

averse to the best interests of the Company, as determined by the Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

- a) During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties (with which the Company has any dealings), which are private, business sensitive, confidential and/or proprietary (together, "Confidential Information"). You are obliged to keep this Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
- b) Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such a breach. The obligations imposed upon you under this clause 4 will survive even after cessation of your employment with the Company.
- c) You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
- d) You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
- e) You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, suppliers or any third parties.
- f) You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
- g) The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,

- a) you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
- b) you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
- c) you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
- d) you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
- e) you acknowledge and agree that the Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory

Handwritten signature
16/1/23

bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a) The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be communicated to you.

b) The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in accordance with any applicable laws currently in place. Any changes to be made to the above work timing or days shall be made by the Company at its sole discretion and notified to you in advance.

c) The Company may also require you to work on a shift basis. The shifts may be scheduled across 24 hours a day, 7 days a week and 365 days a year. Shift timing may change from time to time as per any Company policy, and will be communicated to you in advance.

d) Your working hours shall be monitored by the Company through appropriate systems and processes, as updated from time to time. You are expected to comply with these processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference checks in line with Company policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to a satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, if your background verification report is found to be unfavorable or unsuccessful after you join the Company, the Company reserves the right to terminate your employment.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

- i. IP Assignment Agreement
- ii. Code of Business Ethics
- iii. Acceptable Use Policy and Social Media Policy
- iv. Dress Code Policy

Additionally, you will be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and that are not specifically mentioned in this Agreement. The applicable rules/processes/procedures/policies are available on the Company's intranet and you are expected to go through them carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines or processes, please reach out to your HR talent manager. It is your responsibility stay informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules,

Handwritten signature
16/1/23

processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

- a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
- b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity (ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the Company;
- c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and
- d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to client needs, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/training and up-skilling opportunities. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class

Handwritten signature
16/1/23

services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of three (3) days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period.

You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from employment with the Company, the Company may at its sole discretion allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.

b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, embezzlement, misappropriation, misuse or causing damage to the Company's assets/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company
- Violation of non-disparagement obligations
- Conduct regarded by the Company as prejudicial to its own interests or to the interests of its client

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation/International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Accepted
6/1/23

Clauses 4, 5, 9 and 11 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make our best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

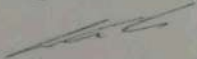
This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by the Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning the Company, its affiliates and their employees, contractors or clients without the Company's prior written consent, and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of the Company and its affiliates and their employees, contractors or clients.

This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof. You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.

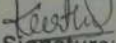
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited

Keerthana Urs B J


Shibu Balakrishnan
AVP – HR

I have read, understood and accept the above-mentioned terms.


Signature:

Date: 16/01/2023.



PRIVATE AND CONFIDENTIAL

Reference No. - 1384388423

Applicant ID - 5410741

17-Dec-2022

Raghu V

Dear Raghu,

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

Please find enclosed the job offer letter.

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

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

E-Mail Address : icicicareers@icicibank.com

Telephone No. : 022-71872500

Yours sincerely,

ICICI Bank HR Team

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

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.



PRIVATE AND CONFIDENTIAL

Reference No. - 1384388423

Applicant ID - 5410741

17-Dec-2022

Raghu V

Dear Raghu,

We are pleased to make you an offer of appointment as Senior Officer in ICICI Bank. You will be placed in Branch Banking Dept at BENGALURU-HOPE FARM_BRANCH. Please note that your appointment is subject to your successful completion of the Post Graduate Program in Relationship Management.

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

The following are the terms and conditions of the appointment.

Commencement/Term:

- a) You shall be required to join the Bank on or before 21-Dec-2022.
- b) You will be on probation for a period of one year or such extended period as may be decided by the Bank based on your performance during the probation period.
- c) On satisfactory completion of your probation period, including that of extended period, if any, you will be confirmed in the services of the Bank in writing.

Other Terms and Conditions of Service:

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

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

Tel.: (91-22) 2653 1414
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CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.

Reference No. - 1384388423

Raghu V

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

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

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

Reference No. - 1384388423

Raghu V

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



:4:

Reference No. - 1384388423

Raghu V

• **General:**

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

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

Yours sincerely,

SUNEETHA VENKATA
HR MANAGER

Digitally signed by G V SUNEETHA DEVI
Date: 2022.12.17 11:21:07 +05:30
Reason: Offer Letter
Location: Mumbai

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

Signature of Applicant

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

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.

:5:

Reference No. - 1384388423

Raghu V

Annexure:

Remuneration:

- Your Base Salary will be Rs. 96,000/- (Rupees Ninety Six Thousand only) per annum.
- You will eligible for the Performance Linked Retention Pay, as per the policy of the Bank. Please note that there is no guaranteed performance bonus, subject to however provisions of the Payment of Bonus Act 1965, wherever applicable. The performance linked Retention pay would be payable to an employee only if the employee on the day of payout is on the rolls of the bank and he/she has not resigned and / or is not serving notice period.

Supplementary Allowances:

- You will be eligible for a Supplementary Allowance of Rs. 85,008/- (Rupees Eighty Five Thousand Eight only) per annum. Supplementary allowance will include – Conveyance / Travel Allowance, LTA, Medical Reimbursement, Canteen and any other allowance. All the components of supplementary allowance are subject to limits and rules prescribed by Income tax act and policies of the bank.
- You will be eligible for HRA of Rs. 48,000/- (Rupees Forty Eight Thousand only) per annum.
- The composition of supplementary allowance can be decided once in a year. The unexercised amount of the supplementary allowance will be paid to the employee subject to deduction of tax at source.

Superannuation Allowances:

- You will be eligible for a Superannuation Allowance of Rs. 14,400/- (Rupees Fourteen Thousand Four Hundred only) per annum.



:6:

Reference No. - 1384388423

Raghu V

Benefits:

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

Digitally signed by G V SUNEETHA
DEVI
Date: 2022.12.17 11:21:07 +05:30
Reason: Offer Letter
Location: Mumbai

Signature of Applicant

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

Tel.: (91-22) 2653 1414
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Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.



JOINING FORMALITIES

The process to join the Bank is by way of completing the online joining formalities. You are required to complete the online joining formalities within 5 days from the date of accepting offer letter. Please note that completion of online joining formalities is a mandatory process.

The login credentials are provided below:

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

Username: Registered email id or Applicant id

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

Following documents (Photocopies) are required to be uploaded:

- 1) Self-attested copies of educational certificates and marksheets (Xth/XIIth/ Graduation/ Post graduation)
- 2) Work Experience Document
 - b. Resignation accepted letter from current organisation
 - c. Relieving letter from two previous employers or companies worked in last five years whichever is higher
- 3) Passport size Photograph (against Red background)
- 4) Address proof (Passport/Voter id/Ration card)
- 5) PAN Card

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Vadodara 390 007, India.



Remuneration Details

Name: Raghu V

Position: **Senior** Officer

Group: RETAIL BANKING GROUP

	Senior Officer	
	Monthly	Annual
Basic	8,000	96,000
HRA	4,000	48,000
Supplementary Allowance*	7,084	85,008
Superannuation Allowance **	1,200	14,400
Total	20,284	2,43,408
Retirals		
Retirals (PF, Gratuity) ***	2,466	29,592
Total Fixed	22,750	2,73,000
Performance Linked Retention Pay#	2,167	26,004
Total CTC	24,917	2,99,004

* Supplementary allowance will include, Conveyance / Travel allowance, LTA, Medical, Canteen and any other allowance

*** You will be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity, in accordance with the statutory requirements and/or, as per Bank policy.

#Please note that there is no guaranteed performance linked retention pay, subject to however provisions of the payment of Bonus Act 1965, wherever applicable.

Digitally signed by G V SUNEETHA DEVI

Date: 2022.12.17 11:21:08 +05:30

Reason: Offer Letter

Location: Mumbai

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
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Vadodara 390 007, India.



Date: 28 Oct 2023

Letter Of Intent

Dear H K L Karuna

As per your Request / Application we are pleased to offer you a position of Business Associate, Operations at our Altruist Technologies Pvt. Ltd HGS chambers, Behind RNS MOTORS, opp Narayan E-tech school, Garvebhavipalya busstop, Hosur Rd, Bengaluru, Karnataka office.

This training position is for a term beginning 28 Oct 2023 (Airtel_Bangalore Chambers_Titanium Black) subject to the condition that if the process for any reason is dissolved/transferred/terminated, your association will be restricted to that period.

You will be eligible for INR.400/- Per Day for your initial process training. The payout eligibility is subject to successful process training accreditation.

Upon successful completion of initial process of Training/Client Evaluation objectives, you will be considered for a job based training to get better understanding of processes on the job and work floor. After completing accreditation your monthly Apprenticeship will be paid as INR.17880/-, which shall be payable to you for the number of remaining days in the month. Being a trainee you will not be eligible for statutory benefits available to regular employees.

Variable Bonus will be paid as INR. 2000/- (Monthly)

By accepting this offer you agree that you:

Intend to successfully complete the training program and stay in the position for a period of time equal to, or greater than the length of the training program; Understand that lack of success at any stage of the training program, or lack of acceptance into a required position due to an inability to meet the minimum requirements may be a reason for removal from the position and you will not be eligible for any compensation pay out (stipend/salary); and Will take responsibility for gaining the skills required for the target position, participate in ongoing planning and evaluation of your training plan, actively participate in completing your appraisals and setting your objectives, discuss and resolve problems with your Trainer/ Supervisor as they arise

Please bring the following to the start of your session as informed by the Human Resource Department:

1. Birth certificate / Leaving Certificate.
2. Matriculation certificate / graduation certificate.
3. Residential proof (Aadhar Card/ Voter ID card, Rent/Lease deed etc.).
4. Experience Letter.
5. 6 Passport size photograph.

Also, a list of additional documents related to your employment will be shared/mailed to you. Please ensure to bring the documents as requested at the start of the session, failing which you may not be eligible to attend the training programme.

Sincerely,

A handwritten signature in blue ink, appearing to be 'HKL Karuna'.

Authorized Signatory

I accept the offer on the terms and conditions outlined.

Date: 28 Oct 2023

Signature



Altruist Technologies Private Limited
Registered Office : Plot No. 2, Sector-22, HSIIDC IT Park,
Panchkula, Haryana - 134109, India



UNDERTAKING for WFH Infrastructure

1. I will consistently meet all of my performance targets and deliverables, as required by the Company, the Client or my Supervisor, Manager or Team Leader.
2. I will strictly follow my normal/regular work schedule while working from home. For this purpose, I shall inform my Supervisor, Team Leader or Manager of the commencement as well as the end of my shift every day. Any exception or deviation from this may only be made with the prior written conformity of Human Resources (HR).
3. I will personally report to the Company whenever my presence/attendance is necessary or required therein.
4. I understand that while working remotely that I am responsible for maintaining a safe working environment and will immediately report any work-related injury that I may suffer during the course of my work day.
5. I will use my personal or company provided laptops or desktops only with a secure, fast and reliable Internet connection.
6. I will not use public or common Wi-Fi networks for any work-related communication or email.
7. I will only use a licensed Operating System (OS) and latest AV for my work laptop or desktop, the amount of which, if any, shall be solely borne by me.
8. I will keep my work laptop or desktop updated with the latest Antivirus and Patches.
9. I will observe strict confidentiality over all work-related communication and information I process or receive while working from home.
10. I will use Company webmail only for official work-related communication and never for my personal use.
11. I will not circulate any personal, spam or chain mails using my official mail ID or the Company webmail.
12. I will not copy or retain any client or company data in any local or personal storage devices such as, but not limited to, USB, Personal Hard disk, compact-disk, memory card.
13. I will not browse suspicious websites or click on suspicious links / mail attachments which may lead to loss, modification or corruption of the data in the laptop or desktop I am using for work.
14. I will immediately delete any company or client data which I have obtained in connection with or in furtherance of my work once the purpose thereof has been completed.
15. I will ensure that my work laptop or desktop is locked when not in use and is always kept in a secured area.
16. I will only access company or Client data from a secured work place and not in a public area.
17. I will not divulge, share, print, reproduce or send to unauthorized persons any Company, Client or work-related communication or information which I may have had access to or obtained while working from home. I will hold such information under the strictest confidence. Should any such confidential information be divulged to unauthorized persons, whether directly or indirectly, intentional or by negligence, I shall immediately inform the Company of the same.





18. I will continuously and faithfully abide by company's Acceptable Usage Policy, Data Protection and Privacy Policies, Code of Conduct and such other Rules, Regulations and Policies which the Company may issue from time to time.

19. I understand that any breach of this Undertaking, the terms and conditions of my "Work From Home" arrangement, my Employment Contract, the Company's Code of Conduct, and all other Company Policies, Rules and Regulations shall be a ground for the termination of this "Work From Home" arrangement, without prejudice to such disciplinary action/s which the Company may impose upon me.

20. I will hold the Company free and harmless from any and all liabilities, damages and causes of action which may arise from a breach of this Undertaking or from my unsafe, irresponsible, illegal, unauthorized or unsecure use of Company webmail or work-related information.

21. I understand and specifically acknowledge that all relevant work related policies and instructions of the Company will be applicable to me while working from home, with necessary changes / modifications to them, and I will strictly abide by them throughout this period.

22. In case I am required to use personal device for work purposes, I will nonetheless follow all the points given in this undertaking.

23. I also acknowledge that I will take due care of the technology hardware provided to me such as laptop/ desktop/Wi-Fi dongles/data card. Any damage or loss of these hardware provided to me, till I return back in the condition I received, will be charged back to me, as per my earlier signed undertaking.

24. I acknowledge that I have read and fully understood the contents as well as effects of this Undertaking.

Signature of the Trainee

Name: H K L Karuna

Date: 28 Oct 2023



Altruist Technologies Private Limited
Registered Office : Plot No. 2, Sector-22, HSIIDC IT Park,
Panchkula, Haryana - 134109, India



Undertaking by Trainee for Pre - Job Training

I hereby agree to attend and undergo a Pre - Job Training as per your letter of intent dated 28 Oct 2023 with Altruist Technologies Private Limited for my grooming my skill and competency enhancement for a period of 3 months which I understand that it being a necessary requirement prior to become an employee of the company. I very well understand and also undertake to attend the training for 6 days a week for 9 hours every day.

I have also been explained that the Company will designate a "Trainer" to train, mentor and monitor my performance on Training. The Trainer shall be the primary point of contact for me.

I will observe and practice complete discipline , sincerity , dedication , honesty and faithfulness during training period and management shall have liberty to end up my training if I am found unsuitable for any reason whatsoever or misconduct myself or could not learn during training as per the satisfaction of the trainer.

Signature of the Trainee

Name: H K L Karuna

Date: 28 Oct 2023





NEW HIRE UNDERTAKING

1. 24x7 Flexibility: I am aware that Altruist Technologies Private Limited. operates in a 24x7/365 environment. I am expected to be flexible and open to any shift timings as decided by the organization. I have not been committed any specific shift hours/timings by the organization.
2. Internal Transfers: I understand that based on business requirements or other reasons, I may be re-aligned/transferred to a different process or department than the one committed during the interview, wherein my salary may undergo a review/change (increase or decrease).
3. Leaves During Training Period: I understand that I will be expected to go through training for a continuous period of days (as per the process's requirements) after joining the company.
The company expects me to be present throughout the training period. I understand that no leaves would be granted to me during the training period.
My services may be discontinued without any notice in case of un-authorized absence due to any reason.
All absence during training will be treated as Leave Without Pay (LWP).
4. Reference Check: My appointment is subject to a positive reference check and in case found contrary, the company reserves the right to review my employment in the organization.
5. Medical Fitness: I hereby confirm my understanding of the job role being offered at Altruist Technologies Private Limited. and am medically fit to comfortably deliver on the said role.
6. Transport: No transport is provided during regular working hours. In case of business requirements; you will be provided with one sided pick-up or drop (Between 11 PM to 5 AM>)based on companies discretion.
7. Training Period: The training period differs from process to process; I will be intimated about the number of days of training from my trainer on day 1 of my joining the organization.
8. Discipline & Code of Conduct: I will be given a formal induction on the date of joining the organization, educated about the policies and procedures that are followed in the organization. Any misconduct or instance proving non-adherence, against the conduct of the organization will be dealt with strictly by the organization.
9. Joining Documents: I have been informed about the documents I am required to submit on day 1 of my joining the organization. Any delay beyond the third (3rd) day of my joining will result in formal warnings/termination or non-disbursement of my salary.
10. Integrity In The Workplace: I will not, directly or indirectly, be party to any form of fraud, integrity or malpractice within the company and/or my process, that will bring about disrepute to my organization, my team and/or my client(s). Some examples of process fraud/malpractice in the workplace are call voidance towards a customer, call disconnections, wrong and deliberate activations/de-activation of packs etc., all of which will lead me to be dealt with the strictest form of disciplinary step, by the organization, including termination.

Signature of the Trainee

Name: H K L Karuna
Date: 28 Oct 2023



Altruist Technologies Private Limited
Registered Office : Plot No. 2, Sector-22, HSIIDC IT Park,
Panchkula, Haryana - 134109, India



11. Notice Period: I understand that in n case of resignation/separation, I need to give a prior notice to the organization. In case of my tenure with the organization is less than or equal to 6 months than I need to give a prior notice of 15 Days and 30 days in case of my Tenure with organization is greater than 6 months. Also, Altruist shall have the right to terminate this appointment in the event that the business process in which you are associated is terminated by the Client. Should the business ramp down by client without notice or less than one month notice, the ramp down notice period that the client announces, will be the notice period for the employee.

12. Absconding Process: Absence for a continuous period of Three days without prior approval of your superior, (including overstay of leave / training), would be treated as abandonment of service.

13. Incentive Payout: Any Incentives paid by the client will be released once it is received by Altruist. This is a voluntary scheme offered by the Client, which is subject to change including withdrawal at any time without any notice. If 15th of the month is a holiday/leave/WOFF then the amount may be credited on next working day based on the respective approvals received.

14. "I acknowledge that I will be liable for strict action even up-to separation should I be party to, or responsible for, the creation or distribution over social media of any digital content - soft media or written - that damages the reputation or credibility of either Altruist or its Client organizations in any way."

Signature of the Trainee

Name: H K L Karuna
Date: 28 Oct 2023



Altruist Technologies Private Limited
Registered Office : Plot No. 2, Sector-22, HSIIDC IT Park,
Panchkula, Haryana - 134109, India



ALTRUIST TECHNOLOGIES PRIVATE LIMITED- THIRD PARTY DOWNLOAD POLICY

Purpose

This downloads and executables policy of Altruist Technologies Private Limited and associate companies has been established to set guidelines in an effort to clarify the type and nature of files that employees are allowed to download from third-party sources into their local computers, although it would be impossible to name every executable or download file in this policy.

Scope

This policy is applicable to all the users of Altruist Technologies Private Limited and associate companies. Users should adhere to these broad guidelines:-

- A. The download is from a reputable source.
- B. The file does not subject the company in potential liability.
- C. The application, tool, or template has been approved by IT Department.

Policy Guidelines

The following is a list of files that employees can download into their local machine.

1. Skype- Since the company has a set 1M Policy, Skype is the approved instant Messaging/Voice Communication application. As with all 1M application, users are encouraged to keep personal messaging/communication within reasonable levels.
2. WinZip - Employees who e-mail large files to clients and vendors are encouraged to use WinZip, a compression utility. Ask IT department if you do not have this installed on your Computer.
3. Ad-ware- As employees may unwittingly download 'adware' into their local machines, applications such as Ad-ware and Spy hot, which scans a user's system for 'adware' are allowed. Please note that some useful proprietary applications on the company network are seen as adware by this and other similar applications. Contact the IT department if you have questions about this kind of application.
4. Adobe Acrobat Reader- Download of this free Reader is permitted for viewing files received in PDF format.
5. E-Book applications- This includes Microsoft Reader, Palm Reader, and other third-party applications that allow users to download work related texts onto their local machines.

Prohibited downloads

The following downloads are not allowed on company computer resources unless approved by IT Department,

1. Instant Messenger- It is prohibited to use any other application other than Skype. 1M applications such as MSN Messenger, Yahoo! Messenger, Rediff mail Messengers, AOL. Etc. are not allowed.
2. Online Music and Games- Since games and music provide no benefit to our organisation and have a tendency to affect productivity, they are not allowed on company machines. Team members are not allowed to use any web based applications/tools to listen to music and view streaming media on their work station.
3. Peer to peer file sharing- Peer to peer file sharing applications have come under scrutiny in recent years for their ability to allow users to share copyrighted material and for the network resources that they consume. Hence all peer-in-peer file sharing applications are not permitted. These could include ones such as Kazaa, iMesh, Morpheus, WinMX, LimeWire, Grosster, BearShare.
4. Personal Firewalls- While security is an issue that every employee can help manage; IT department does not allow the use of personal firewalls such as Zone Alarm or others on our computers.
5. Third party screen saver or wallpaper- It is possible that some of our team members might use Screen Savers or Wall Papers that might be deemed offensive. Employees will use the default screen savers and default Windows Wallpapers available on their computers.





Exceptions

Exceptions as allowed by Director.

Authority

The issuing authority is Head-IT

ALTRUIST TECHNOLOGIES PRIVATE LIMITED- EMPLOYEE ELECTRONIC MAIL (EMAIL) AND MESSAGING USE

Abstract- The purpose of this policy is to ensure proper and efficient use of the Altruist Technologies Private Limited mail and messaging systems by the employees including those of associate companies, with the rapidly changing nature of electronic media, and the "netiquette" which is developing among users of external on-line services and the Internet, this policy cannot lay down rules to cover every possible situation. Instead, it expresses the company's Philosophy and sets forth general principles to be applied to use of electronic Mail and messaging services.

Definition - Electronic Mail (E-mail) is any electronic communication between 2 or more individuals and may contain any form or combination of text, audio, video, drawings or photographic representation.

Policy

A. Electronic Mail is a tool for business communication. Users have the responsibility to use this resource in an efficient, effective, ethical, and last full manner, email communications must comply with all applicable laws, regulations and generally accepted business etiquette.

B. The primary purpose of electronic Mail is to conduct official business. Employees may occasionally use electronic Mail for individual common non political purposes on their personal time, if such use does not violate the terms and conditions of this policy or interfere with the company's business.

C. All email account maintained on the email systems are the see property of the company. Altruist Technologies Private Limited has the right to monitor any employee's E-mail account. Any unauthorized or inappropriate use discovered during such monitoring activities shall be formerly reported to the management for determination of appropriate action.

D. Users should not expect their email communications, documents, or other information to be private and should not use the email system for matter that are not intended for public disclosure. Coincidental matters, permitted by laws should be so marked and include a warning regarding accidental transmission to a third party.

E. Sending data via email is the same as sending correspondence on official memo or letterhead.

F. Use of the email system as described below is strictly prohibited. Users who received such information should not forward or respond to it, but should immediately report its receipt to their supervisor for proper disposition.

1. Knowingly or intentionally creating, publishing, transmitting, and/or exchanging messages that are inappropriate, offensive, harassing, obscene or threatening.
2. Creating or distributing email containing defamatory, false, inaccurate, abusive, threatening, racially offensive or otherwise biased, discriminatory or illegal material.
3. Viewing or distributing obscene, pornographic, profane or sexual harassment.
4. Violating laws, rules and regulations prohibiting sexual harassment.
5. Encouraging the use of controlled substances for criminal or illegal purposes.
6. Engaging in any activities for personal gain.
7. Distributing copyrighted information without permission.
8. Violating or infringing upon the right of others.
9. Conducting any non Department supported fundraising or public relation activity.
10. Exchanging proprietary information, trade secrets, or any other privilege to, confidential or sensitive information that is not authorised.





- 11C. Creating or exchanging solicitations, chain letters, and other unsolicited Email.
 - 12. Registering to non business related list servers without proper authorisation. Subscription to search a service can result in an overload of received messages directly impacting the performance of state email systems.
 - 13. Engaging in any political activity prohibited by law.
 - 14. Using the system for any illegal purpose.
- G. Users may not knowingly or wilfully create or propagate any virus, warm Trojan horse, or other destructive program code.
- H. Each user account depending on nature of function will have quote on the mailbox size. Exceeding the quota will call bouncing of individual Mail. Managing mailbox size is individual responsibility and the company is not responsible for anymails bouncing because of over size of mailbox. Regular archiving of required data is suggested and is individual responsibility.
- I. Violation of this policy may result in disciplinary or legal action.

Responsibility- Employees using the email system are deemed to have accepted the responsibilities and obligations imposed by state, and local laws and regulation as well as the companies adopted policies, procedures, standards, andguidelines.

- D. User should not pursue, obtain, exchange or distribute any unauthorised information that could cause congestion or disruption to email system such as screen savers, audio, or video clips, in violation of any licensing agreement.
- E. User shall not access another email system without authorisation from that user or that user supervisor. Users must not compromised the privacy of their password by giving it to others or exposing it to public view password should be changed ona regular basis. If a user discloses his / her password to someone else knowingly or unknowingly, then he / she will continue to be responsible for all objectionable actions happening on usage of the same.
- F. User should schedule, wherever possible, communication in tenses operative operations such as large file transfers, video download, mass emailing, and the like for off peak usage times. I have read and understood the terms and conditionsmentioned above and agree to abide by the same.

Signature of the Trainee

Name: H K L Karuna
Date: 28 Oct 2023

AGREEMENT



Altruist Technologies Private Limited
Registered Office : Plot No. 2, Sector-22, HSIIDC IT Park,
Panchkula, Haryana - 134109, India



This agreement made at on 28 Oct 2023 by Mr/Ms H K L Karuna Resident of BTM layout Hereinafter referred to as 'Service Provider' (which Expression shall, unless it be repugnant to the context or meaning thereof, B deemed to mean and include his / her agents and representatives), In favour of Altruist Technologies Private Limited a company registered under the Companies Act ,1955 having its registered office at first floor, 122, Jaina tower 1, district centre Janak puri, New Delhi-110058.(hereinafter referred to as 'the Company')

WHEREAS pursuant to the arrangement between the company and the service provider in any NORM including employment in the company or any of its associate companies, confidential information as defined below or the company may become available to the service provider.

AND WHEREAS the company desire's to prevent the unauthorised use of disclosure of such confidential information.

NO, therefore in consideration of these premises, and for other good and valuable considerations, the parties agree as follows, receipt of which is here by acknowledged:-

1. Confidential information: for the purposes of these agreement, confidential information shall mean all proprietary material exchange including but not limited to return and electronic media or verbal disclosure of information by the company, strategic and development plans, financial condition , business plans, CO- developer identities, business data, business records, customer list, project reports, market report, service provider lists, business manuals, policies and procedures, information relating to processed, technology or theories and or other information which may be disclosed by the company and other information to which the service provider may be provided access by the company or its client, or others in accordance with this agreement or which is generated as a result of or in connection with the employment of the service provider , which is generally not made available to the public.

2. Non-disclosure obligation: The service provider promises and agrees to fold the confidential information in confidence. Without limiting the generality of the foregoing , the service provider further promises and agrees to protect and save guard the confidential information against unauthorised use, publication or disclosure, not to use it except for the purpose of his / her employment, not to in anyway directly or indirectly Reveal, report, disclose, publish or transfer , or in anyway use the information except as specifically authorised by the company in accordance with this agreement not to use it to unfairly compete or obtain unfair advantages vis a vis the company in any commercial activity which may be comparable to the commercial activity contemplated by the company, and to comply with any other reasonable security measures requested in writing by the company.

3. Return of confidential information: the service provider agrees on termination or cessation of higher employment for any reason whatsoever, or upon the written Request of the company, whichever is earlier, to promptly deliver to the company, all records, notes and other written, printed or tangible materials in the possession of the service provider, embodying or pertaining to the confidential information.





4. No right to confidential information: service provider hereby agrees and acknowledges that no license, either express or implied, is hereby granted to the service provider by the company to use any entire confidential information. Service provider further agrees That all inventions, improvements, copyrightable works and designs relating to products, procedures, methods or compositions of company directly resulting from or relating to the confidential information and the right to market to use, license and franchise the confidential information or the ideas, concepts, methods or practices embodied there in shall be the exclusive property of the company and service provider has no right or title thereto.
5. Losses: service provider further agrees to indemnify The Company against any and all losses, damages, expenses and claims incurred or suffered by the company as a result of the service provider breach of this agreement.
6. No conflicting obligation: the service provider represent that he / she has not entered into and will not enter into, any agreement either written or oral in conflict herewith, this includes confidential agreement and related intellectual property from previous employer.
7. Governing law: all disputes arising out of or in connection with this agreement shall be subject to the exclusive jurisdiction of the courts of New Delhi and shall be governed by Indian law, including information technology act.
8. Entire agreement: this agreement consulate's the whole understanding by the parties about the subject matter and may not be amended or modified except in writing signed by each of the parties of this agreement.

Signed on the date and place as mentioned hereinabove

Signature of the Trainee

Name: H K L Karuna
Date: 28 Oct 2023



Altruist Technologies Private Limited
Registered Office : Plot No. 2, Sector-22, HSIIDC IT Park,
Panchkula, Haryana - 134109, India

**BE YOURSELF,
MAKE A DIFFERENCE.**



07-Jul-2023

C8082955



**For Accenture use only*

Nihar Lingaraj Yeli
Nihar Lingaraj Yeli s/o Lingaraj Yeli,#1447/1,Nehru Nagar, Byadgi (T), Haveri (D),581106 581106

Dear **Nihar**,

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**. This letter will officially confirm your annual total earning potential and terms of your employment.

Job Profile- **Junior Clinical Data Management Associate**
Management Level- **13**
Sublevel - **3**
Job Family Group-**Service Delivery**
Business Deal-**India Life Sciences R&D**

Your annual total cash compensation will be **INR 255200** and will be structured as per the attached Annexure 1 ' Compensation Details. This will continue to be applicable until further communication on the same. Your annual total earning potential includes:

-Annual fixed compensation of **INR 220000/-**; this includes allowances and statutory benefits and will be structured in accordance with the Company's compensation guidelines. The said amount includes employer's contribution to Provident Fund, as applicable.

- Variable Bonus: You will be eligible to participate in the FY23 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.

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.

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.

Your employment with the Company will be governed by the attached Annexure 2 ' Terms of Employment. You are required to carefully read and understand these Terms of Employment as a part of accepting this offer. As further detailed in the Terms of Employment, this offer and your employment with the Company is subject to satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

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 4 ' 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.

As a general requirement employees will be expected to work from office in the location tagged to their role: Tagged or base locations (unless changed) will be considered for all administrative & operational/official purposes, irrespective of any exceptions to work from remote. Exceptions, if any/granted, will be interim and temporary, and will be subject to review with HR/business, and based on your role, business, and client expectations. The Company reserves the right to ask you to come to office locations pursuant to our business needs and customer requirements. This offer is contingent to the above-mentioned agreement.

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.

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.

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.

Nihar, we look forward to hearing from you regarding your decision to join our team. In the meantime, please do not hesitate to call **arun.k.santhanam** at **7406608439** 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:

[Insert full legal name]
Date:

Candidate's signature _____

ANNEXURE 1

Your compensation is as mentioned below:

Total Cash Compensation		
	Annual(INR)	
(A) Annual Fixed Compensation*	INR 220000	
(B) Variable Bonus earning potential	Min.	Max.
	0%	16%
Annual Total earning potential (A+B)	Min.	Max.
	INR 220000	INR 255200

(C)#Additional Benefits	
Gratuity for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic)	INR 3700
Notional Insurance Premium paid by Company	INR 13700

(D)##Additional Discretionary WFH Benefits/Reimbursements	
One-time WFH Assistance reimbursement	INR 18,000/-
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 3300 (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.

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

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:

[Insert full legal name]

Date:

ANNEXURE 4

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.

Ref : TK/HR/Sep/13/2022-23
Date: 16th Sep 2022

To,
Pradeep K
S/o Kullamanchachari
Kullamanchachari,
#1018/1 Adithya Badavane,
Hinkal, Mysore District,
Karnataka- 570017.

Sub: Offer of Appointment

Dear Pradeep,

Further to the discussions, we are pleased to offer you Trainee Executive position in our Quality Control Department at Tenshi Kaizen Private Limited, Harohalli.

Your proposed total cost-to-company would be INR 3,50,000 (Rupees Three lakhs Fifty Thousand only) per annum and break-up for the same is mentioned in the annexure.

You are requested to join us on 21st Sept 2022; however, you will try all possibilities to join us earlier.

As a token of your acceptance of our offer, please sign a copy of this offer letter and send it to us.

This Letter supersedes any previous written or verbal communication regarding employment and will expire on 19th Sept 2022 unless accepted earlier.

With Best Wishes,

For Tenshi Kaizen Private Limited



Samriti Gulati
Manager HR



Ramaraju PVS
Chief Operating Officer


Read & Accepted

TENSHI KAIZEN PRIVATE LIMITED
(Formerly Higher Pharmatech Private Limited)

Corp. Office : # 30, 'Galaxy', 1st Main, J. P. Nagar 3rd Phase, Bengaluru - 560 078, Karnataka, India | Tel.: +91 80 4657 0300
Regd. Office : Plot No. 46, 1st Phase, KIADB Industrial Area, Harohalli, Kanakapura, Bengaluru Rural - 562 112, Karnataka, India
Tel: +91 80 6788 8585 / 507 | Email: info@tenshikaizen.com | Web: www.tenshi.co.in

CIN : U24230KA2007PTC042337

Annexure		
	Annual	Monthly
CTC	3,50,000	29,167
Basic	1,75,000	14,583
PF (Employer Contribution)	21,600	
HRA	87,500	7,292
Special Allowance	65,900	5,492
Deduction Monthly	Monthly Gross	27,367
	PF	1,800
	PT	200
	Net Take Home	25,367

NOTE:

- Annual Gross includes the employer and employee contribution to Provident Fund.
- Actual take home will depend on the tax planning done by the employee.



Samrithi Gulati
Manager HR



Ramaraju PVS
Chief Operating Officer



Read & Accepted

TENSHI KAIZEN PRIVATE LIMITED
(Formerly Higher Pharmatech Private Limited)

Corp. Office : # 30, 'Galaxy', 1st Main, J. P. Nagar 3rd Phase, Bengaluru - 560 078, Karnataka, India | Tel.: +91 80 4657 0300
Regd. Office : Plot No. 45, 1st Phase, KIADB Industrial Area, Harohalli, Kanakapura, Bengaluru Rural - 562 112, Karnataka, India
Tel: +91 80 6788 8585 / 507 | Email: info@tenshikaizen.com | Web: www.tenshi.co.in

CIN : U24230KA2007PTC042337

**BE YOURSELF,
MAKE A DIFFERENCE.**



07-Jul-2023

C8082955



**For Accenture use only*

Nihar Lingaraj Yeli
Nihar Lingaraj Yeli s/o Lingaraj Yeli,#1447/1,Nehru Nagar, Byadgi (T), Haveri (D),581106 581106

Dear **Nihar**,

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**. This letter will officially confirm your annual total earning potential and terms of your employment.

Job Profile- **Junior Clinical Data Management Associate**
Management Level- **13**
Sublevel - **3**
Job Family Group-**Service Delivery**
Business Deal-**India Life Sciences R&D**

Your annual total cash compensation will be **INR 255200** and will be structured as per the attached Annexure 1 ' Compensation Details. This will continue to be applicable until further communication on the same. Your annual total earning potential includes:

-Annual fixed compensation of **INR 220000/-**; this includes allowances and statutory benefits and will be structured in accordance with the Company's compensation guidelines. The said amount includes employer's contribution to Provident Fund, as applicable.

- Variable Bonus: You will be eligible to participate in the FY23 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.

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.

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.

Your employment with the Company will be governed by the attached Annexure 2 ' Terms of Employment. You are required to carefully read and understand these Terms of Employment as a part of accepting this offer. As further detailed in the Terms of Employment, this offer and your employment with the Company is subject to satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

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 4 ' 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.

As a general requirement employees will be expected to work from office in the location tagged to their role: Tagged or base locations (unless changed) will be considered for all administrative & operational/official purposes, irrespective of any exceptions to work from remote. Exceptions, if any/granted, will be interim and temporary, and will be subject to review with HR/business, and based on your role, business, and client expectations. The Company reserves the right to ask you to come to office locations pursuant to our business needs and customer requirements. This offer is contingent to the above-mentioned agreement.

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.

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.

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.

Nihar, we look forward to hearing from you regarding your decision to join our team. In the meantime, please do not hesitate to call **arun.k.santhanam** at **7406608439** 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:

[Insert full legal name]
Date:

Candidate's signature _____

ANNEXURE 1

Your compensation is as mentioned below:

Total Cash Compensation		
	Annual(INR)	
(A) Annual Fixed Compensation*	INR 220000	
(B) Variable Bonus earning potential	Min.	Max.
	0%	16%
Annual Total earning potential (A+B)	Min.	Max.
	INR 220000	INR 255200

(C)#Additional Benefits	
Gratuity for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic)	INR 3700
Notional Insurance Premium paid by Company	INR 13700

(D)##Additional Discretionary WFH Benefits/Reimbursements	
One-time WFH Assistance reimbursement	INR 18,000/-
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 3300 (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.

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

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:

[Insert full legal name]

Date:

ANNEXURE 4

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.



MICRO LABS LIMITED

REGD. & CORPORATE OFFICE: # 31, RACE COURSE ROAD, BENGALURU 560 001, KARNATAKA, INDIA
Tel.: +91-80-2237 0451-57 Fax: +91-80-2237 0463 CIN: U24232KA1973PLC002401 Website: www.microlabsind.com Email: info@microlabs.in

ML- 11/OL/2022/743

October 21, 2022

Mr. Venu K V
Kothanaghatta (V&P)
Shravanabelagola
Channarayapatna
Hassan district
Karnataka.

Sub: Offer of Employment

Dear Mr. Venu,

This has reference to your application for employment in our company and the subsequent interview you had with us. We are pleased to offer you an employment with our organization in the Packing department based at Veerasandra plant, Bangalore. The remuneration package as mutually agreed upon shall be communicated to you on your joining with us.

Please note that this is merely an Offer Letter. The Company's standard Appointment Letter containing exhaustive terms and conditions of employment will be issued to you on your joining the company which shall be binding on you.

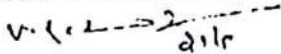
You are requested to join us latest by **November 21st, 2022** failing which this Offer of employment stands withdrawn. Kindly also confirm your exact Date of Joining at least 7 days prior to your joining the Organization.

You are required to submit the following documents at the time of joining:

- Joining Report
- Passport size photographs - 3 Nos
- Photocopy of your testimonials – From SSLC onwards
- Proof of Date of Birth
- Pre-employment Medical Fitness Certificate from a Registered Medical Practicing Doctor
- Copy of Resignation and relieving letter from immediate previous employer
- Last Salary Slip / Salary Certificate, as applicable
- Provisional Income & Tax deducted at source Certificate from the previous employer (If applicable) along with a copy of PAN card
- PF UAN from previous employer
- Copy of Aadhar Card

Kindly confirm your acceptance on the duplicate copy of this Offer Letter.

Yours cordially,
for MICRO LABS LIMITED,


Ramakrishnan V.R
Associate Vice President - Human Resources



Ace Creative Learning Pvt Ltd
Deeksha House, 163/B, 6th Main, 3rd Cross,
JP Nagar 3rd Phase, Bengaluru 560078.
W: www.deekshalearning.com
CIN - U80301KA2008PTC045922

Ref: Ace: HR: 2023

15th October, 2023

Mr. Chidananda RS

Bengaluru

Dear Chidananda ,

SUB: LETTER OF OFFER

With reference to your application and the subsequent interviews, we are pleased to make a job offer to you, on the following terms and conditions:

Position	:	Trainee Faculty (PU)
Department	:	Biology
Commencement Date	:	06 th November 2023
Primary Role	:	Teaching PU Classes
Secondary Role	:	Taking Care of Hostel Students & Any other additional responsibilities given by the Reporting Authority .
Working Schedule	:	Monday to Saturday
Location	:	Bengaluru (Based on business requirements, you may be transferred to any other location or associate organizations either as a consultant or an employee at a future date.)
Reporting To	:	Dean
Compensation	:	<ul style="list-style-type: none">• Fixed Cost To Company (Includes Contribution from company Like PF/ ESI/ Bonus etc. If Applicable): INR 3,00,000/- (Rupees Three Lakh Only) per annum.• Income-tax shall be deducted at source as applicable as per the prevailing Income-tax Rules.

1. The detailed appointment letter with other terms and conditions will be issued to you along with the salary break-up on joining.
2. You will be on probation for a period of 6 months from your date of joining.



Ace Creative Learning Pvt Ltd
Deeksha House, 163/B, 6th Main, 3rd Cross,
JP Nagar 3rd Phase, Bengaluru 560078.
W: www.deekshalearning.com
CIN - U80301KA2008PTC045922

3. The employment will be terminable from either side by giving One month's notice in writing, or One month's salary in lieu of notice period, after the probation period.
4. The employment will be terminable from either side by giving a notice of fifteen days in writing, or salary of fifteen days, in lieu of notice period, within the probation period.
5. Your next appraisal & salary review would be due in August 2024 and will be prorated from the date of your joining.
6. It is mandatory for you to complete the joining formalities and submit the documents mentioned in Annexure A, failing which your appointment would not be valid and you would not be eligible to receive your salary.
7. Your appointment in all other respects will be subject to the terms and conditions of employment as may be in force from time to time.
8. You will observe utmost confidentiality and secrecy regarding the affairs of the company, in the course of your employment.
9. The validity of this offer is subject to a positive response received post your reference check.

Attached is a checklist of documents, which we need you to submit at the time of joining. At the discretion of the management you may have to undergo medical test for evaluating your health profile and take appropriate action if needed.

Please sign and return (or confirm through e-mail) the duplicate copy of this letter as a token of your acceptance to us within three days from the date issuance of offer letter. If no acceptance is given within these three days, the offer lapses automatically.

Looking forward to a long term mutually enriching career at Ace.

Thanking you,

For **Ace Creative Learning Pvt. Ltd.**

Daipayan Banerjee

Vice President

Human Resources



Ace Creative Learning Pvt Ltd
Deeksha House, 163/B, 6th Main, 3rd Cross,
JP Nagar 3rd Phase, Bengaluru 560078.
W: www.deekshalearning.com
CIN - U80301KA2008PTC045922

Acceptance from candidate

I hereby acknowledge that I have clearly understood the nature of job, remuneration details (including salary break up), work timings and appraisal cycle. I also confirm that the above offer letter correctly captures all my discussions with all representatives of Ace Creative learning Pvt. Ltd. Keeping all that in mind, I accept this offer.

Thanks & Regards,

Signature:

Place:

Name:

Date:



ವಿಶ್ವೇಶ್ವರಯ್ಯ ತಾಂತ್ರಿಕ ವಿಶ್ವವಿದ್ಯಾಲಯ
("ವಿ ಟಿ 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

Dr. B. E. Rangswamy, Ph.D.
REGISTRAR

Phone: (0831) 2498100
Fax : (0831) 2405467

VTU/BGM/Aca/Ph.D./2022-23/125

Date: May 15, 2023

**Provisional Registration Letter for Ph.D. Degree Programme
(Office Order)**

Sub: Provisional Ph.D. Registration reg...

- Ref:** 1. Notification No. VTU/BGM/Aca./Ph.D./2020-21/669 Dated 12-08-2022.
2. Candidate's ETR Application No. : 8804
3. Hon'ble Vice Chancellor's Order dated 05-05-2023.

Pursuant to the recommendations of the Admission Committee and approval of Honourable Vice Chancellor, you have been selected for provisional admission to pursue Ph.D. programme under Visvesvaraya Technological University, Belagavi.

The details pertaining to the registration are given below:

Sl.No.	Particulars	
1.	Name of the Candidate	GANESH Y S
2.	University Seat Number (USN)	1RV21PMA01
3.	Admission Category of Research Programme (Full Time/Part Time).	Ph.D. - Part Time
4.	Faculty under which the degree will be awarded.	FACULTY OF APPLIED SCIENCES
5.	Name of the Research Center	RASHTREEYA VIDYALAYA COLLEGE OF ENGINEERING BANGALORE
6.	Specialization	MATHEMATICS
7.	Proposed Research Topic / Area.	Thermal Convection in Viscoelastic Dielectric Liquids
8.	Name and address of the Research Supervisor.	G JAYALATHAG Professor - MATHEMATICS RASHTREEYA VIDYALAYA COLLEGE OF ENGINEERING BANGALORE

The Research Scholars shall strictly follow the norms of the University with regard to the Regulations Governing the Degree of Doctor of Philosophy (Ph.D.) / M.S. (Research) - 2023 and any other amendments effected from time to time.

Rangswamy B.E

Registrar

To,

1. GANESH Y S,S/O SIDDABASAVIAH Y B YARAGANALU VILLAGE AND POST GANDASI HOBLI ARASIKERE TALUK HASSAN DISTRICT 573.
2. Principal of the college / Director, Principal or Dean (Architecture)/Chairperson of the University Department/Research Organization where the candidate has to register for admission to Ph.D. programme.



Estd : 2001

R N SHETTY TRUST
R N S INSTITUTE OF TECHNOLOGY

(AICTE Approved, NBA Accredited and VTU Affiliated)

Channasandra, Uttarahalli - Kengeri Main Road, Rajarajeshwari Nagar Post, Bengaluru - 560 098.
Ph. : 080 - 28611880 / 1, Fax : 080 - 28611882, Email : principal@rnsit.ac.in

Ref. No. : RNSIT / 20..23. - 20..24. /2355...../

Date : 29-12-2023

To
Mr. Ganesh Y S
Assistant Professor
Mathematics Department.

OFFICE ORDER

Sub: Regularization of services and granting AICTE scale of Pay.

With reference to the above, **Mr. Ganesh Y S** working as Assistant Professor on probation in the Mathematics Department is hereby informed that he is granted AICTE scale of pay of _____ with AGP _____ and his initial basic pay is fixed at _____ per month with other components of pay and annual increments as determined by management from time to time with effect from **01.12.2023**.

Further, he is liable to be terminated anytime during his service with three months' notice or salary in lieu of notice, if his service / conduct is found to be unsatisfactory. However, relieving from service during the middle of the session / semester of the academic year is left to the discretion of the college and he shall abide by the other terms and conditions as per the appointment order given to him.


For RNS Institute of Technology
Dr. M K Venkatesha
Director


For RNS Institute of Technology
Trustee

Copy to :
HoD, Mathematics Dept
Establishment sec / Personal File.

REF:HRD/OFF/LETTER/10

Offer Letter

Pushkala R

Mysuru

Dear Mr. Pushkala,

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 Quality Control 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 01/12/2022 *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

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.

Version no : 02
Implementation date : 01.08.2015

Ms. Ujwala K O
Place: Hassan
Issue Date: 4/10/2023
Deputee Code: ITC/TISS/9094/23

Dear Ms. Ujwala K O,

Offer of Deployment on Contract

We welcome you to join our customer organization as Junior Research Associate on the following terms and conditions:

1. Your deployment will be valid from 3/10/2023 to 2/10/2024 for a period of 12 months unless and until it is specifically extended in writing. During this tenure your monthly Cost To Company (CTC) would be Rs. 23750 and annual Cost to Company would be Rs.285000 (Salary Break up attached - Schedule A).
2. During your deployment on contract with us you will be deployed with ITC Limited. Your work Location will be Peenya.
3. We reserve to cancel this offer in case of failure to join by 3/10/2023 or any information furnished by you is found to be false.
4. Please bring/send all the documents (please refer to enclosed checklist of documents). Make sure to complete your joining formalities before your date of joining or within prescribed 30 days from your DOJ. If you fail to furnish all statutory/legal documents within the prescribed days, then Tempindia shall have rights to hold your Salary and Tempindia shall not be held responsible for any action taken in your contract of deployment. No exceptions will be accepted.

We at Tempindia Staffing Services Pvt. Ltd. would like to create an environment and culture committed to co-operation, quality and responsiveness that permeates every activity. We treat business ethics no different from personal ethics leading to an atmosphere that is exciting, transparent, rewarding and challenging.

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

Wishing you the very best!

For Tempindia Staffing Services Pvt. Ltd.

I hereby accept the above mentioned terms and conditions.

Authorized Signatory

Accepted and Signed
{ Ms. Ujwala K O }
Date

1

Tempindia Staffing Services Pvt. Ltd.
HEAD OFFICE: G-118, Sushant Lok, Phase - 3, Sector - 57, Gurugram - 122002
E-MAIL: HR Joining_desk@tempindia.co.in
www.Tempindia.co.in CIN:U74140HR2012PTC047052

21-22



Reg No. 10811001



ISO 9001:2015
CERTIFIED
COMPANY

Cosmopolitan

Industrial Security and Detective Services
Private Limited

SH/9A # 6011932 14th Cross, M.C. Layout, Jayanagar
BANGALORE - 560 040. Mob: 98460 91257

E-mail: cis&ds@rediffmail.com, cis&ds115@gmail.com

CIN No. U74999KA2004PTC011094

APPOINTMENT LETTER

This is to certify that we have appointed Mr VEERENDRA SHETTY A bearing ID No. 1786 S/o Mr VEERESH SHETTY A as Skilled in QC Trainee Executive and deputed at M/s. Karnataka Antibiotics Pharmaceuticals Limited, Peenya Industrial Area, Bangalore - 560 058 w.e.f 27.09.2022.

Thanking you

Yours faithfully
For CIS&DS PVT LTD

AUTHORISED SIGNATORY.



COLLEGE CODE: AS 773

Shree Devi Educational Trust (Regd.)

MANGALORE INDEPENDENT PU COLLEGE

(Recognized by Govt. of Karnataka)

68, Ullal Main Road, Near, Bangalore University Qtrs, Bangalore-560 056

Ph. No: 080-23240052 (M); 96110 89468 | 88840 44600

20-21-22

Date: 26 Apr 2023

Ref No: SDET-M/INCR -18/04901

LETTER OF APPOINTMENT

This Letter of Appointment (Hereinafter referred as "LOA") is entered into on 26 Apr 2023 by and between Shree Devi Educational Trust ("Employer"), having its registered office at 68 Ullal Main Road,, Bhavaninagar, 1st Stage, Opp. Bangalore University Qtrs, Bangalore, Bangalore - 560056, Karnataka, India and Uday Shankar M U ("The Employee") bearing employee code no. 20235140019 Residing At Bangalore.

- WHEREAS the Employee desires to be employed by the Employer and the Employer has agreed to employ the Employee on the terms and conditions contained herein.
- This LOA shall be effective as of the first day of Employee's employment with the Employer.
- NOW, therefore, this LOA witnesses that in consideration of the mutual covenants contained therein it is hereby agreed by and between the Parties as under.
- The term "Parties" refers to the Employer and the Employee collectively, and the term "Party" refers to either of them.

1. Employment

1.1. The Employer hereby employs the Employee as Lecturer - Chemistry. The Employee hereby accepts such employment, subject to the terms and conditions set forth herein.

2. Work Schedule

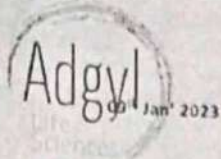
- The official working days shall be Monday to Saturday.
- On an average annually 24 Saturdays shall be declared as Holiday by the Employer.
- The Employee shall work at other times apart from what is stated in clause 2.1 and 2.2 as and when required by the Employer.
- The Employee may have to travel at the request of the Employer
- The Employee will, initially be posted at Bangalore. However the Employee's services shall be transferable to any place in the Country or to any associates/ sister concerns or subsidiaries of the Employer, at the discretion of the Employer.

3. Duties and Operations

3.1. During the term of this LOA, the Employee shall devote his/her entire efforts and time to the business and affairs of the Employer and shall not, without the prior written consent of the Employer, be engaged, concerned or otherwise interested either directly or indirectly in any other business that interfere with his employment pursuant to this LOA. The Employee shall not be entitled to take any other employment other than that of the Employer. The Employee shall further not engage in any form of consultancy, part time employment, tuitions etc.

Mas

21-22



To,

Ms. Bhoomika S Kashyap

Letter of Intent

Dear Bhoomika,

We are pleased to offer you the position of Associate Research Scientist in Adgyl Lifesciences Pvt Ltd based out of Bangalore. This offer is based on the terms & conditions mutually agreed to and accepted during the interview. A formal appointment letter will be issued to you on the day of reporting on duty. Our office timing is 8:30 am to 5:30 pm.

In your capacity, as Associate Research Scientist you will be reporting to the Principal Scientist. You are required to join us on or before 11th Jan'23.

This offer will be subject to the standard terms and conditions of employment with the Company and also will be governed by the policies, rules and guidelines of the Company. You will also be required to sign and agree to be bound by the Employee Non-disclosure and Non-solicitation Agreement when you join the employment of the Company.

Please send the acceptance copy of this Letter of Offer duly signed within seven working days of its receipt. If you do not join the company on or before the 11th Jan'23 then the offer stands cancelled.

The following documents are required over email prior to your joining.

1. Proof of Age – Birth Certificate from appropriate Government Authority or Matriculation Certificate issued by appropriate Examination Board.
2. Proof of Academic Qualification
3. Relieving Letter from previous employers (wherever applicable)
4. Three latest passport size photographs with white background
5. Copy of PAN Card & Copy of Aadhar Card
6. Covid Vaccination Certificate
7. Cancelled Cheque Leaf

Per year 220000/-

This offer letter is issued on the understanding that the information provided by you is correct and true. If at any time, it is found that the information provided by you is not correct or true or has been deliberately suppressed, the Company reserves the right to withdraw this offer.

We welcome you and look forward to a mutually beneficial and purposeful association.

Adgyl Lifesciences Pvt Ltd

Sheeba R
Sheeba R
Manager-Human Resources

I have read and understood the terms and conditions and am happy to accept the employment on the said terms and conditions. I will join on or before 11th Jan 2023

Adgyl Lifesciences Private Limited

S.B. Ska

T: +91 80 28194559
M: +91 9845000000

21-22

REF:HRD/OFF/LETTER/10

Offer Letter

Sharath B H

No 22, Bommanakere, Sakaleshpura Taluk, Bykaravati, Hassan, Karnataka - 573134

Dear Mr. Sharath,

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

21-22

SCIENTIA EDUVENTURES

289, 8th Main, Kamakshi Hospital Road,
Saravalihipuram, Mysuru-570 009
✉ contactus@scientiaedu.in



PIER/Management / CBT / NISST / JBE

Ref No. SR/CHEM/2022/18

Date: 04/08/2022

To

Mr. Malikarjuna N
Mysuru

Letter of Association

Dear Mr. Malikarjuna,

We are pleased to welcome you to the SCIENTIA Family!

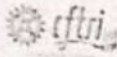
The vision of SCIENTIA is to be a world class organization in training, research and consultancy services in education. Its mission is to create a platform for learning, sharing and celebrating achievement. We at SCIENTIA believe in working together to ensure the best quality service is provided to all our students. All the members achieve the above with a firm belief in values: Professionalism, Innovation, Care and Commitment.

The terms of reference for the association are:

1. Role: Faculty - CHEMISTRY
2. Department, Program: CHEMISTRY, PU (I & II), PIER (8th, 9th & 10th)
3. Location/Primary location: Mysuru
4. Reporting to: HOD of CHEMISTRY
5. Compensation: Rs.18,000/- Per month
6. Timings & Timetable: As issued by the department from time to time
7. Effective date: 04/08/2022
8. Validity of Association: 31/07/2023

Note: Statutory deductions as applicable (eg. TDS, PF etc.) and as mandated by the prevalent law will be made. Compensation information is strictly confidential and should not be shared or discussed/disclosed.

9. **TRAVEL:** You should be prepared to travel/relocate to any other primary location as deemed necessary by the management i.e. to fulfill job requirements.



CSIR - Central Food Technological Research Institute, Mysore - 570 022, India
CSIR - Central Food Technological Research Institute, Mysore - 570 022, India
CSIR - Central Food Technological Research Institute, Mysore - 570 022, India

No.FT/3(964)/2023/E-VI

03 November 2023

OFFICE MEMORANDUM

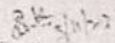
Sub: Joining Report of Mr. Sanjay S. R., as
Project Associate Level - I in project HCF-0052

Ref: CSIR-CFTRI Letter No. FT/3(SCT/0052)/2023/PATCELL
Dated: 17.10.2023

Having accepted to the terms and conditions as stipulated in CSIR-CFTRI letter cited above, Mr. Sanjay S. R. has reported for duty as Project Associate Level - I under HCF-0052 on 19.10.2023 at 09:30 in GST Department on a Consolidated Stipend of Rs. 25,000/- plus 10% HRA per month.

PAT No. PAT-1316 has been assigned to him.

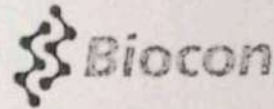
His tenure as Project Associate Level - I is from 19.10.2023 to 31.03.2024.


(Savitha K)
Section Officer (E.V.)

To:
Mr. Sanjay S. R.
Project Associate Level - I
GST Department
PAT-1316

Copies to - 1. S.O. E.I.
2. S.O. E.V.
3. Accounts
4. Head, PAMC/PAT CELL
5. Head, GST
6. Dr. Neera M.S., Chief Scientist II, GST Dept.
7. Section Officer
8. Jitendra Copy

21-22



Biocon Limited
296, 1st Floor Road
Electronic City
Bangalore 560 100, India
T: 91 80 2858 2808
F: 91 80 2852 3423
CIN: 1247046A1978910002417

www.biocon.com

Ref: HRD/M/2023-24/0109109
Date: 16-Oct-23

Ms SWARNA A U,
Areyur,
Tumkur, Karnataka, Tumkur,
Tumkur - 572118,
Karnataka,
India.

Dear Ms SWARNA A U,

Subject: Letter of Appointment

With reference to the interview you had with us, we are pleased to offer you the following position in BIOCON LIMITED (the Company), on the following terms & conditions.

Date of Appointment	Your appointment will be effective from 16-Oct-23
Level	3
Designation	EXECUTIVE
Department	SM API BLR PRODUCTION CHEMICAL SYNTHESIS
Reporting	You shall report to DEPUTY MANAGER, SM API BLR PRODUCTION CHEMICAL SYNTHESIS or such other person(s) as may be designated by the Company from time to time.

Your appointment shall be governed by the following terms:

1. You will be on probation for a period of 06 Months commencing from the Date of Appointment, as above mentioned. On completion of the said probation period and at the sole and absolute discretion of the Company, your employment with the Company may be confirmed by the Company by issuing a confirmation letter, provided your conduct and work has been to the satisfaction of the Company. The said confirmation shall also be subject to availability of suitable opening and such other factors as may be considered relevant by the Company from time to time.
2. Your emolument and leave benefits shall be as per enclosed Annexure. Further, your entitlement to Provident Fund and Gratuity shall be in accordance with the prevailing Company policies and the applicable laws.
3. You will be entitled for E.S.I. benefits if you are eligible as per the applicable laws.
4. The official working hours of the Company are from 0815 Hrs. to 1615 Hrs. with a lunch break of half-an-hour, on a six day week basis. You will be required to adhere to these timings or schedule. The office timings and working days per week may undergo change at the Company's sole discretion.

