

Offer Letter**Abishek H U****Prakruthi Badavane, Sakaleshapura Taluk, Hethur, Hassan, Karnataka - 573123**

Dear Mr. Abishek,

With reference to your job application and subsequent interview you have had with us, we are pleased to offer you the position of Scientist-Trainee for Chemistry Lab in our organization at a CTC of Rs. 330000.00 (Rupees Three Lakh Thirty Thousand Rupees zero Paise only).

The current offered position will be for Harohalli Unit, as you are expected to join duty on 04/09/2023 *beyond* which the offer would stand withdrawn, unless a new date is mutually agreed upon by us in writing. Please note that this offer is valid subject to your signing and send mail of this letter within seven working days.

Kindly report to Bommasandra Unit for joining formalities along with following documents(Photocopy and Originals):

1. Educational Certificates
2. Professional Certificates
3. Relieving certificate from the previous employer
4. Appointment letter of the previous employer and salary revision letters
5. Last pay slip received from the previous employer
6. Form 16 (TDS certificate)
7. Passport Size photographs – 6 No's
8. An updated Curriculum Vitae
9. PAN Card and Aadhar is Mandatory
10. Address proof – Voters ID card, Driving License, Passport.

This Offer of Employment is subject to receipt of satisfactory references and pre-employment medical check-up. Kindly sign the copy of this letter as a token of your acceptance of the offer and return us the same.

Your's faithfully,
For, Anthem Biosciences Pvt Ltd

AUTHORISED SIGNATORY

1 of 2

EMOLUMENT PACKAGE W.E.F

#	Monthly(Rs.)	Yearly(Rs.)
Basic	15000.00	180000.00
HRA	6000.00	72000.00
Bonus	3000.00	36000.00
LTA	0.00	0.00
Other Allowance	280.00	3360.00
Gross Salary	24280.00	291360.00
Provident Fund	1800.00	21600.00
Gratuity Fund	720.00	8640.00
Canteen	700.00	8400.00
CTC	27500.00	330000.00
Take-Home CTC = (Gross - (PF/ESI + PT+Canteen))		
Other Benefits		

1. Family Health Insurance Hospitalisation Insurance coverage for self, spouse and upto 2 children. Coverage ranges from Rs. 1,00,000/- to Rs. 2,00,000/-, depending on size of the family.
2. Employee Personal Accident Insurance coverage minimum of Rs.10,00,000/- or 2 times of CTC (whichever amount is higher will be applicable) based on the nature of the accident.



ಎಸ್‌ಟಿಜಿ ಪ್ರಥಮ ದರ್ಜೆ ಕಾಲೇಜು
ಎಂಪವರಿಂಗ್ ಮ್ಯಾಂಡ್

ಕಾರ್ಲೆಟ್ ಕೋಡ್ -2064

ಮೈಸೂರು ವಿಶ್ವವಿದ್ಯಾನಿಲಯದಿಂದ ಮಾನ್ಯತೆ ಪಡೆದಿದೆ
ಚಿನ್ನಕುರಲ, ಬುಕಾನೇರಿ ರಸ್ತೆ, ಪಾಂಡವಪುರ (ತಾ) ಮಂಡ್ಯ (ಜಿ) 571455

STG First Grade College

College code-2064

AFFILIATED TO UNIVERSITY OF MYSORE

ವೆಬ್‌ಸೈಟ್ / Website : www.stgfirstgradecollege.edu.in

ಇಮೇಲ್ / E mail ID : info@stgfirstgradecollege.edu.in

No.STGFGC/CHI/ /20

ಪ್ರಾಂಶುಪಾಲರ ಕಛೇರಿ/ಒಫೀಸ್
Office of the Principal

DATE:

LETTER OF OFFER

To,
Shilpashree K J
Kurikoppalu(V)
Chandagalu (P)
Mandya (D)

With reference to your application and subsequent interview with us, we are pleased to offer you the position of **Assistant Professor - Department of Chemistry** in our institution, with a monthly remuneration of **Rs.15,000** exclusive Statutory compliances (**Rupees Fifteen Thousand only**).

We would expect you to join our institution on 02.11.2023 for various training. This offer must be accepted within three days from the date of issue, beyond which it would stand withdrawn, unless we agree to, a new date in writing.

On the date of your assumption of duty, you may please bring along the following

1. Proof of age
2. Educational certificates in original
3. Copies of experience certificates
4. Relieving certificate from the previous employer
5. Appointment letter of the previous employer
6. Last pay slip received from the previous employer
7. Form 16 (TDS Certificate), if any
8. Five Passport Size Photographs
9. References in writing from two persons with their contact details.
10. Copy of the Pan Card
11. Copy of Residential Proof /Aadhar / Voter ID Card.

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


27/10/23
Mrs. Nivedita Nagesh
Administrator



ITC Limited
FOODS DIVISION
No.18, Banaswadi Main Road,
Maruthiseva Nagar,
Bengaluru - 560 005, India
Telephone : +91 80 4609 1100 / 1201

28th September 2023

OFFER LETTER

Dear Mr. Raghavendra C,

We are pleased to offer you a training opportunity at ITC - Foods Division, on the following terms and conditions:

1. Your training location will be ITC - Foods Division – CQAL Peenya.
2. Your period of training will be from 03rd October 2023 to 02nd October 2024.
3. You will receive a stipend of Rs. 15000/- per month (Rupees Fifteen Thousand Only) during your training.
4. You will not be entitled to any other benefits, perquisites or amenities during the training.
5. You will not be provided with any data from ITC Limited, except the training completion certificate.
6. It is understood and agreed between us that this letter shall not be treated and/or construed as a letter of appointment with this company, and the company will not be under any obligation to offer you employment on completion of the period for which you are attached as a trainee.
7. The project may end anytime as per company's discretion.

If these terms and conditions are acceptable to you, kindly share a signed copy of this letter as a revert to the same mail.

Yours faithfully,
ITC Limited

Shivam Kalra

Shivam Kalra
Manager - HR



October 19, 2023

LETTER OF APPOINTMENT – REMOTE EMPLOYMENT

**Mr. Abhishek B,
01, 6th cross RP Road,
Nanjangud, Mysore- 571301**

Dear Mr. Abhishek B,

Molecular Connections Private Limited (the "**Company**"), along with its subsidiaries and group companies, is pleased to offer you employment on the following terms and conditions:

1. COMMENCEMENT OF EMPLOYMENT

- 1.1 You will be employed by the Company on remote working basis (REMOTE EMPLOYEE) in the position of **Scientific Analyst** subject to the terms and conditions set forth in this Appointment Letter ("**Letter**"). Your employment with the Company shall commence from **October 23, 2023** and be valid until terminated in accordance with the terms set forth in this Letter (the "**Employment Period**").
- 1.2 Your appointment as a REMOTE EMPLOYEE of the Company is subject to satisfactory verification of your certificates and testimonials. In the event that such verification reveals any discrepancy in the statement(s) made in your application to the Company, your services are liable to be terminated forthwith without any notice or compensation. Your employment in the Company is also contingent upon your ability to work for the Company without any restriction/s, i.e., you are not bound by any non-compete obligations or any other restrictive clauses with any of your previous employers.
- 1.3 For joining purposes, you shall report to HR Manager of the Company.

MOLECULAR CONNECTIONS PVT. LTD.

Heritage Building, #59/2 Kaderanahalli, 100 Feet Road, Banashankari 2nd Stage, Bangalore – 560 070.
Ph.: 080 2669 0145 | Email: info@molecularconnections.com | www.molecularconnections.com

- 1.4 You shall, during the Employment Period, be diligent and loyal and devote your pro time, energies and best efforts to the performance of your duties and responsibilities
- 1.5 During the Employment Period, you shall not engage in any other employment, co business activity (whether full-time or part-time or paid or unpaid) By signing this Letter, you undertake that you have no contractual commitments or other legal obligations that would prevent you from performing your duties towards the Company, in any manner whatsoever. Any charitable work needs prior permission of the company
- 1.6 You will initially be on probation for a period of six (6) months from the actual date of joining. The probation period may be reduced or extended by the Company at its sole discretion depending upon your performance without providing any reasons. You will be on probation until your successful completion of the probationary period is confirmed in writing.
- 1.7 **MINIMUM SERVICE PERIOD** – You are required to serve the company for a minimum period of **12 months** including your probation period. Please note that if you decide to leave the Organization before completing the minimum service period, the Company would be entitled to recover the training expenses of **INR 25000/- (Rupees Twenty Five Thousand Only)** including notice pay from you as discussed and mutually agreed at the time of your selection.





PRIVATE & STRICTLY CONFIDENTIAL

Date : 25-10-2023

To

Pavithra KR

D/O KS Raghu, Samanvaya road, Krishna raja sagara agrahara, Kunigal

Munigal, Bilidevalaya Tumkur, Karnataka 572130

Dear Pavithra,

Congratulations! We are delighted to welcome you to Strides Pharma Science Limited ("Strides" or "Company").

We are pleased to appoint you as **Trainee Executive - Quality Control** in our **Oral Dosage Forms (KRSF)** unit based out of **Strides-Bangalore-Formulation (KRSF), Bangalore, Karnataka, India**. We are sure you will be integral to the Company's future as we move forward to achieving our strategic outcomes.

Strides is a global pharmaceutical company with significant business in the United States, Europe, Australia, and Canadian markets. The Company also operates a fast-growing frontier market business in Africa (West Africa and South Africa), Asia Pacific, the Middle East & North Africa, and the CIS region. The Company has a global footprint with eight manufacturing facilities (Five approved by the USFDA) spread across four continents and an R&D centre in India with global filing capabilities. The Company's core competence is developing and manufacturing a wide range of niche and technically complex pharmaceutical products across focused domains.

The Company's vision is to be the leading Indian pharma multinational with a reputation for the highest quality and integrity. This vision is strongly enabled through best-in-class processes, people practices, and an IT-driven platform that ensures its implementation across all locations. Besides this, the fulfilment of our strategic objectives is embraced by the Core values we follow in everything we do.

Our Core Values, Integrity, Collaboration, and Efficiency ("ICE"), guide our aspirations, and the tenets we adhere to are: -

- **Integrity:** We will follow the right practices and do the right thing
- **Collaboration:** We will work together, understanding and supporting each other
- **Efficiency:** We will do everything to deliver quicker, better results

We are confident that our vision will inspire you as you embark on a new journey with us. It is our pleasure that you chose Strides, and we are making arrangements for you to be onboarded on or before **06-11-2023**.

Your Target Total Compensation will be **350000** per annum as per Annexure I.

This offer letter establishes the broad terms of your employment with the Company. Should you accept this offer, your appointment will be formally ratified.

Strides Pharma Science Limited

CIN: L24230MH1990PLC057062

Corp Off. Strides House, Bilekahalli, Bannerghatta Road, Bengaluru - 560 076, India | Tel: +91 80 6784 0000 Fax: +91 80 6784 0700

Regd Off. 201, Devavrata, Sector 17, Vashi, Navi Mumbai - 400 703, India | Tel: +91 22 2789 2924 / 3199 Fax: +91 22 2789 2942

corpcomm@strides.com, www.strides.com

Date: 24-11-2023

Applicant ID :Mithila_3_164046
Name :Mithila B
Location :BANGALORE

OFFER LETTER

Dear **Mithila B**

Thank you for your interest in Adecco.

Based on your resume and the interview you had with us, we are pleased to make you an offer of employment as **Microsoft Windows Desktop Management** on deputation to our client **Accenture Solution Pvt Ltd.** on fixed term contract, for the remuneration as offered and agreed by us (details given below). The Management reserves the right to bifurcate or merge the allowances in basic salary.

The **Net Salary (In Hand)** offered to you is **Rs 22160.36 only per month**; detailed breakup is enclosed.

The management reserves the right to utilize your services on deputation to our clients on fixed term contract, anywhere in India, through our branch offices, either in existence or which may come into existence. Your initial place of posting will be at **BANGALORE**. However, you may be required to report to our Branch Office (address mentioned at the top right corner of this letter), to complete your joining formalities, in the event you have not been able to follow our digital process

This employment offer is subject to:

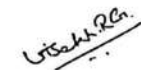
- a) The information provided by you in your resume and interviews are correct and valid.
- b) This offer is valid till your expected DOJ, i.e., **27-11-2023**. If you do not join us by the stipulated date, this offer is deemed invalid. Your formal appointment letter will be issued at the time of your joining, subject to receipt of various mandatory documents, as per list given below.
 - Aadhar card as Proof of Identity, Date of Birth and Address.
 - Educational certificates
 - ESI declaration in Form 1, PF nomination in Form 2 and Gratuity Nomination in "Form F"
 - PAN Card, Bank A/C details with proof
 - Passport size photograph
 - Experience certificates and relieving letter from your previous employer (if applicable).
 - Proof of your last drawn salary (if applicable)

Please note that any claims based on alleged verbal promises by any authority in the organization are not a part of this letter and will not be entertained in future.

We look forward for you to join our organization at the earliest.

With warm regards,

Adecco India Pvt. Ltd.



Visakh R G
Head - Onboarding



Julie Rosy
Senior Manager - SSC

Authorized Signatory

Enclosures: - (i) Compensation Sheet; (ii) Consent letter

I hereby accept the above-mentioned terms and conditions.

Name: _____ Signature: _____ Date: _____

COMPENSATION SHEET

Applicant ID	: Mithila_3_164046
Name	: Mithila B
Designation	: Microsoft Windows Desktop Management

Compensation	Rs. Per Month
BASIC SALARY	13542.00
ADVANCE STATUTORY BONUS	1128.00
HOUSE RENT ALLOWANCE	5417.00
SPECIAL ALLOWANCE	3873.36
GROSS (SUB TOTAL A)	23960.36
PROVIDENT FUND EMPLOYER	1800.00
EMPLOYER PF ADMIN CHARGES	75.00
EMPLOYERS EDLI CHARGES	75.00
EMPR INSURANCE GMC	913.00
EMPR INSURANCE GPA	35.00
EMPLOYER WC POLICY	225.00
EMPLOYER DEDUCTION (SUB TOTAL B)	3123.00
CTC (SUB TOTAL A+B)	27083.36
PROVIDENT FUND EMPLOYEE	1800.00
EMPLOYEE DEDUCTIONS (SUB TOTAL C)	1800.00
TAKE HOME (SUB TOTAL A-C)	22160.36

Annual CTC : **Rs. 325000.32**

Note : "Take home is subjected to all applicable statutory deductions like Professional Tax, Labour Welfare Fund, Income Tax etc"

Visakh R G

Visakh R G
Head - Onboarding

Authorized Signatory
Adecco India Pvt. Ltd.,

I hereby accept the above-mentioned terms and conditions.

Julie Rosy

Julie Rosy
Senior Manager - SSC

Name: _____ Signature: _____ Date: _____

CONSENT LETTER

- Adecco India (“Adecco”) may collect, use or disclose the Personal Data which you provide to Adecco India for the Purpose described in the Adecco’s Data Privacy Policy (<https://www.adecco.co.in/privacy-policy/>) (“Adecco Policy”) including the provision of Services, storage, analytical or dispute resolution purposes, as well as, to comply with applicable laws, regulations and Adecco’s internal policies. Capitalized terms used in this form and not expressly defined shall have the same meaning as set out in the Adecco Policy.
- Adecco may also share your Personal Data with Adecco’s employees, officers, directors, clients (and its agents), Suppliers or third party vendors (IT, financial and legal advisors), or any statutory authorities and/or to any other Adecco affiliates, based locally or abroad, in order to reasonably achieve the Purpose. In any case, transfers to third parties will strictly be on a need to know basis, in order to comply with contractual or legal obligations.
- Adecco will handle, maintain and store your Personal Data - for a limited period of time, in compliance with Adecco Policy and the applicable laws and regulations.
- Adecco relies on your Personal Data to achieve the Purpose; hence, you warrant that the Personal Data you provide is accurate, correct and complete. If you wish to correct, update or delete your Personal Data, you may contact Adecco’s Data Protection Officer at legal.India@adecco.com.
- You are entitled to withdraw this consent at any time by giving notice to the Adecco’s Data Protection Officer. You acknowledge that such withdrawal shall apply prospectively and only affect Adecco’s future use or disclosure of your Personal Data.
- If you have any queries regarding Adecco’s treatment of your Personal Data, this consent form or any related matter, you may refer to [Adecco’s Data Protection Officer](mailto:legal.India@adecco.com) at: legal.India@adecco.com
- For any government welfare scheme Aadhar is mandatory. Accordingly by signing this explicit consent letter you hereby allow Adecco to collect your Aadhar card/details. This will enable Adecco to link your Aadhar details to welfare schemes like ESI, EPFO etc. If you have any issue in sharing the details please specify the reasons in writing.
- You acknowledge that you have read and understood this consent and the Adecco Policy and provide your express consent to the collection, use and disclosure of your Personal Data as therein described.

Name: _____

Signature & Date: _____



Bengaluru Office:
ReSource Pro Operational Solution Private Limited
2nd, 3rd and 7th Floor, HUB 4, Karle Town Center (SEZ) | Kempapura Main Road, Nagavara, Bangalore – 560045, India
Phone: +91.80.4663.5300 | www.resourcepro.com | CIN: U72200KA2015FTC079707

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LETTER OF INTENT

Date: August 18, 2023

Dilip C.J
Bangalore
Bangalore,KA
560045
India
dilipcjdili@gmail.com

Dear Dilip,

Congratulations! Further to your application for employment with us, and the subsequent selection process, we are delighted to offer you the Role of **Associate, Service Delivery, India**.

The location of your initial reporting and training will be Bangalore, India. The date of your joining would be **08/23/2023**. Your Total Gross Salary has been detailed in the Annexure to this letter. On your joining, you are expected to enter into an agreement, which details the scope, terms and conditions of your employment, the necessary training and the contractual obligation to be with Resource Pro. On successful completion of the probation, your employment with the company will stand confirmed subject to the terms and conditions as per Company policies. Your employment will be governed by the rules, regulations and policies of the Company and subject to the clearance of reference checks by the Company.

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

We request you to please reply to this mail and also carry a signed copy of the offer letter on the day of your joining as a token of your acceptance.

Welcome to ReSource Pro. We wish you a long, rewarding and fulfilling career and look forward to you joining us.

Yours sincerely,

Frances Zhang
SENIOR MANAGER, TALENT, INDIA
Encl.: Annexure to the offer (as applicable to you).



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ANNEXURE TO YOUR OFFER OF EMPLOYMENT

Welcome to ReSource Pro!

Presented here are the details that refer to our offer of employment.

01. Training Period:

The training program will consist of classroom training and on-the-job training in India or Overseas. The duration of the classroom training shall be purely based on business requirements. Your confirmation will be based on your positive contribution to the Company's objectives. Based on business requirements, period of training can be extended for a further period of six months or part thereof. Your continued employment with the Company is subject to your meeting the qualifying criteria during and at the end of the training. Employees who are selected or required to travel overseas for undergoing the training will be governed by an Overseas Travel Training Agreement.

02. Probationary Period and Confirmation as a Permanent Employee:

You will be on probation for a period of 6 months from your date of joining. Please note all confirmations in the Company can take place only on the 1st day of the month succeeding completion of the probation period. Your confirmation as a permanent employee is subject to the terms and conditions included in the Confirmation Policy of the Company.

03. Earned Leave:

The Employee is eligible for leaves as per the Company's leave policy guidelines and Holiday calendar published by the company, as in force and amended from time to time.

The Employee is encouraged not to take leave/s while serving his/her notice period, and if leaves are taken, the notice period will extend to the extent of leaves taken during this period.

Maternity leave will be allowed with pay to women employees at the rate and in the manner provided in the Maternity Benefit Act, 1961 and as per the Maternity Benefits (Amendment) Act, 2017.

04. Increments and Promotions:

Your growth in the Company and increase in salary will solely depend on your performance and contribution to the Company. This salary will be effective from your date of joining succeeding completion of training and allocation to the Unit.

05. Notice Period:

During the probation period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your employment can be terminated by the Company with one month notice or salary thereof. On confirmation as a regular employee, you will be required to serve 2 months' notice or salary thereof in case you decide to leave our services. In the event of you having any incomplete assignment, the Company will have the discretion to relieve you only at the end of the 2 months' notice period. Similarly, the Company can terminate your services by giving you 2 months' notice or salary thereof. The Company may terminate your services immediately on disciplinary grounds.



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06. Agreement:

Our offer to you is subject to the execution of the necessary Service Agreement. You will be required to complete the formalities on the Service Agreement at the time of joining. The Service Agreement details the scope, terms and conditions of your employment, the necessary training and the contractual obligation to be with Resource Pro from the date of your joining. Please note, non-execution of the notarized Service Agreement at the time of your joining the Company may result in denial to join in the services of the Company.

07. Background Checks:

The Company may, at its discretion conduct background checks prior to or after your expected joining date to validate your identity, the address provided by you, your education details and details of your prior work experience, if any, and to conduct any criminal checks. You expressly consent to the Company conducting such background checks. If the Company is not satisfied, in its sole discretion, with the outcome of the background checks, the Company reserves the right to withdraw this Offer without notice and Compensation or to take any appropriate action against you, including, but not limited to termination of your employment. When a background check raises any concerns regarding any of the details furnished by you and the Company feels the need to further validate such facts, the company may at its sole discretion, ask you for further information, to substantiate the details that you have earlier provided to the Company, in advance of initiating appropriate action.

08. Confidentiality

You will not, at any time, during the employment or after, without the consent of Resource Pro disclose or divulge or make public, except on legal obligations, any information regarding the Company's affairs or administration or research carried out, whether the same is confided to you or becomes known to you in the course of your service or otherwise.

"Any and all information sought from you, including personally identifiable information like Aadhaar, Pan or other identification is being sought by the company based on its statutory obligations and for the requirements of security. You affirm that you are providing this input voluntarily and shall not hold the company liable in any event, for the legitimate interest and legitimate disclosure or use of this data by the company. The company shall take all steps to safeguard and protect this data."

09. Retirement

The retirement age is 58 years. You will retire from the employment of the Company at the end of the month in which you attain 58 years of age.

10. Other Terms & Conditions:

You agree not to undertake employment, whether full-time or part-time, as the Director / Partner / Member / Employee of any other organization or entity engaged in any form of business activity without the consent of Resource Pro. The consent may be given subject to any terms and conditions that the Company may think fit and may be withdrawn at any time at the discretion of the Company.

You will produce originals of all marks sheets and other relevant documents as demanded by the Company on the day of joining. The determination of the adequacy or authenticity of all or any of the proofs and any condonation of delay in submission of the same will be at the Company's discretion.



Bengaluru Office:

ReSource Pro Operational Solution Private Limited

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In Resource Pro, there are policies that are linked to performance management, career growth and annual compensation review of an employee, these policies will be applicable to you. You will be governed by the rules, regulations and policies of the Company as applicable to you. All the benefits are as per the Company's policies, which are subject to change from time to time. This offer is also conditional upon the execution of the "Non-Compete & Non-Disclosure Agreement".

I have read, understood and agree to the terms and conditions as set forth in this offer letter and the annexure to the same.

Your name in capital letters

Your signature

Date: _____

Location: _____

Yours sincerely,

Frances Zhang
SENIOR MANAGER, TALENT, INDIA



Bengaluru Office:
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Annexure I
COMPENSATION DETAILS (All figures in INR)

Name: Dilip CJ
Designation: Associate, Service Delivery, India
Proposed CTC: ₹300,000.00

Salary Break-up	Annual (INR)	Monthly (INR)
Basic	120,000	10,000
HRA	60,000	5,000
Special Allowance	32,628	2,719
Transport Allowance	60,000	5,000
Total Fixed Pay (A)	272,628	22,719
Benefits		
PF - Company Contribution	21,600	1,800
Gratuity	5,772	481
Total Benefits (B)	27,372	2,281
Total Cost to Company (A+B)	300,000	25,000

- You will be entitled to Gratuity payment only on completion of 3 years of service and this payment shall be in accordance with the Payment of Gratuity act 1972.
- Flexible Benefit Plan is applicable when the CTC is more than 6 lakhs and it can be used to claim tax exemptions.
- You will be eligible for a Medical Insurance of INR. 5,00,000/- for self, spouse & 2 dependent children (up to the age of 25 years), Group Personal Accident & Group Term life. The premium of the same is paid by the company.
- Transport Allowance is deducted if office transport is availed.
- Payment of Shift Allowance is subject to vary based on the actual shift assignment/working. The Employee may be eligible for shift allowance, calculated on actual days worked basis, only if he/she has worked in the following real time shifts:
First Shift – 12:00PM/01:00PM TO 09:00PM/10:00PM – INR 2,200/- per month.
Second Shift – 06:30PM/07:30PM TO 03:30AM/04:30AM – INR 5,500/- per month.
Third Shift – 08:30PM/09:30PM TO 05:30AM/06:30AM – INR 7,700/- per month.

Frances Zhang
SENIOR MANAGER, TALENT, INDIA

Date: 24-11-2023

Applicant ID :Umme_3_164050
Name :Umme Hani
Location :BANGALORE

OFFER LETTER

Dear **Umme Hani**

Thank you for your interest in Adecco.

Based on your resume and the interview you had with us, we are pleased to make you an offer of employment as **Microsoft Windows Desktop Management** on deputation to our client **Accenture Solution Pvt Ltd.** on fixed term contract, for the remuneration as offered and agreed by us (details given below). The Management reserves the right to bifurcate or merge the allowances in basic salary.

The **Net Salary (In Hand)** offered to you is **Rs 15578.00 only per month**; detailed breakup is enclosed.

The management reserves the right to utilize your services on deputation to our clients on fixed term contract, anywhere in India, through our branch offices, either in existence or which may come into existence. Your initial place of posting will be at **BANGALORE**. However, you may be required to report to our Branch Office (address mentioned at the top right corner of this letter), to complete your joining formalities, in the event you have not been able to follow our digital process

This employment offer is subject to:

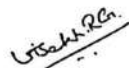
- a) The information provided by you in your resume and interviews are correct and valid.
- b) This offer is valid till your expected DOJ, i.e., **27-11-2023**. If you do not join us by the stipulated date, this offer is deemed invalid. Your formal appointment letter will be issued at the time of your joining, subject to receipt of various mandatory documents, as per list given below.
 - Aadhar card as Proof of Identity, Date of Birth and Address.
 - Educational certificates
 - ESI declaration in Form 1, PF nomination in Form 2 and Gratuity Nomination in "Form F"
 - PAN Card, Bank A/C details with proof
 - Passport size photograph
 - Experience certificates and relieving letter from your previous employer (if applicable).
 - Proof of your last drawn salary (if applicable)

Please note that any claims based on alleged verbal promises by any authority in the organization are not a part of this letter and will not be entertained in future.

We look forward for you to join our organization at the earliest.

With warm regards,

Adecco India Pvt. Ltd.



Visakh R G
Head - Onboarding



Julie Rosy
Senior Manager - SSC

Authorized Signatory

Enclosures: - (i) Compensation Sheet; (ii) Consent letter

I hereby accept the above-mentioned terms and conditions.

Name: _____ Signature: _____ Date: _____

COMPENSATION SHEET

Applicant ID	: Umme_3_164050
Name	: Umme Hani
Designation	: Microsoft Windows Desktop Management

Compensation	Rs. Per Month
BASIC SALARY	10000.00
ADVANCE STATUTORY BONUS	833.00
HOUSE RENT ALLOWANCE	5000.00
SPECIAL ALLOWANCE	1219.00
GROSS (SUB TOTAL A)	17052.00
PROVIDENT FUND EMPLOYER	1346.00
ESI DEDUCTION- EMPLOYER	554.00
EMPLOYER PF ADMIN CHARGES	50.00
EMPLOYERS EDLI CHARGES	50.00
EMPR INSURANCE GMC	913.00
EMPR INSURANCE GPA	35.00
EMPLOYER DEDUCTION (SUB TOTAL B)	2948.00
CTC (SUB TOTAL A+B)	20000.00
PROVIDENT FUND EMPLOYEE	1346.00
ESI DEDUCTION- EMPLOYEE	128.00
EMPLOYEE DEDUCTIONS (SUB TOTAL C)	1474.00
TAKE HOME (SUB TOTAL A-C)	15578.00

Annual CTC : **Rs. 240000.00**

Note : "Take home is subjected to all applicable statutory deductions like Professional Tax, Labour Welfare Fund, Income Tax etc"

Visakh R G

Visakh R G
Head - Onboarding

Authorized Signatory
Adecco India Pvt. Ltd.,

I hereby accept the above-mentioned terms and conditions.

Julie Rosy

Julie Rosy
Senior Manager - SSC

Name: _____ Signature: _____ Date: _____

CONSENT LETTER

- Adecco India (“Adecco”) may collect, use or disclose the Personal Data which you provide to Adecco India for the Purpose described in the Adecco’s Data Privacy Policy (<https://www.adecco.co.in/privacy-policy/>) (“Adecco Policy”) including the provision of Services, storage, analytical or dispute resolution purposes, as well as, to comply with applicable laws, regulations and Adecco’s internal policies. Capitalized terms used in this form and not expressly defined shall have the same meaning as set out in the Adecco Policy.
- Adecco may also share your Personal Data with Adecco’s employees, officers, directors, clients (and its agents), Suppliers or third party vendors (IT, financial and legal advisors), or any statutory authorities and/or to any other Adecco affiliates, based locally or abroad, in order to reasonably achieve the Purpose. In any case, transfers to third parties will strictly be on a need to know basis, in order to comply with contractual or legal obligations.
- Adecco will handle, maintain and store your Personal Data - for a limited period of time, in compliance with Adecco Policy and the applicable laws and regulations.
- Adecco relies on your Personal Data to achieve the Purpose; hence, you warrant that the Personal Data you provide is accurate, correct and complete. If you wish to correct, update or delete your Personal Data, you may contact Adecco’s Data Protection Officer at legal.India@adecco.com.
- You are entitled to withdraw this consent at any time by giving notice to the Adecco’s Data Protection Officer. You acknowledge that such withdrawal shall apply prospectively and only affect Adecco’s future use or disclosure of your Personal Data.
- If you have any queries regarding Adecco’s treatment of your Personal Data, this consent form or any related matter, you may refer to [Adecco’s Data Protection Officer](mailto:legal.India@adecco.com) at: legal.India@adecco.com
- For any government welfare scheme Aadhar is mandatory. Accordingly by signing this explicit consent letter you hereby allow Adecco to collect your Aadhar card/details. This will enable Adecco to link your Aadhar details to welfare schemes like ESI, EPFO etc. If you have any issue in sharing the details please specify the reasons in writing.
- You acknowledge that you have read and understood this consent and the Adecco Policy and provide your express consent to the collection, use and disclosure of your Personal Data as therein described.

Name: _____

Signature & Date: _____

Date: 24-11-2023

Applicant ID : **M_3_164049**
Name : **M Bhoomika**
Location : **BANGALORE**

OFFER LETTER

Dear **M Bhoomika**

Thank you for your interest in Adecco.

Based on your resume and the interview you had with us, we are pleased to make you an offer of employment as **Microsoft Windows Desktop Management** on deputation to our client **Accenture Solution Pvt Ltd.** on fixed term contract, for the remuneration as offered and agreed by us (details given below). The Management reserves the right to bifurcate or merge the allowances in basic salary.

The **Net Salary (In Hand)** offered to you is **Rs 15578.00 only per month**; detailed breakup is enclosed.

The management reserves the right to utilize your services on deputation to our clients on fixed term contract, anywhere in India, through our branch offices, either in existence or which may come into existence. Your initial place of posting will be at **BANGALORE**. However, you may be required to report to our Branch Office (address mentioned at the top right corner of this letter), to complete your joining formalities, in the event you have not been able to follow our digital process

This employment offer is subject to:

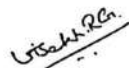
- a) The information provided by you in your resume and interviews are correct and valid.
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 - Passport size photograph
 - Experience certificates and relieving letter from your previous employer (if applicable).
 - Proof of your last drawn salary (if applicable)

Please note that any claims based on alleged verbal promises by any authority in the organization are not a part of this letter and will not be entertained in future.

We look forward for you to join our organization at the earliest.

With warm regards,

Adecco India Pvt. Ltd.



Visakh R G
Head - Onboarding



Julie Rosy
Senior Manager - SSC

Authorized Signatory

Enclosures: - (i) Compensation Sheet; (ii) Consent letter

I hereby accept the above-mentioned terms and conditions.

Name: _____ Signature: _____ Date: _____

COMPENSATION SHEET

Applicant ID	: M_3_164049
Name	: M Bhoomika
Designation	: Microsoft Windows Desktop Management

Compensation	Rs. Per Month
BASIC SALARY	10000.00
ADVANCE STATUTORY BONUS	833.00
HOUSE RENT ALLOWANCE	5000.00
SPECIAL ALLOWANCE	1219.00
GROSS (SUB TOTAL A)	17052.00
PROVIDENT FUND EMPLOYER	1346.00
ESI DEDUCTION- EMPLOYER	554.00
EMPLOYER PF ADMIN CHARGES	50.00
EMPLOYERS EDLI CHARGES	50.00
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EMPLOYEE DEDUCTIONS (SUB TOTAL C)	1474.00
TAKE HOME (SUB TOTAL A-C)	15578.00

Annual CTC : **Rs. 240000.00**

Note : "Take home is subjected to all applicable statutory deductions like Professional Tax, Labour Welfare Fund, Income Tax etc"

Visakh R G

Visakh R G
Head - Onboarding

Authorized Signatory
Adecco India Pvt. Ltd.,

I hereby accept the above-mentioned terms and conditions.

Julie Rosy

Julie Rosy
Senior Manager - SSC

Name: _____ Signature: _____ Date: _____

CONSENT LETTER

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- Adecco may also share your Personal Data with Adecco’s employees, officers, directors, clients (and its agents), Suppliers or third party vendors (IT, financial and legal advisors), or any statutory authorities and/or to any other Adecco affiliates, based locally or abroad, in order to reasonably achieve the Purpose. In any case, transfers to third parties will strictly be on a need to know basis, in order to comply with contractual or legal obligations.
- Adecco will handle, maintain and store your Personal Data - for a limited period of time, in compliance with Adecco Policy and the applicable laws and regulations.
- Adecco relies on your Personal Data to achieve the Purpose; hence, you warrant that the Personal Data you provide is accurate, correct and complete. If you wish to correct, update or delete your Personal Data, you may contact Adecco’s Data Protection Officer at legal.India@adecco.com.
- You are entitled to withdraw this consent at any time by giving notice to the Adecco’s Data Protection Officer. You acknowledge that such withdrawal shall apply prospectively and only affect Adecco’s future use or disclosure of your Personal Data.
- If you have any queries regarding Adecco’s treatment of your Personal Data, this consent form or any related matter, you may refer to [Adecco’s Data Protection Officer](mailto:legal.India@adecco.com) at: legal.India@adecco.com
- For any government welfare scheme Aadhar is mandatory. Accordingly by signing this explicit consent letter you hereby allow Adecco to collect your Aadhar card/details. This will enable Adecco to link your Aadhar details to welfare schemes like ESI, EPFO etc. If you have any issue in sharing the details please specify the reasons in writing.
- You acknowledge that you have read and understood this consent and the Adecco Policy and provide your express consent to the collection, use and disclosure of your Personal Data as therein described.

Name: _____

Signature & Date: _____



ವಿಶ್ವೇಶ್ವರಯ್ಯ ತಾಂತ್ರಿಕ ವಿಶ್ವವಿದ್ಯಾಲಯ
("ವಿ ಟ ಯು ಅಧಿನಿಯಮ ೧೯೯೪" ರ ಅಡಿಯಲ್ಲಿ ಕರ್ನಾಟಕ ಸರ್ಕಾರದಿಂದ ಸ್ಥಾಪಿತವಾದ ರಾಜ್ಯ ವಿಶ್ವವಿದ್ಯಾಲಯ)
"ಜ್ಞಾನ ಸಂಗಮ", ಬೆಳಗಾವಿ-೫೯೦೦೧೮, ಕರ್ನಾಟಕ, ಭಾರತ
Visvesvaraya Technological University
(State University of Government of Karnataka Established as per the VTU Act, 1994)
"Jnana Sangama" Belagavi-590018, Karnataka, India

CANDIDATE DETAILS			
REGISTRATION ID	062023CFR013145	REGISTRATION TYPE	FRESH REGISTRATION
CANDIDATE FULL NAME	SUNEEL J S	PROGRAMME TYPE	FULL TIME
MOBILE Ph. No.	7619696940	EMAIL-ID	suneeljavali1005@gmail.com
PROGRAMME APPLIED	Ph.D.	DEPARTMENT	COMPUTER APPLICATIONS

SUPERVISOR ALLOTMENT DETAILS [ALLOTMENT DATE: DECEMBER 19, 2023]

Research Supervisor Name	Department	Research Center Name
DR.DILEEP M R	COMPUTER APPLICATIONS	NITTE MEENAKSHI INSTITUTE OF TECHNOLOGY BANGALORE

REGISTRAR

NOTE:

1) If not allotted, you are eligible to participate in the second round by changing the order of research supervisors or adding new supervisor.

2) No signature required as this is system generated document.

© ೨೦೨೩ ವಿನ್ಯಾಸ ಮತ್ತು ಅಭಿವೃದ್ಧಿಪಡಿಸಿದವರು ಯೋಜನಾ ನಿರ್ವಹಣೆ ವಿಭಾಗ (ಪಿ. ಎಮ್. ಸಿ), ವಿ.ತಾ.ವಿ, ಬೆಳಗಾವಿ. ಕರ್ನಾಟಕ. ಭಾರತ.

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**BE YOURSELF,
MAKE A DIFFERENCE.**

accenture

03-Oct-2023

C8413709



**For Accenture use only*

GAGANDEEP G L
Paduvaralli 4th Main road near Theertha Bakery 570006
Management Level - 13
Sublevel - 3

Job Profile - Insurance Operations New Associate
Job Family Group - Business Process Delivery
Business Deal - Non Contact Center

Dear **GAGANDEEP,**

Based on our recent discussions with you, we are pleased to extend you an offer to join Accenture Solutions Private Ltd (hereinafter referred to as 'the Company') in **Bengaluru**, India as per the below terms and conditions:

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' (Annexure 2) effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this offer.

This offer is contingent upon successful completion of your current degree, awarded in the current academic year. You are required to produce the original pass certificate / mark sheet, to Accenture upon joining Accenture but no later than within 6 months of the result being declared by your institute. Failing which, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

On joining you may undergo a training program to acquire the knowledge to enable you to successfully perform to the expectations of the position for which you are being considered for employment. This offer and your employment with the Company are contingent upon you successfully completing the training program as per the satisfaction of the Company. Failing which, the Company may, in its sole discretion, elect to terminate or suspend your employment immediately.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with the Company are contingent upon you completing particular tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, the Company may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/authority exercising its jurisdiction and statutory power/authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this offer and employment with Accenture, please submit a copy of this letter and all relevant Annexures with your signature on each page. In addition, please provide all the documentation identified in Annexure 5 'Documentation'.

At Accenture, the health and well-being of our people, our clients and the community is our top priority. Before onboarding, we encourage you to take both doses of the COVID-19 vaccine.

You will be expected to work from the office location tagged to your project/role/client (referred as your Accenture Base Location). Accenture Base Location will be considered for all administrative & operational/official purposes. Exceptions if any/granted, will be interim / temporary, and will be subject to review with HR/business/client. The Company reserves the right to ask you to come to office locations pursuant to our business needs and client requirements. Working remotely is subject to business requirement and your agreeing to terms of the Remote working conditions listed in the attached Declaration. This offer is contingent to the above-mentioned agreement.

This offer is contingent on us working together to determine an appropriate start date for your employment. The terms of this letter and this offer are valid for seven (7) days from the date of this letter. If we do not receive the above requested documents from you before the expiration of this period or after receiving your acceptance of this offer if you do not join the Company on a mutually agreed date of joining, or if, we are unable to set an alternative date, the terms of this letter and this offer will be deemed to have been rejected by you, unless otherwise communicated to you by the company in writing. The Company at its sole discretion (including but not limited to unforeseen circumstances like a pandemic or natural calamities) may extend or defer the start date of your joining, for which deferment you will be duly informed. Your joining date and employment with the Company will then start from such deferred/extended date.

Your annual total cash compensation will be **INR 331760** and will be structured as per the attached Annexure 1 'Compensation Details'. This will continue to be applicable until further communication on the same. All payments to you will be subject to deduction of tax at source as per the prevailing laws and necessary deduction of statutory amounts payable in your case. The terms of employment, accompanying annexures, schedules to this letter, together constitutes the terms of offer being made to you.

You agree and affirm that the information (personal or otherwise) shared by you at the time of registration and in the employee application form (EAF) is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information & documentation provided by you at the registration stage. You understand and acknowledge that this offer & your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. You may also be during your course of employment required by the company to provide documentation and information from time to time, you shall provide the same within the timelines prescribed by the company. Non furnishing of mandatory document/s within the specified time shall result in termination of employment.

GAGANDEEP, we look forward to hearing from you regarding your decision to join our team. In the meantime, please do not hesitate to call **annambira.anusha** at **9611999851** should you have anything you would like to discuss further.

We believe you have a successful career ahead of you and look forward to your joining us.
Yours sincerely,



Jal
Managing Director - Accenture Operations in India & Sri Lanka

ACKNOWLEDGED AND AGREED:

Gagandeep G L

[Insert full legal name]

Date: 10-10-2023

Candidate's signature Gagandeep G L

ANNEXURE 1

Your compensation is as mentioned below:

Total Cash Compensation		
	Annual(INR)	
(A) Annual Fixed Compensation*	INR 286000	
(B) Variable Bonus earning potential	Min.	Max.
	0%	16%
Annual Total earning potential (A+B)	Min.	Max.
	INR 286000	INR 331760

(C)#Additional Benefits	
Gratuity for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic)	INR 4800
Notional Insurance Premium paid by Company	INR 13700

(D)##Additional Discretionary Reimbursements	
Annual Internet reimbursement	INR 12,000/- (capped at INR 1,000/- per month)

(E)Optional opportunity to participate in the Employee Share Purchase Plan	
Employee Share Purchase plan – to purchase Accenture plc Class A ordinary shares at 15% discount on the fair market value	INR 4200 (discount opportunity with an optional investment of 10% of gross pay and no change in share price)

**Annual Fixed Compensation includes employer"s contribution to Provident Fund, as applicable.

-Annual fixed compensation of **INR 286000/-**; Annual Fixed Compensation includes allowances, any shift premiums for working in non-standard hours where applicable, for example, night shift premium, and statutory benefits and will be structured in accordance with the Company's compensation guidelines. It includes employer's contribution to Provident Fund, as applicable.

- Variable Bonus: You will be eligible to participate in the FY24 Individual Performance Bonus (IPB) Programme. Your indicative pay-out can range from 0% to 16% of the prorated fixed pay in the Fiscal Year, subject to the overall terms and conditions of the IPB, including but not limited to your individual performance achievements and the Company's performance. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the IPB programme guidelines. The IPB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

Note: For International Worker Only*

As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the Government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.

*As defined by applicable law from time to time.

If you are currently eligible to receive Statutory Bonus, such amounts will be calculated on an annual figure and paid (as per prevailing law) to you on a monthly basis every year. Please note that your variable pay/variable bonus is inclusive of the Statutory Bonus amounts if payable to you. Such Statutory Bonus will be accordingly adjusted against variable pay. Excess variable pay, if any, post adjustment of Statutory Bonus will be paid as per Company evaluation process applicable to your management level as per company payroll cycle.

Benefits applicable for current Company financial year:

In addition to your annual total cash compensation, you will be eligible for following benefits, which will be governed by Company policy:

Insurance policy	Coverage for	Coverage amount	Premium paid by
Medical	Self, Spouse/partner (if you identify yourself as lesbian, gay, bisexual and transgender) & 4 Dependent children	INR 5,00,000/- per annum	Company
Personal Accident	Self	Up to 3 times of annual fixed compensation	Company
Life	Self	Equivalent to two times of your annual fixed compensation with minimum cover of INR 7,50,000	Company
Future Service Liability	Self	Up to INR 20,00,000/-	Company
Employee Deposit Linked Insurance (EDLI)	Self	INR 705,000/- (If you contribute towards Employee Provident Fund)	Company

1. a) Medical Insurance for self, spouse/partner and 4 dependent children up to INR 5,00,000 per annum. This plans allows for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time.

b) You have the option of availing Accenture negotiated rates to cover your parents, parents-in-law up to INR 20,00,000 and siblings up to INR 10,00,000 and any under a separate Insurance plan. You also can avail optional Top-Up Policy for yourself and your dependents (spouse/partner and 4 dependents children) up to INR 30,00,000. The entire premium for this will have to be borne by you. These plans allow for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time.

c) For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:

- 10% of such claims for self, spouse/partner and 4 dependent children
- 20% of such claims for parents, parent's in-law and siblings under the separate Insurance plan.

2. Personal Accident coverage for self, up to three times your annual fixed compensation.

a) You have the option of availing Supplemental Accident cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

3. Life Insurance coverage equivalent to two times of your annual fixed compensation with minimum cover of INR 7,50,000.

a) You have the option of availing Supplemental Life cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

4. #(C) Gratuity amount shown above is an indicative approximation of your annual eligibility, and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of gratuity Act, 1972 (as may be amended from time to time), payable as per the Company policy on your exit

#(C) Notional Insurance Premium is an approximation based on individual factors which may include age, level and fixed pay depending on the insurance. Please note that there could hence be a slight difference in the actual premium amount borne by Accenture for your insurance coverage. The premium amount is directly paid by Accenture to the Insurance companies tied up with and will not be paid to you individually. Applicable only for current FY and can be withdrawn at any time at company's discretion

##(D) Reimbursements would be approved as per the policies' terms & conditions. Kindly refer to those before initiating a purchase. The reimbursement amounts are subject to company policy and discretion and maybe updated/reviewed/withdrawn at any time basis company discretion.

5. You will also be eligible for the Employee Stock Purchase Plan, which will provide a 15% Discounted Rate on ACN Stock traded on NYSE.

- Employee Stock Purchase Plan (ESPP): The Employee Share Purchase Plan gives the employee an opportunity to purchase Class A common shares in Accenture Limited at a discount through payroll contributions. By participating in this plan, an employee can develop his / her ownership in Accenture and increase his/ her stake in Accenture's success.

6. Accenture provides you with access to the Employee Assistance Program (EAP) at no cost. EAP helps you and your immediate family members deal with work-life stressors, family issues, financial concerns, relationship problems, and even drug or legal concerns. The EAP services cover up to 5 in-person visits, short-term counseling, confidential access to assessments, referrals and follow-up service

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the above benefits & guidelines.

GST Clause:

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

General Tax:

All compensation will be paid to you after deduction of tax at source, in accordance with applicable law. You will be solely liable for your personal tax liabilities, as per applicable law, both in India and abroad.

ANNEXURE 3

REMOTE WORKING CONDITIONS - DECLARATION

NOTE:

- You will be expected to work from the office at a frequency determined by your project / role and you are expected to reside at your assigned / tagged location (referred as your **Accenture Base Location**)

- Your remote working is subject to strict compliance to the conditions mentioned below. In case of non-adherence, you will have to work from the office at your Accenture base location

While working remotely:

- I understand and agree that I will continue to be governed by all clauses and obligations as set out in my Offer Letter, Terms of Employment & Accenture policies, as amended from time to time.
- I agree and accept that I will adhere to Accenture and client specific requirements around confidentiality and intellectual property
- I agree that I will use a secure and private workspace to meet the confidentiality requirements of my role
- I agree and undertake to follow the work timings defined by my organization
- I understand that it is my responsibility to ensure that power and internet connectivity access is available to perform my role
- I understand and confirm that I will be responsible for safety and security of the company assets assigned to me
- I understand and agree that I will be responsible for my well-being, health and safety while working remotely

I agree and acknowledge that my Terms of Employment, regulatory compliances, and any disputes connected thereto would be governed by jurisdiction of my **Accenture Base Location**

ANNEXURE 4

DECLARATION

I hereby represent and warrant that as of my effective start date of employment with Accenture Solutions Private Ltd (hereinafter referred to as 'the Company'), I will have: (a) terminated my employment with any current/previous employer and any other employment or contractor relationships; and (b) satisfactorily performed and completed all my obligations which apply/applied to me vis-'-vis any current/previous employer and any other employment or contractor relationships.

I hereby represent and warrant that I have not, during the course of any current/previous employer and any other employment or contractor relationships, entered into or agreed to any arrangement which may restrict, prohibit or debar or conflict, or be inconsistent with my acceptance of the offer made by the Company or employment with the Company, including, but not limited to, any time-bound non-compete agreement, restrictive employment agreement or other restrictive terms.

I hereby represent and warrant that I shall not bring into the Company premises (or use in any manner) any third party documents (regardless of media) or materials (including but not limited to trade secrets) with myself to the Company, including any such documents or materials from my previous employer. To the extent I feel that my employment at the Company would require me to bring any third party documents or materials to the Company. I shall not bring any such documents or materials unless I have taken all permissions/approvals from the third parties before accepting the offer from the Company. I further represent and warrant that I have not and will not inappropriately disclose or misuse any confidential information obtained from and/or in connection with any current/previous employer and any other employment or contractor relationships. I agree and acknowledge that a breach of this provision shall entitle the Company to terminate my services with immediate effect.

ACKNOWLEDGED AND AGREED:

Gagandeep G L _____

[Insert full legal name]

Date: 10-10-2023

ANNEXURE 5

REQUIRED DOCUMENTATION

1. Two passport size copies of your recent photograph
2. Copy of highest education certificates
3. Copy of any mark sheets (Last semester mandatory)
4. Relieving Letters from previous employer
5. Documents in support of your age (10th/12th Marksheet/ Passport Copy etc)
6. If you are ESIC Eligible as per your Compensation Plan (copy of ESIC card or Form 1 Declaration).
7. Copy of Aadhaar Card - We request you to provide for meeting the UAN generation requirement and any other compliance required by governing regulating authorities like EPFO, ESIC, labour welfare fund and others. Please note that by voluntarily sharing your Aadhaar details, you are also authorizing us to share it with third parties under contract with the company and which are bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications. Do note that the provision of Aadhaar details and seeding Aadhaar with UAN as well as completing KYC requirements of EPFO is necessary and if you are unable to do so this may delay submission of your PF contributions to the regulators.

**BE YOURSELF,
MAKE A DIFFERENCE.**



03-Nov-2023

C8413711



**For Accenture use only*

Rachan Gayathri N S
JSS Women's Hostel JSS College of Arts Commerce and Science Ooty Road Mysore 570025
Management Level - 13
Sublevel - 3

Job Profile - Bus Process Delivery New Associate
Job Family Group - Business Process Delivery
Business Deal - Contact Center

Dear **Rachan Gayathri**,

Based on our recent discussions with you, we are pleased to extend you an offer to join Accenture Solutions Private Ltd (hereinafter referred to as 'the Company') in **Bengaluru**, India as per the below terms and conditions:

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' (Annexure 2) effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this offer.

This offer is contingent upon successful completion of your current degree, awarded in the current academic year. You are required to produce the original pass certificate / mark sheet, to Accenture upon joining Accenture but no later than within 6 months of the result being declared by your institute. Failing which, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

On joining you may undergo a training program to acquire the knowledge to enable you to successfully perform to the expectations of the position for which you are being considered for employment. This offer and your employment with the Company are contingent upon you successfully completing the training program as per the satisfaction of the Company. Failing which, the Company may, in its sole discretion, elect to terminate or suspend your employment immediately.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with the Company are contingent upon you completing particular tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, the Company may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/authority exercising its jurisdiction and statutory power/authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this offer and employment with Accenture, please submit a copy of this letter and all relevant Annexures with your signature on each page. In addition, please provide all the documentation identified in Annexure 5 'Documentation'.

At Accenture, the health and well-being of our people, our clients and the community is our top priority. Before onboarding, we encourage you to take both doses of the COVID-19 vaccine.

You will be expected to work from the office location tagged to your project/role/client (referred as your Accenture Base Location). Accenture Base Location will be considered for all administrative & operational/official purposes. Exceptions if any/granted, will be interim / temporary, and will be subject to review with HR/business/client. The Company reserves the right to ask you to come to office locations pursuant to our business needs and client requirements. Working remotely is subject to business requirement and your agreeing to terms of the Remote working conditions listed in the attached Declaration. This offer is contingent to the above-mentioned agreement.

This offer is contingent on us working together to determine an appropriate start date for your employment. The terms of this letter and this offer are valid for seven (7) days from the date of this letter. If we do not receive the above requested documents from you before the expiration of this period or after receiving your acceptance of this offer if you do not join the Company on a mutually agreed date of joining, or if, we are unable to set an alternative date, the terms of this letter and this offer will be deemed to have been rejected by you, unless otherwise communicated to you by the company in writing. The Company at its sole discretion (including but not limited to unforeseen circumstances like a pandemic or natural calamities) may extend or defer the start date of your joining, for which deferment you will be duly informed. Your joining date and employment with the Company will then start from such deferred/extended date.

Your annual total cash compensation will be **INR 331760** and will be structured as per the attached Annexure 1 'Compensation Details'. This will continue to be applicable until further communication on the same. All payments to you will be subject to deduction of tax at source as per the prevailing laws and necessary deduction of statutory amounts payable in your case. The terms of employment, accompanying annexures, schedules to this letter, together constitutes the terms of offer being made to you.

You agree and affirm that the information (personal or otherwise) shared by you at the time of registration and in the employee application form (EAF) is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information & documentation provided by you at the registration stage. You understand and acknowledge that this offer & your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. You may also be during your course of employment required by the company to provide documentation and information from time to time, you shall provide the same within the timelines prescribed by the company. Non furnishing of mandatory document/s within the specified time shall result in termination of employment.

Rachan Gayathri, we look forward to hearing from you regarding your decision to join our team. In the meantime, please do not hesitate to call **sushma.kambodi** at **9886695835** should you have anything you would like to discuss further.

We believe you have a successful career ahead of you and look forward to your joining us.
Yours sincerely,



Jal
Managing Director - Accenture Operations in India & Sri Lanka

ACKNOWLEDGED AND AGREED:

Rachan Gayathri N S

[Insert full legal name]

Date: 14-11-2023

Candidate's signature Rachan Gayathri N S

ANNEXURE 1

Your compensation is as mentioned below:

Total Cash Compensation		
	Annual(INR)	
(A) Annual Fixed Compensation*	INR 286000	
(B) Variable Bonus earning potential	Min.	Max.
	0%	16%
Annual Total earning potential (A+B)	Min.	Max.
	INR 286000	INR 331760

(C)#Additional Benefits	
Gratuity for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic)	INR 4800
Notional Insurance Premium paid by Company	INR 13700

(D)##Additional Discretionary Reimbursements	
Annual Internet reimbursement	INR 12,000/- (capped at INR 1,000/- per month)

(E)Optional opportunity to participate in the Employee Share Purchase Plan	
Employee Share Purchase plan – to purchase Accenture plc Class A ordinary shares at 15% discount on the fair market value	INR 4200 (discount opportunity with an optional investment of 10% of gross pay and no change in share price)

**Annual Fixed Compensation includes employer"s contribution to Provident Fund, as applicable.

-Annual fixed compensation of **INR 286000/-**; Annual Fixed Compensation includes allowances, any shift premiums for working in non-standard hours where applicable, for example, night shift premium, and statutory benefits and will be structured in accordance with the Company's compensation guidelines. It includes employer's contribution to Provident Fund, as applicable.

- Variable Bonus: You will be eligible to participate in the FY24 Individual Performance Bonus (IPB) Programme. Your indicative pay-out can range from 0% to 16% of the prorated fixed pay in the Fiscal Year, subject to the overall terms and conditions of the IPB, including but not limited to your individual performance achievements and the Company's performance. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the IPB programme guidelines. The IPB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

Note: For International Worker Only*

As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the Government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.

*As defined by applicable law from time to time.

If you are currently eligible to receive Statutory Bonus, such amounts will be calculated on an annual figure and paid (as per prevailing law) to you on a monthly basis every year. Please note that your variable pay/variable bonus is inclusive of the Statutory Bonus amounts if payable to you. Such Statutory Bonus will be accordingly adjusted against variable pay. Excess variable pay, if any, post adjustment of Statutory Bonus will be paid as per Company evaluation process applicable to your management level as per company payroll cycle.

Benefits applicable for current Company financial year:

In addition to your annual total cash compensation, you will be eligible for following benefits, which will be governed by Company policy:

Insurance policy	Coverage for	Coverage amount	Premium paid by
Medical	Self, Spouse/partner (if you identify yourself as lesbian, gay, bisexual and transgender) & 4 Dependent children	INR 5,00,000/- per annum	Company
Personal Accident	Self	Up to 3 times of annual fixed compensation	Company
Life	Self	Equivalent to two times of your annual fixed compensation with minimum cover of INR 7,50,000	Company
Future Service Liability	Self	Up to INR 20,00,000/-	Company
Employee Deposit Linked Insurance (EDLI)	Self	INR 705,000/- (If you contribute towards Employee Provident Fund)	Company

1. a) Medical Insurance for self, spouse/partner and 4 dependent children up to INR 5,00,000 per annum. This plans allows for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time.

b) You have the option of availing Accenture negotiated rates to cover your parents, parents-in-law up to INR 20,00,000 and siblings up to INR 10,00,000 and any under a separate Insurance plan. You also can avail optional Top-Up Policy for yourself and your dependents (spouse/partner and 4 dependents children) up to INR 30,00,000. The entire premium for this will have to be borne by you. These plans allow for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time.

c) For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:

- 10% of such claims for self, spouse/partner and 4 dependent children
- 20% of such claims for parents, parent's in-law and siblings under the separate Insurance plan.

2. Personal Accident coverage for self, up to three times your annual fixed compensation.

a) You have the option of availing Supplemental Accident cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

3. Life Insurance coverage equivalent to two times of your annual fixed compensation with minimum cover of INR 7,50,000.

a) You have the option of availing Supplemental Life cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

4. #(C) Gratuity amount shown above is an indicative approximation of your annual eligibility, and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of gratuity Act, 1972 (as may be amended from time to time), payable as per the Company policy on your exit

#(C) Notional Insurance Premium is an approximation based on individual factors which may include age, level and fixed pay depending on the insurance. Please note that there could hence be a slight difference in the actual premium amount borne by Accenture for your insurance coverage. The premium amount is directly paid by Accenture to the Insurance companies tied up with and will not be paid to you individually. Applicable only for current FY and can be withdrawn at any time at company's discretion

##(D) Reimbursements would be approved as per the policies' terms & conditions. Kindly refer to those before initiating a purchase. The reimbursement amounts are subject to company policy and discretion and maybe updated/reviewed/withdrawn at any time basis company discretion.

5. You will also be eligible for the Employee Stock Purchase Plan, which will provide a 15% Discounted Rate on ACN Stock traded on NYSE.

- Employee Stock Purchase Plan (ESPP): The Employee Share Purchase Plan gives the employee an opportunity to purchase Class A common shares in Accenture Limited at a discount through payroll contributions. By participating in this plan, an employee can develop his / her ownership in Accenture and increase his/ her stake in Accenture's success.

6. Accenture provides you with access to the Employee Assistance Program (EAP) at no cost. EAP helps you and your immediate family members deal with work-life stressors, family issues, financial concerns, relationship problems, and even drug or legal concerns. The EAP services cover up to 5 in-person visits, short-term counseling, confidential access to assessments, referrals and follow-up service

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the above benefits & guidelines.

GST Clause:

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

General Tax:

All compensation will be paid to you after deduction of tax at source, in accordance with applicable law. You will be solely liable for your personal tax liabilities, as per applicable law, both in India and abroad.

ANNEXURE 3

REMOTE WORKING CONDITIONS - DECLARATION

NOTE:

- You will be expected to work from the office at a frequency determined by your project / role and you are expected to reside at your assigned / tagged location (referred as your **Accenture Base Location**)

- Your remote working is subject to strict compliance to the conditions mentioned below. In case of non-adherence, you will have to work from the office at your Accenture base location

While working remotely:

- I understand and agree that I will continue to be governed by all clauses and obligations as set out in my Offer Letter, Terms of Employment & Accenture policies, as amended from time to time.
- I agree and accept that I will adhere to Accenture and client specific requirements around confidentiality and intellectual property
- I agree that I will use a secure and private workspace to meet the confidentiality requirements of my role
- I agree and undertake to follow the work timings defined by my organization
- I understand that it is my responsibility to ensure that power and internet connectivity access is available to perform my role
- I understand and confirm that I will be responsible for safety and security of the company assets assigned to me
- I understand and agree that I will be responsible for my well-being, health and safety while working remotely

I agree and acknowledge that my Terms of Employment, regulatory compliances, and any disputes connected thereto would be governed by jurisdiction of my **Accenture Base Location**

ANNEXURE 4

DECLARATION

I hereby represent and warrant that as of my effective start date of employment with Accenture Solutions Private Ltd (hereinafter referred to as 'the Company'), I will have: (a) terminated my employment with any current/previous employer and any other employment or contractor relationships; and (b) satisfactorily performed and completed all my obligations which apply/applied to me vis-'-vis any current/previous employer and any other employment or contractor relationships.

I hereby represent and warrant that I have not, during the course of any current/previous employer and any other employment or contractor relationships, entered into or agreed to any arrangement which may restrict, prohibit or debar or conflict, or be inconsistent with my acceptance of the offer made by the Company or employment with the Company, including, but not limited to, any time-bound non-compete agreement, restrictive employment agreement or other restrictive terms.

I hereby represent and warrant that I shall not bring into the Company premises (or use in any manner) any third party documents (regardless of media) or materials (including but not limited to trade secrets) with myself to the Company, including any such documents or materials from my previous employer. To the extent I feel that my employment at the Company would require me to bring any third party documents or materials to the Company. I shall not bring any such documents or materials unless I have taken all permissions/approvals from the third parties before accepting the offer from the Company. I further represent and warrant that I have not and will not inappropriately disclose or misuse any confidential information obtained from and/or in connection with any current/previous employer and any other employment or contractor relationships. I agree and acknowledge that a breach of this provision shall entitle the Company to terminate my services with immediate effect.

ACKNOWLEDGED AND AGREED:

Rachan Gayathri N S

[Insert full legal name]

Date: 14-11-2023

ANNEXURE 5

REQUIRED DOCUMENTATION

1. Two passport size copies of your recent photograph
2. Copy of highest education certificates
3. Copy of any mark sheets (Last semester mandatory)
4. Relieving Letters from previous employer
5. Documents in support of your age (10th/12th Marksheet/ Passport Copy etc)
6. If you are ESIC Eligible as per your Compensation Plan (copy of ESIC card or Form 1 Declaration).
7. Copy of Aadhaar Card - We request you to provide for meeting the UAN generation requirement and any other compliance required by governing regulating authorities like EPFO, ESIC, labour welfare fund and others. Please note that by voluntarily sharing your Aadhaar details, you are also authorizing us to share it with third parties under contract with the company and which are bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications. Do note that the provision of Aadhar details and seeding Aadhar with UAN as well as completing KYC requirements of EPFO is necessary and if you are unable to do so this may delay submission of your PF contributions to the regulators.

Letter of Appointment

Date: Dec 6 -2023

Name: Meghana K J

Address: SGS Ashrama post ooty main road Mysore -570025

Appointed as: Account Assistant.

We refer to your recent interview for the above position and are pleased to inform that we are offering you the position with our company effective from Dec, 6 -2023, under the following terms and conditions:

Probationary Period: The probationary period of 2 months need to be served by the candidate, after joining the job

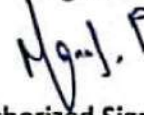
Working Hours: The working hours to be followed by the employee, Monday to Saturday working, (Sunday Off)

Notice Period Clause: If the employee desires to leave the company, she needs to serve one month notice.


Employee Signature

with Regards

Legarde



Authorized Signature



**TECHNICAL TRAINING INSTITUTE
HINDUSTAN AERONAUTICS LIMITED**

Vimanapura P O, Bangalore - 560017
Ph: 91-80 22323358, 2516, 22311086
E-mail: tti@hal-india.com



Skill India
कौशल भारत-कुशल भारत

F/TRG/02-SEL/NEG- /2023

Date: 6/10/2023

To: Anusha C.K
S/o: Krishna C.O
Address: 13, 15th cross Jayanagar
Mysore.



Sub: Provisional Offer for Apprenticeship Training at HAL-Bangalore

Based on your application in walk-in selection/notification at Mysore on 6/10 and document verification, you have been **PROVISIONALLY SELECTED** to undergo Apprenticeship Training under the Apprenticeship Act 1961 at Technical Training Institute, Hindustan Aeronautics Limited, Bangalore-17.

2. You have been provisionally selected based on acceptance of the following conditions:

- To submit Medical Fitness Certificate from a Registered Medical Practitioner.
- To provide the Police Clearance report from the SP/COMMISSIONER office of your jurisdiction district.
- Agreed to undergo Apprenticeship Training any of the Bangalore based Divisions of HAL
- To make your own arrangements for boarding, lodging and dally transport to the HAL division of posting.
- Understand that HAL, Bangalore will not be under any obligation to provide employment on completion of your Apprenticeship Training.
- Agreed to wear the uniform as prescribed by TTI.
- To become member of Pradhan Mantri Jeevan Jyoti Bima Yojana and Pradhan Mantri Suraksha Bima Yojana scheme and provide Insurance details while joining to TTI.
- To open SB account with any branch of SBI bank

3. You will be paid stipend of Rs.9000/- per month during the training period of 12 months as per MoE guidelines. You are also entitled for subsidized canteen facilities on all working days.

4. You are requested to report at TTI, HAL on 20/11/23 with medical fitness certificate, police clearance report and all original certificates, 4 Nos of stamp size photographs and in the uniform and shoes specified by TTI.


for Technical Training Institute
HAL (BC)



Sri. Neelamba Charitable Trust (R)

Sharath Memorial School

(Affiliated to ICSE Board New Delhi, Affiliated No. KA 189)
Iloor, Magadi Road, Near Kempegowda Circle, Ramnagar-562159
Contact no: +91 8050512004/ +91 8050532004

TEACHER APPOINTMENT LETTER

Head of institution: RAJESHWARI N.

Principal/ : ROOPADEV I K.S
Head Mistress

Dear NIVEDITHA R.,

The School Management Committee (SMC) of the **Sharath Memorial School**, hereby offer you an appointment for the post of **Assistant teacher for Biology** for **high school I.C.S.E.** sections at **SMS** with effect from **2nd November 2023**. All the terms and conditions are mentioned on the attached employment agreement form.

If no reply received on or before **8th November 2023**, the offer shall be considered withdrawn. You are advised to give due and proper notice of your intention to leave your present employment. If you accept this offer, you are required to report for duty at **9:00 am on 2nd November 2023**.

Yours sincerely,


SECRETARY
SRI NEELAMBA CHARITABLE TRUST (R)
Magadi Road,
RAMNAGARA - 562 159.

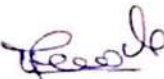
PROCEEDINGS OF MAHARAJA EDUCATION TRUST(R), MYSORE


Appointment of teaching position at Maharaja Institute of Technology Thandavapura

Order No. MITT/Appt/MAT-T-/2022-23/Dated 22.05.2023

On the recommendation of Expert Selection Committee and with the approval of Maharaja Education Trust @ Mysore, Ms. AMULYA R has been appointed as **Assistant Professor** at **Department of Mathematics** at **Maharaja Institute of Technology Thandavapura**, Mysore-Ooty Highway, Thandavapura, Nanjangudu Taluk, Mysuru district, Pin: 571302, with a consolidated pay of **Rs. 25,000/-** subjected to the following terms and conditions;

1. The Period of probation is One year from the date of reporting to the duty in this Institute.
2. You are required to report for duties in the institution on **22.05.2023** to the Principal and submit the **Joining Report** in duplicate of this letter along with required testimonials as acceptance.
3. Your regular increments will be decided by Management based on your performance and feedback.
4. You shall discharge your duties in the institution to the satisfaction of your superiors with utmost devotion and dedication. You shall attend the office on time and shall show your mettle in handling the work assigned to you. You shall always maintain absolute secrecy, discipline and integrity in the institution in all respects.
5. The age declared by you at the time of entering into the service shall be final and binding.
6. You shall be subject to the service rules and regulations as well as the administrative orders of the Management in force from time to time. In case of any dispute on the interpretation of any part of this order or the rules governing your services or otherwise, decision of the Management thereon shall be final and abiding.


Principal
MAHARAJA INSTITUTE OF
TECHNOLOGY THANDAVAPURA
Mysuru District - 571302

-----2

22/5/2023
JOINT SECRETARY
Maharaja Education Trust®
Mysore - 570 023

OFFER LETTER

Dear Amrutha C

Congratulations! We take immense pleasure in offering you a position as iPro at Channelplay Limited. We welcome you to be part of this close knit family. You are joining a group of colleagues who are smart, passionate about what they do, and have impeccable integrity. We are all in this together to learn, to perform, and to grow; both as individuals and professionals. Over time, as you prove that you share the above values with us, we assure you a phenomenally rewarding career. We hope your decision to work with us is just the beginning of a wonderful mutually enriching experience.

The details of your employment are as follows.

Full Name	Amrutha C
Employee Code	(Will be generated upon joining)
Designation	iPro
City	Bengaluru
Grade/Band	(Will be generated upon joining)
Type of Employment	Contractual
Term of Employment	04-09-2023 to N/A
Fixed Annual Cost to Company	291996
Annual Performance Linked Variable Pay	120000
Total Cost to Company	411996
Notice Period	15 days
Other Perks	Expense reimbursements as per policy - Apple iPhone iSC & MSC Policy Life, Disability & Medical Insurance

Please refer to the following pages for important details about your employment. It is mandatory that you read them and acknowledge your acceptance below for this offer of employment to be considered valid.

Annexure 1 to Offer Letter: Compensation Details

Annexure 2 to Offer Letter: Terms & Conditions of Employment

Once again, congratulations! We look forward to you building an awesome career with us.

Sincerely,



Authorised Signatory
Channelplay Limited

Offer Accepted with Terms & Conditions:

Signed: Amrutha C
Date: 4/9/2023

Channelplay Limited

9 800, Udyog Vihar, Phase - V, Gurugram, Haryana - 122016
■ contact@channelplay.in ■ hr-helpdesk@channelplay.in
■ + 91 124 - 4720100

CIN: U74140HR2007PLC073730
● www.channelplay.in

Annexure 1 to Offer Letter: Compensation Details

	Heads	Monthly	Annual
1	Emoluments		
A	Basic Pay	15583	186996
B	Bonus	1298	15576
C	House Rent Allowance	4752	57024
D	Special Allowance	0	0
2	Company Contributions		
E	Provident Fund	1800	21600
F	Employee State Insurance	0	0
G	Govt Operational Charges	150	1800
H	Gratuity	750	9000
3	Employee Deductions		
I	Provident Fund	1800	21600
J	Employee State Insurance	0	0
K	Medical & Life Insurance*	293	3516
4	Gross Pay (A+B+C+D)	21633	259596
5	Fixed CTC (4+E+F+G+H)	24333	291996
6	Net Take Home (4-I-J-K)	19540	234480
7	Variable	10000	120000
8	TCTC (5+7)	34333	411996

Sincerely,



Authorised Signatory
Channelplay Limited

Offer Accepted with Terms & Conditions:

Signed: Amrutha C
Date: 4/9/2023

Annexure 2 to Offer Letter: Terms and Conditions of Employment

1. Duties and Responsibilities

You shall work in the best interest of the company. Your duties include, but are not limited to the following:

1. Working within company's Code of Conduct and operative policies as laid down from time to time. The company has clearly stated policies on working hours, leave, transfer, reimbursement, usage of company's assets, rights to raise purchase requests from vendors etc. You shall follow them in letter and spirit.
2. Diligently completing Jobs/Tasks assigned to you by your supervisor or management.
3. Participating in the growth of the company by taking initiative in bringing opportunities, reducing wastage of money or resources, giving suggestions to improve the working environment.
4. Not engaging in any other work activities not sanctioned by the company including any kind of freelancing, part time or fulltime employment from any other entity during the period of your tenure with the company.

2. Confidentiality

You shall not at any time or in any manner, either directly or indirectly, divulge, disclose or communicate to any person, firm, corporation, or other entity in any manner whatsoever, any information concerning any matters affecting or relating to the business of employer, including but not limited to any of its customers, the prices it obtains or has obtained from the sale of, or at which it sells or has sold, its products, or any other information concerning the business of employer, its manner of operation, its contractors for procurement of its product, its plans, processes, employee details, sales figures, profit margin, website functioning, development tools, software know-how, government authority proceedings or other data without regard to whether all of the above-stated matters will be deemed confidential, material, or important. You shall also not disclose any knowledge, information, trade secrets, strategies, business plans, and business models of the employer or its customers gained or accessed during the tenure of his/her employment with the employer or/by attendance in a workshop, training, presentation organized by the employer or vendors, clients or partners of the employer.

For the purpose of avoidance of doubt, any information that has not been explicitly put in the public domain by the employer or its client or any government authority is to be considered confidential information. This clause is applicable in perpetuity and has no expiry period.

3. Intellectual Property Rights

Any process, strategy, solution, drawing, design, copyright, patent, trademark or the like developed by you in the course of your employment with the company shall be the sole property of the company. Any modification or amendment to such process, strategy, solution, drawing, design, copyright, patent, and trademark shall also always be the sole property of the company. In case the company at any time applies for the registration of such process, strategy, solution, drawing, design, copyright, patent, trademark, you shall extend your full support and cooperation for the same.

Channelplay Limited

4. Probation Period

You will be on probation for a period as mentioned on the Offer letter starting from the date of your joining. Upon satisfactory completion of probation period, your services will stand confirmed, subject to a formal written approval from the authorized representative of the company. Your probation period may be extended for such period as may be deemed fit by the management of the company and such extension, if any, shall be binding upon you. During the probation period, either party may terminate this employment by serving a written notice period as indicated on the Offer letter as well.

5. Compensation & Reimbursement of Expenses

During the tenure of your employment the company shall pay you a salary as described in **Annexure-1**. Your compensation package may be revised periodically based upon your performance review. The compensation package is strictly confidential.

You may be paid a performance linked variable pay, or incentive, if and as mentioned in your Offer letter. The variable pay may be paid partially or fully depending on your achievement of the performance criteria defined by management and duly communicated in writing or through a software system. No variable pay is payable if no performance criteria are defined, and variable pay is only payable if you serve the full length of the period for which the performance criteria are defined.

You understand and accept that your physical presence is an essential precondition to your employment as your work cannot be virtually delivered and hence in case you are unable to be physically present at your deployed establishment(s) due to any force majeure event including but not limited to a government ordered lockdown or closure of the establishment(s) you are deployed at; you will consider that the essential pre-condition to your employment is vitiated and hence you shall not claim wages or any statutory dues which may legally accrue, for that period during which you are not able to be physically present at work.

Any tax or similar levy related to remuneration payable to you is your liability. The company will deduct Tax at Source as per applicable regulations.

Eligible expenses incurred by you in the course of carrying out your duties as employee of the company shall be reimbursed by the company by way of an expense reimbursement policy and procedure of the company. It should be clearly understood that the policy entitlement is strictly for actual expenses incurred and is not a source of additional income for you.

6. Deputation, Transfer and Relocation

The company may, at its discretion, depute you to any subsidiaries of the company or to any subsidiaries of the holding company of the company or transfer you to or from any of the company's departments, branches or locations to another department, branch or location.

7. Retirement or Offer Expiry

You will retire from the employment of the company at the end of the month in which you attain 60 years of age unless an extension is provided by the company in writing. The company does not provide any retirement benefits.

Channelplay Limited

If an end date has been mentioned in your Offer letter, unless an extension is provided in writing, you will automatically stand relieved on such date subject to satisfactory completion of your duties and obligations upon discharge from company as mentioned elsewhere in this document.

8. Resignation

You shall have the right to resign from the company by giving written notice and subsequently serving the applicable notice period mentioned in your Offer letter. The company reserves the right to not provide waivers to the notice period except when force majeure circumstances make serving of such notice period impossible or too difficult. A waiver, if provided, would be against you reimbursing the company for an amount equivalent to your remuneration for the notice period not served. The company does not allow the use of earned & casual leaves, if any, against the notice period. If you avail any earned leaves during your notice period, your last working day shall accordingly get extended by the number of days of earned leaves availed by you during such period. Failure to serve the applicable notice period would be considered a violation of your employment terms.

Your relieving from the company will be subject to complete and formal handover of all assignments, proper transitioning and knowledge transfer.

9. Termination

The company shall have the right to terminate your employment at any time by giving a written notice and providing you the applicable notice period mentioned in your Offer letter.

Termination due to Ethical/Moral Breaches or Disciplinary issues

The company shall have the right to immediately terminate your employment without liability for compensation/salary or damages upon the happening of any the following events:

1. If the employee is found to have provided any incorrect or misleading information during the interview or joining process.
2. If a background check reveals any past unprofessional, unethical, or immoral behaviour or material inconsistencies in the information provided to the company.
3. If the employee is convicted of any criminal offense other than an offense which is reasonable for waiver in the opinion of the company.
4. If the employee discloses any information, data, trade secrets which are not to be disclosed as mentioned in confidentiality clause of your Offer letter.
5. If the employee makes any remarks of indecent or threatening nature or spreads/participates in rumors which make the working environment unhealthy for a co-worker or disrupts the normal work of the company.
6. If the employee harasses or discriminate against any co-worker on the grounds of gender, religion, caste, sexual orientation or other such matters.
7. If the employee demonstrates insolence, impertinence, rudeness or misbehavior towards any colleague, client, visitor or public servant inside the work premises or outside where such act relates to employment.
8. If the employee deliberately makes a false complaint or report against any employee.
9. Carrying or being in possession of any weapon or narcotics or other prohibited substances inside the work premises.
10. If the employee is found under the influence of alcohol or narcotic substances while at duty.

Channelplay Limited

11. If the employee is found guilty of stealing, misusing or misappropriating company's property or funds including submitting fake bills for reimbursement claim.
12. If the employee undertakes a financial transaction on behalf of the company or its clients for which they have not been explicitly authorized in writing.
13. Misconduct or willful neglect in the discharge of duties. Habitual absence from work without leave, habitual late attendance or leaving of work before the scheduled time, habitual inefficiency, carelessness and defective work causing quality or quantity of work to suffer.
14. If the employee fails to obey authorized and reasonable instructions of supervisor or company's authorized representative or fails to follow norms/rules as per the company's policies communicated to them on joining or any changes/amendments in rules given in writing from time to time.
15. If the employee does any act or omission by virtue of which the company suffers a reasonably avoidable loss in the business.
16. If the employee remains absent from duty for more than 5 days without any intimation or approved leave.
17. If the employee strikes work or incites others to strike work in contravention of the provisions of any law. The term "striking work" includes work-to-rule, sit-down and / or stay-in strike, pen-down strike and sympathetic strike.
18. If the employee is part of an activity or makes a statement to any person or in public which is prejudicial to the interest of the company.

Termination due to Poor Performance

The company shall have the right to terminate the employee by providing the applicable Notice Period or Compensation in lieu of the Notice Period if the employee is unable to perform his/her duties at the expected level of performance.

Termination due to Business Exigencies

The company shall have the right to terminate the employee by providing Notice Period or equivalent compensation in lieu thereof, if:

1. The post on which the employee was designated no longer exists in the company due to business exigencies.
2. The company decides for any other reason that the employee's employment with the company is no longer required.
3. If a force majeure event renders you unable to perform your services, or renders the company unable to continue to employ you.

Termination due to Medical Reasons

The company shall have the right to initiate terminate the employee by providing Notice Period or equivalent compensation in lieu thereof, if the employee is declared unfit on medical grounds to continue his/her services with the organization for the foreseeable future.

10. Duties and Obligations upon Discharge from Company

You shall, on or before the last date of your employment with the company, hand over all the assets, furniture, fixtures, documents, vehicles, immovable properties etc. of the company in good shape and condition to the authorized person of the company on or before your last date at the

Channelplay Limited

company and obtain clearance certificate for the same. Failing in compliance of the above, the value of the non-returned materials shall be adjusted against any dues outstanding towards the employee and the employee will be liable to pay back to company any amount unrecoverable through outstanding dues.

If you have access to any information belonging to the company or its clients, vendors and partners, you must return all copies of such information and delete and destroy all copies that cannot be returned and should cease from accessing any facilities or software systems that may provide such access in the future.

11. Non-Compete & Non-Solicitation

You shall not at any time during the term of this Offer letter or for a period of one year from the date of discharge from Channelplay:

1. Set up a business of your own in competition with the company and will not pose as a competitor to the company.
2. Solicit business from clients or customers that you were engaged with in service of the company.
3. Hire/offer/persuade a colleague employed with the company to join your new place of employment.

12. Breach of Contract Agreement and Terms

If you are in breach of any terms of this agreement either during the employment or after the employment for a period as specified in respective clauses, the company will pursue all legal remedies for punitive action and to recover from you any damages caused due to the breach of this agreement.

13. Liability

You shall be liable to compensate to the company for the entire loss suffered as to its business and goodwill in the event of the following circumstances:

1. In the event of your indulging in such activities or giving such undertaking or making a statement to a person or in public that is prejudicial to the interest of the company.
2. Exercising the powers possessed by you, by virtue of your holding the position of employment with the company, for your personal profits or gains to the detriment of the company's interest.
3. In the event of stealing, misusing or misappropriating company's property or funds.
4. In the event of your incurring expenses or causing the company to incur expenses which are outside of explicitly defined policy or in violation of defined company procedure as may be informed through training programs or announcements circulated from time to time.
5. In the event you solicit any of the company's employees for terminating their employment with the company or for disclosing the company trade secrets to you or to any third party.
6. In the event you disclose any information, data, trade secrets which are not to be disclosed as mentioned in confidentiality clause of this Offer letter, then you shall be liable to pay any damages relating to disclosure from you as claimed by the employer or any third party on and upon the company.

Channelplay Limited

14. Dispute or Disagreement

In the event of any dispute or disagreement arising from this agreement or over the interpretation of any of the terms here in above contained or any claim or liability of any party, the same shall be referred to an Arbitrator to be appointed by the Managing Director of the company, whose decision shall be final and binding upon the parties hereto. Such reference shall be deemed to be a submission to arbitration under the Indian Arbitration & Conciliation Act, 1996 of any modification or reenactments thereof. The place of arbitration shall be Gurgaon.

15. Effect of Partial Invalidity

The invalidity of any portion of the terms mentioned herein will not and shall not be deemed to affect the validity of any other terms/provision. In the event that any terms/ provision is held to be invalid, the parties agree that the remaining terms/ provisions shall be deemed to be in full force and effect as if they had been executed by both parties subsequent to the exclusion of the invalid term/ provision.

I have read and understood all the terms and conditions mentioned in this Annexure 2 to Offer Letter and accept the same.

Signature:

Name:

Date:

Channelplay Limited

📍 800, Udyog Vihar, Phase - V, Gurugram, Haryana - 122016
✉ contact@channelplay.in 👤 hr-helpdesk@channelplay.in
☎ + 91 124 - 4720100

CIN: U74140HR2007PLC073730
🌐 www.channelplay.in



Jnana Vaahini Shikshana Samsthe, Mysore (R.)

ಮೈಸೂರ್ ಕಾಲೇಜ್ ಆಫ್ ಇಂಜಿನಿಯರಿಂಗ್ ಅಂಡ್ ಮ್ಯಾನೇಜ್‌ಮೆಂಟ್
Mysore College of Engineering and Management

(Approved by AICTE & Affiliated to VTU, Belagavi)

Ref No. MyCEM/APPT/104/2023

Date:24-05-2023

To,

Mr. Ravi Kumar D
Mogarahalli,
Mandya.

APPOINTMENT LETTER

Sub: Appointment for the post of Assistant Professor. Reg..

With reference to the interview held on 23rd May 2023, on the recommendation of interview committee, we wish to inform you that you have been appointed for the post of Assistant Professor in the Department of Mathematics at MyCEM, Mysore and Basic scale of Rs. 15,600/- with additional emoluments of Rs. 2,400/- on terms and conditions as detailed below:

Terms & Conditions

You should report for duty to the Principal MyCEM-Mysore, within 7 days of the receipt of this order.

- You are entitled to the salary from the day you report for duty to the Principal.
- You should produce all original certificates for verification (by competent authority) related to:
 - ❖ Proof of Date of Birth
 - ❖ Educational Qualifications
 - ❖ Reserved Category if any
 - ❖ Achievements
 - ❖ Experience Certificate and Relieving order from the previous employer
- You may be required to work beyond working hours and also in holidays as required in case of necessities like Auditing time and emergencies.
- You should not abstain from your work without prior notice and sanction by the competent authority.

Contd..

www.mycem.edu



STUDIENBESCHEINIGUNG (auch verwendbar nach § 9 BAföG) /

Certificate of Enrolment (also serves as a confirmation according to § 9 of the Federal Training Assistance Act)

Gültig vom / Valid from (dd.mm.yyyy): 01.04.2024 – 30.09.2024

Matrikelnummer / Student ID number: 224100306
Nachname (Geburtsname) / Surname (birth name): Ramesh
Vorname(n) / Given name(s): Asha
Geburtsdatum/ -ort / Date/ Place of birth (dd.mm.yyyy): 10.12.2001 in Srirampura, Karnataka

ist ordnungsgemäß im Sommersemester 2024 an der Universität Rostock immatrikuliert./ is duly enrolled at the University of Rostock in the Sommersemester 2024.

Angestrebter Abschluss / Desired degree	Studiengang / Degree course	Studienform ¹ / Form of study ¹	Fachsemester / RZ ² / Subject semester Sps ²
Master	Physik	konsekutiver Masterstudiengang	1 4

Hörerstatus / Type of student: Hauptthörer / full time student

Erstmalige Einschreibung an einer Hochschule /
First-time enrolment at a university: Sommersemester 2020 / summer term 2020

Immatrikulationsdatum an der Universität Rostock /
Enrolment date at University of Rostock (dd.mm.yyyy): 12.03.2024

Hochschulsemester / Semesters at a German university: 1

Urlaubssemester an der Universität Rostock /
Semesters on leave of absence at University of Rostock: 0

Vorlesungszeitraum / Lecture period (dd.mm.yyyy): 08.04.2024 – 19.07.2024

Diese Bescheinigung wurde am 20. März 2024 maschinell erstellt und ist ohne Unterschrift und Stempel gültig. Bitte als Nachweis für Ihr Studium aufbewahren. Zusätze und Änderungen bedürfen der ausdrücklichen Bestätigung durch das Studierendensekretariat. / This certificate was created on 20 March 2024 and is valid without signature and stamp. Please keep this certificate as a reference of your studies. Additions and changes require the explicit confirmation of the Students' Office.

Verifikations-Nr/Verification no.: WPUmWpJjFM2J

Zur Verifikation dieser Bescheinigung wählen Sie bitte folgende Webadresse an/Please visit the following website to verify this certificate:
https://campus.uni-rostock.de/qisserver/pages/startFlow.xhtml?_flowId=verification-flow

¹ Erststudium = First undergraduate degree, Zweitstudium = Second degree, konsekutives Masterstudium = Consecutive master's degree course, Promotionsstudium = Doctoral studies, Weiterbildungsstudium = Further education course

² Eine individuelle Regelstudienzeit (RZ) ist durch das zuständige Prüfungsamt nachzuweisen. / An individual standard period of study (Sps) must be confirmed by the responsible examination office.



Ref No: JGI/APP/JPS/2023/004

9th February, 2024

Mr. Somashekar V
#114, 4th Cross
Chakranagar, Andrahalli
Viswanedam, District
Bengaluru - 560 091

Dear Mr. Somashekar,

We are glad to invite you with an offer of employment at **Jain Public School** as "**Science Teacher**".

1. Appointment:

- a. Your employment at the School shall commence on **2nd May, 2024**.
- b. The probation shall be up to one year extendable for one more year. Confirmation is at the discretion of the Management and is contingent upon factors including performance appraisals and compliance with School agreements and policies.
- c. This appointment is contingent upon successful completion of a background check that could include, but may not be limited to Education Credential Verification, Employment History (includes satisfactory conduct), Criminal History Check (includes credit & fraud) and Eligibility to work (Citizenship, VISA etc).
- d. The background verification process may take anywhere between 1 (one) month and 6 (six) months from the commencement Date. You agree to extend your full cooperation and submit all the necessary documents required during this process. The School reserves the right to end your employment (with immediate effect) if the result of background verification is not successful. You agree not to hold the School liable for any claims in connection with such verification or the report of the results thereof.
- e. You will be liable for transfer or deputation in such capacity, as the Management may from time to time determine, to any other location or Institution of the Group. You will be governed by the terms and conditions of service applicable in the new assignment.
- f. This offer will be valid up to 15th February, 2024, please note that an offer of employment doesn't in any way entitle you to the position offered or subject you to obligations whatsoever. It is only a document indicative of the mutual acceptance of the position and the broad employment terms. Management reserves the right to cancel/revoke/withdraw the offer made to you before the written confirmation from us, without providing any reasons to you.

2. Compensation:

- a. You will be paid gross salary as discussed.
- b. You will be participating in the provident benefits as applicable.
- c. The salary paid to you will be subject to deduction of tax at source as per existing tax laws.

You agree that School will not be liable to pay any additional monies other than the compensation paid to you under this clause.

Somashekar V
09/02



JSS MAHAVIDYAPEETHA
JSS COLLEGE OF ARTS, COMMERCE & SCIENCE

(An Autonomous College of University of Mysore)
Re-accredited by NAAC with 'A' grade
Recognised by UGC as "College with Potential for Excellence"
OOTY ROAD, MYSORE - 570 025, KARNATAKA



☎ 0821-2548236 & 2548380 Fax: 0821-2548238 E-mail: jssautonomous@gmail.com

To whomsoever it may concern

This is to certify that, following Identification cards are issued by the employers of the respective candidates and they were students of our college during the academic year 2021-22 and 2022-23.


PRINCIPAL
JSS College of Arts, Commerce & Science
Ooty Road, MYSURU-25



NISARGA N S

EMP ID NO : TNL21941250

BLOOD GROUP : A +

EMERGENCY NO : 8197928321

This is a Virtual ID Card
www.byjus.com

BYJU'S (Think & Learn Pvt. Ltd)
2nd Floor, Tower D
IBC Knowledge Park
Bannerghatta Main Road
Bengaluru 560029

- Present virtual ID on request to authorities
- This ID Card is invalid after the End of Employment

Authorised Signatory

This is a Virtual ID Card

M.H.Group's
M.H.Group of Institutions.
 M.H. Campus, Ramanagara - 562159.
 Ph.: 080-29782244, 29782255
 E-mail : mhInstitutions@yahoo.in



MHGIS MHGIS MHGIS




NIVEDITHA R

Designation : Teacher
 Department : M H N P E S
 D.O.B : 09-Mar-1999
 Contact : 9686803939


Address :
 Lakshmipura,
 Kootagal(H),
 Ramanagara-562159.

Chairman

M.H.Group's
M.H.B.Ed.COLLEGE
 M.H. Campus, Ramanagara - 562159
 -080-29782244, 29782255
 Email: mhInstitutions@yahoo.in



MHBEd MHBEd MHBEd



NIVEDITHA R

Course. : B Ed (2019-25)
 D.O.B : 09-Mar-1999
 Father : RAVINDRA
 Phone : 9686803939
 Address : LAKSHMIPURA V & P,
 KOOTGAL HOBLI,
 RAMANAGARA TALUK - 561201

Principal



 **Somerset**
Therapeutics Limited



SHIVANI R.
MICROBIOLOGY
Employee ID: 20241026

Somerset
Therapeutics Limited

Somerset
Therapeutics Limited

Somerset
Therapeutics Limited

Somerset
Therapeutics Limited



STAFF ID CARD

HEMANTH S P

Teacher



GEETANJALI OLYMPIAD SCHOOL

Sy. No. 77/7, Panathur Village, Behind Cessna Tech Park,
Bengaluru-560103 Contact No: 08123155559

CBSE / AFF / 830576



STAFF ID CARD

MEGHANA P YADAV

Teacher



GEETANJALI OLYMPIAD SCHOOL

Sy. No. 77/7, Panathur Village, Behind Coosa Tech Park,
Bengaluru-560103 Contact No: 08123199999

CBSE / AFF / 830576