137
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Director (In-Charge)
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 27 BKC, C 27, G Block,
 Bandra Kurla Complex,
 Bandra (E), Mumbai 400051,
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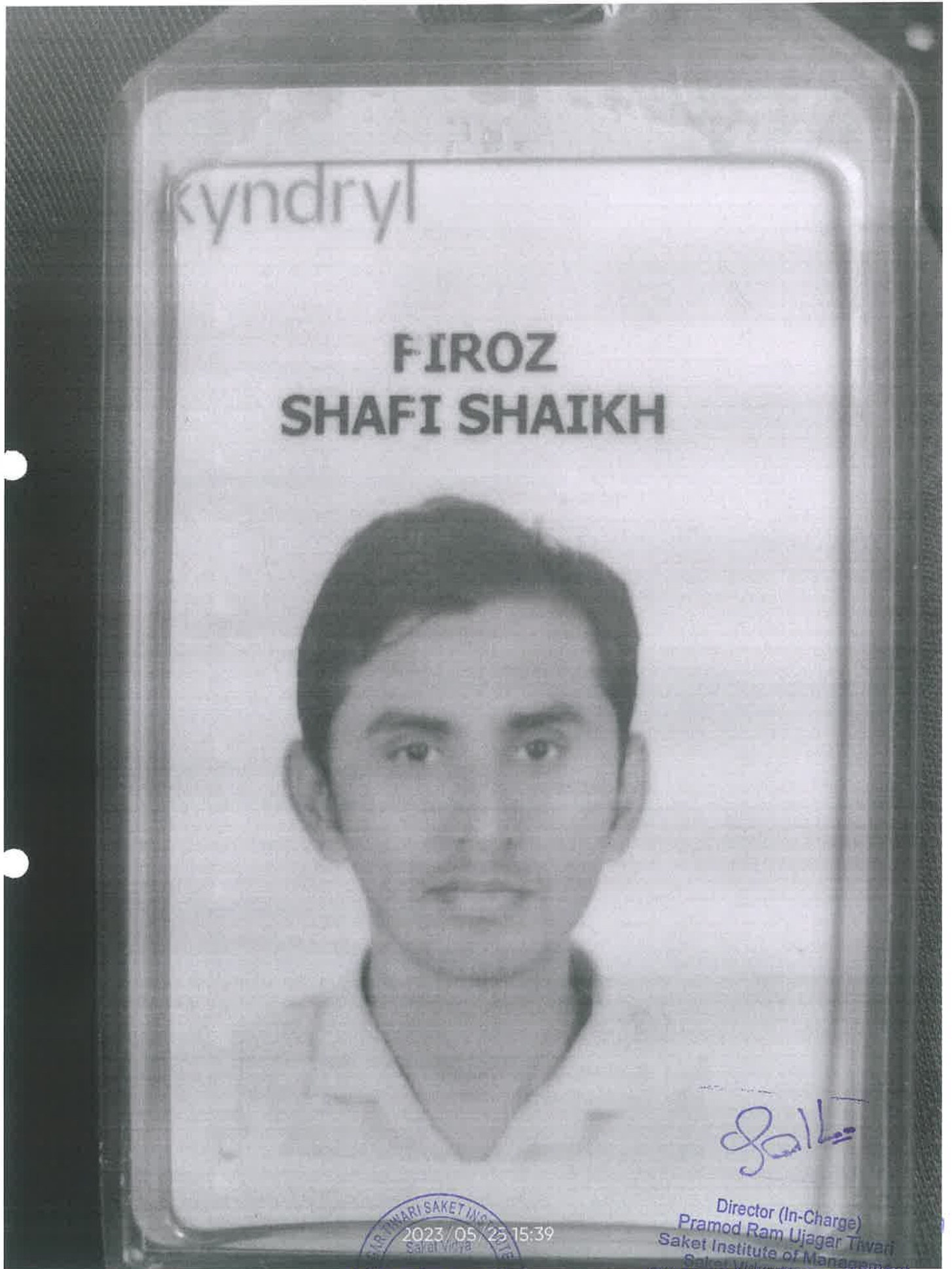
**Ganesh
Shettigar**
20418618



PRAMOD RAM UJAGAR TIWARI SAKET INSTITUTE OF MANAGEMENT
Saket Vidya
Nagari Marg,
Chinchpada Road,
Kalyan (E) 421306

gall

Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306



Kyndryl

**FIROZ
SHAFI SHAIKH**



[Handwritten signature]

2023/05/22 15:39
Saket Vidya
Chinchpada Road,
Kalyan (E) 421306
PRAMOD RAM TIWARI
Saket Institute of Management

Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

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Ashwin Singh
Maha Rera No. A51700040

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Saket Vidya Nagar Marg,
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Director (In-Charge)
Pramod Ram Ujagar Tiwari 082 466 364
Saket Institute of Management, Chinchpada,
Saket Vidya Nagar Marg, (E) 421 306
Chinchpada Road, Kalyan (E) 421 306

Payment Slip for the month of March, 2023

Emp.Code :- 04807

EPF UNVIERSAL ACCOUNT NO : 101369682965

Name :- SANDESH MADHUKAR SHINDE - Department :- RBL BANK LTD-GOREGAON CREDIT

N/404 Nad-Bramha Madhuvanti, CHSL
Near Alkapuri Road, Nalasopara East,
,PALGHAR-860015

P.F.No. :-
ESIC No. :- N/A
Wrk Days :- 31

Earnings		Deduction	
Basic	12,500.00	P.F.	1,800.00
Basic Pay	12,500.00	ESIC	0.00
HRA/City Allow.	625.00	P.T.	200.00
Other Allow.	11,875.00	MLW/Other Deduction	0.00
Total Earnings	25,000.00	Tot. Deduction	2,000.00
Net Salary	23,000.00	Credited to Account : - 309018111703	




Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306



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Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306



4G 4G 1:14



Dear Shweta bhalerao,

Welcome to the team;

This is in reference to your interview held with us. We are pleased to offer you the position of **closing Manager** with a CTC of 20000/- all-inclusive at **Kalyan** in our company **.AHMAHF REALITY & DEVELOPERS.** on the terms and conditions which have been mutually discussed and agreed. A variable incentive is also included as incentive which will be given after the completion of given target.

You are required to report at our office address on your date of joining i.e., 1st february , 2023 . for the completion of joining formalities :

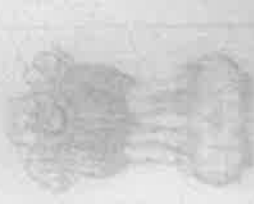
Your Salary structure is mentioned below:

Salary Component	Yearly	Monthly
Gross Salary	2,40,000	20,000
Basic	1,75,200	14,600
HRA	64,800	5,400
Conveyance All	-	-
Medical All	-	-
Special allowance	-	-
Salary (Part A)		
Performance Pay (Part B)		
Total Gross Salary (A + B)	2,40,000	20,000



[Handwritten Signature]

Director (In-Charge)
 Pramod Ram Ujagar Tiwari
 Saket Institute of Management
 Saket Vidya Nagari Marg,
 Chinchpada Road, Kalyan (E) 421 306



सामर्थ्य प्रदान

महाराष्ट्र शासन
(अभियंता)

महा मुंबई मेट्रो संचलन महामंडळ



Maha
Mumbai
Metro
Operations
Corporation



Name : Mr. Suhas Vilas Kamble

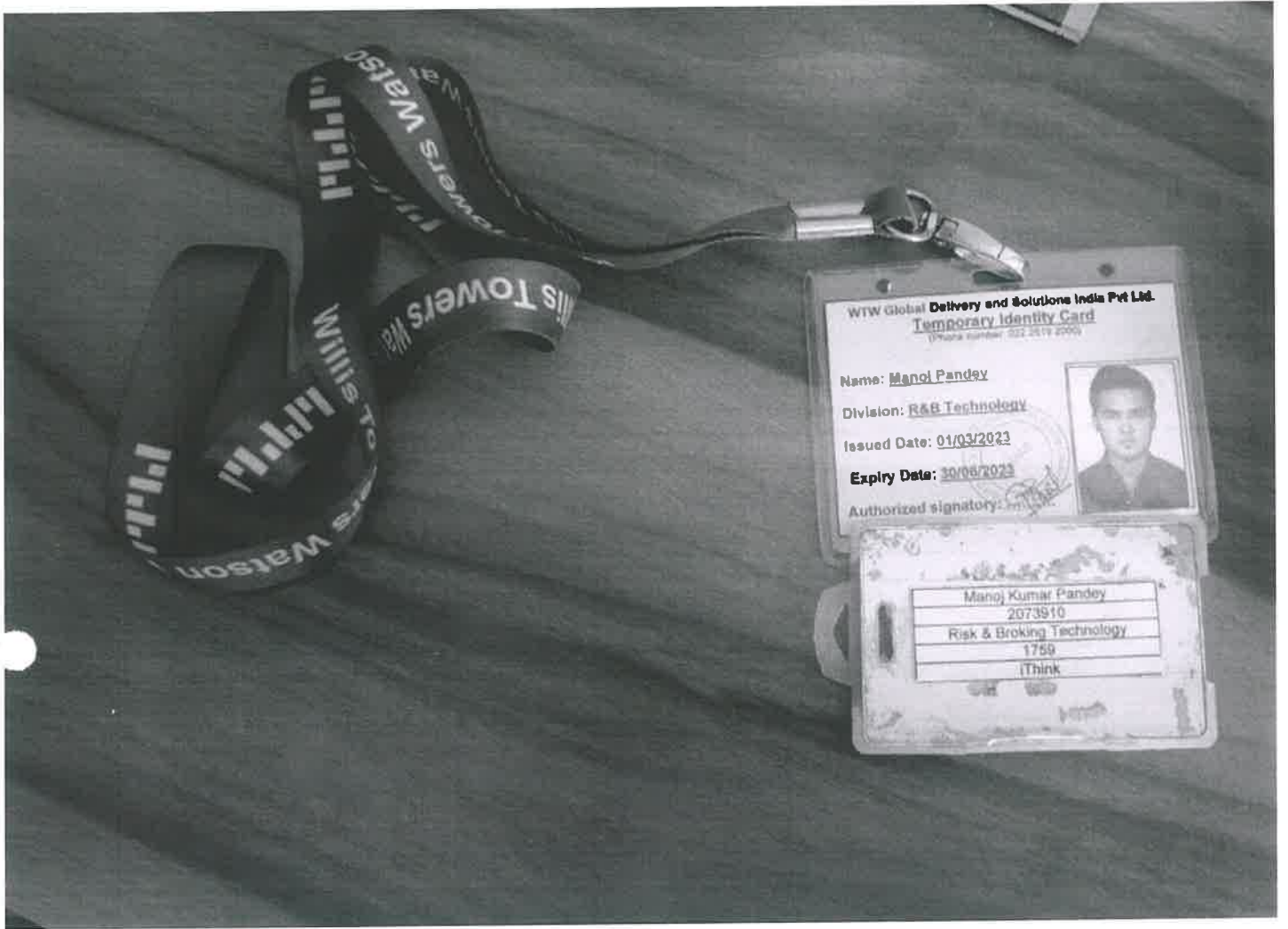
Designation : Station Manager



Sakle

Somjit

012020
Director (in Charge)
Pramed Ram Ujagar
Saket Institute of Management
Director (Administration)



Jal
Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

PRIVATE & CONFIDENTIAL

Harsh Kumar 10938033
DC-SDC-W-MROM Mumbai 1.6



Merit Increase - 2023

Dear Harsh Kumar,

We are pleased to confirm that effective 1st of August, 2023 your compensation has been revised to **Rs. 448,200.00** per annum.

April 2023

//////////

We would like to say thank you for your contribution during 2022 and we look forward to continuing to work with you towards a successful 2023.

Bayer Zydus Pharma Pvt. Ltd
CIN: 24233MH2011PTC213118

Yours sincerely,

Bayer Zydus Pharma Private Limited

Registered and Corporate Office:
Bayer House
Central Avenue
Hiranandani Estate
Thane (West) – 400 607
Maharashtra, India

Tel : +91 22 2531 1234
Fax : +91 22 2545 5014

Subhro Dey

Area Business Manager

www.bayer.in
www.bayerzyduspharma.com




Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306



Name : Mr. Harsh Kumar
Designation : Marketing Executive
Grade : BO
IPIN. : 10938033

Sr. No.	Components	Existing as on 31.07.2023	Revised w.e.f. 01.08.2023
1	Basic Salary	10,000.00	10,600.00
2	Special Allowance	16,721.00	17,737.00
3	House Rent Allowance (HRA)	2,000.00	2,120.00
4	Leave Travel Assistance	833.00	883.00
5	Education Allowance	200.00	200.00
6	Car Allowance	0.00	0.00
7	Petrol Reimbursement	0.00	0.00
8	Superannuation Allowance	0.00	0.00
9	Superannuation (LIC)	0.00	0.00
10	Company Provided Housing (HRA Equivalent)*	0.00	0.00
11	Company Car / Petrol*	0.00	0.00
12	New Pension Scheme	0.00	0.00
	GROSS SALARY PER MONTH	29,754.00	31,540.00
A	GROSS SALARY PER ANNUM	357,048.00	378,480.00


* Notional Value

RETIRALS & INSURANCES			
1	Provident Fund	1,800.00	1,800.00
2	Insurance Premium	3,500.00	3,500.00
3	Gratuity	481.00	510.00
	RETIRALS & INSURANCE PER MONTH	5,781.00	5,810.00
B	RETIRALS & INSURANCE PER ANNUM	69,372.00	69,720.00

C	TOTAL COST TO COMPANY PER ANNUM (A + B)	426,420.00	448,200.00
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Subhro Dey
Area Business Manager

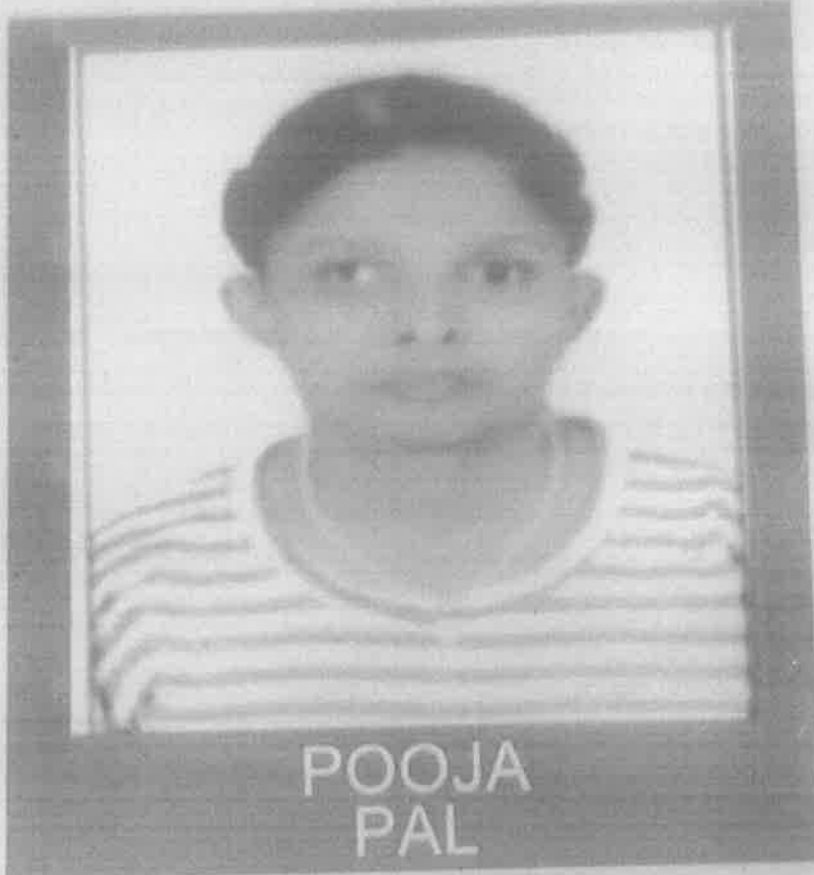



Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306



TATA

TATA CONSULTANCY SERVICES



POOJA
PAL

Card No 565083
Associate No 2641672

Tata Consultancy Services Ltd.

TCS House, Raveline Street, Fort

Mumbai 400001, India



Director (In-Charge)
Premod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagar Marg,
Chinchwad Road, Kalyan-421 203



WELCOME TO WIPRO

15 December, 2022

Dear **Vinayak Khandekar**,

Welcome to Wipro Limited and congratulations on your appointment as **Senior Administrator**.

For us at Wipro, success is the outcome of choice and expectations, more than a matter of circumstances, and we are delighted that you have chosen us. Your terms of appointment are elucidated in detail in the Appointment Letter. Please go through and confirm your acceptance by selecting "Submit" on the offer form.

We have an introductory session on your day of joining, which will provide you with a brief overview of Wipro, its policies and practices. This would come in handy to help you settle in at work. Also, we have especially designed an interactive session to introduce you to something close to our heart and our way of life - the Spirit of Wipro.

In the next few weeks, you will meet your colleagues and managers. Feel free to let them know what you intend to accomplish with your new responsibilities.

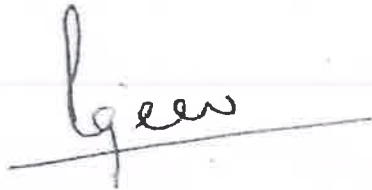
We are confident that you will add value through your role and strengthen Wipro's values by living the Wipro way of life every day. Looking forward to a long-term relationship and wishing you all the success at Wipro.



A handwritten signature in blue ink, appearing to read "Pramod Ram Ujagar Tiwari".

Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

Best regards,
For Wipro Limited.



Rajeev Menon
Vice President Talent Acquisition

(We would like to emphasize that the offer of appointment is subject to completion of your reference check.)

In case you need any clarifications regarding your job, salary, or any policy, please contact **Sandhyarani PULI** At sandhyarani.puli@wipro.com.



Director (in-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kolvan (E) 421 306

APPOINTMENT LETTER

15 December, 2022

Dear **Vinayak Khandekar**,

It is our pleasure to appoint you as **Senior Administrator** in Wipro Limited ("Company") at **IN-MH-Mumbai**, in **Project Management Stream** or in any such capacity as the management shall from time to time determine. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. APPOINTMENT

1. The date of appointment is effective from the date of joining which is **29 December, 2022**, unless otherwise communicated in writing by the Company.
2. You will join as a confirmed employee
3. The retirement age is 58 years.
4. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
5. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.
6. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.



Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

2. COMPENSATION

You will be eligible for:

1. Compensation and benefits in accordance with **Annexure I_Salary Offer Sheet**.
2. Variable Pay - The details of this component are listed in **Annexure III**. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.
3. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.
4. Your salary will be reviewed periodically as per Company policy.
5. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

3. OTHER BENEFITS

You will also be eligible for:

1. Leave, holidays and working hours as applicable to your stream and location of posting.
2. Perquisites, if any, as applicable to your band and stream and / or based on functional requirements as determined by the Company.
3. Participation in the Company's Provident Fund Scheme (PF) as per the policies applicable to your band and stream.
4. Leave Travel Assistance (LTA) as per the Company's policy.
5. Wipro Medical Assistance Scheme (MAS) provided you are not covered under the purview of the ESI Act. Contributory Medical Insurance for your band and stream.
6. Employee Benefits Program sponsored and administered by the Company for management employees, comprising of pension plan or gratuity plan, survivor benefit plan and industrial injury benefits.
7. Please refer to the detailed policies in the Company's intranet portal i.e. **mywipro.wipro.com**.

4. RESPONSIBILITIES

1. In view of your position and office, you would be expected to perform all responsibilities effectively, diligently and to the best of your ability and ensure results. There may be times when you will be expected to work extra hours to achieve the above when the job so requires. At all times, you are required not to engage in activities that have or will have an adverse impact on the reputation / image and business of the Company, whether directly or indirectly.
2. You may be required to undertake travel for business purposes for which you will be eligible for reimbursement of travel expenses as per the Company policy applicable to you.
3. We are committed to ensure 'Integrity' in all aspects of the Company's functioning. You are expected to comply with all the applicable policies of the Company including

Signed by Vinayak Khandekar | vinayakkhandekar78@gmail.com | 16-12-2022 07:21:49 AM IST |

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the Code of Business Conduct and Ethics ('Policies') as they form an integral part of the terms of your employment with Wipro. Consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These Policies are updated / modified on a periodic basis and new policies may be introduced and notified to employees from time to time and you will be required to comply with the same.

4. Consistent with (c) above, any matter or situation or incident that may arise that could potentially result, or has resulted, in any violation of the Policies or the terms of your employment, shall immediately be brought to the notice of your Business Unit Head and appropriate disciplinary action will be initiated.

5. CONFLICT OF INTEREST

1. You are required to engage yourself exclusively in the work assigned by Wipro and you shall not take up any independent or individual assignments (whether part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of your Business Unit Head.
2. You shall ensure that you shall not, directly or indirectly, engage in any activity or have any interest in, or perform any services for any person who is involved in activities, which are or shall be in conflict with the interests of Wipro.
3. The Conflict of Interest Policy also refers to the need on your part, during your employment and for a period of one year from the cessation of your employment with the Company (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:
 - o Any employee of the Company to terminate their employment with the Company or to accept employment with any competitor, supplier or any customer with whom you have a connection pursuant to your employment with the Company.
 - o Any customer or vendor of the Company to move his existing business with the Company to a third party or to terminate his business relationship with the Company.
 - o Any existing employee to become associated with, or perform services of any type for any third party.
4. In case of any conflict or doubt, please discuss the matter with your Business Unit Head, to understand the Company's position on this and resolve the conflict.



Director (In-Charge)
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6. CONFIDENTIALITY

1. In consideration of the opportunities, training and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of the Company. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of the Company, as secret and confidential and do not use or disclose any such Confidential Information except as may be required under obligation of law or as may be required by the Company and in the course of your employment. This covenant shall endure during your employment and beyond the cessation of your employment with the Company (irrespective of the circumstances of, or the reasons for, the cessation).
2. In your work for Wipro, you will be expected not to use or disclose any confidential information, including trade secrets, of any former employer or other person with whom you have an obligation of confidentiality and by signing below you affirm that you have no conflicting obligations or non-compete agreements that would prevent you from working without limitation for the Company.

7. ASSIGNMENT OF INTELLECTUAL PROPERTY

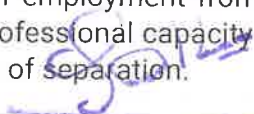
In connection with your employment and during the term of your employment upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including without limitation legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business hours) that are related to the company's business or that results from work that you perform for the company or using the company's equipment, supplies and facilities, and shall comply with the policies of Wipro in relation to Intellectual Property.

8. NON-COMPETE

In the course of your employment with the Company you will be providing services to customers or clients of the Company during which process you will be handling sensitive information including but not limited to information of key customers of the Company, competitor information, customer sensitive information ('Confidential Information'). You acknowledge and recognize that Confidential Information available to you, if leaked, would cause irreparable harm to the Company and its protection is of utmost importance to the Company. You confirm that for a period of six (6) months after separation of your employment from the Company (irrespective of the circumstances of or the reason for the separation), you will not accept any offer of employment from a customer or client with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of separation.

9. GENERAL

This offer of appointment is subject to the precondition that you have not provided us with any false declaration and/or documentation or willfully suppressed any material


Director (In-Charge)
Pranod Ram Ujagar Iwan
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

Signed by Vinayak Khandekar | vinayakkhandekar786@gmail.com | 16-12-2022 07:21:49 AM IST |

information. If at any point of time, it is brought to our notice that you have submitted fabricated documentation or made false representation or willfully suppressed material information, you shall be liable to be removed from service with immediate effect and the Company reserves its right to initiate appropriate action as per applicable policy and /or enforce remedies available to us under law.

Please note that you are required to inform us if there are any agreements, oral or written, which you have entered into and which may relate to or affect your commitments under this employment contract.

1. You acknowledge that you have understood the terms of this employment contract and that you are aware that the specific performance of the terms of this employment contract may be enforced legally, if required. In this connection, if any of the provisions of this letter of appointment are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this letter shall continue in full force and effect.
2. These employment terms supersede and replace any existing agreement or understanding, if any, between the Company and you on the same subject matter.
3. You warrant that you are not prevented by any court or by any other administrative or judicial authority or order from providing the services required under this employment contract. In the event that you are not a citizen of the country of posting, you should have a valid work permit to work in the country of posting.
4. During the period of employment you are required to comply with all Wipro policies. These policies are updated/modified on a periodic basis and new policies may be introduced and notified to employees from time to time.

10. DECLARATION OF NATIONALITY

You are required to declare your nationality to your recruiter immediately as non-Indian passport/OCI/POI holders are governed by different guidelines as per the Employees' Provident Fund Organization. The Provident fund computation differs for employees holding a non-Indian passport. In absence of any declaration, nationality will be deemed as Indian. Any discrepancy highlighted in nationality post joining and requiring change in provident fund computation will be considered for modification prospectively. Wipro will not be responsible for retrospective liability. Kindly update and validate your nationality in myWipro post your onboarding.

11. WORK ALLOCATION

As part of your work responsibilities, you may be assigned to work on certain projects/accounts or other assignments at any of the Wipro or Wipro's client locations based on project/assignment's requirement as may be deemed fit by the Company in its sole discretion. Refusal to accept and deliver on such assignments shall be treated as a refusal to work and may result in termination of your employment or other disciplinary action.

12. NOTICE PERIOD & TERMINATION:



Signed by Pramod Ram Ujagar Tiwari, Director (In-Charge), Saket Institute of Management, Saket Vidya Nagar Marg, Chinchpada Road, Kalyan (E) 421306. Email: pramodkhandekar786@gmail.com. Date: 13/12/2022 07:21:49 AM IST.

[Handwritten Signature]
Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagar Marg,
Chinchpada Road, Kalyan (E) 421 306

Your employment with the Company shall be terminable, without reasons, by either party giving three-months notice .The Company reserves the right to pay or recover salary in lieu of notice period. Further, the Company may at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period. However, if the Company desires you to continue the employment during the notice period you shall do so. Notice period and termination of employment contract shall be governed by the applicable internal policies of the Company as updated from time to time. .

On acceptance of separation notice, you will immediately hand over to the Company before you are relieved, all correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings, effects and comply with all the relieving formalities required by the Company. Further, you shall not make or retain any copies of these items.

13. GOVERNMENT EMPLOYMENT POLICY

If you were engaged and worked in capacity of a Government employee, you are required to comply by the cooling off period clause of 12 months from the date of retirement prior to accepting offer from a private Sector / Commercial offer and you shall ensure that you shall not, directly or indirectly, engage in any activity or have any interest in, or perform any services for any government Organization/ Entity/ Department or Individual , which are or shall be in conflict with the interests of Wipro during your employment with Wipro.



[Handwritten signature]

Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagar Marg,
Chinchpada Road, Kalyan (E) 421 306

Signed by Vinayak Khandekar | vinayakkhandekar786@gmail.com | 16-12-2022 07:21:49 AM IST |

AXISB/LOA/RH156244/12114
13/01/2022

Ashish Laxmikant Yadav
7208748098

LETTER OF APPOINTMENT

Dear Ashish,

We are delighted to welcome you to Axis Bank for an exciting career of learning, development and value driven growth. We take pleasure in offering you the position of Assistant Manager in Branch Banking.

The said offer shall be governed by the under mentioned terms and conditions apart from other policies and conditions that are applicable or may become applicable from time to time.

Terms of Employment

1. Compensation

- 1.1 The annual compensation payable to you will be INR 3,14,445 subject to tax deductions at source, as applicable by law. A detailed break up of this amount and other benefits is provided as an Annexure to this letter.
- 1.2 It is clarified that Axis Bank reserves the right to deduct all permissible taxes as per applicable laws from your compensation. Further, you hereby authorize Axis Bank to deduct any amounts from your compensation, which are owed by you to the Bank, including any overpayments, loans or advances outstanding at your end.

2. Code of Conduct & Ethics

- 2.1 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.
- 2.2 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 applicable company policies.
- 2.3 You shall undertake to read and remain in compliance with the Bank's internal policies and procedures (as implemented from time to time) throughout the term of your employment.

3. Whole-time / Alternative Employment

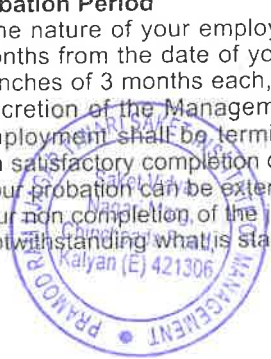
- 3.1 Your position is a whole time employment with the Bank and you shall not take any other work for remuneration (part-time or otherwise) or work in advisory capacity or be interested directly or indirectly except as shareholder or debenture holder in other trade or business during the employment 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.
- 3.2 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 and no monetary gains. 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.

4. Fidelity & Secrecy

- 4.1 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.

5. Probation Period

- 5.1 The nature of your employment is Permanent, however 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.
- 5.2 On satisfactory completion of probation you will be confirmed in the services of the Bank.
- 5.3 Your probation can be extended not only by virtue of your non satisfactory performance but also by virtue of your non completion of the joining formalities.
- 5.4 Notwithstanding what is stated above, the bank reserves the right to confirm you in the services of the bank



Director (In-Charge)
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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.

6. Mandatory Induction Certification

- 6.1 Induction Certification is a mandatory requirement for Confirmation - post completion of probation period.
- 6.2 100% attendance and 100% assessment clearance is required to be Induction Certified.
- 6.3 Non-adherence to Induction certification may lead to the following:
 - 6.3.1 You will not be able to join your team till you are Induction Certified.
 - 6.3.2 Not attending induction session on a particular day will result in loss of pay.
 - 6.3.3 Not meeting the attendance and assessment criteria within the stipulated time period would result in termination of services.

7. Transfer

- 7.1 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.
- 7.2 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.
- 7.3 Your services can be requisitioned by the Bank at any time outside the business / working hours.

8. Separation/ Retirement

- 8.1 Separation during probation
 - 8.1.1 On account of Resignation: During the period of probation, you may resign from the Bank's service, subject to acceptance by your supervisor, for which you will be required to mandatorily serve a notice period of 30 days. However, waiver of the notice period (if any), will be at discretion of the Bank. In such an event, the gross salary equivalent of the notice period shortfall (if any) will be recovered from employee.
 - 8.1.2 On account of Termination: During the probation period, this contract of employment is terminable by the Bank by way of giving notice of 15 days or on payment of salary in lieu thereof without assigning any reasons.
- 8.2 Separation after Confirmation:
 - 8.2.1 On account of Resignation: After confirmation, you may resign from the Bank's service, subject to acceptance of your resignation by your supervisor, for which you will be required to mandatorily serve a notice period of 90 days. However, waiver of the notice period (if any), will be at discretion of the Bank. In such an event, the gross salary equivalent of the notice period shortfall (if any) will be recovered from employee.
 - 8.2.2 On account of Termination: Notwithstanding what is provided in the company policies 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.
- 8.3 Separation arrangement
 - 8.3.1 Voluntary resignation should be initiated on the exit management portal of the Bank. Upon receipt of your resignation, the acceptance of the same shall be at Bank's discretion.
 - 8.3.2 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, tablets, documents, cost data, market data, literature, drawings, effects etc. should be returned and you shall not make or retain any copies of these items.
 - 8.3.3 On separation, you are required to submit your claim for settlement of Provident Fund in the prescribed form.
 - 8.3.4 **It is expected that you will continue to dispense your duties and responsibilities during the notice period. You are also required to display model behavior and adhere to the timings as prescribed by the Bank. Any lapse or non-performance may lead to disciplinary action and result in non-issuance of the relieving letter.**
- 8.4 Retirement
 - 8.4.1 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.

9. Reimbursement of Notice Period Pay

In certain cases of business criticality, the Bank, at its discretion and post approval from the Head – Human Resources, may reimburse any shortfall in notice period pay to your current employer. In such a case, the following terms and conditions shall apply:-

- 9.1 Upon joining, you are required 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. This reimbursement shall be taxable and will be added to your Annual Taxable Income for the relevant Financial Year.
- 9.2 You are required to continue in Bank's employment for a minimum period of three years from your date of joining, failing which amount so reimbursed shall be recovered from you along with interest at the Bank Base Rate prevailing on your last working day and any applicable taxes.

Director (In-Charge)

Pratibha Tiwari

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Chinchpada

10. Conditions precedent /Joining formalities:

Your appointment and subsequent joining is subject to the following:

- 10.1 Submission of self-declaration of medical fitness provided on our onboarding portal.
- 10.2 The Bank receiving a satisfactory Background Verification report. For this purpose, you will be contacted by an authorized agency empanelled by the Bank.
- 10.3 Submission of all necessary documents:
 - 10.3.1 Self-attested copies of all your degrees, professional qualifications certificates and documentary evidence of scholarships or prizes won, if any.
 - 10.3.2 Proof of date of birth
 - 10.3.3 Copy of Pan Card and Address Proof
 - 10.3.4 One recent passport size color photograph
 - 10.3.5 Copy of acceptance of resignation letter and relieving letter from your previous employer
- 10.4 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.

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.

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 company policies accessible through the Bank's intranet. These shall be made available to you, post joining.

Kindly note that Axis Bank does not charge any money/deposit for giving employment offers/conducting employment interview, to anyone seeking a job at the bank, nor does it appoint any agent/agency/individuals to make or issue offers of employment/benefits on its behalf.

For any further information / clarifications please feel free to contact:-

Husain Rokadia
Husain.Rokadia@axisbank.com

We at Axis Bank wish you success and look forward to your having a long and rewarding career with us!

Yours faithfully,



Himanshu Misra,
Head – Talent Acquisition
Human Resources



Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306



24th September 2021

Sub: Offer of employment by Pin Click

Dear **Shubham Akhilesh Mishra**,

Congratulations!

We are pleased to extend an offer to you to join Pin Click as "**Property Advisor**", with effect from **29th September 2021**.

The terms of our offer are as follows:

1. The details of your attached earnings are attached herewith as Annexure A. Once the PPO is confirmed 5.16 LPA is applicable and attached herewith Annexure B.
2. Your initial posting as Pin Click employee will be at the **Mumbai** office. Pin Click, however, reserves the choice to post/transfer you at any of their offices in India and outside. In which case, all transfer facilities applicable by company policies will be made available to you.
3. The Company reserves the right to conduct background investigations and/or reference checks on all its potential employees and your job offer is contingent upon such a clearance
4. You will be on probation for a period of six months and maybe confirmed as a permanent employee upon successful completion of the probation. During the probation period, your services can be terminated without any notice or salary thereof on either side.
5. While we look forward to a long and profitable relationship, the employment relationship can be terminated by either of us at any time with 15daysnotice period or 15day'ssalary in lieu thereof. The Company will have discretion on the above mentioned options and can waive the notice period or accept/pay payment in lieu of notice period ormandate15 days notice at its sole discretion based on project deliverables, forecasting and appropriate knowledge transfer. Under any circumstance if you are unable to serve the notice period, the Company can decide to agree or refuse to provide the releasing letter of employment. Any statements or representations to the contrary (and, indeed, any statements contradicting any provision in this letter) should be regarded by you as ineffective.
6. You will be governed at all times by the policies, procedures and rules of Pin Click related to the salary, allowances, benefits and perquisites which are specified in this Agreement and its Annexure. Pin Click may modify or change such allowances, benefits and perquisites from time to time in accordance with its policies.
7. During your employment with Pin Click, you will, under no circumstances, work for any other firm or person, directly or indirectly, in a paid or honorary position, without an explicit permission from Pin Click.
8. You will not engage in any unethical practice, which might affect Pin Click and its employees, clients and partners.



Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421306



The details of your annual earnings are as Annexure A.

ANNEXURE – A

COMPENSATION & BENEFITS STATEMENT – PIN CLICK

COMPENSATION & BENEFITS STATEMENT – PIN CLICK			
	Name	Shubham Akhilesh Mishra	
	Designation	Property Advisor	
	Department	Sales	
	Date of Joining	29th September 2021	
	CATEGORY	INR – Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	7,500	90,000
	House Rent Allowance	6,250	75,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	Children Education Allowance	2,000	24,000
	Special Allowance	5,940	71,280
	Subtotal I / Gross Pay	23,740	2,84,880
B	Professional tax	200	2,400
	PF Employer	900	10,800
A-B	Net Salary	22,640	2,71,680
Benefits			
C	PF Employee	900	10,800
	Gratuity	360	4,320
	SubTotal II	1,260	15,120
Total A + C	Cost to the Company	25,000	3,00,000
	Performance Enhanced Incentives	15,000*	1,80,000*
Note: *Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement			
* The Offer/ Salary Is Subjective to Completion of Training			
*Two-wheeler is mandatory with a valid driving license.			
There will be 3 days of training period and an assessment then your payroll will start			
• Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable.			



Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg
Chinchpada Road, K

ANNEXURE – B


COMPENSATION & BENEFITS STATEMENT – PIN CLICK			
	Name	Shubham Akhilesh Mishra	
	Designation	Property Advisor	
	Department	Sales	
	Date of Joining	29th September 2021	
	CATEGORY	INR – Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	8,400	1,00,800
	House Rent Allowance	7,000	84,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	Children Education Allowance	2,000	24,000
	Special Allowance	7,139	85,668
	Subtotal I / Gross Pay	26,589	3,19,068
B	Professional Tax	200	2,400
	PF Employer	1,008	12,096
A-B	Net Salary	25,381	3,04,572
Benefits			
C	PF Employee	1,008	12,096
	Gratuity	403	4,836
	SubTotal II	1,411	16,932
Total A + C	Cost to the Company	28,000	3,36,000
	Performance Enhanced Incentives	15,000*	1,80,000*
		43,000	5,16,000
<p>Note: *Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement</p> <p>* The Offer/ Salary Is Subjective to Completion of Training</p> <p>*Two-wheeler is mandatory with a valid driving license.</p> <p>Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable.</p>			

To accept this offer, sign the copy and return the duplicate/scan copy to the sender. Kindly ensure that the copy of acceptance reaches us as prescribed.

We look forward to the opportunity of working with you at Pin click Property Management Pvt Ltd

Mr.Manik Kinra
Co Founder




Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421306



Letter of Intent

1. The employee shall manage the day-to-day affairs of the company and shall supervise the office staff and any other employees of the Company. The supervisory function shall be discharged by the employee with due regard to his KRA's.
2. The employee shall at all times abide by the policies and practices of the Company and comply with applicable laws

I have read the terms and conditions set out above and completely understand the same. In accepting employment with Pin Click I undertake to confirm to the terms and conditions set out above as well as other policies, procedures, instructions, etc, as may be communicated to me from time to time.

Name:

Signature:

Date:

Anticipated Start Date:



Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg
Chinchpada Road, Kalyan (E) 421 306

LS DIGITAL

Ansul Singh

ID - 1480



Pramod Ram Ujagar Tiwari



Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

9th December 2021

Sub: Offer of employment by Pin Click

Dear **Ansul Rajesh Singh**,

Congratulations!

We are pleased to extend an offer to you to join Pin Click as "**Property Advisor**", with effect from **15th December 2021**.

The terms of our offer are as follows:

1. The details of your attached earnings are attached herewith as Annexure A. Once the PPO is confirmed 5.16 LPA is applicable and attached herewith Annexure B.
2. Your initial posting as Pin Click employee will be at the **Mumbai** office. Pin Click, however, reserves the choice to post/transfer you at any of their offices in India and outside. In which case, all transfer facilities applicable by company policies will be made available to you.
3. The Company reserves the right to conduct background investigations and/or reference checks on all its potential employees and your job offer is contingent upon such a clearance
4. You will be on probation for a period of six months and maybe confirmed as a permanent employee upon successful completion of the probation. During the probation period, your services can be terminated without any notice or salary thereof on either side.
5. While we look forward to a long and profitable relationship, the employment relationship can be terminated by either of us at any time with 15daysnotice period or 15day'ssalary in lieu thereof. The Company will have discretion on the above mentioned options and can waive the notice period or accept/pay payment in lieu of notice period ormandate15 days notice at its sole discretion based on project deliverables, forecasting and appropriate knowledge transfer. Under any circumstance if you are unable to serve the notice period, the Company can decide to agree or refuse to provide the releasing letter of employment. Any statements or representations to the contrary (and, indeed, any statements contradicting any provision in this letter) should be regarded by you as ineffective.
6. You will be governed at all times by the policies, procedures and rules of Pin Click related to the salary, allowances, benefits and perquisites which are specified in this Agreement and its Annexure. Pin Click may modify or change such allowances, benefits and perquisites from time to time in accordance with its policies.
7. During your employment with Pin Click, you will, under no circumstances, work for any other firm or person, directly or indirectly, in a paid or honorary position, without an explicit permission from Pin Click.
8. You will not engage in any unethical practice, which might affect Pin Click and its employees, clients and partners.

Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No :
+91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563



Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagar Marg,
Chinchpada Road, Kalyan 421306

The details of your annual earnings are as **Annexure A**.

ANNEXURE – A

COMPENSATION & BENEFITS STATEMENT – PIN CLICK

	Name	Ansul Rajesh Singh	
	Designation	Property Advisor	
	Department	Sales	
	Date of Joining	15th December 2021	
	CATEGORY	INR – Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	7,500	90,000
	House Rent Allowance	6,250	75,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	Children Education Allowance	2,000	24,000
	Special Allowance	5,940	71,280
	Subtotal I / Gross Pay	23,740	2,84,880
B	Professional tax	200	2,400
	PF Employer	900	10,800
A-B	Net Salary	22,640	2,71,680
Benefits			
C	PF Employee	900	10,800
	Gratuity	360	4,320
	SubTotal II	1,260	15,120
Total A + C	Cost to the Company	25,000	3,00,000
	Performance Enhanced Incentives	15,000*	1,80,000*

Note: *Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement

- * The Offer/ Salary Is Subjective to Completion of Training
- * Two-wheeler is mandatory with a valid driving license.
- * There will be 3-7 days of training period and an assessment then your payroll will start
- * In the above annexure 3000 rupees includes petrol allowances and 500 rupees deduction for mobile bill.

- Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable.



Pin Click Property Management Pvt Ltd

No. 94, Amar Jyothi Layout, Above HDFC Bank 3rd floor, Domtur, Bangalore-560071. Contact No :

Chinchpada Road, Kalyan (E), 421306 website : www.pinclick.com CIN No. U70102KA2016PTC084563

Pramod Ram Ujagar
 Director
 Saket Institute of Management
 Saket Vidya Nagar
 Chinchpada Road

ANNEXURE – B

COMPENSATION & BENEFITS STATEMENT – PIN CLICK			
	Name	Ansul Rajesh Singh	
	Designation	Property Advisor	
	Department	Sales	
	Date of Joining	15th December 2021	
	CATEGORY	INR – Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	8,400	1,00,800
	House Rent Allowance	7,000	84,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	Children Education Allowance	2,000	24,000
	Special Allowance	7,139	85,668
	Subtotal I / Gross Pay	26,589	3,19,068
B	Professional Tax	200	2,400
	PF Employer	1,008	12,096
A-B	Net Salary	25,381	3,04,572
Benefits			
C	PF Employee	1,008	12,096
	Gratuity	403	4,836
	SubTotal II	1,411	16,932
Total A + C	Cost to the Company	28,000	3,36,000
	Performance Enhanced Incentives	15,000*	1,80,000*
		43,000	5,16,000
<p>Note: *Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement</p> <p>* The Offer/ Salary Is Subjective to Completion of Training</p> <p>* Two-wheeler is mandatory with a valid driving license.</p> <p>* In the above annexure 3000 rupees includes petrol allowances and 500 rupees deduction for mobile bill.</p> <p>Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable.</p>			

To accept this offer, sign the copy and return the duplicate/scan copy to the sender. Kindly ensure that the copy of acceptance reaches us as prescribed.

We look forward to the opportunity of working with you at Pin click Property Management Pvt Ltd

Mr.Manik Kinra
Co Founder



Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No :
+91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC014560

Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306



Letter of Intent

1. The employee shall manage the day-to-day affairs of the company and shall supervise the office staff and any other employees of the Company. The supervisory function shall be discharged by the employee with due regard to his KRA's.
2. The employee shall at all times abide by the policies and practices of the Company and comply with applicable laws

I have read the terms and conditions set out above and completely understand the same. In accepting employment with Pin Click I undertake to confirm to the terms and conditions set out above as well as other policies, procedures, instructions, etc, as may be communicated to me from time to time.

Name: _____

Signature: _____

Date: _____

Anticipated Start Date: _____



Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No :

+91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563



24th September 2021

Sub: Offer of employment by Pin Click

Dear Yash Gautam Mahale,

Congratulations!

We are pleased to extend an offer to you to join Pin Click as **"Property Advisor"**, with effect from **29th September 2021**.

The terms of our offer are as follows:

1. The details of your attached earnings are attached herewith as Annexure A. Once the PPO is confirmed 5.16 LPA is applicable and attached herewith Annexure B.
2. Your initial posting as Pin Click employee will be at the **Mumbai** office. Pin Click, however, reserves the choice to post/transfer you at any of their offices in India and outside. In which case, all transfer facilities applicable by company policies will be made available to you.
3. The Company reserves the right to conduct background investigations and/or reference checks on all its potential employees and your job offer is contingent upon such a clearance
4. You will be on probation for a period of six months and maybe confirmed as a permanent employee upon successful completion of the probation. During the probation period, your services can be terminated without any notice or salary thereof on either side.
5. While we look forward to a long and profitable relationship, the employment relationship can be terminated by either of us at any time with 15daysnotice period or 15day'ssalary in lieu thereof. The Company will have discretion on the above mentioned options and can waive the notice period or accept/pay payment in lieu of notice period ormandate15 days notice at its sole discretion based on project deliverables, forecasting and appropriate knowledge transfer. Under any circumstance if you are unable to serve the notice period, the Company can decide to agree or refuse to provide the releasing letter of employment. Any statements or representations to the contrary (and, indeed, any statements contradicting any provision in this letter) should be regarded by you as ineffective.
6. You will be governed at all times by the policies, procedures and rules of Pin Click related to the salary, allowances, benefits and perquisites which are specified in this Agreement and its Annexure. Pin Click may modify or change such allowances, benefits and perquisites from time to time in accordance with its policies.
7. During your employment with Pin Click, you will, under no circumstances, work for any other firm or person, directly or indirectly, in a paid or honorary position, without an explicit permission from Pin Click.
8. You will not engage in any unethical practice, which might affect Pin Click and its employees, clients and partners.



Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306



The details of your annual earnings are as Annexure A.

ANNEXURE – A

COMPENSATION & BENEFITS STATEMENT – PIN CLICK

	Name	Yash Gautam Mahale	
	Designation	Property Advisor	
	Department	Sales	
	Date of Joining	29th September 2021	
	CATEGORY	INR – Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	7,500	90,000
	House Rent Allowance	6,250	75,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	Children Education Allowance	2,000	24,000
	Special Allowance	5,940	71,280
	Subtotal I / Gross Pay	23,740	2,84,880
B	Professional tax	200	2,400
	PF Employer	900	10,800
A-B	Net Salary	22,640	2,71,680
Benefits			
C	PF Employee	900	10,800
	Gratuity	360	4,320
	SubTotal II	1,260	15,120
Total A + C	Cost to the Company	25,000	3,00,000
	Performance Enhanced Incentives	15,000*	1,80,000*
Note: *Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement			
* The Offer/ Salary Is Subjective to Completion of Training			
*Two-wheeler is mandatory with a valid driving license.			
There will be 3 days of training period and an assessment then your payroll will start			
• Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable.			

Satish



Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421306

ANNEXURE – B

COMPENSATION & BENEFITS STATEMENT – PIN CLICK			
	Name	Yash Gautam Mahale	
	Designation	Property Advisor	
	Department	Sales	
	Date of Joining	29th September 2021	
	CATEGORY	INR – Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	8,400	1,00,800
	House Rent Allowance	7,000	84,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	Children Education Allowance	2,000	24,000
	Special Allowance	7,139	85,668
	Subtotal I / Gross Pay	26,589	3,19,068
B	Professional Tax	200	2,400
	PF Employer	1,008	12,096
A-B	Net Salary	25,381	3,04,572
Benefits			
C	PF Employee	1,008	12,096
	Gratuity	403	4,836
	SubTotal II	1,411	16,932
Total A + C	Cost to the Company	28,000	3,36,000
	Performance Enhanced Incentives	15,000*	1,80,000*
		43,000	5,16,000
<p>Note: *Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement</p> <p>* The Offer/ Salary Is Subjective to Completion of Training</p> <p>*Two-wheeler is mandatory with a valid driving license.</p> <p>Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable.</p>			

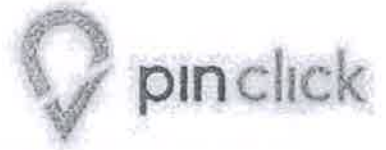
To accept this offer, sign the copy and return the duplicate/scan copy to the sender. Kindly ensure that the copy of acceptance reaches us as prescribed.

We look forward to the opportunity of working with you at Pin click Property Management Pvt Ltd

Mr.Manik Kinra
Co Founder




Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306



Letter of Intent

1. The employee shall manage the day-to-day affairs of the company and shall supervise the office staff and any other employees of the Company. The supervisory function shall be discharged by the employee with due regard to his KRA's.
2. The employee shall at all times abide by the policies and practices of the Company and comply with applicable laws

I have read the terms and conditions set out above and completely understand the same. In accepting employment with Pin Click I undertake to confirm to the terms and conditions set out above as well as other policies, procedures, instructions, etc, as may be communicated to me from time to time.

Name:

Signature:

Date:

Anticipated Start Date:

Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306





Date – 10th June, 2021

Mr Suraj Rajkumar Singh

3/9, Matoshree Nagar, Khadegolavali, Vitthalwadi Kalyan (East) Dist – Thane.

Subject – Offer Letter

Dear Mr Suraj,

Congratulations! We are very excited to have you on board.

With reference to your application and subsequent interviews with us, we are pleased to offer you the position of **Manager – Channel Sales** in our Company. Your beginning annual remuneration CTC will be **INR 444,000.**

You will be eligible to participate in:

- **Variable Incentive Structure** based on the amount of revenue generated by you. (or your team (including yourself on per month basis)
- **Reimbursements (included in CTC)** for the expenses incurred like Travelling, conveyance etc in the performance of official duties subject to the policies frames by the Company.

Your work location will be **Dombivli**. You are requested to start your work from **11th June 2021**.

This offer and your employment are conditional upon the Company receiving satisfactory background check results. Please note, if the Company is not satisfied with background verification report, the Company reserves the right to withdraw or delay this offer of employment.

At the time of joining, you are requested submit copies of academic credentials indicated by you, relieving letter from your previous organization(s), last 3 months salary slips with Bank Statement, copy of your PAN card, Aadhar Card, 4 recent passport size photographs, proof of Age and permanent address.

In case you are unable to provide us the acceptance within 2 days, this employment offer will no longer be valid.

Should you need any clarification prior joining, please feel free to get in touch with Mr. Manish Sharma, Mobile - +91 8355837087, Email – manish@swaminarayancity.com

We look forward to a mutually rewarding partnership.

Yours faithfully,

Swaminarayan Life Space LLP.


I accept the above terms and conditions.

Site Address –

Swaminarayan City, Project by Swaminarayan Life Space LLP.

Nav Dombivli, Retibunder Road, Dombivli West. Thane - 421202




Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

MAKARAND M. JOSHI & CO.

Company Secretaries

803/804, 9th Floor, "Ecstasy", City of Joy, J.S.D. Road, Mulund (West), Mumbai - 400080

Date: 01/03/2021

To,
Sudeep Sonawane,


8-C, Jai Dhanashree CHS,
Pune Link Road, Tisgaon Naka,
Near Dutta Mandir,
Kalyan East. PIN 421 306

Dear **Sudeep Sonawane,**

In reference to your application and subsequent interview with us; we are pleased to offer you an appointment as **Associate** in Investment Banking with Makarand M. Joshi & Co. subject to the following terms & conditions:

1. Your Joining date is on 18/02/2021. Your inability to join by or on this date will render the offer void.
2. Your compensation package is stated in Annexure I. Your individual compensation is confidential and you are required to maintain this information and any change hereafter, as strictly personal and confidential.
3. Your services would be liable to be terminated any time by giving two months' notice or on payment of an amount equivalent to two months' salary in lieu of the notice period.
4. Your service is liable to be transferred to any other offices of the Firm as may be required due to business exigencies.
5. You are expected to work with a high standard of initiative, efficiency and economy for the team in which you are placed.
6. You will be entitled to leave and weekly-offs as per the organization's policy




Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

7. You may be assigned other duties / other roles as may be necessary at the discretion of the management.
8. You are expected to devote your full time and attention to the interest of the firm and will undertake any direct / indirect business or work honorary or remuneratory except with the prior permission of the Partners.
9. Your appointment is being made on the basis of your particulars such as qualification, work experience, etc. as given by you in your application for employment and in case any information as given by you is found false or incorrect, your appointment will be deemed void and liable for termination without any notice or salary in lieu thereof.
10. Your address, as indicated in your application for appointment shall be deemed to be correct for sending any communication to you. In case there is any change in your residential address, you will intimate the same in writing to the Personnel Department within three days from the date of such change and get such change of address recorded.
11. In the event of any misbehaviour, breach of trust, the firm has the right to terminate your services forthwith without giving any notice & will not be liable to pay any dues. However, the person thus terminated is expected to give a complete handover to his replacement and then exit the organization.
12. You will be bound by the certified standing orders, rules, regulations and office orders in placed in force and framed by the organization from time to time in relation to your service conditions and terms of employment.
13. You shall abide by the Code of Conduct, HR Policy, Vigil Mechanism Policy, and Whistle Blower Policy of the Firm as may be prevalent from time to time.
14. You will not give out to anyone by word of mouth or otherwise the particulars of any organizational matter pertaining to the organization / clients which you know by virtue of being in the employment of the firm.
15. You shall endeavour to uphold the good image of the firm and shall not by your conduct adversely affect the reputation of the firm and bring disrepute the firm in any manner whatsoever.
16. In the event that you wish to join any other Company/Firm which is a client of MMJC, a prior NOC from MMJC is mandatory before accepting the offer from the other company/ firm.



Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

17. You shall, on ceasing to be an employee of the firm, return all the organization's property which you received or prepared in connection with your employment with the firm.

We take this opportunity to wish you the very best and hope this is the beginning of a long and fruitful association with us.

I certify that the information given by me in this employment application is true and correct and contains no material omissions of any kind.

Employee Name: _____

Employee Signature: _____

Date _____

**For Makarand M. Joshi & Co.
Practicing Company Secretaries**

Digitally signed by MAKARAND MADHUSUD AN JOSHI
MAKARAND
MADHUSUD
AN JOSHI

**Makarand Joshi
Partner**



A handwritten signature in blue ink, appearing to be "Joshi".

**Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306**

Annexure-I

Particular		Amount	Amount
		PM	PA
Basic	15100		
Special Allowance	5074		
Gross Salary		20174	242088
Paid Leave		1345	16139
Employer Provident Fund Contribution @12%		1800	21600
Bonus		1681	20174
Mediclaim Insurance		0	1417
Cost to Company		25000	301418

➤ Professional Tax/ TDS will be deducted as per the prevailing Government Rules

Employee Name: _____

Employee Signature: _____

Date: _____

For **Makarand M. Joshi & Co.**

Practicing Company Secretaries

MAKARAND
MADHUSU
DAN JOSHI

Makarand Joshi
Partner

(Handwritten Signature)



Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chhatpada Road, Kalyan (E) 421 306

Date: August 24, 2021

Job Offer Title: Bank Officer-Household

Ram Akshaywar sharma

Dear **RamAkshaywar**,

We are pleased to make an offer to you as "**Officer**" within **Retail Banking - Retail Liabilities** function at IDFC FIRST Bank Limited (the "Bank"). You shall join the Bank on or before **06/Sep/2021** ("Date of Joining"). Your Total Fixed Pay ("TFP") will be **Rs. 2,75,000/- (Rs. Two Lakh Seventy Five Thousand only)** per annum. Details maybe referred in Annexure A. The position is currently based at **Thane**.

Your final appointment is subject to your being medically fit to perform your role effectively. It is also based on verification of information and particulars submitted by you, including the undertaking authorization given by you at the candidate application stage.

Kindly confirm your acceptance to this offer of employment within 3 days of receipt of this offer post which the offer stands cancelled.


- A. You are requested to complete the joining formalities immediately on the authorized online portal of IDFC FIRST BANK and submit/confirm the submission of the documents as required by the bank. The detailed list of documents to be submitted will be communicated separately.
- Certificates in support of your highest educational and/or professional qualifications,
 - Proof of date of birth,
 - Certificates in support of your previous employments,
 - Your recent passport size photograph,
 - Copy of your resignation duly accepted by your current employer.

Please note that you are required to keep the details of the salary & other perquisites / benefits offered to you, strictly confidential and not to share information regarding the same with anyone.

We look forward to a successful and pleasant association with you at IDFC FIRST Bank.

Warm Regards,
Human Resources
IDFC FIRST Bank




Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

Annexure "A"

COMPENSATION DETAILS

Employee Name	Ram Akshaywar sharma
Designation	Bank Officer-Household
Grade	Officer
Business Unit	Retail Banking - Retail Liabilities
Location	Thane

Components	Per month (in Rs.)	Per Annum (in Rs.)
Basic	4,583	55,000
HRA	2,292	27,500
Special Allowance	10,722	1,28,667
Annual Guaranteed cash	17,597	2,11,167
Employer's PF	1,800	21,600
Statutory Bonus	3,519	42,233
Total Fixed Pay - A	22,917	2,75,000

Monthly Net take home (in Rs.)	
Annual Guaranteed Cash + Statutory Bonus	21,116
Employee's contribution to Provident Fund	1,800
Professional Tax	200
Net take home before Tax (in Rs.)	19,116

* As per the EPFO notification dated February 28, 2019 and basis the new PF rules, your PF will be as mentioned herein

Notes:

- Flexible Benefit Plan (FBP) comprises of HRA, Meal Card, Professional Development Expenses, Communication Expenses, LTA, Bank's Owned Car /Reimbursement & National Pension Scheme. The employee gets to allocate the pool amount under various components as desired. Tax Benefits will be based on declaration & as per IT law.
- In addition to TFP, Insurance premium is paid by the company towards employee's life, accident & medical insurance. This is a notional premium amount & is not paid in cash to the employee.
- Provident Fund contributions shall be made by the Bank to the fund.
- Gratuity will be applicable as per the Payment of Gratuity Act.
- The notice pay reimbursed, joining bonus, relocation expenses and any other amounts, if any, paid, at the time of joining would be recovered in full, in case of your resignation/separation (whichever is earlier) within twelve months from the date of joining.



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Annexure "B"

Terms and Conditions of Employment

The following are the terms and conditions of your employment at IDFC FIRST Bank Limited

For the purpose of this document "Bank" or "Company" shall mean IDFC FIRST Bank Limited and all its subsidiaries, associate or group companies.

1. Postings and Transfers

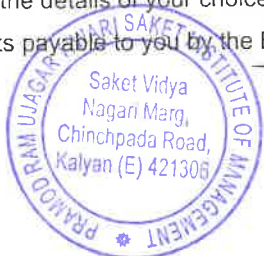
- 1.1 Your joining location will be the same as mentioned in your appointment letter. However, during your employment, you may be posted / transferred to any of the offices / branch/projects / divisions / departments / units / subsidiaries / sister concerns of the Bank, existing or to be set up at any other location, without any additional remuneration, in the interest of the Bank without assigning any reasons.
- 1.2 If your role is a Remote Working role you will additionally have to adhere to the Bank's policy/guidelines for Remote Working, existing and/or as may be framed and amended from time to time.

2. Leave and Absence

- 2.1 You shall be eligible for holidays and leave as per the Bank's leave policy/guidelines, as may be amended from time to time.
- 2.2 You will be entitled to Earned Leave in a financial year running from April to March as per the Bank's Policy. In case of your joining the Bank in the middle of the said financial year, you will be entitled to leave on pro-rata basis. You will be required to avail of mandatory leave as per the Bank Policy in every financial year, this will be part of your Earned Leave entitlement.
- 2.3 While counting the number of days of leave, intervening days of the weekend and Bank Holidays will not be counted.
- 2.4 You should obtain prior approval before proceeding on leave. Failure to do so may invite disciplinary action or such other action as deemed appropriate.

3. Total Fixed Pay

- 3.1 Your Total Fixed Pay ("TFP") is as stated in the annexure of our Offer/Appointment Letter. Based on it, your compensation will be paid to you on a monthly basis by the end of the month to which it relates.
- 3.2 The Bank provides you choice as regards certain reimbursements within your aforesaid Total Fixed Pay, amount in keeping with the Bank's guidelines in this regard. To exercise such choice, you will have to provide to the Bank your choice at the time of joining and in the beginning of the financial year, in the prescribed manner which currently is by uploading the details of your choice of reimbursements on the Bank's Payroll Portal.
- 3.3 All amounts payable to you by the Bank (including the joining bonus, relocation expenses or notice period pay agreed



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to be reimbursed to you by the Bank in relation to your earlier employment) will be subject to and paid to you after deduction of income tax (or any other) at source (TDS).

- 3.4 Please note that your compensation and benefit details, are to be kept confidential at all times.
- 3.5 Your performance will be subject to periodic review based on which you will be considered for revision of compensation/grade in keeping with the Bank's policies and practices.
- 3.6 The Bank will cover you under the group medical insurance policy from the date of your joining provided you have completed all formalities and documentation pertaining to it.
- 3.7 In addition to the above, you will be covered under the Group Term Life Insurance and Personal Accident Insurance. This is over and above your TFP.
- 3.8 Your Total Fixed Pay increase and future prospects in the Bank shall entirely depend on the individual, business unit and the Bank's performance. Increase in Total Fixed Pay, in no case, and under no circumstances shall be automatic and/or a matter of right.

4. Performance Bonus/Incentive Payments

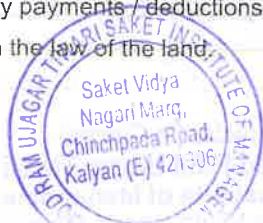
- 4.1 The Bank may, in its absolute discretion, pay you a bonus/variable incentive of such amount, at such intervals, based on your performance as well as performance of your team and the Bank and subject to such conditions as the Bank, may, in its absolute discretion, determine from time to time, in accordance with the Bank Policy.
- 4.2 An employee will not be entitled to any variable payout/compensation on his resignation/dismissal/job abandonment/cessation.
- 4.3 The exercise of discretion to pay a bonus in one financial year shall not bind the Bank or act as a precedent for the exercise of discretion in any other financial year.
- 4.4 If, on or before the date when a bonus/incentive might otherwise have been payable, your employment has terminated or either party has given notice of cessation of employment, you will not be entitled to receive any such bonus or incentive (whether in cash, shares or any other form).


5. Malus / Clawback

- 5.1 Malus provision, inter-alia, enables prevention of vesting of all or part of deferred component of variable pay including cash and share linked components and Clawback enables the Bank to recover previously paid or vested remuneration in cash or share linked compensation, etc
- 5.2 The Bank reserves its right to incorporate malus/clawback mechanism to address subdued or negative financial performance of the bank and/or the relevant line of business in any year, material failure of risk management, misconduct and other instances of non-compliance of statutory and regulatory stipulations.

6. Statutory Payments / Deductions

- 6.1 All statutory payments / deductions will be as per the applicable law and may change from time to time based on changes in the law of the land.




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7. Deductions from Total Fixed Pay/Annual Gross Remuneration Package

- 7.1 You agree that, at any time during your employment, or after cessation of employment, the Bank may deduct and recover, from your Total Fixed Pay /Annual Gross Remuneration Package/Full and Final Settlement/ Bank Account any overpayment made, or any amounts owed by you to the Bank. This includes, but is not limited to, any excess leave, outstanding loans, advances, credit card dues, relocation expenses, joining bonus, and the cost of repairing any damage or loss to Bank's property or equipment caused by you.
- 7.2 You agree that, at any time during your employment, or after cessation of employment the Bank may recover any shortfall /loss on account of any negligence or any act of commission by you, while executing your responsibilities.

8. Tax

- 8.1 You will be fully liable for the payment of Income Tax (or any other applicable taxes) on your total remuneration including bonuses/ variable pay to the Income Tax/concerned authorities including other statutory dues/taxes and this will be your personal responsibility. The Bank shall deduct any statutory dues/taxes from amounts paid to you, as per applicable laws.


9. Medical Fitness and Verification of Particulars

- 9.1 Your appointment is subject to you being medically fit and continuing to remain fit thereafter. In case you subsequently develop any illness, which restricts you from performing your official duties or in any way puts your other colleagues at risk, you are required to inform HR about the same; failure to inform the Bank/HR about such illness at the time of appointment and subsequently after developing, the same may be considered as a misconduct and Bank reserves its right to terminate /conclude your employment.
- 9.2 Your employment is also subject to clearing the Personal and Professional Background Verification as per norms of the Bank, including your antecedents and documents submitted.
- 9.3 In case particulars mentioned in your application / Curriculum Vitae / Resume/ pre - employment declaration or any such document/data/information shared by you are found false or unsatisfactory, your services would be liable for termination as per the discretion of the Bank at any time without any notice or any compensation in lieu thereof.
- 9.4 Your date of birth mentioned in the Aadhaar Card or other such acceptable statutory document submitted by you will be deemed to be the conclusive proof of your date of birth.

10. Normal Retirement Age

- 10.1 You will automatically retire from the employment of the Bank, as the case may be, on attaining retirement age of 58 years or as decided by the Bank and unless concluded earlier or extended further as per the discretion of the Bank. By virtue of this clause, you shall not claim a right of employment with the Bank, as your employment is subject to the terms and conditions laid down by the Bank, as amended from time to time.



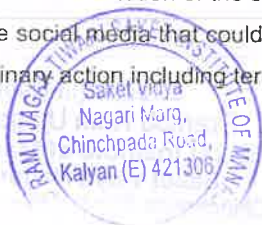

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11. CONFIDENTIALITY:

- 11.1 You will not, either during your employment or at any time post resignation/cessation from services, use or communicate to any person, any information of a confidential nature concerning the business of the Bank, or of any of their customer(s), supplier(s) or other person(s) having dealings with the Bank as the case may be, and which comes to your knowledge during the course of your employment other than in connection with your services to the Bank.
- 11.2 If you are a supervisor, then in your capacity as the leader of your team, you would be in possession of highly sensitive and confidential information with regard to and not limited to each and every employees' compensation, rating, performance, sensitivities, promotions and career expectations. You would be expected to maintain complete confidentiality of the said information and not use the same in any capacity whatsoever.
- 11.3 Complete confidentiality should be maintained by you of all the information of any nature, including as to the affairs of any person having any dealing with any constituent of the Bank or any of its subsidiaries or the business of any person having any dealing with any constituent of the Bank or any of its subsidiaries and including any documents, books or records thereof, that you have had access to by virtue of your service in the Bank and you shall not directly or indirectly disclose or cause the disclosure of any such information to any person unless required to do so by any regulatory, administrative or judicial authority to such authority.
- 11.4 In performing your duties, you may from time to time receive or obtain information/data/documents from the Bank or related or associated to the Bank, its subsidiary or affiliates or otherwise and have access to information relating to their clients or business information, business plans, systems, personnel, or other information of a confidential nature (this will be termed as "the Information").
- 11.4.1 In consideration of the Bank making the Information/ data/ documents available, you undertake and agree that you will:
- Keep the Information/data/documents confidential at all times and not divulge or communicate to any person, other than those approved in writing by the Bank, any of the Information/data/documents which you may (whether before or after the date of your appointment) receive or obtain.
 - Not use the Information/data/documents for any purpose other than in connection with your services to the Bank;
 - Immediately return or destroy (at the Bank's option) the original and all copies of any records of the Information/data/documents (in whatever form) and all notes and other documents embodying any of the Information on the first to occur of any of the following:
 - on the Bank's demand;
 - on termination or expiration of your employment contract with the Bank.

12. Other Media, Internet, Blogs, Social Media & External Persons

- 12.1 Employees are not authorized to share any information about the Bank on any social media or other platform. This includes but is not limited to information about any internal activity, awards, achievements, certificates, colleagues, projects or initiatives. Violation of the same will be a breach of confidentiality and invite disciplinary action. Any behavior on the social media that could potentially bring disrepute to the Bank may also invite suitable punitive/disciplinary action including termination of your employment at the discretion of the Bank.



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12.2 All concerns and grievances need to be raised and redressed through the channels available or by reaching out to your HR Business Partner. The defined Escalation Matrix needs to be followed. Raising internal organization matters on social media, in the public domain or with external individuals will be considered a breach of conduct and may lead to termination of your employment at the discretion of the Bank.

13. Data Protection

- 13.1 The Bank may be required to process, transfer and store your personal and sensitive data in any of the other locations used by the Bank/any of the locations as specified by the Bank.
- 13.2 By agreeing to adhere to the policies of the Bank and/or by signing/accepting your appointment letter, you acknowledge and agree that the Bank is permitted to hold/use/process your personal/sensitive information about you as part of our personnel and other business records and that the Bank may use such information in the course of its business including but not limited to your employment purposes, all administrative and human resource related matters, administration of pay rolls, administering your insurances, investigations, identification, facilitating compliance with any law, order and regulations which may be applicable, etc.
- 13.3 You agree that the Bank may disclose such information to third parties in the event that such disclosure is, in Bank's view, required for the proper conduct of our business or that of any associated companies, management of your employment and for the matters contained herein. This clause applies to information held, used or disclosed in any medium.

14. Compliance

- 14.1 In your role at the Bank, it is expected that you will abide and ensure all aspects of compliances, in letter and spirit, staying true to the law of the land.
- 14.2 You are aware that there are laws against trading securities using material non-public information and you agree to comply with such laws.
- 14.3 During the continuance of your employment with the Bank, you are expected to comply with the Bank's policies, practices and procedures.

15. Restrictive Covenant

- 15.1 You are committed not to hire anyone or engage in any sort of discussion related to hiring or solicitation with an employee of the Bank or any of its subsidiaries for at least one year from your last working date in the Bank. This is applicable even during your period of employment whether approached by the employee or officers of the Bank, or by you or by any other intermediary or by any other means whatsoever. This Covenant further specifically requires that employees or officers of the Bank or any of its subsidiaries should not be solicited or encouraged to leave the Bank or any of its subsidiaries to join the organization which you may join in any capacity or any of its subsidiaries, joint ventures, affiliates or associates, for a period of one year from the date of separation from the Bank.
- 15.2 You agree that during your period of employment with the Bank and for a period of one year from termination or expiration of your employment with the Bank, you shall not solicit or entice, by any means whatsoever any client of



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the Bank. Your agreement "not to solicit" means that you will not, initiate any contact or communication of any kind whatsoever, for the purposes of inviting, encouraging or requesting any deal/ mandate/ account/ person:

15.2.1 to transfer from the Bank to you or to your new employer or to any other person or entity; or

15.2.2 to enter into a new deal/ mandate with you or your new employer or with any other person or entity; or

15.2.3 to otherwise discontinue its patronage and business relationship with the Bank.

15.3 You agree that for a period of six (6) months from termination or expiration of your employment with the Bank, you shall not work at the capacity of Executive or Non-Executive member of the board or any management position of any supplier, vendor or partner of the Bank.

16. Assignment

16.1 If you (whether alone or with others) shall, during your engagement with the Bank, make or create an idea, method, invention, discovery, design or other work either in the course of providing your services or relating to or capable of being used in those aspects of the businesses of the Bank (hereinafter called "Work") you shall promptly disclose full details thereof to the Bank and irrespective of disclosure or non-disclosure by you, all Works, shall belong exclusively to the Bank and you hereby irrevocably assign the ownership, right, title, interest, ownership of copyrights of such Works and those of any other derivative works, to the Bank. You will promptly provide to the Bank a complete written disclosure for each such Works identifying the features or concepts you or the Bank believe to be new or different. You grant to the Bank an irrevocable, nonexclusive, worldwide, perpetual, paid-up license under these Works (whether now existing or brought into being in the future).

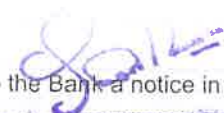
16.2 The license scope is to make, have made, use, have used, sell, license or transfer items of such Works and to practice and have practiced methods pertaining to such Works. You are specifically made aware that you will not be liable to any compensation for such acts of yours, and that any rewards which the Bank may choose to bestow will not be deemed to confer any rights towards that invention, discovery or improvement in system or method, for you. You shall promptly upon intimation by the Bank, sign and execute such document, papers, declarations including deed of assignment as may be required by the Bank from time to time.

16.3 You (i) hereby assign to the Bank all right, title and interest in any Work (whether now existing or brought into being in the future) which is or may become a copyright work anywhere in the world and (ii) shall consider yourself as a trustee for the Bank in relation to all other Works and shall in either case at the request and expense of the Bank do all things necessary to vest all right, title and interest in any Work in the Bank or its nominee absolutely as legal and beneficial owner and to secure patent or other appropriate form of protection therefore;

16.4 You shall not (except as provided in this letter of appointment or as may be necessary in the course of your duties for the Bank) disclose or make use of any Work without the Bank's prior consent in writing.

17. Resignation and Notice Period

17.1 You may resign from the employment of the Bank by giving to the Bank a notice in writing, the notice period for employees in 'Officer' and 'Senior Officer' grades is 45 days and for all other grades it is 90 days. In case of your resignation from the services of the Bank, the Bank at its sole discretion shall have a right, but not an obligation, to waive off the notice period and in such cases the Bank will not be liable to make any payment of salary to the


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- employee in lieu of the waived off notice period. It is understood that you will not have a right to insist upon it.
- 17.2 To the extent the Bank does not waive all or part of the Notice Period/Notice Pay,
- the employee shall remain employed through the Notice Period (or portion thereof), OR
 - payment in lieu of any unserved notice period will be recovered from the employee.
- 17.3 Recovery of notice pay will attract GST/applicable taxes. GST/applicable taxes once deducted will not be reversed under any circumstances.
- 17.4 In case your last working day falls on a weekly off or a holiday, the previous working day will be considered as the Last Working Day (LWD), further the same date would be considered for the purpose of calculation of notice period recovery/payment if necessary.
- 17.5 The Bank will not be bound to accept from you a notice of period longer than 45 days/ 90 days as applicable to your grade.
- 17.6 Notice Pay in lieu of notice period is defined as TFP less retirals and non cash benefits.
- 17.7 In case of your resigning from the employment of the Bank within 12(twelve) months or being terminated by the Bank in terms of Clause 18, you shall be liable to repay to the Bank and the Bank shall have a right to recover from you the amount(s) paid by the Bank to you or any others towards your joining bonus, notice period pay in relation to your previous employment, relocation expenses and all other amounts related to your joining the Bank.
- 17.8 During notice period, any leaves availed may extend the notice period by that many days, however, Bank reserves the right to amend/modify this at its sole discretion. Notwithstanding anything foregoing, in case you have been subjected to gardening/garden leave by the Bank, you will not be entitled for any leave and leave encashment thereof for the period of gardening/garden leave, as per the Bank's policy/guidelines thereof. Bank reserves its right to apply/sanction gardening leave to any of its employee as it deems fit. You are required to familiarize yourself with the Bank Policy/guidelines on Garden Leave, as may be amended from time to time.
- 17.9 Upon the termination of your employment agreement, you are required to return to the Bank, in acceptable condition, all such properties of the Bank which are in your possession.
- 17.10 Post your resignation from the services of the Bank, if you discontinue/stop attending office before completion of your required or accepted notice period, the Bank shall treat such absence as unauthorized and shall be liable to take disciplinary action against you.
- 17.11 If any involvement of yours is suspected or found in fraud/cheating/theft/ any unethical / unprofessional act, etc. the Bank can initiate suitable action as deemed fit even post separation from the services of the Bank.
- 17.12 On separation, it is the responsibility of the employee to ensure that the necessary exit related clearances are completed by the concerned exit clearance stakeholders of the Bank. You agree and accept that Full & Final settlement will be processed only post completion of all the exit clearances from relevant exit clearance stakeholders.

18. Termination of Employment Agreement:

- 18.1 If you absent yourself without leave for continuous five (5) working days, or as per norms of the Bank which may change from time to time, or remain absent beyond the period of leave originally granted or subsequently extended by five (5) working days, you shall be considered as willfully absconding from your employment and disciplinary action can be initiated against you, at the discretion of the Bank. This may include termination of your employment or considering it as voluntarily abandonment of employment by you and concluding your employment thereof. In case your employment is terminated or concluded under this clause, the Bank shall be entitled to recover from you such



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amounts as specified in above Clause (Resignation and Notice Period) in lieu of notice period. In addition to the above, the Bank may also claim damages and other reliefs to which it is entitled under contract, law or equity

18.2 Your services are liable to be terminated without any notice or salary/payment 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, fraud, disloyalty, consistent non-performance, sexual harassment or any such act of breach of yours that brings disrepute to the Bank, commission of an act involving moral turpitude, any act of indiscipline or inefficiency, any act of bankruptcy or make any composition or arrangement with your creditors. In case of termination on account of misconduct, Bank will not be liable to give any notice or payment in lieu thereof.

18.3 The Bank reserves the right to terminate your employment if your performance is determined to be unsatisfactory (as per the Bank's standards), by giving you prior written notice. The notice will be 45 days for grades 'Officer'/'Senior Officer' and 90 days for all other grades. In the event of early relieving, you will be paid notice pay in lieu of notice or part thereof. Employees who have been rated as below par or poor in the 'Annual appraisal Cycle' will be considered as underperformers and misfit for the organization and separation process would be initiated post communication of the ratings.

18.4 In the event your employment is terminated by reason of an eventuality caused by (your) death, your nominee(s) beneficiaries will receive further compensation as deemed fit by the Bank which shall be paid to your designated beneficiary/nominee provided. However; in cases, where the nominee details are not provided, the spouse of the employee is considered as the sole nominee for married employees, and parents, as the sole nominee for unmarried employees. Any further settlement from the Bank would be drawn in the nominee's name.

18.5 The Bank has the right to terminate your services for any reasons other than mentioned herein by giving notice in writing or payment of Total Fixed Pay (excluding retiral and other non-cash benefits) in lieu of notice. The notice will be 45 days for grades 'Officer'/'Senior Officer' and 90 days for all other grades.

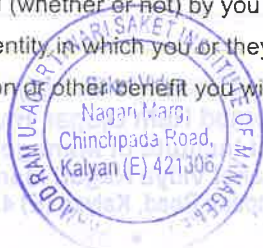
18.6 You will be covered by the employment rules and regulations including conduct, discipline and administrative orders and any such other rules or orders of the Bank that may come in force from time to time. The Bank shall have absolute discretion to reject or refuse to accept your resignation in case of staff accountability or disciplinary action proceedings are contemplated or pending against you.

19. Non Conflict of Interest and No External Employment

19.1 You will not, during your employment with the Bank, undertake other full time or part time work for remuneration or any activity that may adversely affect your professional image and integrity as an employee of the Bank.

20. Receipt of Payments and Benefits from Third Parties

20.1 Subject to the Bank regulations issued and amended from time to time, neither you nor any member of your family, nor any Bank or business entity in which you or they have an interest, are entitled to receive or obtain directly or indirectly any payment, discount, rebate, commission or other benefit from third parties in respect of any business transacted (whether or not) by you or on behalf of the Bank. If you or ~~any~~ member of your family or any Bank or business entity in which you or they have an interest, directly or indirectly obtain any such payment, discount, rebate, commission or other benefit you will forthwith account to the Bank for the amount received or the value of the benefit



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so obtained.

21. Code of Conduct and Expected Employee Conduct

- 21.1 You are bound by the Bank's Code of Conduct. The Bank may implement the disciplinary procedure if you fail to comply with the Code of Conduct and in certain circumstances, this could amount to gross misconduct leading to dismissal.
- 21.2 You are expected to work, while in the employment with the Bank, punctually and diligently employing your best efforts with honesty and integrity to protect the interest of the Bank and observing at all times the Bank's terms and conditions and the applicable guidelines, policies and regulations.
- 21.3 You are expected to be well groomed and formally dressed at work.

22. Staff Dealing Rules

- 22.1 You must comply with the Bank's Code of Conduct for Prevention of Insider Trading for the Bank and should familiarize yourself with them by reading the Policy and any relevant guidelines.


23. Intellectual Property Rights

- 23.1 For the purposes of this clause, "IPR" means intellectual property rights of all kinds including, in particular, patents, inventions, trademarks (and associated goodwill), designs, design right, copyright (including copyright in computer software), confidential information and know-how, database rights, applications for any of the foregoing, and all other intellectual and industrial property and rights of a similar or corresponding nature in any part of the world.
- 23.2 To the extent that ownership of IPR does not vest in the Bank by operation of law, you agree that all IPR generated by you during your employment will be owned by the Bank in perpetuity. You will co-operate fully, and do all acts required (at the Bank's expense), to assign IPR with full title guarantee worldwide to the Bank in perpetuity. You agree to appoint the Bank to act as your attorney for the purposes of securing grant and ownership of the IPR. You also agree to do nothing, during or after your employment, to affect the validity of any IPR; in particular, you agree not to make any non-confidential disclosure of any detail of the IPR outside of the Bank before protection for the IPR has been sought or such disclosure has otherwise been authorized. You also agree to waive all moral rights to all work, where the Bank owns or will own the copyright or design right to it.
- 23.3 Nothing in this document and your employment contract shall oblige the Bank to seek patent or other protection for any IPR generated during the course of your employment. The Bank may delegate its rights and/or obligations under this clause to a group company or other nominee. Rights and obligations in this clause shall survive termination of your employment for any reason.

24. Information, Assets and Systems

- 24.1 When you join the Bank, you may have access to phones, e-mail, internet and other equipment and systems. These




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form part of our IT and communication systems and you will be required to use them in accordance with the Bank policies relating to them. You should refer to the Code of Conduct for further information on these policies. You will be responsible for the safe keeping and return in good condition and order of all the properties of the Bank, which may be in your use, custody, care or charge. For the loss of any property of the Bank in your possession, the Bank 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.

24.2 Information Security Compliance: All employees are expected to be aware of their responsibility relating to protection of information and information assets of the Bank. Accordingly, you are required to familiarize yourself with the Information Security Policies and Procedures of the Bank and abide by it in spirit and practice.

25. Other terms and conditions:

25.1 The Bank reserves the right to make changes to any of your terms and conditions of employment. Any changes will take effect from the date stated in the communication.

25.2 In the event of a criminal case being filed against you in your personal capacity (not in the course of or arising out of employment), the Bank may, at its discretion, ask you to proceed on leave or suspend your employment till the issue is sorted out and you are acquitted. During this period, you will be paid as per applicable laws. If convicted, your employment will stand withdrawn/terminated.

25.3 Bank reserves the right to place you under suspension pending enquiry into the charges of misconduct or otherwise as deemed fit by the bank.

25.4 You will intimate in writing to the Bank any change of address within a week from change of the same, failing which any communication sent on your last recorded address shall be deemed to have been served on you.

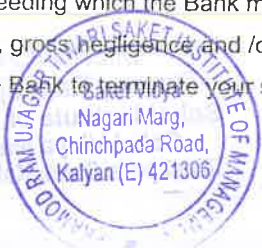
25.5 As an employee you are responsible to provide correct personal email ID and phone number. The personal email ID and phone number as provided by you will stand valid for all communication from the Bank. In case of change in communication information, you are liable to update the same with the Bank within Seven (7) days of such change. Failing which, any communication sent on your last recorded address/email shall be deemed to have been served on you. The email ID provided by you, until updated with the Bank, shall be considered as one of your unique identification ID.

25.6 The present designation is subject to change depending upon work assignment from time to time.

25.7 During your employment, you will be subject to the Code of Conduct, employment rules, regulations and policy of the Bank applicable and amended from time to time. The terms and conditions contained herein shall be read along with the instructions, guidelines, policies, etc. and amendments thereof as presently applicable to you and as may be amended from time to time and as may be made applicable to you by the Bank subsequently during the course of your employment.

26. Indemnity

26.1 You shall indemnify, keep indemnified and hold harmless the Bank against any loss, damage, expense, costs, fines, charges, proceeding which the Bank might suffer due to or arising out of any wrongful acts, wrongful gains, fraud, mala fide acts, gross negligence and /or gross dereliction of duties on your part. Such indemnity shall not prejudice the right of the Bank to terminate your services on such count or the right of the Bank to seek other remedies which



Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

the Bank may have to make good the Loss or damage

27. Force Majeure

27.1 Notwithstanding anything contained herein, if the regular operations of the Bank are suspended resulting from general economic conditions or other general market effects or Acts of God or governmental or regulatory restrictions other cause of similar or different nature beyond the control of the Bank, the Bank may suspend the performance of services by you and the payment of compensation herewith. During the continuation of such suspension of operations, the Bank may, by written notice, terminate employment agreement or change the terms and conditions of your employment with no further liability whatsoever.

28. Foreclosure:

28.1 The Bank reserves the right to suspend or terminate the performance of services by you and the payment of compensation, in case of any unforeseen circumstances that might lead to suspension of the operations of any unit or business of the Bank. In such case, the general terms and conditions related to termination of employment shall stand valid.

29. Warranty

29.1 You represent and warrant that you are not subject to any agreement, arrangement, contract, understanding, court order or otherwise, which in any way directly or indirectly restricts or prohibits you from fully performing the duties of your employment, or any of them, in accordance with the terms and conditions of this letter.

30. Governing Law

30.1 The interpretation and enforcement of this contract/document shall be governed by and construed in all respects in accordance with the law of India and the parties submit to the non-exclusive jurisdiction of the Mumbai courts.

IDFC FIRST Bank Limited (formerly IDFC Bank Limited)
Naman Chambers, C-32, G-Block, Bandra Kurla Complex, Bandra (East), Mumbai 400051 Tel: +91 22 7133 5500 Fax: +91 22 2654 0354
Registered Office: KRM Towers, 7th Floor, No.1, Harrington Road, Cherpet, Chennai 600031 Tel: +91 44 4554 4000 Fax: +91 44 4554 4022
CIN: L65110TN2014PLC037792 bank.info@idfcbank.com

By providing your e-signature below you acknowledge that You have read and understand the foregoing Agreement, that You agree to comply with all the terms of the Agreement, and that You have received a copy of the Agreement.

Date

Employee IP Address

ramshivam121@gmail.com



Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

Employee Name

Employee Email



Prantod Ram Ujagar Tiwari

Director (In-Charge)
Prantod Ram Ujagar Tiwari
Saket Institute of Management
Saket



Prantod Ram Ujagar Tiwari

Prantod Ram Ujagar Tiwari
Saket Institute of Management
Saket
Chinchpada Road



Raunak Group
Plot No. 1, Mahanagar Corporation,
Near to And Thane, Chinchpada Road,
Thane (W) - 400077

tel: 022-25847000
E-mail: raunakgroup@gmail.com
Website: www.raunakgroup.com

OFFER LETTER

Date: 06/10/2022

To,

Ms. Anushka Ratnakar

Subject: Offer Letter for the position of Manager – Sales

Dear Anushka,

Welcome to Raunak Group Family!

About us: Established in 1980, Raunak Group has been catering to the housing needs of Mumbai, Pune, Kalyan and Thane. We have developed various township projects over the years. Our passion for creating elegant homes and our commitment to excellence has allowed us to bring a lifetime of happiness to our valued customers, and we enjoy tremendous respect and goodwill among our consumers and peers alike.

In our present and future endeavours, we aim to exceed expectations by providing superior quality in construction and service, while creating spacious and luxurious homes with modern facilities at affordable prices.

With reference to your application and the subsequent interview you had with us, we are pleased to offer you the position of **Manager – Sales** in our organization, on the terms & conditions explained to you during the interview.

The CTC offered to you will be: Rs. 7,41,000 annually/-

Basic	55400
Traveling Allowance	4000
HIS	As applicable
PF	18000
PT	2000
Gross Pay	60000



Saket
Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

Saturday, 31 July 2021

To,
Ms. Anushka Ratnakar
 Shetty Chawl,
 Shivaji Road,
 Shahad Fatak,
 Illhasnagar 421001

APPOINTMENT LETTER

Dear Anushka,

We are pleased to offer you an appointment with JUSTO RealFintech Pvt. Ltd. really, on the terms and conditions as per attached and as follows:

1. Position

You will be appointed as **Assistant Manager - Sales**

Although you have been selected initially for **Mumbai** location, your services may be utilised by the Firm in any other department and in any other location of the organization

The Firm will be entitled, at any time during your employment, or in the event of termination, however arising, to deduct from your salary any monies due to the firm, including, but not limited to loans or advances, and any excess holiday pay. The Firm, reserves the right, to make reasonable changes to any of your terms of employment, which will be communicated to you in writing.

2. Date of Commencement

Your date of commencement is **31-Jul-2021**. You will initially base yourself at the **JUSTO RealFintech Pvt. Ltd.** office in **Mumbai**. You will be required to travel/relocate from time to time **within India and Asia Pacific** countries, as business requires.

3. Remuneration

Your annual CTC is **INR.3,00,000/- (Rupees Three Lakhs Only)**. Kindly refer annexure for **breakup**. You will be responsible for payment of your personal income tax as per all applicable Indian tax laws. **You agree that the Company does not have duty to design its compensation policies in a manner that minimizes your tax liabilities, and you will not make any claim against the company or its Board of Directors related to tax liabilities arising from your compensation.**

4. Full time employment

Your position is a whole time employment with the Company and you shall devote yourself exclusively to the business and interests of the company. You will not take up any other work for remuneration (part time or otherwise) or work in an advisory capacity, or be interested directly or indirectly, in any other trade or business during your employment with the company, without permission in writing of the Board of Directors of the Company. You will also not seek membership of any local or public bodies without first obtaining specific permission from the Management.

5. Hours of Work

Your normal hours of work will be from 10:00 a.m. To 6:30 p.m. from Monday to Saturday. Due to exigencies of



Ju...
 Director (In-Charge)
Pramod Ram Ujagar Tiwari
 Saket Institute of Management
 Saket Vidya Nagari Marg,
 Chinchpada Road, Kalyan (E) 421 306

Regd. Office: **JUSTO RealFintech Pvt. Ltd.** Unit no. 604 / 605 & part of 603, 1Aerocity, Safed Pul, Andheri-Kurla Road, Off-Sakinaka, Andheri (East), Mumbai-400072. CIN No: U67190MH2019PTC323318

work, you may be required to work beyond normal hours for which you will not be paid any overtime. Sales people working on Sundays will get a compensatory off on the following Tuesday or as directed by the location Head / Supervisor

6. Annual Leave and Holidays

You will be entitled for 21 days leave during the financial year which would be credited to your leave account on a pro-rata monthly basis. An employee can avail leaves after 6 months from date of joining.

You will be entitled to public holidays as declared by the firm at the beginning of the calendar year.

7. Responsibilities & Duties

Your work in the organization will be subject to the rules and regulations of the organization as laid down in relation to conduct, discipline and other matters. You will always be alive to responsibilities and duties attached to your office and conduct yourself accordingly. You must effectively perform to ensure results.

8. Past Records

If any declaration given, or information furnished by you, to the company proves to be false, or if you are found to have willfully suppressed any material information, in such cases, you will be liable to removal from services without any notice.

9. Termination of Employment

This appointment is subject to one month notice in writing by either party subject to the following additional obligations where termination takes place in the following

(i) Termination of employment by you

You are required to provide us with a minimum of 1-month notice if you decide to terminate your employment with us. In the event that you:

- Fail to provide a minimum of 1-month notice; or
- Fail to work through that 1-month notice period and co-operate in an orderly handover of your work, you shall forfeit the equivalent pay in notice.

If having agreed to provide this period of notice when terminating your employment, you nonetheless fail to give or work that period of notice, then you shall forfeit the equivalent pay in lieu of notice

(ii) Termination by Employer

The management reserves the right to terminate your services with one month notice as per the termination policy of the company in the event of misconduct which includes but is not limited to negligence of duty, disloyalty, dishonesty, misrepresentation, indiscipline or any other indulgence of excess or any impropriety in complying with the terms of this letter or any action detrimental to the interests of the company and/or your conduct/action being contrary to the Policies of the company and/or standing order(s) issued by the company from time to time.

(iii) You will automatically retire from the services of the company on attaining the Superannuating age of 60 years.

10. Restrictions after termination

You covenant with us that you will not at any time in any Capacity during the Restrain Period of 6 months:

- (i) Induce or attempt to induce any of the Employer's employees to terminate their agreements or contracts with the Employer.

Regd. Office: JUSTO Real Estate Pvt. Ltd. Unit no. 604 / 605 & part of 603, 1Aerocity, Safed Pul, Andheri-Kurla Road, Off-Sakinaka, Andheri (East), Mumbai-400072. CIN No. UG7190MH2019PTC323318



Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagar Marg,
Chinchpada Road, Kalyan (E) 421 306

- (ii) Solicit or attempt to solicit the Employer's business or customer of any person (including people who become Employer's clients after the date of termination of your employment) by any person who, during the twelve months preceding termination of your employment with the Employer, was an client
- (iii) Solicit or attempt to solicit the Employer's business or customer of any person whose business or customer was, to your knowledge, cultivating at the time of termination of your employment with the Employer

You separately enter into each of the covenants resulting from the combination of each separate Capacity and with each separate Restraint Period with the Employer

Each of those covenants constitutes a separate covenant given by you. If any one or more of those separate covenants is or becomes invalid or unenforceable for any reason that invalidity or unenforceability will not affect the validity or enforceability of any of the other separate covenants which remain binding on you

You acknowledge that these obligations are

- a) fair and reasonable in regard to the subject matter, area and duration
- b) reasonably required by the Employer to protect its business and goodwill and financial interests
- c) given voluntarily and without any coercion or pressure

If any provision is void, voidable by each party, unenforceable or illegal it must be read down so as to be valid and enforceable or, if it cannot be read down, the provision (or where possible, the offending words) must be severed from this obligation without affecting the validity or enforceability of the remaining provisions (or parts of those provisions) of this obligations which must continue in full force and effect

The obligations set out above are made in favor of the Employer and may be enforced by it by injunction proceedings without prejudice to any other rights or remedies which it may have

11. Undertaking / Code of Conduct / Code of Business Ethics

All aspects of the Firm's business as well as clients are to be treated as strictly private and confidential. Accordingly, all staff are required to sign and return the attached "Undertaking to Employer" Likewise, the Firm has an internal Code of Conduct and Code of Business Ethics, a copy of which can be found on Delphi and again you are requested to sign.

12. Firm Property

In order to perform your duties on behalf of JUSTO Realfintech Pvt Ltd. , you may be supplied with property and information, which belongs to the Firm

On termination of your employment, you will immediately return all property and information properly belonging to the Firm, which was supplied to you. Failing with the company may initiate appropriate legal steps.

13. Confidentialty Undertaking

You shall all times treat as and keep confidential all information that is the property of JUSTO Realfintech Pvt. Ltd. that has not lawfully entered the public domain, which includes but is not limited to the names and other information contained within the JUSTO Realfintech Pvt. Ltd. (as defined below), which you may become aware of during the course of your employment;

You shall not use or divulge any of the information referred to above either during the period of employment or after employment ceases, other than:

- In the ordinary course of your employment;

Janki



Director (In-Charge)
Pramod Ram Jagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421306

- With JUSTO Realfintech Pvt. Ltd. prior written consent,
- For the purpose of obtaining legal or financial advice, or
- Where ordered to disclose by a Court, Commission, or Tribunal or mediation conference in any jurisdiction

In this clause "Database" includes but is not limited to

- Names, addresses and phone numbers of sellers, buyers and prospective sellers and buyers or the names addresses and phone numbers of any property owner on whose behalf a property is managed by JUSTO Realfintech Pvt. Ltd.
- Financial information
- Budgets
- JUSTO Realfintech Pvt. Ltd contract information

Your appointment is subject to the enclosed undertaking regarding confidential information and occupations in conflict with the Firm's interest and you are requested to sign the attached Confidentiality Undertaking; prior to commencement.

14. Sexual Harassment

It is JUSTO Realfintech Pvt. Ltd. policy to prohibit in our workplace any conduct, which constitutes sexual harassment, the Firm has a policy on sexual harassment. It guarantees to deal with allegations of harassment seriously, promptly and in confidence and undertakes to protect from victimization of those employees who complain about sexual harassment.

15. Severance

If any provision of this contract of employment is declared or determined to be illegal or invalid by final determination of any court or tribunal of competent jurisdiction, the validity of the remaining parts, terms or provisions of this contract shall not be affected, and the illegal or invalid part, term or provision shall be deemed not to be part of this contract.


16. General

- a) You will be required to apply yourself wholly to the Firm's business and no work is to be undertaken in a private capacity which conflicts with that of the Firm's.
- b) In the event of any disagreement over the interpretation of the above, the decision of the directors will be final.

17. Background Verification

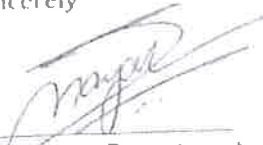
Validity of this offer is subject to positive clearance of the Background Verification Process carried out by JUSTO Realfintech Pvt. Ltd and/or the Client.




Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

If the above terms and conditions are acceptable to you, please sign and return a copy to us. On behalf of JUSTO Realintech Pvt. Ltd, congratulations on your new role

Yours Sincerely



Human Resource Department

I, **Anushka Ratnakar** accept the above terms and conditions of employment with JUSTO REALFINTECH PVT LTD.

Date _____

Signature _____




Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

ANNEXURE

COMPENSATION STRUCTURE

Name : Anushka Ratnakar
Employee Code : M0262
Designation : Assistant Manager - Sales
Department : Sales
Grade Code : JM

Cost-to-Company (CFC) Breakup

	Rs (per annum)	Rs (per month)
Gross Salary (A)		
Basic Salary	1,20,000	10,000
House Rent Allowance (HRA)	60,000	5,000
Special Allowance	60,000	5,000
Sub Total (A)	2,40,000	20,000
Total Monthly Payout	2,40,000	20,000
Variable pay		
Performance linked variable pay	60,000	NA
Sub Total (B)	60,000	NA
Cost to Company (CFC)	3,00,000	NA
Net Salary Calculation		
	Rs (per annum)	Rs (per month)
Total Monthly Payout	2,40,000	20,000
Less: Profession Tax	2,500	200
Net take home before tax*	2,37,500	19,800

*Subject to current & proposed income tax laws as applicable.


Authorised Signatory

Date : 31-Jul-2021

I have read, understood the above mentioned compensation structure & shall keep this information confidential.

Candidate : Signature and Date





Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg
Chinchpada Road, Kalyan (E) 421 306

Saturday, 31 July 2021

To,
Mr. Anurag Tiwari
Vindawan residency Flat no - 201,
A wing, Yogidham,
Gauripada, Kalyan(w) - 421301

APPOINTMENT LETTER

Dear Anurag,

We are pleased to offer you an appointment with JUSTO Reallintech Pvt. Ltd. really, on the terms and conditions as per attached and as follows.

1. Position

You will be appointed as **Assistant Manager - Sales**

Although you have been selected initially for **Mumbai** location, your services may be utilised by the Firm in any other department and in any other location of the organization.

The Firm will be entitled, at any time during your employment, or in the event of termination, however arising, to deduct from your salary any monies due to the firm, including, but not limited to loans or advances, and any excess holiday pay. The Firm, reserves the right, to make reasonable changes, to any of your terms of employment, which will be communicated to you in writing.

2. Date of Commencement

Your date of commencement is **31-Jul-2021**. You will initially base yourself at the JUSTO Reallintech Pvt. Ltd. office in **Mumbai**. You will be required to travel/relocate from time to time within India and Asia Pacific countries, as business requires.

3. Remuneration

Your annual CTC is **INR.3,00,000/- (Rupees Three Lakhs Only)**. Kindly refer annexure for breakup. You will be responsible for payment of your personal income tax as per all applicable Indian tax laws. You agree that the Company does not have duty to design its compensation policies in a manner that minimizes your tax liabilities, and you will not make any claim against the company or its Board of Directors related to tax liabilities arising from your compensation.

4. Full time employment

Your position is a whole time employment with the Company and you shall devote yourself exclusively to the business and interests of the company. You will not take up any other work for remuneration (part time or otherwise) or work in an advisory capacity, or be interested directly or indirectly, in any other trade or business during your employment with the company, without permission in writing of the Board of Directors of the Company. You will also not seek membership of any local or public bodies without first obtaining specific permission from the Management.

5. Hours of Work

Your normal hours of work will be from 10:00 a.m. To 6:30 p.m. from Monday to Saturday. Due to exigencies of work, you may be required to work beyond normal hours for which you will not be paid any overtime. Sales



[Handwritten Signature]

Director (In-Charge)

Pramod Ram Ujagar Tiwari

Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

people working on Sundays will get a compensatory off on the following Tuesday or as directed by the location Head / Supervisor.

6. Annual Leave and Holidays

You will be entitled for 21 days leave during the financial year which would be credited to your leave account on a pro-rata monthly basis. An employee can avail leaves after 6 months from date of joining.

You will be entitled to public holidays as declared by the firm at the beginning of the calendar year.

7. Responsibilities & Duties

Your work in the organization will be subject to the rules and regulations of the organization as laid down in relation to conduct, discipline and other matters. You will always be alive to responsibilities and duties attached to your office and conduct yourself accordingly. You must effectively perform to ensure results.

8. Past Records

If any declaration given, or information furnished by you, to the company proves to be false, or if you are found to have wilfully suppressed any material information, in such cases, you will be liable to removal from services without any notice.

9. Termination of Employment

This appointment is subject to one month notice in writing by either party subject to the following additional obligations where termination takes place in the following:

(i) Termination of employment by you

You are required to provide us with a minimum of 1-month notice if you decide to terminate your employment with us. In the event that you:

- Fail to provide a minimum of 1-month notice; or
- Fail to work through that 1-month notice period and co-operate in an orderly handover of your work, you shall forfeit the equivalent pay in notice.

If having agreed to provide this period of notice when terminating your employment, you nonetheless fail to give or work that period of notice, then you shall forfeit the equivalent pay in lieu of notice.

(ii) Termination by Employer

The management reserves the right to terminate your services with one month notice as per the termination policy of the company in the event of misconduct which includes but is not limited to negligence of duty, disloyalty, dishonesty, misrepresentation, indiscipline or any other indulgence of excess or any impropriety in complying with the terms of this letter or any action detrimental to the interests of the company and/or your conduct/action being contrary to the Policies of the company and/or standing order(s) issued by the company from time to time.


- (iii) You will automatically retire from the services of the company on attaining the Superannuating age of 60 years.

10. Restrictions after termination

You covenant with us that you will not at any time in any Capacity during the Restraint Period of 6 months

- (i) Induce or attempt to induce any of the employer's employees to terminate their agreements of contracts with the Employer.




Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg
Chinchpada Road

business/Employer's clients after the date of termination of your employment or acceptance of the offer by the Employer within the twelve months preceding termination of your employment with the Employer shall be treated as confidential.

Subject to paragraph no. 10 above, the Employer's business or customer or any person whose business or customer is, requires knowledge, cultivation at the time of termination of your employment with the Employer.

You separately enter into each of the covenants resulting from the combination of each separate Capacity and with each separate Restraint Period with the Employer.

Each of those covenants constitutes a separate covenant given by you. If any one or more of those separate covenants is or becomes invalid or unenforceable for any reason, that invalidity or unenforceability will not affect the validity or enforceability of any of the other separate covenants, which remain binding on you.

You acknowledge that these obligations are:

- fair and reasonable in regard to the subject matter, area and duration;
- reasonably required by the Employer to protect its business and goodwill and financial interests;
- given voluntarily and without any coercion or pressure.

If any provision is void, voidable by each party, unenforceable or illegal it must be read down so as to be valid and enforceable or, if it cannot be read down, the provision (or where possible, the offending words) must be severed from this obligation without affecting the validity or enforceability of the remaining provisions (or parts of those provisions) of this obligations which must continue in full force and effect.

The obligations set out above are made in favor of the Employer and may be enforced by it by injunction proceedings without prejudice to any other rights or remedies which it may have.

11. Undertaking / Code of Conduct / Code of Business Ethics

All aspects of the Firm's business as well as clients are to be treated as strictly private and confidential. Accordingly, all staff are required to sign and return the attached "Undertaking to Employer". Likewise, the Firm has an internal Code of Conduct and Code of Business Ethics, a copy of which can be found on Delphi and again you are requested to sign.

12. Firm Property

In order to perform your duties on behalf of JUSTO Reallintech Pvt. Ltd., you may be supplied with property and information, which belongs to the Firm.

On termination of your employment, you will immediately return all property and information properly belonging to the Firm, which was supplied to you. Failing with the company may initiate appropriate legal steps.

13. Confidentiality Undertaking

You shall all times treat as and keep confidential all information that is the property of JUSTO Reallintech Pvt. Ltd. that has not lawfully entered the public domain, which includes but is not limited to the names and other information contained within the JUSTO Reallintech Pvt. Ltd. (as defined below), which you may become aware of during the course of your employment.

You shall not use or divulge any of the information referred to above either during the period of employment or after employment ceases, other than:

- In the ordinary course of your employment.



Offices: JUSTO Reallintech Pvt. Ltd. Unit no. 502 / 505 A part of 503, 1Aerocity, Saket Pul, Andheri (East), Mumbai - 400077. CIN No. U67190MH2019PTC32331

Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalvan (E) 421 306

- With JUSTO Realfintech Pvt. Ltd. prior written consent.
- For the purpose of obtaining legal or financial advice, or
- Where ordered to disclose by a Court, Commission, or Tribunal or mediation conference in any jurisdiction.

In this clause "Database" includes but is not limited to

- Names, addresses and phone numbers of sellers, buyers and prospective sellers and buyers or the names addresses and phone numbers of any property owner on whose behalf a property is managed by JUSTO Realfintech Pvt. Ltd.
- Financial information
- Budgets
- JUSTO Realfintech Pvt. Ltd contract information

Your appointment is subject to the enclosed undertaking regarding confidential information and occupations in conflict with the Firm's interest and you are requested to sign the attached Confidentiality Undertaking prior to commencement.

14. Sexual Harassment

It is JUSTO Realfintech Pvt. Ltd policy to prohibit in our workplace any conduct, which constitutes sexual harassment, the Firm has a policy on sexual harassment. It guarantees to deal with allegations of harassment seriously, promptly and in confidence and undertakes to protect from victimization of those employees who complain about sexual harassment.

15. Severance

If any provision of this conduct of employment is declared or determined to be illegal or invalid by final determination of any court or tribunal of competent jurisdiction, the validity of the remaining parts, terms or provisions of this contract shall not be affected, and the illegal or invalid part, term or provision shall be deemed not to be part of this contract.

16. General

- a) You will be required to apply yourself wholly to the Firm's business and no work is to be undertaken in a private capacity which conflicts with that of the Firm's.
- b) In the event of any disagreement over the interpretation of the above, the decision of the directors will be final.

17. Background Verification

Validity of this offer is subject to positive clearance of the Background Verification Process carried out by JUSTO Realfintech Pvt. Ltd and/or the Client.



Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

If the above terms and conditions are acceptable to you, please sign and return a copy to us. On behalf of JUSTO Realfintech Pvt. Ltd, congratulations on your new role.

Yours Sincerely



Human Resource Department

I, **Anurag Tiwari** accept the above terms and conditions of employment with JUSTO REALFINTECH PVT LTD

Signature



Date 02/08/21



Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

ANNEXURE

COMPENSATION STRUCTURE		
Name : Anurag Tiwari		
Employee Code : M0261		
Designation : Assistant Manager - Sales		
Department : Sales		
Grade Code : JM		
Cost-to-Company (CTC) Breakup		
Gross Salary (A)	Rs (per annum)	Rs (per month)
Basic Salary	1,20,000	10,000
House Rent Allowance (HRA)	60,000	5,000
Special Allowance	60,000	5,000
Sub Total (A)	2,40,000	20,000
Total Monthly Payout	2,40,000	20,000
Variable pay		
Performance linked variable pay	60,000	NA
Sub Total (B)	60,000	NA
Cost to Company (CTC)	3,00,000	NA
Net Salary Calculation		
Total Monthly Payout	Rs (per annum)	Rs (per month)
	2,40,000	20,000
Less: Profession Tax	2,500	200
Net take home before tax*	2,37,500	19,800

**Subject to current & proposed income tax laws as applicable.*

Date : 31-Jul-2021

Authorised Signatory

I have read, understood the above mentioned compensation structure & shall keep this information confidential

Anurag
02/08/21

Candidate : Signature and Date

Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306





PRIVATE AND CONFIDENTIAL

Reference No. - 1384036685

Applicant ID - 4275538

16-Feb-2021

Gayatri Pillai

Dear Gayatri,

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

Please find enclosed the job offer letter. Kindly note, that the offer of appointment is subject to you having fulfilled the requirements of successful completion of the degree programme during the current academic year and submission of your certificate and mark sheet within 3 months of result announcement - which is the basic requirement of your eligibility. In an event, where the laid out requirements are not met within the stipulated timeline, this offer shall be withdrawn, cancelled and stand revoked, which please take note of.

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

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

E-Mail Address : icicicareers@icicibank.com

Telephone No. : 022-71872500

Yours sincerely,

ICICI Bank HR Team



Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

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

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

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



PRIVATE AND CONFIDENTIAL

Reference No. - 1384036685

Applicant ID - 4275538

16-Feb-2021

Gayatri Pillai

Dear Gayatri,

We are pleased to make you an offer of appointment as Deputy Manager (Band I) in ICICI Bank. You will be placed in Branch Banking at ULHASNAGAR CAMP 5_BR.

Kindly note, that the offer of appointment is subject to you having fulfilled the requirements of successful completion of the degree programme within the timeline- which is the basic requirement of your eligibility. In an event, where the laid out requirements are not met within the stipulated timeline, this offer shall be withdrawn, cancelled and stand revoked which please take a note of.

The details of your remuneration and benefits are given in Annexure.
The following are the terms and conditions of the appointment.

Commencement/Term:

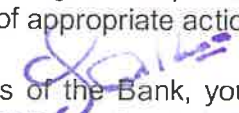
- You shall be required to join the Bank on or before 24-Feb-2021.
- You will be on probation for a period of one year or such extended period as may be decided by the Bank based on your performance during the probation period.
- On satisfactory completion of your probation period, including that of extended period, if any, you will be confirmed in the services of the Bank in writing.

Other Terms and Conditions of Service:

- Professional Ethics & Confidentiality:** While you are in the services of the Bank, you are not permitted to carry on any business or profession or enter, for any part of your time, in any capacity, the services of, or be employed by or engaged with any other firm, company or person. You will devote your whole time and attention to your office work to promote the interest of the Bank. You will not divulge details like your compensation structure (CTC), performance rating, performance bonus amount, increment, etc. and will not divulge to any person or utilize any of the Bank's secrets or other related information (which you may possess by reason of your association with the Bank) with any external agencies, press etc. outside the Bank. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.
- IT Security Practice & Procedures:** While you are in the services of the Bank, you will adhere to the IT Security Practice & Procedures as prescribed by ICICI Bank. Any instance/s of violation or any attempted violation of the aforesaid IT Security Practices and Procedures on your part shall result in disciplinary action.

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


Saket Vidya
Nagari Marg,
Chinchpada Road,
Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website: www.icicibank.com
CIN.: L65190GJ1994PLC021012


Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Regd. Office: ICICI Bank Manager,
Near Chakki, G. Road, Kalyan (E) 421 306
Chinchpada Road,
Old Padra Road,
Vadodara 390 007, India.

Reference No. - 1384036685

Gayatri Pillai

- **Notice Period:** In case you decide to leave the Bank's services during probation period or after confirmation, you will be required to give thirty days' notice. The Bank in its sole discretion can decide to waive off/reduce the notice period depending upon the exigencies. In such case, you would be required to pay to the Bank the gross salary for the notice period so reduced/waived off.

After confirmation, your services would be liable to be terminated by the Bank, by giving thirty days' notice or on payment of thirty days' gross salary in lieu of the notice period.

- **Transfer:** The Bank shall have the right to transfer/depute you to any of its offices or ICICI group companies in India and abroad.
- **Joining Competitor:** In the event of termination of your services by the Bank or your resignation from the services of the Bank, you shall not join any Banking or Financial Services Company for a period of six months from the date of resignation/termination.
- Please note that during the course of your services with the Bank or in the event of cessation of your services in future, due to any reason whatsoever, you shall, for a period of six months from the date of such cessation, directly or indirectly, either on your own accord or on behalf or in conjunction with any other person/s, firm or company refrain/desist from canvassing or soliciting or attempting to or inducing any employee(s)/business associate(s) to leave their current employment with the Bank/Group Companies/Business Partners to join the services of your new employer/firm/company or any other competitor of the Bank/Group Companies/Business Partners. Any act in contravention of the above provision shall entail initiation of appropriate action as deemed fit by the Bank.
- Please note that during the course of your services with the Bank you cannot be a member of any anti-social/national outfits or of any outfit, which is declared as banned by the Government. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.



Saket

Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

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

Reference No. - 1384036685

Gayatri Pillai

- Please note that while joining the services of the Bank and during the course of your services with the Bank, you would be required to notify the Bank immediately with details of civil or criminal case/s instituted against you in any Court of Law or any complaint/show cause notice /prosecution with/by any Police Station or by any statutory authority, as also you will notify any outcome of such complaint like filing of Chargesheet /Arrest/Conviction/Acquittal/Discharge. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.
- The Bank expects resolution of issue/s relating to your employment, if any, within the framework internally, at all times during your service period and even after cessation of service due to any reason whatsoever. As such please note that any attempt to bring any outside influence - directly or indirectly - upon any authority to further your interest/s in respect of matters pertaining to your services with the Bank would amount to breach of employment contract leading to initiation of appropriate action.
- Please note that during the course of your services with the Bank, you will not take part in any demonstration/agitation against the Bank and its official/s for or on behalf of any external bodies/political outfits- either as a member or as a sympathizer. Any act in contravention of the above would be treated as prejudicial to the interest and reputation of the Bank leading to initiation of appropriate action.
- **Termination of Employment:** Your services with the Bank are liable to be terminated:
 - Without assigning any reason and without giving any notice during probation period and after confirmation by giving thirty days' notice or on payment of thirty days' gross salary in lieu of the notice period and at any time during your services with the Bank in the event of
 - a) Any breach of the conditions mentioned in this letter on your part
 - b) You not successfully completing the degree programme within the stipulated timeline during the current academic year and non-submission of your certificate and mark sheet within 3 months of result announcement
 - c) Any incorrect information furnished by you like:
 - Mismatch in your previous employment data even for a day
 - Mismatch in your previous pay slip
 - Fake qualification certificates etc; and
 - d) Suppression of any material information by you.
 - d) Any breach of the Rules and Regulations of the Bank as applicable/may be made applicable to you from time to time.

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

Nagar Marg,
Chinchpada Road,
Kalyan (E) 421306
Tel.: (91) (22) 2653 1414
Fax: (91) (22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagar, ICICI Bank Tower,
Chinchpada Road, Kalyan Circle,
Old Padra Road,
Vadodara 390 007, India.

Reference No. - 1384036685

Gayatri Pillai

• General:

- Your appointment and continuation in employment are subject to reference checks, qualifications and past employment details and successful completion of your course-graduation/post-graduation and submission certificates/ marksheets at the time of joining.
- You will be bound by the Rules and Regulations of the Bank.
- You will keep us informed of any change in your residential address.
- Your acceptance is taken as your understanding that the role in ICICI Bank may involve sales. You may be required to travel extensively as per the requirement of your job/role or as may be needed for the exigencies of the Bank. Also, that you further understand that your services in the Bank are transferrable in any location and profile including sales, across geographies as per organization requirements.

If you are agreeable to the above mentioned terms and conditions, please intimate your acceptance to us by returning a copy of this letter, duly signed by you, within seven days of receipt. In case no confirmation is received within the above-mentioned period the appointment letter shall be deemed to have been withdrawn.

Yours sincerely,

Amit Prakash

Digitally signed by AMIT PRAKASH
Date: 2021.02.16 23:50:46 +05:30
Reason: Offer Letter
Location: Mumbai

I have read all the terms and conditions of the offer and would like to confirm my acceptance.

Signature of Applicant



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

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

Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

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

Reference No. - 1384036685

Gayatri Pillai

Annexure:**Remuneration:**

- Your Base Salary will be Rs. 1,08,000/- (Rupees One Lakh Eight Thousand only) per annum.
- You will eligible for the Performance Linked Retention Pay, as per the policy of the Bank. Please note that there is no guaranteed performance bonus, subject to however provisions of the Payment of Bonus Act 1965, wherever applicable. The performance linked Retention pay would be payable to an employee only if the employee on the day of payout is on the rolls of the bank and he/she has not resigned and / or is serving notice period.

Supplementary Allowances:

- You will be eligible for a Supplementary Allowance of Rs. 1,10,100/- (Rupees One Lakh Ten Thousand One Hundred only) per annum. Supplementary allowance will include –Conveyance / Travel Allowance, Telephone Reimbursement, LTA, Medical Reimbursement, Canteen and any other allowance. All the components of supplementary allowance are subject to limits and rules prescribed by Income tax act and policies of the bank.
- You will be eligible for HRA of Rs. 54,000/- (Rupees Fifty Four Thousand only) per annum.
- The composition of supplementary allowance can be decided once in a year. The unexercised amount of the supplementary allowance will be paid to the employee subject to deduction of tax at source.

Superannuation Allowances:

- You will be eligible for a Superannuation Allowance of Rs. 16,200/- (Rupees Sixteen Thousand Two Hundred only) per annum.

ICICI Bank Limited
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Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.

Reference No. - 1384036685

Gayatri Pillai

Benefits:

- Comprehensive Mediclaim Coverage for you and your immediate family up to Rs.400,000/-(Rupees Four Lakh only) per annum. Your immediate family includes yourself, your spouse and dependent children.
- You will also be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity, in accordance with the statutory requirements and/or, as per Bank policy.
- The salary and perquisites including supplementary allowance are subject to limits and rules prescribed by the Income Tax Act / Rules and policies of the Company.
- Maternity leave benefits as defined under the Maternity Benefit (Amendment) Act, 2017 are offered to eligible women employees by the Bank. Details of all types of leaves including the Maternity leave benefits offered to employees and eligibility criteria for availing such benefits are notified by the Bank under "Employee Benefit Policies" available on the Bank's intranet which will be accessible upon joining the Bank.

Digitally signed by AMIT PRAKASH
Date: 2021.02.16 23:50:46 +05:30
Reason: Offer Letter
Location: Mumbai

Signature of Applicant



Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

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Old Padra Road,
Vadodara 390 007, India.



JOINING FORMALITIES

The process to join the Bank is by way of completing the online joining formalities. You are required to complete the online joining formalities within 5 days from the date of accepting offer letter. Please note that completion of online joining formalities is a mandatory process.

The login credentials are provided below:

URL: <https://www.icicicareers.com/Careers/CP/CandidateLogin.aspx>

Username: Registered email id or Applicant id

Password: Which has been already communicated to you through registered email id. In case, you do not remember the password, please use "forgot password" option to generate a new password.

Following documents (xerox copies) are required to be uploaded:

- 1) Self-attested copies of educational certificates and marksheets (Xth/XIIth/ Graduation/ Post graduation)
- 2) Work Experience Document
 - a. Resignation accepted letter from current organisation
 - b. Relieving letter from two previous employers or companies worked in last five years whichever is higher
- 3) Passport size Photograph (against Red background)
- 4) Address proof (Passport/Voter id/Ration card)
- 5) PAN Card

Please note that you are required to attend Induction program (I-Banker) on your date of joining. You shall be communicated about the date, time and venue for induction program (I-Banker) by your Recruitment Manager.



Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

ICICI Bank Limited
ICICI Bank Towers
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CIN.: L65190GJ1994PLC021012

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

Remuneration Details

Name : Gayatri Pillai

Position: Deputy Manager (Band I)

Group: RETAIL BANKING GROUP

	Deputy Manager (Band I)	
	Monthly	Annual
Basic	9,000	1,08,000
HRA	4,500	54,000
Supplementary Allowance*	9,175	1,10,100
Superannuation Allowance **	1,350	16,200
Total	24,025	2,88,300
Retrials		
Retrials (PF, Gratuity) ***	2,550	30,600
Total CTC	26,575	3,18,900
Performance Linked Retention Pay #	4,500	54,000
Total (incl PLRP)	31,075	3,72,900
* Supplementary allowance will include Conveyance / Travel allowance, Telephone reimbursement, LTA, Medical, Canteen and any other allowance		
*** You will be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity, in accordance with the statutory requirements and/or, as per Bank policy.		
#Please note that there is no guaranteed performance linked retention pay, subject to however provisions of the payment of Bonus Act 1965, wherever applicable.		

Date : 16-Feb-2021

Digitally signed by AMIT PRAKASH

Date: 2021.02.16 23:50:46 +05:30

Reason: Offer Letter

Location: Mumbai




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

Tel: (91-22) 2653 1414
 Fax: (91-22) 2653 1122
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Director (In-Charge)
 Pramod Ram Ujagar Tiwari
 Saket Institute of Management
 Saket Vidya Nagari Marg,
 Chinchpada Road, Kalyan (E), 421 306
 Regd. Office: ICICI Bank Tower,
 Near Chakli Circle,
 Old Padra Road,
 Vadodara 390 007, India.

Reference No. - 1384036418

Applicant ID - 4275695

12-Feb-2021

Deepak Singh

Dear Deepak,

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

Please find enclosed the job offer letter. Kindly note, that the offer of appointment is subject to you having fulfilled the requirements of successful completion of the degree programme during the current academic year and submission of your certificate and mark sheet within 3 months of result announcement - which is the basic requirement of your eligibility. In an event, where the laid out requirements are not met within the stipulated timeline, this offer shall be withdrawn, cancelled and stand revoked, which please take note of.

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

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


E-Mail Address : icicicareers@icicibank.com

Telephone No. : 022-71872500

Yours sincerely,

ICICI Bank HR Team




Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

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

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



PRIVATE AND CONFIDENTIAL

Reference No. - 1384036418

Applicant ID - 4275695

12-Feb-2021

Deepak Singh

Dear Deepak,

We are pleased to make you an offer of appointment as Deputy Manager (Band I) in ICICI Bank. You will be placed in Branch Banking at MUMBAI - MAZGAON_BR.

Kindly note, that the offer of appointment is subject to you having fulfilled the requirements of successful completion of the degree programme within the timeline- which is the basic requirement of your eligibility. In an event, where the laid out requirements are not met within the stipulated timeline, this offer shall be withdrawn, cancelled and stand revoked which please take a note of.

The details of your remuneration and benefits are given in Annexure.
The following are the terms and conditions of the appointment.

Commencement/Term:

- You shall be required to join the Bank on or before 24-Feb-2021.
- You will be on probation for a period of one year or such extended period as may be decided by the Bank based on your performance during the probation period.
- On satisfactory completion of your probation period, including that of extended period, if any, you will be confirmed in the services of the Bank in writing.

Other Terms and Conditions of Service:

- Professional Ethics & Confidentiality:** While you are in the services of the Bank, you are not permitted to carry on any business or profession or enter, for any part of your time, in any capacity, the services of, or be employed by or engaged with any other firm, company or person. You will devote your whole time and attention to your office work to promote the interest of the Bank. You will not divulge details like your compensation structure (CTC), performance rating, performance bonus amount, increment, etc. and will not divulge to any person or utilize any of the Bank's secrets or other related information (which you may possess by reason of your association with the Bank) with any external agencies, press etc. outside the Bank. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.
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ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla
Mumbai 400 051, India



Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN: L65190GJ1999PLC021012

Director (In-Charge)
Pranod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagar, Chinchpada Road, Kalyan (E) 421306

Head Office: ICICI Bank Tower,
Near Chandra Circle,
Bandra-Kurla Complex,
Chinchpada Road, Kalyan (E) 421306,
Vadodara 390 007, India.

Reference No. - 1384036418

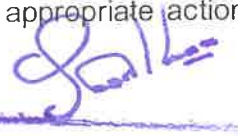
Deepak Singh

- **Notice Period:** In case you decide to leave the Bank's services during probation period or after confirmation, you will be required to give thirty days' notice. The Bank in its sole discretion can decide to waive off/reduce the notice period depending upon the exigencies. In such case, you would be required to pay to the Bank the gross salary for the notice period so reduced/waived off.

After confirmation, your services would be liable to be terminated by the Bank, by giving thirty days' notice or on payment of thirty days' gross salary in lieu of the notice period.

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- Please note that during the course of your services with the Bank or in the event of cessation of your services in future, due to any reason whatsoever, you shall, for a period of six months from the date of such cessation, directly or indirectly, either on your own accord or on behalf or in conjunction with any other person/s, firm or company refrain/desist from canvassing or soliciting or attempting to or inducing any employee(s)/business associate(s) to leave their current employment with the Bank/Group Companies/Business Partners to join the services of your new employer/firm/company or any other competitor of the Bank/Group Companies/Business Partners. Any act in contravention of the above provision shall entail initiation of appropriate action as deemed fit by the Bank.
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Reference No. - 1384036418

Deepak Singh

- Please note that while joining the services of the Bank and during the course of your services with the Bank, you would be required to notify the Bank immediately with details of civil or criminal case/s instituted against you in any Court of Law or any complaint/show cause notice /prosecution with/by any Police Station or by any statutory authority, as also you will notify any outcome of such complaint like filing of Chargesheet /Arrest/Conviction/Acquittal/Discharge. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.
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 - a) Any breach of the conditions mentioned in this letter on your part
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 - Fake qualification certificates etc; and
 - d) Suppression of any material information by you.



d) Any breach of the Rules and Regulations of the Bank as applicable/may be made applicable to you from time to time.

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Regd. Office: ICICI Bank Tower,
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Saket Vidya Nagari,
Chinchpada Road, Kalyan Road, 706
Vadodara 390 007, India.

Reference No. - 1384036418

Deepak Singh

• General:

- Your appointment and continuation in employment are subject to reference checks, qualifications and past employment details and successful completion of your course-graduation/post-graduation and submission certificates/ marksheets at the time of joining.
- You will be bound by the Rules and Regulations of the Bank.
- You will keep us informed of any change in your residential address.
- Your acceptance is taken as your understanding that the role in ICICI Bank may involve sales. You may be required to travel extensively as per the requirement of your job/role or as may be needed for the exigencies of the Bank. Also, that you further understand that your services in the Bank are transferrable in any location and profile including sales, across geographies as per organization requirements.

If you are agreeable to the above mentioned terms and conditions, please intimate your acceptance to us by returning a copy of this letter, duly signed by you, within seven days of receipt. In case no confirmation is received within the above-mentioned period the appointment letter shall be deemed to have been withdrawn.


Yours sincerely,

Digitally signed by AMIT PRAKASH
Date: 2021.02.12 22:44:06 +05:30
Amir Prakash
Reason: Offer Letter
Location: Mumbai

I have read all the terms and conditions of the offer and would like to confirm my acceptance.

Signature of Applicant




Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

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Reference No. - 1384036418

Deepak Singh

Annexure:**Remuneration:**

- Your Base Salary will be Rs. 1,08,000/- (Rupees One Lakh Eight Thousand only) per annum.
- You will be eligible for the Performance Linked Retention Pay, as per the policy of the Bank. Please note that there is no guaranteed performance bonus, subject to however provisions of the Payment of Bonus Act 1965, wherever applicable. The performance linked Retention pay would be payable to an employee only if the employee on the day of payout is on the rolls of the bank and he/she has not resigned and / or is serving notice period.


Supplementary Allowances:

- You will be eligible for a Supplementary Allowance of Rs. 1,58,100/- (Rupees One Lakh Fifty Eight Thousand One Hundred only) per annum. Supplementary allowance will include –Conveyance / Travel Allowance, Telephone Reimbursement, LTA, Medical Reimbursement, Canteen and any other allowance. All the components of supplementary allowance are subject to limits and rules prescribed by Income tax act and policies of the bank.
- You will be eligible for HRA of Rs. 54,000/- (Rupees Fifty Four Thousand only) per annum.
- The composition of supplementary allowance can be decided once in a year. The unexercised amount of the supplementary allowance will be paid to the employee subject to deduction of tax at source.

Superannuation Allowances:

- You will be eligible for a Superannuation Allowance of Rs. 16,200/- (Rupees Sixteen Thousand Two Hundred only) per annum.




Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Mahavidyalaya
Chinchpada Road, Kalyan (E)

Reference No. - 1384036418

Deepak Singh

Benefits:

- Comprehensive Mediclaim Coverage for you and your immediate family up to Rs.400,000/-(Rupees Four Lakh only) per annum. Your immediate family includes yourself, your spouse and dependent children.
- You will also be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity, in accordance with the statutory requirements and/or, as per Bank policy.
- The salary and perquisites including supplementary allowance are subject to limits and rules prescribed by the Income Tax Act / Rules and policies of the Company.
- Maternity leave benefits as defined under the Maternity Benefit (Amendment) Act, 2017 are offered to eligible women employees by the Bank. Details of all types of leaves including the Maternity leave benefits offered to employees and eligibility criteria for availing such benefits are notified by the Bank under "Employee Benefit Policies" available on the Bank's intranet which will be accessible upon joining the Bank.

Digitally signed by AMIT PRAKASH
Date: 2021.02.12 22:44:07 +05:30
Reason: Offer Letter
Location: Mumbai

Signature of Applicant



Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

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

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

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



JOINING FORMALITIES

The process to join the Bank is by way of completing the online joining formalities. You are required to complete the online joining formalities within 5 days from the date of accepting offer letter. Please note that completion of online joining formalities is a mandatory process.

The login credentials are provided below:

URL: <https://www.icicicareers.com/Careers/CP/CandidateLogin.aspx>

Username: Registered email id or Applicant id

Password: Which has been already communicated to you through registered email id. In case, you do not remember the password, please use "forgot password" option to generate a new password.

Following documents (xerox copies) are required to be uploaded:

- 1) Self-attested copies of educational certificates and marksheet (Xth/XIIth/ Graduation/ Post graduation)
- 2) Work Experience Document
 - a. Resignation accepted letter from current organisation
 - b. Relieving letter from two previous employers or companies worked in last five years whichever is higher
- 3) Passport size Photograph (against Red background)
- 4) Address proof (Passport/Voter id/Ration card)
- 5) PAN Card

Please note that you are required to attend Induction program (I-Banker) on your date of joining. You shall be communicated about the date, time and venue for induction program (I-Banker) by your Recruitment Manager.



Director (In-charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

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Old Padra Road,
Vatodara 390 007, India.

Remuneration Details

Name : Deepak Singh
 Position: Deputy Manager (Band I)
 Group: RETAIL BANKING GROUP

	Deputy Manager (Band I)	
	Monthly	Annual
Basic	9,000	1,08,000
HRA	4,500	54,000
Supplementary Allowance*	13,175	1,58,100
Superannuation Allowance **	1,350	16,200
Total	28,025	3,36,300
Retrials		
Retrials (PF, Gratuity) ***	2,550	30,600
Total CTC	30,575	3,66,900
Performance Linked Retention Pay #	4,500	54,000
Total (incl PLRP)	35,075	4,20,900
* Supplementary allowance will include Conveyance / Travel allowance, Telephone reimbursement, LTA, Medical, Canteen and any other allowance		
*** You will be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity, in accordance with the statutory requirements and/or, as per Bank policy.		
#Please note that there is no guaranteed performance linked retention pay, subject to however provisions of the payment of Bonus Act 1965, wherever applicable.		

Date : 12-Feb-2021

Digitally signed by AMIT PRAKASH
 Date: 2021.02.12 22:44:07 +05:30
 Reason: Offer Letter
 Location: Mumbai



Director (In-Charge)
 Pramod Ram Ujagar Tiwari
 Saket Institute of Management
 Saket Vidya Nagari Marg,
 Chinchpada Road, Kalyan (E) 421 306

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



Kotak Mahindra Bank

Deepak Singh
Deputy Manager - Trade Relationship Manager

Kotak Mahindra Bank Ltd.
5C/11, Mittal Court 224 M +91 8806687718
Nariman point
Mumbai - 400 021
Maharashtra, India

deepak.singh14@kotak.com
www.kotak.com



Director (In-Charge)
Pranod Ram Ujagar, Trustee
Saket Institute of Management



PRIVATE AND CONFIDENTIAL

Reference No. - 1384036361

Applicant ID - 4275621

16-Feb-2021

Divya Thawkar

Dear Divya,

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

Please find enclosed the job offer letter. Kindly note, that the offer of appointment is subject to you having fulfilled the requirements of successful completion of the degree programme during the current academic year and submission of your certificate and mark sheet within 3 months of result announcement - which is the basic requirement of your eligibility. In an event, where the laid out requirements are not met within the stipulated timeline, this offer shall be withdrawn, cancelled and stand revoked, which please take note of.

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

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

E-Mail Address : icicicareers@icicibank.com

Telephone No. : 022-71872500

Yours sincerely,

ICICI Bank HR Team



Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

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Vadodara 390 007, India.



PRIVATE AND CONFIDENTIAL

Reference No. - 1384036361

Applicant ID - 4275621

16-Feb-2021

Divya Thawkar

Dear Divya,

We are pleased to make you an offer of appointment as Deputy Manager (Band I) in ICICI Bank. You will be placed in Branch Banking at MUMBAI-BANDRA WATERFIELD RD_BR.

Kindly note, that the offer of appointment is subject to you having fulfilled the requirements of successful completion of the degree programme within the timeline- which is the basic requirement of your eligibility. In an event, where the laid out requirements are not met within the stipulated timeline, this offer shall be withdrawn, cancelled and stand revoked which please take a note of.

The details of your remuneration and benefits are given in Annexure.

The following are the terms and conditions of the appointment.

Commencement/Term:

- You shall be required to join the Bank on or before 24-Feb-2021.
- You will be on probation for a period of one year or such extended period as may be decided by the Bank based on your performance during the probation period.
- On satisfactory completion of your probation period, including that of extended period, if any, you will be confirmed in the services of the Bank in writing.

Other Terms and Conditions of Service:

- Professional Ethics & Confidentiality:** While you are in the services of the Bank, you are not permitted to carry on any business or profession or enter, for any part of your time, in any capacity, the services of, or be employed by or engaged with any other firm, company or person. You will devote your whole time and attention to your office work to promote the interest of the Bank. You will not divulge details like your compensation structure (CTC), performance rating, performance bonus amount, increment, etc. and will not divulge to any person or utilize any of the Bank's secrets or other related information (which you may possess by reason of your association with the Bank) with any external agencies, press etc. outside the Bank. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.
- IT Security Practice & Procedures:** While you are in the services of the Bank, you will adhere to the IT Security Practice & Procedures as prescribed by ICICI Bank. Any instance/s of violation or any attempted violation of the aforesaid IT Security Practices and Procedures on your part shall result in disciplinary action.

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

Tel.: (91-22) 2653 1414

Fax: (91-22) 2653 1122

Website www.icicibank.com

CIN.: L65190GJ1994PLC021012

Director (In-Charge)

Pramod Ram Ujagar Tiwari

Regd. Office - ICICI Bank Tower,

Near Chaki Circle,

Old Padra Road,

Vadodara 390 007, India.

At. Thawkar

Reference No. - 1384036361

Divya Thawkar

- **Notice Period:** In case you decide to leave the Bank's services during probation period or after confirmation, you will be required to give thirty days' notice. The Bank in its sole discretion can decide to waive off/reduce the notice period depending upon the exigencies. In such case, you would be required to pay to the Bank the gross salary for the notice period so reduced/waived off.

After confirmation, your services would be liable to be terminated by the Bank, by giving thirty days' notice or on payment of thirty days' gross salary in lieu of the notice period.
- **Transfer:** The Bank shall have the right to transfer/depute you to any of its offices or ICICI group companies in India and abroad.
- **Joining Competitor:** In the event of termination of your services by the Bank or your resignation from the services of the Bank, you shall not join any Banking or Financial Services Company for a period of six months from the date of resignation/termination.
- Please note that during the course of your services with the Bank or in the event of cessation of your services in future, due to any reason whatsoever, you shall, for a period of six months from the date of such cessation, directly or indirectly, either on your own accord or on behalf or in conjunction with any other person/s, firm or company refrain/desist from canvassing or soliciting or attempting to or inducing any employee(s)/business associate(s) to leave their current employment with the Bank/Group Companies/Business Partners to join the services of your new employer/firm/company or any other competitor of the Bank/Group Companies/Business Partners. Any act in contravention of the above provision shall entail initiation of appropriate action as deemed fit by the Bank.
- Please note that during the course of your services with the Bank you cannot be a member of any anti-social/national outfits or of any outfit, which is declared as banned by the Government. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.



Pramod Ram Ujagar Tiwari
Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

ICICI Bank Limited
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Pramod Ram Ujagar Tiwari



: 3 :

Reference No. - 1384036361

Divya Thawkar

- Please note that while joining the services of the Bank and during the course of your services with the Bank, you would be required to notify the Bank immediately with details of civil or criminal case/s instituted against you in any Court of Law or any complaint/show cause notice /prosecution with/by any Police Station or by any statutory authority, as also you will notify any outcome of such complaint like filing of Chargesheet /Arrest/Conviction/Acquittal/Discharge. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.
- The Bank expects resolution of issue/s relating to your employment, if any, within the framework internally, at all times during your service period and even after cessation of service due to any reason whatsoever. As such please note that any attempt to bring any outside influence - directly or indirectly - upon any authority to further your interest/s in respect of matters pertaining to your services with the Bank would amount to breach of employment contract leading to initiation of appropriate action.
- Please note that during the course of your services with the Bank, you will not take part in any demonstration/agitation against the Bank and its official/s for or on behalf of any external bodies/political outfits- either as a member or as a sympathizer. Any act in contravention of the above would be treated as prejudicial to the interest and reputation of the Bank leading to initiation of appropriate action.
- **Termination of Employment:** Your services with the Bank are liable to be terminated:
 - Without assigning any reason and without giving any notice during probation period and after confirmation by giving thirty days' notice or on payment of thirty days' gross salary in lieu of the notice period and at any time during your services with the Bank in the event of
 - a) Any breach of the conditions mentioned in this letter on your part
 - b) You not successfully completing the degree programme within the stipulated timeline during the current academic year and non-submission of your certificate and mark sheet within 3 months of result announcement
 - c) Any incorrect information furnished by you like:
 - Mismatch in your previous employment data even for a day
 - Mismatch in your previous pay slip
 - Fake qualification certificates etc; and
 - d) Suppression of any material information by you
 - d) Any breach of the Rules and Regulations of the Bank as applicable/may be made applicable to you from time to time.

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
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Vadodara 390 007, India.

Thawkar

: 4:

Reference No. - 1384036361

Divya Thawkar

• **General:**

- Your appointment and continuation in employment are subject to reference checks, qualifications and past employment details and successful completion of your course-graduation/post-graduation and submission certificates/ marksheets at the time of joining.
- You will be bound by the Rules and Regulations of the Bank.
- You will keep us informed of any change in your residential address.
- Your acceptance is taken as your understanding that the role in ICICI Bank may involve sales. You may be required to travel extensively as per the requirement of your job/role or as may be needed for the exigencies of the Bank. Also, that you further understand that your services in the Bank are transferrable in any location and profile including sales, across geographies as per organization requirements.

If you are agreeable to the above mentioned terms and conditions, please intimate your acceptance to us by returning a copy of this letter, duly signed by you, within seven days of receipt. In case no confirmation is received within the above-mentioned period the appointment letter shall be deemed to have been withdrawn.

Yours sincerely,


Amit Prakash

Digitally signed by AMIT PRAKASH
Date: 2021.02.17 00:36:02 +05:30
Reason: Offer Letter
Location: Mumbai

I have read all the terms and conditions of the offer and would like to confirm my acceptance.


Signature of Applicant


Saket Vidya
Nagari Marg,
Chinchpada Road,
Kalyan (E) 421305


Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

ICICI Bank Limited
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Regd. Office : ICICI Bank Tower,
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Vadodara 390 007, India.

Reference No. - 1384036361

Divya Thawkar

Annexure:

Remuneration:

- Your Base Salary will be Rs. 1,08,000/- (Rupees One Lakh Eight Thousand only) per annum.
- You will eligible for the Performance Linked Retention Pay, as per the policy of the Bank. Please note that there is no guaranteed performance bonus, subject to however provisions of the Payment of Bonus Act 1965, wherever applicable. The performance linked Retention pay would be payable to an employee only if the employee on the day of payout is on the rolls of the bank and he/she has not resigned and / or is serving notice period.

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Superannuation Allowances:

- You will be eligible for a Superannuation Allowance of Rs. 16,200/- (Rupees Sixteen Thousand Two Hundred only) per annum.



(Signature)
Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
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(Signature)

Reference No. - 1384036361

Divya Thawkar

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Signature of Applicant

Digitally signed by AMIT PRAKASH
Date: 2021.02.17 00:36:03 +05:30
Reason: Offer Letter
Location: Mumbai



Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

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JOINING FORMALITIES

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Following documents (xerox copies) are required to be uploaded:

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- 2) Work Experience Document
 - a. Resignation accepted letter from current organisation
 - b. Relieving letter from two previous employers or companies worked in last five years whichever is higher
- 3) Passport size Photograph (against Red background)
- 4) Address proof (Passport/Voter id/Ration card)
- 5) PAN Card

Please note that you are required to attend Induction program (I-Banker) on your date of joining. You shall be communicated about the date, time and venue for induction program (I-Banker) by your Recruitment Manager.



[Signature]
Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

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[Signature]

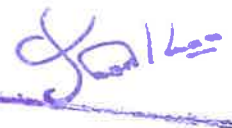
Remuneration Details

Name : Divya Thawkar
 Position: Deputy Manager (Band I)
 Group: RETAIL BANKING GROUP

	Deputy Manager (Band I)	
	Monthly	Annual
Basic	9,000	1,08,000
HRA	4,500	54,000
Supplementary Allowance*	13,175	1,58,100
Superannuation Allowance **	1,350	16,200
Total	28,025	3,36,300
Retrials		
Retrials (PF, Gratuity) ***	2,550	30,600
Total CTC	30,575	3,66,900
Performance Linked Retention Pay #	4,500	54,000
Total (incl PLRP)	35,075	4,20,900
* Supplementary allowance will include Conveyance / Travel allowance, Telephone reimbursement, LTA, Medical, Canteen and any other allowance		
*** You will be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity, in accordance with the statutory requirements and/or, as per Bank policy.		
#Please note that there is no guaranteed performance linked retention pay, subject to however provisions of the payment of Bonus Act 1965, wherever applicable.		

Date : 16-Feb-2021

Digitally signed by AMIT PRAKASH
 Date: 2021.02.17 00:36:03 +05:30
 Reason: Offer Letter
 Location: Mumbai

Director (In-Charge)
 Pramod Ram Ujagar Tiwari
 Saket Institute of Management
 Saket Vidya Nagari Marg,
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Regd. Office : ICICI Bank Tower,
 Near Chakli Circle,
 Old Padra Road,
 Vadodara 390 007, India.



Reference No. - 1384028920

Applicant ID - 4275382

23-Feb-2021

Rasika Gaikwad

Dear Rasika,

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

Please find enclosed the job offer letter. Kindly note, that the offer of appointment is subject to you having fulfilled the requirements of successful completion of the degree programme during the current academic year and submission of your certificate and mark sheet within 3 months of result announcement - which is the basic requirement of your eligibility. In an event, where the laid out requirements are not met within the stipulated timeline, this offer shall be withdrawn, cancelled and stand revoked, which please take note of.

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

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

E-Mail Address : icicicareers@icicibank.com

Telephone No. : 022-71872500

Yours sincerely,

ICICI Bank HR Team



Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

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Vadodara 390 007, India.



PRIVATE AND CONFIDENTIAL

Reference No. - 1384028920

Applicant ID - 4275382

23-Feb-2021

Rasika Gaiikwad

Dear Rasika,

We are pleased to make you an offer of appointment as Deputy Manager (Band I) in ICICI Bank. You will be placed in MORTGAGE at MUMBAI - GHATKOPAR_HFC.

Kindly note, that the offer of appointment is subject to you having fulfilled the requirements of successful completion of the degree programme within the timeline- which is the basic requirement of your eligibility. In an event, where the laid out requirements are not met within the stipulated timeline, this offer shall be withdrawn, cancelled and stand revoked which please take a note of.

The details of your remuneration and benefits are given in Annexure.
The following are the terms and conditions of the appointment.

Commencement/Term:

- You shall be required to join the Bank on or before 24-Feb-2021.
- You will be on probation for a period of one year or such extended period as may be decided by the Bank based on your performance during the probation period.
- On satisfactory completion of your probation period, including that of extended period, if any, you will be confirmed in the services of the Bank in writing.

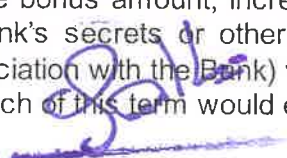
Other Terms and Conditions of Service:

- Professional Ethics & Confidentiality:** While you are in the services of the Bank, you are not permitted to carry on any business or profession or enter, for any part of your time, in any capacity, the services of, or be employed by or engaged with any other firm, company or person. You will devote your whole time and attention to your office work to promote the interest of the Bank. You will not divulge details like your compensation structure (CTC), performance rating, performance bonus amount, increment, etc. and will not divulge to any person or utilize any of the Bank's secrets or other related information (which you may possess by reason of your association with the Bank) with any external agencies, press etc. outside the Bank. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.
- IT Security Practice & Procedures:** While you are in the services of the Bank, you will adhere to the IT Security Practice & Procedures as prescribed by ICICI Bank. Any instance/s of violation or any attempted violation of the aforesaid IT Security Practices and Procedures on your part shall result in disciplinary action.

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

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

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


Director (Mortgage)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

Reference No. - 1384028920

Rasika Gaikwad

- **Notice Period:** In case you decide to leave the Bank's services during probation period or after confirmation, you will be required to give thirty days' notice. The Bank in its sole discretion can decide to waive off/reduce the notice period depending upon the exigencies. In such case, you would be required to pay to the Bank the gross salary for the notice period so reduced/waived off.

After confirmation, your services would be liable to be terminated by the Bank, by giving thirty days' notice or on payment of thirty days' gross salary in lieu of the notice period.

- **Transfer:** The Bank shall have the right to transfer/depute you to any of its offices or ICICI group companies in India and abroad.
- **Joining Competitor:** In the event of termination of your services by the Bank or your resignation from the services of the Bank, you shall not join any Banking or Financial Services Company for a period of six months from the date of resignation/termination.
- Please note that during the course of your services with the Bank or in the event of cessation of your services in future, due to any reason whatsoever, you shall, for a period of six months from the date of such cessation, directly or indirectly, either on your own accord or on behalf or in conjunction with any other person/s, firm or company refrain/desist from canvassing or soliciting or attempting to or inducing any employee(s)/business associate(s) to leave their current employment with the Bank/Group Companies/Business Partners to join the services of your new employer/firm/company or any other competitor of the Bank/Group Companies/Business Partners. Any act in contravention of the above provision shall entail initiation of appropriate action as deemed fit by the Bank.
- Please note that during the course of your services with the Bank you cannot be a member of any anti-social/national outfits or of any outfit, which is declared as banned by the Government. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.



Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

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

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

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

Reference No. - 1384028920

Rasika Gaikwad

- Please note that while joining the services of the Bank and during the course of your services with the Bank, you would be required to notify the Bank immediately with details of civil or criminal case/s instituted against you in any Court of Law or any complaint/show cause notice /prosecution with/by any Police Station or by any statutory authority, as also you will notify any outcome of such complaint like filing of Chargesheet /Arrest/Conviction/Acquittal/Discharge. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.
- The Bank expects resolution of issue/s relating to your employment, if any, within the framework internally, at all times during your service period and even after cessation of service due to any reason whatsoever. As such please note that any attempt to bring any outside influence - directly or indirectly - upon any authority to further your interest/s in respect of matters pertaining to your services with the Bank would amount to breach of employment contract leading to initiation of appropriate action.
- Please note that during the course of your services with the Bank, you will not take part in any demonstration/agitation against the Bank and its official/s for or on behalf of any external bodies/political outfits- either as a member or as a sympathizer. Any act in contravention of the above would be treated as prejudicial to the interest and reputation of the Bank leading to initiation of appropriate action.
- **Termination of Employment:** Your services with the Bank are liable to be terminated:
 - Without assigning any reason and without giving any notice during probation period and after confirmation by giving thirty days' notice or on payment of thirty days' gross salary in lieu of the notice period and at any time during your services with the Bank in the event of
 - a) Any breach of the conditions mentioned in this letter on your part
 - b) You not successfully completing the degree programme within the stipulated timeline during the current academic year and non-submission of your certificate and mark sheet within 3 months of result announcement
 - c) Any incorrect information furnished by you like:
 - Mismatch in your previous employment data even for a day
 - Mismatch in your previous pay slip
 - Fake qualification certificates etc; and
 - d) Suppression of any material information by you
 - e) Any breach of the Rules and Regulations of the Bank as applicable/may be made applicable to you from (Charge) time to time.

Reference No. - 1384028920

Rasika Gaikwad

• General:

- Your appointment and continuation in employment are subject to reference checks, qualifications and past employment details and successful completion of your course-graduation/post-graduation and submission certificates/ marksheets at the time of joining.
- You will be bound by the Rules and Regulations of the Bank.
- You will keep us informed of any change in your residential address.
- Your acceptance is taken as your understanding that the role in ICICI Bank may involve sales. You may be required to travel extensively as per the requirement of your job/role or as may be needed for the exigencies of the Bank. Also, that you further understand that your services in the Bank are transferrable in any location and profile including sales, across geographies as per organization requirements.

If you are agreeable to the above mentioned terms and conditions, please intimate your acceptance to us by returning a copy of this letter, duly signed by you, within seven days of receipt. In case no confirmation is received within the above-mentioned period the appointment letter shall be deemed to have been withdrawn.

Yours sincerely,

Amit Prakash

Digitally signed by AMIT PRAKASH
Date: 2021.02.23 16:38:04 +05:30
Reason: Offer Letter
Location: Mumbai

I have read all the terms and conditions of the offer and would like to confirm my acceptance.

Signature of Applicant



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

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


Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg
Chinchpada Road, Kalyan (E) 421 306
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.

Reference No. - 1384028920

Rasika Gaiwad

Annexure:**Remuneration:**

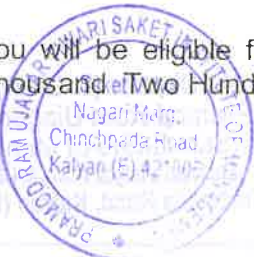
- Your Base Salary will be Rs. 1,08,000/- (Rupees One Lakh Eight Thousand only) per annum.
- You will eligible for the Performance Linked Retention Pay, as per the policy of the Bank. Please note that there is no guaranteed performance bonus, subject to however provisions of the Payment of Bonus Act 1965, wherever applicable. The performance linked Retention pay would be payable to an employee only if the employee on the day of payout is on the rolls of the bank and he/she has not resigned and / or is serving notice period.

Supplementary Allowances:

- You will be eligible for a Supplementary Allowance of Rs. 1,58,100/- (Rupees One Lakh Fifty Eight Thousand One Hundred only) per annum. Supplementary allowance will include –Conveyance / Travel Allowance, Telephone Reimbursement, LTA, Medical Reimbursement, Canteen and any other allowance. All the components of supplementary allowance are subject to limits and rules prescribed by Income tax act and policies of the bank.
- You will be eligible for HRA of Rs. 54,000/- (Rupees Fifty Four Thousand only) per annum.
- The composition of supplementary allowance can be decided once in a year. The unexercised amount of the supplementary allowance will be paid to the employee subject to deduction of tax at source.

Superannuation Allowances:

- You will be eligible for a Superannuation Allowance of Rs. 16,200/- (Rupees Sixteen Thousand Two Hundred only) per annum.



Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

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

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

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

Reference No. - 1384028920

Rasika Gaikwad

Benefits:

- Comprehensive Mediclaim Coverage for you and your immediate family up to Rs.400,000/-(Rupees Four Lakh only) per annum. Your immediate family includes yourself, your spouse and dependent children.
- You will also be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity, in accordance with the statutory requirements and/or, as per Bank policy.
- The salary and perquisites including supplementary allowance are subject to limits and rules prescribed by the Income Tax Act / Rules and policies of the Company.
- Maternity leave benefits as defined under the Maternity Benefit (Amendment) Act, 2017 are offered to eligible women employees by the Bank. Details of all types of leaves including the Maternity leave benefits offered to employees and eligibility criteria for availing such benefits are notified by the Bank under "Employee Benefit Policies" available on the Bank's intranet which will be accessible upon joining the Bank.

Digitally signed by AMIT PRAKASH
Date: 2021.02.23 16:38:04 +05:30
Reason: Offer Letter
Location: Mumbai

Signature of Applicant



Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

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

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

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



JOINING FORMALITIES

The process to join the Bank is by way of completing the online joining formalities. You are required to complete the online joining formalities within 5 days from the date of accepting offer letter. Please note that completion of online joining formalities is a mandatory process.

The login credentials are provided below:

URL: <https://www.icicicareers.com/Careers/CP/CandidateLogin.aspx>

Username: Registered email id or Applicant id

Password: Which has been already communicated to you through registered email id. In case, you do not remember the password, please use "forgot password" option to generate a new password.

Following documents (xerox copies) are required to be uploaded:

- 1) Self-attested copies of educational certificates and marksheets (Xth/XIIth/ Graduation/ Post graduation)
- 2) Work Experience Document
 - a. Resignation accepted letter from current organisation
 - b. Relieving letter from two previous employers or companies worked in last five years whichever is higher
- 3) Passport size Photograph (against Red background)
- 4) Address proof (Passport/Voter id/Ration card)
- 5) PAN Card

Please note that you are required to attend Induction program (I-Banker) on your date of joining. You shall be communicated about the date, time and venue for induction program (I-Banker) by your Recruitment Manager.



[Signature]
Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

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

Tel.: (91-22) 2653 1411
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

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

Remuneration Details

Name : Rasika Gaiwad
 Position: Deputy Manager (Band I)
 Group: RETAIL BANKING GROUP

	Deputy Manager (Band I)	
	Monthly	Annual
Basic	9,000	1,08,000
HRA	4,500	54,000
Supplementary Allowance*	13,175	1,58,100
Superannuation Allowance **	1,350	16,200
Total	28,025	3,36,300
Retrials		
Retrials (PF, Gratuity) ***	2,550	30,600
Total CTC	30,575	3,66,900
Performance Linked Retention Pay #	4,500	54,000
Total (incl PLRP)	35,075	4,20,900
* Supplementary allowance will include Conveyance / Travel allowance, Telephone reimbursement, LTA, Medical, Canteen and any other allowance		
*** You will be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity, in accordance with the statutory requirements and/or, as per Bank policy.		
#Please note that there is no guaranteed performance linked retention pay, subject to however provisions of the payment of Bonus Act 1965, wherever applicable.		

Date : 23-Feb-2021

Digitally signed by AMIT PRAKASH
 Date: 2021.02.23 16:38:05 +05:30
 Reason: Offer Letter
 Location: Mumbai




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

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

Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306
 Regd. Office : ICICI Bank Tower,
 Near Chakli Circle,
 Old Padra Road,
 Vadodara 390 007, India.

Reference No. - 1384036995

Applicant ID - 4275692

25-Mar-2021

Praveen Buseeti

Dear Praveen,

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

Please find enclosed the job offer letter. Kindly note, that the offer of appointment is subject to you having fulfilled the requirements of successful completion of the degree programme during the current academic year and submission of your certificate and mark sheet within 3 months of result announcement - which is the basic requirement of your eligibility. In an event, where the laid out requirements are not met within the stipulated timeline, this offer shall be withdrawn, cancelled and stand revoked, which please take note of.

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

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

E-Mail Address : icicicareers@icicibank.com

Telephone No. : 022-71872500

Yours sincerely,

ICICI Bank HR Team



Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

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

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

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



PRIVATE AND CONFIDENTIAL

Reference No. - 1384036995

Applicant ID - 4275692

25-Mar-2021

Praveen Buseeti

Dear Praveen,

We are pleased to make you an offer of appointment as Deputy Manager (Band I) in ICICI Bank. You will be placed in Branch Banking at ULHASNAGAR CAMP 5_BR.

Kindly note, that the offer of appointment is subject to you having fulfilled the requirements of successful completion of the degree programme within the timeline- which is the basic requirement of your eligibility. In an event, where the laid out requirements are not met within the stipulated timeline, this offer shall be withdrawn, cancelled and stand revoked which please take a note of.

The details of your remuneration and benefits are given in Annexure.
The following are the terms and conditions of the appointment.

Commencement/Term:

- You shall be required to join the Bank on or before 15-Apr-2021.
- You will be on probation for a period of one year or such extended period as may be decided by the Bank based on your performance during the probation period.
- On satisfactory completion of your probation period, including that of extended period, if any, you will be confirmed in the services of the Bank in writing.

Other Terms and Conditions of Service:

- Professional Ethics & Confidentiality:** While you are in the services of the Bank, you are not permitted to carry on any business or profession or enter, for any part of your time, in any capacity, the services of, or be employed by or engaged with any other firm, company or person. You will devote your whole time and attention to your office work to promote the interest of the Bank. You will not divulge details like your compensation structure (CTC), performance rating, performance bonus amount, increment, etc. and will not divulge to any person or utilize any of the Bank's secrets or other related information (which you may possess by reason of your association with the Bank) with any external agencies, press etc. outside the Bank. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.
- IT Security Practice & Procedures:** While you are in the services of the Bank, you will adhere to the IT Security Practice & Procedures as prescribed by ICICI Bank. Any instance/s of violation or any attempted violation of the aforesaid IT Security Practices and Procedures on your part shall result in disciplinary action.

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

Tel.: (91-22) 2653 1414

Fax: (91-22) 2653 1422

Website www.icicibank.com

CIN.: L65190GJ1994P

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



Pramod Ram Tiwari Saket Institute of Management
Chinchpada Road, Kalyan (E) 421306, India.

Reference No. - 1384036995

Praveen Buseeti

- **Notice Period:** In case you decide to leave the Bank's services during probation period or after confirmation, you will be required to give thirty days' notice. The Bank in its sole discretion can decide to waive off/reduce the notice period depending upon the exigencies. In such case, you would be required to pay to the Bank the gross salary for the notice period so reduced/waived off.

After confirmation, your services would be liable to be terminated by the Bank, by giving thirty days' notice or on payment of thirty days' gross salary in lieu of the notice period.

- **Transfer:** The Bank shall have the right to transfer/depute you to any of its offices or ICICI group companies in India and abroad.
- **Joining Competitor:** In the event of termination of your services by the Bank or your resignation from the services of the Bank, you shall not join any Banking or Financial Services Company for a period of six months from the date of resignation/termination.
- Please note that during the course of your services with the Bank or in the event of cessation of your services in future, due to any reason whatsoever, you shall, for a period of six months from the date of such cessation, directly or indirectly, either on your own accord or on behalf or in conjunction with any other person/s, firm or company refrain/desist from canvassing or soliciting or attempting to or inducing any employee(s)/business associate(s) to leave their current employment with the Bank/Group Companies/Business Partners to join the services of your new employer/firm/company or any other competitor of the Bank/Group Companies/Business Partners. Any act in contravention of the above provision shall entail initiation of appropriate action as deemed fit by the Bank.
- Please note that during the course of your services with the Bank you cannot be a member of any anti-social/national outfits or of any outfit, which is declared as banned by the Government. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.



Director (In-charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

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

Tel.: (91-22) 2653 141
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

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

Reference No. - 1384036995

Praveen Buseeti

- Please note that while joining the services of the Bank and during the course of your services with the Bank, you would be required to notify the Bank immediately with details of civil or criminal case/s instituted against you in any Court of Law or any complaint/show cause notice /prosecution with/by any Police Station or by any statutory authority, as also you will notify any outcome of such complaint like filing of Chargesheet /Arrest/Conviction/Acquittal/Discharge. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.
- The Bank expects resolution of issue/s relating to your employment, if any, within the framework internally, at all times during your service period and even after cessation of service due to any reason whatsoever. As such please note that any attempt to bring any outside influence - directly or indirectly - upon any authority to further your interest/s in respect of matters pertaining to your services with the Bank would amount to breach of employment contract leading to initiation of appropriate action.
- Please note that during the course of your services with the Bank, you will not take part in any demonstration/agitation against the Bank and its official/s for or on behalf of any external bodies/political outfits- either as a member or as a sympathizer. Any act in contravention of the above would be treated as prejudicial to the interest and reputation of the Bank leading to initiation of appropriate action.
- **Termination of Employment:** Your services with the Bank are liable to be terminated:
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 - a) Any breach of the conditions mentioned in this letter on your part
 - b) You not successfully completing the degree programme within the stipulated timeline during the current academic year and non-submission of your certificate and mark sheet within 3 months of result announcement
 - c) Any incorrect information furnished by you like:
 - Mismatch in your previous employment data even for a day
 - Mismatch in your previous pay slip
 - Fake qualification certificates etc; and
 - d) Suppression of any material information by you.
 - e) Any breach of the Rules and Regulations of the Bank as applicable/may be made applicable to you from time to time.



Reference No. - 1384036995

Praveen Buseeti

• General:

- Your appointment and continuation in employment are subject to reference checks, qualifications and past employment details and successful completion of your course-graduation/post-graduation and submission certificates/ marksheets at the time of joining.
- You will be bound by the Rules and Regulations of the Bank.
- You will keep us informed of any change in your residential address.
- Your acceptance is taken as your understanding that the role in ICICI Bank may involve sales. You may be required to travel extensively as per the requirement of your job/role or as may be needed for the exigencies of the Bank. Also, that you further understand that your services in the Bank are transferrable in any location and profile including sales, across geographies as per organization requirements.

If you are agreeable to the above mentioned terms and conditions, please intimate your acceptance to us by returning a copy of this letter, duly signed by you, within seven days of receipt. In case no confirmation is received within the above-mentioned period the appointment letter shall be deemed to have been withdrawn.

Yours sincerely,

Amit Prakash

Digitally signed by AMIT PRAKASH
Date: 2021.03.25 15:05:45 +05:30
Reason: Offer Letter
Location: Mumbai

I have read all the terms and conditions of the offer and would like to confirm my acceptance.

Signature of Applicant

ICICI Bank Limited

ICICI Bank Towers

Bandra-Kurla Complex

Mumbai 400 051, India

Tel.: (91-22) 2653 1414

Fax: (91-22) 2653 1122

Website www.icicibank.com

CIN: L65190GJ1994PLC021012

Saket Vidya
Nagari Marg,
Chinchpada Road,
Kalyan (E) 421306



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

Director
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421306



: 5 :

Reference No. - 1384036995

Praveen Buseeti

Annexure:

Remuneration:

- Your Base Salary will be Rs. 1,08,000/- (Rupees One Lakh Eight Thousand only) per annum.
- You will eligible for the Performance Linked Retention Pay, as per the policy of the Bank. Please note that there is no guaranteed performance bonus, subject to however provisions of the Payment of Bonus Act 1965, wherever applicable. The performance linked Retention pay would be payable to an employee only if the employee on the day of payout is on the rolls of the bank and he/she has not resigned and / or is serving notice period.

Supplementary Allowances:

- You will be eligible for a Supplementary Allowance of Rs. 1,10,100/- (Rupees One Lakh Ten Thousand One Hundred only) per annum. Supplementary allowance will include –Conveyance / Travel Allowance, Telephone Reimbursement, LTA, Medical Reimbursement, Canteen and any other allowance. All the components of supplementary allowance are subject to limits and rules prescribed by Income tax act and policies of the bank.
- You will be eligible for HRA of Rs. 54,000/- (Rupees Fifty Four Thousand only) per annum.
- The composition of supplementary allowance can be decided once in a year. The unexercised amount of the supplementary allowance will be paid to the employee subject to deduction of tax at source.

Superannuation Allowances:

- You will be eligible for a Superannuation Allowance of Rs. 16,200/- (Rupees Sixteen Thousand Two Hundred only) per annum.

[Handwritten signature]

ICICI Bank Limited
Saket Vidya
Nagari Marg,
Chinchpada Road,
Kalyan (E)
ICICI Bank Tower,
Bandra Kurla Complex
Mumbai 400 051, India.

Director (II)
Pramod Ram Ujagar
Saket Institute of Management
Saket Vidya Nagar
Chinchpada Road, K.
Tel.: (91-22) 2653 1111
Fax: (91-22) 2653 1112
Website www.saketvidya.com
CIN: L65101
Add. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.

Reference No. - 1384036995

Praveen Buseeti

Benefits:

- Comprehensive Mediclaim Coverage for you and your immediate family up to Rs.400,000/-(Rupees Four Lakh only) per annum. Your immediate family includes yourself, your spouse and dependent children.
- You will also be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity, in accordance with the statutory requirements and/or, as per Bank policy.
- The salary and perquisites including supplementary allowance are subject to limits and rules prescribed by the Income Tax Act / Rules and policies of the Company.
- Maternity leave benefits as defined under the Maternity Benefit (Amendment) Act, 2017 are offered to eligible women employees by the Bank. Details of all types of leaves including the Maternity leave benefits offered to employees and eligibility criteria for availing such benefits are notified by the Bank under "Employee Benefit Policies" available on the Bank's intranet which will be accessible upon joining the Bank.

Digitally signed by AMIT PRAKASH
Date: 2021.03.25 15:05:46 +05:30
Reason: Offer Letter
Location: Mumbai

Signature of Applicant



Director (HR & Admin)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

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

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

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



JOINING FORMALITIES

The process to join the Bank is by way of completing the online joining formalities. You are required to complete the online joining formalities within 5 days from the date of accepting offer letter. Please note that completion of online joining formalities is a mandatory process.

The login credentials are provided below:

URL: <https://www.icicicareers.com/Careers/CP/CandidateLogin.aspx>

Username: Registered email id or Applicant id

Password: Which has been already communicated to you through registered email id. In case, you do not remember the password, please use "forgot password" option to generate a new password.

Following documents (xerox copies) are required to be uploaded:

- 1) Self-attested copies of educational certificates and marksheets (Xth/XIIth/ Graduation/ Post graduation)
- 2) Work Experience Document
 - a. Resignation accepted letter from current organisation
 - b. Relieving letter from two previous employers or companies worked in last five years whichever is higher
- 3) Passport size Photograph (against Red background)
- 4) Address proof (Passport/Voter id/Ration card)
- 5) PAN Card

Please note that you are required to attend Induction program (I-Banker) on your date of joining. You shall be communicated about the date, time and venue for induction program (I-Banker) by your Recruitment Manager.



Director,
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

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

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Old Padra Road,
Vadodara 390 007, India.

Remuneration Details

Name : Praveen Buseeti

Position: Deputy Manager (Band I)

Group: RETAIL BANKING GROUP

	Deputy Manager (Band I)	
	Monthly	Annual
Basic	9,000	1,08,000
HRA	4,500	54,000
Supplementary Allowance*	9,175	1,10,100
Superannuation Allowance **	1,350	16,200
Total	24,025	2,88,300
Retrials		
Retrials (PF, Gratuity) ***	2,550	30,600
Total CTC	26,575	3,18,900
Performance Linked Retention Pay #	4,500	54,000
Total (incl PLRP)	31,075	3,72,900
* Supplementary allowance will include Conveyance / Travel allowance, Telephone reimbursement, LTA, Medical, Canteen and any other allowance		
*** You will be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity, in accordance with the statutory requirements and/or, as per Bank policy.		
#Please note that there is no guaranteed performance linked retention pay, subject to however provisions of the payment of Bonus Act 1965, wherever applicable.		

Date : 25-Mar-2021

Digitally signed by AMIT PRAKASH

Date: 2021.03.25 15:05:46 +05:30

Reason: Offer Letter

Location: Mumbai




 Director (in-charge)
Pramod Ram Ujagar Tiwari
 Saket Institute of Management
 Saket Vidya Nagari Marg,
 Chinchpada Road, Kalyan (E) 421 306

ICICI Bank Limited

 ICICI Bank Towers
 Bandra-Kurla Complex
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 Tel.: (91-22) 2653 1414
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Pramod Ram Ujagar Tiwari
 Saket Institute of Management
 Saket Vidya Nagari Marg,
 Chinchpada Road, Kalyan (E) 421 306

07 April 2021

RIYA RAVINDRA SALUNKE
PRAMOD RAM UJAGAR TIWARI SAKET INSTITUTE OF MANAGEMENT
MUMBAI

Dear **RIYA RAVINDRA SALUNKE**

Welcome to the Chola family!

We are extremely delighted to offer you the position of Insurance Trainee at CHOLA PEOPLE AND MARKETING SERVICES PRIVATE LIMITED part of the Murugappa Group.

The duration of the Traineeship will be one year. Your assimilation into our system depends on your enthusiasm to bring your learning into your specified role, your willingness to experiment with your learning and a desire to learn. During this period, we will provide you training exposure to a set of functions within the organisation and also to undertake specific assignments across locations.

Your annual Cost to Company would be Rs. 3.5 Lakhs, details of which are appended in the Annexure- I.

The exact date and place of training and placement will be communicated to you in due course.

Please sign and return the duplicate copy of this letter. Your appointment is subject to your background verification and medical fitness and your successful completion of your Academic Degree in April / May 2021.

Please review the list of mandatory documents related to your identity, address proof and education qualifications provided in the Annexure - II of this document and you are requested to send them to us at the earliest.

We look forward to meeting you soon and trust that your association with the Murugappa Group will be a mutually beneficial one.

Yours faithfully,
For CHOLA PEOPLE AND MARKETING SERVICES PRIVATE LIMITED


Authorized Signatory

ACCEPTANCE OF OFFER

I hereby declare that I accept this Offer Letter

SIGNATURE

Contact:	Landline:	Mobile:
	Email ID:	Emergency Contact: (Name & Mobile no)




Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

Annexure - I

Name	RIYA RAVINDRA SALUNKE	
Grade	GRT	
Designation	INSURANCE TRAINEE	
Location	MUMBAI -KALYAN	
Particulars	Our Offer - Per Month (Rs.)	Our Offer - Per Annum (Rs.)
Basic	10500	126000
House Rent Allowance	5250	63000
Conveyance Allowance	1600	19200
Sales / Other Allowance	7100	85200
Gross salary	24450	293400
Retention Bonus	2917	35000
Employer PF	1800	21600
Annual CTC	29167	350000
Business Related Expenses	Monthly BRE to be paid based on your grade & location eligibility, after deployment at the location	
(**) Retention Bonus is payable after completion of one year of service.		
You will also be eligible for incentives amount up to Rs 3,00,000/- Per annum based on the productivity and incentive schemes applicable to your role. You will be eligible for the incentive schemes after completion of six months.		
Note that pre-employment training cost, if any and as may be incurred by the Company, for training given to you shall be reimbursed by you in the event of you leaving the services of the Company within 12 months of date of joining. Also, please note that any such reimbursement as mentioned herein shall be done by way of adjustment against your final settlement amount, and in case of any excess still to be reimbursed, you shall settle the same before the last working date.		
Other Benefits:		
Group Mediclaim Insurance: You will covered under the Group Health Insurance Policy of the company for Rs.1,25,000/-.		
Group Term Life Insurance: 50 times monthly gross salary or Rs.2 Crores, whichever is lesser.		
Group Personal Accident Insurance: Rs.5,00,000/-.		
(*) - Incentive is paid based on your performance with respect to your applicable scheme and is inclusive of Bonus (as Applicable) payable under the payment of Bonus Act.		
Note: Please do not disclose the salary with anybody other than the under signed.		

For CHOLA PEOPLE AND MARKETING SERVICES PRIVATE LIMITED


Authorized Signatory





Director
Pramod Raj
Saket Institute
Saket Vidya
Chinchpada Road

Annexure – II

List of Mandatory Documents to be provided

Documents	Remarks
AADHAR	Aadhar Card should reflect the Full Date of Birth
PAN	Minimum the PAN number, acknowledgment copy not accepted. If PAN is not there candidate to apply online / apply duplicate.
KYC (Photo and Address Proof)	1. Driving Licence 2. Passport 3. Voter ID
Education documents	1. 10 th Standard Pass certificate and Mark Sheet 2. 12th Standard Pass certificate and Mark Sheet 3. Final marksheet / Previous semester Marksheet for Graduation / Post Graduation




Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306



SHUBHAM GAIKWAD

Employee No: 351362

Blood Group : O+

[Handwritten signature]

Issuing Authority

[Handwritten signature]



Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

CTC Annexure

Emoluments for the grade of Assistant Manager for SHUBHAM GAIKWAD

COMPENSATION	P.A. (Rs)	P.M. (Rs)
Basic	90,888	7,574
Basket of Allowance	1,51,993	12,666
Bank's PF Contribution	21,600	1,800
Gratuity *	4,372	364
Location Pay	31,811	2,651
Statutory Bonus	16,800	1,400
Total Fixed Pay	3,17,464	26,455
Benefits:		
Group Mediclaim Policy and Term Life Insurance	13,263	-
Loan Benefits	69,084	-
Total Fixed Pay + Value of Benefits	3,99,811	

- **Location Pay** is dependent on the posted location of the employee and is liable to change in case an employee is transferred to some other location subsequently.

Details of Benefits

Loan Benefit Eligibility

Type of Loan	Eligibility	Loan Amount (in Rs.)	Rate of Interest	Remarks
Housing Loan	Upon Confirmation	20,00,000	4% (Compound Int.)	For takeover loans, the repayment will be 240 months or the balance service period (in months) left, whichever is less.
Vehicle Loan	Upon Confirmation	2,00,000	6% (Simple Int.)	For takeover loans, the repayment will be the residual period of the original sanction term, or 120 months, whichever is less, with Principal and Interest instalments in the ratio of 7:3.

Note: Loan benefits cannot be encashed if not availed.

Insurance Details

Type of Insurance	Insurance Cover (in Rs)	Remarks
Group Mediclaim Insurance Policy	4,00,000	Employee plus 3 dependants are covered under the floater policy. Additional 2 dependants can be covered for an additional premium.
Group Term Life Insurance Policy	50,00,000	Only employee is covered, a part of the annual premium is borne by the employee

The Insurance coverage under all the above policies will be available subject to completion of all formalities in connection with your appointment and fulfillment of requirements of the Insurance Company.

Mobile Benefit

You will be eligible for mobile reimbursement (Including Data Service) as per company policy.

Gratuity *

You will be eligible for gratuity payment as per the provisions of The Payment of Gratuity Act, e. after rendering five years of continuous service with the Bank or any of the group entities.

Provident Fund

The Bank will contribute an amount equivalent to the prescribed rate towards Provident Fund. An equal amount will be deducted from your salary and paid to the Provident Fund Trust of Axis Bank Limited.



Director (In-Charge)
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Saket Institute of Management
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Chinchpada Road, Kalyan (E) 421 306

Voluntary Provident Fund (VPF)

The Bank has a voluntary provident fund scheme wherein you will be eligible to voluntarily contribute to the Provident Fund Trust, in addition to the statutory requirement. Such contribution is eligible to earn the same rate of interest as statutory contribution.

Other Benefits

**Variable Pay /
Annual Incentive
Plan (as may be
applicable)**

Performance linked Variable Pay will be paid as per the Company's policy. The payout will be based both on individual performance and organization's performance.
Employees who are part of incentive schemes will be eligible for payout as per applicable incentive scheme and Variable Pay will not be applicable.

[Handwritten signature]



Director (In-Charge)
Pramod Ram Ujagar Tiwari
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CTC Annexure

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Vehicle Loan	Upon Confirmation	2,00,000	6% (Simple Int.)	For takeover loans, the repayment will be the residual period of the original sanction term, or 120 months, whichever is less, with Principal and Interest instalments in the ratio of 7:3.

Note: Loan benefits cannot be encashed if not availed.

Insurance Details

Type of Insurance	Insurance Cover (in Rs)	Remarks
Group Mediclaim Insurance Policy	4,00,000	Employee plus 3 dependants are covered under the floater policy. Additional 2 dependants can be covered for an additional premium.
Group Term Life Insurance Policy	50,00,000	Only employee is covered, a part of the annual premium is borne by the employee

The Insurance coverage under all the above policies will be available subject to completion of all formalities in connection with your appointment and fulfillment of requirements of the Insurance Company.

Mobile Benefit

You will be eligible for mobile reimbursement (Including Data Service) as per company policy.

Gratuity *

You will be eligible for gratuity payment as per the provisions of The Payment of Gratuity Act i.e. after rendering five years of continuous service with the Bank or any of the group entities.

Provident Fund

The Bank will contribute an amount equivalent to the prescribed rate towards Provident Fund. An equal amount will be deducted from your salary and paid to the Provident Fund Trust of Axis Bank Limited.



Director (In-Charge)
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Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

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Annual Incentive
Plan (as may be
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CTC Annexure

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Provident Fund

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Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

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The Bank has a voluntary provident fund scheme wherein you will be eligible to voluntarily contribute to the Provident Fund Trust, in addition to the statutory requirement. Such contribution is eligible to earn the same rate of interest as statutory contribution.

Other Benefits

**Variable Pay /
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[Handwritten Signature]
Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

AXISB/LOA/RH168814/21703
14/03/2022

Hitesh Girish Wani
8850576673

LETTER OF APPOINTMENT

Dear Hitesh,

We are delighted to welcome you to Axis Bank for an exciting career of learning, development and value driven growth. We take pleasure in offering you the position of Assistant Manager in Axis Virtual Centre.

The said offer shall be governed by the under mentioned terms and conditions apart from other policies and conditions that are applicable or may become applicable from time to time.

Terms of Employment

1. Compensation

- 1.1 The annual compensation payable to you will be INR 3,17,464 subject to tax deductions at source, as applicable by law. A detailed break up of this amount and other benefits is provided as an Annexure to this letter.
- 1.2 It is clarified that Axis Bank reserves the right to deduct all permissible taxes as per applicable laws from your compensation. Further, you hereby authorize Axis Bank to deduct any amounts from your compensation, which are owed by you to the Bank, including any overpayments, loans or advances outstanding at your end.

2. Code of Conduct & Ethics

- 2.1 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.
- 2.2 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 applicable company policies.
- 2.3 You shall undertake to read and remain in compliance with the Bank's internal policies and procedures (as implemented from time to time) throughout the term of your employment.

3. Whole-time / Alternative Employment

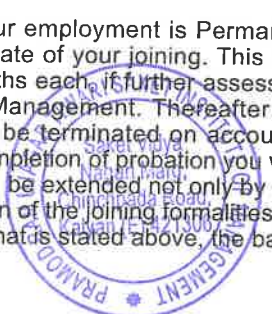
- 3.1 Your position is a whole time employment with the Bank and you shall not take any other work for remuneration (part-time or otherwise) or work in advisory capacity or be interested directly or indirectly except as shareholder or debenture holder in other trade or business during the employment 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.
- 3.2 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 and no monetary gains. 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.

4. Fidelity & Secrecy

- 4.1 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.

5. Probation Period

- 5.1 The nature of your employment is Permanent, however 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.
- 5.2 On satisfactory completion of probation you will be confirmed in the services of the Bank.
- 5.3 Your probation can be extended not only by virtue of your non satisfactory performance but also by virtue of your non completion of the joining formalities.
- 5.4 Notwithstanding what is stated above, the bank reserves the right to confirm you in the services of the bank



Director (In-Charge)
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Saket Institute of Management
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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.

6. Mandatory Induction Certification

- 6.1 Induction Certification is a mandatory requirement for Confirmation - post completion of probation period.
- 6.2 100% attendance and 100% assessment clearance is required to be Induction Certified.
- 6.3 Non-adherence to Induction certification may lead to the following:
 - 6.3.1 You will not be able to join your team till you are Induction Certified.
 - 6.3.2 Not attending induction session on a particular day will result in loss of pay.
 - 6.3.3 Not meeting the attendance and assessment criteria within the stipulated time period would result in termination of services.

7. Transfer

- 7.1 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.
- 7.2 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.
- 7.3 Your services can be requisitioned by the Bank at any time outside the business / working hours.

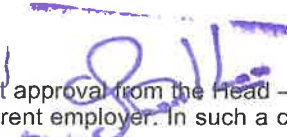
8. Separation/ Retirement

- 8.1 Separation during probation
 - 8.1.1 On account of Resignation: During the period of probation, you may resign from the Bank's service, subject to acceptance by your supervisor, for which you will be required to mandatorily serve a notice period of 30 days. However, waiver of the notice period (if any), will be at discretion of the Bank. In such an event, the gross salary equivalent of the notice period shortfall (if any) will be recovered from employee.
 - 8.1.2 On account of Termination: During the probation period, this contract of employment is terminable by the Bank by way of giving notice of 15 days or on payment of salary in lieu thereof without assigning any reasons.
- 8.2 Separation after Confirmation:
 - 8.2.1 On account of Resignation: After confirmation, you may resign from the Bank's service, subject to acceptance of your resignation by your supervisor, for which you will be required to mandatorily serve a notice period of 90 days. However, waiver of the notice period (if any), will be at discretion of the Bank. In such an event, the gross salary equivalent of the notice period shortfall (if any) will be recovered from employee.
 - 8.2.2 On account of Termination: Notwithstanding what is provided in the company policies 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.
- 8.3 Separation arrangement
 - 8.3.1 Voluntary resignation should be initiated on the exit management portal of the Bank. Upon receipt of your resignation, the acceptance of the same shall be at Bank's discretion.
 - 8.3.2 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, tablets, documents, cost data, market data, literature, drawings, effects etc. should be returned and you shall not make or retain any copies of these items.
 - 8.3.3 On separation, you are required to submit your claim for settlement of Provident Fund in the prescribed form.
 - 8.3.4 **It is expected that you will continue to dispense your duties and responsibilities during the notice period. You are also required to display model behavior and adhere to the timings as prescribed by the Bank. Any lapse or non-performance may lead to disciplinary action and result in non-issuance of the relieving letter.**
- 8.4 Retirement
 - 8.4.1 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.

9. Reimbursement of Notice Period Pay

In certain cases of business criticality, the Bank, at its discretion and post approval from the Head – Human Resources, may reimburse any shortfall in notice period pay to your current employer. In such a case, the following terms and conditions shall apply:-

- 9.1 Upon joining, you are required 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. This reimbursement shall be taxable and will be added to your Annual Taxable Income for the relevant Financial Year.
- 9.2 You are required to continue in Bank's employment for a minimum period of three years, from your date of joining, failing which amount so reimbursed shall be recovered from you along with interest at the Bank Base Rate prevailing on your last working day and any applicable taxes.


Director (In-Charge)
Pranod Ramjiagar Tiwari
Saket Institute of Management
Saket Vidya Nagar Marg,
Chinchpada Road, Kalyan (E) 421 306

10. Conditions precedent /Joining formalities:

Your appointment and subsequent joining is subject to the following:

- 10.1 Submission of self-declaration of medical fitness provided on our onboarding portal.
- 10.2 The Bank receiving a satisfactory Background Verification report. For this purpose, you will be contacted by an authorized agency empanelled by the Bank.
- 10.3 Submission of all necessary documents:
 - 10.3.1 Self-attested copies of all your degrees, professional qualifications certificates and documentary evidence of scholarships or prizes won, if any.
 - 10.3.2 Proof of date of birth
 - 10.3.3 Copy of Pan Card and Address Proof
 - 10.3.4 One recent passport size color photograph
 - 10.3.5 Copy of acceptance of resignation letter and relieving letter from your previous employer
- 10.4 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.

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.

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 company policies accessible through the Bank's intranet. These shall be made available to you, post joining.

Kindly note that Axis Bank does not charge any money/deposit for giving employment offers/conducting employment interview, to anyone seeking a job at the bank, nor does it appoint any agent/agency/individuals to make or issue offers of employment/benefits on its behalf.

For any further information / clarifications please feel free to contact:-

Tasneem Kanchwala
Tasneem.Kanchwala@axisbank.com

We at Axis Bank wish you success and look forward to your having a long and rewarding career with us!

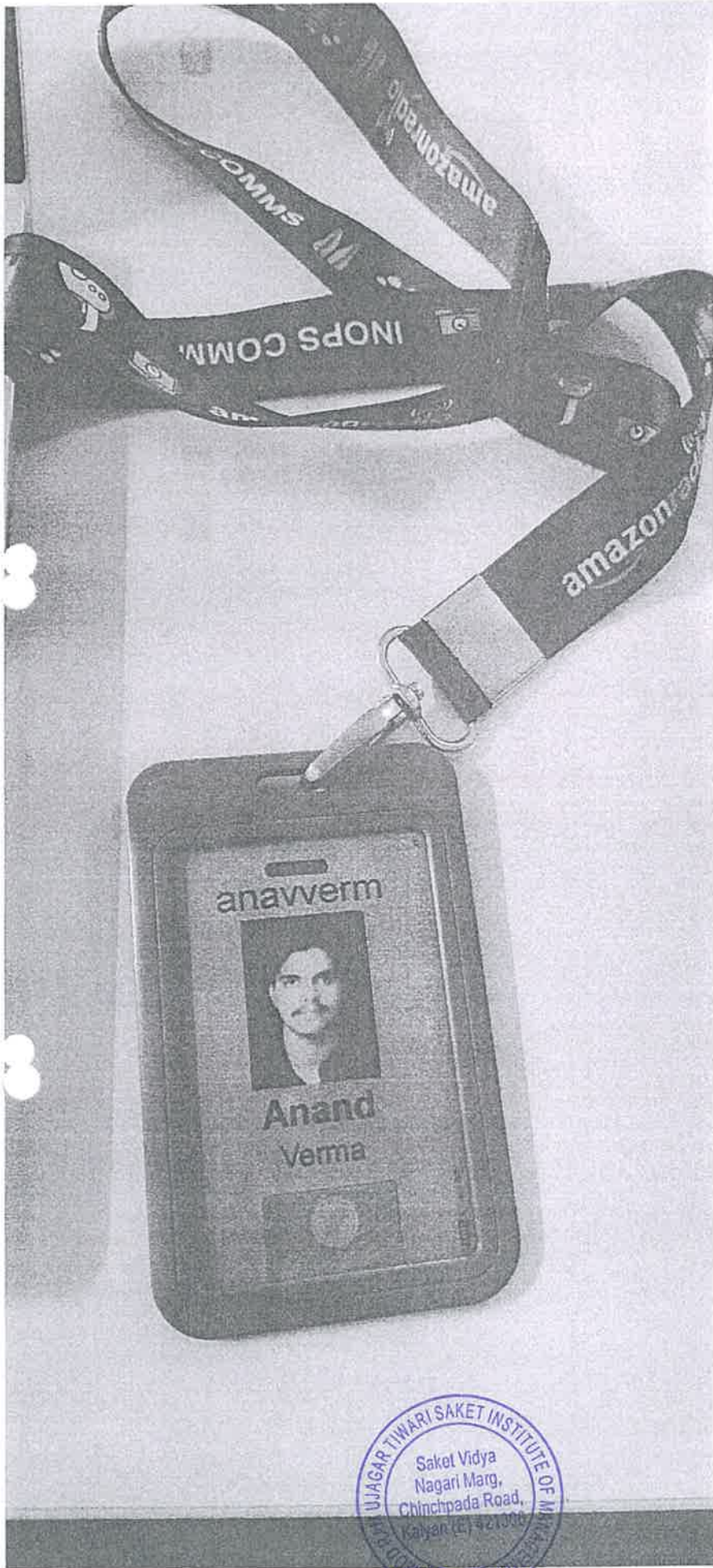
Yours faithfully,



Himanshu Misra,
Head – Talent Acquisition
Human Resources



Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306



[Handwritten signature]

Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306 1/1

Date: 1st January 2018

Mr. Gaurav Chaudhari,
18/64, Sumangal Building, Vanrai Colony,
Opposite Hub Mall, Western Express Highway,
Goregaon (East), Mumbai – 400 067.
Contact No.: +91 80555 94995
Email id: gauravchaudhari795@gmail.com

APPOINTMENT LETTER

Dear Mr. Gaurav

This refers to your various interviews with our management herein after referred to as "The Company", we are pleased to appoint you as **Productions Executive** on the following terms and conditions:

1.0 INTERPRETATION

- 1.1 Words and expressions importing the singular number shall include the plural number and vice versa.
- 1.2 Reference to the masculine gender will include reference to the feminine or neutral gender and vice versa.
- 1.3 The headings in this employment contract are inserted for convenience only and shall be ignored in interpreting the meaning of this employment contract.
- 1.4 Any reference to any statutory enactment shall be deemed to include a reference to such enactment as re-enacted, modified or amended.

2.0 DATE OF JOINING

- 2.1 Your employment with the company begins on **1st of January 2018**

3.0 DESIGNATION



Green Chili Event Sport Media Pvt. Ltd.
401, 4th Floor, Jai Krishna Complex, Fun Republic Lane,
Off. Link Road, Andheri (west), Mumbai - 400 053.

www.greenchilli.in
Email: info@greenchilli.in
Tel: 092 - 6106 9700
Tel: 092 - 6106 9700
Tel: 092 - 6106 2613
Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Kalyan (E) 421 306

- 3.1 You will be employed with the company as – **Productions Executive** and will report to the Director or any other person that the company may determine from time to time.
- 3.2 You will be based at our Office in **Andheri West, Mumbai**. The Company reserves the right to appoint you to other positions as per your job profile within the company and to transfer you at any other location in India or overseas on temporary / permanent basis as per the business requirement.
- 3.3 You may be required to travel within India or overseas during your employment with us.

4.0 PROBATION AND CONFIRMATION

- 4.1 You will be on probation for an initial period of **3 (three) months** commencing from the date of your joining the company. The period of probation may be extended / waived by the company at the sole discretion of the management subject to assessment of your performance in that period. We look forward to have a long-standing relationship with you and anticipate that the successful completion of the probation period will be a mere formality.
- 4.2 During the probation period either party may terminate this Agreement by giving the other party **7 (seven) days** prior written notice failing which salary in lieu of 7 (seven) days shall be retained / deducted against your full and final settlement amount. If there is no amount due to you from the company, you will be deemed to pay the money within 7 (seven) days from your departure. You will not be entitled to any severance payment as a consequence of termination of employment during the probation period.
- 4.3 Likewise if the management decides to terminate your contract while you are on probation, it can do so by giving you a prior notice of **7 (seven) days** in writing or salary in lieu thereof.
- 4.4 During the initial period of **3 (three) months**, you will be considered a probationer, unless otherwise specified as a confirmed employee by the management of the company in writing. Upon confirmation you will receive a letter in writing confirming your services in the company, if your services were found satisfactory. Until such a letter of confirmation of services is received, you will be deemed a probationer.



4.5 You will be entitled for paid leaves only after completion of your probation period

4.6 As a confirmed employee, if you wish to resign from the services of the company, you are required to serve 30 (thirty) days notice after submitting your resignation in writing or pay salary for 30 (thirty) days in lieu thereof. Likewise if the management decides to terminate you from services, they may do so by giving you 30 (thirty) days notice in advance or paying you salary equivalent to 30 (thirty) days in lieu thereof.

5.0 TERMINATION

5.1 Following successful completion of the Probationary Period and subject to clauses below, your employment may be terminated by the Company at any time by giving you 30 (thirty) days written notice or by paying 30 (thirty) days gross salary in lieu of notice. You may also terminate this contract by giving 30 (thirty) days written notice or by paying 30 (thirty) days gross salary in lieu of notice. The Company will have right to recover the notice amount or any other outstanding dues from your full and final settlement.

5.2 Without prejudice to the Company's rights under Clause 1 in relation to the Probationary Period, the Company reserves the right to terminate your contract without notice, or pay in lieu of notice, if it has reasonable ground to believe you are guilty of gross misconduct, gross negligence or in material breach of one or any of the terms of your employment.

- (i) Failure to meet the expectations of the job as demonstrated by poor work performance and / or continuing unsatisfactory conduct after having received a written warning from the Company relating to the same;
- (ii) Being convicted of an offence considered by the Company to be serious in nature;
- (iii) Material Breach of the terms and conditions of this letter of employment;
- (iv) Absence from service without notice or sufficient reasons for 3 (three) days or more;
- (v) Violation of any other provision of this contract or Company policies;
- (vi) Any action causing damages to the property of the Company. The above is a non-exhaustive list of the types of conduct the Company will consider to be gross misconduct and any delay by the Company in exercising its rights to terminate your employment under this Clause 5.2 shall not constitute a waiver thereof.



Green Chili Event Sport Media Pvt. Ltd.
401, 4th Floor, Jai Krishna Complex, Public Lane,
Off. Link Road, Andheri (west), Mumbai - 400 053.


Director (In-Charge) www.greenchili.in
Pramod Ram Ujagar Tiwari Email: info@greenchili.in
Saket Institute of Management Tel: 022 - 6106 9700
Saket Vidya Nagari Marg, Fax: 6760 2613
Chinchpada Road, Kalyan (E) 421 306

5.3 In the event of termination of your employment with the Company for any reason whatsoever, you shall immediately return to the Company all material belonging to the Company and copies thereof which are in your possession in connection with the business and affairs of the Company as well as all the property whether moveable, immovable or intangible belong to the Company.

6.0 SALARY

6.1 Your consolidated CTC per month will be INR **Fifteen Thousand Only** and the same is payable less any statutory / voluntary deduction each month.

The components of gross cost to company includes:

Components	Monthly	Yearly
Basic Salary	6000	72000
HRA	3000	36000
Conveyance	1600	19200
Special Allowance.	3150	37800
Total	13750	165000
Medical Reimbursement	1250	15000
Total	1250	15000
Gross CTC	15000	180000

Deductions

PF: 12% of basic salary.

TDS: As applicable.

Company Contribution

PF: 12% of basic salary.

Gratuity: Basic/26*15 days* number of years of service, minimum 5 years of service



(Handwritten Signature)
Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road

The components of gross cost to company includes:

Basic Salary: This is applicable to all the employees.

HRA: HRA is calculated as 50% of basic salary. The same can be exempted from tax on basis of rent actually paid, on production of rent receipt / lease deed. If rent paid by the employee is up to Rs.5,000 per month, rent receipt is sufficient, if over that amount, then payment should be made by cheque and lease deed would be required.

Conveyance: Conveyance of Rs.1600 per month is exempt for transport. No document is required and amount above Rs.1600 is taxable.

Other Allowance: Employees are entitled to get Special Allowance as per the bands and levels. Basic and Special allowances are fully taxable hence no documents required.

Reimbursements

Medical Reimbursement: Medical expenses are exempt upto Rs.1,250 on production of actual bills. If bills provided are less than Rs.1,250 per month, then the difference will be taxable

Car Maintenance: Car maintenance is exempt without limit, on production of actual bills, be it for running or repairs. Other option is to fix a particular amount per km, in such case, no bills are required but the employee has to give date wise details of kms travelled.

***Deduction u/s 80C is allowed upto Rs.1,50,000 per year on account of specified investments made. Such investment can be made anytime upto 31st March. In such case, employee can give an undertaking in the beginning of year, to inform the company as to how much investment he/she will be making. In such case, taxable salary will be reduced by such amount, for calculating the TDS. To safeguard interest of the company, normally Employees are asked to submit copy of proof of actual investments made, by 31st January. If proof is not submitted, TDS is recovered at that stage.

6.2 You agree that if any amount is payable by you to the company (as the case may be) the company may deduct the same from the amount due and payable to you by the company.



Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
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Off. Link Road, Andheri (west), Mumbai - 400 053.

7.0 HOLIDAYS

7.1 You will be entitled to minimum 12 holidays i.e. festive days off per calendar year. This includes 4 national holidays i.e. 28-January, 1- May, 15-August and 2-October and 8 Gazetted holidays per calendar year

The holiday year runs as per calendar year i.e. from 01-Jan till 31-December. You agree that in case of an emergency / unavoidable circumstances arising out of contingency reason at work, your reporting manager / line manager may call you to work during these holidays. In that case, you will be entitled to a compensatory off in lieu of working holidays that can be availed at any time during the same calendar year.

8.0 ANNUAL LEAVE

8.1 You will be entitled to 24 days of annual leaves for each completed year of service. Prior approval must be obtained in writing before proceeding for these leaves. These leaves are applicable on pro-rata basis after completion of your probation period with the company.

9.0 RETIREMENT AGE

9.1 The retirement age for all employees in the company is 58 years and your employment will automatically terminate on the last day of the month in which you attain that age.

10.0 EXPENSES

10.1 With the prior approval in writing from the company and within such limits as the company may from time to time lay down, all expenses properly, wholly, exclusively and necessarily incurred by you in carrying out your duties will, on production of appropriate receipts and / or vouchers, be reimbursed to you, subject to a condition that you comply with the Company's procedures in relation to expenses from time to time in force.



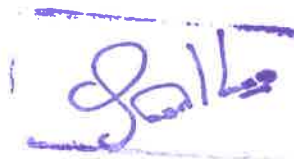

Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E)

11.0 UNDERTAKING, WARRANTIES AND REPRESENTATIONS

- 11.1 You undertake that you are at liberty to take up employment with the company and perform all the obligations set out in this agreement without limitation or breach of any obligation or duties you may have to a third party. By means of this contract you also undertake responsibility of completing your duties with full integrity and vigour.
- 11.2 In addition to your current assignment, you may be, at any point of time, asked to carry out specified assignments or tasks. You are expected to complete them with equal zeal and vigour as your routine work. At times, you might have to represent the company at a seminar or exhibition.
- 11.3 You also undertake and confirm that neither you nor your previous employer is subject to any existing or, to its knowledge, pending or threatened litigation or other proceedings which would adversely affect your ability to perform your duties as per this contract.
- 11.4 You agree that during your employment and for 6 (six) months thereafter, shall not directly or indirectly
- (a) solicit or endeavour to entice away (whether on your account or for any other person, firm or company); or
 - (b) employ or engage (whether as an employee, agent consultant or otherwise), any person who is then or has been with 6 (six) months prior thereto, an employee of M/s Green Chili Event Sports Media Private Limited or its subsidiaries.
- 11.5 This agreement and the documents referred in it, supersede any previous agreement or understanding between the parties relating to the subject matter of this letter. By taking up employment with the company, you also agree to abide all rules and regulations mentioned in the Code of Conduct which form an important part of your contract.
- 11.6 You acknowledge and agree that you have not been induced to enter into this agreement and the documents referred to in it in reliance upon any warranty representation, understanding, undertaking, promise or assurance of any nature whatsoever other than as are expressly set out in this agreement.



Green Chili Event Sport Media Pvt. Ltd.
401, 4th Floor, Jai Krishna Complex, Fun Republic Lane,
Off. Link Road, Andheri (west), Mumbai - 400 053.



Director (In-Charge)
Pramod Ram Ujagar Tiwari
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Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

www.greenchilli.in

Email : info@greenchilli.in
Tel.: 022 - 6106 9700
Fax.: 6760 2613

Please sign a copy of this letter confirming that you have received and accepted the terms and conditions of employment set out in this agreement and the Code of Conduct and agree to abide all of them.

For Green Chili Event Sports Media Private Limited

Samsari

Mrs. Shamim A. Pansari
Director
Date: 1st January 2018



I have carefully read and understood the terms and conditions of this agreement and I accept the same unconditionally. I agree to be bound by rules and regulations of this Company as may be amended by time to time.

Mr. Gaurav Chaudhari
Productions Executive
Date: 1st January 2018



Jal

Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306



Trigent Software Ltd.
CIN U72200KA1995PLC065161
Professional Services Division
Khanija Bhavan, East Entrance 2nd Floor,
49, Race Course Road,
Bangalore - 560 001, India
P: +91 (80) 2215 7000

August 16, 2018

Viraj Gajanan Waingawdekar

APPOINTMENT LETTER

Dear **Viraj Gajanan Waingawdekar,**

We are pleased to welcome you to Trigent Software Ltd and offer you an engagement as **Claim Processing Executive** and you will be deployed at our client. Your engagement will be effective from **August 17, 2018** and shall continue as per the client business requirements. Your engagement is transferable across our clients and across different locations in India. As discussed and agreed, you will be paid a Gross Cost to Company of **Rs.165,800.00/- (Rupees One lakh sixty five thousand eight hundred only)** per annum. The detailed breakup of the compensation is attached as Annexure A.

This engagement will be governed by the terms and conditions as indicated in **Annexure-B**. You will also be governed by all the rules and regulations of the company and client applicable from time to time.

On the day of joining the client Company, we request you to carry the following original documents with photocopies.

- Certificates / testimonials of your qualification & professional trainings.
- Relieving and Experience certificates of last employer.
- Last 2 months pay slip of your last employer.
- Passport size colour photographs.
- PAN Card.
- e-Adhaar.

We look forward to working with you, and hope you will find your engagement at Trigent a rewarding experience.

Yours truly,

For Trigent Software Limited,

Ajay Shyam Singh
Manager-Human Resources

Declaration by the Employee:

I have read and understood the contents of this engagement letter along with the description provided in Annexure A & B and accept the terms and conditions of engagement by sending the acceptance mail.



Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchoada Road, Kalyan (E) 421 306

ANNEXURE - A

Given below is the breakup of the Compensation and benefits package:

Components	Amount in INR	
	Month	Annual
Basic and DA	6,000.00	72,000.00
HRA	500.00	6,000.00
Statutory Bonus	800.00	9,600.00
Special Allowance	5,203.00	62,436.00
Monthly Total	12,503.00	150,036.00
Company's PF Contribution	720.00	8,640.00
Company's Insurance Contribution	593.67	7,124.00
Annual Total	1,313.67	15,764.00
Gross Cost to Company	13,816.67	165,800.00

Take Home Calculation (before IT/PT):

Monthly Salary	12,503.00
Less ESI	218.80
Less PF	720.00
Take Home before IT/PT	11,564.20

(Take Home Calculation (before IT/PT) = Monthly Total - Deductions [Employee State Insurance + Provident Fund])

Annual Benefits

- A Provident Fund: If opted/covered under the Provident Fund Scheme. You will be contributing 12% of your Basic+DA every month and the Co. will make an equal contribution to the fund.
- B Gratuity: You will be entitled to Gratuity as per the rules of the scheme.
- C Medical Insurance: Employees drawing a monthly salary of Rs. 21000 or less will be covered under ESI. Employees drawing monthly salary above Rs. 21000 will be covered under the Company Medical Insurance for Hospitalization to the tune of INR. 1,00,000 per annum for self, spouse and two children.



galk

Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg
Chinchpada

ANNEXURE - B

1. Working hours, Salary payments & Leave eligibility:

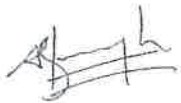
- 1.1 The working hours will be as per the client's office timings. However, due to business exigencies employees may be required to work at different timings, which may be communicated by the immediate reporting Manager at the client site from time to time. This is a position of continuous responsibility and does not entail payment of extra time or overtime.
- 1.2 Salary payments will be made directly to your IDFC/HDFC/CITI bank salary account pursuant to our direct payroll deposit plan on or before the seventh working day of every month. All the payments made, are subject to the Income-tax Act, 1961 and the Income-tax Rules, 1962 and any amendments thereto. Payments are also subject to other statutory and agreed to deductions.
- 1.3 You will be entitled for leave as per the leave rules of the company.
- 1.4 Annual Furlough - i.e. when a client places an employee into temporary non-duty, non-pay status because of business reasons. In this scenario, Trigent will pay the salaries by adjusting against the accumulated leave of the deployed employee. If the employee has no leave credit, the same will be treated as leave without pay.

2. Code of Ethics and Business Conduct:

You are required to adhere to the Trigent Code of ethics and Business Conduct. By accepting this engagement, you are agreeing to thoroughly familiarize yourself with Trigent Code of Ethics and Business conduct and you are also agreeing to abide by it.

- 2.1 Employee should conduct himself / herself courteously and in the best interest of Trigent without favor or preference whenever one is dealing with Visitors, Clients, Contractors and co employees etc.
- 2.2 If any employee is unable to report for duty on time, he should inform his/her project manager in advance.
- 2.3 Employees are expected to dress appropriate to our business environment.
- 2.4 Employee needs to wear the identity cards provided by the company at all times during the office hours.
- 2.5 Employees are strictly expected to adhere to No Smoking policy inside the office premises.
- 2.6 Employees are expected to maintain decorum inside the office and Office etiquette.
- 2.7 All employees are required to make judicious use of the facilities, which include telephone, fax, e-mail, Internet, and/or any other resources provided to them.
- 2.8 No employee shall use any of the company resources for soliciting any kind of employment elsewhere or for personal gain.

Trigent will communicate important information about its policies by way of electronic updation on the HRMS portal. By accepting this engagement you agree to thoroughly review these policy communications and abide by them without any deviations.



3. Non Solicitation of Employment & Business

During your tenure with the company and for a period of one (1) year after separation, for any reason, whether with or without cause, you will not render professional services of the type provided by you during the term of engagement with the company, directly or indirectly, as an employee, employee of a third party, consultant, or otherwise, to any person, firm or organization which is a past, current client/competitors of the company.

During the term with the company and for a period of one (1) year after separation for any reason, whether with or without cause, you will not, on behalf of yourself or any other person, corporation or entity: (a) directly or indirectly solicit business from or call upon entities or individuals that are current clients or active prospects of the company for the purpose of soliciting, serving or selling services or products similar to those being developed, licensed, or marketed by the company or (b) recruit Trigent employees, or otherwise seek to induce such employees to terminate employment with the company or violate any agreement with the company.

4. Confidentiality of Information:

As part of your engagement with the company, you will be exposed to substantial amounts of technical, secret, critical and other information of the company as well as its clients and/or third parties. This information will be obtained by you or will be available to you; you will appreciate that any information so obtained must not be communicated directly or indirectly to any person, firm or company, or made public in any manner, except with the written permission of the company. You will therefore sign an Agreement of Confidentiality with Trigent. This clause is perpetual in nature and will be applicable during and after your employment by the company.

You are also required to strictly maintain the secrecy of and not to divulge or communicate in any manner, any information regarding your remuneration/terms of employment to any other person and in particular any employee of the company.

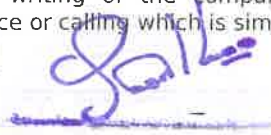
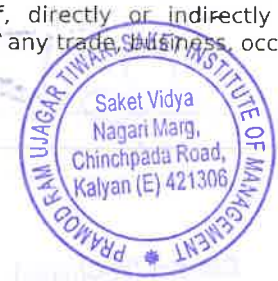

5. Proprietary Information:

All the work carried out by you during your engagement with the company shall, at all points of time, belong to the company and shall be considered to be the Proprietary Information of the company (whether or not learned, obtained or developed solely by you or jointly with others). Where such work is carried out for a client of the company, the work shall belong to the company's client. Such Proprietary Information and all intellectual property rights therein shall remain the property of the company or its clients, and upon termination of employment or at any earlier time as requested by the company, you will immediately deliver all Proprietary Information in your possession or control to the company.

You also agree to hereby irrevocably and unconditionally assign to the company or its clients, all right, title, and interest worldwide in and to any work developed by you and all Intellectual Property Rights thereto, at the request of the company. You shall execute such documents in this regard as may be required for the purpose. In view of the above, you shall be called upon during your tenure with the company to execute one or more "Non Disclosure Agreements" to this effect, based on business requirements.

6. Dual employment:

You are expected to remain in duty throughout the business / working hours of the organization and be present in time for any meeting or get together scheduled by the company. This is a full time engagement and you shall not engage yourself, directly or indirectly without prior consent in writing of the company with or without remuneration, in any trade, business, occupation, employment, service or calling which is similar to



Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421306

or the same as that carried out by the company nor shall you undertake any activities which are contrary to or inconsistent either with your duties and obligations under this engagement or with the company's interests.

7. Training:

You may be selected and sponsored by the company for training assignments with company's associates or other institutions in India or abroad. You will diligently and beneficially, take part in such training and assignment. In such event, you will continue to serve the company after such training, for a minimum period of 6 months or such period as may be stipulated by Trigent.

8. Travel and overseas assignments:

You may be required to undertake travel on company work during the course of this engagement. Further, in the event of the company deputing you to a foreign country, either for business, training, higher education or on any assignments, you shall furnish a bond backed by a surety, undertaking inter alia the following:

- 8.1 That you will not resign, abandon, desert or unauthorizedly absent yourself during the period of your deputation abroad;
- 8.2 That you will neither seek nor accept appointment, consultancy or business for anybody or any third party except for the company, during the period of your deputation abroad.

9. Transfer:

You are liable to be transferred from one client to another or from one department to another department or from one establishment to another establishment or one location to another location (our client site both in India and abroad) without assigning any details/reasons or explanation. You shall do such other work, which will be assigned to you by the Management from time to time. Any such changes in assignment or transfer will not automatically entitle you to any additional remuneration, allowance, compensation, or other sum in respect thereof.

It is also expressly agreed to by and between us that the company shall be entitled to loan or transfer your services, provisionally for any duration or permanently, wholly or partly to any company which is an associate, client, affiliate, successor, assign or subsidiary or principal contractor to, or the latter having a controlling interest in the said company

10. Deployed Engagement:

The employees joining our professional services division are recruited by us to work at our client location and the engagement will continue depending on the client's business needs. The deputed employees work at the client site and generate a timesheet which is approved by the client manager based on which Trigent disburse salaries. The deployed engagement is purely contingent on the business needs of the client. Trigent will make efforts to place the deployed employees at other client sites when they are rolled off from a client. However, for all practical purposes the last working day at a client will also be the last working day at Trigent.

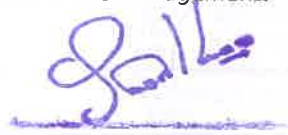


Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

11. Separation:

In the event of separation/resignation/abandonment of your services with the company, a mandatory notice period of 1 month would have to be given by you, unless the company agrees to a shorter notice period. Depending on the client requirements, waiving or shortening or extending the notice period will be at the discretion of the management. You cannot avail leave of absence during this period and you need to serve full term of notice period of 1 month. If you are availing leave during the notice period, the said notice period gets extended by the number of days of such leave.

- 11.1 Notice period is meant to ensure completion of jobs already taken, transfer of ongoing jobs, smooth transition and to provide for time to get a suitable replacement. Failing to fulfill this commitment and purely at the discretion of the employer, you will be required to pay to the company without demur, and on demand, a sum not exceeding **1 month basic salary** as was being received by you at the time of the said notice, as compensation. In the same manner, if the company wants to dispense with your services without a notice or with a notice shorter than the stipulated notice period, the company shall be liable to pay you **1 month basic salary** in lieu of the notice or the shorter notice, as compensation.
- 11.2 Notwithstanding anything to the contrary contained herein, the company shall be entitled to forthwith terminate your appointment without any notice or payment of any kind whatsoever in lieu of notice or otherwise in case of:
 - 11.2.1 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.
 - 11.2.2 Any information provided to the company in the application or during the course of your engagement is found wrong and it is discovered that you have intentionally provided wrong information.
 - 11.2.3 If you are released on the ground of non-performance or termination or an untenable act, your last working day at the client's place will be the last working day at Trigent Professional Services Division.
 - 11.2.4 Failure of Back Ground Verification.
- 11.3 On separation, you will immediately hand-over, to the appropriately designated authority within the company, all information or data or documentation that has come into your custody as a result of your association with the company. The company reserves its right to accept your resignation and relieve you of your duties in the event that any bond executed by you as hereinabove contemplated is yet to lapse.
- 11.4 Please take note that all sums paid to you such as joining bonus, relocation expenses, travel expenses for relocation, initial accommodation expenses and recruitment charges paid to employees are liable to be recovered from your salary/final settlement in the event of your resigning from the services of the company within 3 (three) months from the date of joining.
- 11.5 You will not be eligible for any relieving, experience, salary certificate and employment references if you resign from the services of the company within 3 (three) months from the date of joining.
- 11.6 You will retire from the services of the company on completion of 60 (Sixty) years of age. Any extensions granted thereafter will be at the sole discretion of the Management.



Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306



BOB Financial

— Credit reimagined —

BFSL DST DIVISION: DSTHRM:MUM/HOM/261218/A/8

2nd January 2019

Sanyog Dubey,
A/2, 203, Maa Vaishnavi Park, Shankar Pawse Road, Sai Baba Nagar,
Katemaneweli, Kalyan East Maharashtra,
Mumbai 421306

Dear Sanyog Dubey,

Re: Appointment for the position of Sales Officer in the DST division

We refer to your application for the post of Sales Officer in response to our advertisement dated 17th November 2018 and subsequent interview held on 26-Dec-18.

We congratulate you on your being selected for the position Sales Officer - Level I in the DST division of BOB Financial Solutions Limited (Formerly known as BOBCARDS Limited).

We are pleased to offer you, appointment in BOB Financial Solutions Limited as Sales Officer - Level I at Mumbai w.e.f. your date of joining the company. Your employment with us will be governed by the terms & conditions as per our company's policy at present and amended from time to time.

We give below the terms & conditions of your appointment for the position of Sales Officer in the DST division of BOB Financial Solutions Limited as under:

1. JOB ROLE & RESPONSIBILITIES (existing but not limited to):

- Out-bound Sales fulfilment including Organising Camps , Lead Generation , meeting customer , completing documentation and submitting completed File.
- Any other work allotted by the company and its officials from time to time.

2. PROBATION :

You will be on probation for a period of six months from the date of joining the services of the Company. Your work and performance will be assessed during the period of probation and if found satisfactory you will be confirmed in writing. Until a letter of confirmation is issued, you will continue to be on probation. In the event your work and performance are assessed to be unsatisfactory your probation may be terminated by the Company or may be extended by a period of three months at the discretion of the Management.

PERFORMANCE REVIEWS/APPRAISALS :

- Your performance shall be reviewed, every year or at such other intervals as may be decided by the Management.
- Please note that within a month from the date of joining, you will be given a Productivity target which will form the basis of your appraisal.

Ran

Page 1 of 2

पञ्जीकृत एवं मॉनिटेड कार्यालय : सौर कार्यालयित सॉल्यूशंस लिमिटेड (Formerly known as Bobcards Limited), बंगलौर हाऊस, 2 वी फ्लोर, हिंसल गल्लिन सेन्टर के पीछे, सा. व. चिंचपदा रोड (E), मुंबई 400 102, भारत.
Regd. & Corporate Office.: BOB Financial Solutions Limited (Formerly known as Bobcards Limited), 2nd Floor, Barada House,
Behind Dewan Shopping Centre, S.V. Road, Chinchpada Road, Kalyan (E) 421306, Mumbai - 400 102, India.
दूरध्वनी/Tel.: 91-22-4206 8502, फॅक्स/Fax: 91-22-2677 7500, ईमेल/Email: hr@bobfinancial.com / Web : www.bobfinancial.com
CIN : U65990MH1994GOI081616



Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306



AGRI AND AQUA
A S AGRI AND AQUA LLP
Happy Farmer and Lasting Relationships

Offer Letter

20th May, 2019

Mr. Manish Gond

705, room no.11, Near Central Police station,
Ulhasnagar-3, Thane, District, Mumbai-421003.

Dear Mr. Manish,

With reference to your application and the subsequent interview you had with us, we are pleased to offer you the position of **HR/Legal - Assistance** at our organisation, for Thane location, on the terms and conditions discussed and agreed upon.

A detailed appointment letter giving standard terms and conditions of employment will be issued to you after your joining our services.

You shall join us on or before **20th May, 2019**.

Your probation period will be for **6 months**.

Your CTC would be **Rs.2,71,632/- (Rupees Two Lakhs Seventy One Thousand Six Hundred Thirty Two Only)** per annum, as agreed mutually during our discussion.

You are requested to sign the enclosed duplicate copy of this letter as a token of acceptance of this offer and return the same to us.

Thanking you,

Yours faithfully,

Niranjan Kadle
Director – HR
A S AGRI AND AQUA LLP.

Accepted: _____

Manish Gond

*This offer is subject to you clearing the Medical fitness and the background verification process.



Kerom, Plot No. A/112, Wagholi Industrial Estate, Near Toyota Showroom, Thane (W) 400 604, India.

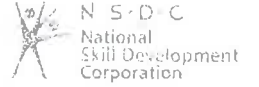
+91 22 2587 8282 • www.asaagriandqua.com

Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

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OFFER LETTER



Transforming the skill landscape

Date: 01.07.2019

To,
Ms. Akshata Kharate
Room No. 8, Nav Tulsi Apts.
Near Poornima Talkies,
Murbad Road, Kalyan (W)
Cell – 9028802667
Email id: kharateakshata@gmail.com

Sub.: Offer Letter

Dear Ms. Akshata,

This refers to your application and subsequent interview you had with us. We are pleased to inform you that you have been selected as "**Executive – Digital Marketing**" based at Corporate office as per mutually agreed salary. You are required to join duty immediately and not later than, **4th July 2019** to be reported at the below mentioned address.

Joining Location : **Nidan Technologies Pvt. Ltd.**
3rd Floor, Manjula Arcade,
Gokhale Road, Naupada,
Thane (W)

Please bring following original documents at the time of joining, which will be required to prepare your Appointment letter / other official requirements to be fulfilled at our end.

1. Passport size photographs (4nos.)
2. Copy of Educational / Professional Qualification Certificates.
3. Copy of Birth date proof (Birth Certificate / Passport).
4. Copy of Address proof.
5. Copy of Photo ID proof.
6. Relieving letter and Appointment letter of previous company.
7. Salary Slip for last three months of previous company.
8. Experience letter of previous company.
9. Salary structure of previous organization.
10. Bank passbook first page or cancelled cheque.
11. Marriage Certificate (If Married).

As a token of acceptance kindly acknowledge the above on duplicate copy & return it to us.

Thanking you,

Yours faithfully,
For **Nidan Technologies Pvt. Ltd.**

Authorized Signatory

Accepted

Akshata Kharate
(Signature)

Nidan Technologies Pvt. Ltd.

CIN: U72200MP2004PTC017092

Regd Off : Plot No. 1614, Napier Town, Near Acharya Hospital, MLB School Road, Jabalpur M.P. 482002 Tel No 07512411111

Corp. Off : Third Floor, Manjula Arcade, Gokhale Road, Naupada, Thane - 400602, Maharashtra, Tel. No. 022 497 40413

nidan@nidantech.com | www.nidan.com | Kalyan (E) 421306

Offices: Maharashtra | Karnataka | Madhya Pradesh | Rajasthan | Gujarat | Delhi NCR



gall
Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306



25th October ,2018

Mr.Pawan S Sarode
Room No 301, C Wing, Shriram Complex,
Near Saket College,
Chinchpada Road,
Katemanivali,
Kalyan East,
Maharashtra

Dear Pawan,

We are pleased to engage you on a retainer basis on the following terms and conditions:

The term of this Agreement shall commence from 01/11/2018 and shall continue for a period of One year. During this tenure you will be designated as **Technical Associate**. After the term of the agreement upon mutual consent by both the party the agreement shall be renewed as decided.

Compensation

In full consideration for the performance of the Services, and for any rights granted or relinquished under this Agreement, the Company shall pay a retainer fees (inclusive of Service Tax if any) of **Rs.12,500** (Rupees Twelve Thousand and Five Hundred only) per month.

The deductions towards tax, if any, will be done as per the statutory requirements.

You will not be entitled to any other compensation, emoluments or payments including PF, Bonus etc.

Duties and Responsibilities

You shall perform all the duties customary to the position in a professional manner within the company's operative policies laid from time to time.

The agreement is on a principal to principal basis and it does not, under any circumstances create a principal-agent (or) employer-employee (or) any other relationship.

Deputation / Relocation

In pursuance of your duties hereunder you shall perform service for the company and also to its associated companies in such places as required by your supervisor without any further remuneration unless otherwise agreed and accepted.

Confidentiality

You shall not, except when authorized or required by your duties, disclose to any person any of the trade secrets or confidential operations, proceedings of the company or any of the associated companies, which come to your knowledge during the term of this Agreement and thereafter.



Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306



You shall keep with complete secrecy all confidential information entrusted to you and shall not use or attempt to use such information in any manner for your advantage or for the advantage of others. This restriction shall continue to apply even after the termination of this agreement.

Hence it is informed that you shall not, during or at any time after the termination of this agreement with the Organization, disclose or divulge to others including future employers, any trade secrets, confidential information, or any other proprietary data of the Organization in violation of this agreement.

Termination Of Agreement

This Agreement may be terminated:

- i) by either party upon three months prior written notice if the other party breaches or is in default of any obligation hereunder.
- ii) by the Company at any time during the Term for any reason, without any notice or liability for compensation or damages upon the happening of any of the following
 - If you are unable or prevented through incapacity to perform your duties or attend to the business with concentration to achieve results.
 - If you are guilty of any grave misconduct or willful neglect in the discharge of your duties hereunder or failure to obey your supervisor or failure to follow norms/rules as per the Company's rules.
 - If you are convicted of any criminal offense other than an offense, which is reasonable to the company.

Discharge of Duties and Obligations upon Termination/Resignation

You shall hand over all assets of the company in good shape and condition to the authorized person of the company and obtain clearance certificate for the same. Failure to return the company property as per this clause will be considered an attempt to usurp the company property.

You agree that the company will clear accounts only after all formalities are adhered. If you owe any money or equipment, you agree to clear the same within 2 days of resignation/termination.

General

You shall not disclose, divulge or make public any of the process, accounts, transactions or dealings of the organization at any time without the consent of the organization, except under legal obligation. The result of all the researches carried out by you during the agreement would be the property of the organization and such patents that may be granted to them shall also be assigned to the organization. You shall also not seek to obtain patent rights on any work or process carried out by you without the consent of the organization.

You will intimate the organization, any change of address within a week from the change of the same, failing which any communication sent to their last recorded address shall be deemed to have been served by them.

You are not authorized to represent the Organization at any public forums, press meetings/conferences or publish articles in magazines/newspapers unless otherwise authorized by the Management or any other person authorized by the



[Handwritten Signature]
Director (In-Charge)
Pramod Ram Ujagar Tiwari



Management. Any views expressed in their personal capacity will be treated as their own view and not that of the Organization. The Organization will not be responsible or liable for any claims that may arise out of such views.

You will be bound by the rules and regulations as declared by the Management, from time to time, in relation to conduct, discipline, medical fitness, leave, holidays and all matters relating to terms and conditions of service, network security and usage.

Breach of Agreement

If you breach any terms of the agreement whether during the tenure or after the tenure, the Company will pursue all legal remedies to collect from you any damages caused due to the breach of this agreement and other acts detrimental to the Company's welfare.


You have read and understood the terms and conditions before committing yourself to this agreement.

Please sign the duplicate copy of this letter and return it to us as your acceptance of the above terms and conditions.


Wishing you all the best.

Yours Sincerely


R.C. Ravigurunathan
Vice President - Human Resources


Signed and Accepted with all terms and conditions




Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

AARAV SOFTWARE SERVICES PVT LTD

10TH FLOOR, IJMIMA TOWER, OFF LINK ROAD, NEAR INFINITI MALL 2, MALAD
WEST,
MUMBAI -400064, MAHARASHTRA, INDIA.
09892248487/07977518809/ 022-45137777(100 Lines)
Email - ACCOUNTS@AARAVSOFTWARE.COM
Website - www.aaravsoftware.com



Appointment Letter

DISCIPLINE: IT Network

Date: 01-11-2019

Name of Candidate: **Ms/Mrs. Pawan Shrikrishna Sarode**

Dear **Pawan,**

Sub: Appointment letter

Congratulations, Greetings & Welcome to the **AARAV SOFTWARE SERVICES PVT LTD, Malad**

We compliment you on your average performance in our selection process and are delighted to offer you as **Consultant (IT Network)**

Your annual CTC will be **Rs 3,13,584/-** and breakup is as per below annexure.

All benefits & other terms and conditions of your employment will be as per company policies applicable from time to time.

We expect you to join on **01-11-2019** beyond which the Appointment letter would stand withdrawn, unless a new date is mutually agreed upon, by us in writing. The company looks for a long-term association with all its employees and expects the same from you.


This Appointment is subject to receipt of satisfactory references. In case any information is found false or incorrect or the references provided by you are unsatisfactory, this Appointment shall stand cancelled. All correspondence, including your acceptance of the offer, should be sent at the above address for our confirmation. (Email: hr@aaravsoftware.com)

I ACCEPT AND BOUND MYSELF TO FOLLOW THE POLICY MANUAL & GUIDELINES OF AARAV SOFTWARE SERVICES PVT LTD BY SIGNING LETTER.

Thanking You!

Your Sincerely,




Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

AARAV SOFTWARE SERVICES PVT LTD

10TH FLOOR, IJMIMA TOWER, OFF LINK ROAD, NEAR INFINITI MALL 2, MALAD WEST,
MUMBAI - 400064, MAHARASHTRA, INDIA.
09892248487/07977518809/ 022-45137777(100 Lines)
Email - ACCOUNTS@AARAVSOFTWARE.COM
Website - www.aaravsoftware.com



Annexure

Ms/Mrs. Pawan Shrikrishna Sarode	P. A.	P. M.
Basic Pay	69,528	5,794
HRA	34,764	2,897
Transport Allowance	19,200	1,600
Medical Allowance	15,000	1,250
LTA Allowance	12,000	1,000
Conveyance Allowance	6,000	500
Special Allowance	121,608	10,134
Bonus		
Minimum Revenue Target	15,000	1,250
Minimum Annual Bonus	0	
Gratuity	9,996	833
Group Medclaim (Optional)	5,004	417
Miscellaneous(Optional)	5,496	458
Cost To Company	314676	26223
Terms & Conditions		
Minimum revenue target and minimum annual bonus is subject to company achieving the target performance		
Gratuity would be payable on completion of 5 years		
L. T. A. & Medical allowances available against actual expenditure and on prorata basis of employment		
if bills not submitted tax will be applicable in month of March.		
All the facilities is after the candidate is permanent		
The Above scale is subject to performance and target achieved by sales executive		
As per policy if a executive resigns from his/her position within 3 months of his/her candidature then company is liable to do 100 % deduction of salary		
No payment if the resignation done within a month		
On termination the payment done based on remark		

Director (In-Charge)

Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Dhule Road, Kalyan (E) 421 306



THIS IS SYSTEM GENERATED LETTER, WHICH REQUIRES SIGNATURE.

Dear Vinay Gajendra Raut ,

Congratulations!!!

We are glad to have you with us in this journey!!

We are confident that you have had a period of learning and growth with JoulesToWatts. We would like to express our appreciation and commendation for all the passion and commitment you have been exhibiting in your existing role.

In recognition of your efforts and contributions we are extremely happy to announce that your compensation is revised to **INR Rs. 1,77,996/- (One Lakhs Seventy Seven Thousand Nine hundred and Ninety Six only)- as Claim Processor**, effective from July 18, 2019. Details are given in the annexure.

All the other terms and conditions of your employment remain unchanged.

Head	Annual	Monthly
Basic Salary	88,998.0	7,416.5
House Rent Allowance (HRA)	35,599.2	2,966.6
Stat Bonus	7,413.53	617.79
Conveyance	933.0	77.75
Medical	15,000.0	1,250.0
Telephone	11,785.27	982.11
Gross Earning	1,59,729.0	13,310.75
PF Employer Contribution	10,680.0	890.0
PF Employee Contribution	10,680.0	890.0
ESIC Employer	7,587.0	632.25
ESIC Employee	2,795.26	232.94
Net Take Home (Varies depending on Taxes)	1,41,058.49	11,987.81
CTC	1,77,996.0	14,833.0

1. Income Tax, Professional Tax and other applicable taxes shall be deducted from the salary on a monthly basis as per Government Policy.

Note:-We hereby inform you that your Notice Period is 45 days & No of Leaves would be 21 days per annum.

All the best for your future endeavors with us!!

[Handwritten Signature]

Signature

July 3, 2019

Date



[Handwritten Signature]

Date: 8-Jun-2018

Ms Jesmitha Alva,
Flat No.507 Mangeshi City
Shree Complex Kalyan
THANE-421301.

Subject: Employment Letter

Dear Jesmitha,

We are pleased to inform that you have been selected for employment with Syntel Private Ltd as **Officer KPO (E0)**. Your total emoluments are **Rs. 165000/-** per annum and are described in "Annexure A". You shall also be entitled for onetime bonus of Rs 10000/- on completion of 1(one) year tenure with the organization. Your salary/emoluments shall be kept strictly confidential and you shall not disclose the same to any third party.

Your appointment is transferable and the Company at its discretion may transfer you to any other department or to any place in India or outside India and as such you may at any time be transferred to any of the offices of the Company, its associates, affiliates or organizations with whom the Company has transactions whether the office, subsidiary, associates, affiliates or organizations is in existence today or to be set up hereafter. While every attempt would be made to give you reasonable advance notice of such transfer, however in case of emergency such transfers may be made effective immediately.

You will be on probation for a period of 6 months from the date of commencement of your service, which may be further extended at the sole discretion of the Company. On successful completion of the probation period, your services will be confirmed in writing.

Your employment with the Company is subject to immediate termination if you fail to meet up with the necessary training requirements for the project allocated to you.

Either party can terminate this Employment Letter (Employment Agreement) by providing a written notice period to the other party. Payment of basic pay in lieu of such notice, to the other party, will be at the sole discretion of the Company. The notice period shall be 30 days during probation period and 45 days on confirmation. The waiver of Notice period, if any, will be at the final discretion of the Company.

Your retention in Company's employment will be subject to your being found and remaining medically (physically and mentally) fit. The Company reserves the right to ask you to undergo medical examination as and when considered necessary.

The Company shall conduct a background verification of all records/ references provided by you. Your employment with the Company will be subject to your background check records being clear, satisfactory, and free from ambiguity and in accordance with the policies of the Company prevalent from time to time. The Company reserves the right to ask you to furnish additional documentation or supporting information in this regard, as and when considered necessary.

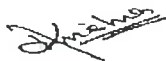
The terms and conditions of the employment are listed in "Annexure B".

You are requested to report to duty in our office on **13-Jun-2018**, at **8.30 am** at the following address: **Delphi B Wing, 101-104, Hiranandani Business Park, Powai, Mumbai 400076**, failing which this employment offer shall be considered null and void.

Please return the acceptance copy (Annexure C) after affixing your full signature in token of your formal acceptance of the terms and conditions of employment offered herein.

We take this opportunity to welcome you to Syntel family and look forward to a very fruitful association with you.

Yours sincerely,
For Syntel Private Ltd,



Adarsh Krishna
Head - Global Recruitment Cell

Encl: Annexure A – Remuneration Details; Annexure B – Terms and Conditions of Employment; Annexure C – Acceptance Copy.



Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

I accept the employment offer on the stipulated terms and conditions (including Annexure A, B, C) and shall join the Company on _____ Date & Signature _____

Annexure A – Remuneration Details

Name: Ms Jesmitha Alva

Designation: Officer KPO

Grade: E0


Compensation Components	Monthly (Rs.)	Annual (Rs.)
<u>Salary & Allowances</u>		
Basic Salary	5260	63120
House Rent Allowance	2630	31560
Bonus	2000	24000
Special Allowance	2133	25596
Conveyance Allowance	600	7200
Total Salary & Allowances (A)	12623	151476
Company's Contribution to Provident Fund (PF) (B)	1127	13524
Total Cost to Company (CTC) C = (A+B)	13750	165000

Notes:

- (1) Bonus amount is currently paid on monthly basis and is adjustable against any liability, statutory or otherwise that may arise in the future. The frequency of payment of "Bonus" Component is subject to further modification as per Management Discretion.
- (2) Company's Contribution to PF is @12% and is calculated on the sum of Basic Salary, Special Allowance & Bonus or Rs. 1800/- per month whichever is lower.
- (3) The Salary / allowance structure is liable for modification from time to time and all payments are subject to appropriate taxation as per the Income Tax Laws.
- (4) All payments would be as per company rules & regulations and administrative procedures / regulations. Individual components and amounts against each component may undergo modification from time to time depending on statutory regulations.
- (5) As per the Company policy, you will be covered under a company provided Medical Insurance.


Adarsh Krishna
Head - Global Recruitment Cell




Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

Annexure B – Terms and Conditions

The Employee shall be governed by the following Terms and Conditions of Service during the employment with SYNTEL (herein referred as "SYNTEL/ the Company") and ("Employee") and may be amended from time to time. These Terms and conditions, the Employment letter/contract and any other Policies and guidelines that are provided by SYNTEL in the Human Resources (herein referred as "HR") Portal or as a part of the HR Policy, Information Security Policy, policy on non-compete, confidentiality and data protection, and any other directive whether issued by way of emails or written notifications shall all be termed as "Terms of Employment" and the Employee shall abide by the same at all times during the terms of employment and beyond to the extent such terms survive the employment term.

1.0 Statement of Facts

The appointment is being made in reliance of the contents in the Employee's resume and other information provided by the Employee during the course of interview and mutual discussions. Any data, which is not in consonance with the information provided by the Employee, shall result in termination of employment forthwith and the Employee shall indemnify SYNTEL in full, for any losses suffered by SYNTEL. SYNTEL reserves the right to make suitable formal/informal checks with the educational institutions and previous employers of an Employee at its own discretion and the Employee shall be deemed to have consented SYNTEL to do so.

2.0 Former Employer

In the event of an Employee becoming party to any proceeding/(s) brought by any former employer at any time during or after his/her employment with SYNTEL, Employee recognizes and agrees that he/she shall have full and sole responsibility of responding to such action or proceeding and that SYNTEL shall have no responsibility to participate in Employee response to such action or proceeding whether at Employee's own costs or otherwise. The Employee agrees that he/she is not expected at any time disclose, to SYNTEL or its directors, officers or agents, the trade secrets or any other confidential information of his/her former employer or any other entity.

The employee undertakes to intimate SYNTEL that he / she is not subject to any restrictive covenant, non-compete, non-solicitation, intellectual property, or confidentiality agreement or any other agreement that would limit or restrict his/ her scope and ability to work in any way for Syntel.

The employee undertakes to mention that he / she is not bound by any previous agreement in any way whatsoever from his / her previous employment. In the event of any employee having any obligation binding from his previous employer, the employee undertakes to declare and hold Syntel harmless and not responsible thereby releasing Syntel from any such dispute related to his previous employment.

3.0 Work Related

3.1 The Employee will devote his/her full time and attention to the duties assigned by SYNTEL and shall not undertake any direct/ indirect business/ work/ assignment etc. whether full or part time and whether for any consideration or not, without the prior written permission of SYNTEL.

3.2 The Employee will use his/her best efforts in the performance of employment duties assigned from time to time and at all times, act in good faith and in the best interests of SYNTEL. The Employee will comply with all rules, regulations and procedures established by SYNTEL in fulfilling his/her duties while in employment at SYNTEL.

3.3 SYNTEL is fully entitled to place the Employee at any of its location in India or abroad or at SYNTEL's customer location in India or outside India as SYNTEL deems appropriate based on its business need. The Employee is also subject to any transfer by SYNTEL on a temporary or permanent basis to other job functions, departments or locations or entities within SYNTEL, based on SYNTEL's business needs, and the Employee shall have no objection whatsoever to such transfers or assignments made. Any rejection or non-acceptance by the Employee shall be deemed to be a breach of the Terms of Employment and subject to action including but not limited to termination of employment by SYNTEL.

3.4 On successful completion of training or probationary period, your services will be confirmed in writing by the Company and thereafter, subject to any other agreement or understanding between you and the Company, either party can terminate this employment agreement by providing a notice period of three months, to the other party. Payment of basic pay in lieu of such notice, to the other party, will be at the sole discretion of the company. During the probationary period for lateral hires, the notice period shall be one month.

3.5 The Employee will retire from SYNTEL's services on reaching the age of 60 (sixty) years or earlier if found medically unfit. The age or date of birth already given by Employee in his/ her application form would be treated as binding and final. The actual date of retirement shall be the last date of the calendar month in which Employee was born.

4.0 Misconduct

Please refer to the List of Misconducts section in the HR Policy Manual for further details.

5.0 Availing/ Grant of Leave/ Unauthorized Leave

5.1 The Employee will be eligible for leave as per the Policy announced by SYNTEL from time to time. All leave applications, approvals, rejections, etc., must be in line with the HR Policy laid down and as applicable from time to time. SYNTEL reserves the right to cancel any approved leave for reasons of business requirements and the Employee is expected to provide full co-operation and adhere to SYNTEL's such requests. SYNTEL is also entitled to Suo Moto, asks Employee to go on leave for such number of days and on such terms and conditions as intimated to the Employee by the HR Department without assigning any reason to the Employee for such action or inaction by SYNTEL.

5.2 Any un-authorized leave or excess leave by an Employee will enable SYNTEL to terminate the contract of employment of such Employee for reasons so cited without any further action by SYNTEL.

6.0 Software and IPR related

6.1 The Employee is strictly prohibited from using or bringing in or installing or downloading any unauthorized / infringed copies of




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Software or products into the office premises (also includes work place at SYNTEL's/ its client's office premises) or on Company or client provided computers and equipment. No product or software shall be procured, used or installed from any external sources or Copying software from one computer system to another without the prior written approval by SYNTEL's or its client's appropriate authority for Information Security protection and any non-compliance shall be considered a serious breach with punitive penalties and action. The Employee shall also not violate any terms of any of the products or licenses that are provided to the Employee for use by SYNTEL or its Client as part of the job assigned to him from time to time, and protect SYNTEL's and its client's (including any third party's) intellectual property rights ("IPR") and adhere to applicable laws/regulations including IPR related rules and regulations of Syntel/ its client's.

6.2 Any violation or breach of the terms of IPR rights of SYNTEL/its clients or infringement of their IPR rights otherwise shall be considered a material breach of Terms of Employment and SYNTEL is entitled to take strict action against the erring Employee and claim damages, costs and expenses of rectifying such breach including criminal action and termination of employment contract. Employee shall read and understand SYNTEL's/ its Client's Information Security Policy/ IPR related rules & regulations and fully adhere to the same during the term of employment and thereafter to the extent any obligations survive termination of employment.

6.3 The Employee agrees to inform SYNTEL, full details of all the inventions, discoveries, concepts and ideas (collectively called "Developments"), whether patentable or not, including but not limited to, hardware and apparatus, products, processes and methods, formulae, computer programs and techniques, as well as any improvements and related knowledge, which the Employee conceives, improves, completes, or puts in to practice (whether alone or jointly with others) while being in the employment of SYNTEL, and which relate to the present or prospective business, work or investigations of SYNTEL; or which result from any work the Employee does, using any equipment, facilities, materials or personnel of SYNTEL; or which has or have been developed by the Employee or under the Employee's supervision, or which results from or are suggested by any work, which the Employee does or may do for SYNTEL.

6.4 The ownership of all "Developmental" work and documentation created by an Employee shall from the moment of its creation, vest in SYNTEL. Thus, the Employee agrees to assign and hereby assigns to SYNTEL / SYNTEL's nominees, agents, etc., Employee's entire right, title and interest in: –

- all Developments;
- all trademarks, copyrights and mask work rights in the Developments; and
- all patent applications filed, patents granted on any development, including those in foreign countries, which the Employee conceives or makes (whether alone or with others) while being in the employment of SYNTEL or within two (2) years of the end of their employment (if conceived as a result of their Employment)

6.5 The Employee acknowledges existence of SYNTEL 's/ its clients present and future products, know how, processes, software products, programs, codes, documentation and flowcharts in any form and agrees to abide by the procedures of the Copyright/ Trademark/ Patents/ Design/ other IPR laws in force in India and foreign countries, which prohibits the reproduction of such protected works, in whole or in part, or in any form or by any other means, without the prior written permission of SYNTEL/ its clients as the case may be.

6.6 The Employee agrees to assign to SYNTEL his/ her entire right, title and interest in any invention or improvement that the Employee might make solely or jointly with others, during the course of his/ her employment with SYNTEL relating to any and all products/ services/ software/ software tools, marketed or manufactured or developed and that the Employee will perform any acts and execute such documents without expenses to the Employee which, in the judgments of SYNTEL or its attorneys may be needful or desirable to secure to SYNTEL, patent/ IPR protection and any/ all rights relating to such invention or improvement.

6.7 The Employee acknowledges and agrees that all of the SYNTEL/ its client's Confidential Information, sensitive data and work product developed as a result of the Employee's engagement by SYNTEL/ its client, including, in each case, any derivative works thereof will remain, the property of the SYNTEL/ its client as applicable. Any work product, materials or deliverables developed as a result of Employee's engagement by SYNTEL/ its client shall be considered "works made for hire," and to the extent that exclusive title and ownership rights may not originally vest in SYNTEL/its client, as contemplated hereunder, the Employee shall irrevocably assign, transfer and convey to all rights, title and interest therein.

7.0 Non-Solicitation / Non-Compete / Non-Diversion

7.1 During the term of this Employment Agreement and for a period of two (2) years subsequent thereto, the Employee will not, without the prior written consent of SYNTEL, directly, indirectly, or through any other party, solicit business from or perform services for any direct or indirect SYNTEL customer or any prospective SYNTEL customer whom the Employee had any contact with or exposure to, at any time during the term of this Employment Agreement.

7.2 During the term of this Employment Agreement and for a period of two (2) years subsequent thereto, the Employee will not, without the prior written consent of SYNTEL, seek engagement or employment, either full-time or contractually with any organization that is likely to deploy the Employee on project / assignment in Offshore or Onsite client engagement where SYNTEL is already working for the same client and where the Employee had been engaged in a project with the customer/ client organization for a period exceeding two weeks.

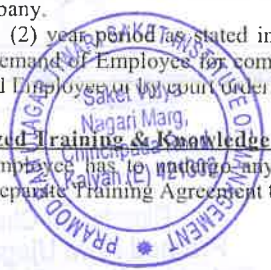
7.3 During the term of this Employment Agreement and for a period of two (2) years subsequent thereto, the Employee will not, without the prior written consent of SYNTEL, directly, indirectly, or through any other party, solicit, offer to, or accept the employment of, persons who are then, or were, during the previous six (6) months, employees of SYNTEL or any SYNTEL subsidiary / associate / affiliate company.

7.4 This two (2) year period as stated in aforesaid clauses shall automatically be extended by any period of time commencing with SYNTEL's demand of Employee for compliance with this provision and the ultimate resolution of that demand either by agreement of SYNTEL and Employee or by court order.

8.0 Specialized Training & Knowledge Acquisition

8.1 If the Employee has to undergo any specialized training in SYNTEL or as arranged by SYNTEL, the Employee will have to undertake a separate Training Agreement to serve SYNTEL for a specific period (if necessary), from the date of

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Commencement of Employee's services. During this training period if the Employee's performance is found to be unsatisfactory, SYNTEL reserves the right to terminate the Employee from employment.

8.2 On deputation to a client site for knowledge acquisition and subsequent knowledge transfer on a client's application, either for development, enhancement, maintenance or support, the Employee will be understood to have gathered intellectual property on behalf of SYNTEL, for a minimum period of six months from the date of return to India from the Onsite engagement. This clause does not apply in the event that the Employee is transferred, within SYNTEL, to another client engagement where the value of the initial knowledge acquisition has diminished and therefore does not constitute knowledge attrition.

9.0 Confidentiality

9.1 In connection with the Employee providing certain products and/ or services to SYNTEL, and/ or on behalf of SYNTEL, the Employee will have access to information concerning SYNTEL and SYNTEL's clients. As a condition to the Employee being given access to such information, the Employee agrees to treat any information concerning SYNTEL and/ or SYNTEL's clients (whether prepared by SYNTEL, its advisors or otherwise) which is furnished to the Employee by or on behalf of SYNTEL and/ or SYNTEL's clients (herein collectively referred to as the "Confidential Information") in accordance with the provisions of all policies and to take or abstain from taking certain other actions herein set forth. The term "Confidential Information" does not include information which (i) is already in the Employee's possession, or (ii) becomes generally available to the public other than as a result of a disclosure by the Employee or (iii) becomes available to the Employee on a non-confidential basis from a source other than SYNTEL and/ or SYNTEL's clients. The Confidential Information shall be solely used for the purpose of and on behalf of SYNTEL and the Employee further agrees that disclosure of the same shall be with prior permission of SYNTEL.

9.2 Employee acknowledges that SYNTEL/ its clients are subject to certain privacy and information security laws and regulations, pursuant to which SYNTEL/ its clients are required to ensure that the Employee appropriately safeguard personal or financial information regarding SYNTEL/its client's former, current or prospective clients or employees ("Sensitive Data"). Employee agrees that it will (a) not use any SYNTEL and/ or its client's Sensitive Data except to the extent necessary to carry out the obligations for which the Employee is engaged by SYNTEL/ its client and for no other purpose, (b) not disclose SYNTEL and/or its client's Sensitive Data to any third party without the prior written consent and subject to the further requirements of this Section, (c) as applicable, employ administrative, technical and physical safeguards to prevent unauthorized use or disclosure of SYNTEL/ its clients Sensitive Data, (d) promptly provide information as SYNTEL/ its client may request relating to oversight obligations under applicable laws and regulations, (e) in the event of any actual or apparent theft, unauthorized use or disclosure of any SYNTEL/its client Sensitive Data, immediately commence all reasonable efforts to investigate and correct the causes and remediate the results thereof, and (f) as soon as practicable following discovery of any event described in clause (c) hereof, provide SYNTEL/ its client notice thereof, and such further information and assistance as may be reasonably requested.

9.3 The Employee agrees to promptly re-deliver to SYNTEL, upon request, all Confidential Information including all Intellectual property rights; whether registered or unregistered, on any tangible media and that the Employee will not retain any copies, extracts or other reproductions in whole or in part of such material. The Employee further agree that breach of this confidentiality clause could cause irreparable harm to SYNTEL and that SYNTEL shall be entitled to any and all injunctive relief, as well as monetary damages, including reasonable attorney fees, for such breach.

9.4 From time to time, SYNTEL's customers/ clients and/ or other SYNTEL's general business requirements may want Employee to sign special Non-Disclosure Agreements ("NDA"). These NDA's may be process/ client specific or could represent a new regulatory requirement.

10.0 Arbitration

All disputes or differences what so ever arising between the parties hereto or out of or related to this contract or the construction or meaning and operation or effect of this contract or the breach thereof shall be settled by a single arbitrator appointed by SYNTEL, in accordance with arbitration rules/ regulations as are in accordance with the Arbitration & Conciliation Act, 1996 (and any statutory modification or re-enactment thereof) and the award made in pursuant thereof shall be binding on both the parties hereto. The Employee or SYNTEL may demand arbitration by giving a written notice to the other party stating the nature of the dispute/ difference.

11.0 Governing Law

The validity, construction, interpretation and performance of this Employment Agreement will be governed by Indian Laws and adjudicated upon by a competent Court in Mumbai.

12.0 Remedies

12.1 Notwithstanding Clause 11 above (Arbitration clause), the Employee agrees that his/ her failure or neglect to perform, keep, or observe any term, provision, condition, covenant, warranty, or representation contained in this Employment Agreement, the confidentiality agreement or any other agreement between the Employee and SYNTEL, will cause SYNTEL immediate and irreparable harm and that SYNTEL, in addition to all other remedies available to it, shall be entitled to immediate injunctive and equitable relief from a court having jurisdiction to prevent any breach and to secure the enforcement of its rights hereunder.

12.2 Remedies for damages incurring prior to SYNTEL's knowledge of breach or until action in breach ends and related in any way to the effects of the breach shall include but not be limited to monetary damage, liquidated damages, attorney's fees and other compensation related to the action.

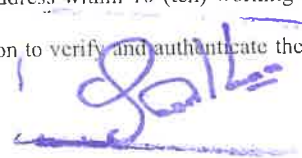
13.0 Others

13.1 The Employee will also be covered by SYNTEL's Mediclaim and Accident Insurance Policy as per its rules/ regulations.

13.2 The Employee should inform SYNTEL on any change in his/ her temporary/ permanent address within 10 (ten) working days of such change occurring.

13.3 Reference Checks or background checks may be conducted by SYNTEL at its sole discretion to verify and authenticate the details furnished by the candidate during the interview.




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13.4 Medical Check prior to appointment will be conducted only if the Customer / client for a specific project/ process emphasizes on such checks as a pre-requisite. A Medical Self declaration will be taken from the prospective employee before joining SYNTEL, which will be an undertaking of his/ her, medical fitness.

13.5 Employee's appointment and its continuance is subject to he/ she being found and remaining medically (Physically and mentally) fit. SYNTEL reserves the right to ask Employee to undergo medical examination as and when considered necessary. If the Employee is not medically fit to perform the obligations/ duties as an Employee SYNTEL reserves the right to terminate the employment as continued medical fitness is a pre-condition for continued employment.

13.6 The employee also declares that he / she has not been convicted, pleaded guilty or nolo contendere, for violating any central, state or local law, regulation or ordinance nor has any criminal charges presently pending before any court of law.

13.7 The employee undertakes and agrees to mention that he / she would conduct himself / herself with the highest standards of integrity, honesty and fairness to avoid any conflict between his/her personal interests and the interests of Syntel. The employee further states that he /she does and would not have any direct or indirect interest in a competitor, customer/client or vendor/supplier of Syntel to the extent or nature that it affects, or appears to affect, the employee's responsibilities to Syntel. The interest shall also apply in the manner of seeking or accepting any form of benefit, gift, privilege, financial interest, employment with or become directly or indirectly involved as an independent contractor, consultant or otherwise with any Syntel competitor/client/vendor . The employee shall not personally take advantage of a business opportunity rightfully belonging to Syntel or derive personal profit, gain or advantage (other than rightful compensation from Syntel) as a result of any transaction undertaken on behalf of Syntel.

13.8 On matters not specifically covered in the Terms of Employment, the Employee shall be governed by SYNTEL's service rules, practices, etc. which are liable for modifications, additions, total or partial withdrawal, suspension/ revocation, etc. from time to time. SYNTEL's decision on all such matters shall be final and binding on the Employee.

14.0 Severability

If any clause in this employment agreement/ the Terms of Employment is held invalid, illegal or unenforceable for any reason, that provision shall be severed and the remainder of the provisions of this agreement will continue in full force and effect as if this agreement/ the Terms of Employment had been executed without such invalid provision/s.

15.0 Clarifications

For any further clarifications about the above clauses or any interpretation of the above clauses, the Employees shall approach the Human Resources team at the earliest.

The Employee is requested to produce all the documents in original as mentioned in the checklist attached, on their date of joining.

For SYNTEL _____

I have read and confirm myself to be
 Bound by the terms of these Terms and Conditions as part of
 the Terms of Employment agreed to

Adarsh Krishna

Signature & Date.....

Adarsh Krishna

Employee Name.....

Date.....

Emp ID.....



Pramod Ram Ujagar Tiwari

Director (In-Charge)
 Pramod Ram Ujagar Tiwari
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 Saket Vidya Nagari Marg,
 Chinchpada Road, Kalyan (E) 421 306

HR/TA/EL/07/0711

Letter of Employment

12-Apr-19

Mr. Peter Abraham Nadar
A-5/5, Shri Mayur CHS,
Shankar Pawshe Road,
Sai Baba Nagar, Katemanivali , Kalyan (East)

Dear Peter

On behalf of Sterling Information Resources India Private Limited (*hereon referred to as "Company"*), we take pleasure in making you an offer for –

Designation: Senior Associate
Line of Business: Verifications
Band-Grade: G1-L2
Date of Joining: 15-Apr-19

➤ **Term :**

The Term of this contract shall commence on the date of this contract and continue until earlier terminated.

➤ **Location & Transferability :**

You will be required to operate out of the Company's facility at Thane. However, based on business exigency you may be relocated by the Company anywhere within India or abroad. You may be transferred to a different position or unit/department at the Company pursuant to the requirements of the Company. Additionally, your employment may be transferred, after executing a fresh employment agreement, to one of the Company's subsidiaries or affiliates, pursuant to the requirements of the Company and / or its subsidiary / affiliates.

➤ **Remuneration :**

Your Total **Annual Gross CTC** is ₹ 180000

A detailed break up of your compensation has been attached herewith in Annexure-A.

Please note -

- Your remuneration is a confidential matter between you and the Company, and the Company shall view any breach of confidentiality with utmost seriousness.
- The Company will deduct taxes and other statutory dues as may be applicable from time to time from the remuneration payable to you. You will be personally responsible for your tax liabilities and other dues.
- The Company shall also be entitled to deduct any sum as may be recoverable from you from time to time as per Company policies.

➤ **Working hours & holidays :**

You will observe the working hours & holiday rules as per the service rules applicable to your category of employee.




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Chinchwad, Kalyan (E) 421306

➤ **Probation :**

Your employment will be subject to a six-month probationary period. The Company shall have the discretion to extend the probationary period for another term, in which case you will be notified.

➤ **Notice of Termination/ Separation :**

This contract may be terminated during the period of employment:

- a) Separation – Either party can terminate the contract by giving a notice of 15 days (during probation)/30 days (after probation) or payment in lieu of the notice period not served (discretion of management/ governed by policy applicable). Notice period shortfall shall be recovered at gross salary.
- b) Termination – By the Company without notice, in the event that you have committed an act or acts in breach of the Company's policies and procedures or applicable external codes of practice or laws which is sufficiently serious in the circumstances to warrant your summary dismissal, or you have been guilty of gross misconduct, fraud or dishonesty, neglect of duty or wilful disobedience and assessment failure in training.

➤ **Job Description :**

Your duties and responsibilities will be communicated to you by your reporting manager. However, you shall execute and perform all such duties that may be assigned to you by the organization from time to time and the organization reserves the right to amend these at its discretion based on business exigencies or requirements during your employment with us.

➤ **Duties :**

In this appointment, you will be expected to undertake such duties as the Company shall from time to time determine. Given the ever evolving nature of the IT / ITES industry and consequent changes in business needs, the designation, position and duties may be changed at the Company's discretion.

➤ **Health Examination :**

You may be examined, at the Company's will, by a medical practitioner / Doctor appointed by the Company for assessment of your medical fitness in line with the job and Company's requirement. The decision of such an authorized personnel shall be considered as final and binding on you.

➤ **Background Checks :**

The Company shall conduct a background verification of all records/references provided by you at the joining stage or throughout the tenure of your employment.

Your employment in this organization will be subject to your background check records being clear and free from ambiguity. Company reserves the right to ask you to furnish additional documentation or supporting information in this regard, as and when considered necessary.

Any candidate from a Non UGC certified university may be asked to exit the organization post a background check, if confirmed.

➤ **Retirement :**

You will retire from your service with the Company on attaining the age of sixty years. However, you may be retired any age before sixty years if you are unable to continue service satisfactorily due to any form of physical or mental infirmity or are not able to perform given work. Such early retirement may be given to you by giving a notice of three months. The Company shall not be liable to pay you any extra cost other than the cost payable under your employment agreement. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls.

➤ **Insurance Coverage :**

You are covered under Personal Accident Insurance, Group Medical Policy and Group Term Life Insurance benefits.

➤ **Leave Policy :**

You will be entitled to Leaves in accordance with the Company Leave Policy. Please refer to the detailed policy on applicability and entitlements.

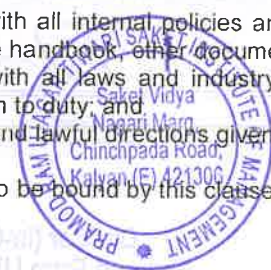
➤ **Company Policies, Procedures and Regulatory Requirements:**

You must:

- (a) comply with all internal policies and procedures from time to time issued by the Company and clients through employee handbook, other documents and communication to its employees on completion of training; and
- (b) comply with all laws and industry codes of practice relevant to your role with great efficiency, integrity and dedication to duty; and
- (c) obey all and lawful directions given to you by or under the authority of the Company.

Your agreement to be bound by this clause is a condition of your employment.

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➤ **Exclusion of Other Occupations :**

During your term of employment, you shall not, without the prior written consent of the Company, engage or be concerned either directly or indirectly as principal, agent, director, employee, or otherwise in any other trade, business, occupation or private professional practice.

➤ **Confidentiality :**

It is a condition of your service to ensure that the organization's policies of maintaining confidentiality for the remuneration you receive are observed by you at all times. Besides, the terms of this offer detailed above should be treated as privileged information between you and the Company.

You understand, accept and agree that the Company may store and maintain the personal details provided by you to the Company at any time during your employment with the Company or terms of your employment with the Company and make use of or share these details for the legitimate purposes, in or outside India.

➤ **Protection of Interest :**

If you conceive any new or advanced methods of improving process / formulae / systems in relation to the operations of the Company, such developments will be fully communicated to the Company and will remain sole right / property of the Company. By signing this employment agreement you assign to the Company all proprietary rights including all ownership rights and copyright and the exclusive right to develop, make, use, sell, license or otherwise benefit from any inventions, discoveries, processes and improvements, made by you during your employment with the Company, and agree to execute any further document that is necessary or desirable to give full effect to your obligations in this paragraph.

➤ **Non-Competition:**

You agree and acknowledge that your services are unique and extraordinary. You also acknowledge that your position will give you access to intellectual property and confidential information of substantial importance to the Company. During the Term of your employment with the Company, you shall not (except with the Company's prior written consent) be employed or render services for any entity other than any of the Company or directly or indirectly engage in any activities that are competitive with or detrimental to any business conducted by the Company or its affiliates.

➤ **Non-Solicitation:**

During the Term of your employment with the Company and for one (1) year thereafter, you shall not directly or indirectly solicit or encourage or entice away or endeavor to solicit or entice away any individual who is employed or engaged by the Company in any capacity or any entity or person with whom you had business dealings during the course of your employment with the Company.

➤ **Return of Company Property:**

Upon the termination of your employment with the Company, you will promptly return to the Company all Company's property and all material or documents containing confidential information, including without limitation, all computers (including laptops), cell phones, keys, PDAs, blackberries, credit cards, facsimile machines, sound systems, stereo equipment, televisions, card access to any Company building, customer lists, computer disks, reports, files, memoranda, records and software, computer access codes or disks and instructional manuals, internal policies, and other similar materials or documents which you received or prepared or helped prepare in connection with your employment with the Company. You will not retain any copies, duplicates, reproductions or excerpts of such material or documents. You further agree to take all necessary actions, if required by and at the cost of the Company, to vest such property rights in the Company.

➤ **Assignment:**

This is a personal service contract and shall not be assigned by you but may be assigned by the Company to any of its affiliates.

➤ **Variation:**

The Company reserves the right to vary any of the terms and conditions of this contract at any time in its reasonable discretion.

➤ **Severability:**

If any provision of this contract is held to be unenforceable by a court, the remaining provisions shall remain valid, binding and in full force to the maximum extent possible. If a court determines that any portion of this contract is overbroad or unreasonable, such provision shall be given effect to the maximum extent possible by narrowing or enforcing in part that aspect of the provision found overbroad or unenforceable.

➤ **Governing Law:**

The law applicable to, and governing, this contract is the law of India.



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➤ **Notices:**

All notices and other communications required in relation to this contract must be in writing and will be deemed to have been duly given only if delivered personally or mailed. Notices delivered personally shall be deemed received on the date delivered; notices delivered by certified or registered mail, return receipt requested, shall be deemed received [5] days after posting of the same. Notice to you shall be sent to you to the address to which this letter is addressed and notices to the Company shall be addressed to. Each Party shall inform the other with regard to any changes to the address to which the Notices under this clause have to be delivered.

➤ **Whole Agreement :**

This Contract supersedes any prior oral or written understanding regarding the terms and conditions of your employment with the Company.

In addition to the terms and conditions of this employment agreement, there are other policies & procedures that apply to your employment. The Company for the efficient and fair administration of employment and other business matters formulates these policies and procedures. You must diligently comply with the Company's policies and procedures, as amended from time to time and notified to you.

On behalf of the Company, we extend a warm welcome and wish you every success in your career with Sterling Information Resources India Private Limited. Please indicate your understanding and acceptance of the above terms and conditions by signing and returning the duplicate of this contract to us.

Yours sincerely,

For and on behalf of
Sterling Information Resources India Private Limited,



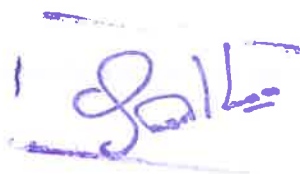
Vallens Lewis
Talent Acquisition Lead – People & Culture

Confirmed and accepted



Peter Abraham Nadar (Apr 16, 2019)

Peter Abraham Nadar



Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

Salary Annexure

Name : Mr. Peter Abraham Nadar
Designation : Senior Associate
Line of Business : Verifications
Band & Grade : G1-L2
Date of Joining : 15-Apr-19

Salary Heads/Periodicity	Monthly Salary	Yearly Salary
Basic	9550	114600
HRA	478	5736
Conveyance	NA	NA
Medical Allowance	NA	NA
Attendance incentive	1000	12000
Statutory Bonus	796	9552
Special Allowance	2030	24360
Total (A)	13854	166248
Employer PF (B)	1146	13752
CTC (Fixed CTC) (C)	15000	180000
AIP (D)	NA	NA
Final CTC (C+D)	15000	180000

Notes:

1. The above compensation will be subject to Income Tax deductions and regulations in force from time to time.
2. The above compensation is subject to statutory deductions/contributions as applicable from time to time.
3. The salary structure may be modified in line with organizational & statutory requirements applicable.
4. Basis your Band-Grade you will be eligible for the Group Mediclaim, Group Personal Accident and Group Term Life entitlements as applicable per the company policy.
5. Employer & Employee's contribution towards Provident Fund (PF) is calculated @ 12% of Basic Pay, considering Basic Pay at a maximum amount of Rs. 15000/-.
6. *Applicable tax benefits will be offered only against submission of relevant bills during the financial year 2017-18.
7. **Annual Incentive Program (AIP) shall be paid in March Payroll each year subject to Individual (performance as assessed in the last appraisal cycle), Functional & Organizational Performance.
8. Annual Incentive Program (AIP) & Tenure Bonus payments, where applicable, are subject to payout only if the Employee is active on the rolls of the company & not on notice (by either party) on the date of payout.
9. Employment and Compensation details are strictly private & confidential, and employees are expected to retain confidentiality to avoid disciplinary action in lieu of any violation.

For Sterling Information Resources India Private Limited,



Vallens Lewis

Talent Acquisition Lead – People @ Culture




Peter Abraham Nadar (Apr 15, 2019)

Peter Abraham Nadar

Agreed, Signed & Accepted

Director (In-Charge)
Pramod Ram Ujagar Tiwari
 Saket Institute of Management
 Saket Vidya Nagari Marg,
 Chinchpada Road, Kalyan (E) 421 306

Letter of Employment - Sterling

Final Audit Report


2019-04-16

Created:	2019-04-12
By:	Talent Acquisition (TA_Mumbai@sterlingts.com)
Status:	Signed
Transaction ID:	CBJCHBCAABAA5jgvXBwfEWdzZMfS95j3du_NrWrYYWQc

"Letter of Employment - Sterling" History

- Document created by Talent Acquisition (TA_Mumbai@sterlingts.com)
2019-04-12 - 4:20:00 PM GMT
- Document emailed to Peter Abraham Nadar (peternadar001@gmail.com) for signature
2019-04-12 - 4:21:20 PM GMT
- Document viewed by Peter Abraham Nadar (peternadar001@gmail.com)
2019-04-15 - 4:08:09 AM GMT- IP address: 64.233.173.14
- Document e-signed by Peter Abraham Nadar (peternadar001@gmail.com)
Signature Date: 2019-04-16 - 1:47:21 PM GMT - Time Source: server- IP address: 223.189.2.65
- Signed document emailed to Peter Abraham Nadar (peternadar001@gmail.com) and Talent Acquisition (TA_Mumbai@sterlingts.com)
2019-04-16 - 1:47:21 PM GMT




Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

Sterling

powered by
Adobe Sign

Pay Slip for the Month of March 2021

EMP CODE	: 008941	ACCOUNT NO	: 3613261103
EMPNAME	: Peter Abraham Nadar	LOP DAYS	: 1.00
DOJ	: 15/04/2019	PAID DAYS	: 27.00
DESIGNATION	: Specialist	NJ ARREAR DAYS	:
DEPARTMENT	: Fulfillment Verifications	LOP REVERSAL	: 0.00
BANK NAME	: KOTAK Mahindra Bank LTD	PREVIOUS MONTH LOP	: 0.0000
LOCATION	: Thane	UAN	: 101441940960
PAN NUMBER	: BPRPN5244J	ESI ACCOUNT NO	: 3414923095
PF NO	: THTHA02022260000112116	PVL OPENING BALANCE	: 0.00
CL OPENING BALANCE	: 0.00	PVL PAID LEAVE	: 0.00
CL PAID LEAVE	: 0.00	PVL LEAVE CREDIT	: 0.00
CL LEAVE CREDIT	: 0.00	PVL CLOSING BALANCE	: 0.00
CL CLOSING BALANCE	: 0.00		

EARNINGS	ACTUAL	EARNED	DEDUCTIONS	AMOUNT
BASIC PAY	12,724.00	16,375.00	PROVIDENT FUND	1,800.00
HOUSE RENT ALLOWANCE	636.00	818.00	EMPLOYEE STATE INSURANCE	177.00
VERTICAL TIME	0.00	3,000.00	PROFESSIONAL TAX	200.00
SPECIAL ALLOWANCE	20.00	25.00		
ADVANCE STATUTORY BONUS	2,545.00	3,275.00		
TENNURE BONUS	0.00	12,500.00		
GROSS EARNINGS	15,925.00	35,993.00	GROSS DEDUCTIONS	2,177.00

NET PAY : 33,816.00

REIMBURSEMENTS	AMOUNT
TOTAL REIMBURSEMENT	0.00

NET TRANSFER : 33,816.00

IN WORDS : Rupees Thirty-Three Thousand Eight Hundred and Sixteen Only

This is a computer generated document, hence no signature is required.



Director (In-Charge)
 Pramod Ram Ujagar Tiwari
 Saket Institute of Management
 Saket Vidya Nagari Marg,
 Chinchpada Road, Kalyan (E) 421 306

www.finoFY.ai

FinoFY

ADVANCED OFFICE SOLUTIONS



Aditya Ashok Lokare

Employee ID - FB1096

wari
ement
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421 308

5:44 U

3.00 KB/S 4G 59%

Mumbai Santacruz East

19 April, 9:11 am

DL CATALYST
TRUSTEESHIP

(Formerly GDA Trusteeship Ltd.)

Windsor, 6th floor, Office No.604, C.S.T. Road
Kalina, Santacruz (East), Mumbai - 400 099



Name : Vaishali Premkumar Tripathi

Blood Group : B+

Mobile No : 7738895535



Handwritten signature

Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306



Send



Favourite



Edit



Delete



More



Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306



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Director (In-Charge)
 Pramod Ram Ujagar Tiwari
 Saket Institute of Management
 Saket Vidya Nagari Marg,
 Chinchpada Road, Kalyan (E) 421 306



Company Confidential

Letter of Intent

Date: 04/11/23
Mr./Ms. Saikiran

Dear

With reference to your application and subsequent interactions we are pleased to shortlist you as in the with **Conneqt Business Solutions Limited** (The Company).

You are expected to join us on or before at our Office.
Please note that this selection is provisional and your final Apprentice Letter will be released to you subject to you submitting the following documents (originals to be presented)

Photo ID & Address Proof:	• Passport Size photo PAN Card Aadhar Card Voter ID Driving License Passport Leave and License Agreement copy
Education Proof:	• 10th and 12th Marksheet/Board Certificate. • For Diploma/Graduation/PG require Semester wise marksheets & Passing Certificates
Experience Proof:	• Offer Letter & 3 Month Salary Slips / Relieving Letter / Experience Letter.
Bank Account Details:	• Cheque Book Passbook

Note: Only Original documents must be scanned & uploaded in POP App in a JPEG format. (Uploading Photocopies will lead to Cancellation of documents during Verification)

Component	Amount (Rs.) Per Month
A. BASIC STIPEND	12,800/-
B. PERFORMANCE INCENTIVE: This will be payable on a monthly basis. The payout shall vary from 0% to 150% based on your PMI Rating. There would be no payout during the training period. The details of the policy will be communicated to you separately.	
PERFORMANCE PAY (5% of the Basic Stipend)	640/-
C. GROSS STIPEND (A + B)	13,440/-

You will be covered under insurance as per the company policy which can change time to time as per the management discretion.

Note: We will issue you your Apprentice Letter on/before the Date of Joining.

Training Mandate	Office Timings	Salary Payout	Transport
<ul style="list-style-type: none"> 100% Attendance Shift: Day /Night Shift You are already aware about your Trainer, Shift, Venue 	<ul style="list-style-type: none"> Rotational Shift 6 Days of Working Weekly Off: 1 Day (Any day for the week) 	<ul style="list-style-type: none"> Payout - 1st of Every month PMI: You will start earning PMI after 2 months. 	<ul style="list-style-type: none"> Female: After 8:00 PM Male: After 11:00 PM Only if transport is allowed in your location

The above mentioned are clearly explained by HR Team and understood by me. I am willing to take this job as per the job description explained to me.



Please scan this QR code to get user guide of POP. For any Additional help, please connect with

Authorized Signatory

Candidate Signature

CONNEQT BUSINESS SOLUTIONS LIMITED (formerly Tera Business Support Services Limited)
HEAD OFFICE: 1-8-371, GOWRA TRINITY, CHIRAN FORT LANE, BECUMPET, HYDERABAD 500002, INDIA | TEL: +91 40 66387043
CN: UB42W0T01999PLC042660 WWW.CONNEQT00RP.COM

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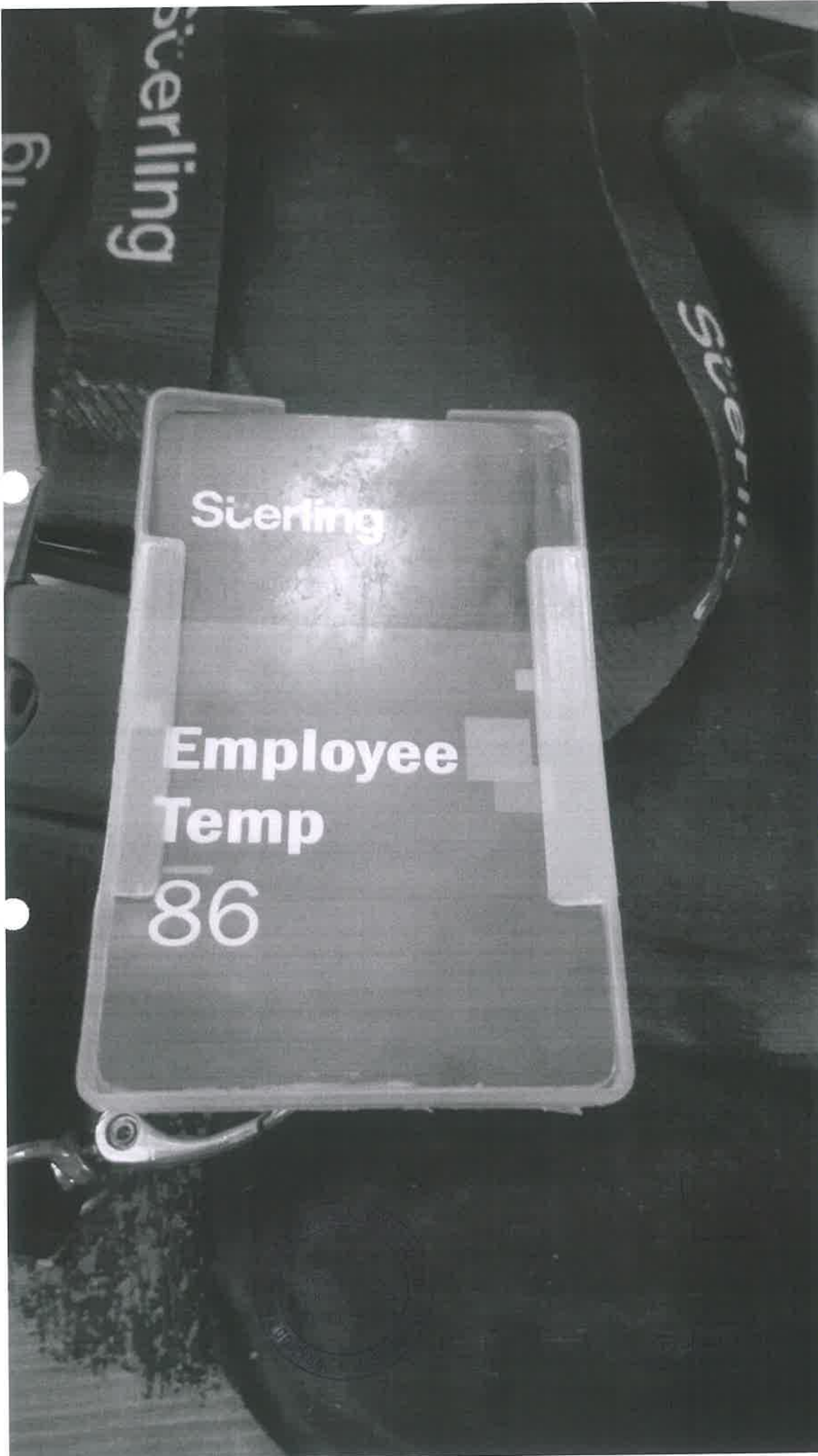


Dileep (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306



PRAMOD RAM UJAGAR TIWARI SAKET INSTITUTE OF MANAGEMENT
Saket Vidya
Nagari Marg,
Chinchpada Road,
Kalyan (E) 421306

Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306



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(E) 421 306



Utkarsh Small Finance Bank



Name : Rishikesh Shivshankar Mishra

Employee ID : 45448

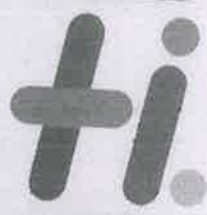
Blood Group : A+



Sig. of issuing Authority
Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306



05439 3320



SUREKHA RAMU GAMPA

Emp. No.: 200090806

Blood Group: O+VE

HEXAWARE TECHNOLOGIES LTD.
Hexaware BPS, Tel: +91-22-27783300

[Handwritten Signature]



Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

Private & Confidential

Appointment Letter

04-Nov-2022

Jagruti Vishwanath Patil
Block No 5,
Raghuvandana Apartment, Near A. J Madir
karjat maharashtra 410201
India

Dear Jagruti,

Welcome to CPMSPL!

We are pleased to appoint you on the following terms and conditions.

Designation & Reporting

1. Your designation will be **CUSTOMER SERVICE EXECUTIVE - SMART OFFICE** at Grade **GR1** and you will report to **Usman Jamal Shaikh** at our **KHOPOLI** Office in **MAHARASHTRA**, on completion of the joining formalities. Please note that your services are transferable and the Company has the right to assign you at any other location, in India or abroad, at its sole discretion. The Company will not entertain any objection or opposition in this regard. Further, please note that any canvassing with regard to transfer of location or other related matters may result in disciplinary action against you.

2. You are required to conduct yourself in a professional manner and to perform your duties and responsibilities diligently & sincerely and with utmost care & dedication.

3. You will attend the office, except when travelling on business with prior approval of your Reporting Manager, during the working hours as may be determined by the Company from time to time.

4. Your appointment is subject to you being certified medically fit by a practitioner recommended by us, and considering the correctness and genuineness of all declaration/s made by you to our satisfaction.

Cost-to-Company

5. Your Cost-to-Company shall be as per the details given in the Annexure A hereto and you shall keep the same, along with other terms and conditions, confidential.

Leave

6. You will be entitled for the leaves as per the applicable leave policy.
7. All the above leaves shall be subject to Company's leave policy from time to time and shall be governed by the Company's rules notified from time to time on the Company's Employee Portal.

Probation

8. You will be on probation for a period of six months from your date of joining the Company. During this period, your services can be terminated by the Company by issuance of 15 days prior notice; similarly, you may resign from the services of the Company by issuing 15 days prior written notice or compensating 15 days gross salary in lieu thereof. It is clarified that you will be deemed to continue on probation until it is duly communicated to you by the Company in writing.

Background Verification

9. Your appointment is made relying upon the information furnished and representation made by you. The Company shall be entitled to conduct reference and background check from all the requisite sources including all your previous employer/s or references given by you; and if the background verification report is found to be negative or any discrepancy or any suppression or misrepresentation or impersonation is noted in regard to you or any of the statements, declarations or disclosures made by you, the Company shall have full right and authority to terminate your services with immediate effect without prejudice to its rights to take appropriate action as deemed necessary in the interest of the Company.

Notice Period

10. After confirmation, your services can be terminated by the Company by issuance of 60 days prior notice. Similarly, you may resign from the services of the Company by issuing 60 days prior written notice or, at the discretion of the company, by compensating 60 days gross salary in lieu thereof. Please note that you should serve the full notice period in case of termination or resignation, unless otherwise agreed by the Company.
11. The Company also reserves its right to terminate your employment with immediate effect by giving 60 days gross salary in lieu of the notice pay.
12. It is clarified that in the event of termination by the Company on account of breach of terms and conditions herein, Code of Conduct (Annexure B) and General Service Conditions (Annexure C) or any disciplinary grounds, integrity issues, fraudulent activities, unauthorised absence or for any other acts of moral turpitude, the notice pay shall not be payable. It is further clarified that in such instances, the termination shall be with immediate effect at the discretion of the Company. Further, in case of any amount recoverable from you, the same shall be deducted from the salary payable to you and any balance still recoverable shall be paid by you. Further, termination by the Company shall be without prejudice to its rights to initiate appropriate action, including those available under law, against you for any warranting situations attributable to your account.



13. Your position with the Company calls for mandatory compliance with the notice period, unless relaxed by the Company in writing. Your resignation without compliance with the notice period shall be treated a material breach of your appointment and the Company shall be entitled to insist on your mandatory performance of the notice period and/or claim compensation as aforementioned. Gross salary for the purpose of notice pay mentioned herein shall mean the gross salary inclusive of your location allowance.

14. In case of termination or resignation, you will be required to return all the documents/ materials, etc., that may have come to be in your possession (including but not limited to laptop, keyboard, mouse, data card, etc.,) to the Company, and also return the amount that the Company may have incurred directly or otherwise; failing which the Company shall be entitled to take appropriate action against you. Further, in case you leave the employment within 12 months of your joining, you shall return, by way of deduction from your salary or otherwise, any payments made to you by us towards reimbursement costs incidental to your joining our Company.

15. **Un-Authorized Absence** – If you remain absent from work without any prior authorization for more than five consecutive days, it will be deemed that you are no longer interested in working for the Company and that you have abandoned the employment; in such event, the Company will have the right to terminate your services. In such case, you will not be entitled to any compensation whatsoever. Further, you will be required to return all the documents/ materials, etc., that may have come to be in your possession (including but not limited to laptop, keyboard, mouse, data card, etc.,) to the Company, failing which the Company shall be entitled to take appropriate action against you.

16. **Performance** – Anytime subsequent to the assessment of your periodical performance, if it is found that you have not been able to achieve the pre-set targets intimated to you earlier or your continuance in employment is not beneficial to the Company or you are found unfit or unsuitable for service in the Company, your services can be terminated In accordance with the notice period as provided here in.

Training

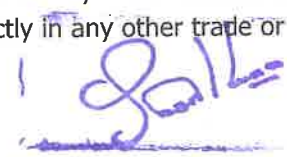
17. In the event of your resignation from the services of the Company within 12 months of attending any seminars/conferences/workshop/trainings, etc., imparted for value greater than Rs.40,000/- by the Company, either within India or abroad, you will be liable to reimburse the cost incurred by the Company for the same together with the expenses incurred towards travel, conveyance, boarding and lodging or any other expenses incurred in connection thereto.

Retirement

18. You will automatically retire on attaining the age of 58 years.

Conflict of Interest

19. Your position with the Company calls for your whole time employment and you will devote your time exclusively to the business of the Company. You will not take up any other work for remuneration or any other consideration (part time or otherwise) or work in an advisory capacity or be interested directly or indirectly in any other trade or business, without obtaining prior written permission from the Company.



Code of Conduct & General Service Conditions

20. In addition to the terms and conditions contained herein, your employment will be governed by the Company's Code of Conduct and General Service Conditions, as amended from time to time. In case of any violation or non-adherence, your employment may be terminated with immediate effect without prejudice to Company's rights to take appropriate action against you.

Governing Law

21. The terms and conditions of the employment shall be governed by the laws of India.

Advertisement

22. You undertake not to use or cause to use the name and/or trademark/logo/intellectual property of the Company, its group companies, subsidiaries or associates in any manner whatsoever without prior written consent of Company. If any law suit or action or claims or anything alike is brought against the Company as a consequence of any unauthorized action or publication or statement of yours or the representations in any media, print or electronic or in any other form or for such action caused by you, strict appropriate action shall be taken against you by the Company including but not limited to the recovery of all costs, claims, loss or damages or anything alike arising there from.

General Conditions

23. Your working hours, weekly offs, period of work, public holidays, leave rules, etc., will be governed by the rules and regulations applicable to the Location/Branch to which you will be attached.

24. You will be governed by all the Company's rules and regulations that are in force now and also those, which may come into, force from time to time. The Company has the sole and absolute right to change any of its rules, regulations, policies and standards at any time.

25. During the course of your employment, your services can be deputed to any other company at the sole discretion of the Company and you will continue to be an employee of the Company.

26. In case of any breach of the terms and conditions herein, you shall indemnify and keep the the Company indemnified at all times against all/any claims, dues, losses or damages caused to or suffered by or would be caused to or suffered by the Company arising therefrom.

Please submit your acknowledgment as token of your acceptance

We look forward to a long and mutually rewarding relationship with you.





Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

ANNEXURE A

Name	Jagruti Vishwanath Patil	
Designation	CUSTOMER SERVICE EXECUTIVE - SMART OFFICE	
Grade	GR1	
Location	KHOPOLI	
Component	Monthly	Yearly
Basic	6128	73536
House Rent Allowance	3064	36768
Conveyance Allowance	1600	19200
Other Allowance	2819	33828
Gross	13611	163332
Employer Provident Fund	1266	15192
Employee State Insurance (p.a.)	443	5316
Cost to Company	15320	183840

* Subject to conditions mentioned in Annexure A1

With Best Regards,

Yours sincerely,
for CPMSPL,



Authorized Signatory




Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

Particulars

Group Term Life Insurance: 50 times monthly gross salary or Rs.2 Crores, whichever is lesser.

Group Medi claim Insurance: You will be covered under the Group Health Insurance Policy of the company.

Group Personal Accident Insurance : You will be eligible based on company policy

In case you leave the employment within Stipulated months of your joining, you shall return, by way of deduction from your salary or otherwise, any payments made to you by us towards reimbursement costs incidental to your joining our Company.

Note: Please do not disclose the salary with anybody other than the under signed.

Incentive(if any) is paid based on your performance with respect to your applicable scheme and is inclusive of Bonus (as Applicable) payable under the payment of Bonus Act.





Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

CHOLA PEOPLE AND MARKETING SERVICES PRIVATE LIMITED

(Formerly known as Chola People Services Private Limited.)

Dare House, II Floor, NSC Bose Road, Parrys, Chennai - 600 001.

Phone No: +91 (0)44 4044 5400 | Fax No: +91 (0)44 4044 5550

CIN: U74999TN2016PTC111207 | PAN: AAGCC5481J | GSTIN: 33AAGCC5481J1ZJ

Annexure A1

a. AI – Varies based on the business, your role, goals and metric each performance period. Paid for each financial year (i.e., April to March); at the sole discretion of the Company and subject to you meeting the following criteria:

- i. Employee should have joined the Company on or before 31st December of that Financial Year;
 - ii. Employee should be on the rolls of the Company as on 30th June of the next financial year; and
 - iii. Employee should not have resigned or serving the notice period on the incentive payment date.
 - iv. For Employees, who joined during the period April to December, incentive will be paid on pro-rata basis.
 - v. For Employees, who have retired, incentive will be paid accordingly.
- b. LTA – You are entitled to claim either monthly or annually; option once opted can't be changed.

SAF – You are entitled to claim either monthly or at the time of your resignation or retirement as per policy.

d. PF – You will be required to contribute to PF in accordance with the Employees Provident Fund and Miscellaneous Provisions Act, 1952. The Company will contribute a monthly amount equivalent to your contribution as applicable under the relevant act. This is inclusive of statutory remittance by the Company towards Employee Pension Scheme maintained with the Regional Provident Fund Commissioner.

e. Gratuity – You will be entitled to receive Gratuity in accordance with the Payment of Gratuity Act, 1972.

f. PC – You will be eligible for Group Medical Insurance for the purpose of hospitalisation. The annual premium towards the Group Medical Insurance will be borne by the Company. Your dependants will be covered as per Hospitalisation Insurance Policy of the Company.

g. OB – You will be eligible as applicable. Please refer Annexure A for your eligibility.



Authorized Signatory



Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

**Annexure B
Code of Conduct**

CPMSPL (*hereinafter referred to as CPMSPL*) commitment to ethical and lawful business conduct is a fundamental shared value of the Board of Directors, the senior management and all other employees of the Company.

Consistent with its Values and Beliefs, CPMSPL has formulated the following Code of Conduct as a guide and reserves the right to upgrade the same from time to time. The Code does not attempt to be comprehensive or cover all possible situations. It encourages the CPMSPL team to take positive actions, which are not only commensurate with the Values and Beliefs, but are also perceived to be so. CPMSPL expects all its employees to implement the Code in its true spirit and in case of any doubt or confusion, to consult his / her immediate superior.

In performing their functions, the directors, senior management and other employees of the Company shall:

- Act honestly, diligently and in good faith with integrity and shall abide by all the applicable rules, regulations and policies of the Company or that of the group Company/ associate /regulatory as the case may be, in all their dealings with and for the Company or of the group Company/ associate.
- Not use any confidential information obtained by them in the course of their employment whether from the Company or from the group Company/ associate or otherwise, for personal gain, or use / allow the use of such information for the financial benefit for any third party.
- Not engage in any business, relationship or activity, which may prove to be detrimental for the Company or for the group Company/ associate.
- Maintain the principle of need to know and also confidentiality of all material non- public information about the Company or of the group Company/ associate, its/ their business and affairs etc. Not use their status to seek or accept any personal gains or favours from those doing or seeking to do business with the Company or from other employees of the Company.
- Not accept, any gifts, donations or comparable benefits the value of which is more than Rs.2000/ Gifts beyond this value have to be handed over to the Company.
- Not share any information regarding the Company, its business and / or affairs with media without the prior approval of the Corporate Disclosure Officer.

This Code shall be read in conjunction with the model standing orders of the Labour Laws. This Code embodies the belief that acting always with the Company's legitimate interest in mind and being aware of the Company's responsibility towards its stakeholders is an essential element of the Company's long term excellence.

Declaration: I Jagruti Vishwanath Patil having read and understood the above Code of Conduct do hereby accept the same.

Signature:

Date:





Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

HR/App/22-23

14th November, 2022

Ms. Sneha Shriram Shimpi
Silver Arch Complex, Building NO.11,
Flat No 001, Khadakpada, Kalyan (W)
421301.

APPOINTMENT LETTER

Dear Ms. Sneha,

With reference to your application and subsequent interview, we are pleased to appoint you as an "Accounts Assistant" on the following terms and conditions:

1. **DATE OF JOINING:** 14/11/2022
2. **REMUNERATION:** Your annual compensation package shall be as per Annexure.
3. **PROBATION:** Your appointment will be on Probation for 1 year. On successful completion of the probation period your appointment shall stand automatically confirmed unless you are informed about the extension thereof before the completion of the probation period.
4. The other terms and conditions of your appointment will be as follows:
 - **Working Hours, paid Holidays & Leave Benefits:** You will observe the rules of the Company, as applicable to the respective department.
 - **Transfer:** Your services are subject to transfer to other departments, offices, establishments in Mumbai or elsewhere in India. On such transfer you shall be governed by the rules of the said establishment without any change in remuneration.
 - You shall not undertake any work other than that of the Company, whether with or without remuneration.
 - Any additional allowances/reimbursements, if given, for the purpose of travel to & from the company, due to non-availability of local transport, due to lock down restrictions by Govt Authorities during COVID time, shall be withdrawn at appropriate time.
 - **Confidentiality:** You shall keep all the information, methods, processes, designs or procedures that you come to know during your employment with the company as strictly confidential and shall not divulge the same to anyone other than the persons directly concerned with the company's work and who are in need of such information for their work in the normal performance of their duties. Such information will be confidential even after leaving the Organization for any reason.

Aula

Pramod Ram Ujagar Tiwari



Regd. H. O. & Factory: EL-271

Industrial Area, MIDC, Mahape, Kalyan (E) 421306. Tel: +91-22-4141407 Fax: +91-22-4141408. Web: www.saketim.com

Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

5. Termination of services:

During the course of the employment with us, if the Company comes to know of any criminal conviction, past or present, or comes to know of any of your misdoings or delinquencies, the Company will have the right to terminate your appointment without notice or compensation in lieu thereof.

If you suffer from any incurable or contagious disease, you shall forthwith inform the Company in writing. Failure to give such information will be treated as gross negligence on your part and your services will stand terminated forthwith without notice or any compensation in lieu thereof.

Your services can be terminated forthwith for willful disobedience, any gross negligence or dereliction of duty on your part.

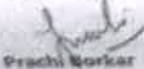
Apart from any of the above clauses, your services are terminable at 14 day's notice during probation and One month's notice after confirmation, in writing from either side, subject however, to the Company's right to pay salary in lieu of such notice to you. Further, in the event of your giving a notice of termination shorter than the above period, the Company shall have, at its own discretion, the right to adjust any leave due to you and/or recover from you such amounts towards notice pay for the shortfall in the period of notice.

Notwithstanding anything contained herein, your physical and mental fitness to perform your obligations under this contract is of essence and at any point of time if it is found that you are not physically and/or mentally fit to perform your obligation, this contract of services shall be terminated without notice and/or any notice/compensation thereto.

6. All communications will be served to you at your address given at the time of appointment or any change therein intimated in writing by you to the Company. If any communication addressed to such address is returned by postal authorities undelivered, you shall be deemed to have received and shall be responsible for the consequences following from such non-receipt.

Kindly signify your acceptance of the above terms and conditions by affixing your signature on the duplicate thereof and return the same to us.

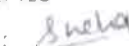
Yours Sincerely,
For SELEC CONTROLS PVT. LTD


Prachi Borkar

Sr. Manager - HR

READ AND ACCEPTED

Signature



Name

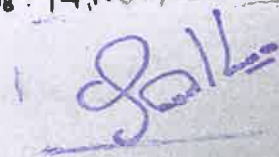
SNEHA SHRIRAM SHIMPI

Date

14 NOV, 2022

Date of Joining

14 NOV, 2022





Regd. H. O. & Factory : Saket Vidya Nagari Marg, Chinchpada Road, Kalyan (E) 421303. Maharashtra, India. TTC Industrial Area, MIDC, Mahape, Navi Mumbai - 400 718, INDIA.
Tollfree: 1800 227 353. Tel.: +91 22 4141 8407. Fax: +91 22 4141 8408. Web: www.selec.com

Director (In Charge)
Pramod Kumar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 303

Name: Shivam Pandey		
Title: Management Trainee		
Hire Date: 3rd October 2022		
Components	Monthly INR	Annual INR
Basic Salary	42,500	510,000
Housing Rent Allowance	21,250	255,000
Conveyance Allowance	14,416	172,996
Telephone & Internet Reimbursement	1,000	12,000
LTA	4,167	50,004
Gross Salary (A)	83,333	1,000,000
Target Variable Bonus Incentive	0	100,000
Total Target Compensation (B)	83,333	1,100,000
Employer Contribution to Provident Fund	5,100	61,200
Retiral Benefits (C)	5,100	61,200
Total CTC (B+C)	88,433	1,161,200

Notes:

- Variable bonus incentive is an annual variable compensation component, payable on a prorated basis if hired after January 1st of the performance year.
- Employees can elect to contribute either 12% of basic salary or 12% of 15,000 INR to Provident Fund. Priceline will match 100% of either option. Note that employer contribution to provident fund portrayed above assumes 12% of basic salary.



[Handwritten signature in blue ink]

Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

May 17, 2022

Shivpujan Hridayam Verma
Mumbai

Dear Shivpujan,

JM Financial Products Limited (the "Firm") is pleased to offer you an employment in the Firm as a **Consultant – Real Estate Consulting** on the following terms and conditions:

1. Date of Joining

You shall join the services of the Firm latest by May 19, 2022. However, this is subject to the Firm receiving satisfactory references, your previous Company's relieving letter and on you being certified medically fit by the Firm appointed doctor, failing which this Contract shall stand cancelled and will hence be null and void.

2. Probation

You will be on a probation period of 6 months from the date of your joining which may be extended at the discretion of the Management. Your services in the Firm may be confirmed in writing on successful completion of the probation period. During the period of your probation, your services can be terminated by either party by giving 7 days notice in writing to the other party. However, the Firm reserves the right to terminate your services without giving any notice in writing or otherwise to you during such probation period.

Upon your joining the Firm may at its own discretion, hire any Agency to verify inter alia, the information and documents furnished by you. Should there be any discrepancy in the information gathered by the Agency from the information and documents provided by you, the Firm may at its own discretion terminate your employment immediately without any notice or salary in lieu there of.

3. Compensation

In consideration for the services to be rendered by you, the Firm shall pay you the following annual Base Salary.

Basic: Rs. 1,80,000/- (Rupees One Lakh Eighty Thousand only)

House Rent Allowance: Rs. 1,08,000/- (Rupees One Lakh Eight Thousand only)

Supplementary Allowance: Rs. 14,400/- (Rupees Fourteen Thousand Four Hundred only)

Advance Statutory Bonus: Rs. 36,000/- (Rupees Thirty Six Thousand only)

You are also entitled to Provident Fund, Gratuity and other benefits in accordance with the Firm's policies in effect, and as amended from time to time.

You will be entitled to receive Incentive under the Incentive Scheme applicable to you as per the Company's policy. The same is at the sole discretion of the Management and will be reviewed for change from time to time.

The Incentive amount earned shall be payable quarterly provided you are employed on the Firm's payroll and not resigned or serving notice period as on the date of Incentive payout.

4. Group Insurance Benefit

You will be covered under Group Insurance policies of the Firm, as/if applicable to all employees from time to time.

5. Leave

You shall be entitled to a maximum leave of 23 working days for the period April 1st to March 31st as per the Firm's policy. The Firm reserves the right to amend the policy from time to time.

Strictly Confidential



Page 1 of 4
Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 308

You will not be eligible for leave during your probation period (except in unavoidable cases such as illness or emergencies). If you resign from employment or your services are terminated by the Firm, while still on probation, all leaves availed will be treated as leave without pay and recovered at the time of final settlement.

6. Transfer

Your services are subject to transfer to another department/ division of the Firm or to the Firm's holding or subsidiary company or any associate/affiliate/joint venture falling within the JM Financial Group that are in existence today and that may come into existence any time in future anywhere in India or abroad.

7. Hours of Work

Your working days will be Tuesday to Sunday. Your normal working hours will be communicated by your respective Reporting Manager. At the sole discretion of the Management, you may be asked to work beyond the normal working hours and also on weekends or holidays.

8. Termination

Upon Confirmation, your services can be terminated by either party by giving one month's notice in writing to the other. The Firm reserves the right to enforce or waive all or part of the notice period at its sole discretion. Should the Firm decide to waive the notice period upon your request, you shall not be entitled to receive any further compensation beyond your last day of work in the office. In the event of termination of services by the Firm without notice your termination shall become effective immediately upon the Firm paying you one month's Base salary in lieu of the notice. However, your services may be terminated by the Firm without any notice or Base salary in lieu thereof in case of any non-compliance or breach or violation by you of the Firm's Code of Conduct or other policies and procedures for the time being in force. Further, the Firm may require you not to begin alternative employment or conduct other business for the duration of your contractual notice period. However, during such period, the Firm will continue to maintain your salary and other contractual benefits.

Upon your resignation or termination of your services, the Firm may require you to sign such documents/ letters to safeguard its interests and the intellectual property rights and confidentiality of the information gathered by you during the course of your employment. You shall not, upon leaving the employment with the Firm, make any attempt or endeavor to directly or indirectly encourage/assist/solicit other employees of the Firm to join you in your new assignment or any other employment.

In the event of uninformed absence from work for 7 working days or more, without intimating your immediate supervisor or respective HR Business Partner, would state that you have no intention to continue with your services and the Firm has all rights to consider this as abandonment of your services with immediate effect, without giving any notice or salary in lieu of the notice.

9. Employee Hand Book and Code of Conduct

Your service conditions / conduct are also governed by the Human Resource Policies and other related matters enshrined in the Employee Hand Book and the Firm's Code of Conduct. You are required to strictly adhere to the Firm's Code of Conduct. The Code of Conduct sets out the Firm's compliance policies and the standards of conduct required of you as an employee of the Firm.

On the day of your joining the Firm, you will receive a copy each of the Employee Handbook and the Firm's Code of Conduct. You shall be required to carefully read, understand and sign the acknowledgement form of both these documents and return the same to the Human Resources department. You hereby undertake to abide by at all times the Firm's Code of Conduct as amended from time to time.

10. Engagement in other Business Activities

You acknowledge that you shall devote your whole time and attention to the services of the Firm during the term of your employment.

For this reason, during the term of your employment, you must not (without the Firm's prior written consent) directly or indirectly own, manage, control, participate in, consult with, render services to or engage in the business of any other entity or organization, whether as an employee, officer, director, agent, partner, consultant or otherwise.

11. Intellectual Property

You acknowledge that all materials you create in the course of your employment (regardless of the form they take) will belong to the Firm so that the Firm is considered their author or producer. If, for any reason, you are considered the author or producer of these materials, you hereby assign to the Firm all right, title and interest you may have in them. You shall not be entitled to utilize such materials after you leave the employment with the Firm. You hereby expressly acknowledge and declare that the Firm would always continue to be the author and owner of all such materials copyrights, properties, etc. You shall before leaving the employment of the Firm arrange to give a proper handover all such documents that are in your custody to a person nominated by the Firm and also of the charge of assignments last handled by you.

12. Confidentiality

You agree that the terms and conditions governing your employment are strictly confidential. Any disclosure of these terms and conditions to any third party (including other employees of the Firm or any employees of the associate/group entities of the Firm) constitutes a breach of the terms of your employment.

You also acknowledge that the information you acquire about the business of the Firm and any of the associate/group companies in the course of your employment with the Firm is highly confidential. You agree, during the term of your employment hereunder and thereafter not to use such information for any purpose other than for the sole benefit of the associate/group companies including the Firm. You further agree and undertake not to disclose any information to any third party without the prior written consent of the Firm.

By signing and accepting this offer letter you expressly acknowledge that you have understood the terms of your employment contract. Your employment is liable to be terminated for the breach of any of the terms and conditions contained in this contract. Further, the Firm reserves the right to initiate such legal action against you as it may think appropriate.

This letter constitutes the written terms and conditions governing your Contract of employment with the Firm.

You are requested to return a copy of this letter duly signed by you, in acknowledgment of your acceptance of the terms and conditions governing the contract.

We look forward to welcoming you.

Sincerely,

Terence Raphael
Authorised Signatory

I have read and understood the contents of offer letter as above. I acknowledge that the contents of this letter constitute my Contract of employment. I undertake and declare that I shall abide by the terms of my employment with the Firm. I will join the Services of the Firm on _____.

Signed : _____
Date : _____ at _____

Name : _____



JM Financial Products Limited

Name:	Shivpujan Hridayram Verma
Designation:	Consultant – Real Estate Consulting
Department	Sales

Particulars	Monthly (Rs.)	Annual (Rs.)
Basic	15,000	1,80,000
HRA	9,000	1,08,000
Supplementary Allowance	1,200	14,400
Advance Statutory Bonus	3,000	36,000
Employer's Contribution to PF	1,800	21,600
Total Fixed Salary	30,000	3,60,000

Note:

Provident Fund - PF mentioned above is Employer's contribution. The same amount will also be deducted from the salary as your contribution towards PF.

Income Tax - The amount stated above is pre- Income & Professional Tax and deductions will be made from salary as per regulations.

Other Benefits

Group Insurance Policy as per Company Policy

Mediclin & Hospitalization Insurance Cover

Term Life Insurance Cover

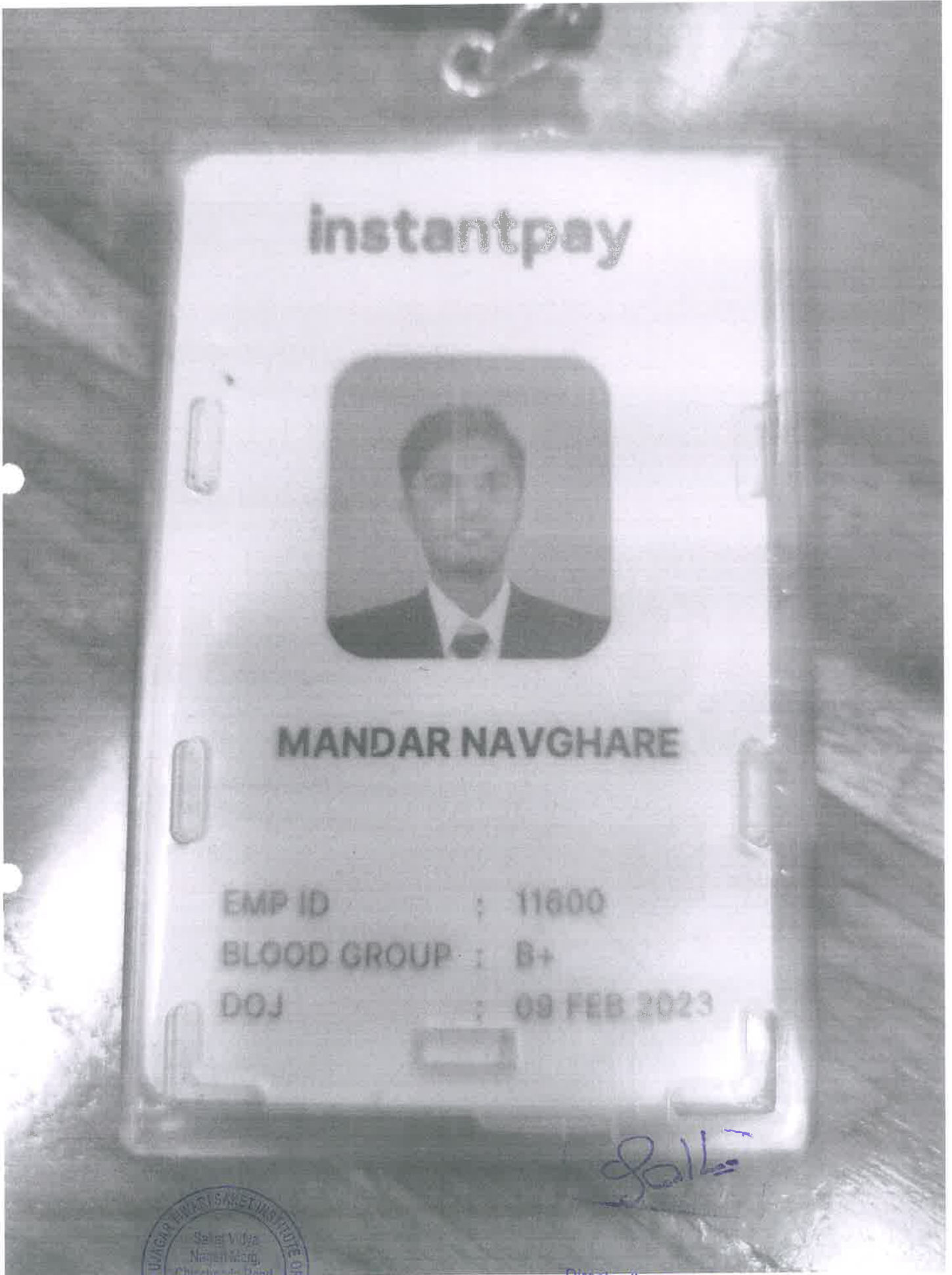
Personal Accident Cover

Employee Health Check-up as per Company policy

Gratuity:- Payable as per the Gratuity Act, 1972.



[Handwritten Signature]
Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306



Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

Fwd: Infibeam Avenues - Offer Letter!

Mandar Navghare <mandarnavghare@gmail.com>

Thu 18/05/2023 10:55

To: surbhib86@gmail.com <surbhib86@gmail.com>; Ms.Surbhi Bhoir <surbhi.bhoir@prutsim.edu.in>

📎 1 attachments (29 KB)

image001.jpg;

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

From: **Darshita Dave** <darshita.dave@avenues.info>

Date: Wed, 23 Feb, 2022, 14:26

Subject: Infibeam Avenues - Offer Letter!

To: <mandarnavghare@gmail.com>

Dear Mandar,

It gives us immense pleasure in inviting you to join Infibeam Avenues Ltd as one of its valuable member. At Infibeam Avenues we firmly believe that each team member makes an important contribution. As we acknowledge this part, it becomes our responsibility to ensure that you are provided with every opportunity to excel in your role and are given empowerment and growth potential.

With reference to your application and subsequent interviews with us, we are pleased to offer you the position of Executive – Marketing in our organization at a CTC of Rs. 407,388/- per annum. TDS and professional tax deduction will be as per the statutory requirements.

We would expect you to join as early as possible, but not later than March 09th, 2022 beyond which the offer would stand withdrawn, unless a new date is mutually agreed upon, by us in writing.

On the date of your joining, you are required to submit the following documents:

- Ø Photocopy of Educational and Professional Certificates
- Ø Relieving and experience letter from the previous employer
- Ø Last 3 months pay slips received from the previous employer
- Ø Form 16
- Ø PAN Card photocopy
- Ø 3 Passport Size photographs
- Ø Address Proof



Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

Probation Period- You will be on 3 months' Probation Period.

This Offer of Employment is subject to receipt of aforesaid documents to the satisfaction of Infibeam Avenues.


You will be eligible for increment in April 2022. The rules and regulations that govern your employment are outlined in the Appointment letter and Policy Handbook, and you are bound by them at all times.

Please acknowledge that this offer represents the entire agreement between you and Infibeam Avenues Ltd. and that no verbal or written agreements, promises or representations that are not specifically stated in this offer, are or will be binding upon Infibeam Avenues Ltd. Moreover, please note that by accepting this offer you are giving consent for all forms of reference checks that the company may decide to undertake.

Your formal appointment letter and other documents would be provided to you after your date of joining.

Kindly revert on the offer made to you.

Salary Structure



Salary Structure

Sr.No	Components	Monthly	Annual
A.	Basic Salary		
	Basic Salary	16,200	194,400
B.	Allowances		
	HRA Allowance	8,100	97,200
	Special Allowance	6,300	75,600
C.	Earning (A+B)	30,600	367,200
	PF Employer Contribution	1,800	21,600

Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road

D.	Gross CTC	32,400	388,800
E.	Retiral and Mediclaim Benefit		
	Gratuity	779	9,348
	Insurance	770	9,240
F.	Total CTC (A+B+C+D+E)	33,949	407,388
G.	Deduction		0
	PF Employee Contribution	1,800	21,600
	PT	200	2,500
H.	Total Deduction	2,000	24,100
I.	Net In hand (C-H)	28,600	343,100
Note:-1	TDS will be applicable as per Income Tax Slab.		
Note:-2	Other labour law will be applicable as per government notification.		
Note:-3	In February PT Rs.300 will be deducted.		

Best Regards,

Darshita Dave

Sr.Executive - Human Resource

Infibeam Avenues Limited



[Handwritten signature]

Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

5/18/23, 1:18 PM

Email - Ms.Surbhi Bhoir - Outlook

Mumbai Corporate Office : Plaza Asiad, Level II, S. V. Road, Santa Cruz (West), Mumbai – 400054, India.

Email: darshita.dave@avenues.info | Phone: +91-22-67425555 (Ext: 384)

Visit us at : www.ccavenue.com | www.resavenue.com | www.billavenue.com

 Avenues India



Saket

Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

Date: 20-Apr-22

Mr. Samson Mariappa Bishniki

Dear Samson,

Congratulations!

We are pleased to appoint you in our organization as **Senior Executive - E2** in **General Pool** Department.

Axis Securities Limited a part of the lineage of Axis Group and a proud subsidiary of Axis Bank – India's 3rd largest private sector bank and the preferred choice of millions of customers. Making innovation, digitization and customer obsession our motto, we have grown step-by-step in a short span of time. At Axis Securities Ltd, we are committed to provide the best-in-class capital market products and services to our customers with focus towards people development lying at its core.

Please find below the detailed terms and conditions of your appointment:

Commencement / Term:

You are required to join our organization on or before **23-May-22**. Your place of work shall presently be at **Mumbai**.

Please note that your appointment is subject to successful completion of Post Graduation and NISM Series V (Mutual Fund Distributors) and NISM Series VIII (Equity Derivatives) certification. You are required to furnish the necessary certificates/documents on or before your **Date of Joining**. On failure to submit the necessary certificates/documents as aforesaid, your offer letter will be revoked and the appointment would stand cancelled.

Remuneration:

Your remuneration would be **Rs. 400000/- per annum**, of which **Rs. 350000/- per annum** shall be fixed CTC and you will be entitled for bonus payout of **Rs. 50000/-** subject to successful completion of probation period of 1 year.

A detailed break-up of your compensation has been attached herewith in the affixed **Annexure A**. Annual performance linked variable pay / incentive, as may be applicable, will be paid as per the Company's policy, based on your performance.

Retirement / Statutory Benefits:

You will be eligible for Retirement Benefits of the organization; namely Provident Fund and Gratuity as per the company policy.

Health & Wellness Benefits:

You will be eligible for a Group Medclaim (Self and dependant), Future Gratuity Service and Term Life coverage. The additional top-up sums and Employee Care fund are mandatory through employee contribution. Details of these benefits shall be communicated from time-to-time.

Transfer:

The organization shall have the right to transfer you to any of its offices or group companies in India that is in existence or may come into existence at a future date.



Leave:

You will be eligible for leave, as per Company rules, subject to approval from the competent authority. Women employees who have completed 80 working days with the organization shall be eligible for Maternity leave as per the policy.

Job Profile:

Your duties and responsibilities will be explained to you on your joining the organization. However, you shall execute and perform all such duties that may be assigned to you by the organization and the organization reserves its right to change this at its discretion.

Probation Clause:

You will be on probation for a period of 12 months from the date of joining or such extended period as may be decided by the Company based on your performance during the probation period. On satisfactory performance during probation, you will be confirmed in the services of the Company. In case the overall performance is not found satisfactory, with a view to accord one more opportunity, your probation period will be extended as decided by the Company, or your employment on probation shall be terminated on the due date and you shall automatically cease to be in the employment of the company for all purpose.

Professional Ethics and Confidentiality:

While you are in the services of the organization, you are not permitted to carry on any other business or profession or be employed by or engaged with any other firm, company or person. You will devote your whole time and attention to your office work to promote the interest of the company and will not divulge to any person / third party or utilize any of the organization's confidential information or other related information (which you may possess by reason of your association with the organization) outside the organization.

Intellectual Property Rights:

The Intellectual Property Rights of all the Policy Documents, Investment schemes and Plans, Products and Brochures etc. of the Company shall be exclusive property of the Company; you shall not make any claim on them. Even if any Policy, Investment Schemes and Plan, product and brochures etc. is created / designed by you during your course of employment, the Intellectual Property Rights attached to them shall exclusively vest with the Company.

Notice Period/Exit Formalities:

During the probation period either party can terminate the services by giving 30 days notice or basic salary in lieu thereof at the organization's discretion. After confirmation, either party can terminate the services by giving 60 days notice or basic salary in lieu thereof at the organization's discretion. You will be liable to submit all the company's assets, data etc., provided during your tenure in the company for carrying official duties, at the time of separation from the company. Please note that you are required to complete the exit formalities within 30 days from your last working day for processing your final settlement dues, if any. Company will not be liable to pay the final settlement dues (if any) in the event of non-completion of exit formalities within 30 days.

Reference Check:


Your appointment will be subject to satisfactory reference checks. Please furnish the names of two references, who have supervised you in professional capacity at some stage in your academic / professional career.

Axis Securities Limited
Corporate Office
Agastya Corporate
Kamari Junction, Kurla
Mumbai - 400070



CIN No. U74992MH2006PLC163204
Telephone No. 022-40506080/61480808
Email Address: helpdesk@axisdirect.in
Website: www.simplehai.axisdirect.in

Registered Office: Axis House, 8th
Floor, Wadia International Centre,
Pandurang Budhkar Marg, Worli,
Mumbai - 400025


Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

Termination of Employment:

Your services with the organization are liable to be terminated in the event of:

- a) Any breach of the conditions mentioned in this letter on your part;
- b) Any incorrect information furnished
- c) Suppression of any material information
- d) Violation of Company's Code of Conduct & Policies
- e) Non confirmation of service
- f) Insufficiency with negative remarks in background verification

Change in the Personal Details:

You shall intimate the Company about any change of your residential address (permanent and / or current), qualification and other personal details within five days from the date of change of such details. Your residential address records with the company will be treated as official address and will be used for all official communications with you. In case of non-intimation of change in your residential address to the company, any correspondence to your last known address will be treated as communication received by the employee.

The terms and conditions of employment set out in this letter of appointment constitute service conditions to your employment in the organization in addition to code of conduct and other laid down guidelines and organization reserves the right to change the terms and conditions of your employment set out in this letter of appointment. Any future changes in the Company policies, rules, regulations and your employment terms will super cede the terms and conditions mentioned in this letter. The Courts in Mumbai will have exclusive jurisdiction with regards to any dispute.

Kindly note that you are required to sign the copy of this letter as a token of your acceptance and return it to us immediately. In case we do not receive your acknowledgement copy within a period of 15 days from the date of joining, receipt of first salary by you will be conclusive proof of your acceptance of the terms and conditions mentioned herein.

A list of document to be submitted at the time of joining is given for your information in Annexure B.

We look forward to welcoming you and wishing you a successful career with the organization.

Yours faithfully,
For **Axis Securities Limited**

Authorised Signatory

I have read and understood all the terms and conditions of the offer and would like to confirm my acceptance of the offer.

Signature
Name: **Mr. Samson Mariappa Bishnik**



Annexure A

Components	CTC P.M.	CTC P.A.
Basic	11667	140000
HRA	4667	56000
Special Allowance	9918	119011
Gross	26252	315011
Retirals		
Employer's Contribution to PF	1800	21600
Gratuity	561	6734
Gross + Retirals	28613	343345
Benefits		
Insurance Benefits (Mediclaime + Term Life)	555	6655
Total (Gross + Retirals + Benefits)	29168	350000

* One Time Bonus payout of Rs 50,000/- is subject to successful completion of probation period of 1 year.

Confidentiality: Matter of your compensation is confidential information of Axis Securities Limited and should be treated with absolute confidentiality except to the extent you are required to make disclosure for any tax, legal or regulatory purposes.



Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

Annexure B**List of documents to be submitted at the time of joining**

- 1) Photocopies of educational qualifications (10th std onwards)
- 2) Relieving letter from the last employer or Acceptance of Resignation
- 3) Last salary slip / Proof of salary of the previous organization
- 4) Declaration of medical fitness by the candidate
- 5) PF, Gratuity and ESIC nomination forms to be provided by the organization
- 6) Four Passport size photographs
- 7) Proof of Date of Birth and Residence
- 8) PAN Card copy
- 9) AADHAR Card Copy

You are requested to submit all the above documents at your local office to facilitate the processing of your salary.




Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

Reference No. - 1384208509

Applicant ID - 4376028

21-Mar-2022

PRATI KSHA Pratiksha Raghatwan

Dear PRATI KSHA,

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

Please find enclosed the job offer letter. Kindly note, that the offer of appointment is subject to you having fulfilled the requirements of successful completion of the degree programme during the current academic year and submission of your certificate and mark sheet within 3 months of result announcement - which is the basic requirement of your eligibility. In an event, where the laid out requirements are not met within the stipulated timeline, this offer shall be withdrawn, cancelled and stand revoked, which please take note of.

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

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

E-Mail Address : icicicareers@icicibank.com

Telephone No. : 022-71872500

Yours sincerely,

ICICI Bank HR Team




Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

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

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

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

Reference No. - 1384208509**Applicant ID - 4376028**

21-Mar-2022

PRATI KSHA Pratiksha Raghatwan

Dear PRATI KSHA,

We are pleased to make you an offer of appointment as Deputy Manager (Band I) in ICICI Bank. You will be placed in CSBB WEALTH MANAGEMENT at MUMBAI-MULUND W VASANT GARDEN.

Kindly note, that the offer of appointment is subject to you having fulfilled the requirements of successful completion of the degree programme within the timeline- which is the basic requirement of your eligibility. In an event, where the laid out requirements are not met within the stipulated timeline, this offer shall be withdrawn, cancelled and stand revoked which please take a note of.

The details of your remuneration and benefits are given in Annexure.

The following are the terms and conditions of the appointment.

Commencement/Term:

- You shall be required to join the Bank on or before 28-Mar-2022.
- You will be on probation for a period of one year or such extended period as may be decided by the Bank based on your performance during the probation period.
- On satisfactory completion of your probation period, including that of extended period, if any, you will be confirmed in the services of the Bank in writing.

Other Terms and Conditions of Service:

- Professional Ethics & Confidentiality:** While you are in the services of the Bank, you are not permitted to carry on any business or profession or enter, for any part of your time, in any capacity, the services of, or be employed by or engaged with any other firm, company or person. You will devote your whole time and attention to your office work to promote the interest of the Bank. You will not divulge details like your compensation structure (CTC), performance rating, performance bonus amount, increment, etc. and will not divulge to any person or utilize any of the Bank's secrets or other related information (which you may possess by reason of your association with the Bank) with any external agencies, press etc. outside the Bank. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.
- IT Security Practice & Procedures:** While you are in the services of the Bank, you will adhere to the IT Security Practice & Procedures as prescribed by ICICI Bank. Any instance/s of violation or any attempted violation of the aforesaid IT Security Practices and Procedures on your part shall result in disciplinary action.

ICICI Bank Limited

ICICI Bank Towers

Bandra-Kurla Complex

Mumbai 400 051, India.

Chinchpada Road,

Kalyan (E) 421306

Tel.: (91-22) 2653 1414

Fax: (91-22) 2653 1122

Website-www.icicibank.com

CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,

Near Chakli Circle,

Old Padra Road,

Vadodara 390 007, India.

Director (In-Charge)

Pramod Ram Ujagar Tiwari

Saket Institute of Management

Saket Vidya Nagari Marg,

Chinchpada Road, Kalyan (E) 421 306

Reference No. - 1384208509

PRATIKSHA Pratiksha Raghawan

- **Notice Period:** In case you decide to leave the Bank's services during probation period or after confirmation, you will be required to give thirty days' notice. The Bank in its sole discretion can decide to waive off/reduce the notice period depending upon the exigencies. In such case, you would be required to pay to the Bank the gross salary for the notice period so reduced/waived off.


After confirmation, your services would be liable to be terminated by the Bank, by giving thirty days' notice or on payment of thirty days' gross salary in lieu of the notice period.

- **Transfer:** The Bank shall have the right to transfer/depute you to any of its offices or ICICI group companies in India and abroad.
- **Joining Competitor:** In the event of termination of your services by the Bank or your resignation from the services of the Bank, you shall not join any Banking or Financial Services Company for a period of six months from the date of resignation/termination.
- Please note that during the course of your services with the Bank or in the event of cessation of your services in future, due to any reason whatsoever, you shall, for a period of six months from the date of such cessation, directly or indirectly, either on your own accord or on behalf or in conjunction with any other person/s, firm or company refrain/desist from canvassing or soliciting or attempting to or inducing any employee(s)/business associate(s) to leave their current employment with the Bank/Group Companies/Business Partners to join the services of your new employer/firm/company or any other competitor of the Bank/Group Companies/Business Partners. Any act in contravention of the above provision shall entail initiation of appropriate action as deemed fit by the Bank.
- Please note that during the course of your services with the Bank you cannot be a member of any anti-social/national outfits or of any outfit, which is declared as banned by the Government. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.



ICICI Bank Limited
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Mumbai 400 051, India.

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Fax: (91-22) 2653 1122
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CIN.: L65190GJ1994PLC021012


Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306
Near Chhatrapati Shivaji Maharaj
Old Padra Road,
Vadodara 390 007, India.

Reference No. - 1384208509

PRATI KSHA Pratiksha Raghatwan

- Please note that while joining the services of the Bank and during the course of your services with the Bank, you would be required to notify the Bank immediately with details of civil or criminal case/s instituted against you in any Court of Law or any complaint/show cause notice /prosecution with/by any Police Station or by any statutory authority, as also you will notify any outcome of such complaint like filing of Chargesheet /Arrest/Conviction/Acquittal/Discharge. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.
- The Bank expects resolution of issue/s relating to your employment, if any, within the framework internally, at all times during your service period and even after cessation of service due to any reason whatsoever. As such please note that any attempt to bring any outside influence - directly or indirectly - upon any authority to further your interest/s in respect of matters pertaining to your services with the Bank would amount to breach of employment contract leading to initiation of appropriate action.
- Please note that during the course of your services with the Bank, you will not take part in any demonstration/agitation against the Bank and its official/s for or on behalf of any external bodies/political outfits- either as a member or as a sympathizer. Any act in contravention of the above would be treated as prejudicial to the interest and reputation of the Bank leading to initiation of appropriate action.
- **Termination of Employment:** Your services with the Bank are liable to be terminated:
 - Without assigning any reason and without giving any notice during probation period and after confirmation by giving thirty days' notice or on payment of thirty days' gross salary in lieu of the notice period and at any time during your services with the Bank in the event of
 - a) Any breach of the conditions mentioned in this letter on your part
 - b) You not successfully completing the degree programme within the stipulated timeline during the current academic year and non-submission of your certificate and mark sheet within 3 months of result announcement
 - c) Any incorrect information furnished by you like:
 - Mismatch in your previous employment data even for a day
 - Mismatch in your previous pay slip
 - Fake qualification certificates etc; and
 - d) Suppression of any material information by you.
 - d) Any breach of the Rules and Regulations of the Bank as applicable/may be made applicable to you from time to time.

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

Tel.: (91-22) 2653 1114

Fax: (91-22) 2653 1122

Website www.icicibank.com

CIN.: L65190GJ1994PLC021012

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

Director (In-Charge)

Pramod Ram Ujagar Tiwari

Saket Institute of Management

Saket Vidya Nagari Marg,

Chinchpada Road, Kalyan (E) 421306

Reference No. - 1384208509

PRATI KSHA Pratiksha Raghatwan

• General:

- Your appointment and continuation in employment are subject to reference checks, qualifications and past employment details and successful completion of your course-graduation/post-graduation and submission certificates/ marksheets at the time of joining.
- You will be bound by the Rules and Regulations of the Bank.
- You will keep us informed of any change in your residential address.
- Your acceptance is taken as your understanding that the role in ICICI Bank may involve sales. You may be required to travel extensively as per the requirement of your job/role or as may be needed for the exigencies of the Bank. Also, that you further understand that your services in the Bank are transferrable in any location and profile including sales, across geographies as per organization requirements.

If you are agreeable to the above mentioned terms and conditions, please intimate your acceptance to us by returning a copy of this letter, duly signed by you, within seven days of receipt. In case no confirmation is received within the above-mentioned period the appointment letter shall be deemed to have been withdrawn.

Yours sincerely,

Arjun Parekh

ZONAL RECRUITMENT HEAD

Digitally signed by ARJUN YOGESHBHAI
PAREKH

Date: 2022.03.21 09:06:56 +05:30

Reason: Offer Letter

Location: Mumbai

I have read all the terms and conditions of the offer and would like to confirm my acceptance.

Signature of Applicant

**ICICI Bank Limited**ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.Tel: 91-22-2653 1414
Fax: (91-22) 2653 1122
Website: www.icicibank.com
CIN.: L65190GJ1994PLC021012Director (In-Charge)
Pramod Ram Ujagar Tiwari
Regd. Office of ICICI Bank Tower
Saket Institute of Management
Near Chakra Circle, Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306
Vadodara 390 007, India.

Reference No. - 1384208509

PRATI KSHA Pratiksha Raghatwan

Annexure:**Remuneration:**

- Your Base Salary will be Rs. 1,08,000.00/- (Rupees One Lakh Eight Thousand only) per annum.
- You will eligible for the Performance Linked Retention Pay, as per the policy of the Bank. Please note that there is no guaranteed performance bonus, subject to however provisions of the Payment of Bonus Act 1965, wherever applicable. The performance linked Retention pay would be payable to an employee only if the employee on the day of payout is on the rolls of the bank and he/she has not resigned and / or is serving notice period.

Supplementary Allowances:

- You will be eligible for a Supplementary Allowance of Rs. 1,58,100.00/- (Rupees One Lakh Fifty Eight Thousand One Hundred only) per annum. Supplementary allowance will include –Conveyance / Travel Allowance, Telephone Reimbursement, LTA, Medical Reimbursement, Canteen and any other allowance. All the components of supplementary allowance are subject to limits and rules prescribed by Income tax act and policies of the bank.
- You will be eligible for HRA of Rs. 54,000.00/- (Rupees Fifty Four Thousand only) per annum.
- The composition of supplementary allowance can be decided once in a year. The unexercised amount of the supplementary allowance will be paid to the employee subject to deduction of tax at source.

Superannuation Allowances:

- You will be eligible for a Superannuation Allowance of Rs. 16,200.00/- (Rupees Sixteen Thousand Two Hundred only) per annum.



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

Director (In-Charge)

Tel.: (91-22) 26541111
Fax: (91-22) 26541111
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Office : ICICI Bank Tower,
Chakli Circle,
Bandra Road,
Vadodra 390 007, India.

Reference No. - 1384208509

PRATI KSHA Pratiksha Raghatwan

Benefits:

- Comprehensive Mediclaim Coverage for you and your immediate family up to Rs.400,000/-(Rupees Four Lakh only) per annum. Your immediate family includes yourself, your spouse and dependent children.
- You will also be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity, in accordance with the statutory requirements and/or, as per Bank policy.
- The salary and perquisites including supplementary allowance are subject to limits and rules prescribed by the Income Tax Act / Rules and policies of the Company.
- Maternity leave benefits as defined under the Maternity Benefit (Amendment) Act, 2017 are offered to eligible women employees by the Bank. Details of all types of leaves including the Maternity leave benefits offered to employees and eligibility criteria for availing such benefits are notified by the Bank under "Employee Benefit Policies" available on the Bank's intranet which will be accessible upon joining the Bank.

Digitally signed by ARJUN
YOGESHBHAI PAREKH
Date: 2022.03.21 09:06:57 +05:30
Reason: Offer Letter
Location: Mumbai

Signature of Applicant



Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

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

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

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

JOINING FORMALITIES

The process to join the Bank is by way of completing the online joining formalities. You are required to complete the online joining formalities within 5 days from the date of accepting offer letter. Please note that completion of online joining formalities is a mandatory process.

The login credentials are provided below:

URL: <https://www.icicicareers.com/Careers/CP/CandidateLogin.aspx>

Username: Registered email id or Applicant id

Password: Which has been already communicated to you through registered email id. In case, you do not remember the password, please use "forgot password" option to generate a new password.

Following documents (xerox copies) are required to be uploaded:

- 1) Self-attested copies of educational certificates and marksheets (Xth/XIth/ Graduation/ Post graduation)
- 2) Work Experience Document
 - a. Resignation accepted letter from current organisation
 - b. Relieving letter from two previous employers or companies worked in last five years whichever is higher
- 3) Passport size Photograph (against Red background)
- 4) Address proof (Passport/Voter id/Ration card)
- 5) PAN Card

Please note that you are required to attend Induction program (I-Banker) on your date of joining. You shall be communicated about the date, time and venue for induction program (I-Banker) by your Recruitment Manager.



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

Director (In-Charge)
Pramod Ram Ujagar Tiwari

Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306
Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

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

Remuneration Details

Name : PRATIKSHA Pratiksha Raghatwan

Position: Deputy Manager (Band I)

Group: RETAIL BANKING GROUP

	Deputy Manager (Band I)	
	Monthly	Annual
Basic	9,000.00	1,08,000.00
HRA	4,500.00	54,000.00
Supplementary Allowance*	13,175.00	1,58,100.00
Superannuation Allowance **	1,350.00	16,200.00
Total	28,025.00	3,36,300.00
Retrials		
Retrials (PF, Gratuity) ***	2,550.00	30,600.00
Total Fixed CTC	30,575.00	3,66,900.00
Performance Linked Retention Pay #	4,500.00	54,000.00
Total CTC	35,075.00	4,20,900.00
* Supplementary allowance will include Conveyance / Travel allowance, Telephone reimbursement, LTA, Medical, Canteen and any other allowance		
*** You will be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity, in accordance with the statutory requirements and/or, as per Bank policy.		
#Please note that there is no guaranteed performance linked retention pay, subject to however provisions of the payment of Bonus Act 1965, wherever applicable.		

Date : 21-Mar-2022

Digitally signed by ARJUN YOGESHBHAI PAREKH

Date: 2022.03.21 09:06:57 +05:30

Reason: Offer Letter

Location: Mumbai




Director (In-Charge)
 Pramod Ram Ujagar Tiwari
 Saket Institute of Management
 Saket Vidya Nagari Marg,
 Chinchpada Road, Kalyan (E) 421306
 Near Chakli Circle,
 Old Padra Road,
 Vadodara 390 007, India.

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

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

Reference No. - 1384208511

Applicant ID - 5041200

22-Mar-2022

Selvamraj Chinnappa

Dear Selvamraj,

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

Please find enclosed the job offer letter. Kindly note, that the offer of appointment is subject to you having fulfilled the requirements of successful completion of the degree programme during the current academic year and submission of your certificate and mark sheet within 3 months of result announcement - which is the basic requirement of your eligibility. In an event, where the laid out requirements are not met within the stipulated timeline, this offer shall be withdrawn, cancelled and stand revoked, which please take note of.

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

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

E-Mail Address : icicicareers@icicibank.com

Telephone No. : 022-71872500

Yours sincerely,

ICICI Bank HR Team



Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306
Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.

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

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

Reference No. - 1384208511

Applicant ID - 5041200

22-Mar-2022

Selvamraj Chinnappa

Dear Selvamraj,

We are pleased to make you an offer of appointment as Deputy Manager (Band I) in ICICI Bank. You will be placed in CSBB WEALTH MANAGEMENT at MUMBAI - MULUND (WEST)_BR.

Kindly note, that the offer of appointment is subject to you having fulfilled the requirements of successful completion of the degree programme within the timeline- which is the basic requirement of your eligibility. In an event, where the laid out requirements are not met within the stipulated timeline, this offer shall be withdrawn, cancelled and stand revoked which please take a note of.

The details of your remuneration and benefits are given in Annexure.
The following are the terms and conditions of the appointment.

Commencement/Term:

- You shall be required to join the Bank on or before 28-Mar-2022.
- You will be on probation for a period of one year or such extended period as may be decided by the Bank based on your performance during the probation period.
- On satisfactory completion of your probation period, including that of extended period, if any, you will be confirmed in the services of the Bank in writing.

Other Terms and Conditions of Service:

- Professional Ethics & Confidentiality:** While you are in the services of the Bank, you are not permitted to carry on any business or profession or enter, for any part of your time, in any capacity, the services of, or be employed by or engaged with any other firm, company or person. You will devote your whole time and attention to your office work to promote the interest of the Bank. You will not divulge details like your compensation structure (CTC), performance rating, performance bonus amount, increment, etc. and will not divulge to any person or utilize any of the Bank's secrets or other related information (which you may possess by reason of your association with the Bank) with any external agencies, press etc. outside the Bank. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.
- IT Security Practice & Procedures:** While you are in the services of the Bank, you will adhere to the IT Security Practice & Procedures as prescribed by ICICI Bank. Any instance/s of violation or any attempted violation of the aforesaid IT Security Practices and Procedures on your part shall result in disciplinary action.

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

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1123
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

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



Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421306

Reference No. - 1384208511

Selvamraj Chinnappa

- **Notice Period:** In case you decide to leave the Bank's services during probation period or after confirmation, you will be required to give thirty days' notice. The Bank in its sole discretion can decide to waive off/reduce the notice period depending upon the exigencies. In such case, you would be required to pay to the Bank the gross salary for the notice period so reduced/waived off.


After confirmation, your services would be liable to be terminated by the Bank, by giving thirty days' notice or on payment of thirty days' gross salary in lieu of the notice period.

- **Transfer:** The Bank shall have the right to transfer/depute you to any of its offices or ICICI group companies in India and abroad.
- **Joining Competitor:** In the event of termination of your services by the Bank or your resignation from the services of the Bank, you shall not join any Banking or Financial Services Company for a period of six months from the date of resignation/termination.
- Please note that during the course of your services with the Bank or in the event of cessation of your services in future, due to any reason whatsoever, you shall, for a period of six months from the date of such cessation, directly or indirectly, either on your own accord or on behalf or in conjunction with any other person/s, firm or company refrain/desist from canvassing or soliciting or attempting to or inducing any employee(s)/business associate(s) to leave their current employment with the Bank/Group Companies/Business Partners to join the services of your new employer/firm/company or any other competitor of the Bank/Group Companies/Business Partners. Any act in contravention of the above provision shall entail initiation of appropriate action as deemed fit by the Bank.
- Please note that during the course of your services with the Bank you cannot be a member of any anti-social/national outfits or of any outfit, which is declared as banned by the Government. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.



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

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



Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Regd. Office: ICICI Bank Tower,
Chinchpada Road, Kalyan (E) 421 306,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.

Reference No. - 1384208511

Selvamraj Chinnappa

- Please note that while joining the services of the Bank and during the course of your services with the Bank, you would be required to notify the Bank immediately with details of civil or criminal case/s instituted against you in any Court of Law or any complaint/show cause notice /prosecution with/by any Police Station or by any statutory authority, as also you will notify any outcome of such complaint like filing of Chargesheet /Arrest/Conviction/Acquittal/Discharge. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.
- The Bank expects resolution of issue/s relating to your employment, if any, within the framework internally, at all times during your service period and even after cessation of service due to any reason whatsoever. As such please note that any attempt to bring any outside influence - directly or indirectly - upon any authority to further your interest/s in respect of matters pertaining to your services with the Bank would amount to breach of employment contract leading to initiation of appropriate action.
- Please note that during the course of your services with the Bank, you will not take part in any demonstration/agitation against the Bank and its official/s for or on behalf of any external bodies/political outfits- either as a member or as a sympathizer. Any act in contravention of the above would be treated as prejudicial to the interest and reputation of the Bank leading to initiation of appropriate action.
- **Termination of Employment:** Your services with the Bank are liable to be terminated:
 - Without assigning any reason and without giving any notice during probation period and after confirmation by giving thirty days' notice or on payment of thirty days' gross salary in lieu of the notice period and at any time during your services with the Bank in the event of
 - a) Any breach of the conditions mentioned in this letter on your part
 - b) You not successfully completing the degree programme within the stipulated timeline during the current academic year and non-submission of your certificate and mark sheet within 3 months of result announcement
 - c) Any incorrect information furnished by you like:
 - Mismatch in your previous employment data even for a day
 - Mismatch in your previous pay slip
 - Fake qualification certificates etc; and
 - d) Suppression of any material information by you.
 - d) Any breach of the Rules and Regulations of the Bank as applicable/may be made applicable to you from time to time.

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

Tel.: (91-22) 2653 1414

Fax: (91-22) 2653 1122

Website www.icicibank.com

CIN.: L65190GJ1994PLC051972

Regd. Office : ICICI Bank Tower,

Near Chakli Circle,

Old Padra Road,

Vadodra 390 007, India.



Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

: 4:

Reference No. - 1384208511

Selvamraj Chinnappa

• **General:**

- Your appointment and continuation in employment are subject to reference checks, qualifications and past employment details and successful completion of your course-graduation/post-graduation and submission certificates/ marksheets at the time of joining.
- You will be bound by the Rules and Regulations of the Bank.
- You will keep us informed of any change in your residential address.
- Your acceptance is taken as your understanding that the role in ICICI Bank may involve sales. You may be required to travel extensively as per the requirement of your job/role or as may be needed for the exigencies of the Bank. Also, that you further understand that your services in the Bank are transferrable in any location and profile including sales, across geographies as per organization requirements.

If you are agreeable to the above mentioned terms and conditions, please intimate your acceptance to us by returning a copy of this letter, duly signed by you, within seven days of receipt. In case no confirmation is received within the above-mentioned period the appointment letter shall be deemed to have been withdrawn.

Yours sincerely,

Arjun Parekh

ZONAL RECRUITMENT HEAD

Digitally signed by ARJUN YOGESHBHAI
PAREKH

Date: 2022.03.22 09:20:42 +05:30

Reason: Offer Letter

Location: Mumbai

I have read all the terms and conditions of the offer and would like to confirm my acceptance.


Signature of Applicant



ICICI Bank Limited

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

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


Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.

Reference No. - 1384208511

Selvamraj Chinnappa

Annexure:**Remuneration:**

- Your Base Salary will be Rs. 1,08,000/- (Rupees One Lakh Eight Thousand only) per annum.
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Supplementary Allowances:

- You will be eligible for a Supplementary Allowance of Rs. 1,58,100/- (Rupees One Lakh Fifty Eight Thousand One Hundred only) per annum. Supplementary allowance will include –Conveyance / Travel Allowance, Telephone Reimbursement, LTA, Medical Reimbursement, Canteen and any other allowance. All the components of supplementary allowance are subject to limits and rules prescribed by Income tax act and policies of the bank.
- You will be eligible for HRA of Rs. 54,000/- (Rupees Fifty Four Thousand only) per annum.
- The composition of supplementary allowance can be decided once in a year. The unexercised amount of the supplementary allowance will be paid to the employee subject to deduction of tax at source.

Superannuation Allowances:

- You will be eligible for a Superannuation Allowance of Rs. 16,200/- (Rupees Sixteen Thousand Two Hundred only) per annum.

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 081, India.

Tel.: (91-22) 2653 1414

Fax: (91-22) 2653 1122

Website www.icicibank.com

CIN.: L65190GJ1994PLC021012

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



Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

Reference No. - 1384208511

Selvamraj Chinnappa

Benefits:

- Comprehensive Mediclaim Coverage for you and your immediate family up to Rs.400,000/-(Rupees Four Lakh only) per annum. Your immediate family includes yourself, your spouse and dependent children.
- You will also be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity, in accordance with the statutory requirements and/or, as per Bank policy.
- The salary and perquisites including supplementary allowance are subject to limits and rules prescribed by the Income Tax Act / Rules and policies of the Company.
- Maternity leave benefits as defined under the Maternity Benefit (Amendment) Act, 2017 are offered to eligible women employees by the Bank. Details of all types of leaves including the Maternity leave benefits offered to employees and eligibility criteria for availing such benefits are notified by the Bank under "Employee Benefit Policies" available on the Bank's intranet which will be accessible upon joining the Bank.

Digitally signed by ARJUN
YOGESHBHAI PAREKH
Date: 2022.03.22 09:20:42 +05:30
Reason: Offer Letter
Location: Mumbai

Signature of Applicant




Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

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

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

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

JOINING FORMALITIES

The process to join the Bank is by way of completing the online joining formalities. You are required to complete the online joining formalities within 5 days from the date of accepting offer letter. Please note that completion of online joining formalities is a mandatory process.

The login credentials are provided below:

URL: <https://www.icicicareers.com/Careers/CP/CandidateLogin.aspx>

Username: Registered email id or Applicant id

Password: Which has been already communicated to you through registered email id. In case, you do not remember the password, please use "forgot password" option to generate a new password.

Following documents (xerox copies) are required to be uploaded:

- 1) Self-attested copies of educational certificates and marksheets (Xth/XIIth/ Graduation/ Post graduation)
- 2) Work Experience Document
 - a. Resignation accepted letter from current organisation
 - b. Relieving letter from two previous employers or companies worked in last five years whichever is higher
- 3) Passport size Photograph (against Red background)
- 4) Address proof (Passport/Voter id/Ration card)
- 5) PAN Card

Please note that you are required to attend Induction program (I-Banker) on your date of joining. You shall be communicated about the date, time and venue for induction program (I-Banker) by your Recruitment Manager.



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

Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421306

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012-
Office : ICICI Bank Tower,
Saket Circle,
Old Padra Road,
Vadodara 390 007, India.

Remuneration Details

Name : Selvamraj Chinnappa
 Position: Deputy Manager (Band I)
 Group: RETAIL BANKING GROUP

	Deputy Manager (Band I)	
	Monthly	Annual
Basic	9,000	1,08,000
HRA	4,500	54,000
Supplementary Allowance*	13,175	1,58,100
Superannuation Allowance **	1,350	16,200
Total	28,025	3,36,300
Retrials		
Retrials (PF, Gratuity) ***	2,550	30,600
Total Fixed CTC	30,575	3,66,900
Performance Linked Retention Pay #	4,500	54,000
Total CTC	35,075	4,20,900
* Supplementary allowance will include Conveyance / Travel allowance, Telephone reimbursement, LTA, Medical, Canteen and any other allowance		
*** You will be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity, in accordance with the statutory requirements and/or, as per Bank policy.		
#Please note that there is no guaranteed performance linked retention pay, subject to however provisions of the payment of Bonus Act 1965, wherever applicable.		


Date : 22-Mar-2022

Digitally signed by ARJUN YOGESHBHAI PAREKH
 Date: 2022.03.22 09:20:43 +05:30
 Reason: Offer Letter
 Location: Mumbai



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

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


 Director (In-Charge)
 Pramod Ram Ujagar Tiwari
 Saket Institute of Management
 Saket Vidya Nagari Marg, Tower,
 Regd. Office, Chinchpada Road,
 Kalyan (E) 421 306
 Near Chakri Circle,
 Old Padra Road,
 Vadodara 390 007, India.



Corporate Office : 802, Natraj by Rustomjee,
Western Express Highway, Sir M.V. Road Junction,
Andheri East, Mumbai - 400069.
Tel: 4168 9900 / 6121 3400 Fax: 4168 9934

Private and Confidential

Date: 03-Jan-2023

Mr.Selvamraj Chinnappa,
Milind Nagar, F-Cabin Road,
Near Shiv Sena Shakah,
Kalyan East,
Thane,
Maharashtra - 421306

Dear Selvamraj,

On behalf of Aadhar Housing Finance Limited, we take great pleasure in making an offer to be a part of team Aadhar. Please find enclosed your offer cum appointment letter.

On receipt of the Offer cum Appointment letter, kindly provide us with your acknowledgement along with Acceptance of this letter, Consent for checking your CIBIL records, Consent for initiating process of Back ground verification, copy of your resignation acceptance in your current Organization.

Please note that your joining is subject to Submission of documents for proof of age (Aadhar Card), academic qualification certificates, last 3 months salary slips and relieving / resignation acceptance letter from past employers, address proof. Please quote your reference number, which is appearing at the top of this letter for all future correspondence.

In case you have any further queries, feel free to contact me on below details:

Address : Corporate Office : 802, Natraj by Rustomjee,
Western Express Highway, Sir M.V. Road Junction,
Andheri East, Mumbai - 400069.

Email Address :taslim.gazi@aadharhousing.com,**Telephone** (Direct): 022-41689900

Yours Sincerely,

TaslimGazi
Head- Talent Acquisition



Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

Aadhar Housing Finance Ltd.
CIN: U66010KA1990PLC011409
Regd. Office: 2nd Floor, No. 3, JVT Towers,
8th A Main Road, S R Nagar,
Bengaluru - 560 027, Karnataka
Toll Free No: 1800 300 42020



Corporate Office : 802, Natraj by Rustomjee,
Western Express Highway, Sir M.V. Road Junction,
Andheri East, Mumbai - 400069.
Tel: 4168 9900 / 6121 3400 Fax: 4168 9934

Private and Confidential

Dear Selvamraj,

We are pleased to make you an offer of appointment at "JM3" Grade as **Branch Credit Manager** in Aadhar Housing Finance Ltd. (herein after referred to as the Company) Your initial place of posting will be **Thane RPU**.

The following are the terms and conditions of the appointment.

Commencement / Terms:

You shall be required to join the company on or before **03-Jan-2023**. In case of your failure to join by the said date, the Offer of appointment automatically stands cancelled

Remuneration:

Your **Annual Fixed Compensation will be Rs. 3,25,000 (Rs. In words Three Lakh Twenty Five thousand Only)**, the break-up of which is mentioned in Annexure I.
During the tenure of your service, you will treat your emoluments with strict confidentiality and will not disclose them to any person in the organization, other than the management.

Benefits:

In Addition to the above, you shall be entitled to the following:-

Comprehensive Medclaim coverage for you and your immediate family member upto Rs. 2 lakh per annum. Your immediate family includes yourself, your spouse and dependent children and dependent parents. Apart from Medclaim you will be covered under Group term life insurance policy and personal accidental policy.

Retirement benefits of the company; namely Provident Fund and Gratuity, in accordance with the statutory requirements and/or, as per company policy.

Other Terms and Conditions of Service:

Professional Ethics & Confidentiality: While you are in the Company, you are not permitted to carry on any business or profession or enter for any part of your time, in any capacity, the services of, or be employed by or engaged with any other firm, company or person. You will devote your whole time and attention to the Company and to promote the interest of the Company and will not divulge to any person or Utilize any of the Company's secrets or Other related information (Which you may possess by reason of your association with the company) outside the Company. Further complete confidentiality of all employment and compensation details is expected to be maintained by you during your period of employment with the Company.



Aadhar Housing Finance Ltd.
CIN: U66010KA1990PLC011409
Regd. Office: 802, Natraj by Rustomjee, 3, JVT Towers,
S.R Nagar,
Bengaluru - 560 027, Karnataka.
Toll Free No: 4168 9900 / 6121 3400
421306
Director (In Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421306
www.aadharhousing.com



Corporate Office : 802, Natraj by Rustomjee,
Western Express Highway, Sir M.V. Road Junction,
Andheri East, Mumbai - 400069.
Tel: 4168 9900 / 6121 3400 Fax: 4168 9934

1. Due to the nature of your work, you will handle confidential information of the Company, its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to Company processes, operations, procedures and transactions. You will not either during your employment with the Company, except as required in the ordinary course of your duties with the company and at all times after the cessation of your employment for any cause whatsoever, directly or indirectly disclose, utilize, divulge, authorize or permit to be disclosed for your own benefit or for any other person or organization such information which you may have acquired as a result of your employment with the Company, to anyone not properly entitled thereto, any trade secrets, know-how and any confidential information relating to the business or financial conditions of the Company or its affiliates or its clients.
2. You will be in exclusive employment of the Company and will not be employed by any other company or offer your services with or without pay to any physical person, legal entity or public authority or be occupied in your own business without the prior written permission of the Company.

IT Securities Practice & Procedures:

While you are in the service of the Company, you will adhere to the IT Security Practice & Procedures as prescribed by the Company.

General:

Upon joining, along with all the documents mentioned in the joining docket, you will be required to provide us with declaration of any competing business interests, compliance of business ethics and any other declarations and undertakings that are required as per Company policies. This appointment offer is based on the information given by you to us in your employment / personal data form and otherwise, and shall be considered null and void if a material error/suppression or false detail is discovered therein at any time. In that eventuality, the management can recover the payment made to you towards your remuneration during employment




Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

Aadhar Housing Finance Ltd.
CIN: U66010KA1990PLC011409
Regd. Office: 2nd Floor, No. 3, JVT Towers,
8th A Main Road, S.R Nagar,
Bengaluru - 560 027, Karnataka.
Toll Free No: 1800 300 42020



Corporate Office : 802, Natraj by Rustomjee,
Western Express Highway, Sir M.V. Road Junction,
Andheri East, Mumbai - 400069.
Tel: 4168 9900 / 6121 3400 Fax: 4168 9934

Notice Period & Termination of Employment

- A. Your Services may be terminated at any time without cause by giving not less than 90 (Ninety) days' notice in writing and on the expiry of such period you shall cease to be in the employment of Company, provided, however, that the company shall be entitled to terminate your employment at any time by payment of 90 days (Ninety) days Basis Salary Iieu of such notice at the sole discretion of the company.
- B. You shall be entitled to terminate this appointment without cause at any time by giving not less than 90 (ninety) days' notice in writing. You may also terminate this appointment by payment of Basic Salary in lieu of notice, acceptance of which shall be at the sole discretion of the company.
- C. However, in the event of misconduct on your part or breach of any provisions of the Code of Conduct, the company shall be entitled at its sole option to terminate your employment with immediate effect by a notice in writing.

For the purpose of this clause, misconduct shall include but not be limited to the following:

- i. Any act involving moral turpitude
- ii. Commission of a fraud
- iii. Embezzlement
- iv. Willful negligence and /or
- v. Any willful or intentional act having the effect or likely to have the effect of injuring the reputation, business or business relationship of the company

Company shall also be entitled to take any further action as appropriate and as permitted by the law.

- D. Incase, of abandonment of employment – Incase of unauthorized absence (i.e. without prior written permission of the supervisor) from duty for 8 (eight) consecutive days or more, it shall be construed that you have voluntarily abandoned your services with the company; such abandonment shall be treated as termination from services with immediate effect.

Transfer:

However, you are liable to be transferred to another branch / office or to a sister / associate / other concern whether in existence or which may come into existence hereafter, on terms and conditions applicable to that business location or establishment anywhere in India.

Retirement:

You shall retire from the services of the company on attaining the age of 60 years



[Signature]
Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421306
Bengaluru - 560 027, Karnataka
Toll Free No. 1800 300 42020



Corporate Office : 802, Natraj by Rustomjee,
Western Express Highway, Sir M.V. Road Junction,
Andheri East, Mumbai - 400069.
Tel: 4168 9900 / 6121 3400 Fax: 4168 9934

Please note that any amendments in the appointment letter will be as described in the HR Policy manual which is subject to change and will be notified to you on timely basis through an internal communication.

If you are agreeable to the above mentioned terms and conditions, please intimate your acceptance to us by returning a copy of this letter, duly signed by you, within seven days of receipt. In case no confirmation is received within the above mentioned period the appointment letter shall be deemed to have been withdrawn.

You acknowledge that no prior verbal or prior written agreements/communication/letters/e-mails, prior promises or representations that are not specifically stated in this offer will be binding on us.

You will carry all the documents in original as per the mentioned in the joining KIT, being the part of joining formalities.

This offer is subject to verification of your credentials and background, completion of all necessary documentation and reference check of our satisfaction, This offer stands cancelled in case we find that the documents submitted by you or any information furnished by you, based on which we have considered your candidature, is untrue or incomplete in any respect.

We take this opportunity to welcome you to our organization and look forward to an enjoyable and rewarding association.

Yours Sincerely,

Hrishikesh Jha
Chief People Officer

I have read all the terms and conditions of the offer Cum Appointment letter and would like to confirm my acceptance.

Employee's Signature and Date:



Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306
Aadhar Housing Finance Ltd.
CIN: U66010KA1990PLC011409
Regd. Office: 2nd Floor, No. 3, JVT Towers,
8th A Main Road, S R Nagar,
Bengaluru - 560 027, Karnataka
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Corporate Office : 802, Natraj by Rustomjee,
Western Express Highway, Sir M.V. Road Junction,
Andheri East, Mumbai - 400069.
Tel: 4168 9900 / 6121 3400 Fax: 4168 9934

Annexure I

Name:	Mr.Selvamraj Chinnappa
Location:	Thane RPU

Sr. No.	Heads	Per Month (Rs.)	Per Annum (Rs.)
Monthly Components			
A.	Basic	13,300	1,59,600
	House Rent Allowance	6,650	79,800
	Special Allowance	3,586	43,028
	Statutory Bonus	1,108	13,295
	Sub-Total (A)	24,644	2,95,723
Annual Retiral Benefits			
B.	Provident Fund (Employer Contribution)		21,600
	Gratuity (4.81% of Basic)		7,677
	Sub-Total (B)		29,277
C.	Annual Fixed Compensation (A + B)		3,25,000
In Words: Rs. Three Lakh Twenty Five thousand only.			

1. You will be eligible for an annual performance pay or monthly / quarterly incentives based on your role. Such variable pay is dependent on company performance and / or individual achievement of KRAs / targets. Please note that performance pay / incentives is in lieu of any other bonus payable, including the bonus based on profits payable under any law and shall be set off against the bonus payable based on profits under any law to the extent permissible under the law.



[Handwritten Signature]

Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

Aadhar Housing Finance Ltd.
CIN: U66010KA1990PLC011409
Regd. Office: 2nd Floor, No. B, JVT Towers,
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Bengaluru - 560 027, Karnataka
Toll Free No: 1800 300 42020



Corporate Office : 802, Natraj by Rustomjee,
Western Express Highway, Sir M.V. Road Junction,
Andheri East, Mumbai - 400069.
Tel: 4168 9900 / 6121 3400 Fax: 4168 9934

To

Chief People Officer

802, Natraj by Rustomjee,
Western Express Highway,
Sir M.V. Road Junction,
Andheri East, Mumbai - 400069.

Subject: Acknowledgement of Receipt of Employee Handbook, AHFL HR Policy manual, KYC & AML guidelines and Credit policy.

Dear Sir,

With reference to the above-mentioned subject, I hereby acknowledge that I have received my copy of the Employee Joining Kit and AHFL HR Policy Manual.

The Employee Joining Kit describes important information about Aadhar Housing Finance Ltd. The HR Policy Manual describes in detail the HR policies and Code of conduct that I agree to abide to, during the tenure that I will be serving with Aadhar Housing Finance Ltd. I understand that, any and all policies and practices may be changed at any time by the company Aadhar Housing Finance Ltd. and the company reserves the right to change my Location of work, Compensation, designation, profile and working conditions at any time. All such changes will be communicated through official notices or e-mails or letters or HRIS, and I understand that revised information may supersede, modify, or eliminate existing policies. Only the Head of Human Resources and Administration of Aadhar Housing Finance Ltd., has the ability to adopt any revisions to the policies in the Employee Joining Kit and AHFL HR policy manual provided to me.

With this communication I also agree to abide to the KYC and AML guidelines and Credit policy provided to me and the company reserves the right to make any changes in the Credit policy at any time. All such changes will be communicated through official notices or e-mails or letters or circulars coming in through the loan module, and I understand that revised information may supersede, modify, or eliminate existing policies. Only the Head of Credit Risk Policy of Aadhar Housing Finance Ltd., has the ability to adopt any revisions to the policies and guidelines mentioned in the KYC and AML guidelines and Credit policy, provided to me.

I have received the Employee handbook, AHFL Policy Manual, KYC and AML guidelines and Credit policy and I understand that it is my responsibility to read and comply with the policies contained in this handbook and any revisions made to it.



[Handwritten Signature]
Aadhar Housing Finance Ltd.
Director (in-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

www.aadharhousing.com



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Tel: 4168 9900 / 6121 3400 Fax: 4168 9934

I understand that in case of any deviations from my end to the above, The Company can take any strict actions against me as per the Disciplinary Action policy inscribed in the AHFL HR Policy manual which may also result into termination of my services from the company.

Employee's Signature
Mr.Selvamraj Chinnappa



Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

Aadhar Housing Finance Ltd.
CIN: U66010KA1990PLC011409
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8th 'A' Main Road, S.R Nagar,
Bengaluru - 560 027, Karnataka.
Toll Free No: 1800 300 42020

www.aadharhousing.com

CTC Annexure

Emoluments for the grade of Assistant Manager for SHUBHAM GAIKWAD

COMPENSATION	P.A. (Rs)	P.M. (Rs)
Basic	90,888	7,574
Basket of Allowance	1,51,993	12,666
Bank's PF Contribution	21,600	1,800
Gratuity *	4,372	364
Location Pay	31,811	2,651
Statutory Bonus	16,800	1,400
Total Fixed Pay	3,17,464	26,455
Benefits:		
Group Mediclaim Policy and Term Life Insurance	13,263	-
Loan Benefits	69,084	-
Total Fixed Pay + Value of Benefits	3,99,811	

- **Location Pay** is dependent on the posted location of the employee and is liable to change in case an employee is transferred to some other location subsequently.

Details of Benefits

Loan Benefit Eligibility

Type of Loan	Eligibility	Loan Amount (in Rs.)	Rate of Interest	Remarks
Housing Loan	Upon Confirmation	20,00,000	4% (Compound Int.)	For takeover loans, the repayment will be 240 months or the balance service period (in months) left, whichever is less.
Vehicle Loan	Upon Confirmation	2,00,000	6% (Simple Int.)	For takeover loans, the repayment will be the residual period of the original sanction term, or 120 months, whichever is less, with Principal and Interest instalments in the ratio of 7:3.

Note: Loan benefits cannot be encashed if not availed.

Insurance Details

Type of Insurance	Insurance Cover (in Rs)	Remarks
Group Mediclaim Insurance Policy	4,00,000	Employee plus 3 dependants are covered under the floater policy. Additional 2 dependants can be covered for an additional premium.
Group Term Life Insurance Policy	50,00,000	Only employee is covered, a part of the annual premium is borne by the employee

The Insurance coverage under all the above policies will be available subject to completion of all formalities in connection with your appointment and fulfillment of requirements of the Insurance Company.

Mobile Benefit

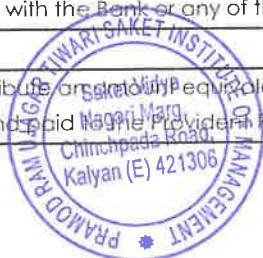
You will be eligible for mobile reimbursement (Including Data Service) as per company policy.

Gratuity *

You will be eligible for gratuity payment as per the provisions of The Payment of Gratuity Act i.e. after rendering five years of continuous service with the Bank or any of the group entities.

Provident Fund

The Bank will contribute an amount equivalent to the prescribed rate towards Provident Fund. An equal amount will be deducted from your salary and paid to the Provident Fund Trust of Axis Bank Limited.



Director (In-Charge)
Pramod Ram Ujagar Tiwari
 Saket Institute of Management
 Saket Vidya Nagari Marg,
 Chinchpada Road, Kalyan (E) 421 306

Voluntary Provident Fund (VPF)

The Bank has a voluntary provident fund scheme wherein you will be eligible to voluntarily contribute to the Provident Fund Trust, in addition to the statutory requirement. Such contribution is eligible to earn the same rate of interest as statutory contribution.

Other Benefits

**Variable Pay /
Annual Incentive
Plan (as may be
applicable)**

Performance linked Variable Pay will be paid as per the Company's policy. The payout will be based both on individual performance and organization's performance.

Employees who are part of incentive schemes will be eligible for payout as per applicable Incentive scheme and Variable Pay will not be applicable.



[Handwritten signature]

**Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306**

Date: 12th January, 2022

To,
Viraj Pawar,
Mumbai

Letter of Offer

Dear Viraj,

This is with reference to your application and subsequent interview with us.

We are pleased to offer you employment as **Management Trainee** in our **Offline Sales** department on the following terms and conditions.

1. You will be posted at our **Mumbai** office. 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 Group Company.
2. Your date of commencement of Employment will be on **Tuesday 01st February' 2022**.
3. Your compensation on a Cost to Company (CTC) basis will be Rs. 6,00,000/- (Six Lakhs Only) and will be payable as under:
 - I. Fixed Pay – 6,00,000/-
4. Fixed Pay will include Basic Pay, choice pays, allowances and statutory benefits and will be structured in accordance with the Company policy and will be subject to applicable taxes. The breakdown for the same is detailed in Section A.
5. Your employment would be subject to the Terms & Conditions, mentioned in your appointment letter, which will be issued to you on your joining.
6. We encourage you to read through these details and reinforce your understanding.
7. In the event a government body/authority exercising its jurisdiction and statutory power/authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details have been/will be disclosed to these authorities.
8. Probation and Training evaluation period will be for 3 months.
9. Please share the scanned copies of below listed documents along with the signed and scanned copy of the offer letter:
 - a. 4 Passport Size Photographs
 - b. HSC & SSC Marksheets and Passing Certificates
 - c. Graduation and Post - Graduation Certificates
 - d. PAN Card and Aadhaar Card

PAYED INTERNATIONAL FREEMONEY LIMITED
CIN U74999MH2021PLC352872

Adani Inspire, Unit No: 304, G Block, BKC, Mumbai 400051 | www.payed.in



Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

Annexure

Particulars	Annual	Monthly
Basic	3,00,000	25,000
HRA	1,50,000	12,500
CCA (City Compensatory Allowance)	60,000	5,000
Conveyance & Food Allowance	60,000	5,000
Grade Allowances	8,400	700
Gross Salary	5,78,400	48,200
PF Employer Contribution	21,600	1,800
Fixed Salary	6,00,000	50,000
Annualised CTC	6,00,000	50,000

Notes:

1. Grade Allowances contribution will be accounted for as the balancing figure.
2. Mandatory PF Contribution if the employee has an existing PF Account.
3. Performance Variable pay will be on the basis of KRA's achievement
4. Local Travel and Mobile reimbursement as per Company Policy
5. Statutory Taxes as per government guidelines

This offer letter shall automatically stand withdrawn in case we do not receive your acknowledgement and acceptance within three working days from issue of this letter.

We wish you a long and successful association with us.

Sincerely yours,

For Payed International Freemoney Ltd.

R.S. Deshpande

Rajesh Deshpande
Head – Human Resources

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.

Name & Signature:

Date:

PAYED INTERNATIONAL FREEMONEY LIMITED
CIN U74999MH2021PLC352872

Adani Inspire, Unit No: 304, G Block, BKC, Mumbai 400051 | www.payed.in



Pramod Ram Ujagar Tiwari

Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

Ref no: - 1/2021-22(124)

Date: 03/02/2022

To,

Mr. Piyush Bahukhandi

A-5, Luv Khush Apartment,
Chinchpada Road,
Kalyan (E)

Subject: Offer letter

Congratulations!!

We are pleased to affirm your employment with PROPERTY CLOUD REALTY SPECIFIER PVT LTD, Designate as Sr Sales Executive effective 07th February 2022, on the following terms and conditions.


1. Your Compensation will commence as per the confirmation from the company. You will be bound by all the rules and regulations of the company which are in force from time to time. Date of joining will be informed shortly.
2. Compensation: Rs 7,10,000/- consolidated and apprehensive (CTC), subject to deductions and withholdings as applicable and required by local, state and union statutes as and such other applicable contributions if any. The total will be given on 7th day of every month. First 15 days salary will be credited after the completion of your probation period. Monthly Compensation will be having effect of Covid deductions if Lock down persist.
3. Travelling Expense will be reimbursed for 2-Wheeler at actuals for official work only @Rs 4/ Km. If Vehicle is CNG then CNG bills has to be submit. There will be no reimbursement considered for travelling done from Residence to office or office to Residence.
4. Your Employment in the first instance will be up to 6 months' Probation. This period is liable to be extended for a further period at the sole discretion of the management depending on the assessment of your overall performance.
5. During this initial period, your employment can be terminated without any notice and without assigning any reason whatsoever.
6. 6 days working with 1-day flexible off in a week
7. If the employee reports after 10:00am he will be marked as late which will affect the employment period which can extend to 1 day off for 3 late marks (in a month) and after 3 late marks every late mark is considered as off. If the employee reports after 11am then it's a half day.



Pramod Ram Ujagar Tiwari
Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

8. No leaves are allowed during the employment period if there comes a genuine situation the candidate needs to inform the concerned authority maximum 2 days' prior for the leave.
9. Under any circumstances, if you are terminated / leave organization without prior notice of 30 days then you're not eligible to get a Certificate/relieving letter, salary and incentives/performance incentives. In case if you are not serving 1-month notice period due to any reason you are liable to pay 1-month complete salary to the company as a compensation.
10. Your assignments are liable for inter/intra departmental transfer at the discretion of management.
11. You will submit two copy of your recent passport size photograph and Xerox copies of Pan Card, Aadhar Card, address proof, education and experience certificate on your commencement of your employment.
12. You will not engage in any work similar in nature to that of the company and / or in which you may for the time being engaged by the company and / or engage yourself anywhere in any work, profession or employment in any capacity either honorary or otherwise, without the prior approval from the management.
13. You are not allowed to create your own RERA ID and do business either with your colleagues or with the clients. If found doing such inappropriate practices, strict legal action will be taken against the same and will be terminated from the company. You will not be eligible for any kind of remuneration.
14. You will not at any time publish, divulge, disclose or part any secrets of the company or information about its affairs or its clients that may come to your knowledge or possession during the course of your assignment. From the day of joining till the last working day you will not communicate any wrong or inappropriate information through message, whatsapp chat or social media against the company. However, strict legal action will be taken against the same.
15. You will not at any time during the tenure of your assignment with the company offer services or advice to any person directly or indirectly, which may harm the interests of the company.
16. Employees TDS (Tax deducted at source) will be deducted as per under section 192 of Income Tax Act, 1961 if applicable.
17. You will maintain a high standard of discipline, efficiency, integrity and will extend your fullest co-operation to your colleagues and supervise the sub-ordinates working under you to the best of your ability.
18. On all matters you will be reporting to the concerned authorities or such other person as may be designated for the purpose.
19. You are expected to share most cordial interpersonal relations with your colleagues.
20. You will be whole heartedly devoted to the company's work and maintain high levels of integrity and loyalty. You are expected to positively contribute towards increasing the earnings of company and / or in reducing the cost / expenses you will foster team spirit and direct your efforts in building up goodwill and image of the company.
21. The company may change, alter, vary, amend, add to or delete from any or all of the terms and conditions of this letter of offer.




Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

Reference No. - 1384208513

Applicant ID - 4247393

19-Mar-2022

Piyush Bahukhandi

Dear Piyush,

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

Please find enclosed the job offer letter. Kindly note, that the offer of appointment is subject to you having fulfilled the requirements of successful completion of the degree programme during the current academic year and submission of your certificate and mark sheet within 3 months of result announcement - which is the basic requirement of your eligibility. In an event, where the laid out requirements are not met within the stipulated timeline, this offer shall be withdrawn, cancelled and stand revoked, which please take note of.

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

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

E-Mail Address : icicicareers@icicibank.com

Telephone No. : 022-71872500

Yours sincerely,

ICICI Bank HR Team



Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

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

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

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

Reference No. - 1384208513

Applicant ID - 4247393

19-Mar-2022

Piyush Bahukhandi

Dear Piyush,

We are pleased to make you an offer of appointment as Deputy Manager (Band I) in ICICI Bank. You will be placed in CSBB WEALTH MANAGEMENT at KALYAN (W) - KHADAKPADA_BR.

Kindly note, that the offer of appointment is subject to you having fulfilled the requirements of successful completion of the degree programme within the timeline- which is the basic requirement of your eligibility. In an event, where the laid out requirements are not met within the stipulated timeline, this offer shall be withdrawn, cancelled and stand revoked which please take a note of.

The details of your remuneration and benefits are given in Annexure.
The following are the terms and conditions of the appointment.

Commencement/Term:

- a) You shall be required to join the Bank on or before 28-Mar-2022.
- b) You will be on probation for a period of one year or such extended period as may be decided by the Bank based on your performance during the probation period.
- c) On satisfactory completion of your probation period, including that of extended period, if any, you will be confirmed in the services of the Bank in writing.

Other Terms and Conditions of Service:

- **Professional Ethics & Confidentiality:** While you are in the services of the Bank, you are not permitted to carry on any business or profession or enter, for any part of your time, in any capacity, the services of, or be employed by or engaged with any other firm, company or person. You will devote your whole time and attention to your office work to promote the interest of the Bank. You will not divulge details like your compensation structure (CTC), performance rating, performance bonus amount, increment, etc. and will not divulge to any person or utilize any of the Bank's secrets or other related information (which you may possess by reason of your association with the Bank) with any external agencies, press etc. outside the Bank. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.
- **IT Security Practice & Procedures:** While you are in the services of the Bank, you will adhere to the IT Security Practice & Procedures as prescribed by ICICI Bank. Any instance/s of violation or any attempted violation of the aforesaid IT Security Practices and Procedures on your part shall result in disciplinary action.

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

Tel.: (91-22) 2653 1414

Fax: (91-22) 2653 1122

Website www.icicibank.com

CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,

Near Chakli Circle,

Old Padra Road,

Vadodara 390 007, India.



Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

Reference No. - 1384208513

Piyush Bahukhandi

- **Notice Period:** In case you decide to leave the Bank's services during probation period or after confirmation, you will be required to give thirty days' notice. The Bank in its sole discretion can decide to waive off/reduce the notice period depending upon the exigencies. In such case, you would be required to pay to the Bank the gross salary for the notice period so reduced/waived off.

After confirmation, your services would be liable to be terminated by the Bank, by giving thirty days' notice or on payment of thirty days' gross salary in lieu of the notice period.

- **Transfer:** The Bank shall have the right to transfer/depute you to any of its offices or ICICI group companies in India and abroad.
- **Joining Competitor:** In the event of termination of your services by the Bank or your resignation from the services of the Bank, you shall not join any Banking or Financial Services Company for a period of six months from the date of resignation/termination.
- Please note that during the course of your services with the Bank or in the event of cessation of your services in future, due to any reason whatsoever, you shall, for a period of six months from the date of such cessation, directly or indirectly, either on your own accord or on behalf or in conjunction with any other person/s, firm or company refrain/desist from canvassing or soliciting or attempting to or inducing any employee(s)/business associate(s) to leave their current employment with the Bank/Group Companies/Business Partners to join the services of your new employer/firm/company or any other competitor of the Bank/Group Companies/Business Partners. Any act in contravention of the above provision shall entail initiation of appropriate action as deemed fit by the Bank.
- Please note that during the course of your services with the Bank you cannot be a member of any anti-social/national outfits or of any outfit, which is declared as banned by the Government. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.



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

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

Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg, ICICI Bank Tower,
Chinchpada Road, Kalyan (E) 421 306
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.

Reference No. - 1384208513

Piyush Bahukhandi

- Please note that while joining the services of the Bank and during the course of your services with the Bank, you would be required to notify the Bank immediately with details of civil or criminal case/s instituted against you in any Court of Law or any complaint/show cause notice /prosecution with/by any Police Station or by any statutory authority, as also you will notify any outcome of such complaint like filing of Chargesheet /Arrest/Conviction/Acquittal/Discharge. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.
- The Bank expects resolution of issue/s relating to your employment, if any, within the framework internally, at all times during your service period and even after cessation of service due to any reason whatsoever. As such please note that any attempt to bring any outside influence - directly or indirectly - upon any authority to further your interest/s in respect of matters pertaining to your services with the Bank would amount to breach of employment contract leading to initiation of appropriate action.
- Please note that during the course of your services with the Bank, you will not take part in any demonstration/agitation against the Bank and its official/s for or on behalf of any external bodies/political outfits- either as a member or as a sympathizer. Any act in contravention of the above would be treated as prejudicial to the interest and reputation of the Bank leading to initiation of appropriate action.
- **Termination of Employment:** Your services with the Bank are liable to be terminated:
 - Without assigning any reason and without giving any notice during probation period and after confirmation by giving thirty days' notice or on payment of thirty days' gross salary in lieu of the notice period and at any time during your services with the Bank in the event of
 - a) Any breach of the conditions mentioned in this letter on your part
 - b) You not successfully completing the degree programme within the stipulated timeline during the current academic year and non-submission of your certificate and mark sheet within 3 months of result announcement
 - c) Any incorrect information furnished by you like:
 - Mismatch in your previous employment data even for a day
 - Mismatch in your previous pay slip
 - Fake qualification certificates etc; and
 - d) Suppression of any material information by you.
 - d) Any breach of the Rules and Regulations of the Bank as applicable/may be made applicable to you from time to time.

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

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

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



Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg

Reference No. - 1384208513

Piyush Bahukhandi

• General:

- Your appointment and continuation in employment are subject to reference checks, qualifications and past employment details and successful completion of your course-graduation/post-graduation and submission certificates/ marksheets at the time of joining.
- You will be bound by the Rules and Regulations of the Bank.
- You will keep us informed of any change in your residential address.
- Your acceptance is taken as your understanding that the role in ICICI Bank may involve sales. You may be required to travel extensively as per the requirement of your job/role or as may be needed for the exigencies of the Bank. Also, that you further understand that your services in the Bank are transferrable in any location and profile including sales, across geographies as per organization requirements.

If you are agreeable to the above mentioned terms and conditions, please intimate your acceptance to us by returning a copy of this letter, duly signed by you, within seven days of receipt. In case no confirmation is received within the above-mentioned period the appointment letter shall be deemed to have been withdrawn.

Yours sincerely,

Arjun Parekh

ZONAL RECRUITMENT HEAD
Digitally signed by ARJUN YOGESHBHAI
PAREKH

Date: 2022.03.19 14:58:42 +05:30

Reason: Offer Letter

Location: Mumbai

I have read all the terms and conditions of the offer and would like to confirm my acceptance.

Signature of Applicant

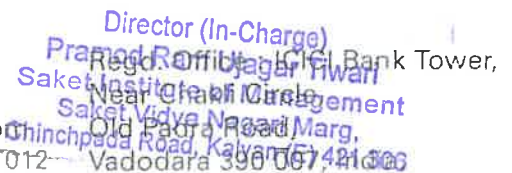
**ICICI Bank Limited**ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (022) 2653 1414

Fax: (022) 2653 1122

Website www.icicibank.com

CIN.: L65190GJ1994PLC02T012


Director (In-Charge)
Pramod R. Jagar Tiwari
Saket Institute of Management
Near Chauli Circle
Saket Vidya Nagari Marg,
Old Pandra Road, Kalyan (E) 421 306
Vadodara 390 067, India

Reference No. - 1384208513

Piyush Bahukhandi

Annexure:**Remuneration:**

- Your Base Salary will be Rs. 1,08,000.00/- (Rupees One Lakh Eight Thousand only) per annum.
- You will eligible for the Performance Linked Retention Pay, as per the policy of the Bank. Please note that there is no guaranteed performance bonus, subject to however provisions of the Payment of Bonus Act 1965, wherever applicable. The performance linked Retention pay would be payable to an employee only if the employee on the day of payout is on the rolls of the bank and he/she has not resigned and / or is serving notice period.

Supplementary Allowances:

- You will be eligible for a Supplementary Allowance of Rs. 1,40,100.00/- (Rupees One Lakh Forty Thousand One Hundred only) per annum. Supplementary allowance will include –Conveyance / Travel Allowance, Telephone Reimbursement, LTA, Medical Reimbursement, Canteen and any other allowance. All the components of supplementary allowance are subject to limits and rules prescribed by Income tax act and policies of the bank.
- You will be eligible for HRA of Rs. 54,000.00/- (Rupees Fifty Four Thousand only) per annum.
- The composition of supplementary allowance can be decided once in a year. The unexercised amount of the supplementary allowance will be paid to the employee subject to deduction of tax at source.

Superannuation Allowances:

- You will be eligible for a Superannuation Allowance of Rs. 16,200.00/- (Rupees Sixteen Thousand Two Hundred only) per annum.



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

Tel.: (91-22) 2650122
Fax: (91-22) 2650122
Website: www.icicibank.com
CIN.: L65190GJ1994LCO21012

Director (In-Charge)
Prasad Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg
Chinchpada Road, Kalyan (E) 421 306

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

Reference No. - 1384208513

Piyush Bahukhandi

Benefits:

- Comprehensive Mediclaim Coverage for you and your immediate family up to Rs.400,000/-(Rupees Four Lakh only) per annum. Your immediate family includes yourself, your spouse and dependent children.
- You will also be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity, in accordance with the statutory requirements and/or, as per Bank policy.
- The salary and perquisites including supplementary allowance are subject to limits and rules prescribed by the Income Tax Act / Rules and policies of the Company.
- Maternity leave benefits as defined under the Maternity Benefit (Amendment) Act, 2017 are offered to eligible women employees by the Bank. Details of all types of leaves including the Maternity leave benefits offered to employees and eligibility criteria for availing such benefits are notified by the Bank under "Employee Benefit Policies" available on the Bank's intranet which will be accessible upon joining the Bank.

Digitally signed by ARJUN
YOGESHBHAI PAREKH
Date: 2022.03.19 14:58:42 +05:30
Reason: Offer Letter
Location: Mumbai

Signature of Applicant



Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

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

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

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

JOINING FORMALITIES

The process to join the Bank is by way of completing the online joining formalities. You are required to complete the online joining formalities within 5 days from the date of accepting offer letter. Please note that completion of online joining formalities is a mandatory process.

The login credentials are provided below:

URL: <https://www.icicicareers.com/Careers/CP/CandidateLogin.aspx>

Username: Registered email id or Applicant id

Password: Which has been already communicated to you through registered email id. In case, you do not remember the password, please use "forgot password" option to generate a new password.

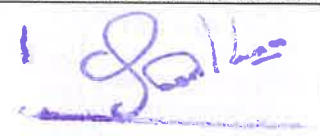
Following documents (xerox copies) are required to be uploaded:

- 1) Self-attested copies of educational certificates and marksheet (Xth/XIIth/ Graduation/ Post graduation)
- 2) Work Experience Document
 - a. Resignation accepted letter from current organisation
 - b. Relieving letter from two previous employers or companies worked in last five years whichever is higher
- 3) Passport size Photograph (against Red background)
- 4) Address proof (Passport/Voter id/Ration card)
- 5) PAN Card

Please note that you are required to attend Induction program (I-Banker) on your date of joining. You shall be communicated about the date, time and venue for induction program (I-Banker) by your Recruitment Manager.



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


Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421306
Tel.: (91-22) 2653 1122
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

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

Remuneration Details

Name : Piyush Bahukhandi
 Position: Deputy Manager (Band I)
 Group: RETAIL BANKING GROUP

	Deputy Manager (Band I)	
	Monthly	Annual
Basic	9,000.00	1,08,000.00
HRA	4,500.00	54,000.00
Supplementary Allowance*	11,675.00	1,40,100.00
Superannuation Allowance **	1,350.00	16,200.00
Total	26,525.00	3,18,300.00
Retrials		
Retrials (PF, Gratuity) ***	2,550.00	30,600.00
Total Fixed CTC	29,075.00	3,48,900.00
Performance Linked Retention Pay #	4,500.00	54,000.00
Total CTC	33,575.00	4,02,900.00
* Supplementary allowance will include Conveyance / Travel allowance, Telephone reimbursement, LTA, Medical, Canteen and any other allowance		
*** You will be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity, in accordance with the statutory requirements and/or, as per Bank policy.		
#Please note that there is no guaranteed performance linked retention pay, subject to however provisions of the payment of Bonus Act 1965, wherever applicable.		

Date : 19-Mar-2022

Digitally signed by ARJUN YOGESHBHAI PAREKH
 Date: 2022.03.19 14:58:43 +05:30
 Reason: Offer Letter
 Location: Mumbai




Director (In-Charge)
 Pramod Ram Ujagar Tiwari
 Saket Institute of Management
 Saket Vidya Nagari Marg, Chinchpada Road, Kalyan (E) 421306
 Regd. Office: ICICI Bank Tower,
 Near Chakli Circle,
 Old Padra Road,
 Vadodara 390 007, India.

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

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

Date: 17/01/2022

Mr. Vishal Chatterjee

Vitthal Dham Apt., Room No. 8,
Opp. F Cabin, Old Vitthal Mandir Road,
Katemanvili, Kalyan(E), Maharashtra - 421306

Sub: Offer Letter

Dear **Mr. Vishal Chatterjee**,

We are glad to inform you that you have been selected as a **Derivatives Trainee** with our company **Mansukh Securities & Finance Ltd.** and offer you to join your duties on 01/02/2022.

You will be in probation for a period of 6 months. The detailed appointment letter will be issued on the date of your joining duties as per the terms and conditions discussed during the interview.

We welcome you and expect a long term mutual beneficial association.

For **Mansukh Securities & Finance Ltd.**


Authorized Signatory

Regd. Office: B-4126, Greenfield Colony, Faridabad, Haryana – 121007, (CIN : U74899HR1994PLC035386)
Operations: Mansukh House, 6, Pandav Nagar, Delhi - 110092 Ph: 011-47617800, 011-61287800
Email: admin@mansukh.net, Website: www.moneysukh.com





Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

8th December 2021

Sub: Offer of employment by Pin Click

Dear **Vishal Chatterjee**,

Congratulations!

We are pleased to extend an offer to you to join Pin Click as "**Property Advisor**", with effect from **9th December 2021**.

The terms of our offer are as follows:

1. The details of your attached earnings are attached herewith as Annexure A. Once the PPO is confirmed 5.16 LPA is applicable and attached herewith Annexure B.
2. Your initial posting as Pin Click employee will be at the **Mumbai** office. Pin Click, however, reserves the choice to post/transfer you at any of their offices in India and outside. In which case, all transfer facilities applicable by company policies will be made available to you.
3. The Company reserves the right to conduct background investigations and/or reference checks on all its potential employees and your job offer is contingent upon such a clearance
4. You will be on probation for a period of six months and maybe confirmed as a permanent employee upon successful completion of the probation. During the probation period, your services can be terminated without any notice or salary thereof on either side.
5. While we look forward to a long and profitable relationship, the employment relationship can be terminated by either of us at any time with 15daysnotice period or 15day'ssalary in lieu thereof. The Company will have discretion on the above mentioned options and can waive the notice period or accept/pay payment in lieu of notice period ormandate15 days notice at its sole discretion based on project deliverables, forecasting and appropriate knowledge transfer. Under any circumstance if you are unable to serve the notice period, the Company can decide to agree or refuse to provide the releasing letter of employment. Any statements or representations to the contrary (and, indeed, any statements contradicting any provision in this letter) should be regarded by you as ineffective.
6. You will be governed at all times by the policies, procedures and rules of Pin Click related to the salary, allowances, benefits and perquisites which are specified in this Agreement and its Annexure. Pin Click may modify or change such allowances, benefits and perquisites from time to time in accordance with its policies.
7. During your employment with Pin Click, you will, under no circumstances, work for any other firm or person, directly or indirectly, in a paid or honorary position, without an explicit permission from Pin Click.
8. You will not engage in any unethical practice, which might affect Pin Click and its employees, clients and partners.

Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560074. Contact No. +91-8047-193000 website: www.pinclick.com CIN No.U70102KA2015PTC084563



Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

The details of your annual earnings are as **Annexure A**.

ANNEXURE – A

COMPENSATION & BENEFITS STATEMENT – PIN CLICK

	Name	Vishal Chatterjee	
	Designation	Property Advisor	
	Department	Sales	
	Date of Joining	9th December 2021	
	CATEGORY	INR – Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	7,500	90,000
	House Rent Allowance	6,250	75,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	Children Education Allowance	2,000	24,000
	Special Allowance	5,940	71,280
	Subtotal I / Gross Pay	23,740	2,84,880
B	Professional tax	200	2,400
	PF Employer	900	10,800
A-B	Net Salary	22,640	2,71,680
Benefits			
C	PF Employee	900	10,800
	Gratuity	360	4,320
	SubTotal II	1,260	15,120
Total A + C	Cost to the Company	25,000	3,00,000
	Performance Enhanced Incentives	15,000*	1,80,000
<p>Note: *Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement</p> <ul style="list-style-type: none"> * The Offer/ Salary Is Subjective to Completion of Training * Two-wheeler is mandatory with a valid driving license. * There will be 3-7 days of training period and an assessment then your payroll will start * In the above annexure 3000 rupees includes petrol allowances and 500 rupees deduction for mobile bill. <ul style="list-style-type: none"> • Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable. 			



Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No :

101-8047-193000 website :www.pinclick.com CIN No. U70102KA2015PTC084563

Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

ANNEXURE – B

COMPENSATION & BENEFITS STATEMENT – PIN CLICK			
	Name	Vishal Chatterjee	
	Designation	Property Advisor	
	Department	Sales	
	Date of Joining	9th December 2021	
	CATEGORY	INR – Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	8,400	1,00,800
	House Rent Allowance	7,000	84,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	Children Education Allowance	2,000	24,000
	Special Allowance	7,139	85,668
	Subtotal I / Gross Pay	26,589	3,19,068
B	Professional Tax	200	2,400
	PF Employer	1,008	12,096
A-B	Net Salary	25,381	3,04,572
Benefits			
C	PF Employee	1,008	12,096
	Gratuity	403	4,836
	SubTotal II	1,411	16,932
Total A + C	Cost to the Company	28,000	3,36,000
	Performance Enhanced Incentives	15,000*	1,80,000*
		43,000	5,16,000
<p>Note: *Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement</p> <p>* The Offer/ Salary Is Subjective to Completion of Training</p> <p>* Two-wheeler is mandatory with a valid driving license.</p> <p>* In the above annexure 3000 rupees includes petrol allowances and 500 rupees deduction for mobile bill.</p> <p>Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable.</p>			

To accept this offer, sign the copy and return the duplicate/scan copy to the sender. Kindly ensure that the copy of acceptance reaches us as prescribed.


We look forward to the opportunity of working with you at Pin click Property Management Pvt Ltd

Mr.Manik Kinra
Co Founder



Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi Layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No : +91-8047-193009 website : www.pinclick.com CIN No.U70102KA2015PTC084563


 Pramod Ram Ujagar Tiwari (In-Charge)
 Saket Institute of Management
 Saket Vidya Nagari Marg,
 Chinchpada Road, Kalyan (E) 421 306



Letter of Intent

1. The employee shall manage the day-to-day affairs of the company and shall supervise the office staff and any other employees of the Company. The supervisory function shall be discharged by the employee with due regard to his KRA's.
2. The employee shall at all times abide by the policies and practices of the Company and comply with applicable laws

I have read the terms and conditions set out above and completely understand the same. In accepting employment with Pin Click I undertake to confirm to the terms and conditions set out above as well as other policies, procedures, instructions, etc, as may be communicated to me from time to time.

Name: _____

Signature: _____

Date: _____

Anticipated Start Date: _____



Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No :
+91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563

Ref no: - 1/2021-22(125)

Date: 03/02/2022

To,

Mr. Manish Bhardwaj

2/5, New Sant Tukaram CHS
Near Vittal Old Temple,
Katemanevali
Kalyan (E), 421306

Subject: Offer letter

Congratulations!!

We are pleased to affirm your employment with PROPERTY CLOUD REALTY SPECIFIER PVT LTD, Designate as Sr Sales Executive effective 07th February 2022, on the following terms and conditions.


1. Your Compensation will commence as per the confirmation from the company. You will be bound by all the rules and regulations of the company which are in force from time to time. Date of joining will be informed shortly.
2. Compensation: Rs 7,10,000/- consolidated and apprehensive (CTC), subject to deductions and withholdings as applicable and required by local, state and union statutes as and such other applicable contributions if any. The total will be given on 7th day of every month. First 15 days salary will be credited after the completion of your probation period. Monthly Compensation will be having effect of Covid deductions if Lock down persist.
3. Travelling Expense will be reimbursed for 2-Wheeler at actuals for official work only @Rs 4/ Km. If Vehicle is CNG then CNG bills has to be submit. There will be no reimbursement considered for travelling done from Residence to office or office to Residence.
4. Your Employment in the first instance will be up to 6 months' Probation. This period is liable to be extended for a further period at the sole discretion of the management depending on the assessment of your overall performance.
5. During this initial period, your employment can be terminated without any notice and without assigning any reason whatsoever.
6. 6 days working with 1-day flexible off in a week
7. If the employee reports after 10:00am he will be marked as late which will affect the employment period which can extend to 1 day off for 3 late marks (in a month) and after 3 late marks every late mark is considered as off. If the employee reports after 11am then it's a half day.




Director (In-Charge)
Pramod Ram Ujagar Tiwari
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8. No leaves are allowed during the employment period if there comes a genuine situation the candidate needs to inform the concerned authority maximum 2 days' prior for the leave.
9. Under any circumstances, if you are terminated / leave organization without prior notice of 30 days then you're not eligible to get a Certificate/relieving letter, salary and incentives/performance incentives. In case if you are not serving 1-month notice period due to any reason you are liable to pay 1-month complete salary to the company as a compensation.
10. Your assignments are liable for inter/intra departmental transfer at the discretion of management.
11. You will submit two copy of your recent passport size photograph and Xerox copies of Pan Card, Aadhar Card, address proof, education and experience certificate on your commencement of your employment.
12. You will not engage in any work similar in nature to that of the company and / or in which you may for the time being engaged by the company and / or engage yourself anywhere in any work, profession or employment in any capacity either honorary or otherwise, without the prior approval from the management.
13. You are not allowed to create your own RERA ID and do business either with your colleagues or with the clients. If found doing such inappropriate practices, strict legal action will be taken against the same and will be terminated from the company. You will not be eligible for any kind of remuneration.
14. You will not at any time publish, divulge, disclose or part any secrets of the company or information about its affairs or its clients that may come to your knowledge or possession during the course of your assignment. From the day of joining till the last working day you will not communicate any wrong or inappropriate information through message, whatsapp chat or social media against the company. However, strict legal action will be taken against the same.
15. You will not at any time during the tenure of your assignment with the company offer services or advice to any person directly or indirectly, which may harm the interests of the company.
16. Employees TDS (Tax deducted at source) will be deducted as per under section 192 of Income Tax Act, 1961 if applicable.
17. You will maintain a high standard of discipline, efficiency, integrity and will extend your fullest co-operation to your colleagues and supervise the sub-ordinates working under you to the best of your ability.
18. On all matters you will be reporting to the concerned authorities or such other person as may be designated for the purpose.
19. You are expected to share most cordial interpersonal relations with your colleagues.
20. You will be whole heartedly devoted to the company's work and maintain high levels of integrity and loyalty. You are expected to positively contribute towards increasing the earnings of company and / or in reducing the cost / expenses you will foster team spirit and direct your efforts in building up goodwill and image of the company.
21. The company may change, alter, vary, amend, add to or delete from any or all of the terms and conditions of this letter of offer.




Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
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Outlook

Search

Print X Cancel

Re: Campus Placement for Management Trainees at HDB Financial Services - GD & PI Schedule

Pradeep Kumar Das <pradeep.das@hdbfs.com>

Fri 2/11/2022 4:19 PM

To: placement <placement@prutsim.edu.in>

Cc: Mukul Mathur <mukul.mathur@hdbfs.com>

Dear Nikhil,

We are pleased to announce the selection for Collections role.

- Manish Bhardwaj

Kindly send us the below documents:

1. SSC Certificate
2. HSC Certificate
- 3-2 professional references with Contact no/company name /designation Details.
- 4-Graduation Marksheet
- 5-Adhar Card Copy
- 6-Pan Card Copy
- 7-Cancelled Cheque
- 8-pdated Resume
- 10-Passport size photo (JPEG)

Please note-All the Documents are to be sent Separately in PDF Format within file size of 500kb.

Regards,

Pradeep Das

Human Resources

Contact Details: +91 - 9920556737



2nd Floor, Wilson House, Nr. Amboli Subway, Andheri (E), Mumbai - 400069.

Website: <http://www.hdbfs.com>For Exciting Career Opportunities Please visit: <https://careers.hdbfs.com/>

On 10-02-2022 17:46, Pradeep Kumar Das wrote:

Dear Nikhil,

This has reference to our discussion , on the further schedule for students who have cleared aptitude test. This schedule is only for those students who have opted for Management Trainee - Collections role. Please find below the schedule for Group Discussion scheduled on **11th February, 2022 at 11am sharp.**


The students who clear their Group Discussion round will undergo Personal Interview tomorrow itself.

Name of the Institute	Director (In-Charge) Pradeep Ram Ujagar Tiwari Saket Institute of Management Saket Vidya Nagari Marg, Chinchpada Road, Kalyan (E) 421 306
PRUT - Saket Institute of Management	



Compensation Breakup		
Solutation :	MR.	
Name :	MANISH BHARDWAJ	
Name of the Institute :	PRUT	
Role :	Management Trainee	
Date of Offer :	26-Feb-2022	
Annual Compensation Break up		HDBFS Monthly
Basic	120,000	10,000
HRA	60,000	5,000
Other Allowance	176,800	14,733
Conveyance Allowance	19,200	1,600
Education Allowance	2,400	200
Provident Fund (Employer's contribution)	21,600	1,800
Gross Salary (A)	400,000	33,333
Gratuity----- (B)	5,769	481
Total Fixed Compensation (C=A+B)	405,769	33,814
Note:		
This Offer is subject to positive reference check.		
Gratuity is as per "The Payment of Gratuity Act".		
Special Note		
PAN number is mandatory and has to be provided at the time of joining the Organization for payment of salary. Please apply IMMEDIATELY for a PAN number if you do not have one.		
For HDB Financial Services Ltd.	I Accept the Offer:	
Signature of HR Representative	Signature	
Signature of Line Manager/Business Head	Date (mm/dd/yy)	
	24/02/2022	




 Director (In-Charge)
 Pramod Ram Ujagar Tiwari
 Saket Institute of Management
 Saket Vidya Nagari Marg,
 Chinchpada Road, Kalyan (E) 421 306

Reference No. - 1384208512

Applicant ID - 5041357

15-Mar-2022

Manish Bhardwaj

Dear Manish,

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

Please find enclosed the job offer letter. Kindly note, that the offer of appointment is subject to you having fulfilled the requirements of successful completion of the degree programme during the current academic year and submission of your certificate and mark sheet within 3 months of result announcement - which is the basic requirement of your eligibility. In an event, where the laid out requirements are not met within the stipulated timeline, this offer shall be withdrawn, cancelled and stand revoked, which please take note of.

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

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

E-Mail Address : icicicareers@icicibank.com

Telephone No. : 022-71872500

Yours sincerely,

ICICI Bank HR Team



Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306
Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.

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

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

Reference No. - 1384208512

Applicant ID - 5041357

15-Mar-2022

Manish Bhardwaj

Dear Manish,

We are pleased to make you an offer of appointment as Deputy Manager (Band I) in ICICI Bank. You will be placed in CSBB WEALTH MANAGEMENT at DOMBIVILI (W) - N.S.S.ROAD_BR.

Kindly note, that the offer of appointment is subject to you having fulfilled the requirements of successful completion of the degree programme within the timeline- which is the basic requirement of your eligibility. In an event, where the laid out requirements are not met within the stipulated timeline, this offer shall be withdrawn, cancelled and stand revoked which please take a note of.

The details of your remuneration and benefits are given in Annexure.
The following are the terms and conditions of the appointment.

Commencement/Term:

- You shall be required to join the Bank on or before 28-Mar-2022.
- You will be on probation for a period of one year or such extended period as may be decided by the Bank based on your performance during the probation period.
- On satisfactory completion of your probation period, including that of extended period, if any, you will be confirmed in the services of the Bank in writing.

Other Terms and Conditions of Service:

- Professional Ethics & Confidentiality:** While you are in the services of the Bank, you are not permitted to carry on any business or profession or enter, for any part of your time, in any capacity, the services of, or be employed by or engaged with any other firm, company or person. You will devote your whole time and attention to your office work to promote the interest of the Bank. You will not divulge details like your compensation structure (CTC), performance rating, performance bonus amount, increment, etc. and will not divulge to any person or utilize any of the Bank's secrets or other related information (which you may possess by reason of your association with the Bank) with any external agencies, press etc. outside the Bank. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.
- IT Security Practice & Procedures:** While you are in the services of the Bank, you will adhere to the IT Security Practice & Procedures as prescribed by ICICI Bank. Any instance/s of violation or any attempted violation of the aforesaid IT Security Practices and Procedures on your part shall result in disciplinary action.

ICICI Bank Limited

ICICI Bank Towers

Bandra-Kurla Complex

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Fax: (91-22) 2653 1122

Website www.icicibank.com

CL65190GJ1994PLC021012

Regd. Office ICICI Bank Tower,

Near Chandi Circle,

Old Padra Road,

Vadodara 390 007, India



Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

Reference No. - 1384208512

Manish Bhardwaj

- **Notice Period:** In case you decide to leave the Bank's services during probation period or after confirmation, you will be required to give thirty days' notice. The Bank in its sole discretion can decide to waive off/reduce the notice period depending upon the exigencies. In such case, you would be required to pay to the Bank the gross salary for the notice period so reduced/waived off.

After confirmation, your services would be liable to be terminated by the Bank, by giving thirty days' notice or on payment of thirty days' gross salary in lieu of the notice period.

- **Transfer:** The Bank shall have the right to transfer/depute you to any of its offices or ICICI group companies in India and abroad.
- **Joining Competitor:** In the event of termination of your services by the Bank or your resignation from the services of the Bank, you shall not join any Banking or Financial Services Company for a period of six months from the date of resignation/termination.
- Please note that during the course of your services with the Bank or in the event of cessation of your services in future, due to any reason whatsoever, you shall, for a period of six months from the date of such cessation, directly or indirectly, either on your own accord or on behalf or in conjunction with any other person/s, firm or company refrain/desist from canvassing or soliciting or attempting to or inducing any employee(s)/business associate(s) to leave their current employment with the Bank/Group Companies/Business Partners to join the services of your new employer/firm/company or any other competitor of the Bank/Group Companies/Business Partners. Any act in contravention of the above provision shall entail initiation of appropriate action as deemed fit by the Bank.
- Please note that during the course of your services with the Bank you cannot be a member of any anti-social/national outfits or of any outfit, which is declared as banned by the Government. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.



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Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306
Old Padra Road,
Vadodara 390 007, India.

Reference No. - 1384208512

Manish Bhardwaj

- Please note that while joining the services of the Bank and during the course of your services with the Bank, you would be required to notify the Bank immediately with details of civil or criminal case/s instituted against you in any Court of Law or any complaint/show cause notice /prosecution with/by any Police Station or by any statutory authority, as also you will notify any outcome of such complaint like filing of Chargesheet /Arrest/Conviction/Acquittal/Discharge. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.
- The Bank expects resolution of issue/s relating to your employment, if any, within the framework internally, at all times during your service period and even after cessation of service due to any reason whatsoever. As such please note that any attempt to bring any outside influence - directly or indirectly - upon any authority to further your interest/s in respect of matters pertaining to your services with the Bank would amount to breach of employment contract leading to initiation of appropriate action.
- Please note that during the course of your services with the Bank, you will not take part in any demonstration/agitation against the Bank and its official/s for or on behalf of any external bodies/political outfits- either as a member or as a sympathizer. Any act in contravention of the above would be treated as prejudicial to the interest and reputation of the Bank leading to initiation of appropriate action.
- **Termination of Employment:** Your services with the Bank are liable to be terminated:
 - Without assigning any reason and without giving any notice during probation period and after confirmation by giving thirty days' notice or on payment of thirty days' gross salary in lieu of the notice period and at any time during your services with the Bank in the event of
 - a) Any breach of the conditions mentioned in this letter on your part
 - b) You not successfully completing the degree programme within the stipulated timeline during the current academic year and non-submission of your certificate and mark sheet within 3 months of result announcement
 - c) Any incorrect information furnished by you like:
 - Mismatch in your previous employment data even for a day
 - Mismatch in your previous pay slip
 - Fake qualification certificates etc; and
 - d) Suppression of any material information by you.
 - d) Any breach of the Rules and Regulations of the Bank as applicable/may be made applicable to you from time to time.

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

Tel.: (91-22) 2653 1414

Fax: (91-22) 2653 1122

Website www.icicibank.com

ICIN: 1905190GJ1994PLC021012



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

Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

Reference No. - 1384208512

Manish Bhardwaj

• **General:**

- Your appointment and continuation in employment are subject to reference checks, qualifications and past employment details and successful completion of your course-graduation/post-graduation and submission certificates/ marksheets at the time of joining.
- You will be bound by the Rules and Regulations of the Bank.
- You will keep us informed of any change in your residential address.
- Your acceptance is taken as your understanding that the role in ICICI Bank may involve sales. You may be required to travel extensively as per the requirement of your job/role or as may be needed for the exigencies of the Bank. Also, that you further understand that your services in the Bank are transferrable in any location and profile including sales, across geographies as per organization requirements.

If you are agreeable to the above mentioned terms and conditions, please intimate your acceptance to us by returning a copy of this letter, duly signed by you, within seven days of receipt. In case no confirmation is received within the above-mentioned period the appointment letter shall be deemed to have been withdrawn.

Yours sincerely,

Arjun Parekh

ZONAL RECRUITMENT HEAD

Digitally signed by ARJUN YOGESHBHAI
PAREKH

Date: 2022.03.15 07:27:28 +05:30

Reason: Offer Letter

Location: Mumbai

I have read all the terms and conditions of the offer and would like to confirm my acceptance.

Signature of Applicant

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



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

Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

Reference No. - 1384208512

Manish Bhardwaj

Annexure:

Remuneration:

- Your Base Salary will be Rs. 1,08,000.00/- (Rupees One Lakh Eight Thousand only) per annum.
- You will eligible for the Performance Linked Retention Pay, as per the policy of the Bank. Please note that there is no guaranteed performance bonus, subject to however provisions of the Payment of Bonus Act 1965, wherever applicable. The performance linked Retention pay would be payable to an employee only if the employee on the day of payout is on the rolls of the bank and he/she has not resigned and / or is serving notice period.

Supplementary Allowances:

- You will be eligible for a Supplementary Allowance of Rs. 1,40,100.00/- (Rupees One Lakh Forty Thousand One Hundred only) per annum. Supplementary allowance will include –Conveyance / Travel Allowance, Telephone Reimbursement, LTA, Medical Reimbursement, Canteen and any other allowance. All the components of supplementary allowance are subject to limits and rules prescribed by Income tax act and policies of the bank.
- You will be eligible for HRA of Rs. 54,000.00/- (Rupees Fifty Four Thousand only) per annum.
- The composition of supplementary allowance can be decided once in a year. The unexercised amount of the supplementary allowance will be paid to the employee subject to deduction of tax at source.

Superannuation Allowances:

- You will be eligible for a Superannuation Allowance of Rs. 16,200.00/- (Rupees Sixteen Thousand Two Hundred only) per annum.

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

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Website www.icicibank.com
CIN: L65190GJ1994PLC021012

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Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 308

Reference No. - 1384208512

Manish Bhardwaj

Benefits:

- Comprehensive Mediclaim Coverage for you and your immediate family up to Rs.400,000/-(Rupees Four Lakh only) per annum. Your immediate family includes yourself, your spouse and dependent children.
- You will also be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity, in accordance with the statutory requirements and/or, as per Bank policy.
- The salary and perquisites including supplementary allowance are subject to limits and rules prescribed by the Income Tax Act / Rules and policies of the Company.
- Maternity leave benefits as defined under the Maternity Benefit (Amendment) Act, 2017 are offered to eligible women employees by the Bank. Details of all types of leaves including the Maternity leave benefits offered to employees and eligibility criteria for availing such benefits are notified by the Bank under "Employee Benefit Policies" available on the Bank's intranet which will be accessible upon joining the Bank.


Digitally signed by ARJUN
YOGESHBHAI PAREKH
Date: 2022.03.15 07:27:28 +05:30
Reason: Offer Letter
Location: Mumbai

Signature of Applicant



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

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
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Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg, lower,
Chinchpada Road, Kalyan (E) 421 306
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.

JOINING FORMALITIES

The process to join the Bank is by way of completing the online joining formalities. You are required to complete the online joining formalities within 5 days from the date of accepting offer letter. Please note that completion of online joining formalities is a mandatory process.

The login credentials are provided below:

URL: <https://www.icicicareers.com/Careers/CP/CandidateLogin.aspx>

Username: Registered email id or Applicant id

Password: Which has been already communicated to you through registered email id. In case, you do not remember the password, please use "forgot password" option to generate a new password.

Following documents (xerox copies) are required to be uploaded:

- 1) Self-attested copies of educational certificates and marksheets (Xth/XIth/ Graduation/ Post graduation)
- 2) Work Experience Document
 - a. Resignation accepted letter from current organisation
 - b. Relieving letter from two previous employers or companies worked in last five years whichever is higher
- 3) Passport size Photograph (against Red background)
- 4) Address proof (Passport/Voter id/Ration card)
- 5) PAN Card

Please note that you are required to attend Induction program (I-Banker) on your date of joining. You shall be communicated about the date, time and venue for induction program (I-Banker) by your Recruitment Manager.



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Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421306
Vadodara 390 007 (E) 421 306

Remuneration Details

Name : Manish Bhardwaj
 Position: Deputy Manager (Band I)
 Group: RETAIL BANKING GROUP

	Deputy Manager (Band I)	
	Monthly	Annual
Basic	9,000.00	1,08,000.00
HRA	4,500.00	54,000.00
Supplementary Allowance*	11,675.00	1,40,100.00
Superannuation Allowance **	1,350.00	16,200.00
Total	26,525.00	3,18,300.00
Retrials		
Retrials (PF, Gratuity) ***	2,550.00	30,600.00
Total Fixed CTC	29,075.00	3,48,900.00
Performance Linked Retention Pay #	4,500.00	54,000.00
Total CTC	33,575.00	4,02,900.00
* Supplementary allowance will include Conveyance / Travel allowance, Telephone reimbursement, LTA, Medical, Canteen and any other allowance		
*** You will be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity, in accordance with the statutory requirements and/or, as per Bank policy.		
#Please note that there is no guaranteed performance linked retention pay, subject to however provisions of the payment of Bonus Act 1965, wherever applicable.		

Date : 15-Mar-2022

Digitally signed by ARJUN YOGESHBHAI PAREKH
 Date: 2022.03.15 07:27:28 +05:30
 Reason: Offer Letter
 Location: Mumbai




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

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

Director (In-Charge)
 Pramod Ram Ujagar Tiwari
 Saket Institute of Management
 Saket Vidya Nagari Marg,
 Chinchpada Road, Kalyan (E) 421 306
 Near Chakra Circle
 Old Padra Road,
 Vadodara 390 007, India.

Reference No. - 1384214915

Applicant ID - 5043122

22-Mar-2022

Vedant Mishra

Dear Vedant,

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

Please find enclosed the job offer letter. Kindly note, that the offer of appointment is subject to you having fulfilled the requirements of successful completion of the degree programme during the current academic year and submission of your certificate and mark sheet within 3 months of result announcement - which is the basic requirement of your eligibility. In an event, where the laid out requirements are not met within the stipulated timeline, this offer shall be withdrawn, cancelled and stand revoked, which please take note of.

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

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

E-Mail Address : icicicareers@icicibank.com

Telephone No. : 022-71872500

Yours sincerely,

ICICI Bank HR Team



Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421306
Regd. Office: 303 ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.

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

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

Reference No. - 1384214915

Applicant ID - 5043122

22-Mar-2022

Vedant Mishra

Dear Vedant,

We are pleased to make you an offer of appointment as Deputy Manager (Band I) in ICICI Bank. You will be placed in Branch Banking Dept at MUMBAI-BANDRAW HALLMARK PLAZA.

Kindly note, that the offer of appointment is subject to you having fulfilled the requirements of successful completion of the degree programme within the timeline- which is the basic requirement of your eligibility. In an event, where the laid out requirements are not met within the stipulated timeline, this offer shall be withdrawn, cancelled and stand revoked which please take a note of.

The details of your remuneration and benefits are given in Annexure.
The following are the terms and conditions of the appointment.

Commencement/Term:

- You shall be required to join the Bank on or before 06-Apr-2022.
- You will be on probation for a period of one year or such extended period as may be decided by the Bank based on your performance during the probation period.
- On satisfactory completion of your probation period, including that of extended period, if any, you will be confirmed in the services of the Bank in writing.

Other Terms and Conditions of Service:

- Professional Ethics & Confidentiality:** While you are in the services of the Bank, you are not permitted to carry on any business or profession or enter, for any part of your time, in any capacity, the services of, or be employed by or engaged with any other firm, company or person. You will devote your whole time and attention to your office work to promote the interest of the Bank. You will not divulge details like your compensation structure (CTC), performance rating, performance bonus amount, increment, etc. and will not divulge to any person or utilize any of the Bank's secrets or other related information (which you may possess by reason of your association with the Bank) with any external agencies, press etc. outside the Bank. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.
- IT Security Practice & Procedures:** While you are in the services of the Bank, you will adhere to the IT Security Practice & Procedures as prescribed by ICICI Bank. Any instance/s of violation or any attempted violation of the aforesaid IT Security Practices and Procedures on your part shall result in disciplinary action.

ICICI Bank Limited

ICICI Bank Towers

Bandra-Kurla Complex

Mumbai 400 051, India



Tel.: (91-22) 2653 1414

Fax: (91-22) 2653 1122

Website www.icicibank.com

CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,

Near Chakli Circle,

Old Padra Road,

Vadodra 390 007, India.

Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

Reference No. - 1384214915

Vedant Mishra

- **Notice Period:** In case you decide to leave the Bank's services during probation period or after confirmation, you will be required to give thirty days' notice. The Bank in its sole discretion can decide to waive off/reduce the notice period depending upon the exigencies. In such case, you would be required to pay to the Bank the gross salary for the notice period so reduced/waived off.

After confirmation, your services would be liable to be terminated by the Bank, by giving thirty days' notice or on payment of thirty days' gross salary in lieu of the notice period.

- **Transfer:** The Bank shall have the right to transfer/depute you to any of its offices or ICICI group companies in India and abroad.
- **Joining Competitor:** In the event of termination of your services by the Bank or your resignation from the services of the Bank, you shall not join any Banking or Financial Services Company for a period of six months from the date of resignation/termination.
- Please note that during the course of your services with the Bank or in the event of cessation of your services in future, due to any reason whatsoever, you shall, for a period of six months from the date of such cessation, directly or indirectly, either on your own accord or on behalf or in conjunction with any other person/s, firm or company refrain/desist from canvassing or soliciting or attempting to or inducing any employee(s)/business associate(s) to leave their current employment with the Bank/Group Companies/Business Partners to join the services of your new employer/firm/company or any other competitor of the Bank/Group Companies/Business Partners. Any act in contravention of the above provision shall entail initiation of appropriate action as deemed fit by the Bank.
- Please note that during the course of your services with the Bank you cannot be a member of any anti-social/national outfits or of any outfit, which is declared as banned by the Government. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.



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

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
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Director (In-Charge)
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Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.

Reference No. - 1384214915

Vedant Mishra

- Please note that while joining the services of the Bank and during the course of your services with the Bank, you would be required to notify the Bank immediately with details of civil or criminal case/s instituted against you in any Court of Law or any complaint/show cause notice /prosecution with/by any Police Station or by any statutory authority, as also you will notify any outcome of such complaint like filing of Chargesheet /Arrest/Conviction/Acquittal/Discharge. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.
- The Bank expects resolution of issue/s relating to your employment, if any, within the framework internally, at all times during your service period and even after cessation of service due to any reason whatsoever. As such please note that any attempt to bring any outside influence - directly or indirectly - upon any authority to further your interest/s in respect of matters pertaining to your services with the Bank would amount to breach of employment contract leading to initiation of appropriate action.
- Please note that during the course of your services with the Bank, you will not take part in any demonstration/agitation against the Bank and its official/s for or on behalf of any external bodies/political outfits- either as a member or as a sympathizer. Any act in contravention of the above would be treated as prejudicial to the interest and reputation of the Bank leading to initiation of appropriate action.
- **Termination of Employment:** Your services with the Bank are liable to be terminated:
 - Without assigning any reason and without giving any notice during probation period and after confirmation by giving thirty days' notice or on payment of thirty days' gross salary in lieu of the notice period and at any time during your services with the Bank in the event of
 - a) Any breach of the conditions mentioned in this letter on your part
 - b) You not successfully completing the degree programme within the stipulated timeline during the current academic year and non-submission of your certificate and mark sheet within 3 months of result announcement
 - c) Any incorrect information furnished by you like:
 - Mismatch in your previous employment data even for a day
 - Mismatch in your previous pay slip
 - Fake qualification certificates etc; and
 - d) Suppression of any material information by you.
 - d) Any breach of the Rules and Regulations of the Bank as applicable/may be made applicable to you from time to time.

ICICI Bank Limited

ICICI Bank Towers

Bandra-Kurla Complex

Mumbai 400 051, India.

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CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,

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Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

: 4:

Reference No. - 1384214915

Vedant Mishra

• General:

- Your appointment and continuation in employment are subject to reference checks, qualifications and past employment details and successful completion of your course-graduation/post-graduation and submission certificates/ marksheets at the time of joining.
- You will be bound by the Rules and Regulations of the Bank.
- You will keep us informed of any change in your residential address.
- Your acceptance is taken as your understanding that the role in ICICI Bank may involve sales. You may be required to travel extensively as per the requirement of your job/role or as may be needed for the exigencies of the Bank. Also, that you further understand that your services in the Bank are transferrable in any location and profile including sales, across geographies as per organization requirements.

If you are agreeable to the above mentioned terms and conditions, please intimate your acceptance to us by returning a copy of this letter, duly signed by you, within seven days of receipt. In case no confirmation is received within the above-mentioned period the appointment letter shall be deemed to have been withdrawn.

Yours sincerely,

Arjun Parekh

ZONAL RECRUITMENT HEAD
Digitally signed by ARJUN YOGESHBHAI
PAREKH

Date: 2022.03.22 09:10:16 +05:30

Reason: Offer Letter

Location: Mumbai

I have read all the terms and conditions of the offer and would like to confirm my acceptance.

Signature of Applicant

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

Tel.: (91-22) 2653 1414

Fax: (91-22) 2653 1122

Website www.icicibank.com

CIN.: L65190GJ1994PLC021012

Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306
Old Padra Road,
Vadodara 390 007, India.

Reference No. - 1384214915

Vedant Mishra

Annexure:**Remuneration:**

- Your Base Salary will be Rs. 1,08,000/- (Rupees One Lakh Eight Thousand only) per annum.
- You will eligible for the Performance Linked Retention Pay, as per the policy of the Bank. Please note that there is no guaranteed performance bonus, subject to however provisions of the Payment of Bonus Act 1965, wherever applicable. The performance linked Retention pay would be payable to an employee only if the employee on the day of payout is on the rolls of the bank and he/she has not resigned and / or is serving notice period.

Supplementary Allowances:

- You will be eligible for a Supplementary Allowance of Rs. 1,58,100/- (Rupees One Lakh Fifty Eight Thousand One Hundred only) per annum. Supplementary allowance will include –Conveyance / Travel Allowance, Telephone Reimbursement, LTA, Medical Reimbursement, Canteen and any other allowance. All the components of supplementary allowance are subject to limits and rules prescribed by Income tax act and policies of the bank.
- You will be eligible for HRA of Rs. 54,000/- (Rupees Fifty Four Thousand only) per annum.
- The composition of supplementary allowance can be decided once in a year. The unexercised amount of the supplementary allowance will be paid to the employee subject to deduction of tax at source.

Superannuation Allowances:

- You will be eligible for a Superannuation Allowance of Rs. 16,200/- (Rupees Sixteen Thousand Two Hundred only) per annum.

ICICI Bank Limited
ICICI Bank Tower,
Saket Vidya
Bandra-Kurla Complex
Nagari Marg,
Mumbai 400 051, India.
Chinchpada Road,
Kalyan (E) 421306



Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1422
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

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

Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

Reference No. - 1384214915

Vedant Mishra

Benefits:

- Comprehensive Mediclaim Coverage for you and your immediate family up to Rs.400,000/-(Rupees Four Lakh only) per annum. Your immediate family includes yourself, your spouse and dependent children.
- You will also be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity, in accordance with the statutory requirements and/or, as per Bank policy.
- The salary and perquisites including supplementary allowance are subject to limits and rules prescribed by the Income Tax Act / Rules and policies of the Company.
- Maternity leave benefits as defined under the Maternity Benefit (Amendment) Act, 2017 are offered to eligible women employees by the Bank. Details of all types of leaves including the Maternity leave benefits offered to employees and eligibility criteria for availing such benefits are notified by the Bank under "Employee Benefit Policies" available on the Bank's intranet which will be accessible upon joining the Bank.

Digitally signed by ARJUN
YOGESHBHAI PAREKH
Date: 2022.03.22 09:10:16 +05:30
Reason: Offer Letter
Location: Mumbai

Signature of Applicant



Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306
Regd. Office : ICICI Bank Tower,
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ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

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

JOINING FORMALITIES

The process to join the Bank is by way of completing the online joining formalities. You are required to complete the online joining formalities within 5 days from the date of accepting offer letter. Please note that completion of online joining formalities is a mandatory process.

The login credentials are provided below:

URL: <https://www.icicicareers.com/Careers/CP/CandidateLogin.aspx>

Username: Registered email id or Applicant id

Password: Which has been already communicated to you through registered email id. In case, you do not remember the password, please use "forgot password" option to generate a new password.

Following documents (xerox copies) are required to be uploaded:

- 1) Self-attested copies of educational certificates and marksheet (Xth/XIth/ Graduation/ Post graduation)
- 2) Work Experience Document
 - a. Resignation accepted letter from current organisation
 - b. Relieving letter from two previous employers or companies worked in last five years whichever is higher
- 3) Passport size Photograph (against Red background)
- 4) Address proof (Passport/Voter id/Ration card)
- 5) PAN Card

Please note that you are required to attend Induction program (I-Banker) on your date of joining. You shall be communicated about the date, time and venue for induction program (I-Banker) by your Recruitment Manager.



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



Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg, Chinchpada Road, Kalyan (E) 421306
Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.
Tel.: (91-22) 2853 1414
Fax: (91-22) 2853 1122
Website: www.icicibank.com
CIN.: L65190GJ1994PLC021012

Remuneration Details

Name : Vedant Mishra
 Position: Deputy Manager (Band I)
 Group: RETAIL BANKING GROUP

	Deputy Manager (Band I)	
	Monthly	Annual
Basic	9,000	1,08,000
HRA	4,500	54,000
Supplementary Allowance*	13,175	1,58,100
Superannuation Allowance **	1,350	16,200
Total	28,025	3,36,300
Retrials		
Retrials (PF, Gratuity) ***	2,550	30,600
Total Fixed CTC	30,575	3,66,900
Performance Linked Retention Pay #	4,500	54,000
Total CTC	35,075	4,20,900
* Supplementary allowance will include Conveyance / Travel allowance, Telephone reimbursement, LTA, Medical, Canteen and any other allowance		
*** You will be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity, in accordance with the statutory requirements and/or, as per Bank policy.		
#Please note that there is no guaranteed performance linked retention pay, subject to however provisions of the payment of Bonus Act 1965, wherever applicable.		

Date : 22-Mar-2022

Digitally signed by ARJUN YOGESHBHAI PAREKH
 Date: 2022.03.22 09:10:17 +05:30
 Reason: Offer Letter
 Location: Mumbai




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

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

Director (In-Charge)
 Pramod Ram Ujagar Tiwari
 Saket Institute of Management
 Saket Vidya Nagari Marg,
 Chinchpada Road, Kalyan (E) 421306, India.



Date : 31-Aug-2021
RRF.No : iprocess10183

To

Sagar Dilip Kolhe,
Room no 2 shri Rajeshwari CHS , gawali nagar , vinay nagar , kolsewadi ,kalyan east.
Kalyan Maharashtra
421306 India

Letter of Offer

Dear **Sagar Dilip Kolhe,**

With reference to your interview and online documentations submitted for seeking employment with the organization, we are pleased to offer you the post of **SR. EXECUTIVE** at **GRADE-15** with **i-Process Services (India) Private Limited**.

Your total emoluments shall be as per Annexure attached hereto and your date of joining shall be **22-Sep-2021**

You will report at our following client work location:

ICICI Bank Limited, ICICI Bank Mumbai

A detailed letter of appointment shall be issued to you upon your joining subject to verification of your references and other details provided by you. This letter of offer is issued to you based on the representations made by you and this offer of appointment / subsequent appointment is subject to:

- Satisfactory results of verifications and reference checks to be carried out by us. In case the Company considers that your verification / reference checks are not up to the desired level, the letter of offer / subsequent appointment letter shall automatically stands withdrawn and, even if you have joined duty, your services shall be terminated with immediate effect without any compensation notice or salary in lieu thereof.
- If you fail to join on the date specified hereinabove, **the offer shall stand withdrawn.**

You are requested to give your acceptance online to this offer letter accordingly.

For i-Process Services (India) Private Limited

Authorized Signatory



Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

i-Process Services (India) Pvt. Ltd.

i process

Corporate Office :
Plot No : 313, Udyog Vihar Phase-IV, Gurugram, Haryana-122015

Ph. 0124-4763400

Name of the Employee **Sagar Dilip Kolhe**
Date of Joining **22-Sep-2021**
Designation **SR. EXECUTIVE**
Grade **GRADE-15**
Location **Mumbai**

Pay Component	Monthly Amount	Annual Amount
Fixed CTC		
Gross Salary	18900	226800
Basic	11000	132000
HRA	750	9000
Conveyance Allowance	800	9600
Medical Allowance	1250	15000
Supplementary Allowance	5100	61200
Retiral Other Benefits	2944	35328
Employer PF	1800	21600
Employer ESI	615	7380
Gratuity	529	6348
Total Fixed CTC	21844	262128



Sagar

Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306



Date : 31-Aug-2021

RRF.No : iprocess10183

JOINING SLIP

Name : Sagar Dilip Kolhe

Date Of Birth : 24-Jun-1989

FATHER'S NAME : Dilip Krishna Kolhe

PRESENT ADDRESS : Room no 2 shri Rajeshwari CHS , gawali nagar , vinay nagar
, kolsewadi ,kalyan east.@Kalyan Maharashtra 421306
India

MOBILE NO : +91-8369285345

JOINING DATE : 22-Sep-2021

LOCATION : Mumbai

OFFICIAL REPORTING ADDRESS : ICICI Bank Mumbai

For i-Process Services (India) Private Limited

Authorized Signatory



Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306



WITH YOU ALWAYS

Tata AIG General Insurance Company Limited

Regd Office: 15th Floor, Tower A, Peninsula Business Park,
G. K. Marg, Lower Parel, Mumbai - 400 013,
Tel. No.: +91 22 66930000
www.tataaig.com
IRDA Registration No.: 108
CIN : U85110MH2000PLC128425

Dated: 10-Jan-22

Mr. Pratik Chhotulal Patil
Pramod Ram Ujagar Tiwari Saket Institute of Management

Subject: Provisional Offer Letter

Dear Pratik Chhotulal Patil,

We thank you for your interest in exploring career opportunities with Tata AIG General Insurance Company Limited (hereinafter referred as "Tata AIG").

With reference to the selection process, you had with us, we are pleased to offer you a Provisional appointment as Channel Sales Manager at Tata AIG. As a part of Tata AIG's Campus Recruitment – ARISE program, your fixed compensation would be Rs.3,75,000 per annum. You will also be eligible for variable pay under the variable pay program of the Company applicable from time to time. All payments would be subject to prevailing tax laws and statutory deductions.

Your employment with the Company will be established after finalising all joining formalities as per company policy and this offer is contingent upon the successful completion of your degree. Post that you will be issued appointment letter providing details of your place of posting and department along with detailed terms and conditions of your employment with the Company.

We at Tata AIG are privileged to have you with us and look forward to launching your successful career with us.

Please signify acceptance of this offer by signing and returning this letter to us at Khyati.parikh@tataaig.com. You may get in touch with Khyati Parikh at Khyati.parikh@tataaig.com for any query that you might have related to your employment with the Company.

Sincerely,

For Tata AIG General Insurance Company Limited

Jitesh Bawa
Chief Human Resource Officer



Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

tataaig.com



think ahead

Reference No. - 1384208510

Applicant ID - 5041041

15-Mar-2022

Pratik Patil

Dear Pratik,

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

Please find enclosed the job offer letter. Kindly note, that the offer of appointment is subject to you having fulfilled the requirements of successful completion of the degree programme during the current academic year and submission of your certificate and mark sheet within 3 months of result announcement - which is the basic requirement of your eligibility. In an event, where the laid out requirements are not met within the stipulated timeline, this offer shall be withdrawn, cancelled and stand revoked, which please take note of.

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

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

E-Mail Address : icicicareers@icicibank.com

Telephone No. : 022-71872500

Yours sincerely,

ICICI Bank HR Team




Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

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

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

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



PRIVATE AND CONFIDENTIAL

Reference No. - 1384208510

Applicant ID - 5041041

15-Mar-2022

Pratik Patil

Dear Pratik,

We are pleased to make you an offer of appointment as Deputy Manager (Band I) in ICICI Bank. You will be placed in CSBB WEALTH MANAGEMENT at MUMBAI-MULUNDW BHAKTI MARG_BR.

Kindly note, that the offer of appointment is subject to you having fulfilled the requirements of successful completion of the degree programme within the timeline- which is the basic requirement of your eligibility. In an event, where the laid out requirements are not met within the stipulated timeline, this offer shall be withdrawn, cancelled and stand revoked which please take a note of.

The details of your remuneration and benefits are given in Annexure.

The following are the terms and conditions of the appointment.

Commencement/Term:

- You shall be required to join the Bank on or before 28-Mar-2022.
- You will be on probation for a period of one year or such extended period as may be decided by the Bank based on your performance during the probation period.
- On satisfactory completion of your probation period, including that of extended period, if any, you will be confirmed in the services of the Bank in writing.

Other Terms and Conditions of Service:

- Professional Ethics & Confidentiality:** While you are in the services of the Bank, you are not permitted to carry on any business or profession or enter, for any part of your time, in any capacity, the services of, or be employed by or engaged with any other firm, company or person. You will devote your whole time and attention to your office work to promote the interest of the Bank. You will not divulge details like your compensation structure (CTC), performance rating, performance bonus amount, increment, etc. and will not divulge to any person or utilize any of the Bank's secrets or other related information (which you may possess by reason of your association with the Bank) with any external agencies, press etc. outside the Bank. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.
- IT Security Practice & Procedures:** While you are in the services of the Bank, you will adhere to the IT Security Practice & Procedures as prescribed by ICICI Bank. Any instance/s of violation or any attempted violation of the aforesaid IT Security Practices and Procedures on your part shall result in disciplinary action.

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



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

Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

Reference No. - 1384208510

Pratik Patil

- **Notice Period:** In case you decide to leave the Bank's services during probation period or after confirmation, you will be required to give thirty days' notice. The Bank in its sole discretion can decide to waive off/reduce the notice period depending upon the exigencies. In such case, you would be required to pay to the Bank the gross salary for the notice period so reduced/waived off.

After confirmation, your services would be liable to be terminated by the Bank, by giving thirty days' notice or on payment of thirty days' gross salary in lieu of the notice period.

- **Transfer:** The Bank shall have the right to transfer/depute you to any of its offices or ICICI group companies in India and abroad.
- **Joining Competitor:** In the event of termination of your services by the Bank or your resignation from the services of the Bank, you shall not join any Banking or Financial Services Company for a period of six months from the date of resignation/termination.
- Please note that during the course of your services with the Bank or in the event of cessation of your services in future, due to any reason whatsoever, you shall, for a period of six months from the date of such cessation, directly or indirectly, either on your own accord or on behalf or in conjunction with any other person/s, firm or company refrain/desist from canvassing or soliciting or attempting to or inducing any employee(s)/business associate(s) to leave their current employment with the Bank/Group Companies/Business Partners to join the services of your new employer/firm/company or any other competitor of the Bank/Group Companies/Business Partners. Any act in contravention of the above provision shall entail initiation of appropriate action as deemed fit by the Bank.
- Please note that during the course of your services with the Bank you cannot be a member of any anti-social/national outfits or of any outfit, which is declared as banned by the Government. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.



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

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



Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306
Regd. Office
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.

Reference No. - 1384208510

Pratik Patil

- Please note that while joining the services of the Bank and during the course of your services with the Bank, you would be required to notify the Bank immediately with details of civil or criminal case/s instituted against you in any Court of Law or any complaint/show cause notice /prosecution with/by any Police Station or by any statutory authority, as also you will notify any outcome of such complaint like filing of Chargesheet /Arrest/Conviction/Acquittal/Discharge. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.
- The Bank expects resolution of issue/s relating to your employment, if any, within the framework internally, at all times during your service period and even after cessation of service due to any reason whatsoever. As such please note that any attempt to bring any outside influence - directly or indirectly - upon any authority to further your interest/s in respect of matters pertaining to your services with the Bank would amount to breach of employment contract leading to initiation of appropriate action.
- Please note that during the course of your services with the Bank, you will not take part in any demonstration/agitation against the Bank and its official/s for or on behalf of any external bodies/political outfits- either as a member or as a sympathizer. Any act in contravention of the above would be treated as prejudicial to the interest and reputation of the Bank leading to initiation of appropriate action.
- **Termination of Employment:** Your services with the Bank are liable to be terminated:
 - Without assigning any reason and without giving any notice during probation period and after confirmation by giving thirty days' notice or on payment of thirty days' gross salary in lieu of the notice period and at any time during your services with the Bank in the event of
 - a) Any breach of the conditions mentioned in this letter on your part
 - b) You not successfully completing the degree programme within the stipulated timeline during the current academic year and non-submission of your certificate and mark sheet within 3 months of result announcement
 - c) Any incorrect information furnished by you like:
 - Mismatch in your previous employment data even for a day
 - Mismatch in your previous pay slip
 - Fake qualification certificates etc; and
 - d) Suppression of any material information by you.
 - d) Any breach of the Rules and Regulations of the Bank as applicable/may be made applicable to you from time to time.

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



2653 1414
2653 1122
www.icicibank.com
190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra
Vadodra
Pramod Ram Ujagar Tiwari
Director (In-Charge)
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

Reference No. - 1384208510

Pratik Patil

• General:

- Your appointment and continuation in employment are subject to reference checks, qualifications and past employment details and successful completion of your course-graduation/post-graduation and submission certificates/ marksheets at the time of joining.
- You will be bound by the Rules and Regulations of the Bank.
- You will keep us informed of any change in your residential address.
- Your acceptance is taken as your understanding that the role in ICICI Bank may involve sales. You may be required to travel extensively as per the requirement of your job/role or as may be needed for the exigencies of the Bank. Also, that you further understand that your services in the Bank are transferrable in any location and profile including sales, across geographies as per organization requirements.

If you are agreeable to the above mentioned terms and conditions, please intimate your acceptance to us by returning a copy of this letter, duly signed by you, within seven days of receipt. In case no confirmation is received within the above-mentioned period the appointment letter shall be deemed to have been withdrawn.

Yours sincerely,

Arjun Parekh

ZONAL RECRUITMENT HEAD

Digitally signed by ARJUN YOGESHBHAI
PAREKH

Date: 2022.03.15 08:19:36 +05:30

Reason: Offer Letter

Location: Mumbai

I have read all the terms and conditions of the offer and would like to confirm my acceptance.

Signature of Applicant



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

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Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306
Near-Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.

Reference No. - 1384208510

Pratik Patil

Annexure:

Remuneration:

- Your Base Salary will be Rs. 1,08,000.00/- (Rupees One Lakh Eight Thousand only) per annum.
- You will eligible for the Performance Linked Retention Pay, as per the policy of the Bank. Please note that there is no guaranteed performance bonus, subject to however provisions of the Payment of Bonus Act 1965, wherever applicable. The performance linked Retention pay would be payable to an employee only if the employee on the day of payout is on the rolls of the bank and he/she has not resigned and / or is serving notice period.

Supplementary Allowances:

- You will be eligible for a Supplementary Allowance of Rs. 1,58,100.00/- (Rupees One Lakh Fifty Eight Thousand One Hundred only) per annum. Supplementary allowance will include –Conveyance / Travel Allowance, Telephone Reimbursement, LTA, Medical Reimbursement, Canteen and any other allowance. All the components of supplementary allowance are subject to limits and rules prescribed by Income tax act and policies of the bank.
- You will be eligible for HRA of Rs. 54,000.00/- (Rupees Fifty Four Thousand only) per annum.
- The composition of supplementary allowance can be decided once in a year. The unexercised amount of the supplementary allowance will be paid to the employee subject to deduction of tax at source.

Superannuation Allowances:

- You will be eligible for a Superannuation Allowance of Rs. 16,200.00/- (Rupees Sixteen Thousand Two Hundred only) per annum.

ICICI Bank Limited

ICICI Bank Towers

Bandra-Kurla Complex

Mumbai 400 051,




Tel: (91-22) 2653 1414

Fax: (91-22) 2653 1122

Website www.icicibank.com

CIN: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodra
Director (In Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

Reference No. - 1384208510

Pratik Patil

Benefits:

- Comprehensive Mediclaim Coverage for you and your immediate family up to Rs.400,000/-(Rupees Four Lakh only) per annum. Your immediate family includes yourself, your spouse and dependent children.
- You will also be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity, in accordance with the statutory requirements and/or, as per Bank policy.
- The salary and perquisites including supplementary allowance are subject to limits and rules prescribed by the Income Tax Act / Rules and policies of the Company.
- Maternity leave benefits as defined under the Maternity Benefit (Amendment) Act, 2017 are offered to eligible women employees by the Bank. Details of all types of leaves including the Maternity leave benefits offered to employees and eligibility criteria for availing such benefits are notified by the Bank under "Employee Benefit Policies" available on the Bank's intranet which will be accessible upon joining the Bank.

Digitally signed by ARJUN
YOGESHBHAI PAREKH
Date: 2022.03.15 08:19:37 +05:30
Reason: Offer Letter
Location: Mumbai

Signature of Applicant



Director (in-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

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

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

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

JOINING FORMALITIES

The process to join the Bank is by way of completing the online joining formalities. You are required to complete the online joining formalities within 5 days from the date of accepting offer letter. Please note that completion of online joining formalities is a mandatory process.

The login credentials are provided below:

URL: <https://www.icicicareers.com/Careers/CP/CandidateLogin.aspx>

Username: Registered email id or Applicant id

Password: Which has been already communicated to you through registered email id. In case, you do not remember the password, please use "forgot password" option to generate a new password.

Following documents (xerox copies) are required to be uploaded:

- 1) Self-attested copies of educational certificates and marksheets (Xth/XIth/ Graduation/ Post graduation)
- 2) Work Experience Document
 - a. Resignation accepted letter from current organisation
 - b. Relieving letter from two previous employers or companies worked in last five years whichever is higher
- 3) Passport size Photograph (against Red background)
- 4) Address proof (Passport/Voter id/Ration card)
- 5) PAN Card

Please note that you are required to attend Induction program (I-Banker) on your date of joining. You shall be communicated about the date, time and venue for induction program (I-Banker) by your Recruitment Manager.

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




Tel.: (022) 2653 1414

(022) 2653 1122

Website www.icicibank.com

CIN.: L65190GJ1994PLC0210


Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306
Mumbai 400 007, India.

Remuneration Details

Name : Pratik Patil

Position: Deputy Manager (Band I)

Group: RETAIL BANKING GROUP

	Deputy Manager (Band I)	
	Monthly	Annual
Basic	9,000.00	1,08,000.00
HRA	4,500.00	54,000.00
Supplementary Allowance*	13,175.00	1,58,100.00
Superannuation Allowance **	1,350.00	16,200.00
Total	28,025.00	3,36,300.00
Retrials		
Retrials (PF, Gratuity) ***	2,550.00	30,600.00
Total Fixed CTC	30,575.00	3,66,900.00
Performance Linked Retention Pay #	4,500.00	54,000.00
Total CTC	35,075.00	4,20,900.00
* Supplementary allowance will include Conveyance / Travel allowance, Telephone reimbursement, LTA, Medical, Canteen and any other allowance		
*** You will be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity, in accordance with the statutory requirements and/or, as per Bank policy.		
#Please note that there is no guaranteed performance linked retention pay, subject to however provisions of the payment of Bonus Act 1965, wherever applicable.		

Date : 15-Mar-2022

Digitally signed by ARJUN YOGESHBHAI PAREKH

Date: 2022.03.15 08:19:37 +05:30

Reason: Offer Letter

Location: Mumbai




Director (In-Charge)
 Pramod Ram Ujagar Tiwari
 Saket Institute of Management
 Saket Vidya Nagari Marg,
 Chinchpada Road, Kalyan (E) 421306,
 Regd. Office,
 Near Chakli Circle,
 Old Padra Road,
 Vadodara 390 007, India.

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

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

Gmail

pranay.sanan@icicibank.com

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Drafts

Categories

Social

Updates

Forums

Promotions

Meet

New meeting

Join a meeting

Hangouts

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ICICI BANK : CAMPUS 2022 Inbox x

Pranay Sanan /HRMG/IBANK/MUM

to me Shubham

Fri Feb 4, 3:30 PM (6 days ago)

Dear Team,

Sharing the list of the students selected for final placements with ICICI Bank

Congratulations to all !!!

Looking forward to all of them starting their corporate journey with us.

Applicant ID	Full Name (1. Candidate to write full name in)
4376028	Pratiksha Ashok Raghatwan
5041041	Pratik Chhoivalal Patil
5041200	Selvamra; chinnappa
5041357	Manish Jitendra Bhardwaj



[Handwritten signature]

Director (In-Charge)
 Pramod Ram Ujagar Tiwari
 Saket Institute of Management
 Saket Vidya Nagari Marg,
 Chinchpada Road, Kalyan (E) 421 306

Gmail

pranay.sanan@icicibank.com

Compose

- Inbox 5
- Starred
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- Categories
- Social 1
- Updates 31
- Forums
- Promotions
- Meet
- New meeting
- Join a meeting

- Hangouts
- Surbhi
- Devendra Bhoir

4247393	Piyush Ratnakar Bahukhandi
5041828	VISHAL BHASKAR PAGARE
5042331	Gaurav Virendrakumar Dubey
5042259	ANIKET RAMNATH BHOR
5043122	Vedant Deepak Mishra
5043161	Krishna samarjeet Chauhan



Director (In-Charge)
 Pramod Ram Ujagar Tiwari
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Gmail

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Social

Updates

Forums

Promotions

Meet

New meeting

Join a meeting

Hangouts

Surbhi

Devenendra Bhoir



Regards,
Pranay Sanan
ICICI BANK LTD

"Print this mail only if absolutely necessary. Save Paper. Save Trees." The information contained in this e-mail and any attachments to this message are intended for the exclusive use of the intended recipient and may contain proprietary, confidential or legally privileged information. If you are not the intended recipient, please note that you are not authorized to disseminate, distribute or copy this e-mail or any parts of it or act upon rely on the contents of this e-mail in any manner. Please notify the sender immediately by e-mail and destroy all copies of this e-mail and any attachments. Please also note that ICICI Bank or its subsidiaries and associated companies, (collectively "ICICI Group"), are unable to exercise control or ensure or guarantee the integrity of over the contents of the information contained in e-mail transmissions and that any views expressed in this e-mail are not endorsed by binding on the ICICI Group unless the sender does so expressly with due authority of ICICI Group. Before opening any attachments please check them for viruses and defects and please note that ICICI Group accepts no liability or responsibility for any damage caused by any virus that may be transmitted by this email. Thank you for your cooperation."

Surbhi Bhoir <surbhi.b86@gmail.com>

Feb 4, 2022, 4:04 PM (6 days ago)

to Pranay, Shubham

Dear Pranay,

Thank you for the confirmation. We are happy that you could find potential in our candidates. I would like to know when will the offer letters be issued and other formalities be done.

Regards,

Surbhi Bhoir

+91 9875544472

Reply

Reply all

Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E)

Date: 10-01-2022

Subject: Offer of Employment

Dear Krishna Samarjeet Chauhan

Heartiest Congratulations to you!

HDFC Life is delighted to offer you the full-time position of Executive Trainee in our contingent upon your successful clearance of MBA/Post Graduate examination.

A detailed Compensation structure is enclosed here with (Annexure1) for your reference. An appointment letter along with the terms and conditions of employment will be issued to you after joining. **Your joining will be subject to your successful clearance of On-boarding Assessment post your pre-joining training.**

We are extremely excited to have you onboard. We are looking forward to receiving your acceptance of the offer on the duplicate copy of this letter. Please attach your resume and two passport size photographs with the same.

Warm Regards,



Human Resources



Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

Annexure 1

Date: 10-01-2022
Name: Krishna Samarjeet Chauhan
Designation: Executive Trainee
Band: J2

CTC STRUCTURE		
Pay Items	Per Annum	Per Month
Fixed Pay		
Basic	1,15,500	9,625
Other Allowance	64,493	5,374
Tablet Allowance	12,000	1,000
Daily Activity Allowance	24,000	2,000
House Rental Allowance	69,300	5,775
Statutory Bonus	24,000	2000
Total Monthly Gross	3,09,293	25,774
Retrials and Other Benefits (As per relevant Regulations & Acts)		
Provident Fund	21,600	
Gratuity	5,582	
Flexi Pay	41,225	
Valued Benefits		
Group Insurance Benefit	7,300	
Fixed Cost to Company	3,85,000	
Variable Pay		
Variable Pay for Performance ²	40,000	
Total Cost to Company	4,25,000	
² Variable Pay for Performance (VPP) is subject to your achieving a rating of "3-Meets Expectations" and above. The rating is assigned to an individual, on successful completion of the Executive Trainee Program (12 m), basis actual performance against the defined targets.		
Other Benefits (as per prevalent Company Policy):		
Group Term Insurance: Term cover of INR 12,00,000		
Mediclam: INR2,00,000 for self and dependents		

¹Flexi Pay:

- Flexi component amount allocation can be planned by you in Flexi Benefit Planner. Please note that component selection will alter your monthly take home as against the a fore mentioned monthly gross
- LTA, Mobile Handset Allowance, Fuel & Driver are reimbursable components. On opting for these, the payout will be made only after submission of documents as provided in the Flexi Policy
- Maximum amounts allocable under Flexi Pay are following:**

Component	Per annum	Per month
LTA / Leave Travel	9,625	802
Mobile Handset Allowance	10,000	833
Fuel & Driver	21,600	1,80



Director (In-Charge)
Pramod Ram Ujagar Tiwari
 Saket Institute of Management
 Saket Vidya Nagari Marg,
 Chinchpada Road, Kalyan (E) 421 306

Ref no: - 1/2021-22(126)

Date: 03/02/2022

To,

Mr. Aniket Bhor

A-101, New Damodar Apartment,
Moriya Nagar, Manvelpada Road,
Virar (E)


Subject: Offer letter

Congratulations!!

We are pleased to affirm your employment with PROPERTY CLOUD REALTY SPECIFIER PVT LTD, Designate as Sr Sales Executive effective 07th February 2022, on the following terms and conditions.

1. Your Compensation will commence as per the confirmation from the company. You will be bound by all the rules and regulations of the company which are in force from time to time. Date of joining will be informed shortly.
2. Compensation: Rs 7,10,000/- consolidated and apprehensive (CTC), subject to deductions and withholdings as applicable and required by local, state and union statutes as and such other applicable contributions if any. The total will be given on 7th day of every month. First 15 days salary will be credited after the completion of your probation period. Monthly Compensation will be having effect of Covid deductions if Lock down persist.
3. Travelling Expense will be reimbursed for 2-Wheeler at actuals for official work only @Rs 4/ Km. If Vehicle is CNG then CNG bills has to be submit. There will be no reimbursement considered for travelling done from Residence to office or office to Residence.
4. Your Employment in the first instance will be up to 6 months' Probation. This period is liable to be extended for a further period at the sole discretion of the management depending on the assessment of your overall performance.
5. During this initial period, your employment can be terminated without any notice and without assigning any reason whatsoever.
6. 6 days working with 1-day flexible off in a week
7. If the employee reports after 10:00am he will be marked as late which will affect the employment period which can extend to 1 day off for 3 late marks (in a month) and after 3 late marks every late mark is considered as off. If the employee reports after 11am then it's a half day.




Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306

8. No leaves are allowed during the employment period if there comes a genuine situation the candidate needs to inform the concerned authority maximum 2 days' prior for the leave.
9. Under any circumstances, if you are terminated / leave organization without prior notice of 30 days then you're not eligible to get a Certificate/relieving letter, salary and incentives/performance incentives. In case if you are not serving 1-month notice period due to any reason you are liable to pay 1-month complete salary to the company as a compensation.
10. Your assignments are liable for inter/intra departmental transfer at the discretion of management.
11. You will submit two copy of your recent passport size photograph and Xerox copies of Pan Card, Aadhar Card, address proof, education and experience certificate on your commencement of your employment.
12. You will not engage in any work similar in nature to that of the company and / or in which you may for the time being engaged by the company and / or engage yourself anywhere in any work, profession or employment in any capacity either honorary or otherwise, without the prior approval from the management.
13. You are not allowed to create your own RERA ID and do business either with your colleagues or with the clients. If found doing such inappropriate practices, strict legal action will be taken against the same and will be terminated from the company. You will not be eligible for any kind of remuneration.
14. You will not at any time publish, divulge, disclose or part any secrets of the company or information about its affairs or its clients that may come to your knowledge or possession during the course of your assignment. From the day of joining till the last working day you will not communicate any wrong or inappropriate information through message, whatsapp chat or social media against the company. However, strict legal action will be taken against the same.
15. You will not at any time during the tenure of your assignment with the company offer services or advice to any person directly or indirectly, which may harm the interests of the company.
16. Employees TDS (Tax deducted at source) will be deducted as per under section 192 of Income Tax Act, 1961 if applicable.
17. You will maintain a high standard of discipline, efficiency, integrity and will extend your fullest co-operation to your colleagues and supervise the sub-ordinates working under you to the best of your ability.
18. On all matters you will be reporting to the concerned authorities or such other person as may be designated for the purpose.
19. You are expected to share most cordial interpersonal relations with your colleagues.
20. You will be whole heartedly devoted to the company's work and maintain high levels of integrity and loyalty. You are expected to positively contribute towards increasing the earnings of company and / or in reducing the cost / expenses you will foster team spirit and direct your efforts in building up goodwill and image of the company.
21. The company may change, alter, vary, amend, add to or delete from any or all of the terms and conditions of this letter of offer.



[Handwritten signature in blue ink]

Director (In-Charge)
Pramod Ram Ujagar Tiwari
Saket Institute of Management
Saket Vidya Nagari Marg,
Chinchpada Road, Kalyan (E) 421 306