



**SIES COLLEGE OF ARTS, SCIENCE AND COMMERCE, (AUTONOMOUS),
SION (W), MUMBAI -400 022
NAAC SSR – CYCLE 4 : 2018-2023**

Metric No. 5: 5.2.1:

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

Academic Year 2022-23

Sr. no.	Details	Page no.
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2	Sample of transfer certificates	35
3	Appointment letters of Students placed	39

This is to certify that the attached documents have been verified and found to be true.


Principal
SIES College of Arts, Science &
Commerce (Autonomous)
Sion (West), Mumbai - 400 022.



College Seal

Sr. no.	Name of student placed / enrolling into higher education and contact details	Placement/Progressed to Higher Education	Program graduated from	Name of the employer with contact details (in case of placement) / Name of institution joined (in case of progression to higher education)	Pay package at appointment (In INR per annum) (applicable for students who got placement) / Name of program admitted to (applicable for students who progressed to higher education)
1.	SOHANI PRASHANT JAYWANT	Progressed	B.Com.	Asmita College of Law	LLB
2.	KHALSA CHARANJEET SINGH AJIT SINGH JASVINDER KAUR	Progressed	BMMC	Symbiosis International University	B.DES
3.	CHARY MEGHANA SRINIVAS SRIJYOTHI	Progressed	BMMC	Symbiosis Institute of Media and Communication	MBA
4.	YASHIKA BANSAL MANJULA	Progressed	BA	K J Somaiya College Education	B.Ed.
5.	SHAH HASTI MUKESH VARSHA	Progressed	BA	ICFAI Business School Hyderabad	MBA
6.	SANDHU MANDEEP SINGH SANDEEP SINGH TARNASH	Progressed	BA	Vishwakarma University Pune	M.A.
7.	VARANASI SHREYA SRINIVAS PADMAJA	Progressed	BMM	Symbiosis Institute of Media and Communication	MBA
8.	SRIVAISANAVI ARUMUGAM KALYANI	Progressed	BMS	D. M.Hrish school of Law	LLB

9.	SALIAN AKSHATA GANESH PUSHPA	Progressed	BA	Kishinchand Chellaram College	M.A.
10.	GALAHETVI RHARAT BHARATI	Progressed	BA	Kishinchand Chellaram College	M.A.
11.	SHETTY SNEHA NARESH ANITA	Progressed	BMM	Tata Institute of Social Science	M.A.
12.	PREETI SAINI SUNITA	Progressed	BMS	Symbiosis University	MBA
13.	VIRAAT SINGH THAKUR ANISHKA	Progressed	BMS	International Management Institute	PGDM
14.	SANKPAL ADITYA JAYWANT SANGEETA	Progressed	B.Com.	D Y Patil University	MBA
15.	KONAR KRISHNAMENT ARUMUGAM VELLAMMA	Progressed	BMM	Symbiosis Institute of Digital & Telecom Management Pune	MBA
16.	RANE HAKIT VIJAY SEEMA	Progressed	BA	Symbiosis school	International studies
17.	SINGH JYOTI RAVISHANKAR POONAM	Progressed	BA	SNDT Women's University Churchgate	M.A.
18.	PANCHAL OM SHIVKUMAR SUNITA	Progressed	B.Sc (CS)	Institute of Technology vellore	M.sc Ds
19.	SHAIKH ADHAN SAHEB GAUSIYA	Progressed	B.Sc (CS)	Institute of Technology vellore	M.sc Ds
20.	THAKKAR HANCY BHUSHAN DEENA	Progressed	BA	K. J . Somaiya Institute of Dharma Studies	B.Ed.
21.	THAKKAR VRUSHTI SHAILESH SANDHYA	Progressed	BA	K. J . Somaiya Institute of Dharma Studies	B.Ed.
22.	VATSAYAN RITIKA PRASHANT ARUNA	Progressed	BA	Rajdhani college Unversity of Delhi	M.A.
23.	SHAIKH KARINA DILAWAR IRFANA	Progressed	B.Sc BT	DY Patil school of Biotechnoloy & Bioinfonatics	M.sc BT

24.	SINGH DIVYA SURENDRA KIRAN	Progressed	B.Sc IT	GLA University	MBA
25.	BAPAT VAIBHAV PRAVIN JYOTI	Progressed	MMC	S J Somaiya College	M.A.CJ
26.	Venkataraman Priya	Progressed	B.Com.	Bengaluru City Univesity	M.A.
27.	Bhandari Dixita Ravindra Chandra	Progressed	BA	K. J . Somaiya Institute of Dharma Studies	M.A.
28.	REBELLO RACHEL SEBASTINA	Progressed	BA	Bombay Teachers' Training College	B.Ed.
29.	SK MANTASHA NADEEM AHMED	Progressed	B.Sc	Department of Life Sciences, Univerisity of Mumbai	M.Sc. Part I (life Sci.)
30.	SAYYED REEM SALIM	Progressed	B.Sc	Department of Life Sciences, Univerisity of Mumbai	M.Sc. Part I (life Sci.)
31.	ANSARI AMRIN MOHD NISAR AALAM TAHEERA BEGAM	Progressed	M.Sc	R.R.E.T. College of Education and Research	B.Ed.
32.	BALASUBRAMANIUM SHANKAR MUKAMAL S	Progressed	B.Com.	Institute of Distance and Open Learning	M.Com.
33.	BORADE HARSHADA NARAYAN	Progressed	BA	Department of Philosophy, Univerisity of Mumbai	M.A.
34.	SHARMA SHRUTI DHARMENDRA	Progressed	BA	Oriental College of Education	B.Ed.
35.	BHAGAT AARTI RAJMANGAL	Progressed	BAMMC	Jamnalal Bajaj Institute of Management Studies	MBA (Marketing mamt.)
36.	GARUD PRANITA HEMANT SUREKHA	Progressed	M.Sc BT	Vinayak Ganesh Vaze College	Ph.D.- Biotechnology
37.	YADAV NEHA ASHOKSINGH	Progressed	M.Sc	Surju Singh Memorial College of Education and Research	B.Ed.
38.	KHAN SHUMAILA MUSKAN MOHAMMED FAROOQUE	Progressed	B.Sc	Sarada Kurup College of Education and Research	B.Ed.
39.	KAPDI SAFANA FAYYAZ	Progressed	BA	Institute of Distance Education	M.A English Literature

40.	USSAINGALLA VEENA DASHRATH	Progressed	B.Com.	Institute of Distance and Open Learning	M.Com.
41.	NADAR RIA VEDANAYAGAM PACKIARAJ	Progressed	B.Sc	St. Xavier's College (Autonomous)	M.Sc. Big Daya Analytics
42.	SHAIKH ASIYA BANO MOHD NOORAIN	Progressed	BA	Pandit Rajpati Mishra College of Education and Research	B.Ed.
43.	KONAR SANDANAM ESAKIMUTHU	Progressed	BA	Sarada Kurup College of Education and Research	B.Ed.
44.	NEHA SHANMUGA VELLAYUTHAM	Progressed	BA	Sarada Kurup College of Education and Research	B.Ed.
45.	FEMIDA BANU MOHD LATIF	Progressed	B.Sc	Sarada Kurup College of Education and Research	B.Ed.
46.	REMMINGLIN MICHAEL ADARIAN	Progressed	B.Sc	Institute of Distance and Open Learning	F.Y.M.C.A.
47.	PADAYACHI RANJANI ANBAZHAGAN	Progressed	B.Sc	Pillai College of Education and Research	B.Ed.
48.	KAJJAR PRISCILLA SAMUEL	Progressed	BA	Pillai College of Education and Research	B.Ed.
49.	AGBANI FARHAN AHMED SIRAJ	Progressed	B.Com.	Swayam Siddhi College of Management and Research	MMS
50.	SHAIKH SHIFA AZIZULHAQUE	Progressed	B.COM	Institute of Distance Education	M.Com.
51.	CHAVAN URVI RAGHUNATH	Progressed	B.SC	Changu Kana Thakur Arts, Commerce and Science College	M.Sc. Microbiology
52.	KHAN ZUBAIDA SHAKEEL AHMED	Progressed	BA	Institute of Distance Education	M.A.
53.	NADUNKERI LUCY RAVIKUMAR	Progressed	MSc	Pillai College of Education and Research	B.Ed.

54.	VASALA GAYATRI PRAKASH	Progressed	B.Sc	Pillai College of Education and Research	B.Ed.
55.	CHACKO MELVIN VARGHESE	Progressed	B.Sc	Pillai College of Education and Research	B.Ed.
56.	SHAH VIDHI SATISH	Progressed	BA	Jitendra Chauhan College of Law	LLB
57.	IYER PRABHAT DEEPAK	Progressed	BA	Jitendra Chauhan College of Law	LLB
58.	SABA FIRDOUS ABDUL WAHAB SHAIKH	Progressed	BA	Sainath Education Trust's H.B. B.Ed. College	B.Ed.
59.	MANJU MATHEW LISSY	Progressed	BSc	K J Somaiya Comprehensive College of Education, Training and Research	B.Ed.
60.	SHAIKH SANIYA MUHAMMAD HAFIN ISHRAT	Progressed	BA	Seva Dadan's College of Education	B.Ed.
61.	SHAH ADITYA VIKRAM KAVITA	Progressed	BMS	Padmashree Dr. D.Y. Patil College of Law	LLB
62.	SHRI VEERENDRAPRASAD RAJSHEKHAR	Progressed	Bcom	Oriental College of Law	LLB
63.	PEHARWAR SONAL HARISHCHANDRA	Progressed	Bcom	VES College of Law	LLB
64.	SHRI BALAJI MANI	Progressed	B.Com	Centre for Hindu Studies, University of Mumbai	M.A.
65.	KANCHANA RAJAGOPALAN	Progressed	M.Sc.	Sree Narayan Guru College of Education (B.Ed.)	B.Ed.
66.	SIDDHI SESHADHRI	Progressed	BA	Department of English, University of Mumbai	M.A. PART I

67.	POOJARY RANJITH BALAKRISHNA	Progressed	B.SC	Sydenham Institute of Management Studies Research and Entrepreneurship Education, (SIMSREE)	MMS
68.	PADHI ROHIT NANDKISHOR	Progressed	BSc	Prin. L.N. Welingkar Institute of Management Development & Research	MMS
69.	QURESHI AQSA BANO MOHD ASHRAF	Progressed	B.Sc	Institute of Distance and Open Learning	MCA
70.	ASADE ANGEL ANAND	Progressed	BA	Guru Nanak College of Education and Research	B.Ed.
71.	SHETTY PRIYA NARAYAN	Progressed	BA	Guru Nanak College of Education and Research	B.Ed.
72.	MARATHE AMISHA HANUMANATHA	Progressed	BA	Pillai College of Education and Research	B.Ed.
73.	SAYED SAANIYA HABIB	Progressed	B.SC IT	Pillai College of Education and Research	B.Ed.
74.	SHAIKH HUMAIRA ABDUL SAJID	Progressed	B.SC	Pillai College of Education and Research	B.Ed.
75.	NADAR NITHYA SUDALAIMANI	Progressed	BA	Pillai College of Education and Research	B.Ed.
76.	MORE PRAJAKTA VIKAS VARSHA	Progressed	MSc	Pillai College of Education and Research	B.Ed.
77.	SHAIKH HANNA AKRAM	Progressed	M.Sc.	Sree Narayana Guru College of Education (B.Ed.)	B.Ed.
78.	SHINDE PRITTY SAMPATRAO	Progressed	B.SC	Lokmanya Tilak Municipal Medical College	PG-DMLT
79.	CHOADHARY TASRUNNISA ABDUL QUDDUS	Progressed	B.SC	Department of Life Sciences, Univerisity of Mumbai	M.Sc. Part I

80.	JADHAV ASHITA SUBHASH	Progressed	B.SC	Institute of Distance and Open Learning	M.A. PART I
81.	JADHAV DEEPTI JAYWANT	Progressed	BCom	Institute of Distance and Open Learning	M.Com. Part I
82.	D SOUZA CAROL JUVANA PAUL	Progressed	BSc	Institute of Distance and Open Learning	MCA
83.	NAIK RUCHA VIKAS	Progressed	BA	Department of English, Univerisity of Mumbai	M.A.
84.	CHOUDHARY SHUMAILA KARIM	Progressed	BA	Department of English, Univerisity of Mumbai	M.A.
85.	GUDHEKAR SUKANT SANTOSH	Progressed	BCom	Atharva Institute of Management Studies	MMS
86.	GURAM RUTUJA DEEPAK	Progressed	BCom	Atharva Institute of Management Studies	MMS
87.	MITRA SAYANTHANI ARUP	Progressed	BA	Gopaldas Jhamatmal Advani Law College	L.L.B.
88.	NIRANKARI NIVITA SHESH NATH	Progressed	BSc	Vidyalankar Institute of Technology	MMS
89.	VADLAKONDA GAURAV GANGADHAR	Progressed	BSc	Navinchandra Mehta Institute of Technology and Development	MCA
90.	SRIVENI ANJALA	Progressed	B.SC IT	Pillai College of Education and Research	B.Ed.
91.	MUKHOPADHAYA ANUPA APRATIM	Progressed	BA	Pillai College of Education and Research	B.Ed.
92.	NIDHI SURESH	Progressed	BA	Pillai College of Education and Research	B.Ed.
93.	PILLAI ROSHNI UDAYKUMAR	Progressed	BMS	S.I.E.S. College of Management Studies	MMS
94.	SAYED SADIQ ALI MEHMOOD HASAN NIKHAT FATIMA	Progressed	B.SC	Institute of Distance Education	M.Sc. Maths Part I

95.	SHAIKH AFIFA MOHAMMED ASAD	Progressed	BA	St. Teresa's Institute of Education	B.Ed.
96.	MARU DRASHTI MOHAN	Progressed	BA	Vasantdada Patil Pratishthan's Law College	L.L.B.
97.	PAWAR NEHA PARESH	Progressed	BA	Vasantdada Patil Pratishthan's Law College	L.L.B.
98.	PRACHI SANJAY KANOJIA	Progressed	B.Com.	Bharati Vidyapeeth's, Institute of Management Studies and Research	MMS
99.	SHAH PAYAL NIMESH	Progressed	BA	Adhia College of Law	L.L.B.
100.	SNEHA MEBAL PAUL PONNU DURAI	Progressed	B.SC CS	S.I.E.S. College of Management Studies	MCA
101.	ADHAV SHIVANI RAJENDRA	Progressed	B.SC CS	Mahatma Gandhi Mission's Institute of Management Studies and Research	MMS
102.	GANTA DINESHKUMAR LOKESHWARRAO	Progressed	B.SC CS	Audyogik Shikshan Mandal's Institute of Management and Computer Studies	MCA
103.	MAHADIK YASH SUDHIR	Progressed	B.SC IT	Audyogik Shikshan Mandal's Institute of Management and Computer Studies	MCA
104.	SONAWANE ANKITA RAVINDRA	Progressed	BA	Aruna Manharlal Shah Institute of Management & Research	MMS
105.	MENON PRIYA	Progressed	M.Sc.	Pillai College of Education and Research	B.Ed.
106.	KITEKAR AYESHA MUHAMMAD ALTAF	Progressed	BA	Rizvi Institute of Management Studies and Research	MMS
107.	DALVI PARTH SHIVRAJ	Progressed	B.SC IT	Late Bhausahab Hiray S.S. Trust's	MCA

				Institute of Computer Application	
108.	BOGGULA ANITA MALLESH	Progressed	B.COM	Institute of Distance and Open Learning	M.Com. Part I
109.	NALLABOTHULA SUBHASHINI GABRIEL	Progressed	B.COM	Institute of Distance and Open Learning	M.Com. Part I
110.	SABALE SHWETA BALASAHEB	Progressed	B.COM	Institute of Distance and Open Learning	M.Com. Part I
111.	PUNAMIYA DARSHIL RAJESH	Progressed	BMS	Garware Institute of Career Education and Development	PGD Global Financial Market
112.	SHETTY HRITHIKA GANESH	Progressed	BA	VES College of Law	LLB
113.	ANANDHU SURESH	Progressed	B.SC	Pillai's Institute of Management Studies and Research	MMS
114.	NADAR GUNALAKSHMI GUNASEKARAN	Progressed	BA	Institute of Distance and Open Learning	M.A. PART I
115.	ACHSAH KOTTAIDURAI	Progressed	BA	Institute of Distance and Open Learning	M.A. PART I
116.	PRAHLAD TIRUMALAI	Progressed	BA	Institute of Distance and Open Learning	M.A. PART I
117.	BHAVSAR TEJASVI BHUPENDRA	Progressed	B.COM	Institute of Distance and Open Learning	M.Com.
118.	KHAMBAYE SAKSHI ARUN	Progressed	B.SC IT	V.E.S Institute of Technology	M.C.A.
119.	FINNY SABU	Progressed	B.SC IT	V.E.S Institute of Technology	M.C.A.
120.	KHAN SHADAAN EHSAAAN	Progressed	BA	Rizvi Law College	L.L.B.
121.	SHAIKH SAHERISH NAUSHAD	Progressed	BA	Gopaldas Jhamatmal Advani Law College	LLB
122.	GUPTA JITENDRA JAYNARAYAN	Progressed	BA	New Law College	L.L.B
123.	GARE SAKSHI SANJAY	Progressed	BA	New Law College	L.L.B

124.	CHETTIAR POOJA DURAIRAJ	Progressed	BA	New Law College	L.L.B
125.	GURAV SANSKRUTI SUDHIR	Progressed	BCom	New Law College	L.L.B
126.	NADAR CHRISCUTAN SELVARAJ	Progressed	B.SC IT	S.I.E.S. College of Management Studies	MCA
127.	THEWAR PRASANNA RAJARAM	Progressed	BMS	S.I.E.S. College of Management Studies	MMS
128.	J HEBZIVARSHA JOHN WILSON	Progressed	BMS	S.I.E.S. College of Management Studies	MMS
129.	VASAN ASHWATH SATISH	Progressed	BAMMC	S.I.E.S. College of Management Studies	MMS
130.	IYER ADITI SUBRAMANIAM	Progressed	B.SC IT	S.I.E.S. College of Management Studies	MCA
131.	VEYAN VELLAI PANDI	Progressed	B.SC	S.I.E.S. College of Management Studies	MMS
132.	DHWARKESH THIRUNAVUKKARASU	Progressed	BMS	S.I.E.S. College of Management Studies	MMS
133.	HALKATTI SUNNY SATISH	Progressed	B.SC CS	V.E.S. Institute of Technology	M.C.A.
134.	ANJALI VISWANATH	Progressed	BA	Department of Philosophy, University of Mumbai	M.A. Philosophy
135.	SHAIKH NEEDA BANU NOORULLAH	Progressed	B.COM	Anna Leela College of Commerce and Economics Shobha Jayaram Shetty College for BMS	M.Com.
136.	ANANTH PRANAV A SITARAMAN	Progressed	BA	K.G. Joshi College of Arts and N.G. Bedekar College of Commerce (Autonomous)	MA
137.	PARAB SIDDHI KRISHNA	Progressed	BA	Department of Civics and Politics, University of Mumbai	M.A. (Hons)

138.	SHAIKH NASREEN BANU NASIR	Progressed	B.SC	Garware Institute of Career Education and Development	MASTERS IN SDEM
139.	UCHIL LOHIT DINESH	Progressed	BA	Mithibai College of Arts, Chauhan Institute of Science and Amrutaben Jivanlal College of Commerce and Economics (AUTONOMOUS)	MA
140.	NAGDA DEESA CHETAN	Progressed	BA	Mithibai College of Arts, Chauhan Institute of Science and Amrutaben Jivanlal College of Commerce and Economics (AUTONOMOUS)	MA
141.	SINGH MANVI SUSHIL	Progressed	BA	Mithibai College of Arts, Chauhan Institute of Science and Amrutaben Jivanlal College of Commerce and Economics (AUTONOMOUS)	MA
142.	JANIFER MADHI GUNASHEELAN	Progressed	BA	Mithibai College of Arts, Chauhan Institute of Science and Amrutaben Jivanlal College of Commerce and Economics (AUTONOMOUS)	MA
143.	ARKATE HANEE ABRAR	Progressed	B.SC	Mithibai College of Arts, Chauhan Institute of Science and Amrutaben Jivanlal College of Commerce and Economics (AUTONOMOUS)	M.Sc.

144.	KULKARNI GARGI NARENDRA	Progressed	BA	Ramnarain Ruia Autonomous College	M.A.
145.	NAIK HARSHA VINAYAK	Progressed	B.Sc	Ramnarain Ruia Autonomous College	M.Sc.
146.	PATIL BALAJI KAKASAHEB	Progressed	B.Sc	Ramnarain Ruia Autonomous College	M.Sc
147.	LEENA BAUSKAR	Progressed	B.COM	Vidyalankar School of Information Technology	M.Com
148.	SENAIYAR RAMALAKSHMI MUTHU	Progressed	BA	Diwakar Patil College of Education (B.Ed.)	B.Ed.
149.	ROY GAYATRI SAPAN	Progressed	BA	Pillai College of Education and Research	B.Ed.
150.	SAYYED AQSA ASLAM	Progressed	BA	Guru Nanak Khalsa College of Arts, Science and Commerce	M.A.
151.	IYER ASHWIN BABU	Progressed	B.Sc	Guru Nanak Khalsa College of Arts, Science and Commerce	M.A.
152.	KULAL JAYASHREE LAXMAN	Progressed	B.SC	Department of Chemistry, University of Mumbai	M.Sc. Part I
153.	GAYATHRI DINAKARAN	Progressed	B.Com.	Department of Commerce, University of Mumbai	M.Com
154.	MARTIN JAYASEELAN	Progressed	B.Com.	Department of Commerce, University of Mumbai	M.Com
155.	POTNIS DARSHAN SAMEER	Progressed	B.SC CS	Garware Institute of Career Education and Development	P.G.D. in Predictive Analysis
156.	MAPARI AASMA FERAZ AHMED	Progressed	B.COM	Institute of Distance and Open Learning	M.Com
157.	SINGH CHANDAN RAMJI	Progressed	BA	Institute of Distance and Open Learning	MA

158.	SHUKLA SHUBHANSHU INDRAMANI	Progressed	B.Sc	Institute of Distance and Open Learning	M.Sc
159.	RUKMANI VISHWANATH	Progressed	BA	Institute of Distance and Open Learning	MA
160.	GAIKWAD MAMTA KRISHNA VANITA	Progressed	B.Sc	Department of Computer Science	M.Sc
161.	MALINI KASIRAJA	Progressed	B.COM	Department of Commerce, University of Mumbai	M.Com
162.	NADAR JASMINE STEFFY ISSAC	Progressed	BA	Institute of Distance and Open Learning	M.A. PART I
163.	ACHARYA KAVITHA CHOCKALINGAM	Progressed	BA	Department of Civics and Politics, University of Mumbai	M.A.
164.	MEHTA VRUNDA KISHOR	Progressed	BA	Department of Civics and Politics, University of Mumbai	M.A.
165.	MISHRA PRIYANKA RAMJI	Progressed	BA	Department of Civics and Politics, University of Mumbai	M.A.
166.	KARTHIKA SUNDERESAN	Progressed	BA	Department of Civics and Politics, University of Mumbai	M.A.
167.	SOUMIYA RAJESH	Progressed	BA	Department of Civics and Politics, University of Mumbai	M.A.
168.	AKSHATHAA SESHAN	Progressed	BA	Department of Civics and Politics, University of Mumbai	M.A.
169.	SABA BANO MOHMAD ANWAR MOMIN	Progressed	B.Com.	Institute of Distance Education	M.Com.

170.	CHAUGULE RUTUJA RAJU	Progressed	BSc	Institute of Distance and Open Learning	M.A. PART I
171.	YADAV SUNDARASELVI NARAYANAN	Progressed	B.SC	Institute of Distance and Open Learning	M.Sc. Mathematics
172.	SHAIKH MEHVISH FATIMA MUKHTAR	Progressed	BA	Institute of Distance and Open Learning	M.A. PART I
173.	SHAIKH TARANNUM JILANI	Progressed	BA	Institute of Distance and Open Learning	M.A. PART I
174.	MANSOORI NASEEMA HAQIULLAH	Progressed	BA	Institute of Distance and Open Learning	M.A. PART I
175.	IDRISI SHAMA ASHRAF GULAM ABDUL QADIR	Progressed	BA	Institute of Distance and Open Learning	M.A. PART I
176.	ANADPRIYA ELAYAPERUMAL	Progressed	BA	Institute of Distance and Open Learning	M.A. PART I
177.	MONTHERO JULIE FRANCIS	Progressed	BA	Institute of Distance and Open Learning	M.A. PART I
178.	SHAIKH BUSHRA MASHOOQ SAFI	Progressed	BA	Institute of Distance and Open Learning	M.A. PART I
179.	KHAN ASHIYA ANSAR	Progressed	B.Com.	Institute of Distance and Open Learning	M.Com.
180.	KAZI SAMIA SARFARAZ	Progressed	B.Com.	Institute of Distance and Open Learning	M.Com.
181.	MUTRASHI YASHASHVI PARSHURAM	Progressed	B.Com.	Institute of Distance and Open Learning	M.Com.
182.	CORREIA MICHELLE PHILIP	Progressed	B.Com.	Institute of Distance and Open Learning	M.Com.
183.	KHAN ERAM ANSAR	Progressed	B.Com.	Institute of Distance and Open Learning	M.Com.
184.	THUBE RUTUJA SANTOSH	Progressed	B.Sc	Department of Computer Science, Univerisity of Mumbai	M.Sc. C.S.

185.	PILLAI SHAILESH SATHYAN	Progressed	B.Sc	Department of Computer Science, Univerisity of Mumbai	M.Sc. C.S.
186.	SHIKNE PRITESH MAHESH	Progressed	B.Sc	Department of Computer Science, Univerisity of Mumbai	M.Sc. C.S.
187.	PATIL GAURI SANJAY	Progressed	B.Sc	Department of Computer Science, Univerisity of Mumbai	M.Sc. C.S.
188.	BHASULA JASKIRAT KAUR JAGTAR SINGH	Progressed	B.Sc	Department of Physics, Univerisity of Mumbai	M.Sc.
189.	NEETHU GANGADHARAN	Progressed	B.Sc	Department of Physics, Univerisity of Mumbai	M.Sc.
190.	SHANBHAG AVIRAT VINESH	Progressed	BA	Department of Communication and Journalism, Univerisity of Mumbai	M.A.
191.	PULLUPARAMBAN STEFFI DEVASSY	Progressed	BA	Department of Civics and Politics, Univerisity of Mumbai	M.A.
192.	MAITY SUPARNA BIMAL	Progressed	B.Com	Institute for Technology and Management	PGDM
193.	QURESHI SHABNAM BANO MOHD RAUF	Progressed	B.SC	Guru Nanak Khalsa College of Arts, Science and Commerce	M.SC.
194.	AWATE SHRADDHA SHASHIKANT	Progressed	B.SC	Guru Nanak Khalsa College of Arts, Science and Commerce	M.SC.
195.	SHAIKH MUBASHSHERA ASHRAFI AHMED HUSSAIN	Progressed	B.SC	Guru Nanak Khalsa College of Arts, Science and Commerce	M.SC.

196.	SHAIKH ATIFA IMTIYAZ AHMED	Progressed	B.SC	Guru Nanak Khalsa College of Arts, Science and Commerce	M.SC.
197.	CHEENICKEL SANCHANA RAVI	Progressed	B.COM	Mulund College of Commerce	M.COM.
198.	HULAVANE SHRAVANI MADHUKAR	Progressed	BA	Late Narayan Meghaji Lokhande Maharashtra Institute of Labour Studies	M.L.S.
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410.	IYER SHRIRAM	Progressed	BSc	SIES College of Arts, Science & Commerce (Autonomous)	MSc
411.	KHAN UZMA ASLAM	Progressed	BSc	SIES College of Arts, Science & Commerce (Autonomous)	MSc
412.	KUMBHAR PRASHANT HIRALAL	Progressed	BSc	SIES College of Arts, Science & Commerce (Autonomous)	MSc
413.	SOHAM BALAKRISHNAN	Progressed	BSc	SIES College of Arts, Science & Commerce (Autonomous)	MSc

414.	TIWARI ANKIT KUMAR PREMSAGAR	Progressed	BSc	SIES College of Arts, Science & Commerce (Autonomous)	MSc
415.	SHAIKH MASIRA AQUIL AHMED	Progressed	BSc	SIES College of Arts, Science & Commerce (Autonomous)	MSc
416.	PUPPALA PUJA VAIKUNTARAO HIMAVATI	Progressed	BSc	SIES College of Arts, Science & Commerce (Autonomous)	MSc
417.	JAIHWAL EKTA ASHOK	Progressed	BSc	SIES College of Arts, Science & Commerce (Autonomous)	MSc
418.	PANTHAVOOR SARANYA SATHEESAN	Progressed	BSc	SIES College of Arts, Science & Commerce (Autonomous)	MSc
419.	ANSARI ANJUM PARVEEN ABDUL SATTAR	Progressed	BSc	SIES College of Arts, Science & Commerce (Autonomous)	MSc
420.	UPASANI MINOTI NITEEN	Progressed	BSc	SIES College of Arts, Science & Commerce (Autonomous)	MSc
421.	RAKSHANDA V VALANJU	Progressed	BSc	SIES College of Arts, Science & Commerce (Autonomous)	MSc
422.	PILLAI NIDHI ANILKUMAR	Progressed	BSc	SIES College of Arts, Science & Commerce (Autonomous)	MSc
423.	SURVE AREEBAH LIYAQUAT ALI	Progressed	BSc	SIES College of Arts, Science & Commerce (Autonomous)	MSc
424.	SURVE SANJANA SANJAY	Progressed	BSc	SIES College of Arts, Science & Commerce (Autonomous)	MSc
425.	TORASKAR RUTIKA RAJENDRA	Progressed	BSc	SIES College of Arts, Science & Commerce (Autonomous)	MSc
426.	SHRUTI BABAR	Progressed	BSc	SIES College of Arts, Science & Commerce (Autonomous)	MSc

427.	JAIWAR ALOK	Progressed	BSc	SIES College of Arts, Science & Commerce (Autonomous)	MSc
428.	KARKERA JATIN	Progressed	BSc	SIES College of Arts, Science & Commerce (Autonomous)	MSc
429.	NADAR DINESH	Progressed	BSc	SIES College of Arts, Science & Commerce (Autonomous)	MSc
430.	SHETTY ADITYA	Progressed	BSc	SIES College of Arts, Science & Commerce (Autonomous)	MSc
431.	ANDREA D'SOUZA	Placement	BMS	Transformatrix Global Pvt Ltd	200000
432.	NITISH NADAR	Placement	BMS	Thesmallbigidea	252000
433.	ROSHNA VARGHESE	Placement	BMS	Federal Bank	520000
434.	RIYA MISHRA	Placement	BAMMC	The Media Troop	100000
435.	KAVYA PILLAI	Placement	BAMMC	Entrepreneur India Magazine	400000
436.	ISHITA BANGERA	Placement	BAMMC	Conde Nast India Vogue GQ Architectural Digest Conde Nast Traveller	200000
437.	PILLAI VIJAYRANGAN MURUGESAN	Placement	BSc	Cordelia Cruises	384000
438.	CHANDRESH ASHWINBHAI SACHALA	Placement	BSc	OTTOEDGE SERVICE LLP	60000
439.	MARIAPPAN KRISHNAN KONAR	Placement	BAMMC	Umg Index Trade affairs pvt Ltd.	20000
440.	TIRTHA KALE	Placement	BMM	Traya Health	720000
441.	SHARUMATHI MURUGAN NADAR	Placement	MSc	Amazon	247000
442.	HANA SAYYED	Placement	BAMMC	Schbang	412065
443.	CHAITALI TUSHAR DANDEKAR	Placement	BA	Homefirst Finance Company Limited	450000
444.	SOHAM SHETTY	Placement	BAMMC	The Free Press Journal	240000

445.	SACHIN MURUGAN NADAR	Placement	BSc	PMAM corporation/IT services	260000
446.	RIYA VAIDYA	Placement	BAMMC	Pureplay Skin Sciences India Pvt Ltd	144000
447.	SIDHARTH PV	Placement	MSc	Randstad India Pvt. Ltd	332040
448.	ISHAAN MENON	Placement	BMS	McCann Worldgroup	410000
449.	SIDDHI VYAS	Placement	BAMMC	Hawk Gozoop	250000
450.	SHUBHAM VINOD GUPTA	Placement	BSc IT	Acute Informatics Pvt Ltd	318000
451.	V. G. HARINI	Placement	BA	EncomiumPR	300000
452.	SAYALI AVADHUT JOSHI	Placement	BSc BT	CACTUS COMMUNICATIONS PVT. LTD.	350000
453.	SHARANYA SHANKAR	Placement	BSc BT	SIES College of ASCS Sion West	300000
454.	SNEHAL PARAB	Placement	BMS	Share India Insurance Brokers Pvt Ltd	300000
455.	POOJA JAIN	Placement	BSc	Nerdy Private Ltd	360000
456.	ANJALI YADAV	Placement	BSc	Teleperformance	190140
457.	ANOVA RADHAKRISHNAN	Placement	MSc	Fin Rise Softech Pvt Ltd	300000
458.	KANAKA GOMATHINAYAGAM	Placement	BA	The Propshop	240000
459.	JOSHMA JOSHI	Placement	BSc	Rustomjee Cambridge International School & Jr. college	300000
460.	SHAMBHAVI KAMATH	Placement	BA	UniScholars	367224
461.	SHIVAM NADRAJOG	Placement	BSc	Ugam Solutions	3,50,000
462.	SURAJ KARNATI	Placement	BSc	Micrologic	120000



**SIES COLLEGE OF ARTS, SCIENCE AND COMMERCE, (AUTONOMOUS),
SION (W), MUMBAI -400 022
NAAC SSR – CYCLE 4 : 2018-2023**

Metric No. 5: 5.2.1:

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

Transfer certificate samples for the year 2022-2023

This is to certify that the attached documents have been verified and found to be true.


Principal
SIES College of Arts, Science &
Commerce (Autonomous)
Sion (West), Mumbai - 400 022.



College Seal



S.I.E.S. College of Arts, Science and Commerce
Slon (W), Mumbai, Mumbai City, (Maharashtra), Mumbai - 400022
University of Mumbai
Transfer Certificate



PRN : 2019016400400592

Transfer Certificate Code :
0AAFDKAGKBATKAEBECE

Transfer Certificate Number :
2022282615



CERTIFIED that Shri/ Kumar/ Smt. **NAIK HARSHA VINAYAK** has been a student of **S.I.E.S. College of Arts, Science and Commerce**.

• After Passing the **B.Sc. (Autonomous)** Examination In the year **2021-2022**, She has kept terms in the college as under;

June.....	to October	(.....days)
November.....	to March	(.....days)
June.....	to October	(.....days)
November.....	to March	(.....days)

• She would have been in the class if She had continued in this college .

• She Passed/ Failed/ ATKT at the **T.Y.B.Sc. (Autonomous) - Regular - CBCS** Examination held in (March/October) **2021-2022**.

• After Passing the **B.Sc.** Examination In the year **2019-2020**, She has kept terms in the college as under;

June.....	to October	(.....days)
November.....	to March	(.....days)
June.....	to October	(.....days)
November.....	to March	(.....days)

• She would have been in the **S.Y.B.Sc. - Sem III** class if She had continued in this college .

• She Passed/ Failed/ ATKT at the **F.Y.B.Sc - Regular - Rev16** Examination held in (March/October) **2019-2020**.

• She has no books belonging to this college In Her possession.

• She owe nothing on account of college dues.

• Her conduct and character are good.

• Her Date of Birth in college register is **05 Jul 2001**

• She has attended courses of instruction at this college In Voluntary Subjects or Group of Subjects :-

• She has satisfactorily carried out the practical work in **Faculty of Science**

• She has satisfactorily gone through the course of Physical Training prescribed by the University. She was exempted from physical training on medical grounds/ on the ground of Her being a member of NCC.

• She belongs to **Category: Open** as per record.

Date: 19/10/2022

Forward with compliments to the Principal/Registrar

Ramnarain Quia Autonomous College



Principal
S.I.E.S. College of Arts, Science and Commerce

Principal
20/10/22

Entered By : [Signature]

Checked by :-
Principal
SIES College of Arts, Science & Commerce (Autonomous)

Note: Transfer Certificate code given above will be required to admit the student in Digital College @ Software Slon (West), Mumbai - 400 022.



S.I.E.S. College of Arts, Science and Commerce
Sion (W), Mumbai, Mumbai City, (Maharashtra), Mumbai - 400022
University of Mumbai
Transfer Certificate



PRN :
2019016400397212

Transfer Certificate Code :
OAAFDKAGKBJAIKBHGJI

Transfer Certificate Number :
2022281973

Lochil

CERTIFIED that Shri/ Kumari/ Smt. **UCHIL LOHIT DINESH** has been a student of **S.I.E.S. College of Arts, Science and Commerce**.

- After Passing the **B.A.(Autonomous)** Examination In the year **2021-2022**, He has kept terms In the college as under;

June.....	to October	(.....days)
November.....	to March	(.....days)
June.....	to October	(.....days)
November.....	to March	(.....days)

- He would have been in the class if He had continued in this college .
- He Passed/ Failed/ ~~ATKT~~ at the **T.Y. B.A. - Regular - CBCS** Examination held in (March/October) **2021-2022**.
- After Passing the **B.A.** Examination In the year **2019-2020**, He has kept terms In the college as under;

June.....	to October	(.....days)
November.....	to March	(.....days)
June.....	to October	(.....days)
November.....	to March	(.....days)

- He would have been in the **S.Y. B.A. - Sem III** class if He had continued in this college .
- He Passed/ Failed/ ~~ATKT~~ at the **F.Y. B.A. - Regular - Rev16** Examination held in (March/October) **2019-2020**.
- He has no books belonging to this college In His possession.
- He owe nothing on account of college dues.
- His conduct and character are good.
- His Date of Birth in college register Is **29 Nov 2001**
- He has attended courses of instruction at this college In Voluntary Subjects or Group of Subjects :-
- He has satisfactorily carried out the practical work In **Faculty of Arts**
- He has satisfactorily gone through the course of Physical Training prescribed by the University. He was exempted from physical training on medical grounds/ on the ground of HIS being a member of NCC.
- He belongs to **Category: Open** as per record.

Date: 19/10/2022

Forward with compliments to the Principal/Registrar Mithibai college



Entered By :- *[Signature]*

Principal
S.I.E.S. College of Arts, Science and Commerce
SIES College of Arts, Science & Commerce (Autonomous)
Sion (West), Mumbai - 400 022.

Checked by :- *[Signature]*
Principal
SIES College of Arts, Science & Commerce (Autonomous)
Sion (West), Mumbai - 400 022.

Note: Transfer Certificate code given above will be required to admit the student in Digital College® software.



S.I.E.S. College of Arts, Science and Commerce
Sion (W), Mumbai, Mumbai City, (Maharashtra), Mumbai - 400022
University of Mumbai
Transfer Certificate



PRN :
2019016400394183

Transfer Certificate Code :
AFDKAGKBJAIKCIDAH

Transfer Certificate Number :
2019289175



CERTIFIED that Shri/ Kumar/ Smt. **MAPARI AASMA FEROZ AHMED** has been a student of **S.I.E.S. College of Arts, Science and Commerce**.

- After Passing the **B.Com. (Autonomous)** Examination In the year **2021-2022**, She has kept terms In the college as under;

June.....	to October	(.....days)
November.....	to March	(.....days)
June.....	to October	(.....days)
November.....	to March	(.....days)

- She would have been in the class if She had continued In this college .
- She Passed/ ~~Failed~~/ ~~ATKT~~ at the **T.Y. B.Com.(Autonomous) - Regular - CBCS** Examination held In (March/October) **2021-2022**.
- After Passing the **B.Com.** Examination In the year **2019-2020**, She has kept terms in the college as under;

June.....	to October	(.....days)
November.....	to March	(.....days)
June.....	to October	(.....days)
November.....	to March	(.....days)

- She would have been in the **S.Y. B.Com. - Sem III** class If She had continued in this college .
- She Passed/ ~~Failed~~/ ~~ATKT~~ at the **F.Y. B.Com. - Regular - Rev16** Examination held In (March/October) **2019-2020**.
- She has no books belonging to this college in Her possession.
- She owe nothing on account of college dues.
- Her conduct and character are good.
- Her Date of Birth in college register is **19 Dec 2000**
- She has attended courses of instruction at this college In Voluntary Subjects or Group of Subjects :-
- She has satisfactorily carried out the practical work in **Faculty of Commerce**
- She has satisfactorily gone through the course of Physical Training prescribed by the University. She was exempted from physical training on medical grounds/ on the ground of Her being a member of NCC.
- She belongs to **Category: Open** as per record.

Date: 15/10/2022

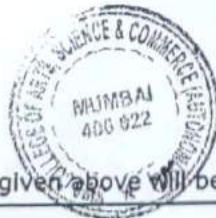
Forward with compliments to the Principal/Registrar

Director

Institute of Distance and open Learning, University of Mumbai

Principal
S.I.E.S. College of Arts, Science and Commerce

Entered By :-



Checked by :-

SIES College of Arts, Science & Commerce (Autonomous)
Sion (West), Mumbai - 400 022.
Digital College® software.

Note: Transfer Certificate code given above will be required to admit the student In Digital College® software.



SIES COLLEGE OF ARTS, SCIENCE AND COMMERCE, (AUTONOMOUS),

SION (W), MUMBAI -400 022

NAAC SSR – CYCLE 4 : 2018-2023

Metric No. 5: 5.2.1:

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

Appointment letters of the students placed in the year 2022-2023

This is to certify that the attached documents have been verified and found to be true.


Principal
SIES College of Arts, Science &
Commerce (Autonomous)
Sion (West), Mumbai - 400 022.



College Seal

12:58

34



Intern Offer Letter

Inbox



Babli Kh... 22/04/2023



to me



Dear Andrea,

Congratulations on being selected for Intern at Transformatrix!

Please find attached the Intern Offer letter and go through. You can connect to me if you have any queries.

You can join our office from 24 April, 2023.

Warm Regards,



Babli Khatri
Recruitment Head

M: +91 9870298628

E: babli@transformatrix.in

A: C-20, Neelkanth Business Park, Vidhyavihar West, Mumbai 400086, India.



Disclaimer - This email and any files transmitted with it are confidential and intended solely for the use of the individual or entity to whom they are addressed. Transformatrix Global Pvt Ltd cannot guarantee that e-mail communications are secure or error-





Acceptance Offer Email for the post of Intern: Client Servicing

3 messages

Human Resource <hr@tsbi.in>
To: s.nitishnadar@gmail.com <s.nitishnadar@gmail.com>

Thu, Jun 8, 2023 at 12:47 PM

Hi Nitish,

Following our recent discussions, we are delighted to offer you the role of '**Intern: Media Planning**'.

Your fixed stipend will be **10,000/- per month** and your date of joining shall be **12th June 2023**.

This will be a **Six-month internship period**.

We request you confirm the acceptance of this offer by email by **9th June 2023**. The offer shall stand canceled if we do not receive any response from you before the mentioned date.

Please note salaries are confidential and we expect you to not disclose them.

We wish you all the very best and look forward to a great association with TSBI.

Best Regards,
Team HR
TheSmallBigIdea

nitish nadar <s.nitishnadar@gmail.com>
To: Human Resource <hr@tsbi.in>

Fri, Jun 9, 2023 at 2:11 PM

Yes, I accept.
[Quoted text hidden]

nitish nadar <s.nitishnadar@gmail.com>
To: rsrahilshah@gmail.com

Sat, Dec 16, 2023 at 8:11 PM

[Quoted text hidden]



HR TALENT ACQUISITION & DEPLOYMENT

FEDERAL BANK

YOUR PERFECT BANKING PARTNER

HR-TAD/Rec/Campus/2023-24

17 April 2023

Varghese Roshna Siju,

Candidate ID: 157097

BMS

SIES College of Art, Science and Commerce, Sion

Dear Sir/ Madam,

Sub: Empanelment to the post of Associate in Non-Officer (Clerical) Cadre for Branch Banking Role**Hearty Congratulations...!**

We are happy to inform you that you have come out successful in the recruitment process conducted on 03/03/2023 for the post of Associate in Non-Officer (Clerical) Cadre for Branch Banking Role. Accordingly, you are provisionally empanelled for absorption in Bank's service as Associate in Non-Officer (Clerical) Cadre for Branch Banking Role subject to detailed verification of documents submitted by you, background verification and other terms & conditions to be intimated separately.

If at any stage it is found that you are ineligible for the applied post, your candidature is liable to be cancelled at any stage, without notice & compensation.

In this assignment you shall be placed in any of the Branches/Offices of the Bank as per administrative requirements. You will be on a probation period of 6 months from the date of joining and is expected to execute a Service Level Agreement for minimum period of two years.

We take this opportunity to welcome you to join our innovative and dynamic team to begin an excellent career. We are sure you will find the career at Federal Bank both enriching and challenging. The offer letter for appointment will be sent to you separately.

Once again hearty congratulations on your achievement. Wishing you all success and a wonderful life ahead...!

Warm Regards,

President & Chief Human Resources Officer

The Federal Bank Ltd. HR - Talent Acquisition & Deployment, Head Office, Federal Towers, P.O. Box No.103, Aluva, Kerala - 683101
E-mail: careers@federalbank.co.in, Phone: 0484-2621725

DOWNLOAD



Offer Letter

Dear Riya,

We are delighted to welcome you to The Media Troop team as a **Social Media Content Strategist Intern**. Congratulations on securing this internship opportunity! We believe your skills and enthusiasm will contribute greatly to our digital marketing efforts.

To ensure a smooth onboarding process, we would like to provide you with some essential details:

1. **Stipend:** You will receive a monthly stipend of 5000 INR, which will be credited to your designated bank account.
2. **Office Time:** Your working hours will be from 9:30 AM to 3:30 PM, five days a week, with Saturdays and Sundays off. Please adhere to these timings to maintain effective communication and collaboration.
3. **Reporting Person:** Mr. Vipul, Head of Digital Marketing, will be your designated reporting person. He will guide you through your internship and provide valuable insights and feedback.



Email

team@themediatroop.com



Phone

+91 80070 12501



Address

Amit Complex, Office
No. 3, Tilak Road, Pune



The Media Troop

Accelerating Your Brand Value!

4. **Joining Date:** Your joining date is scheduled for 12th September 2023. Please be ready to start your remote work from home on this date.

5. **Work Arrangement:** The internship will be conducted on a work-from-home basis, allowing you to work comfortably from your preferred location. You will have access to the necessary resources and tools to carry out your responsibilities effectively.

We trust that you will approach this internship with a proactive and enthusiastic mindset, ready to learn and contribute to our team's success. During your internship, you will gain hands-on experience in content strategy techniques, collaborate with our talented professionals, and contribute to real-world projects.

If you have any questions or concerns before your joining date, please feel free to reach out to us. We are here to assist you in any way we can.

Kind regards,
Team HR



Email

team@themediatroop.com



Phone

+91 82084 45549



Address

Amit Complex, Office
No. 3, Tilak Road, Pune

Entrepreneur

Ms. Kavya Pillai
Mumbai

Date: 16th Sep 2022

Sub: Offer Letter

Dear Kavya,

With reference to your application and subsequent discussions/interviews, we are pleased to offer you the position of "Correspondent - Lifestyle" at our Mumbai office. You have to join on 19th September 2022. This offer is subjected to reference check, as provided by you.

Your total CTC will be INR 3,65,942/- Per Annum (Inclusive of mobile and travel allowance). Any tax liability, as applicable, shall be to your account and deducted at source.

You shall be on probation for a period of six months from the date of your joining and a confirmation letter shall be issued to you upon successful completion of the probation period.

Please bring along with you the following documents at the time of joining

- Recent passport size photographs – 2 Nos.
- Certificate in support of your date of birth and education/professional qualifications
- Documents in support of your past experience including relieving order from your present employer, appointment letter and documentary support for your present salary.
- Copy of PAN Card
- Copy of Adhaar Card
- Address proof (both present and permanent)

In case of failure to join on or before the stipulated date, this offer letter will automatically stand withdrawn and cancelled without any reference to you.

Please acknowledge acceptance of this offer letter.

Thanks,
Manisha Dhingra
Human Resources
For ENTREPRENEUR INDIA MEDIA PVT. LTD.

Manisha

Authorised Signatory

Kavya

19th September, 2022

CORPORATE OFFICE
405 B, The Pinnacle,
Hotel Vivanta by Taj,
Shooting Range Road,
Faridabad - 121001

MUMBAI OFFICE
Unit 11A & 11B, Ground Floor Technopolis
Knowledge Park, Mahakali Caves Road,
Near Nelco Bus Stand,
Andheri (E), Mumbai - 400093

DELHI NCR OFFICE
4th - 5th Floor, Charmwood
Plaza, Eros Garden, Chamwood
Village, Surajkund Road,
Faridabad - 121009

GLOBAL OFFICE
Entrepreneur Media, Inc.,
18061 Fitch Avenue, Irvine,
California 92614,
USA

India | United States | Asia Pacific | Middle East | Europe | Español | Georgia | South Africa

Name: Kavya Pillai
Designation: Correspondent - Lifestyle

	Salary Annexure	
	Per Month	Per Annum
Basic Pay	10,300	1,23,600
HRA	5,150	61,800
Special Allowance	11,550	1,38,600
TOTAL Annual Monthly income (A)	27000	324000
Travel Allowance	3000	36000
Total Annual Reimbursements (B)	3000	36000
Gratuity	0	5942
TOTAL Statutory Benefits (C)		5942
Performance Linked Incentives(D)		
COST TO COMPANY (A) + (B) + (C)		365942
Gross Salary	30000	

For ENTREPRENEUR INDIA MEDIA PVT. LTD.

Manish

Authorised Signatory

*Tax deduction applicable at source as per government policy.

*This Offer is inclusive of Mobile & Travel Allowances.

*Gratuity as per Government Norms:

Kavya

19th September, 2022

Disha Khosla <disha.khosla@condenast.in>
to me, Aneri, Sumairah, Gayatri, Coralie

Mon, Aug 14, 2023, 6:04 PM

Hi Ishita

Your internship has been confirmed with **Conde Nast** India Pvt. Ltd. in our Mumbai office. The tenure will be from **Monday, 21st August, 2023 to Thursday, 21st September, 2023**.

You will be reporting to Aneri Shah | Sponsorship Marketing Lead

Timings- 9:30 am to 6:00 pm- Monday to Friday (or as prescribed by your Reporting Manager)

Address- **Conde Nast** India Pvt. Ltd.

One Lodha Palace, 20th Floor, Senapati Bapat Marg, Opposite Lodha Supremus, Upper Worli, Lower Parel, Mumbai- 400013

The scope of work assigned to you will be as follows:

1. Research for ideas/referencing and putting together GTM decks as per exhibitor/sponsor requirements
2. Help coordinating all design & execution coordination with editorial & global teams on the microsite management
 - a. Ensuring all brands (exhibitor and sponsor) profiles are live on the microsite in time.
 - b. Organise and follow up for all logos and other required assets and collate them in time on gdrive
 - c. Upload and manage content for all brand profiles on the Microsite
 - d. This entails liaising with content writer and mediating with brands for their assets and ensuring all is in place
3. Brands Marketing
 - a. All committed deliverables pre and post event are in order. - Coordinating internally with the design team for emailer/print/digital creatives
4. Collating and formatting of any event content/data/decks
5. Attending weekly team meetings
6. Be available on ground on the AD design show dates (15th- 17th September) and help coordinate marketing & content deliverables
7. Organisation of all project related content on google drives

Date: **5/5/2023**

VIJAYRANGAN MURUGESAN PILLAI

E. Code: L10936235

FIXED TERM CONTRACT OF EMPLOYMENT [FTC]

Liberium Global Resources Pvt. Ltd., a contract staffing organization ("Liberium" in short) in furtherance of its business is pleased to offer you employment in their organization as **Holiday Cruise Expert** on deputation basis to their designated client, **WATERWAYS LEISURE TOURISM PRIVATE LIMITED** for a fixed period of employment in accordance with the following terms and conditions:

- 1) Your contract of employment shall be valid for a period of 12 Months from **20/4/2023** to **18/4/2024**. Please note, in case of the project for which you are being employed, comes to an end before the abovementioned duration, this FTC will construed to be co-terminus with the abovementioned project. At the end of the above referred period, the FTC will stand closed/ terminated automatically without any notice or communication to you, unless they are expressly extended by Liberium by a communication in writing.
- 2) Please note that without reference to the duration mention in clause No 1 depending upon the project Liberium reserves its right to extend your FTC for such period or periods as may be deemed necessary in relation to the requirements of the Project where your services are deputed. In such case Liberium will by a written communication extend your FTC for the Project on the terms to be indicated in that communication and in the event of your acceptance of such extension of the Project/Assignment your FTC will be governed by such terms and conditions to be indicated therein. In special cases extension of FTC can be communicated by E-Mail to your personal/official E-Mail ID followed by the confirmatory FTC-Extension letter. In case your services are availed even after the expiry of the end date of the FTC then this FTC will be deemed to be extended on a month to month basis until a regular FTC extension or closure letter is issued with retrospective/prospective effect.
- 3) You are hereby initially posted at **MUMBAI**. During the period of the FTC, Liberium reserve their right to depute your services at their sole discretion to any of their clients for Projects/Assignment in relation to their contract staffing business.
- 4) Compensation: Particulars of the compensation- break up with components offered by Liberium and accepted by you is as per the Annexure A.
- 5) Insurance: Liberium will cover you under Group Insurance as per Company Policy.
- 6) Liberium will provide to you leave as per Librium's Leave policy for Fixed Term Employees[FTE] during the period of your FTC.
- 7) Liberium will provide to you to all other applicable statutory benefits during the FTC period.
- 8) Liberium requests you to read and understand carefully the Special Conditions of the FTC set out in "SC-FTC" for Fixed Term Employees [FTE] who are deputed to Liberium's client sites and comply with relevant policies that are in practice at client's site/Location. Compliance to such policy and standards is a condition of this FTC with Liberium. Wherever Liberium finds you to be non-compliant Liberium will take action against you inclusive of pre-closure of your FTC by intimation to you by issuing FTC-Pre-closure letter with/without notice and simultaneously revoking permission accorded to you to enter Liberium's clients' sites.
- 9) In normal cases (except those provided in SG-FTC) this FTC is terminable by either party giving 30 days' notice in writing or compensation in lieu of notice, to the other. In case of resignation

**LIBERIUM**

LIBERIUM GLOBAL RESOURCES PRIVATE LIMITED

18th Floor, A-Wing, Marathon Futurex, NM Joshi Marg, Lower Parel, Mumbai-400013

☎ : +91-22-7154-1827 E : liberiumglobal@esselgroup.com

CIN No.: U74999MH2017PTC293021

on account of exigencies where the Project requires smooth transition Liberium can insist for your completion of the notice period without provision of notice pay. Similarly Liberium can relieve you ahead of the end date of the notice period and your compensation will be calculated as per your last working day.

Liberium during the term of this FTC shall act in good faith and as a good employer in all of its dealings with you. You are free to escalate grievances as per the Grievance Redressal Mechanism provided in SC-FTC.

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

With regards and looking forward to your services,

For **Liberium Global Resources Pvt. Ltd.**

A handwritten signature in blue ink, appearing to read "Ajay Chohan", with a long horizontal line extending to the right.

Authorized Signatory

I hereby accept the above mentioned terms and conditions

Signature:

Date:

The logo for Liberium, featuring the word "LIBERIUM" in a bold, blue, sans-serif font with a red and orange swoosh above it.

LIBERIUM GLOBAL RESOURCES PRIVATE LIMITED
18th Floor, A-Wing, Marathon Futurex, NM Joshi Marg, Lower Parel, Mumbai-400013
☎ : +91-22-7154-1827 E : liberiumglobal@esselgroup.com
CIN No.: U74999MH2017PTC293021

SPECIAL CONDITIONS OF THE FIXED TERM CONTRACT -SC-FTC

1. GENERAL RESPONSIBILITIES

During the term of the FTC agreement Fixed Term Employee [FTE] shall:

- (a) honestly, diligently, competently, and in good faith fulfil his/her duties and responsibilities;
- (b) use his/her best endeavours to promote and protect Liberium's /Clients interests;
- (c) be responsible for discharging his/her duties and responsibilities at all times during his/her hours of work;
- (d) comply with all statutory obligations/rules/regulations imposed upon him/her by Liberium/Clients;
- (e) do all such incidental things consistent with or reasonably necessary for the proper performance of his/her duties and responsibilities;
- (f) carry out and comply with all directions; and
- (g) maintain high standards of conduct and integrity.

2. CONFIDENTIALITY

2.1. FTE agrees that he/she will not at any time, whether during the term of this agreement or after his /her Fixed Term Employment has been closed/terminated or resigned, disclose to any person any confidential information he/she obtain during your employment with us, except:

- (a) if such information is in the public domain, other than due to a breach of this clause by him/her; or
- (b) As otherwise required by law.

2.2. Unless otherwise agreed in writing, all confidential records, documents and other papers together with any copies or extracts thereof, and whether held electronically or otherwise, made or acquired by him/her in the course of his/her employment shall be and shall remain the property of Liberium or their Clients and must be returned to Liberium or their Clients on closure/termination of his/her Fixed Term employment, or upon request.

2.3. For the purposes of this agreement, 'confidential information' includes, but is not limited to:

- (a) any information not known generally outside our business that relates to any of our business affairs, finances, trade secrets, intellectual property, related companies of Liberium or their Clients, employees, contractors or customers;
- (b) Liberium or their Clients; and
- (c) the terms of this agreement.

2.4. FTE shall not make any comment or statement (whether or not in writing) about Liberium or their Clients or any of its activities to the media without the prior approval of the Business Head of Liberium.

3. OWNERSHIP OF WORK

3.1. FTE agrees that he/she is not entitled to any copyright or other intellectual property in or arising from any work you produce in the course of his/her Fixed Term employment with Liberium. This includes any programme, strategy or system he/she develops during his/her Fixed Term employment with Liberium or their Client If developed on Liberium Clients site/location any copyright, intellectual property or merchandising rights in such work shall be the sole and exclusive property of Liberium's Client.

4. CONFLICT OF INTEREST

- 4.1. FTE shall disclose to Liberium, in writing, all interests of his/her and of his/her immediate family which may conflict with Liberium or their Client's interests. He/she shall make the first declaration of such interests on signing this agreement and thereafter at Liberium's request, or upon becoming aware of any interest often or of his/her immediate family that may conflict with Liberium or their Client's interests. FTE agrees to take such steps as we may reasonably require resolving or managing any such conflict.
- 4.2. FTE shall not be involved in dual employment or engage in any other activity inclusive of business, consultancy, paid or unpaid, either full-time or part-time other than his/her assigned duties under the FTC.
- 4.3. FTE shall not engage in any other activity in any manner or form which impinges upon or is likely to impinge upon, the proper performance of your duties and responsibilities under the Fixed Term Contract.
- 4.4. If on discovery/disclosure or report Liberium or their Client's forms the opinion that any activity engaged in or about to be engaged in by FTE impinges upon, or is reasonably likely to impinge upon, the proper performance of FTE duties and responsibilities under this agreement, Liberium may, after considering any comments/explanation from FTE, direct FTE to cease or refrain from such activity and you shall act accordingly inclusive of pre-close the FTC ahead of the end date without notice.

5. PRE-CLOSURE OF FTC

- 5.1. The FTC is liable to pre-closed/terminated ahead of the pre-fixed / extended end date without notice if the FTE is involved in the following:-
- (a) any material breach of the terms of this agreement;
 - (b) Any act of insubordination or refusing to carry out orders
 - (c) any act of dishonesty, mis-appropriation, embezzlement, forgery, fraud or theft;
 - (d) any situation where FTE behaves in a manner which is likely to bring to FTC, or Liberium or their Clients into disrepute;
 - (e) falsification or tampering with Liberium or their Client's document/ records;
 - (f) wilful damage or secreting of Liberium or their Clients property;
 - (g) unauthorised absence from the Project/Assignment for more than 3 days;
 - (h) any acts of violence, threatened violence or harassment (including sexual harassment) against another employee, contractor, customer or potential customer of Liberium or their Clients whilst in the course of the Fixed Term employment;
 - (i) being drunk or in an intoxicated state or using or being affected by illegal substances or drugs whilst in the course of the Fixed Term employment;
 - (j) violation of Liberium or their Client's IT Policy or wrongfully disclosing confidential information; and
 - (k) inappropriate use of electronic media, including computers and the internet, inclusive of theft of data, hacking or commission of an offence under the Information Technology Act 2000.
 - (l) Violation of Liberium Clients security standards or Safety or Health regulations;
 - (m) being involved in a Criminal Offence involving moral turpitude under Criminal Law;
 - (n) where Liberium Client closes their Project/Assignment where the FTE's services is

deputed

- 5.2. **Poor Performance:** FTC is also liable to be pre-closed /terminated ahead of the end /extended end date for any repeated misconduct or breach of integrity/ poor performance after Liberium will issue improvement/ intimation letter/s and in such a case, Liberium will give FTE 15 notice of termination (or payment in lieu of such notice) before-pre-closure of the FTC.
- 5.3. **Ill-Health:** FTC is also liable to be pre-closed /terminated ahead of the end /extended end date by reason of incapacity if Liberium considers, on reasonable grounds, that FTE is no longer able, as a result of mental or physical illness, injury or impairment, to perform properly FTE's duties and responsibilities under this agreement.
- 5.4. **Redundancy:** Liberium may terminate/pre-close FTE's employment for redundancy, in which case Liberium will provide notice pay of 30 days together with retrenchment compensation as per law.
- 5.5. **Abandonment of FTE:** Liberium will terminate/pre-close FTE's employment if FTE is absent from Project/Assignment for a period of 3 consecutive working days without notifying Liberium which case FTE will be deemed to have abandoned and so terminated the FTC unless Liberium or their Client is satisfied that the FTE has provided with satisfactory and acceptable explanation for FTE's absence. Post-absconding on expiry of 7 days Liberium will issue FTC closure letter of as of FTE's last working day.

6. RESOLUTION OF EMPLOYMENT RELATIONSHIP PROBLEMS

- 6.1. If FTE believes that he/she has a personal grievance or any other Fixed Term employment relationship problem, Liberium will encourage him/her to try and resolve it directly with the person with whom he/she think he/she has a grievance or problem. FTE may choose to do this verbally or in writing. He/She may also seek the assistance of FTE's Manager to facilitate a resolution. Any un-resolved grievances need to be escalated to the Business Head of Liberium.

For **Liberium Global Resources Pvt. Ltd.**



Authorized Signatory

I hereby accept the above mentioned terms and conditions

Signature:

Date:

LIBERIUM

LIBERIUM GLOBAL RESOURCES PRIVATE LIMITED
18th Floor, A-Wing, Marathon Futurex, NM Joshi Marg, Lower Parel, Mumbai-400013
☎ : +91-22-7154-1827 E : liberiumglobal@esselgroup.com
CIN No.: U74999MH2017PTC293021

ANNEXURE A

Name: **VIJAYRANGAN MURUGESAN PILLAI**

Employee Code: **L10936235**

Client: **WATERWAYS LEISURE TOURISM PRIVATE LIMITED**

Location: **MUMBAI**

Employee Earnings	
Basic	19000
House Rent Allowance	9500
Transport Allowance	0
Medical Allowance	0
Education Allowance	0
Advance Bonus	0
City Compensatory Allowance	5500
Total Earnings (Gross) – A	34000
Employer Contribution:	
PF Employer Contribution	1950
ESIC Employer Contribution	0
Bonus	1583
Total Employer Contribution – B	3533
Cost to Company (CTC) – (A+B)	37533
Deductions:	
PF Employee Contribution	1800
ESIC Employee Contribution	0
* Professional Tax & LWF	-
** Total Deduction – C	1800
Take Home Salary – (A-C)	32000

* As per law.

** Income Tax deductions wherever applicable will be based on salary structure and tax planning.

For Liberium Global Resources Pvt. Ltd.



Authorized

Signatory



LIBERIUM GLOBAL RESOURCES PRIVATE LIMITED
 18th Floor, A-Wing, Marathon Futurex, NM Joshi Marg, Lower Parel, Mumbai-400013
 ☎ : +91-22-7154-1827 E : liberiumglobal@esselgroup.com
 CIN No.: U74999MH2017PTC293021



Internship Offer Letter

1 message

HR Ottoedge <HR@ottoedge.com>

Mon, 24 Jul 2023 at 5:35 pm

To: chandresh sachala <chandreshsachala1@gmail.com>

Cc: Abhimanyu Sikarwar <abhimanyu.sikarwar@ottoedge.com>, Sujeet S <Sujeet@ottoedge.com>

Dear Chandresh,

Congratulations you are selected! Further to our discussion, we can offer you the position of **Web Development Intern** in our organization.

Timings will be 9:30 to 6:30 Monday to Saturday (2nd and 4th Saturday of the month will be a holiday). Your Date of Joining is **25h July 2023 (Tuesday)**.

The duration of the internship will be 6 months and the stipend will be Rs 5000 per month. After completion of your internship, if your services are found satisfactory, you will be confirmed as an employee and your compensation will be reviewed then.

Please give a confirmation by the end of the day. We are excited to welcome you to our team and look forward to working with you.

Regards,

Nisha Shetty

HR Department

Ottoedge Services LLP

Date: 20th October, 2023

TO WHOMSOEVER IT MAY CONCERN

This is to certify that Mr. Mariappan Krishnan Konar, Marketing Intern was working as an Intern with UMG Index Tradefairs Pvt Ltd., from 02nd May 2023 to 15th October 2023 as per company's employment records.

During his employment, we found him to be professional, knowledgeable and resultoriented with a theoretical and practical understanding of work requirements.

He has a friendly, outgoing personality and works well as an individual or member of a team as required by the management.

Overall, he performed his duties and responsibilities cheerfully and with attention to detail at all times. With his enthusiasm to work, learn and progress, I am certain that he would make a great employee to any enterprise.

Please feel free to contact us if you have specific questions regarding his employment.

On behalf of the company, I take this opportunity to wish him all the very best in his future career endeavours.

For,
UMG INDEX TRADEFAIRS PVT LTD



Vishal Gajjar Senior Manager – Hr & Administration

UMG INDEX TRADEFAIRS PVT. LTD.

703, 7th Floor, Brahans Business Park, Paper Box Road, Off. Mahakali Caves Road, Andheri (E), Mumbai - 400 093. India.
T : +91 22 2687 9081 to 9088, 2687 8050 / 51 | W : www.indexfairs.com

Date: 27-12-2023

To Tirtha Amit Kale,

Subject- Increment with Promotion Letter

Congratulations Tirtha !

In Recognition of your performance, we are pleased to announce, with effect from 01st January 2024 we are revising your compensation and designation to Growth Associate

Your annual salary is revised to INR Fixed CTC 6,00,000/- (Six Lakhs only) and Retention Bonus 1,20,000/- (One Lakhs Twenty Thousand only) Payable on 31st January 2025 /-.

The amount of retention bonus to be paid will be at the sole discretion of the manager based on the performance of the employee. The bonus will NOT be payable if the employee is serving notice period at the time when the payment is due. You will not be eligible for upcoming Appraisal Cycle wrt March'24

We are confident, you will take up this new responsibility with great enthusiasm and continue contributing effectively and efficiently.

This Letter is an appreciation for your efforts towards the success of Traya.

For,
Tatvartha Health Private Limited



Authorized Signatory



Sharumathi Murugan <sharumathinadar@gmail.com>

Letter of Intent

1 message

Recruiting <noreply@jobs.amazon.com>

Thu, Apr 13, 2023 at 12:07 PM

To: "sharumathinadar@gmail.com" <sharumathinadar@gmail.com>

Hello Sharumathi,

Name: Sharumathi Nadar

Dear Sharumathi Nadar

With reference to your application and subsequent assessments you had with us, we are pleased to inform you that you have been shortlisted for the position of **Virtual Customer Service Associate** on a **Fixed Term Employment** for term less than 12 months at Location_Maharashtra__India facility of Amazon Development Center India Pvt. Ltd. (the "company").

Please treat this as a letter of intent ("LOI") valid for a period of 120 days from the date of issue of this letter upon expiry of which the letter of intent will expire without any further conditions or liabilities on your or our side unless an Offer Letter duly executed by the Company is issued to you before the expiry of the aforesaid 120 day period. The issue of an Offer Letter to you is subject to the Company's future business requirements and will be issued at the sole discretion of Amazon. Upon issue of the Offer Letter, this LOI stand automatically terminated. This LOI shall also be terminated automatically in the event you take up employment with another person (other than the company) before issue of the Offer Letter.

Upon signing the Offer Letter, you would be eligible to a Base Pay of Rs. 247000 per annum The same may be revised at the time of the issuance of an Offer Letter as per prevailing levels of pay at the time of issue of the Offer Letter. The amounts stated herein are only indicative and in no way a binding commitment on the Company's part. In addition, you will be eligible for benefits as per company policies.

You are hereby notified that you are not employed in the absence of a signed Offer Letter. This LOI relates only to your potential employment with the Company and does not constitute an offer of employment with respect to the Company or any affiliate or related entity. Further, this LOI does not create or vest any rights in you to be issued an Offer Letter whether within the 120 day period referred to herein or thereafter or with respect to the base pay as mentioned herein.

In the event that you receive an offer of employment from any other employer (apart from the Company), you are requested to immediately intimate the Company in writing of such offer.

Acceptance of this LOI will be construed as a confirmation on your ability to accept employment with the Company and carry out your Company related functions and duties upon employment, if and once the Offer Letter is issued.

For any queries, please feel free to contact us on www.amazon.com/csapplicationhelp.

Yours sincerely,

AMAZON DEVELOPMENT CENTER (INDIA) PVT LTD

Thank you,
Amazon Recruiting Team

Replies to this message are undeliverable. Please do not reply.

You can contact us at www.amazon.com/csapplicationhelp and click the 'Email Us' or 'Chat with Us' button if you have any questions or need additional assistance.



Date: 16/11/2023

Ref. No. SCHOFF51011

Ms. Hana Sayyed
Bldg-7 Nishigandha, Udyan CHS
Near Ghatkopar Bus Depot, Ghatkopar (E)
Mumbai
Maharashtra
India-400075

Subject: Offer Letter

Dear Hana Sayyed,

We are pleased to offer you the position of **Brand Solutions Strategist** at Schbang with effect from **20/11/2023 10:00 AM**.

The appointment is on the terms mutually agreed during the course of the interview. Your CTC would be ₹ 412,065 /Year.

Your first day(s) will begin with the Schbanger's induction. You will meet your colleagues and over the first month get a preview of our work culture and receive the tools and information you need.

You may also follow our Facebook <https://www.facebook.com/schbang/> Instagram <https://www.instagram.com/schbang/> and Website <https://www.schbang.com/> pages for regular updates on our work, achievements, and some of our shenanigans!

We are excited to bring you on board. Do feel free to get in touch with us in case of any queries that cross your mind.

Note: This is a system generated Offer Letter and requires no Authorization.

Dear Chaitali Dandekar,

We are pleased to offer you a position of **Human Resources**, at **L0 Level** as per the following terms and conditions.

1. Place of Posting: Mumbai Head Office. Your final location would be confirmed at the time of joining. The Company has pan India operations and hence your posting is transferable. Your scope of work will include but not limited to all the functions related to **Hiring and Employee On-boarding and additional HR activities etc** for the company.

2. Working hours: Working hours are from 09:30 AM to 06:00 PM, 6 days per week. However, if the exigency of work demands, you should be prepared for longer work hours to ensure timely completion of assigned tasks.

3. Probation: You will be on probation for a period of six months from the date of joining. Upon successful completion of probation your appointment will be confirmed. Your probation may be extended depending on your performance.

4. Compensation Package:

4.1. Salary: As per the structure mentioned below:

Particulars (p.a.)	Amt (Rs.)
Basic Salary	Rs. 180,000
House Rent Allowance	Rs. 90,000
Leave & Travel Allowance	Rs. 20,000
Flexible Allowance	Rs.
Other Allowances	Rs. 63,400
Provident Fund	Rs. 21,600
Gross Salary	Rs. 375,000
Incentives	Rs. 75,000
CTC *	Rs. 450,000

*Insurance is a company paid benefit which is over and above your CTC

4.2. Allowances:

4.2.1. The Flexible Allowance can be availed either through salary or in the form of reimbursement of food , fuel , communication through Sodexo multi benefit card (At present this is **Rs. p.a.**)

4.2.2. Official travel will be reimbursed subject to the policies of the company governing the same.

4.3. Other Benefits:

4.3.1. You will be entitled to Privilege Leave (PL) of 21 Days per annum, however no such leave is allowed within the first 6 months of joining

4.3.2. You will be entitled to an Incentive which will depend on your performance against targets planned for specific periods and other rules governing the same. (At present performance based incentives for Human Resources are pegged at **Rs. 75,000 /- p.a.**)

4.3.3. You will be covered under the group medical and accident insurance policies of the company

5. General:

5.1 You are expected to devote your whole time, attention and ability to the interest of the company and show total commitment to its goals.

5.2 You will have to maintain absolute secrecy and confidentiality in regard to all the documents and information pertaining to the company and its customers, which you come across in course of your duty.

5.3 You will not engage yourself, in any business of your own or any other business/employment.

5.4 You are expected to treat these terms of employment confidential.

5.5 Breach of any of the above conditions will render you liable for termination of your employment without notice.

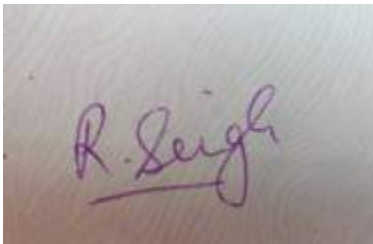
5.6 Any dispute between you and the company concerning or relating to or arising out of this offer shall be subject to the jurisdiction of and be determined by the court of the competent jurisdiction in Mumbai only.

6. Notice Period: Either party shall be entitled to terminate the said employment by giving **2 Months** notice or in-lieu of such notice, a sum equal to the gross salary (excluding Employer's Provident Fund) for the notice period at management's discretion.

7. Your **Date of Joining** shall be **June 1, 2023.**

8. Acceptance: Kindly sign the duplicate copy of this letter or send us an email to confirm your acceptance.

For Home First Finance Company India Ltd.



(Authorised Signatory)

I have read the contents of the above offer and accept the same. I will join on _____.

Date: _____

(Signature):



Indian National Press (Bombay) Private Limited

Prop. of: THE FREE PRESS JOURNAL & NAVSHAKTI

December 13, 2023

Mr. Soham Shetty
Mumbai

Sub: Offer Letter

Dear Soham,

Further to our discussions, we are pleased to offer you position of "Trainee Sub Editor" in our Editorial Department at Mumbai. This trainee period contract will be for a period of 6 months from the date of joining our organisation.

You will be paid a monthly retainership fee of INR 20,000/- (Rupees Twenty Thousand Only) per month.

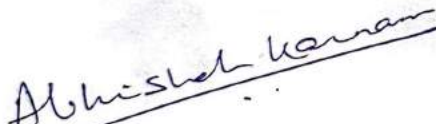
If any information furnished by you to the Company is found to be false or inaccurate, or if you are found to have willfully suppressed any material information, the Company shall be entitled to revoke the offer.

Kindly send an acceptance for this offer. The detailed letter will be issued once you accept the offer and join our organization. You should join not later than **December 18, 2023**.

Yours sincerely

For Indian National Press (Bombay) Private Limited

Accepted by:


Director


Soham Shetty



PM AM IT SERVICES PVT. LTD.

Date: 05th September 2023

Sachin Murugan Nadar

Room No 43,
Shiv Shakti Chawl No – 19/20,
Kamraj Nagar,
Near MCGM School Ghatkopar East,
Mumbai, Maharashtra – 400077.

Dear Sachin,

Sub: Letter of Offer

This is in regard to your expressed interest in our company and subsequent discussions, we are pleased to make an offer to you as “**Junior .Net Developer**” and look forward for your fruitful association with us.

You are requested to join us on **6th September 2023 at 12:30 pm.**

The Offer letter with salary annexure will be issued to you on joining day of PMAM.

On the day of joining, you are requested to submit a copy of the following documents.

- 1) Relieving letter of your previous company
- 2) Appointment letter of previous company
- 3) Educational testimonials
- 4) Photo ID Proof
- 5) Aadhar Card 4 Copies / Residence proof
- 6) 05 photographs
- 7) Passport (if available)
- 8) Pay slip.
- 9) PAN Card 4 Copies
- 10) Cancelled Cheque (Photocopy) with your name on it.

Thanking you.

Yours sincerely,

Oniel Gracious
General Manager – India Operation Head
On behalf of PMAM IT Services Pvt. Ltd.

Agreed and Accepted

Sachin Murugan Nadar

15th September, 2023

**Ms. Riya Vaidya
Mumbai**

Dear Riya,

We are pleased to offer you the position of an “**HR Intern**” with “**Pureplay Skin Sciences India Pvt Ltd**”. Please find the below confirmation of the specifics of your internship.

Duration: 6 months, commencing 18th September 2023

Stipend: Your stipend for the Full-Time Internship will be Rs. 12000/-per month

Reporting Manager: HR Business Partner

Internship Responsibilities:

- Posting ads on job portals
- Screening applications/CVs received in response to job ads/employee referrals.
- Sharing shortlisted profiles with stakeholders
- Scheduling interviews
- Coordinating with stakeholders on other tasks associated with recruitment.
- Assisting in day-to-day activities of HR Operations

During the internship, you will have access to the company’s clients and confidential information. You are expected to keep such information confidential and ensure that you do not share this information with anyone outside the company and/or not use it for your benefits. On the completion of the internship program, you are expected to return all company asset and documents back to the HR department.

On successful completion of your internship, you will be issued Letter of Recommendation / Internship certificate. If you have any questions regarding specifics of the Internship, kindly contact the Human Resources Department.

Congratulations on your appointment and we look forward to fruitful and successful association with you.

For Pureplay Skin Sciences (I) Pvt Ltd



Authorized Signatory



www.teampureplay.com



1st Floor, Lodha i-Think Techno Campus,
'A' Wing, Chirak Nagar, Thane 400607 India



U74120MH2013PTC248969



+91 75064 96604
dir@teampureplay.com

Date :01/06/2023

To
P V Sidharth Thamban
(Code: CAN553850)

Provisional Offer Letter for Fixed Term Contract

We are pleased to offer you employment in our organization at Randstad India Pvt. Ltd as **R&D Associate**. Your services are being deputed to **JNTL CONSUMER HEALTH (INDIA) PRIVATE LIMITED** at **Mulund** based on the following terms and conditions:

- Your employment will be valid from **05/06/2023 To 04/06/2024** , unless and until it is specifically extended in writing by Randstad India Pvt Ltd.
- Your Salary CTC will be INR 332,040.00 per Annum (as per Annexure 1) and will be paid out basis your actual joining date.
- Your employment is subject to completing our onboarding process, which requires you to :
 - a. Complete on the Randstad portal:
 - Employee profile form
 - Statutory Nomination forms like ESIC, PF, Mediclaim etc.
 - b. Upload proofs of your documents:
 - Government mandated ID proof: Aadhar Card and PAN
 - Address Proof (Any one): Voters ID, Passport, Driving License, Ration Card etc.
 - Copy of both Educational certificates & Previous employment documents.
 - Bank Details for Salary processing: Copy of cancelled cheque.
- The employment opportunity envisaged under this provisional offer letter is subject to successful Background Verification and other necessary checks. During the course of your Background Verification, if it is found that any information/document provided by you is false, fabricated, and/or incorrect or you fail to report on the specified date(s), in such circumstances, any offer made to you and/or your appointment shall automatically stand revoked.

Please note that this is only a provisional offer of employment for a fixed term and is not to be construed as an appointment letter. A detailed appointment letter would be issued to you once you fulfill our employment terms and conditions & upon confirmation of joining duty by the manager.

The next step is for you to log into Randstad Direct, our employee portal to accept this offer.


You will soon receive an email and SMS on your registered number with a link to the online portal and your OTP to login. A User guide is also available to help you complete formalities on/before your DOJ.

Please get in touch with us for any queries.

Wishing you the very best!

Yours truly,

For Randstad India Pvt Ltd.



Authorized Signatory
Balakrishnan S
Head - HRSSC

Annexure I: Salary Breakup

Component	Monthly	Yearly
Basic	15,000.00	180,000.00
House Rent Allowance	7,500.00	90,000.00
Deputation Allowance	2,650.00	31,800.00
Gross Salary	25,150.00	301,800.00
Employer's Contribution to EPF	1,800.00	21,600.00
Insurance	570.00	6,840.00
EDLI	75.00	900.00
PFADMIN	75.00	900.00
CTC (Cost to the company)	27,670.00	332,040.00
Employee's Contribution to EPF	1,800.00	21,600.00
Total Deduction	1,800.00	21,600.00
Net-Take Home	23,350.00	280,200.00

* Income tax, Professional tax and LWF as applicable will be deducted.

* All the taxes will be deducted as applicable by law. Your salary is strictly confidential.

For Randstad India Pvt Ltd.



Authorized Signatory
Balakrishnan S
Head - HRSSC

August 23, 2023

Mr. Ishaan Menon

1003, C-3, Lok Everest, JSD Road, Mulund West, Mumbai 400080

Dear Mr. **Menon**,

We are pleased to offer you a position as **Junior Strategic Planner** in our Mumbai Office under the Management Cadre **M-5** on the remuneration as per Annexure A. The date of joining will be **September 18, 2023**.

Please treat this as a Letter of Intent. Your formal Letter of Appointment will be issued at the time of joining.

Please refer to the mail for the list of documents and forms that you are required to submit/mail within five days to HR-India@mccannwg.com with the subject title being your full name.

Please note that the company follows a verification process on all submissions and any false claims or submissions will lead to the employment being terminated at our option for misconduct.


As a token of your acceptance and confirmation of the Letter of Intent, please sign the duplicate copy of this letter and return it to us at the earliest.

We look forward to a long and rewarding association.

Yours truly,

For **McCann Erickson (India) Pvt Ltd.**,

Alok.Lall

 Digitally signed by Alok.Lall
Date: 2023.08.23 12:08:53 +05'30'

Alok Lall
Executive Director McCann Worldgroup

Chief Talent Officer – McCann World Group

ACCEPTED:

DATED:

Annexure A – Remuneration Structure (Amounts in INR)

Name	Ishaan Menon
Designation	Junior Strategic Planner
Location	Mumbai
Grade	M-5
Basic	15,000
HRA	7,500
Conveyance Allowance	7,783
Telephone Allowance	700
Management Allowance	1,384
Total Gross per Month:	32,367
Employer PF	1800
Total CTC per Month	34,167
Total CTC per Annum	4,10,004

Note: - You will be entitled to Gratuity & Group Hospitalization scheme as per company rules.

Signature:

Name:

Designation:

15-May-2023

Dear **Siddhi Vyas,**

On behalf of the whole of Gozoop, congratulations on, & welcome to, your first day! We're thrilled and excited to have you with us.

At Gozoop, our mission is "Helping audiences take better decisions" and we strongly believe that **#BreakingTheBox** is the only path to succeed. Starting today, we entrust you to give your very best to your team as well as to Gozoop. To be able to achieve that, here's all the Information you need to get started.

Your email ID: siddhi@hawk.gozoop.com

Password: welcome2gz@2023

You would be reporting to Shruti Moily, Assistant Manager - BRM and below is the contact details:

Mobile – 8286139023

Email – shruti@gozoop.com

In case of any escalations, queries, concerns or just to have a chat, feel free to reach out to your HR SPOC, Bianca Dsouza, on:

Mobile – 9833561989

Email – bianca@gozoop.com

Wish you have a great today and spend the best years of your career at Gozoop!

Warmest Regards,

Bansi Raja



Director – Human Resources
Gozoop Online Private Limited



A Bankai Ventures Company

JOB OFFER LETTER

Date : 27-06-2023

To,

Shubham Gupta

Lallubhai Compound Building No-09,b Room No-318,
Lallubhai Road,near Police Chowki,
Mumbai - 400043
Maharashtra

Dear Shubham Gupta,

Greetings!!!

This has reference to your application and subsequent interview you had with us for the position of Network Engineer L1 . We found you suitable for this Position and we believe you will be one of the valuable assests for the company.

If you accept this job Offer, as per Company Policy you will be eligible to receive the following CTC Rs.26500/- per month from the date of your joining.

If you accept this Job Offer , Your Joining Date will be 20-Jul-2023.

Intially, you shall be handling operations from Mumbai . Your immediate head of department / supervisor will be Hina Khan (Head Recruitment).

The Mutually agreed appointment letter will be handed over when you are willing to join us.

Sincerely,

For, Acute Informatics Pvt. Ltd.



Shivangi Shah

Human Resource Executive

EMPLOYMENT AGREEMENT

APPOINTMENT ORDER

Dear Harini Ganesh,

We are pleased to appoint you with **Encomium PR Media Private Limited, Bengaluru**. Your remuneration package and terms of employment are described below:

- A. The parties hereto have agreed to execute this agreement to set out the terms and conditions of Employee's employment with the Company.

In consideration for the mutual rights and obligations herein contained the Parties agree as follows:

1. Employment

This Agreement will come into force from the joining date, which for the purposes of this Agreement is no later than the **17th July 2023**. Employee's employment with the Company shall continue subject to the terms and conditions of this Agreement. All prior employment agreements between Employee and the Company shall, on execution of this Agreement, be deemed to be terminated and the terms and conditions of this Agreement shall supersede all such agreements.

Employee shall, during the term of this Agreement, devote all her working time to her employment with the Company and shall not engage in other employment or business, which would prevent her from devoting the whole of her working time to her duties to the Company.

Employee further agrees to confirm to and comply with, in all respects, the directions given by the Director(s) ("Supervisor") will and faithfully serve the Company and use best endeavors to promote the interest of the Company.

2. Remuneration

The gross fixed salary payable to Employee will be **Rs. 2,16,000 (Rupee Two Lakhs Sixteen Thousand) per Annum and it will be increased annually or basis the performances.**

A New Business incentive of 5% on all Retainer or Project Clients brought in by the above named Employee will be paid every month if the client has signed the contract with agency for a period of minimum 6 months. This incentive has to be claimed by the employee within a maximum of 12 months from the 3rd month of the client contract, failing which the company will not be liable to pay any incentive to the employee.

As agreed between both parties the employee will be on an Employment contract.

The Company shall be entitled to deduct from the above, the following amounts:

- a) All other dues payable by Employee to the Company such as, loans and advances given to Employee, any loan taken but not repaid by Employee from banks on strength of the Company's guarantee, etc.

The Company agrees to reimburse Employee, in connection with undertaking of his duties to the Company under this Agreement, on actuals, on Employee presenting appropriate receipts supported wherever possible by supporting bills.

3. Designation and Duties

Employee shall be designated as **Junior Account Executive** of the Company. Employee's duties will be such as specified by the ("Supervisor"). The Supervisor shall determine the functions, powers, duties and obligations of the Employee. Employee will be responsible for client servicing on all their assigned clients and executing all PR tasks assigned to her. In addition, it is expected that they will offer any other assistance to the Supervisor and any other officer(s) of the company as requested by the Directors. The Employee will report to the Supervisor.

4. Probationary Period and Termination Clause

a) During Probation: You will be on probation for a period of **three months**. During the probationary period, services can be terminated either by the employee or by the organization by giving **Thirty days** notice by assigning any reasons whatsoever. Subject to satisfactory performance during the probation period, your employment will be conformed and you will be entitled for all company benefits. Confirmation of employment is not related in any way to increment policy, details of which are available later in this note.

Following successful completion of your probation period, either initial or extended, your appointment will be confirmed in writing. You will be deemed to be on probation till you receive the letter / e-mail of confirmation from the company.

b) Post Probation: Services can be terminated either by the employee or by the organization by giving **Thirty days** notice in writing with assigning any reasons whatsoever. However, if your employment were to be terminated because of misconduct or gross indiscipline, the company would not be liable to give any notice period or salary in lieu thereof.

- The notice period can be waived off only at the sole discretion of management
- Resignation without notice entails deduction of salary equivalent to the notice period
- In the condition of the company terminating a employees employment with immediate effect, the company shall pay salary in lieu of the notices period
- There has to be complete formal handover before leaving.

5. **Handing Over Procedure**

In case the employee is not required to attend office during the one month notice period, the employee may be asked to stay at home and be on call for handing over procedures as under:

- To meet all their clients with the team leader and their replacement
- Take formal leave of the client
- Transfer work at hand in consonance with the client
- To hand over all documents and other information to the team leader

6. **Holidays and Sickness Benefits**

Employee will be entitled to 24 working days paid holidays per annum in addition to general office and/or public holidays as per the Company's HR policy in force at that particular time.

Employee will also be entitled to medical and sickness benefits in accordance with the Company's HR policy in force from at that particular time. The decision of the Directors of the Company regarding such applicable policies is final.

a) **Confirmed Employees:** All confirmed employees are entitled to 2-days leave in a month or 24 working days leave in each year. Only working days would be considered as leaves while computing the total leaves taken in a month/year. However, in case of continuous leaves of beyond 5 working days, non-working days (Saturdays, Sundays and any other holidays if any) falling during the leave period will also be considered as leaves. Employees have to take prior permission of their supervisors and Directors and submit a duly signed leave application form. An employee needs to provide prior intimation of their leaves;

- i. Provide a minimum of 7 days notice prior to applying for any leave beyond 3 working days leave upto a maximum of 7 working days leave
 - ii. Provide a minimum of 15 days notice prior to applying for more than 7 working days leave upto a maximum of 14 working days leave
 - iii. Provide a minimum of 30 days notice prior to applying for more than 14 working days leave.
- b) **Employees on Probation:** Are not entitled to any leaves during the probation period. However on completion of the probation the entitlement is with retrospective effect, i.e. from the date of joining. Example if the probation period is of three months the entitlement as on 1st of the fourth month would be 6 days leaves. If the employee leaves the company before completing the probation period, leave(s) taken during the probation will be deducted from the employee's final dues.
- c) **Leave Without Pay (LWP):** Any leave taken in excess of the entitlement (including forced leaves) would be considered as LWP and would be liable for deduction. The deduction will be made in the salary of the following month.
- d) **Leave during Notice Period:** Any leave due at the time of resigning cannot be adjusted or taken during the Notice Period and would be accounted for separately.
- e) **Leave due at the time of Full & Final Settlement:** If there are any leaves due during the time of full & final settlement, all those leaves would lapse and there would be no credit to your settlement.
- f) **Maternity/Paternity Leave:** Employees would be entitled for 90 days of Maternity leave with full salary. Employees would be entitled for 10 days of Paternity leave.

7. Confidential Information

a) Company Information

Employee agrees, at all times during the term of her employment and thereafter, to hold in strictest confidence, and not to use, except for the benefit of the Company, or to disclose to any person, firm or corporation without written authorization of the Board, any Confidential Information of the Company.

“Confidential Information” means any proprietary information of the Company, technical data, trade secrets or know-how, including, but not limited to, research,

client PR plans, products, services, customer and journalist lists and customers (including, but not limited to, customers of the Company on whom Employee called or with whom Employee became acquainted during the term of Employee's employment), marketing, finances or other business information disclosed to Employee by the Company either directly or indirectly in writing, orally or by drawings or observation of parts or equipment.

b) Third Party Information

Employee further agrees and recognizes that the Company has received, and in the future will receive from third parties their confidential or proprietary information subject to a duty on the Company's part to maintain the confidentiality of such information and to use it only for certain limited purposes. Employee agrees to hold all such confidential or proprietary information in the strictest confidence and not to disclose it to any person, firm or corporation or to use it, except as necessary in carrying out work for the Company, this being consistent with the Company's agreement with such third party.

8. Conflicting Employment

Employee agrees that, during the term of his employment with the Company, Employee will not engage in any other employment, occupation, consulting or other business activity, nor will Employee engage in any other activities that conflict with Employee's obligations to the Company.

Employee agrees that subject to any regulations issued by the Company from time to time which may apply to Employee, Employee shall not receive or obtain directly or indirectly any discount, rebate, commission or other inducement in respect of any sale or purchase of any goods or services effected or other business transacted (whether or not by Employee) by or on behalf of the Company or an associated company and if Employee (or any firm or company in which Employee is directly or indirectly engaged, concerned or interested) obtains any such discount, rebate, commission or inducement, Employee shall immediately account to the Company for the amount so received or the amount received by such firm or company.

9. Returning Company Documents

Employee shall, at the time of leaving the employment of the Company, immediately deliver to the Company (and will not keep in your possession, recreate or deliver to anyone else) any and all devices, records, data, notes, reports, proposals, lists, correspondence, specifications, drawings, blueprints, sketches, materials, electronic equipment, other documents or property, or reproductions of any aforementioned items developed by Employee pursuant to Employee's employment with the Company or otherwise belonging to the Company, its successors or assigns.

The Employee furthermore agrees that he/she will be liable for damages in the event of not returning the company property in its original condition.

10. Clearance of Dues

The final settlement is done on receipt of full and final settlement form duly filled in and signed by either of the Director(s) / Branch Heads and counter signed by Accounts department.

The clearance of dues is subject to satisfactory completion of the handing over formalities.

11. Notification to New Employer

In the event that Employee leaves the employment of the Company, Employee hereby consents to notification by the Company to his new employer about his obligations under this Agreement.

12. Increments

As a practice the increments are decided in the month of March every year and the revised salary is effective from 1st of April every year. All confirmed employees, provided they fulfill the criteria given below shall be eligible for increments as per the company's performance appraisal system. The performance is measured at the end of each year (April to March) gone by.

Criteria: The employee should meet the following criteria to be eligible for increments;

- Should be a confirmed employee
- Should have completed at least 9 months of service as on 31st March of the appraisal cycle.

13. Conflict of Interest Guidelines

The Company has certain conflict of interest guidelines contained herein below. Employee agrees to diligently adhere to these guidelines of the Company

It is the policy of the Company to conduct its affairs in strict compliance with the letter and spirit of the law and to adhere to the highest principles of business ethics. Accordingly employees and independent contractors must avoid activities, which are in conflict, or give the appearance of being in conflict, with these principles and with the interests of the Company. The following are potentially compromising situations, which must be avoided. Any exceptions must be reported to the Board and written approval for continuation in this regard must be obtained.

- i. Revealing Confidential Information to outsiders or misusing Confidential Information. Unauthorized divulging of information is a violation of this

policy whether or not for personal gain and whether or not harm to the Company is intended.

- ii. Accepting or offering substantial gifts, excessive entertainment, favours or payments, which may be deemed to constitute undue influence or otherwise be improper or embarrassing to the Company.
- iii. Initiating or approving any form of personal or social harassment of employees.
- iv. Improperly using or disclosing to the Company any proprietary information or trade secrets of any former or concurrent employer or other person or entity with whom obligations of confidentiality exist.
- v. Unlawfully discussing prices, costs, clients with competing companies or their employees.
- vi. Engaging in any conduct, which is not in the best interests of the Company.

Employee agrees to take every necessary action to ensure compliance with these guidelines and to bring problem areas to the attention of higher management for review. Violations of this conflict of interest policy may result in discharge without warning.

14. Representations

Employee hereby warrants, undertakes and confirms to the Company that Employee is not bound by the terms and conditions of any non-disclosure agreement, confidentiality agreement or any other similar document, deed or writing by whatever name called executed prior to Employee's employment with the Company and the intellectual property rights assigned by Employee to the Company or any other knowledge or information imparted by Employee to the Company is not in breach or violation of any such agreement or contract or the like as aforesaid.

15. Resignation of offices

Upon the termination of employment howsoever arising, Employee shall at any time or from time to time thereafter upon the request of the Company resign without claim for compensation from all offices that may be held by Employee in the Company and should Employee fail to do so, the Company is hereby irrevocably authorized to appoint some person in Employee's name and on his behalf to sign and execute all documents or things necessary or requisite to give effect thereto.

16. Engagement with Clients

During the term of employment for a period of twelve-months after termination of

your employment, you shall not seek consultancy services, business contract, either on behalf of yourself or on behalf of any other person or entity, either directly or indirectly from any of Eulogy Media's clients (including those who have been clients within the last six-months).

17. Internet

Use of Internet on the office systems is governed by a common sense and decency and breach of this may entail disciplinary action. Complete access to the Internet has been provided to facilitate you with work and professional development.

18. Prior Rights

Termination of Employee's employment shall be without prejudice to any right that the Company may have in respect of any breach by Employee of any of the provisions of this Agreement, which may have occurred prior to such termination.

19. Disciplinary and Grievance Procedure

There are no fixed rules for the resolution of grievance or disciplinary problems. In the event of Employee being dissatisfied with any decision taken against Employee, or having any grievance relating to the employment, the matter shall be referred a committee comprising of three members, including the Director(s) and 2 other officers of the Company. The decision of the committee shall be final and binding on Employee. Notwithstanding the Company's decision, the Company agrees to duly note Employee's opinion in official Company records.

20. General Provisions

a) Notices

Any notice given under this Agreement shall be deemed to have been duly given if dispatched by either party hereto by registered post addressed to the other party, as in the case of the Company its registered office for the time being, and in Employee's case to Employee's last known address, and such notice shall be deemed to have been given on the day on which in the ordinary course of post it would be delivered.

b) Governing Law: Consent to Jurisdiction

This Agreement will be governed by the laws of the Republic of India. Employee hereby expressly consents to the jurisdiction of the courts located in Bangalore for any lawsuit filed there against Employee by the Company or by Employee against the

Company arising from or relating to this Agreement.

c) Entire Agreement

This Agreement sets forth the entire agreement and understanding between the Company and Employee relating to the subject of Employee’s employment and this agreement prevails over any oral discussions or prior agreements entered into between the Company and Employee. No modification of or amendment to this Agreement or any waiver of any rights under this Agreement will be effective unless in writing signed by both parties.

PROVIDED that any subsequent change or changes in Employee’s duties, compensation or benefits will not affect the validity or scope of this Agreement.

d) Severability

If one or more of the provisions in this Agreement is declared void by law, then the remaining provisions will continue in full force and effect.

e) Survival

The provisions of this Agreement shall survive the termination of Employee’s employment and the assignment of this Agreement by the Company to any successor in interest or other assignee.

f) Waiver

No failure or delay by either of the parties in exercising any right, power or privilege under this Agreement will operate as a waiver thereof. The waiver by either of the parties of a breach of any provision of this Agreement will not operate or be construed as a waiver of any other or subsequent breach.

Employee

Signature

Name: **Harini Ganesh**

Company

**DHANA
LAKSHMI**

Signature

Name: **Dhana Lakshmi**

Digitally signed by
DHANA LAKSHMI
Date: 2023.11.27
11:09:24 +05'30'

This Independent Contractor Agreement ("**Agreement**") is executed between **Cactus Communications Private Limited**, (hereinafter referred to as '**CACTUS**' or '**the Company**') a company incorporated under the laws of India and having its corporate office at B 502, Satellite Gazebo, Guru Hargovindji Marg, Andheri (East), Mumbai:- 400093 and SAYALI JOSHI an individual, residing at 104, Atye Avenue CHS, Tandon Cr. Road., Dombivali, Maharashtra, 421201, India (hereinafter referred to as '**the Contractor**').

CACTUS and the Contractor are collectively referred to as "Parties". Further, a reference to 'writing' or 'written' includes faxes and email.

THE PARTIES, WITH THE INTENT TO BE LEGALLY BOUND HEREBY, COVENANT AND AGREE AS FOLLOWS:

1. Period of Agreement: This Agreement shall come into effect and shall be valid for a period as defined in the Services, Fees & Other Terms Email. Notwithstanding the foregoing, either Party may terminate this Agreement at any time, subject to and in accordance with Section 8, below.

2. Service:

2.1. CACTUS hereby appoints the Contractor and the Contractor hereby accepts such appointment to provide various services for CACTUS's Clients as mutually agreed and documented in the Services, Fees & Other Terms Email or in writing or email from time to time ("**Services**").

2.2. The Contractor agrees and undertakes to provide Services during the term of this Agreement as per the requirements of CACTUS and CACTUS's Clients. The Contractor understands and agrees that he/she shall operate autonomously in the performance of Services (including after-sales support in the form of client questions, if any), and that multiple rounds of editing ("**MREs**") as defined in the Services, Fees & Other Terms Email may be required until the work product(s)/assignment(s) are completed to the satisfaction of CACTUS and are accepted by the client.

2.3. It is agreed between the Parties that the Contractor will determine the details and means of performing the Services and CACTUS will not control, direct or supervise the Contractor's performance of the Services.

2.4. The Contractor may perform the Services as required by this Agreement at any place or location he/she determines fit. The Contractor may perform such Services during any hours he/she chooses and for as many hours as he/she deems necessary.

2.5. The Contractor may provide similar Services to other entities during the term of this Agreement provided such services would not adversely affect the interests of CACTUS. However, the Contractor shall ensure strict adherence to the Non-Disclosure and Confidentiality obligations contained in Section 7, below.

3. Fees:

3.1. In consideration for the Services to be performed by the Contractor, both the parties agree to the payout details as mentioned in the Services, Fees & Other Terms Email or in writing or email/s from time to time ("**Fees**").

4. Quality of Work:

4.1. The Contractor agrees that the services contemplated hereunder shall be performed with the usual thoroughness and competence of the profession, which meet the standards required in the scientific, technical, medical, and academic publishing industry.

4.2. Following completion of the Introductory Period, if any applicable, at least 3 assignments edited by the Contractor may be "audited" each calendar month. An exception to this may be a scenario where the Contractor works on fewer than 3 assignments in a month. Audit results will be shared with the Contractor via Quality Index (QI). The rating for an assignment is a score given on a scale of 1 to 4 (1 = Poor, 4 = Excellent) and is an indication of performance on assignments.

4.3. CACTUS relies upon the technical expertise of the Contractor, and consequently these "audits" are brief and limited reviews to confirm that the standards required in the scientific, technical, medical, and academic publishing industry have been met.

4.4. CACTUS guarantees its customers that edited assignments will be of good quality and delivered on time. When deadlines are breached or when the quality of work is poor (as determined by an assessment), CACTUS refunds the fees to the client and/or re-edits the document to the client's satisfaction. The Introductory Period is intended to enable the Contractor to get acclimated to these requirements. CACTUS will reserve the right to recover the fees for those assignments from the Contractor if the following should occur:

4.4.1. If the Contractor breaches a deadline that leads to a breach of the client's deadline irrespective of whether this breach is in the introductory period or thereafter.

4.4.2. If the client complains about the quality of work after the Introductory period and CACTUS finds, through an assessment, that the complaint is attributable to the Contractor's work. In such a case, CACTUS will share the assessment with the Contractor.

However, if the client would like a revision and the Contractor is considered suitable to carry it out, CACTUS will offer the Contractor the opportunity to revise the work to meet standards. In this case, the Contractor agrees to do the revision at no extra cost, and CACTUS agrees to not recover the fees on the original assignment.

5. Considering the sensitivity and confidentiality of the information shared with the Contractor under this Agreement, the Contractor hereby agrees to route all external communication with respect to the assignments through the central email account of the Contractor.

6. The Contractor agrees that the performance of Services under this Agreement may require the installation of certain software on the computer of the Contractor. If such software is provided by CACTUS, then the Contractor agrees to provide remote access to the CACTUS IT team in order to install the software and trouble shoot applications. The Contractor shall be responsible for providing all other supplies and equipment necessary to perform the Services, including but not limited to Microsoft office and his/her own computer.

7. Non-Disclosure and Confidentiality : CACTUS has developed and owns confidential and proprietary information which is critical to its business and has access to confidential information provided by its clients and/or which is the property of its clients. As a result of the relationship contemplated by this Agreement, CACTUS will have to transfer or provide / grant access to the Contractor to Confidential Information (as defined below). The Contractor acknowledges that as per the arrangement with CACTUS under this Agreement, the Contractor will occupy a position of trust and confidence. The Contractor shall not, except as required by applicable law, disclose to others or use (for the benefit of the Contractor or any other person), whether directly or indirectly, any Confidential Information regarding CACTUS or any of its clients, subsidiaries or affiliates. The obligations of this section shall survive the termination of Contractor's engagement by CACTUS and/or of the termination of this Agreement.

7.1. Confidential Information: "Confidential Information" shall mean any technical, scientific, know how, knowledge, methods, administrative/ organizational details, plans, commercial pricing and fees, medical, commercial, marketing, financial, technological or any other type of information related to products, services, projects, skills, activities of CACTUS or its clients communicated by CACTUS and/or its related divisions, employees, or clients to the Contractor. Confidential Information includes the name(s) and identity(ies) of clients of CACTUS and any information given orally or electronically by CACTUS to the Contractor and the Contractor acknowledges that all client documents and manuscripts are automatically considered Confidential Information pursuant to this Agreement. The Contractor agrees and acknowledges that client documents and manuscripts, which include but are not restricted to research articles for journal publication, academic dissertations or theses and business, academic, or professional communication, are the sole, exclusive, and extremely valuable property of the client.

7.2. Modalities for Exchange of Information and Degree of Care. CACTUS has the right to define the extent and content of Confidential Information to be provided to the Contractor pursuant to this Agreement. The Contractor agrees to take all reasonable steps to protect the Confidential Information, including strict avoidance of accidental or unwitting verbal disclosure. The Contractor acknowledges that such Confidential Information is specialized, unique in nature and of great value to CACTUS and/or its clients, subsidiaries and/or affiliates, and that CACTUS and/or its clients or subsidiaries or affiliates derive substantial benefit from maintaining such information in confidence. Further, the Contractor agrees not to disclose Confidential Information over the telephone without verifying the identification of the caller before disclosing the information, and the Contractor undertakes to ensure that the caller has a right and need to know any Confidential Information requested by the caller. In addition, the Contractor undertakes to use all reasonable means to protect electronically maintained Confidential Information through secured computer systems and passwords from any person who could have access to such a system or work premises in which the Confidential Information is stored.

7.3. Non-Disclosure of Confidential Information. During the term of this Agreement and perpetually thereafter, the Contractor shall hold in confidence and not directly or indirectly, either verbally or by any other means of communication, reveal, report, publish, disclose, use, or transfer any of the Confidential Information including any fees for the benefit of any person(s) or entity, or utilize any of the Confidential Information for any purpose, except as specifically contemplated herein.

7.4. Non-solicitation. The Contractor agrees and undertakes that during the term of this Agreement and for twelve months thereafter he will not, directly or indirectly, induce any client or employee or contractor or consultant of

CACTUS to cease being a client or employee or contractor or consultant of CACTUS or otherwise to adversely change their relationship with CACTUS.

8. Termination : Both parties shall be eligible to terminate this agreement as per the provisions of this clause and additional provisions if any mentioned in the Services, Fees & Other Terms Email

- 8.1.** Both the Parties agree to provide one month's notice or compensation in lieu thereof in case either Party desires to terminate the Agreement before the completion of the tenure of this Agreement. For the purpose of this clause, compensation will be calculated by considering the fees applicable for the minimum words slab mentioned in the Services, Fees & Other Terms Email or as agreed to in writing or email/s.
- 8.2.** CACTUS reserves the right to terminate the Agreement forthwith without any notice or compensation in lieu thereof if:
- 8.2.1.** After completion of the Introductory Period, the Contractor fails to edit the minimum number of words and/or irrespective of the Introductory Period fails to obtain a minimum quality index rating as described in the Services, Fees & Other Terms Email or receives 3 or more client complaints attributable to his/her work in a month.
- 8.2.2.** At any time during the term of the Agreement, the Contractor engages in any misconduct, dishonesty, unprofessionalism, misappropriation, theft, fraud, negligence, or any other conduct considered by CACTUS, in its sole discretion, as detrimental to its interests or in breach/violation of one or more terms of this Agreement
- 8.2.3.** The Contractor breaches the terms of this Agreement or any representations and warranties made by the Contractor are found to be false.
- 8.2.4.** The contractor reserves the right to terminate the Agreement forthwith without any notice or compensation in lieu thereof if CACTUS breaches the terms of this Agreement.
- 8.2.5.** In case of termination of this Agreement, all rights and obligations of the Parties hereunder shall forthwith cease to exist, except as otherwise noted, and the Contractor shall forthwith (i) refrain from using, directly or indirectly, the Confidential Information and/or any other documents or information provided to him/her for discharging his/her obligations under this Agreement and (ii) hand over to CACTUS the assets of CACTUS, if any, that are in the possession of the Contractor, and the Confidential Information including copies thereof, provided to him for discharging his/her obligations under this Agreement. The expenses that may be incurred for handing over the assets and/or the Confidential Information shall be borne by the Contractor. No termination or expiration of this Agreement, however, shall release the Contractor from any of his/her obligations accrued hereunder, till the date of such termination.

9. Terms of Payment :

- 9.1.** Subject to the terms of this Agreement, any amount due to the Contractor will be paid to the Contractor's bank account. To enable CACTUS to make this payment, the Contractor shall provide CACTUS with the relevant bank details such as the Contractor's full name (as mentioned in the bank account), account type, account number, bank name, IFSC Code and any other details as may be required.
- 9.2.** The payment for the work done each month will be made by the 15th of the following month and will be based on the invoice visible on the Whiteboard. For example, if the invoice for December is INR 100/- then CACTUS will pay the contractor INR 100/- minus applicable taxes by the 15th of January. If the contractor wishes to contest any invoice item, s/he should do so by the 5th day of the following month; otherwise, the invoice shall be deemed to have been accepted. All payments shall be subject to deduction of applicable taxes, duties, or cess, including but not limited to Tax Deducted at Source as per Indian Laws, from the total fee payable. The Income Tax laws of India make it mandatory for every recipient of income to provide his/her Permanent Account Number ('PAN') to the payer company they are associated with; hence, the Contractor shall provide his/her PAN number to CACTUS. CACTUS will provide the Contractor with Form 16A for the taxes withheld.
- 9.3.** Payments made under this Agreement shall not be considered wages or earnings. The Contractor will be solely responsible for any and all taxes in their home country (including interest and penalties) arising from the transactions under or pursuant to this Agreement and CACTUS shall in no manner be liable for any statutory or tax liability.

10.Unavailability : The Contractor agrees that in the event that he/she will be unavailable for any period that is likely to impact his/her ability to provide Services to CACTUS, he/she will notify CACTUS as soon as possible. Notwithstanding the foregoing, the Contractor is free to provide Services to other entities (and does not require permission from CACTUS to

take time off) provided such services would not adversely affect the interests of CACTUS.

11. Indemnity : The Contractor undertakes to defend, hold harmless, indemnify and keep indemnified CACTUS, its subsidiaries and affiliates, and its and their officers, directors, employees, and shareholders against any claims, actions, suits, or proceedings, damages, losses, liabilities, costs, and expenses (including without limitation, reasonable attorney fees) arising as a result of or in connection with any breach of any of the provisions of this Agreement by the Contractor or with respect to any taxes or liabilities or assessments against CACTUS or any subsidiary or affiliate with respect to fees paid pursuant to this Agreement.

12. Business Licenses, Permits, and Certificates : The Contractor represents and warrants that he/she will comply with all local laws and procure licenses, business permits, insurance and certificates, if any, required for the performance of Services under this Agreement.

13. Ownership of Work Product : All work performed by the Contractor under this Agreement ("**Work Product**"), including without limitation all notes, reports, documentation, drawings, computer programs, inventions, creations, works, devices, models, work-in-progress and deliverables will be the sole property of CACTUS / it's clients , and the Contractor hereby assigns to CACTUS / it's clients all rights, title and interest therein, including but not limited to all audiovisual, literary, moral rights and other copyrights, patent rights, trade secret rights and other proprietary rights therein. The Contractor agrees that he/she shall retain no right to use the Work Product and agrees not to challenge the validity of CACTUS's / it's client's ownership in the Work Product. This clause shall survive the termination of this Agreement.

14. Representation and Warranty : The Contractor hereby represents and warrants to CACTUS: (a) that his/her Services hereunder will be performed in a professional and diligent manner; (b) that the Work Product created and/or delivered to CACTUS will neither infringe nor violate the intellectual property rights or other rights of any third party; (c) that the Work-Product shall not contain any worms, viruses or other harmful components; (d) there is no outstanding contract, commitment, or Agreement to which the Contractor is a party or legal impediment of any kind known to the Contractor that conflicts with this agreement or that might limit, restrict, or impair the rights granted to CACTUS under this Agreement; and (e) the Contractor is qualified and experienced in performing the Services.

15. Nature of Contract : This is an independent contract and the Contractor's relationship with CACTUS will be that of an independent contractor and, as such, the Contractor is not authorized to act on behalf of CACTUS. Nothing in this Agreement is intended to or will be construed to create a partnership, agency, joint venture, or employment relationship. The Contractor will not be considered an employee of CACTUS and will not be entitled to any employee benefits, including but not limited to, health insurance, life insurance, unemployment claims, retirement benefits, performance appraisals or any other benefits as are statutorily or otherwise applicable to employees of CACTUS either during or upon the termination of this Agreement

16. Miscellaneous :

16.1The Managing Editor of the Center of Excellence or such other person as communicated by CACTUS will be the Contractor's main point of contact.

16.2This Agreement represents the entire understanding of the Parties with respect to the subject matter hereof and shall supersede all prior or contemporaneous agreements or understandings, oral or written between CACTUS and the Contractor.

16.3No amendment, change or modification of this Agreement shall be valid unless in writing signed by the Parties hereto.

16.4Any notice to be issued by either Party shall be in writing and shall be sent to the address first mentioned hereinabove unless any other address has been notified by the Party in writing.

17. Governing Law : This Agreement shall be interpreted and enforced in accordance with the laws of India (regardless of any other jurisdiction's choice of law principles). The Parties hereby submit to the jurisdiction of courts of Mumbai in all matters relating to this Agreement.

18. Execution : This Agreement may be executed in counterparts, and execution in counterparts shall have the same force and effect as if all parties had signed the same instrument. Any party may execute this Agreement by signing, and transmitting that signed agreement via facsimile or email to the other party. Any signature made and transmitted by facsimile or email for the purpose of executing this Agreement shall be deemed an original signature for purposes of this Agreement. Any terms which may be agreed to on email post execution of this contract shall as per the preamble be deemed to have been made in writing and such emails shall form an integral part of the contract.

IN WITNESS WHEREOF this Agreement has been executed by the Parties hereto on the day and year first before written.

Sincerely,

Christine Miranda

Senior Managing Editor, Delivery, Academia

HRD/294ASCSW/2024

05.01.2024

Ms. Sharanya Shankar

C/1, Jai Ravi Kiran CHS, MIDC Road,
Behind Mahila Samiti English School, Cholegaon, Thakurli (East) - 421201.



Letter of Engagement

Dear Ms. Sharanya Shankar,

This has reference to your application and subsequent interview you had with us; we are pleased to appoint you as **Assistant Professor** in Department of **Biotechnology** at **SIES College of Arts, Science and Commerce Sion (West)**.

You will be engaged on contract for the period commencing from **03.01.2024 - 30.04.2024** or up to the regular appointment, as per norms of University of Mumbai / Government of Maharashtra whichever earlier.

You will be paid a consolidated gross salary of **Rs. 25000/-** per month. Statutory monthly deductions shall be as applicable.

Your workload in terms of number of lectures, hours of presence in the college premises will be as per the provisions of UGC/ State Government from time to time and adopted by the University of Mumbai. Principal will assign the lectures as per notification No. संकीर्ण - 2018/(175/18) मशी - 3 of Department of Higher & Technical Education dated 14.01.2018 and University circular No. TAAS (CT)/01/2019-2020 dated 02.04.2019 and CATU/23/2021-22 dated 23.01.2022.

You are aware that your appointment has been made on the basis of the representations made and documents submitted by you. In case of any false/incorrect statements or documents submitted by you, the management shall terminate your services without notice.

Please sign duplicate of the letter along with each page of the Annexure containing the terms and conditions and return the same to us at the earliest.

We are confident that you will do your best in your assignment and make significant contributions to the growth and excellence of The South Indian Education Society.

For The South Indian Education Society,

K. Venkataramani
Prof. K. Venkataramani

Honorary Secretary

I accept the terms and conditions:

Ms. Sharanya Shankar

Date: 4-July-2023.

OFFER LETTER

Dear Snehal Sunil Parab ,

Warm greetings from Share India Group!

Welcome to **Share India Insurance Brokers Pvt. Ltd.** We would like to take this opportunity of sharing our Company's vision, which you are going to be a part of. We inculcate a culture of empowerment and entrepreneurship, which attracts the brightest minds to make our company into Global Brand. We also value and adhere to the highest standards of corporate governance and compliance to the most trusted business houses. Our primary business driver is value creation for our customers and business partners and not just the size of business.

With immense pleasure, I wish to inform you that you are being offered a full-time employment with Share India Insurance Brokers Pvt. Ltd. for the profile of "**Digital Initiatives**" and the period of employment will commence on or before **4-July-2023**.

Please note that the offer is subject to appropriate reference of your credentials. The Company reserves the right to place you in any of the group businesses/companies for compensation purposes or any of the group activities depending upon the business requirement of the group, on its own discretion without giving any prior notice/intimation.

You would to complete the **BQP exam** in the period of 3 months from the commencement.

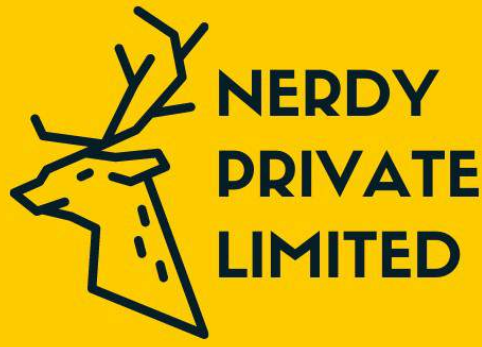
At Share India Insurance Brokers Pvt. Ltd., we have a performance driven culture. I am confident that you will put in all your efforts to meet the expectations the company has from you and over-achieve them as well. We look forward to having you on board with us on **4thJuly, 2023**

You are entitled for a CTC of **Rs1,80,000/-**

Kindly sign the duplicate copy of this letter as token of your acceptance of the offer.



Authorised Signatory



appointment letter

Pooja Jain

We are pleased to inform you that you have been selected on the post of a Business Development Associate at Nerdy Academy for our Mumbai branch.

Job Description:

1. Timing: 11:00 am - 7:00 pm everyday i.e. 8 hours of work per day, with one day leave (Sunday). There will be a break from 2:00-2:30pm for lunch.
2. Pay Scale per month (for **200** hours of work & **120** minutes of calling per day):

Salary including travel allowances	Rs. 30000 (starting)	Rs. 33000 (after 3 months)	Rs. 36000 (after 6 months)	Rs. 39000 (after 9 months)	Rs. 42000 (after 12 months)
Booster incentives	Booster Incentives will be given on reaching a revenue figure of Rs. 70000 (Rs. 2000 booster), Rs. 1 lacs (Rs. 4000 booster) and Rs. 1.5 lacs (Rs. 7500 booster) per week.				

3. Your basic pay will be fixed & booster incentives will depend on the total revenue you generate in a week.
4. Your departments will be told to you in the meeting post your appointment and are subject to changes based on company's organisational policies.
5. Date of Enforcement: 17th April 2023
6. Tenure: 12 months
7. Training Period: 7 days (Your salary will be generated after the training period from the 8th day).

Terms and Conditions:

1. Your salary will be generated post 7 working days of your joining date (after training).
2. Salary date is 7 working days after the completion of your month.
3. You have to complete 720 calling-minutes per week i.e. 120 calling-minutes per day. On failing to do so, the attendance of that day might not be considered.
4. Nerdy Academy will deduct 5% from your salary per month during probation period. This security amount will be returned to you as per organisational policy at the end of your employment.
5. You have to start the operations at 11 am. Fine of Rs 200 will be charged beyond the 15 mins buffer time i.e. after 11:15 am.
6. All applications of leaves must be applied via mail to "shreysuryamishra@gmail.com".
7. Daily Reports & Attendance are a compulsion.
8. Fines will be charged for Monday & Saturday leaves.
9. You can take a total of 24 leaves in a year, and not more than 2 leaves can be taken in a month.
10. In case you want to leave the academy or resign, you'll have to apply for termination at Nerdy Academy via a formal application to "shreysuryamishra@gmail.com" & "aayushi.nerdy@gmail.com" at least 21 days beforehand so that alterations can be managed. Salary & caution amount will be released only on serving a proper notice period, completing lag points, lag calling-minutes & sorting refunds. Negative leaves fines, late coming fines, lag points & lag revenue fines will be deducted.
11. On tenure non-completion, you will be charged a fine which will be 30% of your basic salary.
12. Only on completion of tenure, you will receive the Certificate & NOC.
13. Nerdy Private Limited follows a dynamic module & the terms & conditions might be subject to changes in the due course of your employment.

Cheers,

Shrey Surya Mishra
Nerdy Private Limited

"a dash of courage and a heap of hard work"

Date: August 29, 2023

Emp Temp Code: 2211810164530

Anjali Yadav

. 90 Feet Road, Vallabh Building, Near Dharavi Police Station, Dharavi
Mumbai - 400017,
Maharashtra, India

Letter of Appointment

Dear Anjali,

With reference to the interviews you have had with us in the recent past, we are pleased to make you an Offer of Employment in our Company. Your Grade will be **Grade I** and you will be designated as **Customer Service Associate- Voice**. You are required to report for duties on **August 29, 2023** ("Joining Date") at **9:30 AM** or as per the agreed time during work hours.

Your employment will be as per the following terms and conditions:

1. Your remuneration is detailed in the enclosed **Annexure I**. All tax liabilities arising out of your entire compensation package, present or future, shall be borne by you.
2. Your duties and responsibilities will be as assigned by your immediate manager or other superior officer of the Company and the same will also include the jobs assigned by the Management from time to time.
3. The Company's business operates on a **24x7** basis and you may therefore be required to work in shifts including periodic night shifts. The work exigencies and the role may require you to extend your work-timings in accordance with the *Working Hour & Attendance Policy*. By accepting and signing this letter you affirm your willingness to abide by this requirement.
4. While your initial place of posting will be at an agreed place/Company's Office/Site at **Mumbai**, you are liable to be transferred to any department/office anywhere in India/Overseas, or a company/entity formed by the promoters or transferred/assigned responsibility in any associate company or be recalled to your original location. Accordingly, your working hours/shift timings could be changed periodically depending on the work/process requirements. All such transfers shall be governed by the *Transfer Policy* of the company. In the event of you being deputed overseas for training and operations you will be require to and shall sign all required documentation as per the rules, regulation and policies of the Company.
5. Your appointment will be on probation for a period of **six months** from the date of your joining the Company or for an extended period of time ("**Probation Period**") if found necessary. Your employment with the Company will be confirmed on the expiry of your Probation Period unless you are specifically advised otherwise in writing.
6. Your appointment shall continue, during your Probation Period or thereafter upon confirmation, unless your employment is discontinued by the Company, by providing not less than **30 Days** ("**Notice Period**") prior written notice. In the event you decide to leave the employment of the Company, you will be required to provide **30 Days** prior written notice to the Company, and in case you fail to actually serve the aforementioned notice period, your resignation will be deemed to be rejected and you will be treated as "Absent without leave"/"Absconding" and further disciplinary action will also be initiated against you. However, the Company may at its sole discretion relieve you of your duties anytime during the notice period. You will be paid salary up to the last working day.

The Company at its discretion, during probation or on confirmation of your services thereof, without

assigning any reason, can discontinue your employment on payment in lieu of Notice Period. Such payment will be calculated pro rate on the basis of your current Gross Fixed salary (subject to tax).

In case of violation of any policies, procedures or rules of the Company or any other act of misconduct including but not limited to improper behaviour, theft or fraud, your services are liable to be discontinued without Notice Period or without payment in lieu of Notice Period.

7. You agree that this employment is conditional upon you successfully clearing the training as required. In the event of your in-ability to clear the training, the Company may relieve you of your duties with immediate effect without Notice Period or without payment in lieu of Notice Period.
8. You are employed as a permanent employee of the Company and are therefore not permitted to undertake any other employment or engage in any commercial activities, outside the Company, either honorary or otherwise, without prior written approval of the Company.
9. You are required to maintain the highest order of discipline and secrecy about the work of the Company and/or its subsidiaries or associate companies and in case of any breach of trust/discipline, your services may be discontinued by the Company with immediate effect without notice period or without payment in lieu of notice period.

You are required to always maintain the highest standard of confidentiality towards Company information which includes but not limited to documents, files, records, customer details, project plans, strategies, developments, execution process, contracts, billing information, quality metrics, financial information about the Company etc. relating to business of the Company, which is proprietary to the Company and / or its clients and other information relating to the business of the Company which may be known, provided or confided to you ("**Confidential Information**"). You will not divulge or use such Confidential Information other than to fulfil your duties as an employee of the Company and while ensuring the best interests of the Company. Under no circumstances will you disseminate information regarding the affairs or business matters of the company or information regarding its customers without proper authorization and / or prior written approval. All information that comes to your knowledge by reasons of your employment with the Company is deemed to be Confidential Information. Upon ceasing to be an employee of the Company, you shall immediately return any records, documents and other information of the Company which are in your possession and shall not retain or transmit any copies (electronic or otherwise) of the same. You will be required to sign a separate confidentiality agreement along with this letter and may be required to sign further confidentiality agreements as may be required by the Company. The Company acknowledges that individual marketing packages, Web sites, and other communications that have been developed for a client and have been placed in the "public domain", once distributed to the public may be no longer subject to client confidentiality provisions.

10. You will be required to apply and maintain the highest standards of personal conduct and integrity and comply with all the Company's current rules, regulations, policies and procedures, including **Global Essential Compliance & Security Policies and Social Media Policy** as may be in force from time to time and as may be notified and displayed. You will be bound by the existing and new security rules, regulations and policies of the Company, including physical frisking (pat down) process wherein, a search would be conducted of outer clothing to detect any concealed prohibited articles. All policies mentioned in this letter, as well as others, are available on the Company intranet and may be changed/modified, at the Company's discretion. You are required to keep yourself updated with the Company's policies.
11. The Company shall have the right to vary, delete, and modify these terms and conditions of employment.
12. You will automatically **retire** from the services of the Company on the last day of the calendar month in which you attain the age of **Fifty-Eight years**. Your date of birth as per official records is **February 07, 2003**.
13. You are required to make a full and complete disclosure of any issues in past employment records, any relationships or dealings you have or propose to have/ enter into directly or through any of your relatives or family members, with any of the Company's agent, dealers, vendors, suppliers, subcontractors or the like

14. This appointment is subject to satisfactory verification of your credentials, character, antecedents and testimonials as provided in your application to the Company and your curriculum vitae. All cost incurred for such verification will be borne by the Company. If it is found at any time that you have made any false statements or suppressed any material information, it shall lead to immediate discontinuation of your employment with the Company without any notice or compensation.
15. You agree to undergo a drug test or any other medical/fitness test including breath analyzer, as asked for and at such a place and location as advised by the Company during the course of your employment. In the event you become unfit for performance of your assigned duties; you shall be liable to be discharged from the services without any notice.
16. You hereby consent to share your payroll, personal and employment related data for processing and review outside of the country, subject to adherence to applicable law.
17. Your address as provided by you in the employment forms shall be deemed to be correct for sending any communication to you and every communication addressed to you at the given address shall be deemed to have been sufficiently served upon you.
18. You are required to return the duplicate copy of this letter and report to work on or before the date of joining specified above. In the event you do not do so, it shall be deemed that you are not interested in this offer/appointment and this letter shall stand automatically withdrawn with effect from the Joining Date.
19. In the event of you resigning from the services of the company before a period of one year from the date of your joining, any payments made by the company towards relocation benefits, any bonuses or any other allowances, notice period buy-backs or any other such benefits that were to facilitate smooth integration, shall have to be repaid to the company.

If the above terms and conditions are acceptable to you, please sign on each page and return the duplicate copy of this letter as a token of your acceptance of this Letter of Employment.

Welcome to **Teleperformance** and here's wishing you a rewarding career.

Yours Truly,
For Teleperformance Business Service Limited,



Preeti Amit Shirke
Executive Vice President - Human Resources & Recruitment

I, **Anjali Yadav**, residing at . **90 Feet Road, Vallabh Building, Near Dharavi Police Station, Dharavi Mumbai - 400017, Maharashtra, India** do hereby accept the terms and conditions in this letter.

Employee Signature	Accepted On 29 Aug 2023 yanjali4567@gmail.com
Employee Name	Anjali Yadav


Enclosures:

1. Compensation/ Salary details (**Annexure I**)
2. Non-Disclosure- Declaration and Undertaking (**Annexure II**)
3. Personal Data- Declaration (**Annexure III**)
4. Work from Home- Declaration, **applicable under WAHA-[Work at Home] (Annexure IV)**

NOTE: For purposes of brevity and ease of reading, the term "**the Company**" or the term "**Teleperformance**" (wherever it appears in this letter) means **Teleperformance**.

Emp Temp Code : 2211810164530

Annexure I
Compensation Details

Employee Name:	Anjali Yadav	
Designation:	Customer Service Associate- Voice	
Grade:	Grade I	
Date Of Joining:	August 29, 2023	
City:	Mumbai	
Pay Components	Amount in Indian (INR)	
Basic Pay	8,313.00	
Housing Rent Allowance (HRA)	4,987.00	
Transport Allowance	0.00	
Flexible Benefit Plan	0.00	
Statutory Bonus#	692.00	
Gross Fixed Salary (1)	13,992.00	
Provident Fund (Employee) (2)	998.00	
ESIC (Employee) (3)	105.00	
Net Take Home [1-(2+3)]	12,889.00	
Provident Fund (Employer) (4)	998.00	
ESIC (Employer) (5)	455.00	
Gratuity* (6)	400.00	
Total Fixed Cost (1+4+5+6)	15,845.00	
Annual Fixed CTC	190,140.00	
Annual Performance Pay**	0 % of Annual Fixed CTC	
Annual Performance Linked Incentive (PLI)	0.0	
<p>For Teleperformance Business Service Limited,</p>  <p>Preeti Amit Shirke Executive Vice President - Human Resources & Recruitment</p>		
<p>*Gratuity shall be payable as per "The Payment of Gratuity Act". **Performance Pay will be payable subject to assessed performance achievement level, the pay-out criteria and the frequency, as per the "Performance Pay policy/ note". #Statutory Bonus is paid monthly as per "The Payment of Bonus Act".</p>		

- All Reimbursements will be paid as per prevailing Income Tax rules and company policies in effect
- The above compensation will be subject to Income Tax regulations in force from time to time.
- The above compensation is subject to deduction towards Medi-claim Insurance, transport, if/as applicable and any other statutory deduction/contribution including Professional Tax, labour
- Any Incentive payable, as part of the compensation structure or otherwise, shall have a "Minimum Attendance Threshold/Performance" as qualifying criteria for such payout.

Employee Signature	Accepted On 29 Aug 2023 yanjali4567@gmail.com
Employee Name	Anjali Yadav

ANNEXURE II
DECLARATION AND UNDERTAKING REGARDING NON-DISCLOSURE

I, **Anjali Yadav** residing at . **90 Feet Road, Vallabh Building, Near Dharavi Police Station, Dharavi Mumbai - 400017, Maharashtra, India**, and working as **Customer Service Associate- Voice**, do hereby solemnly state, undertake and declare that:

1. I will faithfully, truly and to the best of my skills and ability, execute and perform the duties required of me as an employee of **Teleperformance Business Service Limited**, a Company having its registered office at Teleperformance Towers, Plot CST No. 1406-A/28 Mindspace, Malad (West), Mumbai- 400090, Maharashtra, India.
2. I shall comply with all Teleperformance policies.
3. I will maintain the highest standard of confidentiality towards **Confidential Information**, by not, directly or indirectly, making known, or permitting such Confidential Information to be disclosed or made known to any person or entity, either inside or outside the Company. I acknowledge that such information is valuable, sensitive and a unique asset of the Company and/or of the Company's clients. I shall faithfully and diligently hold such Confidential Information from being disclosed to unauthorized persons, which may include, but are not limited to, employees of the Company that do not need to know the Confidential Information, persons not employed by the Company, persons that are not bound by a written confidentiality agreement with the Company, with regard to the specific Confidential Information, persons not directly aware of the proprietary and trade secret nature of the Confidential Information.
4. All documents, files, records, project plans, software tools as well as methods and techniques of doing business, including patents, trade secrets and other proprietary rights associated therewith, Strategies, Customer details and items of information or equipment relating to Company's business are and shall remain the property of the Company, including notes, documents, and files created in the performance of my duties of employment. I shall not under any circumstances remove such property from the Company premises without prior written consent. I further agree that all information relating to existing customers and potential customers of the Products, whether recorded in Company's database or otherwise is confidential to the company and that any ownership in respect thereof resides in the company and that it cannot be used by employee for any purpose not specifically referred to in this employment.
5. I understand and acknowledge that as set forth under the **Login Provisioning and De-provisioning Policy (GECSP 11)**, my employee ID and password used to access Company or its Clients' systems are personal and confidential, are **Proprietary Information**, and shall not be disclosed to anyone. Non-compliance with this Policy may lead to disciplinary sanctions upto and including discontinuation of services, consistent with applicable law.
6. Notwithstanding the separation of my employment with the company for any reason whatsoever I will not communicate or allow to be communicated to any person not legally entitled thereto any information relating to the Confidential Information and affairs of Teleperformance.
7. I will immediately report to the Company, any violation or breach of the commitments made in this declaration, whether the breach or violation is intentional or inadvertent and I agree that:
 - (i) In the event of a breach or threatened breach of the provisions of this declaration, the Company shall be entitled to an injunction restraining from using or disclosing, in whole or in part, such Confidential Information, or from rendering any services, to any person, firm, corporation, association or other entity to whom any such information has been disclosed or is threatened to be disclosed, which injunction shall be available without the posting of any bond or other security and the issuance of which is hereby consented to by Employee,
 - (ii) Any such breach would cause injury to the Company, and

8. The rights to any invention, discovery or creation of any system or method related to the Company's operations and arising out of any work done in the course of my employment will automatically vest with the Company. In this connection, the Company may obtain patent rights in its name (or jointly with others) based on the fact of my invention, discovery, improvement or other creative effort. I acknowledge that I will not be liable for any compensation for such invention, discovery, improvement or other creative effort made by me, and that any reward that the Company may, in its sole discretion, bestow on me will not be deemed to confer any rights towards that invention, discovery or improvement in system or method. I further acknowledge that I may be required to execute further documentation in connection with such inventions, discoveries, improvements or other creative efforts and will execute the same without delay.
9. In the event of my leaving services of the Company, for any reason, during the **12-months** period from the separation date, I shall **NOT** directly or indirectly either on my own account or otherwise:
 - i. engage or attempt to engage in providing services to any customer or prospective customer where such services or products are competitive with the services offered by the Company or any affiliate to the Customer
 - ii. canvass solicit or endeavour to entice away from the Company any client or customer(s) of the Company, or any person(s), who at any time during my employment, were or are clients or customers of the Company, or were in the habit of dealing with the Company;
 - iii. solicit, interfere with, or endeavour to entice away any employee of the Company; or
 - iv. counsel, or otherwise assist any person to do any of the acts referred to in para (i), (ii) & (iii) of this clause.
10. I shall **NOT** offer, promise, give, accept, condone, approve or knowingly benefit from an improper business gratuity, a bribe, 'kickback' or other improper advantage, benefit or reward, or otherwise apply inappropriate influence.
11. I shall **NOT** make a '**facilitation payment**'. Facilitation payment refers to the practice of paying a small sum of money to (usually) an official as a way of ensuring that they perform their duty.
12. None of my relatives are employed or associated with the Company or any of its affiliate companies or its customers/clients/suppliers in any form; and I undertake that I **shall** immediately notify the Company in case-
 - (a) any person who is so employed / associated becomes a relative, and/or
 - (b) a relative, in future, is so employed / associated with the Company.

I **understand and acknowledge** that:

1. the restraints contained herein are reasonable in all the circumstances of employment and agree that they are necessary for the protection and maintenance of the Company and its business.
2. my services can be suspended pending disciplinary action/enquiry/investigation as per Company policy and I shall abide by decision of investigation/enquiry Committee constituted for such purposes.
3. the Company shall be entitled to seek an order for specific performance or injunctive relief or other equitable relief in case I fail to observe or breach any of the restraints herein.

I **shall** indemnify and keep indemnified the company for any loss, damages or injury suffered by the company for any breach of above conditions or any other clause or term of employment.

I understand and acknowledge that my failure to comply with this declaration and undertaking may lead to disciplinary sanctions which may include discontinuation of services, as well as civil liability and/or criminal prosecution under applicable laws.

Executed this _____ day of _____ 20____

Employee Signature	Accepted On 29 Aug 2023 yanjali4567@gmail.com
Employee Name	Anjali Yadav

Annexure III

Personal Data - Declaration

I **Anjali Yadav** hereby certify that all statements made on the **Employment Application Form**, my **Curriculum Vitae** or **during my interviews** with the Company are **true and complete**. I understand that any omission or misrepresentation of any fact may result in refusal of employment or immediate dismissal.

I further understand that I shall be bound by the existing and new rules, regulations and policies of the Company including those related to Frisking (Pat Down) process wherein, a search would be conducted of outer clothing to detect any unauthorized / prohibited articles.

I confirm that I have voluntarily furnished my personal information to the Company and the Company shall be free to use such information and all other information that I may provide at any time hereinafter. The Company may share such information in connection with my employment and other related matters, as deemed fit and necessary by the Company.

I recognize that in connection with employment with Teleperformance, I may be the subject of a background enquiry and drug test by the company or its representative, and I hereby authorize the same. I also authorize the Company to take action including penal action against me in case any fact is found contrary to what has been stated by me in the application form mentioned herein above.

I do hereby declare that I will immediately report to my Line Manager or HR team in case of "**Change to Circumstances**", within **48 hours** of me becoming aware of such "**Change to Circumstances**" which may arise due to the following:

- a) I am found guilty of a criminal offence / is under police caution or investigation;
- b) There is a change in my legal right to work / work status; and
- c) There are any adverse credit judgments against me.
- d) Change in personal status like name change / marital status / permanent or current address change etc.

Executed this _____ day of _____ 20____

Temp Emp Code	2211810164530
Employee Signature	Accepted On 29 Aug 2023 yanjali4567@gmail.com
Employee Name	Anjali Yadav

ANNEXURE IV
DECLARATION AND UNDERTAKING - Work From Home

I, **Anjali Yadav**, do here-by confirm and declare that while I Work From Home, I will adhere to all company and Client confidentiality and security policies, not limited to the below:

- I understand and agree that 'Working From Home' is an extension of my workplace and all policies as applicable while Working From Office shall continue to apply, including Confidentiality Agreement, Code of Conduct, Data Security and WAHA Security Policy amongst others;
- I understand that I will not use pen, paper, mobile phone, camera, or any other electronic devices while Working from Home;
- I will not have unauthorised people, including family and friends to access or take a look at my device while I am working, however I also understand that their movement around or behind my device might be captured in any monitoring tool;
- I understand and agree that recording of conversations or other Teleperformance /Client/consumer information, outside of standard business processes is prohibited;
- I understand that the use of speakerphone is prohibited while Working From Home;
- I understand that the key privacy considerations around accessing personal data (for example customer, client and employee information), read in conjunction with Teleperformance polices, standards and procedures, while Working From Home is strictly prohibited;
- I shall take particular care to reduce the risk of inappropriate or unauthorised disclosure of personal data while Working From Home; and
- I have a functional internet connection at home and shall ensure that it is operational with enough data availability at all the time. I understand that this is a pre-requisite for Work From Home and I shall maintain good internet bandwidth. I shall be fully responsible for upkeep and usage of this connection.
- I agree to return company or client's systems, assets, records and materials **within 36 hours** from the date of intimation received by the company in the same condition as it was provided to me.
- In case, I delay in returning or fail to return or returned in damaged condition, the company's or client's systems, assets, records and materials within such stipulated time then company has the undisputed right to recover penalties /amount as per the case may be.
- I agree to the use webcam for video calls /collaboration with supervisors and colleagues.
- I agree to the use of cameras available on the Teleperformance Cloud Campus by Teleperformance and the terms and conditions related to it as appended below, which is subject to update, as per the applicable law. This is regardless of whether the camera was provided by Teleperformance, if it is built-in or bundled with the equipment provided to the employee, or in a Bring Your Own Device (BYOD) scenario.
- I understand, that I have the option to raise a helpline ticket to the BHR team over the email id (**HR.TPCCIndia@teleperformancedibs.com**), if I will have any concern whatsoever, post deployment of Teleperformance Cloud Campus.
- I understand, that in the event, I desire to opt-out as Working-from-Home-Agent in the Teleperformance Cloud Campus, I will reach out to my immediate supervisor with a written notice stating the reason for it and [**HR.TPCCIndia@teleperformancedibs.com**].
- I hereby give my consent to Teleperformance's use of a Camera as part of the computer sign-on process to authenticate my identity. I further agree to allow Teleperformance to visually monitor me during work

hours via a camera to ensure that my work-at-home environment meets the expectations of Teleperformance and its clients.

- I specifically understand and agree to Teleperformance’s use of camera video and audio for security measures assessment, proper and lawful execution of all employment and client related contractual provisions, safety verification and any other business-related purpose. I agree to turn on the camera when requested and/or conduct verification via phone or video call pursuant to random clean desk audits.

For this purpose, I hereby understand that Teleperformance reserves the right to inspect my work area in my Work From Home site or the system virtually with or without advance notice to me. I also understand that at random intervals during your shift, Teleperformance may take snapshots of your workspace to analyze and detect any violations of existing security protocols including, but not limited to, clean desk policy, GISP and standards.

I hereby provide my consent and agree to such inspection and waive-off any claim for invasion of privacy in connection with such inspection. There are a number of situations in which I will activate the camera. These include: for my identification to be confirmed (in particular every time I login to Teleperformance systems); during regular security procedures; during 1-to-1 meetings, coaching sessions, and team meetings to achieve the most effective communication, collaboration and provision of the services. As I am providing services remotely, Teleperformance also recommend camera use during the rest of the time that I am providing services as a way to more effectively engage with my colleagues. When I activate my camera, it will be livestreaming and not recording. Every time recording is required (for Teleperformance business purposes, in a chatroom where you are present, for instance recording informational sessions delivered by TP Representatives), the ‘recording icon’ will show and I will be able to turn off my own individual camera during the recorded session .

For above purpose, Teleperformance, in its sole discretion, reserves the right to install any system monitoring technology on the work machine including EDR, Webcams or any other software/file that allows for supervision at work-at-home site which includes, but is not limited to:

- Capturing ‘facial confirmation’, ‘ID scan’ and ‘Geo Tagging’;
- Tracking ‘multiple people violation’. ‘unknown user violation’, ‘not at desk violation’, ‘auto idle user detection’; Mobile phone detection and usage;
- Clean desk environment (use of pen/paper or other objects not permitted);
- Capturing Desk-top random image and click pictures when above violations are detected via random scan which could be used as evidence in case of any breach as per the security policy

I understand that failure to comply with the above will lead to appropriate action in accordance with Teleperformance HR policies and manual.

Temp Emp Code	2211810164530
Employee Signature	Accepted On 29 Aug 2023 yanjali4567@gmail.com
Employee Name	Anjali Yadav



FIN RISE SOFTECH

OFFER LETTER

Date: 13th January 2023

Dear Ms. Anova Radhakrishnan,

Congratulations!!

We are pleased to offer you an Employment with Fin Rise Softech Pvt. Ltd. based on your application submitted and the interview discussions you had with us.

Designation: UI/UX Developer

Joining Date: 16th January 2023

Remuneration: 25,000 per month

Terms and Condition:

1. Your Employment contract with the Terms & Conditions will be issued to you on your joining.
2. You will be on probation for a period of three months from the date of joining.
3. While on probation, this offer letter may be terminated by either side by giving one week's notice.
4. Please make provisions to submit the following documents upon the receipt of this offer letter.
 - a) Proof of your Date of Birth (Copy of Aadhar Card / birth certificate)
 - b) PAN card copy
 - c) Proof of all Educational & Experience Certificates (if any)
 - d) Relieving letter & Salary Certificate from your previous employer (Original)
 - e) Proof of compensation last drawn (3 Months - Original)
 - f) 2 passport size color photographs (Recent)
 - g) Bank Statement (Last three months)

Kindly sign a copy of this letter as a token of your acceptance to this offer.

We welcome you in our organization and look forward to a long and mutually beneficial career with us.

Kind Regards,

Fin Rise Softech Pvt. Ltd.



Acceptance: I, Anova Radhakrishnan have carefully read and understood the terms and condition of my offer letter as mentioned herein above, and I agree and undertake to abide by them.

(Signature of Employee)

Letter of Appointment

Ref : - Offer Letter

Dated: 10.04.2023

Ms. Kanaga Gomathinayagam

Congratulations!

This has reference to the discussions you had with us. We are pleased to appoint you as **Telecaller** with effect from 10th April 2023 with The Propshop, on the following terms and conditions:

Your Job Responsibility:

As an **Telecaller** at The Propshop, we expect you to understand all roles and responsibilities set out in the Job Description in **Annexure "A"**. The company may change your reporting manager and responsibility from time to time, you'd be informed of any such changes.

We expect you to substantially use all your time and efforts to perform all tasks with utmost skills, care and diligence.

REMUNERATION:

Your Gross remuneration as CTC (Cost To Company) of **Rs.2,40,000/- per Annum (Rupees Two Lakhs Forty Thousand Only)** per annum, Rs.20,000/- Per Month. You shall not discuss your salary with any of your colleagues, reporting officers etc. and are expected to keep your salary and any increments thereof as very personal and highly confidential. Failure to keep your salary confidential will be considered as misconduct and the company has the right to take action against you.

PURPOSE:

The purpose of this appointment is to confirm the terms of employment with The Propshop based on the company policy pertaining to secrecy and confidentiality of its operations and future plans of growth.

Your employment with The Propshop shall be in accordance and comply with the following terms and conditions:

1) Probation

You shall be on probation for a period of **Six Months (6 months)**, commencing from the date of your joining and will continue to be so unless and until you are expressly confirmed in writing in the regular service of the company.

During the probation period your performance and other antecedents will be thoroughly assessed and evaluated by your superiors. If your overall performance is not found satisfactory by us, your probation period may be extended by up to another **Six Months (6 months)**, or your employment shall be terminated and you shall automatically cease to be in the employment of the company for all purposes.

Regd Office : 384, D. Yadav Patil Wadi, Veer Sarvarkar Marg, Prabhadevi, Mumbai - 400 025.
Office Address : Plot No. 837 , Opp, INEZ Tower 6, Mori Road, Mahim (W), Mumbai - 400 016.
Tel: 022 24440237 Email: info@thepropshop.co.in website: www.thepropshopindia.in



Rustomjee Cambridge International School & Jr. College

Rustomjee Urbania, Near Saket Complex, Majiwada, Eastern Express Highway,
Thane (West) - 400 601. Tel.: 9136000471 / 72 / 73

Candidate name :

Ms. Joshma Joshi

Date : 12.06.2023

Address

A-1/103, Phase-2, Brahmand Near Azad nagar, G.B Road,
Thane(W)

Contract of Employment :

Candidate	Ms. Joshma Joshi	Contract Start date	03.07.2023
Position	Asst. Teacher	Contract expiry date	31.03.2026
Nature of employment	3 years contract	Gross compensation	Rs.25000/-
Section	Secondary	Time	8.00 am to 3.00 pm

** All standard deductions will apply as per the norms of the Institution.

Terms of Contract

- 1 Employee notice period: Should you wish to resign, you need to give 3-month's notice, or 3 month's pay in lieu of notice
- 2 Employer notice period: Should the institution wish to terminate your services, the institution will give you one month's notice or 1 month's pay in lieu of notice
- 3 The school follows a strict code on Corporal Punishment. Strict disciplinary action including Termination of Service without any notice, in any instance of Corporal Punishment, poor performance and/or non-performance of duties allotted to you.
- 4 You shall abide by all the prevalent Terms and Conditions of the Institution. The School follows a practice of taking an undertaking from the teachers regarding the Code of Conduct. You shall adhere to this Code of Conduct at all times.
- 5 This contract is offered to you on the basis of all information given by you, and representation made by you during the interviews, and subsequent documents submitted by you. If it is found you have misled or misrepresented and/or there is any discrepancy in your documents, then the contract shall be considered null and void, and your services shall stand terminated.

Documentation

Please submit the following original documents along with one photocopy for the school records

- 1 Birth Certificate or School/College Leaving Certificate
- 2 SSC Marksheet, HSC Marksheet, Graduation Marksheet, Post-graduation marksheet
- 3 Teaching Qualification Certificate
- 4 Marriage Certificate
- 5 Photocopy only: Passport or PAN-card or Adhaar-card
- 6 Residence proof: (Electricity bill/ Gas bill/ Rent Agreement/Society Maintenance Receipt)
- 7 Experience Letters/Discharge certificate, Last drawn salary slip
- 8 Medical Fitness Certificate stating no communicable diseases
- 9 Recommendation Letters from a person of repute
- 10 Two Reference Letters regarding character and family background
- 11 Any other certificates of achievement
- 12 3 passport-sized photographs

Please ensure you submit all Originals in a File, along with one photocopy.

HR Manager

16th August 2023

Dear Shambhavi,

We are pleased to confirm your appointment as **Relationship Executive** with effect from **1st July 2023** subject to the following terms, conditions and the general rules of our Company.

You shall be governed by the following Terms and Conditions of Service (“Terms and Conditions”) during your employment with UniAcco (hereafter referred to as the “Company”), and those that may be amended from time to time.

1. The Company shall pay remuneration to the Employee, the details of which are provided for in ANNEXURE - I to this letter. The Employee hereby covenants with the Company that he shall keep the information pertaining to the above compensation as strictly confidential.
2. The Employee shall be entitled to leave in accordance with the Leave Rules of the Company currently in force and as they may be modified from time to time.
3. The employee undertakes and acknowledges that the Company has incurred a lot of expenses and has put in a lot of efforts in training the employee. The Employee appreciates the above and would like to contribute to the Company by way of ensuring that the progress and success in the activities in which he is involved are not hampered. Further, as a consideration for the efforts and expenses put in by the Company to train the employee and with the view to safeguard the proprietary interests of the company the employee on his/ her own will and accord, hereby undertakes that for a period of two (2) years after the termination of his/ her employment with the Company for any reason whatsoever he/ she shall not accept employment/establish or conduct any enterprise jointly or independently or manage or be an agent for or take part in or give advice or practical support or, or be related in any manner whatsoever, anybody-corporate, enterprise, or person being directly competitive or potentially competitive with the Company within the territory of the Republic of India. The employee further agrees not to solicit or attempt to solicit any employees or customers of the Company for itself or any Third Parties during the term of this Agreement or for a period of two (2) years thereafter. Violation of the same shall be subject to legal action. The Employee shall not, except as authorized or required by his duties, reveal to any person

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(Formerly known as UniScholarz Private Limited)



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N.M. Joshi Marg, Lower Parel(E), Mumbai, Mh 400013



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any of the trade secrets or confidential operations, process, dealings or information, concerning the organization, business, finances or affairs of the Company or any of its associated Companies which come to his knowledge during his Employment and shall keep with complete secrecy all confidential information entrusted to him.

4. Statement of Facts - The company has made the offer of employment on the basis of the information, statements, and facts ('Information') as provided by you in your employment application form. The Company reserves the right to terminate your services forthwith at the time of joining or at any point of time in future during your employment with the Company if any of the Information provided by you is found to be false or misleading or concealed (whether in part or whole) and/or in case of any criminal background on your part. You hereby agree and expressly authorize the Company to conduct background verification to authenticate the Information submitted by you and your criminal background if any
5. The Employee acknowledges and understands that in case he/she (the Employee) contravenes any of the Clauses of this letter, in particular Clause 3 above, he/ she (i.e. the Employee) shall cause irreparable loss and damage to the Company by way of loss of business etc. and is liable to indemnify the Company for all losses and damages caused in this regard.
6. Successful Completion of the Training (if applicable):
 - a. As one of the key conditions of the employment offer, you may undergo initial training for the duration as required to prepare you for your future job responsibility. There will be continuous assessment of your performance during the training period; Evaluation may include a combination of, but not limited to, assessments, assignments, attendance and review by the technical panel.
 - b. Objective of this evaluation is to ascertain your competency, and the continuation of your employment is conditional upon the successful completion of these evaluations.
7. Probation Period –
 - a. It is understood and agreed that the first 3 months of employment shall constitute a probationary period if applicable ("Probationary Period").
 - b. You shall become eligible for confirmation at the end of 3 months from the date of joining subject to the conditions below –

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- I. Satisfactory performance of your duties and obligations in a diligent and professional manner in accordance with company's requirements from time to time;
 - II. Successful clearance of the Company required Assessments.
 - III. The Supervisor reserves the complete right to confirm/defer/refuse the confirmation.
- c. After the end of the Probationary Period, the Employer may decide to confirm the Employment of the Employee, in its sole discretion based on the above-mentioned pointers.
8. The Employee shall work in the Head office of the Company. However, the Employee can be transferred on short notice/without notice to any other office of the Company in India, where the Company plans to have its presence or plans to have its operation in future.
9. Conduct –
- a. You shall at all times, maintain exemplary conduct and decorum. You shall uphold honesty and integrity in all your actions.
 - b. You shall honor and comply with all rules and regulations of the Company and statutory requirements, in letter and spirit.
10. Separation from the company:
- a. RETIREMENT AGE: The Employee will retire from the services of the Company on attaining the age of 58 years.
 - b. If the Employee desires to terminate this Agreement or any Services hereunder, the employee shall provide at least sixty (60) days prior written notice. However, There will be a 30 days notice period from the employer's side.
 - c. However, the Employee's right to terminate this Agreement shall be subject to clause 3 of this Agreement.
 - d. In addition, the Company shall also have the right to immediately terminate this Agreement abiding by the ID Act, 1947.

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- e. If your service is being terminated by the Company on the ground, the company may release you on an immediate basis (After following the disciplinary proceeding) without having any liability for compensation or damages –
- i. Employee's gross misconduct resulting in material damage to the Company,
 - ii. wilful insubordination or disobedience, theft, fraud or dishonesty,
 - iii. wilful damage or loss of Employer's property,
 - iv. bribery and habitual lateness or absence,
 - v. or any other wilful and material breach of this Agreement.
- f. Please note that the Company will not pay the Notice Pay(or any notice period) in case your service is being terminated on the ground as mentioned in clause 3, clause 4, clause 6(b) and clause 7(c) .

11. PREVENTION OF SEXUAL HARASSMENT : The Company has a very strict policy against Sexual Harassment. Any act of Sexual Harassment is prohibited, and no woman shall be subjected to any form of Sexual Harassment at the Workplace. All women in the Company are entitled to a Workplace that is free from any form of Sexual Harassment. Any act of Sexual Harassment will be viewed as misconduct and will be dealt with in accordance with our Sexual Harassment Policy. In the event no such policy is in existence, the Company shall adhere to the procedures laid down under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.
12. Full and final settlement of an employee who has resigned/terminated from their employment, subject to the terms of this letter, shall start after 45 days, and will be cleared within 60 days from the date of resignation.
13. Upon termination/resignation of your employment with the company, you are required to forthwith return to the company all assets and property of the company (including any leased properties), data, documents, files, books, papers, memos or any other property of the company, which may be in your use, custody or under your control or which are in your possession by virtue of your employment with the company in good condition and order.
14. The position held by you is of a strictly confidential nature. You are required to deal with company's money, material, and documents with utmost honesty and professional ethics. You shall not disclose or cause to be

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disclosed to any unauthorised person, either during or after your employment with the company, any information about the interest or business of the company or of any affiliated companies or of any clients.

15. During your employment Adventum Student Living may require to disclose confidential and proprietary information ("Confidential Information") to Employees. (Confidential Information is information and data of any kind concerning any matters affecting or relating to Adventum Student Living, the business or operations of Adventum Student Living, and/or the products, drawings, plans, processes, or other data of Adventum Student Living not generally known or available outside of the company.)


16. Development means all inventions whether or not patentable, confidential information, computer programs, copyright works, algorithms, processes, trademarks and other intellectual property made conceived or authored by you, alone or jointly with others while being employed by the Company, whether or not during normal business hours or on the Company premises, that are within the existing or contemplated scope of the Company's business, conceived or authored or which result from or one suggested time such development are made, conceived, or authored or which result from or one suggested by work you or others may do for or on behalf of the Company.

17. The rights, title and interest whatsoever, including, but not limited to, patents, copyright, trade secret and design rights, mask rights, whether register able or not, arising or created as a result of the development of and/or the application of any tangible or intangible work product or materials produced by you during or as a consequence of your employment, whether alone or in conjunction with others and whether during normal working hours or not, including, but not limited to, any invention, design, discovery, improvement, computer program, documentation, or other material which you conceive, discover or create during or in consequence of employment hereunder ("Work Product") shall belong exclusively to the Company. You hereby convey ownership in such rights, title and interest to the Company upon inception or development.


18. All work Product shall constitute a work(s) made for hire under all copyrights acts. To the extent that any Work Product does not constitute a work made for hire under the foregoing laws, you hereby irrevocably assign all worldwide right, title and interest (including without limitation, patents, copyright, trade secret, trademarks, design rights, contract and licensing rights) in such Work Product to the Company and its affiliates. You retain no rights to use the Work Product and agree not to challenge the validity of the Company's ownership in the Work Product. You hereby forever waive all moral rights in the Work Product and any results or proceeds therefrom, even if after expiration or termination of your employment hereunder. If you have any rights to the Work Product that cannot

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be assigned to the Company, you hereby unconditionally and irrevocably waive the enforcement of such rights and all claims and causes of action of any kind against the Company and its affiliates and their employees, contractors or clients with respect to such rights and grant to the Company and its affiliates an exclusive, irrevocable, perpetual, worldwide, sub-licensable, fully paid-up and royalty free licence to such Work Product, or part thereof. On termination or expiration of your employment, you will deliver to the Company all Work Product, including any parts or copies thereof completed, created and/or prepared up through the date of termination and all copies thereof.

19. You agree to, for no further consideration, execute any documents and take any other actions reasonably requested by the Company and their clients and contractors to achieve the objectives of this section (including waiver of any such rights including authors' special rights under Section 57 of the Copyright Act 1957). In the event that the Company is unable for any reason, after reasonable effort to secure your signature on any document needed to perfect the title of the Company, you hereby irrevocably designate and appoint the Company and its duly authorised officers and agents as your agent and attorney in fact to act for and on your behalf to execute, file and verify such documents and to do all other lawfully permitted acts with the same legal force and effect as if executed by you.

20. All activities and work done at the Company / for the Company will be the sole property of the Company. It is strictly not allowed to be used elsewhere for other business vocation or any other purpose.

21. The following offer will not remain valid if you do not join by 1st July 2023.

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

Senior Manager- Human resources

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I accept the offer of employment set out in this letter and confirm that I have read and understood the above terms and conditions and agree to abide by them.

Agree Shambhavi Kamath Date 16/08/2023

Annexure-I

Cost -To-Company (CTC Break -Up)		
Components	Monthly	Annually
Basic	11,521	138,250
HRA	5,760	69,125
LTA	4,608	55,300
Special Allowance	6,912	82,950
Gross Salary	28,802	345,624
Less(:Employee's Share of PF)	1,800	21,600
Net Salary(in hand)	30,602	367,224
Note: The above CTC is subject to deduction of income tax and other statutory deductions.		

Additional Benefits :

Group Health Insurance	Sum Insured up to - 3,00,000
------------------------	------------------------------

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Joining Formalities

7 messages

Ankita Vichare <ankita.v2@ugamsolutions.com>
To: nandrajogshivam@gmail.com <nandrajogshivam@gmail.com>
Cc: HR Services <hrservices@ugamsolutions.com>

Thu, 10 Dec 2020

Hi Shivam,

Congratulations and welcome to the fast growing Ugam Family. This email is in regards to your joining formalities.

With the current pandemic situation, as a precautionary measure, your onboarding will be done digitally. Towards the same, please find attached Retainership Agreement Letter which also includes the Non-Disclosure Agreement. Once you have gone through Retainership Agreement Letter and the Non-Disclosure Agreement, you will have to acknowledge the same by sending acceptance with the exact line :- **"I have read all the terms and conditions mentioned on the Ugam's Appointment letter and Non-disclosure agreement and give my acceptance to the job letter and will join at the place & date of joining as per the appointment letter"**.

Also, attached are the sample copies of various nomination forms which you will have to fill on the intranet site "UNITE". Once you fill these forms on Unite, click on "Print" and save it as a PDF and send it across along with the attached list of documents (Document Checklist) to us in **ONE** consolidated email for our records.

These are essential formalities which you will have to complete immediately within the required time frame and request you to read the communication thoroughly and proceed accordingly.

As soon as your work from home or VPN access is set you will have to login to the intranet site called "Unite", kindly go through the following steps and complete it before 17-Dec-2020. This is important for salary processing, availing employee benefits and also to determine appropriate projects & other opportunities in the organization.

Step 1. Update your Employee Information System (EIS) details in HRAlign:-

As mentioned above, this information is not only used for aligning you to appropriate projects/clients but also for various opportunities available across the organization. Towards this, please update your Education and Experience (if applicable) details via HR Align by following the steps mentioned below:

Login to Unite using Chrome Browser->Move cursor towards Helpdesk->As soon as you see HR Align click on it->On the home page move the cursor towards your name->Click on my profile->Click on qualification and update your details->Click on experience and update your details.

Refer attached user manual file "Update your details in Employee Information System HR Align v3.pdf"

Step 2. Complete Nomination forms: (To be submitted, within 3 working days from you received Ugam login credentials)

To avail various employee benefits, please login to **Unite** (Login-> Unite->Employee Corner->New Joinee Corner->Getting Started-> Nomination Forms) and fill the required nomination forms as per the table below.

Kindly refer the attached sample forms to know how to update Nomination Forms (For better experience please use Chrome Browser)

Once you fill the information, please submit online and send us the soft copies of the nominations forms to hrservices@ugamsolutions.com (No Signatures required on the forms).

Note: You have to fill the forms on UNITE portal and not the attached PDF

Form No.	Form Name	Signed Hard copy to be submitted to HR Services
2	PF Nomination Form	Yes (One signed hard copy required. Print outs on separate page) (Signature on Part-A & Part-B)
5	FNF GPA GTL Nomination Form	Yes (One signed hard copy required)
6	ESIC Nomination Form	No (Only to be submitted online)
7	EPF 11 Form	Fill it online and also fill the attached EPFO Form 11 (Word Document) and send us the same. 1. Refer the attached sample form for reference 2. For freshers & who have withdrawn their previous PF, please refer "Sample EPF 11 form for fresher" 3. For who are still PF members and have not withdrawn the PF amount, please refer "Sample EPF 11 form for earlier member"

EPFO Form 11 – You have to fill the word document too attached in the email to create your PF account with Ugam

Step 3. Provide Bank Account Details:-

We would be opening your Ugam salary account with HDFC Bank via Digital Platform, we shall share your contact details with the HDFC representative, they shall call you and guide you accordingly. In case if you already have an account with HDFC Bank which is currently active, then please share it with us by clicking on this link <http://tiny.cc/c0pjcz> and we shall save it for our records.

For time being request you to share us your personal bank account details (Bank Name, Saving Account Number, IFSC Code number) on the same link.

Stay safe and feel free to reach out on 7710004201 if you need any assistance.

Thanks & Regards,

Ankita Vichare

Sr Associate, Human Capital Management

Ph: +91 22 6652 7300, Ext: 1667

Mob: +91 7710004201



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-----Disclaimer-----

****Views and opinions expressed in this e-mail belong to their author and do not necessarily represent views and opinions of Ugam. Our employees are obliged not to make any defamatory statement or infringe any legal right. Therefore, Ugam does not accept any responsibility or liability for such statements. The content of this email is confidential and intended for the recipient specified in message only. It is strictly forbidden to share any part of this message with any third party, without a written consent of the sender. If you have received this message by mistake, reply to this message and follow with its deletion, so that we can ensure such a mistake does not occur in the future. Warning: Sufficient measures have been taken to scan any presence of vi however the recipient should check this email and any attachments for the presence of viruses as full security of the email cannot be ensured despite our best efforts. Therefore, Ugam accep liability for any damage inflicted by viewing the content of this email.. ****
Please do not print this email unless it is necessary. Every unprinted email helps the environment.

Shivam Nandrajog <nandrajogshivam@gmail.com>
To: Ankita Vichare <ankita.v2@ugamsolutions.com>
Cc: HR Services <hrservices@ugamsolutions.com>

Wed, 16 Dec 2020 at 21:50

I accept the offer.
[Quoted text hidden]

Balachandar S <balachandar.s2@ugamsolutions.com>
To: Shivam Nandrajog <nandrajogshivam@gmail.com>
Cc: HR Services <hrservices@ugamsolutions.com>, Ankita Vichare <ankita.v2@ugamsolutions.com>

Tue, 22 Dec 2020 at 19:00

Hi Shivam,

We want you to provide your acceptance in the same line mentioned below.

"I have read all the terms and conditions mentioned on the Ugam's Appointment letter and Non-disclosure agreement and give my acceptance to the job offer letter and will join at the place & date of joining as per the appointment letter".

Balachandar S

Sr. Associate, Human Capital Management

Mob: +918248744021



[Quoted text hidden]
[Quoted text hidden]

Shivam Nandrajog <nandrajogshivam@gmail.com>
To: Balachandar S <balachandar.s2@ugamsolutions.com>
Cc: HR Services <hrservices@ugamsolutions.com>, Ankita Vichare <ankita.v2@ugamsolutions.com>

Sat, 26 Dec 2020 at 22:40

I accept the offer.
[Quoted text hidden]

Balachandar S <balachandar.s2@ugamsolutions.com>
To: Shivam Nandrajog <nandrajogshivam@gmail.com>
Cc: HR Services <hrservices@ugamsolutions.com>, Ankita Vichare <ankita.v2@ugamsolutions.com>

Tue, 29 Dec 2020 at 14:16

Hi Shivam,

Please reply by copy pasting the same below lines and send it back to us:

[Quoted text hidden]
[Quoted text hidden]

[Quoted text hidden]
[Quoted text hidden]

[Quoted text hidden]
[Quoted text hidden]

www.ugamsolutions.com

-----Disclaimer-----

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-----Disclaimer-----

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Please do not print this email unless it is necessary. Every unprinted email helps the environment.

[Quoted text hidden]

Shivam Nandrajog <nandrajogshivam@gmail.com>
To: Balachandar S <balachandar.s2@ugamsolutions.com>, HR Services <hrservices@ugamsolutions.com>

Wed, 30 Dec 2020 at 16:51

I have read all the terms and conditions mentioned on the Ugam's Appointment letter and Non-disclosure agreement and give my acceptance to the job offer letter and will join at the place & date of joining as per the appointment letter

[Quoted text hidden]

Balachandar S <balachandar.s2@ugamsolutions.com>
To: Shivam Nandrajog <nandrajogshivam@gmail.com>, HR Services <hrservices@ugamsolutions.com>

Wed, 30 Dec 2020 at 17:24

Thanks Shivam.

Balachandar S

Sr. Associate, Human Capital Management

Mob: +918248744021



From: Shivam Nandrajog <nandrajogshivam@gmail.com>
Sent: 30 December 2020 16:52
To: Balachandar S <balachandar.s2@ugamsolutions.com>; HR Services <hrservices@ugamsolutions.com>
Subject: Re: ***Joining Formalities***

I have read all the terms and conditions mentioned on the Ugam's Appointment letter and Non-disclosure agreement and give my acceptance to the job offer letter and will join at the place & date of joining as per the appointment letter

On Tue, 29 Dec 2020, 14:16 Balachandar S, <balachandar.s2@ugamsolutions.com> wrote:

Hi Shivam,

Please reply by copy pasting the same below lines and send it back to us:

"I have read all the terms and conditions mentioned on the Ugam's Appointment letter and Non-disclosure agreement and give my acceptance to the job offer letter and will join at the place & date of joining as per the appointment letter".

Balachandar S

Sr. Associate, Human Capital Management

Mob: +918248744021



From: Shivam Nandrajog <nandrajogshivam@gmail.com>
Sent: 26 December 2020 22:40
To: Balachandar S <balachandar.s2@ugamsolutions.com>
Cc: HR Services <hrservices@ugamsolutions.com>; Ankita Vichare <ankita.v2@ugamsolutions.com>
Subject: Re: ***Joining Formalities***

I accept the offer.

On Tue, 22 Dec 2020, 19:00 Balachandar S, <balachandar.s2@ugamsolutions.com> wrote:

Hi Shivam,

We want you to provide your acceptance in the same line mentioned below.

"I have read all the terms and conditions mentioned on the Ugam's Appointment letter and Non-disclosure agreement and give my acceptance to the job offer letter and will join at the place & date of joining as per the appointment letter".

Balachandar S

Sr. Associate, Human Capital Management

Mob: +918248744021

From: Shivam Nandrajog <nandrajogshivam@gmail.com>

[Quoted text hidden]

[Quoted text hidden]
[Quoted text hidden]

[Quoted text hidden]
[Quoted text hidden]

Letter of Offer

Date: 26.04.2023.

Mr.Suraj Karnati,

Dear Suraj,

Sub: For the Post of “Network Security Engineer”

This has reference to your application for the above post and subsequent interview you had with the undersigned for employment.

OFFER:

We are pleased to inform you that you have been selected as Network Security Engineer with our organization. During your tenure, you will be working as a Network Security Engineer job work at **Micrologic Networks Pvt Ltd.**

During your tenure you will also enhance your knowledge skills in the various domains & technologies that the company is offering solutions to end customers.

The Job is a contract employment till such time as **Micrologic Networks Pvt Ltd** renews the contract year on year. All leaves will be applicable as per company norms and polices. Your reporting will be to **Micrologic Networks Pvt Ltd** designated manager for all activities related to the work at **Micrologic Networks Pvt Ltd** office. Your Weekly off and work timing will be as per **Micrologic Networks Pvt Ltd** work policy for contract employees.

SALARY:

Your Annual CTC will be Rs.1,20,000/- (Rupees One Lakhs Twenty Thousand Only)

Salary Breakup as mentioned below:

Sr. No	Particulars	Amount
1	Employee CTC	10,000
2	Net Take Home Salary	9,800
3	Profession Tax	200

RECITALS:

A. The success of an Employer's business depends on Employer's possession of confidential, proprietary information, not generally known to others, including specialized information about research, development, production, marketing, and management in Employer's chosen fields.

B. Employer wishes to protect its confidential proprietary information and ensure that all employees agree to maintain the confidentiality of this information.

C. Employee acknowledges that Employer desires to protect its confidential proprietary information, that his/her employment creates a duty of trust and confidentiality to Employer with respect to its confidential proprietary information and, as a condition of employment or continued employment with Employer, Employee agrees to be bound by the terms of this Agreement.

AGREEMENT:

WHEREFORE, Employer and Employee agree as follows:

ARTICLE I: CONFIDENTIAL INFORMATION

A. The terms "Confidential Information" and "Proprietary Data" mean information and data not generally known outside the company concerning Employer or its businesses and the Employer's business and technical information, including but not limited to, patent applications, information relating to inventions, discoveries, products, plans, calculations, concepts, design sheets, design data, system design, blueprints, computer programs, algorithms, software, firmware, hardware, manuals, drawings, photographs, devices, samples, models, processes, specifications, instructions, research, test procedures and results, equipment, identity and description of computerized records, customer lists, supplier identity, marketing and sales plans, financial information, business plans, costs, pricing information, and all other concepts or ideas involving or reasonably related to the business or prospective business of Employer, or information received by the Employer as to which there is a bona fide obligation, contractual or otherwise, on Employer's part, not to disclose same.

B. Employee understands and agrees that the Confidential Information and Proprietary Data constitute trade secrets of Employer and that at all times material to this Agreement, Employer has taken all reasonable steps to protect the confidentiality of this information.

C. Employee agrees not to use Confidential Information and/or Proprietary Data for the benefit of any other person, corporation or entity, other than the Employer, during the term of employee's employment with Employer, or any time thereafter. For purposes of this Agreement, the period of Employee's employment shall include any time during which Employee was retained as a consultant / employee by Employer.

D. Employee agrees that the Confidential Information and Proprietary Data shall be and remain the exclusive property of Employer and shall not be removed from the premises of Employer under any circumstances whatsoever without the prior written consent of Employer, and if removed, shall be immediately returned to Employer upon any termination of Employee's employment, and no copies thereof may be kept by Employee.

E. All notes, notebooks, memorandums, computer disks and other similar repositories of information containing or relating in any way to Confidential Information and/or

Proprietary Data shall be the property of Employer. All such items made or compiled by Employee or made available to Employee during the period of employment, including all copies thereof, shall be held by Employee in trust and solely for the benefit of Employer and shall be delivered to the Employer by Employee upon termination of employment with Employer, or at any other time upon the request of the Employer.

F. Employee agrees that Employee shall not disclose to any other person or entity, either directly or indirectly, the Confidential Information and/or Proprietary Data. Employee understands that the use or disclosure of any of the Confidential Information and/or Proprietary Data may be cause for an action at law or in equity in an appropriate court of the State of India, and that without waiving the right to collect damages from Employee, Employer shall be entitled to an injunction prohibiting the use or disclosure of the Confidential Information and Proprietary Data.

TERMINATION:

On confirmation, one month notice will be required for termination of services after joining the company or in lieu of Three month's compensation.

Management reserves the right to dismiss with one day notice, if found guilty of dishonesty, disclosure of confidential data or indulged in the activity of indiscipline / misconduct.

The employee agrees to return any property of **Micrologic Networks Pvt. Ltd.** at the time of termination.

NON COMPETITION:

It is further acknowledged and agreed that following termination of the employee's employment with **Micrologic Networks Pvt. Ltd.** for any reason the employee shall not hire or attempt to hire any current employees of Micrologic Networks Pvt. Ltd.

It is further acknowledged and agreed that following termination of the employee's employment with **Micrologic Networks Pvt. Ltd.** for any reason the employee shall not solicit business from current or existing clients immediately preceding the employee's termination.

We welcome you to our organization and wish you good luck.

Your joining date will be 2nd May,2023.

Thanking you,

Yours faithfully,

For Micrologic Networks Pvt. Ltd. Accepted _____



Rajeev

Rajeev John
(Director)

Company Rules & Terms &

Conditions of my appointment

Date: