

**BE YOURSELF,
MAKE A DIFFERENCE.**

accenture

03-Oct-2023

C8413709



**For Accenture use only*

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

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

Dear **GAGANDEEP**,

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

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

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

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

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

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

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

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

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

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

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

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

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

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



Jal
Managing Director - Accenture Operations in India & Sri Lanka

ACKNOWLEDGED AND AGREED:

Gagandeep G I

[Insert full legal name]

Date: 10-10-2023

Candidate's signature Gagandeep G I

ANNEXURE 1

Your compensation is as mentioned below:

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

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

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

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

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

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

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

Note: For International Worker Only*

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

*As defined by applicable law from time to time.

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

Benefits applicable for current Company financial year:

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

GST Clause:

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

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

General Tax:

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

REMOTE WORKING CONDITIONS - DECLARATION

NOTE:

- You will be expected to work from the office at a frequency determined by your project / role and you are expected to reside at your assigned / tagged location (referred as your **Accenture Base Location**)
- Your remote working is subject to strict compliance to the conditions mentioned below. In case of non-adherence, you will have to work from the office at your Accenture base location

While working remotely:

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

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

ANNEXURE 4

DECLARATION

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

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

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

ACKNOWLEDGED AND AGREED:

Gagandeep G L

[Insert full legal name]

Date: 10-10-2023

ANNEXURE 5

REQUIRED DOCUMENTATION

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

**BE YOURSELF,
MAKE A DIFFERENCE.**

accenture

03-Nov-2023

C8413711



**For Accenture use only*

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

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

Dear **Rachan Gayathri**,

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

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

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

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

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

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

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

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

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

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

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

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



Jal
Managing Director - Accenture Operations in India & Sri Lanka

ACKNOWLEDGED AND AGREED:

Rachan Gayathri N S

[Insert full legal name]

Date: 14-11-2023

Candidate's signature Rachan Gayathri N S

ANNEXURE 1

Your compensation is as mentioned below:

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

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

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

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

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

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

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

Note: For International Worker Only*

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

*As defined by applicable law from time to time.

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

Benefits applicable for current Company financial year:

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

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

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

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

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

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

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

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

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

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#(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.

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- 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.

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

GST Clause:

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

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

General Tax:

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

ANNEXURE 3

REMOTE WORKING CONDITIONS - DECLARATION

NOTE:

- You will be expected to work from the office at a frequency determined by your project / role and you are expected to reside at your assigned / tagged location (referred as your **Accenture Base Location**)
- Your remote working is subject to strict compliance to the conditions mentioned below. In case of non-adherence, you will have to work from the office at your Accenture base location

While working remotely:

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

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

ANNEXURE 4

DECLARATION

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

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

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

ACKNOWLEDGED AND AGREED:

Rachan Gayathri N S

[Insert full legal name]

Date: 14-11-2023

ANNEXURE 5

REQUIRED DOCUMENTATION

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

Date: 19-12-2023

Applicant ID : **Hema_3_167298**
Name : **Hema R S**
Location : **BANGALORE**

OFFER LETTER

Dear **Hema R S**

Thank you for your interest in Adecco.

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

The **Net Salary (In Hand)** offered to you is **Rs 16583.00 only per month**; detailed breakup is enclosed.

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

This employment offer is subject to:

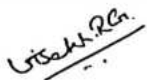
- a) The information provided by you in your resume and interviews are correct and valid.
- b) This offer is valid till your expected DOJ, i.e., **20-12-2023**. If you do not join us by the stipulated date, this offer is deemed invalid. Your formal appointment letter will be issued at the time of your joining, subject to receipt of various mandatory documents, as per list given below.
 - Aadhar card as Proof of Identity, Date of Birth and Address.
 - Educational certificates
 - ESI declaration in Form 1, PF nomination in Form 2 and Gratuity Nomination in "Form F"
 - PAN Card, Bank A/C details with proof
 - Passport size photograph
 - Experience certificates and relieving letter from your previous employer (if applicable).
 - Proof of your last drawn salary (if applicable)

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

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

With warm regards,

Adecco India Pvt. Ltd.



Visakh R G
Head – Onboarding



Julie Rosy
Senior Manager - SSC

Authorized Signatory

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

I hereby accept the above-mentioned terms and conditions.

Name: _____ Signature: _____ Date: _____

COMPENSATION SHEET

Applicant ID	: Hema_3_167298
Name	: Hema R S
Designation	: Microsoft Windows Desktop Management

Compensation	Rs. Per Month
BASIC SALARY	10000.00
ADVANCE STATUTORY BONUS	1405.00
HOUSE RENT ALLOWANCE	4000.00
SPECIAL ALLOWANCE	2858.00
GROSS (SUB TOTAL A)	18263.00
PROVIDENT FUND EMPLOYER	1543.00
ESI DEDUCTION- EMPLOYER	594.00
EMPLOYER PF ADMIN CHARGES	64.50
EMPLOYERS EDLI CHARGES	64.50
EMPLOYER DEDUCTION (SUB TOTAL B)	2266.00
CTC (SUB TOTAL A+B)	20529.00
PROVIDENT FUND EMPLOYEE	1543.00
ESI DEDUCTION- EMPLOYEE	137.00
EMPLOYEE DEDUCTIONS (SUB TOTAL C)	1680.00
TAKE HOME (SUB TOTAL A-C)	16583.00

Annual CTC : **Rs. 246348.00**

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

Visakh R G

Visakh R G
Head - Onboarding

Authorized Signatory
Adecco India Pvt. Ltd.,

I hereby accept the above-mentioned terms and conditions.

Julie Rosy

Julie Rosy
Senior Manager - SSC

Name: _____ Signature: _____ Date: _____

CONSENT LETTER

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

Name: _____

Signature & Date: _____

Date: 24-11-2023

Applicant ID :M_3_164049
Name :M Bhoomika
Location :BANGALORE

OFFER LETTER

Dear **M Bhoomika**

Thank you for your interest in Adecco.

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

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

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

This employment offer is subject to:

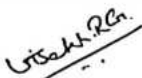
- a) The information provided by you in your resume and interviews are correct and valid.
- b) This offer is valid till your expected DOJ, i.e., **27-11-2023**. If you do not join us by the stipulated date, this offer is deemed invalid. Your formal appointment letter will be issued at the time of your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

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

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

With warm regards,

Adecco India Pvt. Ltd.



Visakh R G
Head – Onboarding



Julie Rosy
Senior Manager - SSC

Authorized Signatory

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

I hereby accept the above-mentioned terms and conditions.

Name: _____ Signature: _____ Date: _____

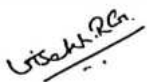
COMPENSATION SHEET

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

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

Annual CTC : **Rs. 240000.00**

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



Visakh R G
Head - Onboarding

Authorized Signatory
Adecco India Pvt. Ltd.,



Julie Rosy
Senior Manager - SSC

I hereby accept the above-mentioned terms and conditions.

Name: _____ Signature: _____ Date: _____

CONSENT LETTER

- Adecco India (“Adecco”) may collect, use or disclose the Personal Data which you provide to Adecco India for the Purpose described in the Adecco’s Data Privacy Policy (<https://www.adecco.co.in/privacy-policy/>) (“Adecco Policy”) including the provision of Services, storage, analytical or dispute resolution purposes, as well as, to comply with applicable laws, regulations and Adecco’s internal policies. Capitalized terms used in this form and not expressly defined shall have the same meaning as set out in the Adecco Policy.
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- Adecco will handle, maintain and store your Personal Data - for a limited period of time, in compliance with Adecco Policy and the applicable laws and regulations.
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- You acknowledge that you have read and understood this consent and the Adecco Policy and provide your express consent to the collection, use and disclosure of your Personal Data as therein described.

Name: _____

Signature & Date: _____

Date: 24-11-2023

Applicant ID : **Mithila_3_164046**
Name : **Mithila B**
Location : **BANGALORE**

OFFER LETTER

Dear **Mithila B**

Thank you for your interest in Adecco.

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

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

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

This employment offer is subject to:

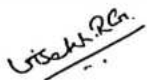
- a) The information provided by you in your resume and interviews are correct and valid.
- b) This offer is valid till your expected DOJ, i.e., **27-11-2023**. If you do not join us by the stipulated date, this offer is deemed invalid. Your formal appointment letter will be issued at the time of your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

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

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

With warm regards,

Adecco India Pvt. Ltd.



Visakh R G
Head – Onboarding



Julie Rosy
Senior Manager - SSC

Authorized Signatory

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

I hereby accept the above-mentioned terms and conditions.

Name: _____ Signature: _____ Date: _____

COMPENSATION SHEET

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

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

Annual CTC : **Rs. 325000.32**

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

Visakh R G

Visakh R G
Head - Onboarding

Julie Rosy

Julie Rosy
Senior Manager - SSC

Authorized Signatory
Adecco India Pvt. Ltd.,

I hereby accept the above-mentioned terms and conditions.

Name: _____ Signature: _____ Date: _____

CONSENT LETTER

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- You acknowledge that you have read and understood this consent and the Adecco Policy and provide your express consent to the collection, use and disclosure of your Personal Data as therein described.

Name: _____

Signature & Date: _____

Date: 24-11-2023

Applicant ID : **Umme_3_164050**
Name : **Umme Hani**
Location : **BANGALORE**

OFFER LETTER

Dear **Umme Hani**

Thank you for your interest in Adecco.

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

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

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

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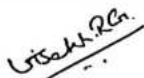
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With warm regards,

Adecco India Pvt. Ltd.



Visakh R G
Head – Onboarding



Julie Rosy
Senior Manager - SSC

Authorized Signatory

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

I hereby accept the above-mentioned terms and conditions.

Name: _____ Signature: _____ Date: _____

COMPENSATION SHEET

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

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

Annual CTC : **Rs. 240000.00**

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

Visakh R G

Visakh R G
Head - Onboarding

Authorized Signatory
Adecco India Pvt. Ltd.,

Julie Rosy

Julie Rosy
Senior Manager - SSC

I hereby accept the above-mentioned terms and conditions.

Name: _____ Signature: _____ Date: _____

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- You acknowledge that you have read and understood this consent and the Adecco Policy and provide your express consent to the collection, use and disclosure of your Personal Data as therein described.

Name: _____

Signature & Date: _____

Date: 22-12-2023

Applicant ID :N_B_Yuktha_3_168096
Name :N B Yuktha Gowda
Location :BANGALORE

OFFER LETTER

Dear N B Yuktha Gowda

Thank you for your interest in Adecco.

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

The **Net Salary (In Hand)** offered to you is **Rs 16583.00 only per month**; detailed breakup is enclosed.

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

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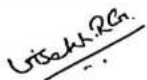
- a) The information provided by you in your resume and interviews are correct and valid.
- b) This offer is valid till your expected DOJ, i.e., **26-12-2023**. If you do not join us by the stipulated date, this offer is deemed invalid. Your formal appointment letter will be issued at the time of your joining, subject to receipt of various mandatory documents, as per list given below.
 - Aadhar card as Proof of Identity, Date of Birth and Address.
 - Educational certificates
 - ESI declaration in Form 1, PF nomination in Form 2 and Gratuity Nomination in "Form F"
 - PAN Card, Bank A/C details with proof
 - Passport size photograph
 - Experience certificates and relieving letter from your previous employer (if applicable).
 - Proof of your last drawn salary (if applicable)

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

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

With warm regards,

Adecco India Pvt. Ltd.



Visakh R G
Head – Onboarding



Julie Rosy
Senior Manager - SSC

Authorized Signatory

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

I hereby accept the above-mentioned terms and conditions.

Name: _____ Signature: _____ Date: _____

COMPENSATION SHEET

Applicant ID	: N_B_Yuktha_3_168096
Name	: N B Yuktha Gowda
Designation	: Microsoft Windows Desktop Management

Compensation	Rs. Per Month
BASIC SALARY	10000.00
ADVANCE STATUTORY BONUS	1405.00
HOUSE RENT ALLOWANCE	4000.00
SPECIAL ALLOWANCE	2858.00
GROSS (SUB TOTAL A)	18263.00
PROVIDENT FUND EMPLOYER	1543.00
ESI DEDUCTION- EMPLOYER	594.00
EMPLOYER PF ADMIN CHARGES	64.00
EMPLOYERS EDLI CHARGES	64.00
EMPLOYER DEDUCTION (SUB TOTAL B)	2265.00
CTC (SUB TOTAL A+B)	20528.00
PROVIDENT FUND EMPLOYEE	1543.00
ESI DEDUCTION- EMPLOYEE	137.00
EMPLOYEE DEDUCTIONS (SUB TOTAL C)	1680.00
TAKE HOME (SUB TOTAL A-C)	16583.00

Annual CTC : **Rs. 246336.00**

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

Visakh R G

Visakh R G
Head - Onboarding

Authorized Signatory
Adecco India Pvt. Ltd.,

Julie Rosy

Julie Rosy
Senior Manager - SSC

I hereby accept the above-mentioned terms and conditions.

Name: _____ Signature: _____ Date: _____

CONSENT LETTER

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

Name: _____

Signature & Date: _____



Date: 20-02-2024

Mr. A Banu Prakash

LETTER OF OFFER

Dear A Banu Prakash,

With reference to your application and subsequent interview with us, we are pleased to offer you the position of “Coordinator” at Job Band “Staff” at a Cost to the Company of **Rs.2,37,544/-**(Rupees **Two Lakh Thirty Seven Thousand Five Hundred Forty Four only**). Refer below mentioned Annexure for offer details.

Your employment commences from the date of your reporting, which date shall not be later than - **26-02-2024**. In the event of you not joining by this date, this offer will automatically expire, unless specifically extended by ABFRL. This offer of Employment is subject to receipt of satisfactory references, antecedent verification as a part of the company recruitment policy.

For Aditya Birla Fashion & Retail Ltd,

A handwritten signature in black ink, appearing to read "Basavaraj R Rudragani". The signature is fluid and cursive, with a prominent initial "B" and a long, sweeping underline.

Basavaraj R Rudragani
Area Human Resources

A Banu Prakash

*Please note that individual compensation is personal and confidential. Sharing this information with anyone within or outside the organisation, will be considered as violation of Group Values.



Offer Annexure

Name : A Banu Prakash			
Designation : Coordinator			
Department: WH Asst			
Band : Staff			
DOJ: 26-Feb-2024			
	Salary Heads	Payment Monthly	Annually
	Basic	9898	118772
	HRA	3959	47509
	Adhoc Allowance	2235	26823
	Gross Per Month (GPM)	16092	
(A)	Gross Per Annum (GPA)	193104	
(B)	Annual Payments	14980	
	Bonus/Ex-Gratia	14980	
(C)	Retirals	23184	
	Company Contribution to PF	17471	
	Gratuity	5713	
(D)	Benefits	6276	
	ESIC	6276	
TOTAL COST TO COMPANY		237544	

- Net take home is your minimum take home salary, considering 100% attendance for the month & no further deductions
- You are also eligible for weekly and monthly incentives, based on your cluster, world and store target achievements. Incentive amount is over and above your mentioned CTC structure. Please check with your SPO/SM for further clarity on the same
- Bonus/Ex-Gratia amount is a one-time payout will be paid out in the month of Diwali, every year
- Professional tax will be deducted as per your salary slab every month or quarterly.

For Aditya Birla Fashion and Retail Ltd

Basavaraj R Rudragani

A Banu Prakash



Date: 20-02-2024

Mr. Alpo Francis

LETTER OF OFFER

Dear Alpo Francis,

With reference to your application and subsequent interview with us, we are pleased to offer you the position of "Coordinator" at Job Band "Staff" at a Cost to the Company of **Rs.2,37,544/-**(Rupees **Two Lakh Thirty Seven Thousand Five Hundred Forty Four only**). Refer below mentioned Annexure for offer details.

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For Aditya Birla Fashion & Retail Ltd,

A handwritten signature in black ink, appearing to read "Basavaraj R Rudragani". The signature is written in a cursive style with a small yellow mark above the first letter.

Basavaraj R Rudragani
Area Human Resources

Alpo Francis

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Offer Annexure

Name : Alpho Francis			
Designation : Coordinator			
Department: WH Asst			
Band : Staff			
DOJ: 26-Feb-2024			
	Salary Heads	Payment Monthly	Annually
	Basic	9898	118772
	HRA	3959	47509
	Adhoc Allowance	2235	26823
	Gross Per Month (GPM)	16092	
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- Professional tax will be deducted as per your salary slab every month or quarterly.

For Aditya Birla Fashion and Retail Ltd

Basavaraj R Rudragani
Area Human Resources

Alpho Francis



Date: 20-02-2024

Mr. Basavaraja H

LETTER OF OFFER

Dear Basavaraja H,

With reference to your application and subsequent interview with us, we are pleased to offer you the position of “Coordinator” at Job Band “Staff” at a Cost to the Company of **Rs.2,37,544/-**(Rupees **Two Lakh Thirty Seven Thousand Five Hundred Forty Four only**). Refer below mentioned Annexure for offer details.

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For Aditya Birla Fashion & Retail Ltd,

A handwritten signature in black ink, appearing to read "Basavaraj R Rudragani". The signature is fluid and cursive, with a prominent initial "B" and a long, sweeping underline.

Basavaraj R Rudragani
Area Human Resources

Basavaraja H

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Offer Annexure

Name : Basavaraja H			
Designation : Coordinator			
Department: WH Asst			
Band : Staff			
DOJ: 26-Feb-2024			
	Salary Heads	Payment Monthly	Annually
	Basic	9898	118772
	HRA	3959	47509
	Adhoc Allowance	2235	26823
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	ESIC	6276	
TOTAL COST TO COMPANY		237544	

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- Professional tax will be deducted as per your salary slab every month or quarterly.

For Aditya Birla Fashion and Retail Ltd

Basavaraj R Rudragani

Basavaraja H



Date: 20-02-2024

Mr. Faaiz Ahamed

LETTER OF OFFER

Dear Faaiz Ahamed,

With reference to your application and subsequent interview with us, we are pleased to offer you the position of “Coordinator” at Job Band “Staff” at a Cost to the Company of **Rs.2,37,544/-**(Rupees **Two Lakh Thirty Seven Thousand Five Hundred Forty Four only**). Refer below mentioned Annexure for offer details.

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For Aditya Birla Fashion & Retail Ltd,

A handwritten signature in black ink, appearing to read "Basavaraj R Rudragani". The signature is written in a cursive style with a prominent initial "B".

Basavaraj R Rudragani
Area Human Resources

Faaiz Ahamed

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Offer Annexure

Name : Faaiz Ahamed			
Designation : Coordinator			
Department: WH Asst			
Band : Staff			
DOJ: 26-Feb-2024			
	Salary Heads	Payment Monthly	Annually
	Basic	9898	118772
	HRA	3959	47509
	Adhoc Allowance	2235	26823
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- Professional tax will be deducted as per your salary slab every month or quarterly.

For Aditya Birla Fashion and Retail Ltd

Basavaraj R Rudragani
Area Human Resources

Faaiz Ahamed



Date: 20-02-2024

Mr. Gagan S D

LETTER OF OFFER

Dear Gagan S D,

With reference to your application and subsequent interview with us, we are pleased to offer you the position of “Coordinator” at Job Band “Staff” at a Cost to the Company of **Rs.2,37,544/-**(Rupees **Two Lakh Thirty Seven Thousand Five Hundred Forty Four only**). Refer below mentioned Annexure for offer details.

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For Aditya Birla Fashion & Retail Ltd,

A handwritten signature in black ink, appearing to read "Basavaraj R Rudragani". The signature is stylized and written in a cursive-like font.

Basavaraj R Rudragani
Area Human Resources

Gagan S D

*Please note that individual compensation is personal and confidential. Sharing this information with anyone within or outside the organisation, will be considered as violation of Group Values.



Offer Annexure

Name : Gagan S D			
Designation : Coordinator			
Department: WH Asst			
Band : Staff			
DOJ: 26-Feb-2024			
	Salary Heads	Payment Monthly	Annually
	Basic	9898	118772
	HRA	3959	47509
	Adhoc Allowance	2235	26823
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- Professional tax will be deducted as per your salary slab every month or quarterly.

For Aditya Birla Fashion and Retail Ltd

Basavaraj R Rudragani
Area Human Resources

Gagan S D



Date: 20-02-2024

Mr. Harish Kumar C B

LETTER OF OFFER

Dear Harish Kumar C B,

With reference to your application and subsequent interview with us, we are pleased to offer you the position of “Coordinator” at Job Band “Staff” at a Cost to the Company of **Rs.2,37,544/-**(Rupees **Two Lakh Thirty Seven Thousand Five Hundred Forty Four only**). Refer below mentioned Annexure for offer details.

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For Aditya Birla Fashion & Retail Ltd,

A handwritten signature in black ink, appearing to read "Basavaraj R Rudragani". The signature is written in a cursive style with a prominent initial "B".

Basavaraj R Rudragani
Area Human Resources

Harish Kumar C B

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Offer Annexure

Name : Harish Kumar C B			
Designation : Coordinator			
Department: WH Asst			
Band : Staff			
DOJ: 26-Feb-2024			
	Salary Heads	Payment Monthly	Annually
	Basic	9898	118772
	HRA	3959	47509
	Adhoc Allowance	2235	26823
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- Professional tax will be deducted as per your salary slab every month or quarterly.

For Aditya Birla Fashion and Retail Ltd

Basavaraj R Rudragani
Area Human Resources

Harish Kumar C B



Date: 20-02-2024

Mr. Hema R

LETTER OF OFFER

Dear Hema R,

With reference to your application and subsequent interview with us, we are pleased to offer you the position of “Coordinator” at Job Band “Staff” at a Cost to the Company of **Rs.2,37,544/-**(Rupees **Two Lakh Thirty Seven Thousand Five Hundred Forty Four only**). Refer below mentioned Annexure for offer details.

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For Aditya Birla Fashion & Retail Ltd,

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Basavaraj R Rudragani
Area Human Resources

Hema R

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Offer Annexure

Name : Hema R			
Designation : Coordinator			
Department: WH Asst			
Band : Staff			
DOJ: 26-Feb-2024			
	Salary Heads	Payment Monthly	Annually
	Basic	9898	118772
	HRA	3959	47509
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	Gratuity	5713	
(D)	Benefits	6276	
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TOTAL COST TO COMPANY		237544	

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- Professional tax will be deducted as per your salary slab every month or quarterly.

For Aditya Birla Fashion and Retail Ltd

Basavaraj R Rudragani

Hema R



Date: 20-02-2024

Mr. Kavana H J

LETTER OF OFFER

Dear Kavana H J,

With reference to your application and subsequent interview with us, we are pleased to offer you the position of “Coordinator” at Job Band “Staff” at a Cost to the Company of **Rs.2,37,544/-**(Rupees **Two Lakh Thirty Seven Thousand Five Hundred Forty Four only**). Refer below mentioned Annexure for offer details.

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For Aditya Birla Fashion & Retail Ltd,

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Basavaraj R Rudragani
Area Human Resources

Kavana H J

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Offer Annexure

Name : Kavana H J			
Designation : Coordinator			
Department: WH Asst			
Band : Staff			
DOJ: 26-Feb-2024			
	Salary Heads	Payment Monthly	Annually
	Basic	9898	118772
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	Gratuity	5713	
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	ESIC	6276	
TOTAL COST TO COMPANY		237544	

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- Professional tax will be deducted as per your salary slab every month or quarterly.

For Aditya Birla Fashion and Retail Ltd

Basavaraj R Rudragani

Kavana H J



Date: 20-02-2024

Mr. Manoj

LETTER OF OFFER

Dear Manoj,

With reference to your application and subsequent interview with us, we are pleased to offer you the position of “Coordinator” at Job Band “Staff” at a Cost to the Company of **Rs.2,37,544/-**(Rupees **Two Lakh Thirty Seven Thousand Five Hundred Forty Four only**). Refer below mentioned Annexure for offer details.

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For Aditya Birla Fashion & Retail Ltd,

A handwritten signature in black ink, appearing to read "Basavaraj R Rudragani". The signature is written in a cursive style with a prominent initial "B".

Basavaraj R Rudragani
Area Human Resources

Manoj

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Offer Annexure

Name : Manoj			
Designation : Coordinator			
Department: WH Asst			
Band : Staff			
DOJ: 26-Feb-2024			
	Salary Heads	Payment Monthly	Annually
	Basic	9898	118772
	HRA	3959	47509
	Adhoc Allowance	2235	26823
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	Company Contribution to PF	17471	
	Gratuity	5713	
(D)	Benefits	6276	
	ESIC	6276	
TOTAL COST TO COMPANY		237544	

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- Professional tax will be deducted as per your salary slab every month or quarterly.

For Aditya Birla Fashion and Retail Ltd

Basavaraj R Rudragani
Area Human Resources

Manoj



Date: 20-02-2024

Mr. Prethu S L

LETTER OF OFFER

Dear Prethu S L,

With reference to your application and subsequent interview with us, we are pleased to offer you the position of “Coordinator” at Job Band “Staff” at a Cost to the Company of **Rs.2,37,544/-**(Rupees **Two Lakh Thirty Seven Thousand Five Hundred Forty Four only**). Refer below mentioned Annexure for offer details.

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For Aditya Birla Fashion & Retail Ltd,

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Basavaraj R Rudragani
Area Human Resources

Prethu S L

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Offer Annexure

Name : Prethu S L			
Designation : Coordinator			
Department: WH Asst			
Band : Staff			
DOJ: 26-Feb-2024			
	Salary Heads	Payment Monthly	Annually
	Basic	9898	118772
	HRA	3959	47509
	Adhoc Allowance	2235	26823
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	Gratuity	5713	
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	ESIC	6276	
TOTAL COST TO COMPANY		237544	

- Net take home is your minimum take home salary, considering 100% attendance for the month & no further deductions
- You are also eligible for weekly and monthly incentives, based on your cluster, world and store target achievements. Incentive amount is over and above your mentioned CTC structure. Please check with your SPO/SM for further clarity on the same
- Bonus/Ex-Gratia amount is a one-time payout will be paid out in the month of Diwali, every year
- Professional tax will be deducted as per your salary slab every month or quarterly.

For Aditya Birla Fashion and Retail Ltd

Basavaraj R Rudragani
Area Human Resources

Prethu S L



Date: 20-02-2024

Mr. S Trisha

LETTER OF OFFER

Dear S Trisha,

With reference to your application and subsequent interview with us, we are pleased to offer you the position of “Coordinator” at Job Band “Staff” at a Cost to the Company of **Rs.2,37,544/-**(Rupees **Two Lakh Thirty Seven Thousand Five Hundred Forty Four only**). Refer below mentioned Annexure for offer details.

Your employment commences from the date of your reporting, which date shall not be later than - **26-02-2024**. In the event of you not joining by this date, this offer will automatically expire, unless specifically extended by ABFRL. This offer of Employment is subject to receipt of satisfactory references, antecedent verification as a part of the company recruitment policy.

For Aditya Birla Fashion & Retail Ltd,

A handwritten signature in black ink, appearing to read "Basavaraj R Rudragani". The signature is written in a cursive style with a prominent initial "B".

Basavaraj R Rudragani
Area Human Resources

S Trisha

*Please note that individual compensation is personal and confidential. Sharing this information with anyone within or outside the organisation, will be considered as violation of Group Values.



Offer Annexure

Name : S Trisha			
Designation : Coordinator			
Department: WH Asst			
Band : Staff			
DOJ: 26-Feb-2024			
	Salary Heads	Payment Monthly	Annually
	Basic	9898	118772
	HRA	3959	47509
	Adhoc Allowance	2235	26823
	Gross Per Month (GPM)	16092	
(A)	Gross Per Annum (GPA)	193104	
(B)	Annual Payments	14980	
	Bonus/Ex-Gratia	14980	
(C)	Retirals	23184	
	Company Contribution to PF	17471	
	Gratuity	5713	
(D)	Benefits	6276	
	ESIC	6276	
TOTAL COST TO COMPANY		237544	

- Net take home is your minimum take home salary, considering 100% attendance for the month & no further deductions
- You are also eligible for weekly and monthly incentives, based on your cluster, world and store target achievements. Incentive amount is over and above your mentioned CTC structure. Please check with your SPO/SM for further clarity on the same
- Bonus/Ex-Gratia amount is a one-time payout will be paid out in the month of Diwali, every year
- Professional tax will be deducted as per your salary slab every month or quarterly.

For Aditya Birla Fashion and Retail Ltd

Basavaraj R Rudragani

S Trisha



Date: 20-02-2024

Mr. Sudeep R

LETTER OF OFFER

Dear Sudeep R,

With reference to your application and subsequent interview with us, we are pleased to offer you the position of “Coordinator” at Job Band “Staff” at a Cost to the Company of **Rs.2,37,544/-**(Rupees **Two Lakh Thirty Seven Thousand Five Hundred Forty Four only**). Refer below mentioned Annexure for offer details.

Your employment commences from the date of your reporting, which date shall not be later than - **26-02-2024**. In the event of you not joining by this date, this offer will automatically expire, unless specifically extended by ABFRL. This offer of Employment is subject to receipt of satisfactory references, antecedent verification as a part of the company recruitment policy.

For Aditya Birla Fashion & Retail Ltd,

A handwritten signature in black ink, appearing to read "Basavaraj R Rudragani". The signature is written in a cursive style with a small yellow mark above the first letter.

Basavaraj R Rudragani
Area Human Resources

Sudeep R

*Please note that individual compensation is personal and confidential. Sharing this information with anyone within or outside the organisation, will be considered as violation of Group Values.



Offer Annexure

Name : Sudeep R			
Designation : Coordinator			
Department: WH Asst			
Band : Staff			
DOJ: 26-Feb-2024			
	Salary Heads	Payment Monthly	Annually
	Basic	9898	118772
	HRA	3959	47509
	Adhoc Allowance	2235	26823
	Gross Per Month (GPM)	16092	
(A)	Gross Per Annum (GPA)	193104	
(B)	Annual Payments	14980	
	Bonus/Ex-Gratia	14980	
(C)	Retirals	23184	
	Company Contribution to PF	17471	
	Gratuity	5713	
(D)	Benefits	6276	
	ESIC	6276	
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- You are also eligible for weekly and monthly incentives, based on your cluster, world and store target achievements. Incentive amount is over and above your mentioned CTC structure. Please check with your SPO/SM for further clarity on the same
- Bonus/Ex-Gratia amount is a one-time payout will be paid out in the month of Diwali, every year
- Professional tax will be deducted as per your salary slab every month or quarterly.

For Aditya Birla Fashion and Retail Ltd

Basavaraj R Rudragani

Sudeep R



Date: 20-02-2024

Mr. Vasu H S

LETTER OF OFFER

Dear Vasu H S,

With reference to your application and subsequent interview with us, we are pleased to offer you the position of “Coordinator” at Job Band “Staff” at a Cost to the Company of **Rs.2,37,544/-**(Rupees **Two Lakh Thirty Seven Thousand Five Hundred Forty Four only**). Refer below mentioned Annexure for offer details.

Your employment commences from the date of your reporting, which date shall not be later than - **26-02-2024**. In the event of you not joining by this date, this offer will automatically expire, unless specifically extended by ABFRL. This offer of Employment is subject to receipt of satisfactory references, antecedent verification as a part of the company recruitment policy.

For Aditya Birla Fashion & Retail Ltd,

A handwritten signature in black ink, appearing to read "Basavaraj R Rudragani". The signature is written in a cursive style with a small yellow mark above the first letter.

Basavaraj R Rudragani
Area Human Resources

Vasu H S

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Offer Annexure

Name : Vasu H S			
Designation : Coordinator			
Department: WH Asst			
Band : Staff			
DOJ: 26-Feb-2024			
	Salary Heads	Payment Monthly	Annually
	Basic	9898	118772
	HRA	3959	47509
	Adhoc Allowance	2235	26823
	Gross Per Month (GPM)	16092	
(A)	Gross Per Annum (GPA)	193104	
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	Company Contribution to PF	17471	
	Gratuity	5713	
(D)	Benefits	6276	
	ESIC	6276	
TOTAL COST TO COMPANY		237544	

- Net take home is your minimum take home salary, considering 100% attendance for the month & no further deductions
- You are also eligible for weekly and monthly incentives, based on your cluster, world and store target achievements. Incentive amount is over and above your mentioned CTC structure. Please check with your SPO/SM for further clarity on the same
- Bonus/Ex-Gratia amount is a one-time payout will be paid out in the month of Diwali, every year
- Professional tax will be deducted as per your salary slab every month or quarterly.

For Aditya Birla Fashion and Retail Ltd

Basavaraj R Rudragani

Vasu H S



Date: 20-02-2024

Mr.Vivek K U

LETTER OF OFFER

Dear Vivek K U,

With reference to your application and subsequent interview with us, we are pleased to offer you the position of “Coordinator” at Job Band “Staff” at a Cost to the Company of **Rs.2,37,544/-**(Rupees **Two Lakh Thirty Seven Thousand Five Hundred Forty Four only**). Refer below mentioned Annexure for offer details.

Your employment commences from the date of your reporting, which date shall not be later than - **26-02-2024**. In the event of you not joining by this date, this offer will automatically expire, unless specifically extended by ABFRL. This offer of Employment is subject to receipt of satisfactory references, antecedent verification as a part of the company recruitment policy.

For Aditya Birla Fashion & Retail Ltd,

A handwritten signature in black ink, appearing to read "Basavaraj R Rudragani". The signature is fluid and cursive, with a small yellow mark above the first letter.

Basavaraj R Rudragani
Area Human Resources

Vivek K U

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Offer Annexure

Name : Vivek K U			
Designation : Coordinator			
Department: WH Asst			
Band : Staff			
DOJ: 26-Feb-2024			
	Salary Heads	Payment Monthly	Annually
	Basic	9898	118772
	HRA	3959	47509
	Adhoc Allowance	2235	26823
	Gross Per Month (GPM)	16092	
(A)	Gross Per Annum (GPA)	193104	
(B)	Annual Payments	14980	
	Bonus/Ex-Gratia	14980	
(C)	Retirals	23184	
	Company Contribution to PF	17471	
	Gratuity	5713	
(D)	Benefits	6276	
	ESIC	6276	
TOTAL COST TO COMPANY		237544	

- Net take home is your minimum take home salary, considering 100% attendance for the month & no further deductions
- You are also eligible for weekly and monthly incentives, based on your cluster, world and store target achievements. Incentive amount is over and above your mentioned CTC structure. Please check with your SPO/SM for further clarity on the same
- Bonus/Ex-Gratia amount is a one-time payout will be paid out in the month of Diwali, every year
- Professional tax will be deducted as per your salary slab every month or quarterly.

For Aditya Birla Fashion and Retail Ltd

Basavaraj R Rudragani
Area Human Resources

Vivek K U

REF:HRD/OFF/LETTER/13

Offer Letter

POOJA

No. 606, 10th Cross, Near Hunasemara Devainahundi Srirampur, Mysuru-570023

Dear Ms. Pooja,

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 04/12/2023 *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

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.

REF:HRD/OFF/LETTER/12

Offer Letter

DILEEP J

Jeegundipattana Keregodo (H) Mandya Dist

Dear Mr. Dileep,

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 04/12/2023 *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.

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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.

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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.

REF:HRD/OFF/LETTER/15

Offer Letter

MANU B

Doddaboovalli (V) B G Pura (H) Malavalli Tq, Mandya Dist

Dear Ms. Manu,

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 04/12/2023 *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

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.

REF:HRD/OFF/LETTER/13

Offer Letter

POOJA

No. 606, 10th Cross, Near Hunasemara Devainahundi Srirampur, Mysuru-570023

Dear Mr. Pooja,

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 04/12/2023 *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):

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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.

REF:HRD/OFF/LETTER/17

Offer Letter

RAKESH N

No.226/1 14th Cross, 5th Main Jayanagar Chinnegiri Koppal, Mysuru

Dear Mr. Rakesh,

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 04/12/2023 *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

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.**

REF:HRD/OFF/LETTER/11

Offer Letter

VISHNU B H

Gudloor (V) Maldare (P) Virajpet (Tq) Kodagu Dist-571253

Dear Mr. Vishnu,

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 04/12/2023 *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):

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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
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Canteen	700.00	8400.00
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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.