



Offer Letter

Date: 25/10/2018

Name: NANDINI UPADHYAY

Address: LG K-1 33 World Bank Barrs Karahi

Dear NANDINI UPADHYAY,

We are delighted to offer you the position of **Assistant Manager QC-microbiology**,

The position, as explained to you, is in our company's Quality Assurance.

We request that you review the same and revert the acknowledgement of your acceptance.

As a result, we will make arrangements to provide you with a detailed letter of appointment on the date of your joining with us, which we have agreed will be any day on or before 25/10/2018 and your package will be **324500/-**.

The role in which you will be working is very important and will require you to deal with important and sensitive information, records and other company matters.

We are excited to have you as a member of our team. We are confident that you will have a successful career with our company.

We'd like to take this opportunity to welcome you to our team.

Kind Regards

Apoorva

Sr. Executive IIR



Zuche Pharmaceuticals Private Limited

Registered Office: 602-D/1B/4, Navkar Parkview Apartment, Flat No. 8, Ward No. 3, Mehrauli, New Delhi-110030, India
Corporate Office: A-216 & A-217, 2nd Floor, Somdatt Chambers-1, Building No. 5, Bhikaji Cama Place, New Delhi-110066, India
Manufacturing Unit: G1-712, RICO Industrial Area, Chopanki, Dist: Akrur, Rajasthan-301019, India
E-mail: business@zuchepharma.in, business@zuchepharma.com Website: www.zuchepharma.com
Contact Number: +91-11-41662311, +91-8610475070, +91-9873582118 CIN: U52100DL2010PTC206054



To,

ANKIT GANDHI
vill koopa kalan

Dear ANKIT GANDHI

On behalf of the BAJAJ AUTO LTD. Company, I'd like to say that it brings me great pleasure to formally offer you the designation of Trainee Executive at Haridwar, Uttarakhand, you will join the organization from 23/12/2018. We welcome you to our company and wish you all the best for your future endeavors.

Your CTC would be Rs. 145700 (P/A)

You shall be on probation for an initial 6 month. You are required the following original documents along with self-attested photocopies of each document at the time of joining for verification to the IIR Department.

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

- Qualification Documents (All MarkSheets from 10th to Last)
- Work Experience Certificates or Relieving Letter of previous Employers*.
- Last 3 month Pay slips of previous employer*.
- Last 6 months bank statement.
- Address Proof (Aadhar Card is preferred)
- Pan Card (Original with Photocopy)
- 3 Photographs

As you are going to be an integral part of the company, we'll try to extend all possible support to you during your tenure.

Looking forward to having you with us and wishing you great success with Bajaj Auto Ltd.

For BAJAJ AUTO, Haridwar, Uttarakhand

Authorized Signatory



OFFER LETTER

DEEPANTI AGARWAL
22/92 JIVANI MANDI ROAD WATER WORKS MOTIYA KI BAGICHI AGRA

Dear **DEEPANTI AGARWAL**,

We are pleased to appoint you as Trainee - Engineer in Worldline Global Services Private Ltd. (WGS) based at Pune on the following terms and conditions:

1. DATE OF APPOINTMENT:

Your appointment is effective from 25/10/2018

2. EMOLUMENTS: (please refer the annexure for more details of your salary).

2.1 Salary:

You will be paid a Basic monthly salary of **Rs. 237890/-** per annum.

2.2 Basket of Allowance:

You will be paid a fixed Basket of Allowance of **Rs. 8,797/- (Eight Thousand Seven Hundred Ninety Seven)**.

2.3 Performance Pay:

You shall be entitled to performance pay as indicated in the annexure based on companies and your individual performance.

2.4 Provident Fund:

You will be covered under the Provident Fund Scheme operating in the Company, and will be governed by the rules and regulations of the Provident Fund Act - 1952 as applicable from time to time.

2.5 Group Personal Accident Insurance:

You will be covered under the Group Personal Accident Insurance policy of the Company against Death / Disablement caused due to accidents.

2.6 Group Mediclaim Scheme:

During your tenure with the Company you and your family will be covered under our Group Mediclaim Scheme and governed by the rules & regulations framed under such policies as applicable from time to time.

2.7 Life Term Insurance Policy:

You will be covered under the Life Term Insurance Policy of the Company.

2.8 Gratuity:

You will be entitled to Gratuity as per the Gratuity Act 1972 and in accordance with the rules governing such payments.

3. DUTIES:

- a) You will report to **Senior Manager** for instructions and duties. The Management reserves the right to assign to you such other duties and responsibilities, both inside and outside the office premises, as may be considered necessary, from time to time in the Company's interests.
- b) You represent and warrant to the Company that you are under no obligations or commitments, whether contractual or otherwise, that are inconsistent with your obligations under this Agreement.

4. PROBATION:

You will be on probation for a period of 12 months from the date of your appointment and the management reserves the right to extend the period. The salary or the accumulated leave will not be adjusted against the notice pay. You will continue to be on probation until your services are confirmed in writing. If you resign during your probation period of 12 months, then you will have to pay the bond amount as per the company policy & serve 3 months of notice period.

5. TERMINATION AND DISMISSAL:

- a) Notice Period: On confirmation, either party's will be required to give a notice of 3 months for separation. The Company may, at its sole discretion terminate the services by giving the salary in lieu of the notice period. The Management however shall have the sole discretion to change such period of notice, as it deems appropriate. Servicing notice period is mandatory.
- b) The Management shall have the right to remove you from this position during the entire notice period or part thereof. In such event, your rights and obligations under this Contract shall remain in force and you shall consequently observe the provisions on competition restriction and confidentiality etc, as set forth in this Contract.
- c) The Company shall have the right to dismiss you with immediate effect if you have grossly neglected your obligations to the Company or otherwise committed a material breach of contract.
- d) You shall be obliged to inform a person, appointed by the Company, of all circumstances regarding the Company's business that you are familiar with, in order to reduce the risk of disruption in the business as a result of your leaving this position.
- e) Upon termination of the employment, irrespective of the reason therefore, all obligations of the Company will expire, including but not limited to the obligation to pay pension premiums, unless otherwise expressly stated in this Contract.

Please note that that this appointment is subject to clearance of the following:

- f) Background Verification – Your appointment is conditional upon completion of satisfactory reference and background checks (education, employment history & other details furnished by you in your application). In case any information given by you is found to be false or incorrect at any point in time of your employment, the appointment would be deemed void-ab-initio and liable for termination without notice or salary in lieu thereof

6. LEAVE:

You will be entitled to Earned Leave (privilege leave) as per the company policy.

7. AGE OF RETIREMENT:

As per the revised company policy all the employees will superannuate at the age of 60.

8. TRANSFER:

Your services are liable to be transferred to any other Departments, Branches, Sites, Sister Companies or any of their branches in India. On your transfer, you will be governed by the company's rules applicable to the establishment to which you are posted.

9. INCREMENTS:

Increments will not be automatic, but will be at the discretion of the Management, and will depend on the individual and Company performance.

10. SERVICE RULES:

a. Other Work

Your whole time and attention should be devoted to the interests of the Company and you shall devote yourself exclusively to the business of the Company. You will not take up any other work for remuneration (part-time or otherwise) or work on advisory capacity or be interested directly or indirectly (except as shareholder or debenture holder) in any other trade or business during the employment with the Company without permission in writing of the Management of the Company.

You will be guided by the Company's policies and procedures which the management may modify or change as it may deem fit from time to time.

b. Secrecy

You will not at any time, while in service, without written consent of the CEO, and thereafter for a period of 2 years from the cessation of your employment, for whatever reason, shall not disclose or divulge or make public, except on legal obligations, any information regarding the Company's affairs, business, plans,

Administration or research carried out whether the same may be confided to you or become know to you in the course of your service or otherwise. Information means and includes without limitation all and any data, know-how, formulae, processes, designs, photographs, drawings, specifications, programmes, samples, trade secrets, intellectual property and all information of whatever description and any other material bearing or incorporating any information concerning or relating to the Company, its assets, properties, plans, processes, finances, methods, operations, market strategy, marketing and pricing information, customer or consumer databases, pricing or other policies, business and business plans, intellectual property, and also includes all documents, agreements, sales charts, cost projections and analyses, pricing models, financial and tax information, business, marketing and operational projections, plans and opportunities, product information, designs, identification of customers, vendors and suppliers, customer, vendor and distribution lists, business records and other books and records relating to or concerning the Company.

You will adhere to the company's Information Security policy.

c. Intellectual Property

All ideas, inventions, design, software and all other intellectual property that may be developed by you or in the development of which you have played any role while you are in employment of the Company will solely and absolutely belong to the Company. You shall not be entitled to claim ownership of any rights on the same. In consideration of your salary, emoluments and other benefits drawn by you so long as you remain an employee of the Company, all your rights, if any, including, without limitation, all rights of creative authorship and other rights whatsoever shall stand assigned to the Company absolutely.

d. Past Records

If any declaration given or furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, in such case you will be liable to removal from service without any notice.

11. NON SOLICITATION

During the term of the employment and thereafter for a period of 2 years from the cessation of your employment, for whatever reason, you shall not in any way directly or indirectly engage, hire or employ in any manner whatsoever, any of the Company's personnel or staff or solicit, entice or in any way induce such employees to associate themselves, whether as employees, consultants, advisors, partners or otherwise, with you or any organization that you may become associated, employed or affiliated, with, after cessation of your employment with the Company.

12. CONSEQUENCES OF BREACH OF TERMS:

Notwithstanding anything contained in Clause 4 and 5 above, should you contravene or breach any of the foregoing terms and conditions of service, the Company will be entitled to terminate your services forthwith, without compensation, notice period or salary in lieu thereof and without prejudice to other legal rights/remedies available to the Company.

The provisions under Clause 11 shall survive the cessation of your employment and shall remain in force for a period of 2 years thereafter.

You are requested to, please sign the duplicate copy of this letter and return it to us, signifying your acceptance of all the term contained here.

We are delighted to have to with us. We take this opportunity to welcome you to Worldline and look forward to your long and happy association with us.

For **WORLDLINE GLOBAL SERVICES PVT. LTD.**



Jose Raj
Senior Vice President and Head – HR



Offer Letter

Date 23/12/2018

Dear RAHUL DIWAKAR
VILLAGE NAGLA GHOORELA POST KAGAROL TEHSIL KHERAGARH

Congratulations on your decision to be a BYJUITE! At BYJU'S, we are on a mission to help students fall in love with learning across the world. We create learning journeys for every student that address their unique needs and make them lifelong learners. We hope your contributions and passion would help us achieve this mission.

It gives us immense pleasure to formalize your offer and appointment for the position of **Student Success Specialist-Student Experience** at Think and Learn Private Limited (hereafter referred to as 'BYJU'S' or 'Company') in the **Student Experience** department subject to your acceptance of the offer mentioned in this letter. The letter includes details of your compensation structure, probation and notice periods (Annexure A). As you read through the details, please feel free to reach out to the recruiter who managed your process, with any questions or concerns.

Your date of joining at BYJU'S is 23/12/2018. Your onboarding details will be communicated by BYJU'S Onboarding Team post acceptance of the offer. In case you do not report at your job on or prior to 23/12/2018 the offer shall be deemed to be rejected by you. Please accept this offer in our HR portal so that we can initiate your onboarding process. Once initiated, you will be receiving an email confirmation for the same. In case you do not acknowledge and accept this offer letter on the HR portal within two working days, the offer would stand withdrawn.

Position Details and Compensation Overview

Designation	Student Success Specialist-Student Experience
Department	Student Experience
Employment Type	Regular
Work Location	Bangalore - Katyan Tech Park

Total Annual Cost to Company : ₹ 231230

Details of bonuses (if any) are mentioned in Annexure A. You are requested to join the services of the Company, 23/12/2018 falling, which you may please consider the offer to be withdrawn unless an extension to the date of joining has been mutually agreed in writing. You are requested to signify your acceptance of the terms and conditions by accepting the offer on our HR portal and signing and returning to us the duplicate copy of this letter on your day of Onboarding.

The terms of your employment contract are strictly confidential and should be treated as privileged information between yourself and the Company. You are expected to maintain such information appropriately. We take this opportunity to thank you for the interest you have shown in our organization and look forward to welcoming you on board for a fruitful career with us. We are certain that you will find challenge, satisfaction, and opportunity in your association with the Company.

Best Regards,



Deeptha A R
Head - Human Resources
Think & Learn Pvt. Ltd

Annexure - A

Compensation Details	
Name	RAHUL DWAKAR
Designation	Student Success Specialist-Student Experience
Date Of Joining	23/12/2018
Annual Cost To Company(CTC)	231230

*Adhoc Allowances (if any) provide an array of tax benefits, please refer to the Annexure B for details
 **Income Tax and Professional Tax would be deducted from the Total Annual Net Pay basis the government rules. Your take-home salary would be Total Annual Net Pay - Taxes.
 ***PF administrative charges and EDLI charges as per rules (i.e. at present 1% admin charges, equal to INR 150/- per month towards Employee PF deduction of INR 1800/- per month), will be included in above mentioned CTC.

Annexure - B

Adhoc Allowances(if applicable) will comprise one or all of the below allowances basis your overall fixed CTC.

Allowance	Maximum Amount	Tax Treatment
Mobile & Broadband Allowance	Up to INR 1000 per month for mobile and broadband each	
Research Allowance	Up to INR 30000 per annum	Non-taxable upon
Fuel Allowance	Up to INR 2400 per month based on CC capacity and type of the vehicle	submission of
Driver Allowance	Up to INR 900 per month	required proofs
Special Allowance	Balancing Component	Taxable

General Guidelines

- All these elements will be within the fixed part of the employee's compensation, a detailed breakup of adhoc allowances will depend upon the fixed CTC, and will be shared in the payslip
- Detailed guidelines on these will be shared post your onboarding
- All the above allowances will be considered taxable through the year, however, on the production of required bills over the quarterly window, tax exemption will be provided as per the rules laid out above
- Employees are required to keep a copy of the bills as proof of expenses incurred through the quarterly cycle and submit the same in the quarterly window
- The above-mentioned tax benefits will be applicable only for those employees who opt for the Old Income Tax Regime and not the new one
- 'Special Allowance' component is a part of taxable income



To
Deepak Lavania
H.NO. 107 PUSHPANJALI PURAM PHASE 3 TAJNAGRI PHASE 2 FATEHABAD ROAD AGRA

Sub: Your offer of Employment in eORIGAMI SOFTWARE PVT LTD

Dear Deepak Lavania

Welcome to eORIGAMI!

It gives us immense pleasure in inviting you to join eORIGAMI Software Private Limited. ("eORIGAMI" or the "Company") as one of its valuable member. We believe that the growth of an organization is fuelled by the enthusiasm and energy of people who are willing to invest into its future. We therefore believe that all our employees are truly our ASSOCIATES in our road to the future. We are happy that you are one such Associate joining us in our efforts to create a truly global organization.

We are pleased to inform you that you have been offered an employment in eORIGAMI as **Jr. Software Engineer**, and you would report on your joining to **Mr. Yashwanth Reddy H, President - Operations**. You will operate out of our office located at **Bangalore**.

We prefer you to join us on **20/01/2019**

We wish to share with you the detailed terms and conditions which will govern your employment with eORIGAMI and also Associate related guidelines applicable to all eORIGAMIans including you. All these Terms and Conditions are subject to change based on business requirements and you shall abide by the updated policies. Please note that your appointment is subject to background check /reference check/pre-employment checks as applicable.

eORIGAMI observes a 5-day week with Saturday and Sunday as weekly holidays. The office hours are from 09:00 AM to 06:00 PM, with staggered lunch break of 30 minutes between 12:00 PM and 12:30 PM. Associates are expected to follow the client's working hours and holidays while on deputation to client's site in India/onsite. In the event an Associate fails to register their attendance consecutively for 3 working days, without any prior notice to their immediate manager or concerned HR, eORIGAMI shall initiate appropriate disciplinary action against the Associate as per eORIGAMI policy. eORIGAMI reserves the right to registering a MAN MISSING complaint with the Police Department, in such cases.


(Signature of Associate)

Registered Office Address: No. 07, AASHRAYAA ONYX, 7th Cross Rd, Duo Heights Layout, Devanahalli, Bengaluru, Karnataka - 560068

1. Compensation & Benefits:

You will receive a total compensation of Rs. 355000/- per annum. The compensation package consists of:

2. Position Linked Benefits:

We wish you all the very best and look forward to a long and mutually beneficial association.

Kindly confirm your acceptance of the above conditions by signing and returning the duplicate copy of this letter.

Yours sincerely,
for eORIGAMI Software Private Limited,

YASHWANTH REDDY
President - Operations

I have carefully read and understood the above offer terms including the terms contained in Annexure I and agree that the provisions of this letter and the Annexure I are reasonable and necessary and accept the same irrevocably and unconditionally.

Signature
Name


:Yashwanth Reddy K



To
SWATI RAJPUT
Bamrauli katara fatehabad road agra

Sub: Your offer of Employment in eORIGAMI SOFTWARE PVT LTD

Dear **SWATI RAJPUT**

Welcome to eORIGAMI!

It gives us immense pleasure in inviting you to join eORIGAMI Software Private Limited. ("eORIGAMI" or the "Company") as one of its valuable member. We believe that the growth of an organization is fuelled by the enthusiasm and energy of people who are willing to invest into its future. We therefore believe that all our employees are truly our ASSOCIATES in our road to the future. We are happy that you are one such Associate joining us in our efforts to create a truly global organization.

We are pleased to inform you that you have been offered an employment in eORIGAMI as **Jr. Software Engineer**, and you would report on your joining to **Mr. Yashwanth Reddy H, President - Operations**. You will operate out of our office located at **Bangalore**.

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(Signature of Associate)

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1. Compensation & Benefits:

You will receive a total compensation of Rs. 355000/- per annum. The compensation package consists of:

2. Position Linked Benefits:

We wish you all the very best and look forward to a long and mutually beneficial association.

Kindly confirm your acceptance of the above conditions by signing and returning the duplicate copy of this letter.

Yours sincerely,
for eORIGAMI Software Private Limited,

YASHWANTH REDDY
President - Operations

I have carefully read and understood the above offer terms including the terms contained in Annexure I and agree that the provisions of this letter and the Annexure I are reasonable and necessary and accept the same irrevocably and unconditionally.

Signature
Name


:Yashwanth Reddy K



APPOINTMENT LETTER

To,

HARSH BANSAL
vill. kothia, post shahpur, allgarh

Dear **HARSH BANSAL**

We are delighted to offer you a position as **Junior Associate, Technology** with Publicis Sapient, a division of TLG India Pvt. Ltd. ("Publicis Sapient").

Publicis Sapient will provide you with a total compensation package that consists of your base salary and statutory retirement benefits.

The Total Cost to Company offered to you is INR 320000/- which includes the following:-

- An annualized base salary of INR 320000/- (including HRA)
- Provident Fund and Gratuity contributions, (As per the applicable provisions)

Tax at the applicable rate shall be deducted at source from your salary.
(Please refer to Annexure "B" for details)

Your anticipated start date will **10/1/2019** You will be on training for a period of 6 months from the start date of your employment. Your home office would be in **Noida**, India.

In addition to your salary, you will be entitled to:-

- Receive Relocation expenses up to a maximum of amount Rs 10,000. (subject to submission of receipts)
- Participate in the Publicis Sapient's medical and life insurance benefits

The realisation of the above items is subject to the terms set forth in Annexure 'A' under the respective clauses.

You will be required to sign a training agreement on joining Publicis Sapient. Publicis Sapient would be making considerable investment in imparting specialized training to you for meeting the business requirements of the Company. Should you decide to leave Publicis Sapient within 18 months of the **10/1/2019**. You would be required to pay INR 150,000 in accordance with the terms of the training agreement.

TLG India Private Limited
G1, SEZ, Condo Technopark,
Building No. 1, Tower B, Ground - 3rd Floor,
Building No. 2, Tower A, Ground & First Floor,
Building No. 3, Ground & First Floor,
SEZ Sector 21, Village Chandigarh,
Gurgaon - 122016 Haryana, India

TEL: +91 (124) 472 4885
FAX: +91 (124) 472 4027

Registered Office: TLG India Private Limited
13th Floor, Liberty Trade, Tower A, 35, Sector 16A, Noida, Uttar Pradesh, India
Tel: +91 (20) 889 3887 Fax: +91 (20) 889 3887 Ctn: UPI160810270015756

www.publicissapient.com

TLG India Private Limited
Cygnus Business Park Private Limited SEZ,
Tower C, 2nd - 4th Floor, Plot No. 7,
Sector 14A, Expressway,
Noida - 201301,
Uttar Pradesh, India

TEL: +91 (20) 472 5885
FAX: +91 (20) 472 5875

TLG India Private Limited
Signature Correlation Success Park,
267D, Building Vigna, Outer Ring Road,
Dadabankund-Cyber, Mahanagar Post,
Bengaluru - 560057 Karnataka, India

TEL: +91 (80) 613 6005
FAX: +91 (80) 613 6001

On your first day of employment, please report to our office at **Gurgaon** at **9:00 a.m.** along with the documents. Should there be a change in your start date, it is mandatory for you to communicate the same to us a week in advance as this impacts your experience with Publicis Sapient.

Kindly return a copy of this letter duly counter signed by you, within a week in acceptance of the terms and conditions set out herein. Please refer to the Annexure "A" of this letter for details on the Terms of Employment, which shall apply to your employment. By signing a copy of this letter, you agree to abide by these terms and any other published terms in effect from time to time throughout the period of your employment.

We are looking forward to your joining us. We are sure that you would find life with Publicis Sapient to be motivating and challenging.

Best Regards



Kamal Karwal
GVP, People Strategy | Publicis Sapient



To,

AMARJEET
VIII Nagla mattu post khandauli dist Agra

Dear AMARJEET

On behalf of the Autoliv Company, I'd like to say that it brings me great pleasure to formally offer you the designation of Trainee Executive at Bangalore office, you will join the organization from 16/10/2018

We welcome you to our company and wish you all the best for your future endeavors. This offer is provisional in nature and the regular letter of appointment shall be provide to you at the time of your joining after completion of joining formalities.

Your CTC would be Rs. 272000 (P/A)

You shall be on probation for an initial 6 month. You are required the following original documents along with self-attested photocopies of each document at the time of joining for verification to the HR Department.

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

- Qualification Documents (All MarkSheets from 10th to Last)
- Work Experience Certificates or Relieving Letter of previous Employers*.
- Last 3 month Pay slips of previous employer*.
- Last 6 months bank statement.
- Address Proof (Aadhar Card is preferred)
- Pan Card (Original with Photocopy)
- 3 Photographs
-

As you are going to be an integral part of the company, we'll try to extend all possible support to you during your tenure.

Looking forward to having you with us and wishing you great success with Autoliv

For Autoliv, Bangalore

Authorized Signatory



Offer: Computer Consultancy
Date: 19/09/2018

SHIVAM JAIN
A-401, Aparna Prem Apartment, Shastripuram

Dear SHIVAM JAIN

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process for 'TCS Digital' and we are pleased to make you an offer of employment.

You have been selected for the position of **Systems Engineer** in Grade **C1**. You will be assigned a challenging role in any Business Unit as per the business requirements of TCSL.

Your gross salary including all benefits and Retention Incentive will be INR **234570/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

1

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

415/21-24, Kumbharan Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers ServiceLine: 1800 209 3311 Email: careers@tcs.com



COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of INR **15,000/-** per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be INR **7,500/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of INR **500/-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

4. Personal Allowance

You will be eligible for a monthly personal allowance of INR **17,272/-** per month. This component is subject to review and may change as per TCSL's compensation policy.

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

415/21-24, Karaman Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

Tel: 91 44 6616 2232 Fax: 91 44 6616 2555 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers ServiceLine: 1800 209 3311 Email: careers@tcs.com



PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of INR 4,300/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Performance Bonus

Your Performance Bonus will be INR 3,100/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Performance Bonus is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Performance Bonus.

This payment shall be treated as productivity bonus in lieu of statutory profit bonus.

CITY ALLOWANCE

You will be eligible for a City Allowance of INR 400/- per month. This allowance is fully taxable, is specific to India and linked to your base branch. It is subject to review and will be discontinued while on international assignments.

RETENTION INCENTIVE

You are eligible for Retention Incentive of INR 70,000/- payable to you on an annual basis. This component is in appreciation of continuity of your service in TCSL and will be paid on completion of each year from the introduction of this incentive for a period of 3 years. The Company reserves the right to modify the same in line with the TCS Compensation Policy.

OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependents under the company's Health Insurance Scheme (HIS).

HIS offers the following benefits:

1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to INR 6,000/- per insured person per annum and basic hospitalization expenses up to INR 2,00,000/- per insured person per annum.

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

415/21-24, Kumanan Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers ServiceLine: 1800 209 3311 Email: careers@tcs.com



i. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for INR **12,00,000/-** as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of INR **250/-** will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.

RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

Withdrawal of Offer

If you fail to accept the offer from TCSL within 15 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn. Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL. We look forward to having you in our global team.

Yours Sincerely,

For TATA Consultancy Services Limited



Girish V. Nandimath
Global Head Talent Acquisition & AIP

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms



S.S. BOTTLING PRIVATE LIMITED

JOB OFFER LETTER

To,

PRIYA ARORA

31A/B-50 BHANDARI NIWAS JANGIET NAGAR SHAMSHABAD ROAD AGRA

On behalf of the entire company, I'd like to say that it brings me great pleasure to formally offer you the designation of **Microbiologist, SS Bottling Pvt. Ltd.** at **Gohana, Sonapat**, you will join the organization from **10/1/2019**.

We welcome you to our company and wish you all the best for your future endeavors.

This offer is provisional in nature and the regular letter of appointment shall be provided to you at the time of your joining after completion of joining formalities.

Your CTC would be Rs. 239800/-

You shall be on probation for an initial **6 month**. You are required the following original documents along with self-attested photocopies of each document at the time of joining for verification to the HR Department.

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

1. Qualification Documents (All Mark Sheets from 10th to Last)
2. Work Experience Certificates or Relieving Letter of previous Employers.
3. Last 3 month Pay slips of previous employer.
4. Last 6 months bank statement.
5. Address Proof (Aadhar Card is preferred)
6. Pan Card (Original with Photo copy)
7. 3 Photographs

As you are going to be an integral part of the company, we'll try to extend all possible support to you during your tenure.

Looking forward to having you with us and wishing you great success with **SS Bottling Pvt. Ltd.**

Kindly Confirm your Acceptance and date of joining.

For **SS Bottling Pvt. Ltd., Gohana, Sonapat.**

Authorized Signatory

Work Place – Khasra No 15/13, 15/14, 15/15(4-0), 15//18/1/1 15//18/1/2 & 15//23/1/1 Village Mehmood Pur,
Tehsil Gohana, Distt. Sonapat, Haryana – 131001 (INDIA)

Regd. Office – 9/53, Kirti Nagar, Indl. Area, New Delhi – 110015 Tel: +91-11-45072942, 25927392 Fax: +91-11-45072943

Corporate Identity Number : **U15549dl2018ptc337847**



PRIVATE & CONFIDENTIAL

MANOJ KUMAR
S/O RAVINDRA SINGH

VILL POST NAGLA BEECH
TUNDLA DIST FIROZABAD

Date: 23/12/2018

TRAINEE ASSOCIATE (Trainee Associate Engineer Network - MID) CONTRACT

Dear MANOJ KUMAR,

This is your Contract of Training/Apprenticeship ('**Contract**') and contains a statement of the applicable terms of your training.

We are delighted that you have agreed to join us as a Trainee (Trainee Associate Engineer Network - MID). Once you have acknowledged these terms, this shall become a contract between you and the Company.

Please note that your engagement with us is subject to you having the right to work in India, completing the applicable registration requirements under law, and to our being satisfied that you have met all pre-engagement conditions. Any requirements under the Provisional Offer of Apprenticeship, that permit or require compliance after the commencement of your training, will continue to require compliance by you within timelines specified therein.

1. Commencement Date

1.1 For the purposes of your training, your engagement is with BT Global Business Services Pvt Ltd (Company) having its registered office at Eros Corporate Tower, 11th Floor, Nehru Place, New Delhi, 110019, India.

1.2 Your Training will be for a period of 12 months from the start date specified in Appendix 1. Your stipend for the term of twelve (12) months is **INR 214500** which shall be payable monthly in arrears directly into your nominated bank account. (Stipend). A complete breakdown of your Stipend/compensation package is set out at Appendix 1 of this Contract.

Corporate Office:
7th to 9th Floor, Tower C & D, Building
No. 14,
Sector 24 & 25 A
DLF Cyber City
Notified SEZ
DLF City
Gurgaon-122002

BT Global Business Services Pvt Ltd
CIN: U74140DL2014PTC268583
Registered Office:
11th Floor, Eros Corporate Tower
Opp. International Trade Tower
Nehru Place,
New Delhi - 110 019, India
Tel.: +91 11 4781 1111
Fax: +91 11 4103 4438

www.bt.com

**Appendix1 Table of
benefits**

Section Name	MANOJ KUMAR	
1.	Position	Trainee Associate (Trainee Associate Engineer Network - MID) reporting to Sneh Deep Jassal (EIN :611638876), Title: Technical Delivery Manager-MBNL, Ph:
2.	Start Date	23/12/2018
3.	Normal Place of Work	7th & 8th Floors, Tower C & D, Building No 14 Sector 24 & 25A, Gurugram 122016, India
3B.	Temporary Place of Work	NA
4.	Stipend	As set out below
5.	Next Stipend Review date	On successful completion of apprenticeship/training
6.	Annual Leave	21
7.	Benefits	Group Medical Insurance Plan: Coverage of INR 6,00,000 for you; your spouse and 2 dependent children, as applicable to be availed as per the due process. Group Personal Accident Plan only for yourself: 5 times of your annual stipend or INR 10,00,000, whichever is higher. Group Term Life Insurance Policy only for yourself: 5 times of your annual stipend or INR 10,00,000, whichever is higher.

Yours sincerely,



Sai Kumar
Senior Manager - Talent Acquisition
For and on behalf of BT Global Business Services Pvt Ltd



To,

ABDUL FAIM
Nagla chauhan, Village- Ayela, Block- Kheragarh

Dear **ABDUL FAIM**

On behalf of the BAJAJ AUTO LTD. Company, I'd like to say that it brings me great pleasure to formally offer you the designation of Trainee Executive at Haridwar, Uttarakhand, you will join the organization from 23/12/2018. We welcome you to our company and wish you all the best for your future endeavors.

Your CTC would be Rs. 145700 (P/A)

You shall be on probation for an initial 6 month. You are required the following original documents along with self-attested photocopies of each document at the time of joining for verification to the IIR Department.

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

- Qualification Documents (All MarkSheets from 10th to Last)
- Work Experience Certificates or Relieving Letter of previous Employers*.
- Last 3 month Pay slips of previous employer*.
- Last 6 months bank statement.
- Address Proof (Aadhar Card is preferred)
- Pan Card (Original with Photocopy)
- 3 Photographs

As you are going to be an integral part of the company, we'll try to extend all possible support to you during your tenure.

Looking forward to having you with us and wishing you great success with Bajaj Auto Ltd.

For BAJAJ AUTO, Haridwar, Uttarakhand

Authorized Signatory



APPOINTMENT LETTER

To,

SACHIN KUMAR
H. NO. 11, GAYATRI VIHAR, DAYALBAGH, AGRA 282005

Dear **SACHIN KUMAR**

We are delighted to offer you a position as **Junior Associate, Technology** with Publicis Sapient, a division of TLG India Pvt. Ltd. ("Publicis Sapient").

Publicis Sapient will provide you with a total compensation package that consists of your base salary and statutory retirement benefits.

The Total Cost to Company offered to you is INR 320000/- which includes the following:-

- An annualized base salary of INR 320000/- (including HRA)
- Provident Fund and Gratuity contributions, (As per the applicable provisions)

Tax at the applicable rate shall be deducted at source from your salary.
(Please refer to Annexure "B" for details)

Your anticipated start date will **10/1/2019** You will be on training for a period of 6 months from the start date of your employment. Your home office would be in **Noida**, India.

In addition to your salary, you will be entitled to:-

- Receive Relocation expenses up to a maximum of amount Rs 10,000, (subject to submission of receipts)
- Participate in the Publicis Sapient's medical and life insurance benefits

The realisation of the above items is subject to the terms set forth in Annexure 'A' under the respective clauses.

You will be required to sign a training agreement on joining Publicis Sapient. Publicis Sapient would be making considerable investment in imparting specialized training to you for meeting the business requirements of the Company. Should you decide to leave Publicis Sapient within 18 months of the **10/1/2019**. You would be required to pay INR 150,000 in accordance with the terms of the training agreement.

TLG India Private Limited
G1, SEZ, Condo Technopark,
Building No. 1, Tower B, Ground - 3rd Floor,
Building No. 2, Tower A, Ground & First Floor,
Building No. 3, Ground & First Floor,
SEZ Sector 21, Village Chandigarh,
Gurgaon - 122016 Haryana, India

TEL: +91 (124) 472 4885
FAX: +91 (124) 472 4027

Registered Office: TLG India Private Limited
13th Floor, Liberty Trade, Tower A, 35, Sector 16, Gurgaon, Haryana, India
Tel: +91 (124) 464 3667 Fax: +91 (124) 464 3667 Ctn: UPI460043270015756

www.publicissapient.com

TLG India Private Limited
Cygnus Business Park Private Limited SEZ,
Tower C, 2nd - 4th Floor, Plot No. 7,
Sector 14A, Expressway,
Noida - 201301,
Uttar Pradesh, India

TEL: +91 (120) 472 5885
FAX: +91 (120) 472 5875

TLG India Private Limited
Signature Correlation Success Park,
267D, Building Virgo, Outer Ring Road,
Dundankund-Cyber, Mahanagar Post,
Bengaluru - 560057 Karnataka, India

TEL: +91 (80) 6131 6000
FAX: +91 (80) 6131 6001

On your first day of employment, please report to our office at **Gurgaon** at **9:00 a.m.** along with the documents. Should there be a change in your start date, it is mandatory for you to communicate the same to us a week in advance as this impacts your experience with Publicis Sapient.

Kindly return a copy of this letter duly counter signed by you, within a week in acceptance of the terms and conditions set out herein. Please refer to the Annexure "A" of this letter for details on the Terms of Employment, which shall apply to your employment. By signing a copy of this letter, you agree to abide by these terms and any other published terms in effect from time to time throughout the period of your employment.

We are looking forward to your joining us. We are sure that you would find life with Publicis Sapient to be motivating and challenging.

Best Regards



Kamal Karwal
GVP, People Strategy | Publicis Sapient



Offer Letter

Date: 25/10/2018

Name: EKTA SAXENA

Address: BAINPUR

Dear EKTA SAXENA,

We are delighted to offer you the position of **Assistant Manager QC-microbiology**,

The position, as explained to you, is in our company's Quality Assurance.

We request that you review the same and revert the acknowledgement of your acceptance.

As a result, we will make arrangements to provide you with a detailed letter of appointment on the date of your joining with us, which we have agreed will be any day on or before 25/10/2018 and your package will be **324500/-**.

The role in which you will be working is very important and will require you to deal with important and sensitive information, records and other company matters.

We are excited to have you as a member of our team. We are confident that you will have a successful career with our company.

We'd like to take this opportunity to welcome you to our team.

Kind Regards

Apoorva

Sr. Executive IIR



Zuche Pharmaceuticals Private Limited

Registered Office: 602-D/1B/4, Navkar Parkview Apartment, Flat No. 8, Ward No. 3, Mehrauli, New Delhi-110030, India

Corporate Office: A-215 & A-217, 2nd Floor, Somdatt Chambers-1, Building No. 5, Bhikaji Cama Place, New Delhi-110066, India

Manufacturing Unit: G1-712, RICO Industrial Area, Chopanki, Dist: Akrur, Rajasthan-301019, India

E-mail: business@zuchepharma.in, business@zuchepharma.com Website: www.zuchepharma.com

Contact Number: +91-11-41662311, +91-8610475070, +91-9873582118 CIN: U52100DL2010PTC206054



S.S. BOTTLING PRIVATE LIMITED

JOB OFFER LETTER

To,

PRATIKSHA DWIVEDI
31/35 A pipal Mandi, Agra fort AGRA

On behalf of the entire company, I'd like to say that it brings me great pleasure to formally offer you the designation of **Microbiologist, SS Bottling Pvt. Ltd.** at **Gohana, Sonapat**, you will join the organization from **10/1/2019**.

We welcome you to our company and wish you all the best for your future endeavors. This offer is provisional in nature and the regular letter of appointment shall be provided to you at the time of your joining after completion of joining formalities.

Your CTC would be Rs. 239800/-

You shall be on probation for an initial **6 month**. You are required the following original documents along with self-attested photocopies of each document at the time of joining for verification to the HR Department.

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

1. Qualification Documents (All Mark Sheets from 10th to Last)
2. Work Experience Certificates or Relieving Letter of previous Employers.
3. Last 3 month Pay slips of previous employer.
4. Last 6 months bank statement.
5. Address Proof (Aadhar Card is preferred)
6. Pan Card (Original with Photo copy)
7. 3 Photographs

As you are going to be an integral part of the company, we'll try to extend all possible support to you during your tenure.

Looking forward to having you with us and wishing you great success with **SS Bottling Pvt. Ltd.**

Kindly Confirm your Acceptance and date of joining.

For **SS Bottling Pvt. Ltd., Gohana, Sonapat.**

Authorized Signatory

Work Place – Khasra No 15/13, 15/14, 15/15(4-0), 15//18/1/1 15//18/1/2 & 15//23/1/1 Village Mehmood Pur,
Tehsil Gohana, Distt. Sonapat, Haryana – 131001 (INDIA)

Regd. Office – 9/53, Kirti Nagar, Indl. Area, New Delhi – 110015 Tel: +91-11-45072942, 25927392 Fax: +91-11-45072943

Corporate Identity Number : **U15549dl2018ptc337847**



Offer: Computer Consultancy
Date: 19/09/2018

SURBHI SINGH
TEHARA MANT

Dear SURBHI SINGH

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process for 'TCS Digital' and we are pleased to make you an offer of employment.

You have been selected for the position of **Systems Engineer** in Grade **C1**. You will be assigned a challenging role in any Business Unit as per the business requirements of TCSL.

Your gross salary including all benefits and Retention Incentive will be INR **234570/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

1

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

415/21-24, Kumbharan Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers ServiceLine: 1800 209 3311 Email: careers@tcs.com



COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of INR **15,000/-** per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be INR **7,500/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of INR **500/-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

4. Personal Allowance

You will be eligible for a monthly personal allowance of INR **17,272/-** per month. This component is subject to review and may change as per TCSL's compensation policy.

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

415/21-24, Karaman Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

Tel: 91 44 6616 2232 Fax: 91 44 6616 2555 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers ServiceLine: 1800 209 3311 Email: careers@tcs.com



PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of INR 4,300/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Performance Bonus

Your Performance Bonus will be INR 3,100/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Performance Bonus is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Performance Bonus.

This payment shall be treated as productivity bonus in lieu of statutory profit bonus.

CITY ALLOWANCE

You will be eligible for a City Allowance of INR 400/- per month. This allowance is fully taxable, is specific to India and linked to your base branch. It is subject to review and will be discontinued while on international assignments.

RETENTION INCENTIVE

You are eligible for Retention Incentive of INR 70,000/- payable to you on an annual basis. This component is in appreciation of continuity of your service in TCSL and will be paid on completion of each year from the introduction of this incentive for a period of 3 years. The Company reserves the right to modify the same in line with the TCS Compensation Policy.

OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependents under the company's Health Insurance Scheme (HIS).

HIS offers the following benefits:

1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to INR 6,000/- per insured person per annum and basic hospitalization expenses up to INR 2,00,000/- per insured person per annum.

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

415/21-24, Kumanan Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com

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TCS Careers ServiceLine: 1800 209 3311 Email: careers@tcs.com



i. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for INR **12,00,000/-** as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of INR **250/-** will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.

RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

Withdrawal of Offer

If you fail to accept the offer from TCSL within 15 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn. Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL. We look forward to having you in our global team.

Yours Sincerely,

For TATA Consultancy Services Limited



Girish V. Nandimath
Global Head Talent Acquisition & AIP

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms



To,

**REETESH KRISHNA SHARMA
VILL CHHAN LAL DIN, PO CHACK KAILANA**

Dear REETESH KRISHNA SHARMA

On behalf of the BAJAJ AUTO LTD. Company, I'd like to say that it brings me great pleasure to formally offer you the designation of Trainee Executive at Haridwar, Uttarakhand, you will join the organization from 23/12/2018. We welcome you to our company and wish you all the best for your future endeavors.

Your CTC would be Rs. 145700 (P/A)

You shall be on probation for an initial 6 month. You are required the following original documents along with self-attested photocopies of each document at the time of joining for verification to the IIR Department.

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

- Qualification Documents (All MarkSheets from 10th to Last)
- Work Experience Certificates or Relieving Letter of previous Employers*.
- Last 3 month Pay slips of previous employer*.
- Last 6 months bank statement.
- Address Proof (Aadhar Card is preferred)
- Pan Card (Original with Photocopy)
- 3 Photographs

As you are going to be an integral part of the company, we'll try to extend all possible support to you during your tenure.

Looking forward to having you with us and wishing you great success with Bajaj Auto Ltd.

For BAJAJ AUTO, Haridwar, Uttarakhand

Authorized Signatory



S.S. BOTTLING PRIVATE LIMITED

JOB OFFER LETTER

To,

SHILPI UPADHYAY

5 - A GEETA NAGAR ,NEAR LORD MAHAVEER SCHOOL, GANGE GAURI BAGH , BALKESHWAR ,AGRA

On behalf of the entire company, I'd like to say that it brings me great pleasure to formally offer you the designation of **Microbiologist**, SS Bottling Pvt. Ltd. at **Gohana, Sonipat**, you will join the organization from **10/1/2019**.

We welcome you to our company and wish you all the best for your future endeavors.

This offer is provisional in nature and the regular letter of appointment shall be provided to you at the time of your joining after completion of joining formalities.

Your CTC would be Rs. 239800/-

You shall be on probation for an initial **6 month**. You are required the following original documents along with self-attested photocopies of each document at the time of joining for verification to the HR Department.

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

1. Qualification Documents (All Mark Sheets from 10th to Last)
2. Work Experience Certificates or Relieving Letter of previous Employers.
3. Last 3 month Pay slips of previous employer.
4. Last 6 months bank statement.
5. Address Proof (Aadhar Card is preferred)
6. Pan Card (Original with Photo copy)
7. 3 Photographs

As you are going to be an integral part of the company, we'll try to extend all possible support to you during your tenure.

Looking forward to having you with us and wishing you great success with **SS Bottling Pvt. Ltd.**

Kindly Confirm your Acceptance and date of joining.

For SS Bottling Pvt. Ltd., Gohana, Sonipat.

Authorized Signatory

Work Place – Khasra No 15/13, 15/14, 15/15(4-0), 15//18/1/1 15//18/1/2 & 15//23/1/1 Village Mehmood Pur,
Tehsil Gohana, Distt. Sonapat, Haryana – 131001 (INDIA)

Regd. Office – 9/53, Kirti Nagar, Indl. Area, New Delhi – 110015 Tel: +91-11-45072942, 25927392 Fax: +91-11-45072943

Corporate Identity Number : **U15549dl2018ptc337847**



Offer Letter

Date 23/12/2018

Dear PRIYANKA SARASWAT
Nagla kadaru, Naripura, Agra

Congratulations on your decision to be a BYJUITEE! At BYJU'S, we are on a mission to help students fall in love with learning across the world. We create learning journeys for every student that address their unique needs and make them lifelong learners. We hope your contributions and passion would help us achieve this mission.

It gives us immense pleasure to formalize your offer and appointment for the position of **Student Success Specialist-Student Experience** at Think and Learn Private Limited (hereafter referred to as 'BYJU'S' or 'Company') in the **Student Experience** department subject to your acceptance of the offer mentioned in this letter. The letter includes details of your compensation structure, probation and notice periods (Annexure A). As you read through the details, please feel free to reach out to the recruiter who managed your process, with any questions or concerns.

Your date of joining at BYJU'S is 23/12/2018. Your onboarding details will be communicated by BYJU'S Onboarding Team post acceptance of the offer. In case you do not report at your job on or prior to 23/12/2018 the offer shall be deemed to be rejected by you. Please accept this offer in our HR portal so that we can initiate your onboarding process. Once initiated, you will be receiving an email confirmation for the same. In case you do not acknowledge and accept this offer letter on the HR portal within two working days, the offer would stand withdrawn.

Position Details and Compensation Overview

Designation	Student Success Specialist-Student Experience
Department	Student Experience
Employment Type	Regular
Work Location	Bangalore - Katyan Tech Park

Total Annual Cost to Company : ₹ 231230

Details of bonuses (if any) are mentioned in Annexure A. You are requested to join the services of the Company, 23/12/2018 falling, which you may please consider the offer to be withdrawn unless an extension to the date of joining has been mutually agreed in writing. You are requested to signify your acceptance of the terms and conditions by accepting the offer on our HR portal and signing and returning to us the duplicate copy of this letter on your day of Onboarding.

The terms of your employment contract are strictly confidential and should be treated as privileged information between yourself and the Company. You are expected to maintain such information appropriately. We take this opportunity to thank you for the interest you have shown in our organization and look forward to welcoming you on board for a fruitful career with us. We are certain that you will find challenge, satisfaction, and opportunity in your association with the Company.

Best Regards,



Deeptha A R
Head - Human Resources
Think & Learn Pvt. Ltd

Annexure - A

Compensation Details	
Name	PRIYANKA SARASWAT
Designation	Student Success Specialist-Student Experience
Date Of Joining	23/12/2018
Annual Cost To Company(CTC)	231230

*Adhoc Allowances (if any) provide an array of tax benefits, please refer to the Annexure B for details
 **Income Tax and Professional Tax would be deducted from the Total Annual Net Pay basis the government rules. Your take-home salary would be Total Annual Net Pay - Taxes.
 ***PF administrative charges and EDLI charges as per rules (i.e. at present 1% admin charges, equal to INR 150/- per month towards Employee PF deduction of INR 1800/- per month), will be included in above mentioned CTC.

Annexure - B

Adhoc Allowances(if applicable) will comprise one or all of the below allowances basis your overall fixed CTC.

Allowance	Maximum Amount	Tax Treatment
Mobile & Broadband Allowance	Up to INR 1000 per month for mobile and broadband each	
Research Allowance	Up to INR 30000 per annum	Non-taxable upon
Fuel Allowance	Up to INR 2400 per month based on CC capacity and type of the vehicle	submission of
Driver Allowance	Up to INR 900 per month	required proofs
Special Allowance	Balancing Component	Taxable

General Guidelines

- All these elements will be within the fixed part of the employee's compensation, a detailed breakup of adhoc allowances will depend upon the fixed CTC, and will be shared in the payslip
- Detailed guidelines on these will be shared post your onboarding
- All the above allowances will be considered taxable through the year, however, on the production of required bills over the quarterly window, tax exemption will be provided as per the rules laid out above
- Employees are required to keep a copy of the bills as proof of expenses incurred through the quarterly cycle and submit the same in the quarterly window
- The above-mentioned tax benefits will be applicable only for those employees who opt for the Old Income Tax Regime and not the new one
- 'Special Allowance' component is a part of taxable income



To
ANISHA YADAV
158, Tulsibagh-2, Dayalbagh

Sub: Your offer of Employment in eORIGAMI SOFTWARE PVT LTD

Dear **ANISHA YADAV**

Welcome to eORIGAMI!

It gives us immense pleasure in inviting you to join eORIGAMI Software Private Limited. ("eORIGAMI" or the "Company") as one of its valuable member. We believe that the growth of an organization is fuelled by the enthusiasm and energy of people who are willing to invest into its future. We therefore believe that all our employees are truly our ASSOCIATES in our road to the future. We are happy that you are one such Associate joining us in our efforts to create a truly global organization.

We are pleased to inform you that you have been offered an employment in eORIGAMI as **Jr. Software Engineer**, and you would report on your joining to **Mr. Yashwanth Reddy H, President - Operations**. You will operate out of our office located at **Bangalore**.

We prefer you to join us on **20/01/2019**

We wish to share with you the detailed terms and conditions which will govern your employment with eORIGAMI and also Associate related guidelines applicable to all eORIGAMIans including you. All these Terms and Conditions are subject to change based on business requirements and you shall abide by the updated policies. Please note that your appointment is subject to background check /reference check/pre-employment checks as applicable.

eORIGAMI observes a 5-day week with Saturday and Sunday as weekly holidays. The office hours are from 09:00 AM to 06:00 PM, with staggered lunch break of 30 minutes between 12:00 PM and 12:30 PM. Associates are expected to follow the client's working hours and holidays while on deputation to client's site in India/onsite. In the event an Associate fails to register their attendance consecutively for 3 working days, without any prior notice to their immediate manager or concerned HR, eORIGAMI shall initiate appropriate disciplinary action against the Associate as per eORIGAMI policy. eORIGAMI reserves the right to registering a MAN MISSING complaint with the Police Department, in such cases.


(Signature of Associate)

Registered Office Address: No. 07, AASHRAYAA ONYX, 7th Cross Rd, Duo Heights Layout, Devanahalli, Bengaluru, Karnataka - 560068

1. Compensation & Benefits:

You will receive a total compensation of Rs. 355000/- per annum. The compensation package consists of:

2. Position Linked Benefits:

We wish you all the very best and look forward to a long and mutually beneficial association.

Kindly confirm your acceptance of the above conditions by signing and returning the duplicate copy of this letter.

Yours sincerely,
for eORIGAMI Software Private Limited,

YASHWANTH REDDY
President - Operations

I have carefully read and understood the above offer terms including the terms contained in Annexure I and agree that the provisions of this letter and the Annexure I are reasonable and necessary and accept the same irrevocably and unconditionally.

Signature
Name


:Yashwanth Reddy K



APPOINTMENT LETTER

To,

Mansi Goyal
S/O Sunil Kumar Singh, gram dhanaita, Domanpur, Mirzapur, Uttar Pradesh

Dear **Mansi Goyal**

We are delighted to offer you a position as **Junior Associate, Technology** with Publicis Sapient, a division of TLG India Pvt. Ltd. ("Publicis Sapient").

Publicis Sapient will provide you with a total compensation package that consists of your base salary and statutory retirement benefits.

The Total Cost to Company offered to you is INR 320000/- which includes the following:-

- An annualized base salary of INR 320000/- (including HRA)
- Provident Fund and Gratuity contributions, (As per the applicable provisions)

Tax at the applicable rate shall be deducted at source from your salary.
(Please refer to Annexure "B" for details)

Your anticipated start date will **10/1/2019**. You will be on training for a period of 6 months from the start date of your employment. Your home office would be in **Noida, India**.

In addition to your salary, you will be entitled to:-

- Receive Relocation expenses up to a maximum of amount Rs 10,000, (subject to submission of receipts)
- Participate in the Publicis Sapient's medical and life insurance benefits

The realization of the above items is subject to the terms set forth in Annexure 'A' under the respective clauses.

You will be required to sign a training agreement on joining Publicis Sapient. Publicis Sapient would be making considerable investment in imparting specialized training to you for meeting the business requirements of the Company. Should you decide to leave Publicis Sapient within 18 months of the **10/1/2019**, you would be required to pay INR 150,000 in accordance with the terms of the training agreement.

TLG India Private Limited
G1, SEZ, Condo Technopark,
Building No. 1, Tower B, Ground - 3rd Floor,
Building No. 2, Tower A, Ground & First Floor,
Building No. 3, Ground & First Floor,
SEZ Sector 21, Village Chandigarh,
Gurgaon - 122016 Haryana, India

TEL: +91 (124) 472 4885
FAX: +91 (124) 472 4027

Registered Office: TLG India Private Limited
13th Floor, Laxmi Plaza, Tower A, 35, Sector 16, Gurgaon, Haryana, India
Tel: +91 (124) 464 3667 Fax: +91 (124) 464 3667 Ctn: LP41606-10271031576

www.publicissapient.com

TLG India Private Limited
Cygnus Business Park Private Limited SEZ,
Tower C, 2nd - 4th Floor, Plot No. 7,
Sector 14A, Expressway,
Noida - 201301,
Uttar Pradesh, India

TEL: +91 (120) 472 5885
FAX: +91 (120) 472 5875

TLG India Private Limited
Signature Correlation Success Park,
287D, Building Virga, Outer Ring Road,
Dandankundi-Cyber, Marathahalli Post,
Bengaluru - 560057 Karnataka, India

TEL: +91 (80) 6131 6000
FAX: +91 (80) 6131 6001

On your first day of employment, please report to our office at **Gurgaon** at **9:00 a.m.** along with the documents. Should there be a change in your start date, it is mandatory for you to communicate the same to us a week in advance as this impacts your experience with Publicis Sapient.

Kindly return a copy of this letter duly counter signed by you, within a week in acceptance of the terms and conditions set out herein. Please refer to the Annexure "A" of this letter for details on the Terms of Employment, which shall apply to your employment. By signing a copy of this letter, you agree to abide by these terms and any other published terms in effect from time to time throughout the period of your employment.

We are looking forward to your joining us. We are sure that you would find life with Publicis Sapient to be motivating and challenging.

Best Regards



Kamal Karwal
GVP, People Strategy | Publicis Sapient



Offer Letter

Date: 25/10/2018

Name: DUSHYANT SHARMA

Address: BAIRAJ MOD AURANGABAD MATHURA

Dear DUSHYANT SHARMA,

We are delighted to offer you the position of **Assistant Manager QC-microbiology**,

The position, as explained to you, is in our company's Quality Assurance.

We request that you review the same and revert the acknowledgement of your acceptance.

As a result, we will make arrangements to provide you with a detailed letter of appointment on the date of your joining with us, which we have agreed will be any day on or before 25/10/2018 and your package will be **324500/-**.

The role in which you will be working is very important and will require you to deal with important and sensitive information, records and other company matters.

We are excited to have you as a member of our team. We are confident that you will have a successful career with our company.

We'd like to take this opportunity to welcome you to our team.

Kind Regards

Apoorva

Sr. Executive IIR



Zuche Pharmaceuticals Private Limited

Registered Office: 602-D/1B/4, Navkar Parkview Apartment, Flat No. 8, Ward No. 3, Mehrauli, New Delhi-110030, India

Corporate Office: A-215 & A-217, 2nd Floor, Somdatt Chambers-1, Building No. 5, Bhikaji Cama Place, New Delhi-110066, India

Manufacturing Unit: G1-712, RICO Industrial Area, Chopanki, Dist: Akrur, Rajasthan-301019, India

E-mail: business@zuchepharma.in, business@zuchesharma.com Website: www.zuchepharma.com

Contact Number: +91-11-41662311, +91-8610475070, +91-9873582118 CIN: U52100DL2010PTC206054



S.S. BOTTLING PRIVATE LIMITED

JOB OFFER LETTER

To,

NARESH KUMAR
76 Chanakya Puri, MG Road 2, Shahganj, Agra

On behalf of the entire company, I'd like to say that it brings me great pleasure to formally offer you the designation of **Microbiologist**, SS Bottling Pvt. Ltd. at **Gohana, Sonapat**, you will join the organization from **10/1/2019**.

We welcome you to our company and wish you all the best for your future endeavors. This offer is provisional in nature and the regular letter of appointment shall be provided to you at the time of your joining after completion of joining formalities.

Your CTC would be Rs. 239800/-

You shall be on probation for an initial **6 month**. You are required the following original documents along with self-attested photocopies of each document at the time of joining for verification to the HR Department.

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

1. Qualification Documents (All Mark Sheets from 10th to Last)
2. Work Experience Certificates or Relieving Letter of previous Employers.
3. Last 3 month Pay slips of previous employer.
4. Last 6 months bank statement.
5. Address Proof (Aadhar Card is preferred)
6. Pan Card (Original with Photo copy)
7. 3 Photographs

As you are going to be an integral part of the company, we'll try to extend all possible support to you during your tenure. Looking forward to having you with us and wishing you great success with **SS Bottling Pvt. Ltd.**

Kindly Confirm your Acceptance and date of joining.

For **SS Bottling Pvt. Ltd., Gohana, Sonapat.**

Authorized Signatory

Work Place – Khasra No 15/13, 15/14, 15/15(4-0), 15//18/1/1 15//18/1/2 & 15//23/1/1 Village Mehmood Pur,
Tehsil Gohana, Distt. Sonapat, Haryana – 131001 (INDIA)
Regd. Office – 9/53, Kirti Nagar, Indl. Area, New Delhi – 110015 Tel: +91-11-45072942, 25927392 Fax: +91-11-45072943
Corporate Identity Number : U15549dl2018ptc337847



Offer: Computer Consultancy

Date: 19/09/2018

AKANKSHA KUMARI
BALWANT NAGAR KK NAGAR SIKANDRA AGRA

Dear AKANKSHA KUMARI

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process for 'TCS Digital' and we are pleased to make you an offer of employment.

You have been selected for the position of **Systems Engineer** in Grade **C1**. You will be assigned a challenging role in any Business Unit as per the business requirements of TCSL.

Your gross salary including all benefits and Retention Incentive will be INR **234570/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

1

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

415/21-24, Kumanan Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers ServiceLine: 1800 209 3311 Email: careers@tcs.com



COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of INR **15,000/-** per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be INR **7,500/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of INR **500/-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

4. Personal Allowance

You will be eligible for a monthly personal allowance of INR **17,272/-** per month. This component is subject to review and may change as per TCSL's compensation policy.



PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of INR 4,300/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Performance Bonus

Your Performance Bonus will be INR 3,100/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Performance Bonus is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Performance Bonus.

This payment shall be treated as productivity bonus in lieu of statutory profit bonus.

CITY ALLOWANCE

You will be eligible for a City Allowance of INR 400/- per month. This allowance is fully taxable, is specific to India and linked to your base branch. It is subject to review and will be discontinued while on international assignments.

RETENTION INCENTIVE

You are eligible for Retention Incentive of INR 70,000/- payable to you on an annual basis. This component is in appreciation of continuity of your service in TCSL and will be paid on completion of each year from the introduction of this incentive for a period of 3 years. The Company reserves the right to modify the same in line with the TCS Compensation Policy.

OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependents under the company's Health Insurance Scheme (HIS).

HIS offers the following benefits:

1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to INR 6,000/- per insured person per annum and basic hospitalization expenses up to INR 2,00,000/- per insured person per annum.

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

415/21-24, Kumanan Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers ServiceLine: 1800 209 3311 Email: careers@tcs.com



i. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for INR **12,00,000/-** as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of INR **250/-** will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.

RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

415/21-24, Kumbharan Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers ServiceLine: 1800 209 3311 Email: careers@tcs.com

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

Withdrawal of Offer

If you fail to accept the offer from TCSL within 15 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn. Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL. We look forward to having you in our global team.

Yours Sincerely,

For TATA Consultancy Services Limited



Girish V. Nandimath
Global Head Talent Acquisition & AIP

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms



OFFER LETTER

AMAN KULSHRESHTHA
flat no.203, sheetal saksham grand apt, gali no. 4, azad nagar, near jail raod, khandari,agra

Dear **AMAN KULSHRESHTHA**,

We are pleased to appoint you as Trainee - Engineer in Worldline Global Services Private Ltd. (WGS) based at Pune on the following terms and conditions:

1. DATE OF APPOINTMENT:

Your appointment is effective from 25/10/2018

2. EMOLUMENTS: (please refer the annexure for more details of your salary).

2.1 Salary:

You will be paid a Basic monthly salary of **Rs. 237890/-** per annum.

2.2 Basket of Allowance:

You will be paid a fixed Basket of Allowance of **Rs. 8,797/- (Eight Thousand Seven Hundred Ninety Seven)**.

2.3 Performance Pay:

You shall be entitled to performance pay as indicated in the annexure based on companies and your individual performance.

2.4 Provident Fund:

You will be covered under the Provident Fund Scheme operating in the Company, and will be governed by the rules and regulations of the Provident Fund Act - 1952 as applicable from time to time.

2.5 Group Personal Accident Insurance:

You will be covered under the Group Personal Accident Insurance policy of the Company against Death / Disablement caused due to accidents.

2.6 Group Mediclaim Scheme:

During your tenure with the Company you and your family will be covered under our Group Mediclaim Scheme and governed by the rules & regulations framed under such policies as applicable from time to time.

2.7 Life Term Insurance Policy:

You will be covered under the Life Term Insurance Policy of the Company.

2.8 Gratuity:

You will be entitled to Gratuity as per the Gratuity Act 1972 and in accordance with the rules governing such payments.

3. DUTIES:

- a) You will report to **Senior Manager** for instructions and duties. The Management reserves the right to assign to you such other duties and responsibilities, both inside and outside the office premises, as may be considered necessary, from time to time in the Company's interests.
- b) You represent and warrant to the Company that you are under no obligations or commitments, whether contractual or otherwise, that are inconsistent with your obligations under this Agreement.

4. PROBATION:

You will be on probation for a period of 12 months from the date of your appointment and the management reserves the right to extend the period. The salary or the accumulated leave will not be adjusted against the notice pay. You will continue to be on probation until your services are confirmed in writing. If you resign during your probation period of 12 months, then you will have to pay the bond amount as per the company policy & serve 3 months of notice period.

5. TERMINATION AND DISMISSAL:

- a) Notice Period: On confirmation, either party's will be required to give a notice of 3 months for separation. The Company may, at its sole discretion terminate the services by giving the salary in lieu of the notice period. The Management however shall have the sole discretion to change such period of notice, as it deems appropriate. Servicing notice period is mandatory.
- b) The Management shall have the right to remove you from this position during the entire notice period or part thereof. In such event, your rights and obligations under this Contract shall remain in force and you shall consequently observe the provisions on competition restriction and confidentiality etc, as set forth in this Contract.
- c) The Company shall have the right to dismiss you with immediate effect if you have grossly neglected your obligations to the Company or otherwise committed a material breach of contract.
- d) You shall be obliged to inform a person, appointed by the Company, of all circumstances regarding the Company's business that you are familiar with, in order to reduce the risk of disruption in the business as a result of your leaving this position.
- e) Upon termination of the employment, irrespective of the reason therefore, all obligations of the Company will expire, including but not limited to the obligation to pay pension premiums, unless otherwise expressly stated in this Contract.

Please note that that this appointment is subject to clearance of the following:

- f) Background Verification – Your appointment is conditional upon completion of satisfactory reference and background checks (education, employment history & other details furnished by you in your application). In case any information given by you is found to be false or incorrect at any point in time of your employment, the appointment would be deemed void-ab-initio and liable for termination without notice or salary in lieu thereof

6. LEAVE:

You will be entitled to Earned Leave (privilege leave) as per the company policy.

7. AGE OF RETIREMENT:

As per the revised company policy all the employees will superannuate at the age of 60.

8. TRANSFER:

Your services are liable to be transferred to any other Departments, Branches, Sites, Sister Companies or any of their branches in India. On your transfer, you will be governed by the company's rules applicable to the establishment to which you are posted.

9. INCREMENTS:

Increments will not be automatic, but will be at the discretion of the Management, and will depend on the individual and Company performance.

10. SERVICE RULES:

a. Other Work

Your whole time and attention should be devoted to the interests of the Company and you shall devote yourself exclusively to the business of the Company. You will not take up any other work for remuneration (part-time or otherwise) or work on advisory capacity or be interested directly or indirectly (except as shareholder or debenture holder) in any other trade or business during the employment with the Company without permission in writing of the Management of the Company.

You will be guided by the Company's policies and procedures which the management may modify or change as it may deem fit from time to time.

b. Secrecy

You will not at any time, while in service, without written consent of the CEO, and thereafter for a period of 2 years from the cessation of your employment, for whatever reason, shall not disclose or divulge or make public, except on legal obligations, any information regarding the Company's affairs, business, plans,

Administration or research carried out whether the same may be confided to you or become know to you in the course of your service or otherwise. Information means and includes without limitation all and any data, know-how, formulae, processes, designs, photographs, drawings, specifications, programmes, samples, trade secrets, intellectual property and all information of whatever description and any other material bearing or incorporating any information concerning or relating to the Company, its assets, properties, plans, processes, finances, methods, operations, market strategy, marketing and pricing information, customer or consumer databases, pricing or other policies, business and business plans, intellectual property, and also includes all documents, agreements, sales charts, cost projections and analyses, pricing models, financial and tax information, business, marketing and operational projections, plans and opportunities, product information, designs, identification of customers, vendors and suppliers, customer, vendor and distribution lists, business records and other books and records relating to or concerning the Company.

You will adhere to the company's Information Security policy.

c. Intellectual Property

All ideas, inventions, design, software and all other intellectual property that may be developed by you or in the development of which you have played any role while you are in employment of the Company will solely and absolutely belong to the Company. You shall not be entitled to claim ownership of any rights on the same. In consideration of your salary, emoluments and other benefits drawn by you so long as you remain an employee of the Company, all your rights, if any, including, without limitation, all rights of creative authorship and other rights whatsoever shall stand assigned to the Company absolutely.

d. Past Records

If any declaration given or furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, in such case you will be liable to removal from service without any notice.

11. NON SOLICITATION

During the term of the employment and thereafter for a period of 2 years from the cessation of your employment, for whatever reason, you shall not in any way directly or indirectly engage, hire or employ in any manner whatsoever, any of the Company's personnel or staff or solicit, entice or in any way induce such employees to associate themselves, whether as employees, consultants, advisors, partners or otherwise, with you or any organization that you may become associated, employed or affiliated, with, after cessation of your employment with the Company.

12. CONSEQUENCES OF BREACH OF TERMS:

Notwithstanding anything contained in Clause 4 and 5 above, should you contravene or breach any of the foregoing terms and conditions of service, the Company will be entitled to terminate your services forthwith, without compensation, notice period or salary in lieu thereof and without prejudice to other legal rights/remedies available to the Company.

The provisions under Clause 11 shall survive the cessation of your employment and shall remain in force for a period of 2 years thereafter.

You are requested to, please sign the duplicate copy of this letter and return it to us, signifying your acceptance of all the term contained here.

We are delighted to have to with us. We take this opportunity to welcome you to Worldline and look forward to your long and happy association with us.

For **WORLDLINE GLOBAL SERVICES PVT. LTD.**



Jose Raj
Senior Vice President and Head – HR



OFFER LETTER

HARSHIT JAIN
VILL DAHORA POST NAGLA BIRKHU IGLAS ALIGARH

Dear **HARSHIT JAIN**,

We are pleased to appoint you as Trainee - Engineer in Worldline Global Services Private Ltd. (WGS) based at Pune on the following terms and conditions:

1. DATE OF APPOINTMENT:

Your appointment is effective from 25/10/2018

2. EMOLUMENTS: (please refer the annexure for more details of your salary).

2.1 Salary:

You will be paid a Basic monthly salary of **Rs. 237890/-** per annum.

2.2 Basket of Allowance:

You will be paid a fixed Basket of Allowance of **Rs. 8,797/- (Eight Thousand Seven Hundred Ninety Seven)**.

2.3 Performance Pay:

You shall be entitled to performance pay as indicated in the annexure based on companies and your individual performance.

2.4 Provident Fund:

You will be covered under the Provident Fund Scheme operating in the Company, and will be governed by the rules and regulations of the Provident Fund Act - 1952 as applicable from time to time.

2.5 Group Personal Accident Insurance:

You will be covered under the Group Personal Accident Insurance policy of the Company against Death / Disablement caused due to accidents.

2.6 Group Mediclaim Scheme:

During your tenure with the Company you and your family will be covered under our Group Mediclaim Scheme and governed by the rules & regulations framed under such policies as applicable from time to time.

2.7 Life Term Insurance Policy:

You will be covered under the Life Term Insurance Policy of the Company.

2.8 Gratuity:

You will be entitled to Gratuity as per the Gratuity Act 1972 and in accordance with the rules governing such payments.

3. DUTIES:

- a) You will report to **Senior Manager** for instructions and duties. The Management reserves the right to assign to you such other duties and responsibilities, both inside and outside the office premises, as may be considered necessary, from time to time in the Company's interests.
- b) You represent and warrant to the Company that you are under no obligations or commitments, whether contractual or otherwise, that are inconsistent with your obligations under this Agreement.

4. PROBATION:

You will be on probation for a period of 12 months from the date of your appointment and the management reserves the right to extend the period. The salary or the accumulated leave will not be adjusted against the notice pay. You will continue to be on probation until your services are confirmed in writing. If you resign during your probation period of 12 months, then you will have to pay the bond amount as per the company policy & serve 3 months of notice period.

5. TERMINATION AND DISMISSAL:

- a) Notice Period: On confirmation, either party's will be required to give a notice of 3 months for separation. The Company may, at its sole discretion terminate the services by giving the salary in lieu of the notice period. The Management however shall have the sole discretion to change such period of notice, as it deems appropriate. Servicing notice period is mandatory.
- b) The Management shall have the right to remove you from this position during the entire notice period or part thereof. In such event, your rights and obligations under this Contract shall remain in force and you shall consequently observe the provisions on competition restriction and confidentiality etc, as set forth in this Contract.
- c) The Company shall have the right to dismiss you with immediate effect if you have grossly neglected your obligations to the Company or otherwise committed a material breach of contract.
- d) You shall be obliged to inform a person, appointed by the Company, of all circumstances regarding the Company's business that you are familiar with, in order to reduce the risk of disruption in the business as a result of your leaving this position.
- e) Upon termination of the employment, irrespective of the reason therefore, all obligations of the Company will expire, including but not limited to the obligation to pay pension premiums, unless otherwise expressly stated in this Contract.

Please note that that this appointment is subject to clearance of the following:

- f) Background Verification – Your appointment is conditional upon completion of satisfactory reference and background checks (education, employment history & other details furnished by you in your application). In case any information given by you is found to be false or incorrect at any point in time of your employment, the appointment would be deemed void-ab-initio and liable for termination without notice or salary in lieu thereof

6. LEAVE:

You will be entitled to Earned Leave (privilege leave) as per the company policy.

7. AGE OF RETIREMENT:

As per the revised company policy all the employees will superannuate at the age of 60.

8. TRANSFER:

Your services are liable to be transferred to any other Departments, Branches, Sites, Sister Companies or any of their branches in India. On your transfer, you will be governed by the company's rules applicable to the establishment to which you are posted.

9. INCREMENTS:

Increments will not be automatic, but will be at the discretion of the Management, and will depend on the individual and Company performance.

10. SERVICE RULES:

a. Other Work

Your whole time and attention should be devoted to the interests of the Company and you shall devote yourself exclusively to the business of the Company. You will not take up any other work for remuneration (part-time or otherwise) or work on advisory capacity or be interested directly or indirectly (except as shareholder or debenture holder) in any other trade or business during the employment with the Company without permission in writing of the Management of the Company.

You will be guided by the Company's policies and procedures which the management may modify or change as it may deem fit from time to time.

b. Secrecy

You will not at any time, while in service, without written consent of the CEO, and thereafter for a period of 2 years from the cessation of your employment, for whatever reason, shall not disclose or divulge or make public, except on legal obligations, any information regarding the Company's affairs, business, plans,

Administration or research carried out whether the same may be confided to you or become know to you in the course of your service or otherwise. Information means and includes without limitation all and any data, know-how, formulae, processes, designs, photographs, drawings, specifications, programmes, samples, trade secrets, intellectual property and all information of whatever description and any other material bearing or incorporating any information concerning or relating to the Company, its assets, properties, plans, processes, finances, methods, operations, market strategy, marketing and pricing information, customer or consumer databases, pricing or other policies, business and business plans, intellectual property, and also includes all documents, agreements, sales charts, cost projections and analyses, pricing models, financial and tax information, business, marketing and operational projections, plans and opportunities, product information, designs, identification of customers, vendors and suppliers, customer, vendor and distribution lists, business records and other books and records relating to or concerning the Company.

You will adhere to the company's Information Security policy.

c. Intellectual Property

All ideas, inventions, design, software and all other intellectual property that may be developed by you or in the development of which you have played any role while you are in employment of the Company will solely and absolutely belong to the Company. You shall not be entitled to claim ownership of any rights on the same. In consideration of your salary, emoluments and other benefits drawn by you so long as you remain an employee of the Company, all your rights, if any, including, without limitation, all rights of creative authorship and other rights whatsoever shall stand assigned to the Company absolutely.

d. Past Records

If any declaration given or furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, in such case you will be liable to removal from service without any notice.

11. NON SOLICITATION

During the term of the employment and thereafter for a period of 2 years from the cessation of your employment, for whatever reason, you shall not in any way directly or indirectly engage, hire or employ in any manner whatsoever, any of the Company's personnel or staff or solicit, entice or in any way induce such employees to associate themselves, whether as employees, consultants, advisors, partners or otherwise, with you or any organization that you may become associated, employed or affiliated, with, after cessation of your employment with the Company.

12. CONSEQUENCES OF BREACH OF TERMS:

Notwithstanding anything contained in Clause 4 and 5 above, should you contravene or breach any of the foregoing terms and conditions of service, the Company will be entitled to terminate your services forthwith, without compensation, notice period or salary in lieu thereof and without prejudice to other legal rights/remedies available to the Company.

The provisions under Clause 11 shall survive the cessation of your employment and shall remain in force for a period of 2 years thereafter.

You are requested to, please sign the duplicate copy of this letter and return it to us, signifying your acceptance of all the term contained here.

We are delighted to have to with us. We take this opportunity to welcome you to Worldline and look forward to your long and happy association with us.

For **WORLDLINE GLOBAL SERVICES PVT. LTD.**



Jose Raj
Senior Vice President and Head – HR



PRIVATE & CONFIDENTIAL

KANCHAN SHARMA
S/O BHARAT BHUSHAN SHARMA

Nandanvan phase 3
melrose bye pass aligarh

Date: 23/12/2018

TRAINEE ASSOCIATE (Trainee Associate Engineer Network - MID) CONTRACT

Dear KANCHAN SHARMA,

This is your Contract of Training/Apprenticeship ('**Contract**') and contains a statement of the applicable terms of your training.

We are delighted that you have agreed to join us as a Trainee (Trainee Associate Engineer Network - MID). Once you have acknowledged these terms, this shall become a contract between you and the Company.

Please note that your engagement with us is subject to you having the right to work in India, completing the applicable registration requirements under law, and to our being satisfied that you have met all pre-engagement conditions. Any requirements under the Provisional Offer of Apprenticeship, that permit or require compliance after the commencement of your training, will continue to require compliance by you within timelines specified therein.

1. Commencement Date

1.1 For the purposes of your training, your engagement is with BT Global Business Services Pvt Ltd (Company) having its registered office at Eros Corporate Tower, 11th Floor, Nehru Place, New Delhi, 110019, India.

1.2 Your Training will be for a period of 12 months from the start date specified in Appendix 1. Your stipend for the term of twelve (12) months is **INR 214500** which shall be payable monthly in arrears directly into your nominated bank account. (Stipend). A complete breakdown of your Stipend/compensation package is set out at Appendix 1 of this Contract.

Corporate Office:
7th to 9th Floor, Tower C & D, Building
No. 14,
Sector 24 & 25 A
DLF Cyber City
Notified SEZ
DLF City
Gurgaon-122002

BT Global Business Services Pvt Ltd
CIN: U74140DL2014PTC268583
Registered Office:
11th Floor, Eros Corporate Tower
Opp. International Trade Tower
Nehru Place,
New Delhi - 110 019, India
Tel.: +91 11 4781 1111
Fax: +91 11 4103 4438

www.bt.com

**Appendix1 Table of
benefits**

Section Name	KANCHAN SHARMA	
1.	Position	Trainee Associate (Trainee Associate Engineer Network - MID) reporting to Sneh Deep Jassal (EIN :611638876), Title: Technical Delivery Manager-MBNL, Ph:
2.	Start Date	23/12/2018
3.	Normal Place of Work	7th & 8th Floors, Tower C & D, Building No 14 Sector 24 & 25A, Gurugram 122016, India
3B.	Temporary Place of Work	NA
4.	Stipend	As set out below
5.	Next Stipend Review date	On successful completion of apprenticeship/training
6.	Annual Leave	21
7.	Benefits	Group Medical Insurance Plan: Coverage of INR 6,00,000 for you; your spouse and 2 dependent children, as applicable to be availed as per the due process. Group Personal Accident Plan only for yourself: 5 times of your annual stipend or INR 10,00,000, whichever is higher. Group Term Life Insurance Policy only for yourself: 5 times of your annual stipend or INR 10,00,000, whichever is higher.

Yours sincerely,



Sai Kumar
Senior Manager - Talent Acquisition
For and on behalf of BT Global Business Services Pvt Ltd



To,

**MOHD HANIEF
SS/517 SHAHEED NAGAR AGRA**

Dear MOHD HANIEF

On behalf of the Autoliv Company, I'd like to say that it brings me great pleasure to formally offer you the designation of Trainee Executive at Bangalore office, you will join the organization from 16/10/2018

We welcome you to our company and wish you all the best for your future endeavors. This offer is provisional in nature and the regular letter of appointment shall be provide to you at the time of your joining after completion of joining formalities.

Your CTC would be Rs. 272000 (P/A)

You shall be on probation for an initial 6 month. You are required the following original documents along with self-attested photocopies of each document at the time of joining for verification to the HR Department.

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

- Qualification Documents (All MarkSheets from 10th to Last)
- Work Experience Certificates or Relieving Letter of previous Employers*.
- Last 3 month Pay slips of previous employer*.
- Last 6 months bank statement.
- Address Proof (Aadhar Card is preferred)
- Pan Card (Original with Photocopy)
- 3 Photographs
-

As you are going to be an integral part of the company, we'll try to extend all possible support to you during your tenure.

Looking forward to having you with us and wishing you great success with Autoliv

For Autoliv, Bangalore

Authorized Signatory



S.S. BOTTLING PRIVATE LIMITED

JOB OFFER LETTER

To,

**PRADEEP SINGH
VILL TAMKUHA POST DAUNAHA DIS WESH CHAMPARAN BIHAR**

On behalf of the entire company, I'd like to say that it brings me great pleasure to formally offer you the designation of **Microbiologist, SS Bottling Pvt. Ltd.** at **Gohana, Sonapat**, you will join the organization from **10/1/2019**.

We welcome you to our company and wish you all the best for your future endeavors. This offer is provisional in nature and the regular letter of appointment shall be provided to you at the time of your joining after completion of joining formalities.

Your CTC would be Rs. 239800/-

You shall be on probation for an initial **6 month**. You are required the following original documents along with self-attested photocopies of each document at the time of joining for verification to the HR Department.

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

1. Qualification Documents (All Mark Sheets from 10th to Last)
2. Work Experience Certificates or Relieving Letter of previous Employers.
3. Last 3 month Pay slips of previous employer.
4. Last 6 months bank statement.
5. Address Proof (Aadhar Card is preferred)
6. Pan Card (Original with Photo copy)
7. 3 Photographs

As you are going to be an integral part of the company, we'll try to extend all possible support to you during your tenure.

Looking forward to having you with us and wishing you great success with **SS Bottling Pvt. Ltd.**

Kindly Confirm your Acceptance and date of joining.

For **SS Bottling Pvt. Ltd., Gohana, Sonapat.**

Authorized Signatory

Work Place – Khasra No 15/13, 15/14, 15/15(4-0), 15//18/1/1 15//18/1/2 & 15//23/1/1 Village Mehmood Pur,
Tehsil Gohana, Distt. Sonapat, Haryana – 131001 (INDIA)

Regd. Office – 9/53, Kirti Nagar, Indl. Area, New Delhi – 110015 Tel: +91-11-45072942, 25927392 Fax: +91-11-45072943

Corporate Identity Number : **U15549dl2018ptc337847**



To,

**AJAZ AHMED MALIK
O-81, KESHAVPURAM, KALYANPUR, KANPUR**

Dear AJAZ AHMED MALIK

On behalf of the Autoliv Company, I'd like to say that it brings me great pleasure to formally offer you the designation of Trainee Executive at Bangalore office, you will join the organization from 16/10/2018

We welcome you to our company and wish you all the best for your future endeavors. This offer is provisional in nature and the regular letter of appointment shall be provide to you at the time of your joining after completion of joining formalities.

Your CTC would be Rs. 272000 (P/A)

You shall be on probation for an initial 6 month. You are required the following original documents along with self-attested photocopies of each document at the time of joining for verification to the HR Department.

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

- Qualification Documents (All MarkSheets from 10th to Last)
- Work Experience Certificates or Relieving Letter of previous Employers*.
- Last 3 month Pay slips of previous employer*.
- Last 6 months bank statement.
- Address Proof (Aadhar Card is preferred)
- Pan Card (Original with Photocopy)
- 3 Photographs
-

As you are going to be an integral part of the company, we'll try to extend all possible support to you during your tenure.

Looking forward to having you with us and wishing you great success with Autoliv

For Autoliv, Bangalore

Authorized Signatory



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TARUN KUMAR
S/O SARVESH KUMAR

arapur post kondar
firozabad

Date: 23/12/2018

TRAINEE ASSOCIATE (Trainee Associate Engineer Network - MID) CONTRACT

Dear TARUN KUMAR,

This is your Contract of Training/Apprenticeship ('**Contract**') and contains a statement of the applicable terms of your training.

We are delighted that you have agreed to join us as a Trainee (Trainee Associate Engineer Network - MID). Once you have acknowledged these terms, this shall become a contract between you and the Company.

Please note that your engagement with us is subject to you having the right to work in India, completing the applicable registration requirements under law, and to our being satisfied that you have met all pre-engagement conditions. Any requirements under the Provisional Offer of Apprenticeship, that permit or require compliance after the commencement of your training, will continue to require compliance by you within timelines specified therein.

1. Commencement Date

1.1 For the purposes of your training, your engagement is with BT Global Business Services Pvt Ltd (Company) having its registered office at Eros Corporate Tower, 11th Floor, Nehru Place, New Delhi, 110019, India.

1.2 Your Training will be for a period of 12 months from the start date specified in Appendix 1. Your stipend for the term of twelve (12) months is **INR 214500** which shall be payable monthly in arrears directly into your nominated bank account. (Stipend). A complete breakdown of your Stipend/compensation package is set out at Appendix 1 of this Contract.

Corporate Office:
7th to 9th Floor, Tower C & D, Building
No. 14,
Sector 24 & 25 A
DLF Cyber City
Notified SEZ
DLF City
Gurgaon-122002

BT Global Business Services Pvt Ltd
CIN: U74140DL2014PTC268583
Registered Office:
11th Floor, Eros Corporate Tower
Opp. International Trade Tower
Nehru Place,
New Delhi - 110 019, India
Tel.: +91 11 4781 1111
Fax: +91 11 4103 4438

www.bt.com

**Appendix1 Table of
benefits**

Section Name	TARUN KUMAR
1. Position	Trainee Associate (Trainee Associate Engineer Network - MID) reporting to Sneh Deep Jassal (EIN :611638876), Title: Technical Delivery Manager-MBNL, Ph:
2. Start Date	23/12/2018
3. Normal Place of Work	7th & 8th Floors, Tower C & D, Building No 14 Sector 24 & 25A, Gurugram 122016, India
3B. Temporary Place of Work	NA
4. Stipend	As set out below
5. Next Stipend Review date	On successful completion of apprenticeship/training
6. Annual Leave	21
7. Benefits	Group Medical Insurance Plan: Coverage of INR 6,00,000 for you; your spouse and 2 dependent children, as applicable to be availed as per the due process. Group Personal Accident Plan only for yourself: 5 times of your annual stipend or INR 10,00,000, whichever is higher. Group Term Life Insurance Policy only for yourself: 5 times of your annual stipend or INR 10,00,000, whichever is higher.

Yours sincerely,



Sai Kumar
Senior Manager - Talent Acquisition
For and on behalf of BT Global Business Services Pvt Ltd



S.S. BOTTLING PRIVATE LIMITED

JOB OFFER LETTER

To,

MOHD. ADIL KHAN

Vill- Hathiyani Post Kanta Dist Chandauli Pin Code 232104

On behalf of the entire company, I'd like to say that it brings me great pleasure to formally offer you the designation of **Microbiologist, SS Bottling Pvt. Ltd.** at **Gohana, Sonapat**, you will join the organization from **10/1/2019**.

We welcome you to our company and wish you all the best for your future endeavors.

This offer is provisional in nature and the regular letter of appointment shall be provided to you at the time of your joining after completion of joining formalities.

Your CTC would be Rs. 239800/-

You shall be on probation for an initial **6 month**. You are required the following original documents along with self-attested photocopies of each document at the time of joining for verification to the HR Department.

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

1. Qualification Documents (All Mark Sheets from 10th to Last)
2. Work Experience Certificates or Relieving Letter of previous Employers.
3. Last 3 month Pay slips of previous employer.
4. Last 6 months bank statement.
5. Address Proof (Aadhar Card is preferred)
6. Pan Card (Original with Photo copy)
7. 3 Photographs

As you are going to be an integral part of the company, we'll try to extend all possible support to you during your tenure.

Looking forward to having you with us and wishing you great success with **SS Bottling Pvt. Ltd.**

Kindly Confirm your Acceptance and date of joining.

For SS Bottling Pvt. Ltd., Gohana, Sonapat.

Authorized Signatory

Work Place – Khasra No 15/13, 15/14, 15/15(4-0), 15//18/1/1 15//18/1/2 & 15//23/1/1 Village Mehmood Pur,
Tehsil Gohana, Distt. Sonapat, Haryana – 131001 (INDIA)

Regd. Office – 9/53, Kirti Nagar, Indl. Area, New Delhi – 110015 Tel: +91-11-45072942, 25927392 Fax: +91-11-45072943

Corporate Identity Number : **U15549dl2018ptc337847**



Offer Letter

Date 23/12/2018

Dear ANSHUL KUSHWAH
VILL PALIYA KHURD POST MUSTFABAD

Congratulations on your decision to be a BYJUITE! At BYJU'S, we are on a mission to help students fall in love with learning across the world. We create learning journeys for every student that address their unique needs and make them lifelong learners. We hope your contributions and passion would help us achieve this mission.

It gives us immense pleasure to formalize your offer and appointment for the position of **Student Success Specialist-Student Experience** at Think and Learn Private Limited (hereafter referred to as 'BYJU'S' or 'Company') in the **Student Experience** department subject to your acceptance of the offer mentioned in this letter. The letter includes details of your compensation structure, probation and notice periods (Annexure A). As you read through the details, please feel free to reach out to the recruiter who managed your process, with any questions or concerns.

Your date of joining at BYJU'S is 23/12/2018. Your onboarding details will be communicated by BYJU'S Onboarding Team post acceptance of the offer. In case you do not report at your job on or prior to 23/12/2018 the offer shall be deemed to be rejected by you. Please accept this offer in our HR portal so that we can initiate your onboarding process. Once initiated, you will be receiving an email confirmation for the same. In case you do not acknowledge and accept this offer letter on the HR portal within two working days, the offer would stand withdrawn.

Position Details and Compensation Overview

Designation	Student Success Specialist-Student Experience
Department	Student Experience
Employment Type	Regular
Work Location	Bangalore - Katyanu Tech Park

Total Annual Cost to Company : ₹ 231230

Details of bonuses (if any) are mentioned in Annexure A. You are requested to join the services of the Company, 23/12/2018 falling, which you may please consider the offer to be withdrawn unless an extension to the date of joining has been mutually agreed in writing. You are requested to signify your acceptance of the terms and conditions by accepting the offer on our HR portal and signing and returning to us the duplicate copy of this letter on your day of Onboarding.

The terms of your employment contract are strictly confidential and should be treated as privileged information between yourself and the Company. You are expected to maintain such information appropriately. We take this opportunity to thank you for the interest you have shown in our organization and look forward to welcoming you on board for a fruitful career with us. We are certain that you will find challenge, satisfaction, and opportunity in your association with the Company.

Best Regards,



Deeptha A R
Head - Human Resources
Think & Learn Pvt. Ltd

Annexure - A

Compensation Details	
Name	ANSHUL KUSHWAH
Designation	Student Success Specialist-Student Experience
Date Of Joining	23/12/2018
Annual Cost To Company(CTC)	231230

*Adhoc Allowances (if any) provide an array of tax benefits, please refer to the Annexure B for details
 **Income Tax and Professional Tax would be deducted from the Total Annual Net Pay basis the government rules. Your take-home salary would be Total Annual Net Pay - Taxes.
 ***PF administrative charges and EDLI charges as per rules (i.e. at present 1% admin charges, equal to INR 150/- per month towards Employee PF deduction of INR 1800/- per month), will be included in above mentioned CTC.

Annexure - B

Adhoc Allowances(if applicable) will comprise one or all of the below allowances basis your overall fixed CTC.

Allowance	Maximum Amount	Tax Treatment
Mobile & Broadband Allowance	Up to INR 1000 per month for mobile and broadband each	
Research Allowance	Up to INR 30000 per annum	Non-taxable upon
Fuel Allowance	Up to INR 2400 per month based on CC capacity and type of the vehicle	submission of
Driver Allowance	Up to INR 900 per month	required proofs
Special Allowance	Balancing Component	Taxable

General Guidelines

- All these elements will be within the fixed part of the employee's compensation, a detailed breakup of adhoc allowances will depend upon the fixed CTC, and will be shared in the payslip
- Detailed guidelines on these will be shared post your onboarding
- All the above allowances will be considered taxable through the year, however, on the production of required bills over the quarterly window, tax exemption will be provided as per the rules laid out above
- Employees are required to keep a copy of the bills as proof of expenses incurred through the quarterly cycle and submit the same in the quarterly window
- The above-mentioned tax benefits will be applicable only for those employees who opt for the Old Income Tax Regime and not the new one
- 'Special Allowance' component is a part of taxable income



Offer Letter

Date 23/12/2018

Dear PRIYANKA BHASKAR
60/154A PURANA KHAWASPURA KHERIA MOD

Congratulations on your decision to be a BYJUITE! At BYJU'S, we are on a mission to help students fall in love with learning across the world. We create learning journeys for every student that address their unique needs and make them lifelong learners. We hope your contributions and passion would help us achieve this mission.

It gives us immense pleasure to formalize your offer and appointment for the position of **Student Success Specialist-Student Experience** at Think and Learn Private Limited (hereafter referred to as 'BYJU'S' or 'Company') in the **Student Experience** department subject to your acceptance of the offer mentioned in this letter. The letter includes details of your compensation structure, probation and notice periods (Annexure A). As you read through the details, please feel free to reach out to the recruiter who managed your process, with any questions or concerns.

Your date of joining at BYJU'S is 23/12/2018. Your onboarding details will be communicated by BYJU'S Onboarding Team post acceptance of the offer. In case you do not report at your job on or prior to 23/12/2018 the offer shall be deemed to be rejected by you. Please accept this offer in our HR portal so that we can initiate your onboarding process. Once initiated, you will be receiving an email confirmation for the same. In case you do not acknowledge and accept this offer letter on the HR portal within two working days, the offer would stand withdrawn.

Position Details and Compensation Overview

Designation	Student Success Specialist-Student Experience
Department	Student Experience
Employment Type	Regular
Work Location	Bangalore - Katyanji Tech Park

Total Annual Cost to Company : ₹ 231230

Details of bonuses (if any) are mentioned in Annexure A. You are requested to join the services of the Company, 23/12/2018 falling, which you may please consider the offer to be withdrawn unless an extension to the date of joining has been mutually agreed in writing. You are requested to signify your acceptance of the terms and conditions by accepting the offer on our HR portal and signing and returning to us the duplicate copy of this letter on your day of Onboarding.

The terms of your employment contract are strictly confidential and should be treated as privileged information between yourself and the Company. You are expected to maintain such information appropriately. We take this opportunity to thank you for the interest you have shown in our organization and look forward to welcoming you on board for a fruitful career with us. We are certain that you will find challenge, satisfaction, and opportunity in your association with the Company.

Best Regards,



Deeptha A R
Head - Human Resources
Think & Learn Pvt. Ltd

Annexure - A

Compensation Details	
Name	PRIYANKA BHASKAR
Designation	Student Success Specialist-Student Experience
Date Of Joining	23/12/2018
Annual Cost To Company(CTC)	231230

*Adhoc Allowances (if any) provide an array of tax benefits, please refer to the Annexure B for details
 **Income Tax and Professional Tax would be deducted from the Total Annual Net Pay basis the government rules. Your take-home salary would be Total Annual Net Pay - Taxes.
 ***PF administrative charges and EDLI charges as per rules (i.e. at present 1% admin charges, equal to INR 150/- per month towards Employee PF deduction of INR 1800/- per month), will be included in above mentioned CTC.

Annexure - B

Adhoc Allowances(if applicable) will comprise one or all of the below allowances basis your overall fixed CTC.

Allowance	Maximum Amount	Tax Treatment
Mobile & Broadband Allowance	Up to INR 1000 per month for mobile and broadband each	
Research Allowance	Up to INR 30000 per annum	Non-taxable upon
Fuel Allowance	Up to INR 2400 per month based on CC capacity and type of the vehicle	submission of
Driver Allowance	Up to INR 900 per month	required proofs
Special Allowance	Balancing Component	Taxable

General Guidelines

- All these elements will be within the fixed part of the employee's compensation, a detailed breakup of adhoc allowances will depend upon the fixed CTC, and will be shared in the payslip
- Detailed guidelines on these will be shared post your onboarding
- All the above allowances will be considered taxable through the year, however, on the production of required bills over the quarterly window, tax exemption will be provided as per the rules laid out above
- Employees are required to keep a copy of the bills as proof of expenses incurred through the quarterly cycle and submit the same in the quarterly window
- The above-mentioned tax benefits will be applicable only for those employees who opt for the Old Income Tax Regime and not the new one
- 'Special Allowance' component is a part of taxable income



To
AJAY KUMAR
Ward no 23 kakrala

Sub: Your offer of Employment in eORIGAMI SOFTWARE PVT LTD

Dear **AJAY KUMAR**

Welcome to eORIGAMI!

It gives us immense pleasure in inviting you to join eORIGAMI Software Private Limited. ("eORIGAMI" or the "Company") as one of its valuable member. We believe that the growth of an organization is fuelled by the enthusiasm and energy of people who are willing to invest into its future. We therefore believe that all our employees are truly our ASSOCIATES in our road to the future. We are happy that you are one such Associate joining us in our efforts to create a truly global organization.

We are pleased to inform you that you have been offered an employment in eORIGAMI as **Jr. Software Engineer**, and you would report on your joining to **Mr. Yashwanth Reddy H, President - Operations**. You will operate out of our office located at **Bangalore**.

We prefer you to join us on **20/01/2019**

We wish to share with you the detailed terms and conditions which will govern your employment with eORIGAMI and also Associate related guidelines applicable to all eORIGAMIans including you. All these Terms and Conditions are subject to change based on business requirements and you shall abide by the updated policies. Please note that your appointment is subject to background check /reference check/pre-employment checks as applicable.

eORIGAMI observes a 5-day week with Saturday and Sunday as weekly holidays. The office hours are from 09:00 AM to 06:00 PM, with staggered lunch break of 30 minutes between 12:00 PM and 12:30 PM. Associates are expected to follow the client's working hours and holidays while on deputation to client's site in India/onsite. In the event an Associate fails to register their attendance consecutively for 3 working days, without any prior notice to their immediate manager or concerned HR, eORIGAMI shall initiate appropriate disciplinary action against the Associate as per eORIGAMI policy. eORIGAMI reserves the right to registering a MAN MISSING complaint with the Police Department, in such cases.


(Signature of Associate)

Registered Office Address: No. 07, AASHRAYAA ONYX, 7th Cross Rd, Duo Heights Layout, Devanahalli, Bengaluru, Karnataka - 560068

1. Compensation & Benefits:

You will receive a total compensation of Rs. 355000/- per annum. The compensation package consists of:

2. Position Linked Benefits:

We wish you all the very best and look forward to a long and mutually beneficial association.

Kindly confirm your acceptance of the above conditions by signing and returning the duplicate copy of this letter.

Yours sincerely,
for eORIGAMI Software Private Limited,

YASHWANTH REDDY
President - Operations

I have carefully read and understood the above offer terms including the terms contained in Annexure I and agree that the provisions of this letter and the Annexure I are reasonable and necessary and accept the same irrevocably and unconditionally.

Signature
Name


:Yashwanth Reddy K



S.S. BOTTLING PRIVATE LIMITED

JOB OFFER LETTER

To,

**KM. CHANDRAWATI
KAILASH MOD SIKANDRA AGRA**

On behalf of the entire company, I'd like to say that it brings me great pleasure to formally offer you the designation of **Microbiologist, SS Bottling Pvt. Ltd.** at **Gohana, Sonapat**, you will join the organization from **10/1/2019**.

We welcome you to our company and wish you all the best for your future endeavors. This offer is provisional in nature and the regular letter of appointment shall be provided to you at the time of your joining after completion of joining formalities.

Your CTC would be Rs. 239800/-

You shall be on probation for an initial **6 month**. You are required the following original documents along with self-attested photocopies of each document at the time of joining for verification to the HR Department.

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

1. Qualification Documents (All Mark Sheets from 10th to Last)
2. Work Experience Certificates or Relieving Letter of previous Employers.
3. Last 3 month Pay slips of previous employer.
4. Last 6 months bank statement.
5. Address Proof (Aadhar Card is preferred)
6. Pan Card (Original with Photo copy)
7. 3 Photographs

As you are going to be an integral part of the company, we'll try to extend all possible support to you during your tenure.

Looking forward to having you with us and wishing you great success with **SS Bottling Pvt. Ltd.**

Kindly Confirm your Acceptance and date of joining.

For SS Bottling Pvt. Ltd., Gohana, Sonapat.

Authorized Signatory

Work Place – Khasra No 15/13, 15/14, 15/15(4-0), 15//18/1/1 15//18/1/2 & 15//23/1/1 Village Mehmood Pur,
Tehsil Gohana, Distt. Sonapat, Haryana – 131001 (INDIA)

Regd. Office – 9/53, Kirti Nagar, Indl. Area, New Delhi – 110015 Tel: +91-11-45072942, 25927392 Fax: +91-11-45072943

Corporate Identity Number : U15549dl2018ptc337847



To
SUMAN KUMARI
khasra no.-191,sikandarpur,plot no.-G-6/1,dayal bagh agra

Sub: Your offer of Employment in eORIGAMI SOFTWARE PVT LTD

Dear **SUMAN KUMARI**

Welcome to eORIGAMI!

It gives us immense pleasure in inviting you to join eORIGAMI Software Private Limited. ("eORIGAMI" or the "Company") as one of its valuable member. We believe that the growth of an organization is fuelled by the enthusiasm and energy of people who are willing to invest into its future. We therefore believe that all our employees are truly our ASSOCIATES in our road to the future. We are happy that you are one such Associate joining us in our efforts to create a truly global organization.

We are pleased to inform you that you have been offered an employment in eORIGAMI as **Jr. Software Engineer**, and you would report on your joining to **Mr. Yashwanth Reddy H, President - Operations**. You will operate out of our office located at **Bangalore**.

We prefer you to join us on **20/01/2019**

We wish to share with you the detailed terms and conditions which will govern your employment with eORIGAMI and also Associate related guidelines applicable to all eORIGAMIans including you. All these Terms and Conditions are subject to change based on business requirements and you shall abide by the updated policies. Please note that your appointment is subject to background check /reference check/pre-employment checks as applicable.

eORIGAMI observes a 5-day week with Saturday and Sunday as weekly holidays. The office hours are from 09:00 AM to 06:00 PM, with staggered lunch break of 30 minutes between 12:00 PM and 12:30 PM. Associates are expected to follow the client's working hours and holidays while on deputation to client's site in India/onsite. In the event an Associate fails to register their attendance consecutively for 3 working days, without any prior notice to their immediate manager or concerned HR, eORIGAMI shall initiate appropriate disciplinary action against the Associate as per eORIGAMI policy. eORIGAMI reserves the right to registering a MAN MISSING complaint with the Police Department, in such cases.


(Signature of Associate)

Registered Office Address: No. 07, AASHRAYAA ONYX, 7th Cross Rd, Duo Heights Layout, Devanahalli, Bengaluru, Karnataka - 560068

1. Compensation & Benefits:

You will receive a total compensation of Rs. 355000/- per annum. The compensation package consists of:

2. Position Linked Benefits:

We wish you all the very best and look forward to a long and mutually beneficial association.

Kindly confirm your acceptance of the above conditions by signing and returning the duplicate copy of this letter.

Yours sincerely,
for eORIGAMI Software Private Limited,

YASHWANTH REDDY
President - Operations

I have carefully read and understood the above offer terms including the terms contained in Annexure I and agree that the provisions of this letter and the Annexure I are reasonable and necessary and accept the same irrevocably and unconditionally.

Signature
Name


:Yashwanth Reddy K



Offer Letter

Date: 25/10/2018

Name: ADITYA KUMAR YADAV

Address: 278, GALI NO.03, NAND LAL GATE, KARAM DHARAM NARORA, DISTT-
BULANDSHAHIR, U.P., 203389

Dear ADITYA KUMAR YADAV,

We are delighted to offer you the position of **Assistant Manager QC-microbiology**,

The position, as explained to you, is in our company's Quality Assurance.

We request that you review the same and revert the acknowledgement of your acceptance.

As a result, we will make arrangements to provide you with a detailed letter of appointment on the date of your joining with us, which we have agreed will be any day on or before 25/10/2018 and your package will be **324500/-**.

The role in which you will be working is very important and will require you to deal with important and sensitive information, records and other company matters.

We are excited to have you as a member of our team. We are confident that you will have a successful career with our company.

We'd like to take this opportunity to welcome you to our team.

Kind Regards

Apoorva

Sr. Executive HR



Zuche Pharmaceuticals Private Limited

Registered Office: 602-DV10/4, Nascar Parkview Apartment, Flat No. 5, Ward No. 3, Mehrauli, New Delhi-110030, India
Corporate Office: A-218 & A-217, 3rd Floor, Somdett Chambers-1, Building No. 5, Bhikaji Cama Place, New Delhi-110066, India
Manufacturing Unit: G1-712, RACD Industrial Area, Chopanki, Distt. Alwar, Rajasthan-301019, India
E-mail: business@zuchepharma.in, business@zuchepharma.com Website: www.zuchepharma.com
Contact Number: +91-11-41662311, +91-8810475070, +91-9873582118 CIN: U52100DL2010PTC208054



OFFER LETTER

AVKESH NIGAM
62/272, JUMMAN KHA KI JHOPADI MUSTAFA QUARTER AGRA CANTT AGRA

Dear **AVKESH NIGAM**,

We are pleased to appoint you as Trainee - Engineer in Worldline Global Services Private Ltd. (WGS) based at Pune on the following terms and conditions:

1. DATE OF APPOINTMENT:

Your appointment is effective from 25/10/2018

2. EMOLUMENTS: (please refer the annexure for more details of your salary).

2.1 Salary:

You will be paid a Basic monthly salary of **Rs. 237890/-** per annum.

2.2 Basket of Allowance:

You will be paid a fixed Basket of Allowance of **Rs. 8,797/- (Eight Thousand Seven Hundred Ninety Seven)**.

2.3 Performance Pay:

You shall be entitled to performance pay as indicated in the annexure based on companies and your individual performance.

2.4 Provident Fund:

You will be covered under the Provident Fund Scheme operating in the Company, and will be governed by the rules and regulations of the Provident Fund Act - 1952 as applicable from time to time.

2.5 Group Personal Accident Insurance:

You will be covered under the Group Personal Accident Insurance policy of the Company against Death / Disablement caused due to accidents.

2.6 Group Mediclaim Scheme:

During your tenure with the Company you and your family will be covered under our Group Mediclaim Scheme and governed by the rules & regulations framed under such policies as applicable from time to time.

2.7 Life Term Insurance Policy:

You will be covered under the Life Term Insurance Policy of the Company.

2.8 Gratuity:

You will be entitled to Gratuity as per the Gratuity Act 1972 and in accordance with the rules governing such payments.

3. DUTIES:

- a) You will report to **Senior Manager** for instructions and duties. The Management reserves the right to assign to you such other duties and responsibilities, both inside and outside the office premises, as may be considered necessary, from time to time in the Company's interests.
- b) You represent and warrant to the Company that you are under no obligations or commitments, whether contractual or otherwise, that are inconsistent with your obligations under this Agreement.

4. PROBATION:

You will be on probation for a period of 12 months from the date of your appointment and the management reserves the right to extend the period. The salary or the accumulated leave will not be adjusted against the notice pay. You will continue to be on probation until your services are confirmed in writing. If you resign during your probation period of 12 months, then you will have to pay the bond amount as per the company policy & serve 3 months of notice period.

5. TERMINATION AND DISMISSAL:

- a) Notice Period: On confirmation, either party's will be required to give a notice of 3 months for separation. The Company may, at its sole discretion terminate the services by giving the salary in lieu of the notice period. The Management however shall have the sole discretion to change such period of notice, as it deems appropriate. Servicing notice period is mandatory.
- b) The Management shall have the right to remove you from this position during the entire notice period or part thereof. In such event, your rights and obligations under this Contract shall remain in force and you shall consequently observe the provisions on competition restriction and confidentiality etc, as set forth in this Contract.
- c) The Company shall have the right to dismiss you with immediate effect if you have grossly neglected your obligations to the Company or otherwise committed a material breach of contract.
- d) You shall be obliged to inform a person, appointed by the Company, of all circumstances regarding the Company's business that you are familiar with, in order to reduce the risk of disruption in the business as a result of your leaving this position.
- e) Upon termination of the employment, irrespective of the reason therefore, all obligations of the Company will expire, including but not limited to the obligation to pay pension premiums, unless otherwise expressly stated in this Contract.

Please note that that this appointment is subject to clearance of the following:

- f) Background Verification – Your appointment is conditional upon completion of satisfactory reference and background checks (education, employment history & other details furnished by you in your application). In case any information given by you is found to be false or incorrect at any point in time of your employment, the appointment would be deemed void-ab-initio and liable for termination without notice or salary in lieu thereof

6. LEAVE:

You will be entitled to Earned Leave (privilege leave) as per the company policy.

7. AGE OF RETIREMENT:

As per the revised company policy all the employees will superannuate at the age of 60.

8. TRANSFER:

Your services are liable to be transferred to any other Departments, Branches, Sites, Sister Companies or any of their branches in India. On your transfer, you will be governed by the company's rules applicable to the establishment to which you are posted.

9. INCREMENTS:

Increments will not be automatic, but will be at the discretion of the Management, and will depend on the individual and Company performance.

10. SERVICE RULES:

a. Other Work

Your whole time and attention should be devoted to the interests of the Company and you shall devote yourself exclusively to the business of the Company. You will not take up any other work for remuneration (part-time or otherwise) or work on advisory capacity or be interested directly or indirectly (except as shareholder or debenture holder) in any other trade or business during the employment with the Company without permission in writing of the Management of the Company.

You will be guided by the Company's policies and procedures which the management may modify or change as it may deem fit from time to time.

b. Secrecy

You will not at any time, while in service, without written consent of the CEO, and thereafter for a period of 2 years from the cessation of your employment, for whatever reason, shall not disclose or divulge or make public, except on legal obligations, any information regarding the Company's affairs, business, plans,

Administration or research carried out whether the same may be confided to you or become known to you in the course of your service or otherwise. Information means and includes without limitation all and any data, know-how, formulae, processes, designs, photographs, drawings, specifications, programmes, samples, trade secrets, intellectual property and all information of whatever description and any other material bearing or incorporating any information concerning or relating to the Company, its assets, properties, plans, processes, finances, methods, operations, market strategy, marketing and pricing information, customer or consumer databases, pricing or other policies, business and business plans, intellectual property, and also includes all documents, agreements, sales charts, cost projections and analyses, pricing models, financial and tax information, business, marketing and operational projections, plans and opportunities, product information, designs, identification of customers, vendors and suppliers, customer, vendor and distribution lists, business records and other books and records relating to or concerning the Company.

You will adhere to the company's Information Security policy.

c. Intellectual Property

All ideas, inventions, design, software and all other intellectual property that may be developed by you or in the development of which you have played any role while you are in employment of the Company will solely and absolutely belong to the Company. You shall not be entitled to claim ownership of any rights on the same. In consideration of your salary, emoluments and other benefits drawn by you so long as you remain an employee of the Company, all your rights, if any, including, without limitation, all rights of creative authorship and other rights whatsoever shall stand assigned to the Company absolutely.

d. Past Records

If any declaration given or furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, in such case you will be liable to removal from service without any notice.

11. NON SOLICITATION

During the term of the employment and thereafter for a period of 2 years from the cessation of your employment, for whatever reason, you shall not in any way directly or indirectly engage, hire or employ in any manner whatsoever, any of the Company's personnel or staff or solicit, entice or in any way induce such employees to associate themselves, whether as employees, consultants, advisors, partners or otherwise, with you or any organization that you may become associated, employed or affiliated, with, after cessation of your employment with the Company.

12. CONSEQUENCES OF BREACH OF TERMS:

Notwithstanding anything contained in Clause 4 and 5 above, should you contravene or breach any of the foregoing terms and conditions of service, the Company will be entitled to terminate your services forthwith, without compensation, notice period or salary in lieu thereof and without prejudice to other legal rights/remedies available to the Company.

The provisions under Clause 11 shall survive the cessation of your employment and shall remain in force for a period of 2 years thereafter.

You are requested to, please sign the duplicate copy of this letter and return it to us, signifying your acceptance of all the term contained here.

We are delighted to have to with us. We take this opportunity to welcome you to Worldline and look forward to your long and happy association with us.

For **WORLDLINE GLOBAL SERVICES PVT. LTD.**



Jose Raj
Senior Vice President and Head – HR



OFFER LETTER

To,

**PRIYADARSHINI GUPTA
LOKPURAM COLONY NEAR D.B.M. INTER COLLEGE 80FT ROAD**

Dear PRIYADARSHINI GUPTA

On behalf of the P. Dass Forging Private Limited, I'd like to say that it brings me great pleasure to formally offer you the designation of Trainee Executive at Rohtak, Haryana, you will join the organization from 20/01/2019

We welcome you to our company and wish you all the best for your future endeavors.

This offer is provisional in nature and the regular letter of appointment shall be provide to you at the time of your joining after completion of joining formalities.

Your CTC would be Rs. 254500/-

You shall be on probation for an initial 6 month. You are required the following original documents along with self-attested photocopies of each document at the time of joining for verification to the IIR Department.

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

- Qualification Documents (All Mark-Sheets from 10th to Last)
- Work Experience Certificates or Relieving Letter of previous Employers.
- Last 3 month Pay slips of previous employer*.
- Last 6 months bank statement.
- Address Proof (Aadhar Card is preferred)
- Pan Card (Original with Photocopy)
- 3 Photographs

As you are going to be an integral part of the company, we'll try to extend all possible support to you during your tenure.

Looking forward to having you with us and wishing you great success with P D F

Kindly Confirm your Acceptance and date of Joining.

For P. Dass Forging Private Limited, Rohtak, Haryana

Authorized Signatory



APPOINTMENT LETTER

To,

NIKHIL KUSHWAH
31A/48J, JANGJEETNAGAR, SHAMSHABAD ROAD AGRA

Dear **NIKHIL KUSHWAH**

We are delighted to offer you a position as **Junior Associate, Technology** with Publicis Sapient, a division of TLG India Pvt. Ltd. ("Publicis Sapient").

Publicis Sapient will provide you with a total compensation package that consists of your base salary and statutory retirement benefits.

The Total Cost to Company offered to you is INR 320000/- which includes the following:-

- An annualized base salary of INR 320000/- (including HRA)
- Provident Fund and Gratuity contributions, (As per the applicable provisions)

Tax at the applicable rate shall be deducted at source from your salary.
(Please refer to Annexure "B" for details)

Your anticipated start date will **10/1/2019**. You will be on training for a period of 6 months from the start date of your employment. Your home office would be in **Noida, India**.

In addition to your salary, you will be entitled to:-

- Receive Relocation expenses up to a maximum of amount Rs 10,000, (subject to submission of receipts)
- Participate in the Publicis Sapient's medical and life insurance benefits

The realisation of the above items is subject to the terms set forth in Annexure 'A' under the respective clauses.

You will be required to sign a training agreement on joining Publicis Sapient. Publicis Sapient would be making considerable investment in imparting specialized training to you for meeting the business requirements of the Company. Should you decide to leave Publicis Sapient within 18 months of the **10/1/2019**, You would be required to pay INR 150,000 in accordance with the terms of the training agreement.

TLG India Private Limited
G1, SEZ, Condo Technopark,
Building No. 1, Tower B, Ground - 3rd Floor,
Building No. 2, Tower A, Ground & First Floor,
Building No. 3, Ground & First Floor,
SEZ Sector 21, Village Chandigarh,
Gurgaon - 122016 Haryana, India

Tel: +91 (124) 472 4885
Fax: +91 (124) 472 4027

Registered Office: TLG India Private Limited
13th Floor, Liberty Trade, Tower A, 35, Sector 16A, Condo, Sector 16A, Gurgaon
Tel: +91 (124) 464 3667 Fax: +91 (124) 464 3667 Ctn: UPI4600410270015756

www.publicissapient.com

TLG India Private Limited
Cygnus Business Park Private Limited SEZ,
Tower C, 2nd - 4th Floor, Plot No. 7,
Sector 14A, Expressway,
Noida - 201301,
Uttar Pradesh, India

Tel: +91 (120) 472 086
Fax: +91 (120) 472 087

TLG India Private Limited
Signature Correlation Success Park,
287D, Building Vigna, Outer Ring Road,
Dundankund-Cyber, Marathahalli Post,
Bengaluru - 560037 Karnataka, India

Tel: +91 (80) 6131 6000
Fax: +91 (80) 6131 6001

On your first day of employment, please report to our office at **Gurgaon** at **9:00 a.m.** along with the documents. Should there be a change in your start date, it is mandatory for you to communicate the same to us a week in advance as this impacts your experience with Publicis Sapient.

Kindly return a copy of this letter duly counter signed by you, within a week in acceptance of the terms and conditions set out herein. Please refer to the Annexure "A" of this letter for details on the Terms of Employment, which shall apply to your employment. By signing a copy of this letter, you agree to abide by these terms and any other published terms in effect from time to time throughout the period of your employment.

We are looking forward to your joining us. We are sure that you would find life with Publicis Sapient to be motivating and challenging.

Best Regards



Kamal Karwal
GVP, People Strategy | Publicis Sapient



APPOINTMENT LETTER

To,

POOJA PATHAK
18/147, A/29, Kharadi Tola, TAJGANJ Road

Dear **POOJA PATHAK**

We are delighted to offer you a position as **Junior Associate, Technology** with Publicis Sapient, a division of TLG India Pvt. Ltd. ("Publicis Sapient").

Publicis Sapient will provide you with a total compensation package that consists of your base salary and statutory retirement benefits.

The Total Cost to Company offered to you is INR 320000/- which includes the following:-

- An annualized base salary of INR 320000/- (including HRA)
- Provident Fund and Gratuity contributions, (As per the applicable provisions)

Tax at the applicable rate shall be deducted at source from your salary.
(Please refer to Annexure "B" for details)

Your anticipated start date will **10/1/2019** You will be on training for a period of 6 months from the start date of your employment. Your home office would be in **Noida, India**.

In addition to your salary, you will be entitled to:-

- Receive Relocation expenses up to a maximum of amount Rs 10,000, (subject to submission of receipts)
- Participate in the Publicis Sapient's medical and life insurance benefits

The realisation of the above items is subject to the terms set forth in Annexure 'A' under the respective clauses.

You will be required to sign a training agreement on joining Publicis Sapient. Publicis Sapient would be making considerable investment in imparting specialized training to you for meeting the business requirements of the Company. Should you decide to leave Publicis Sapient within 18 months of the **10/1/2019**. You would be required to pay INR 150,000 in accordance with the terms of the training agreement.

TLG India Private Limited
G1, SEZ, Condo Technopark,
Building No. 1, Tower B, Ground - 3rd Floor,
Building No. 2, Tower A, Ground & First Floor,
Building No. 3, Ground & First Floor,
SEZ Sector 21, Village Chandigarh,
Gurgaon - 122016 Haryana, India

Tel: +91 (124) 472 4885
Fax: +91 (124) 472 4027

Registered Office: TLG India Private Limited
13th Floor, Liberty Trade, Tower A, 35, Sector 16, Gurgaon, Haryana, India
Tel: +91 (124) 469 3667 Fax: +91 (124) 469 3667 Ctn: UPI46936670015756

www.publicissapient.com

TLG India Private Limited
Cygnus Business Park Private Limited SEZ,
Tower C, 2nd - 4th Floor, Plot No. 7,
Sector 14A, Expressway,
Noida - 201301,
Uttar Pradesh, India

Tel: +91 (120) 472 5885
Fax: +91 (120) 472 5875

TLG India Private Limited
Signature Correlation Success Park,
287D, Building Virgo, Outer Ring Road,
Dandankundi-Cyber, Marathahalli Post,
Bengaluru - 560057 Karnataka, India

Tel: +91 (80) 6131 6000
Fax: +91 (80) 6131 6001

On your first day of employment, please report to our office at **Gurgaon** at **9:00 a.m.** along with the documents. Should there be a change in your start date, it is mandatory for you to communicate the same to us a week in advance as this impacts your experience with Publicis Sapient.

Kindly return a copy of this letter duly counter signed by you, within a week in acceptance of the terms and conditions set out herein. Please refer to the Annexure "A" of this letter for details on the Terms of Employment, which shall apply to your employment. By signing a copy of this letter, you agree to abide by these terms and any other published terms in effect from time to time throughout the period of your employment.

We are looking forward to your joining us. We are sure that you would find life with Publicis Sapient to be motivating and challenging.

Best Regards



Kamal Karwal
GVP, People Strategy | Publicis Sapient



OFFER LETTER

Km Atiksha Kulshreshtha
68 CHANAKYAPURI MANAS NAGAR AGRA

Dear **Km Atiksha Kulshreshtha**,

We are pleased to appoint you as Trainee - Engineer in Worldline Global Services Private Ltd. (WGS) based at Pune on the following terms and conditions:

1. DATE OF APPOINTMENT:

Your appointment is effective from 25/10/2018

2. EMOLUMENTS: (please refer the annexure for more details of your salary).

2.1 Salary:

You will be paid a Basic monthly salary of **Rs. 237890/-** per annum.

2.2 Basket of Allowance:

You will be paid a fixed Basket of Allowance of **Rs. 8,797/- (Eight Thousand Seven Hundred Ninety Seven)**.

2.3 Performance Pay:

You shall be entitled to performance pay as indicated in the annexure based on companies and your individual performance.

2.4 Provident Fund:

You will be covered under the Provident Fund Scheme operating in the Company, and will be governed by the rules and regulations of the Provident Fund Act - 1952 as applicable from time to time.

2.5 Group Personal Accident Insurance:

You will be covered under the Group Personal Accident Insurance policy of the Company against Death / Disablement caused due to accidents.

2.6 Group Mediclaim Scheme:

During your tenure with the Company you and your family will be covered under our Group Mediclaim Scheme and governed by the rules & regulations framed under such policies as applicable from time to time.

2.7 Life Term Insurance Policy:

You will be covered under the Life Term Insurance Policy of the Company.

2.8 Gratuity:

You will be entitled to Gratuity as per the Gratuity Act 1972 and in accordance with the rules governing such payments.

3. DUTIES:

- a) You will report to **Senior Manager** for instructions and duties. The Management reserves the right to assign to you such other duties and responsibilities, both inside and outside the office premises, as may be considered necessary, from time to time in the Company's interests.
- b) You represent and warrant to the Company that you are under no obligations or commitments, whether contractual or otherwise, that are inconsistent with your obligations under this Agreement.

4. PROBATION:

You will be on probation for a period of 12 months from the date of your appointment and the management reserves the right to extend the period. The salary or the accumulated leave will not be adjusted against the notice pay. You will continue to be on probation until your services are confirmed in writing. If you resign during your probation period of 12 months, then you will have to pay the bond amount as per the company policy & serve 3 months of notice period.

5. TERMINATION AND DISMISSAL:

- a) Notice Period: On confirmation, either party's will be required to give a notice of 3 months for separation. The Company may, at its sole discretion terminate the services by giving the salary in lieu of the notice period. The Management however shall have the sole discretion to change such period of notice, as it deems appropriate. Servicing notice period is mandatory.
- b) The Management shall have the right to remove you from this position during the entire notice period or part thereof. In such event, your rights and obligations under this Contract shall remain in force and you shall consequently observe the provisions on competition restriction and confidentiality etc, as set forth in this Contract.
- c) The Company shall have the right to dismiss you with immediate effect if you have grossly neglected your obligations to the Company or otherwise committed a material breach of contract.
- d) You shall be obliged to inform a person, appointed by the Company, of all circumstances regarding the Company's business that you are familiar with, in order to reduce the risk of disruption in the business as a result of your leaving this position.
- e) Upon termination of the employment, irrespective of the reason therefore, all obligations of the Company will expire, including but not limited to the obligation to pay pension premiums, unless otherwise expressly stated in this Contract.

Please note that that this appointment is subject to clearance of the following:

- f) Background Verification – Your appointment is conditional upon completion of satisfactory reference and background checks (education, employment history & other details furnished by you in your application). In case any information given by you is found to be false or incorrect at any point in time of your employment, the appointment would be deemed void-ab-initio and liable for termination without notice or salary in lieu thereof

6. LEAVE:

You will be entitled to Earned Leave (privilege leave) as per the company policy.

7. AGE OF RETIREMENT:

As per the revised company policy all the employees will superannuate at the age of 60.

8. TRANSFER:

Your services are liable to be transferred to any other Departments, Branches, Sites, Sister Companies or any of their branches in India. On your transfer, you will be governed by the company's rules applicable to the establishment to which you are posted.

9. INCREMENTS:

Increments will not be automatic, but will be at the discretion of the Management, and will depend on the individual and Company performance.

10. SERVICE RULES:

a. Other Work

Your whole time and attention should be devoted to the interests of the Company and you shall devote yourself exclusively to the business of the Company. You will not take up any other work for remuneration (part-time or otherwise) or work on advisory capacity or be interested directly or indirectly (except as shareholder or debenture holder) in any other trade or business during the employment with the Company without permission in writing of the Management of the Company.

You will be guided by the Company's policies and procedures which the management may modify or change as it may deem fit from time to time.

b. Secrecy

You will not at any time, while in service, without written consent of the CEO, and thereafter for a period of 2 years from the cessation of your employment, for whatever reason, shall not disclose or divulge or make public, except on legal obligations, any information regarding the Company's affairs, business, plans,

Administration or research carried out whether the same may be confided to you or become known to you in the course of your service or otherwise. Information means and includes without limitation all and any data, know-how, formulae, processes, designs, photographs, drawings, specifications, programmes, samples, trade secrets, intellectual property and all information of whatever description and any other material bearing or incorporating any information concerning or relating to the Company, its assets, properties, plans, processes, finances, methods, operations, market strategy, marketing and pricing information, customer or consumer databases, pricing or other policies, business and business plans, intellectual property, and also includes all documents, agreements, sales charts, cost projections and analyses, pricing models, financial and tax information, business, marketing and operational projections, plans and opportunities, product information, designs, identification of customers, vendors and suppliers, customer, vendor and distribution lists, business records and other books and records relating to or concerning the Company.

You will adhere to the company's Information Security policy.

c. Intellectual Property

All ideas, inventions, design, software and all other intellectual property that may be developed by you or in the development of which you have played any role while you are in employment of the Company will solely and absolutely belong to the Company. You shall not be entitled to claim ownership of any rights on the same. In consideration of your salary, emoluments and other benefits drawn by you so long as you remain an employee of the Company, all your rights, if any, including, without limitation, all rights of creative authorship and other rights whatsoever shall stand assigned to the Company absolutely.

d. Past Records

If any declaration given or furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, in such case you will be liable to removal from service without any notice.

11. NON SOLICITATION

During the term of the employment and thereafter for a period of 2 years from the cessation of your employment, for whatever reason, you shall not in any way directly or indirectly engage, hire or employ in any manner whatsoever, any of the Company's personnel or staff or solicit, entice or in any way induce such employees to associate themselves, whether as employees, consultants, advisors, partners or otherwise, with you or any organization that you may become associated, employed or affiliated, with, after cessation of your employment with the Company.

12. CONSEQUENCES OF BREACH OF TERMS:

Notwithstanding anything contained in Clause 4 and 5 above, should you contravene or breach any of the foregoing terms and conditions of service, the Company will be entitled to terminate your services forthwith, without compensation, notice period or salary in lieu thereof and without prejudice to other legal rights/remedies available to the Company.

The provisions under Clause 11 shall survive the cessation of your employment and shall remain in force for a period of 2 years thereafter.

You are requested to, please sign the duplicate copy of this letter and return it to us, signifying your acceptance of all the term contained here.

We are delighted to have to with us. We take this opportunity to welcome you to Worldline and look forward to your long and happy association with us.

For **WORLDLINE GLOBAL SERVICES PVT. LTD.**



Jose Raj
Senior Vice President and Head – HR



Offer: Computer Consultancy

Date: 19/09/2018

GOVIND SARASWAT
1850 B KACHCHI SADAK KUMHAR GALI THEKNARNOL MATHURA UP 281001

Dear GOVIND SARASWAT

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process for 'TCS Digital' and we are pleased to make you an offer of employment.

You have been selected for the position of **Systems Engineer** in Grade **C1**. You will be assigned a challenging role in any Business Unit as per the business requirements of TCSL.

Your gross salary including all benefits and Retention Incentive will be **INR 234570/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

1

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

415/21-24, Kumanan Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers ServiceLine: 1800 209 3311 Email: careers@tcs.com



COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of INR **15,000/-** per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be INR **7,500/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of INR **500/-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

4. Personal Allowance

You will be eligible for a monthly personal allowance of INR **17,272/-** per month. This component is subject to review and may change as per TCSL's compensation policy.

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TCS Careers ServiceLine: 1800 209 3311 Email: careers@tcs.com



PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of INR 4,300/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Performance Bonus

Your Performance Bonus will be INR 3,100/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Performance Bonus is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Performance Bonus.

This payment shall be treated as productivity bonus in lieu of statutory profit bonus.

CITY ALLOWANCE

You will be eligible for a City Allowance of INR 400/- per month. This allowance is fully taxable, is specific to India and linked to your base branch. It is subject to review and will be discontinued while on international assignments.

RETENTION INCENTIVE

You are eligible for Retention Incentive of INR 70,000/- payable to you on an annual basis. This component is in appreciation of continuity of your service in TCSL and will be paid on completion of each year from the introduction of this incentive for a period of 3 years. The Company reserves the right to modify the same in line with the TCS Compensation Policy.

OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependents under the company's Health Insurance Scheme (HIS).

HIS offers the following benefits:

1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to INR 6,000/- per insured person per annum and basic hospitalization expenses up to INR 2,00,000/- per insured person per annum.

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i. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for INR **12,00,000/-** as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of INR **250/-** will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.

RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

Withdrawal of Offer

If you fail to accept the offer from TCSL within 15 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn. Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL. We look forward to having you in our global team.

Yours Sincerely,

For TATA Consultancy Services Limited



Girish V. Nandimath
Global Head Talent Acquisition & AIP

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms



To
RAMA SHANKAR
58, North Idgha Colony Police Line Road Agra

Sub: Your offer of Employment in eORIGAMI SOFTWARE PVT LTD

Dear **RAMA SHANKAR**

Welcome to eORIGAMI!

It gives us immense pleasure in inviting you to join eORIGAMI Software Private Limited. ("eORIGAMI" or the "Company") as one of its valuable member. We believe that the growth of an organization is fuelled by the enthusiasm and energy of people who are willing to invest into its future. We therefore believe that all our employees are truly our ASSOCIATES in our road to the future. We are happy that you are one such Associate joining us in our efforts to create a truly global organization.

We are pleased to inform you that you have been offered an employment in eORIGAMI as **Jr. Software Engineer**, and you would report on your joining to **Mr. Yashwanth Reddy H, President - Operations**. You will operate out of our office located at **Bangalore**.

We prefer you to join us on **20/01/2019**

We wish to share with you the detailed terms and conditions which will govern your employment with eORIGAMI and also Associate related guidelines applicable to all eORIGAMIans including you. All these Terms and Conditions are subject to change based on business requirements and you shall abide by the updated policies. Please note that your appointment is subject to background check /reference check/pre-employment checks as applicable.

eORIGAMI observes a 5-day week with Saturday and Sunday as weekly holidays. The office hours are from 09:00 AM to 06:00 PM, with staggered lunch break of 30 minutes between 12:00 PM and 12:30 PM. Associates are expected to follow the client's working hours and holidays while on deputation to client's site in India/onsite. In the event an Associate fails to register their attendance consecutively for 3 working days, without any prior notice to their immediate manager or concerned HR, eORIGAMI shall initiate appropriate disciplinary action against the Associate as per eORIGAMI policy. eORIGAMI reserves the right to registering a MAN MISSING complaint with the Police Department, in such cases.


(Signature of Associate)

Registered Office Address: No. 07, AASHRAYAA ONYX, 7th Cross Rd, Duo Heights Layout, Devanahalli, Bengaluru, Karnataka - 560068

1. Compensation & Benefits:

You will receive a total compensation of Rs. 355000/- per annum. The compensation package consists of:

2. Position Linked Benefits:

We wish you all the very best and look forward to a long and mutually beneficial association.

Kindly confirm your acceptance of the above conditions by signing and returning the duplicate copy of this letter.

Yours sincerely,
for eORIGAMI Software Private Limited,

YASHWANTH REDDY
President - Operations

I have carefully read and understood the above offer terms including the terms contained in Annexure I and agree that the provisions of this letter and the Annexure I are reasonable and necessary and accept the same irrevocably and unconditionally.

Signature
Name


:Yashwanth Reddy K



Zummit Infolabs LLP
1498, 40th cross, 22nd main 4th t block Jayanagar,
Bangalore 41
www.zummitlabs.com

Date of Joining: 25/10/2018

Sub: Letter of Appointment

Dear **SIMRAN FAHIM**
59 Jay ram bagh dayalbadh agra

This is to inform you that you have been offered the position of a "Bioinformatics Professional" at Zummit Infolabs based on the interview with a full time engagement of 8 hours at least. During this period you will be paid 287000/- per annum.

This includes activities related to application development using Python, Django, Web development and some machine learning along with some Enzyme Engineering and Biotechnology domain knowledge.

Details of the offer are further explained in the annexure attached. You are requested to go through the terms and conditions and sign below your acceptance for the same.

Wishing you all the very best and a warm welcome to the Zummit Infolabs family.

On behalf of Zummit Infolabs,

Isha Mishra

Isha Mishra
HR Head
Zummit Infolabs
Bangalore

Confidential

Zummit Infolabs LLP
www.zummitlabs.com





Zummit Infolabs LLP
1498, 40th cross, 22nd main 4th t block Jayanagar,
Bangalore 41
www.zummitlabs.com

TERMS AND CONDITIONS OF SERVICE FOR APPOINTMENT AS
Bioinformatics Intern

This is with reference to the discussion which you had with us; we are pleased to appoint you for the said post under the following terms and conditions.

- Your appointment will be effective: 25/10/2018
- You are designated as: Bioinformatics Professional
- The copyright in the entire work product, material and other tangible property written or generated by you during the course of your employment with the Company shall be and will remain the exclusive property of the Company. You shall return the same to the Company on termination of your employment or at such earlier time as requested for by the Company. The work product shall be the exclusive property of the Company, and the Company shall be free to deal with the same in such manner as it deems fit.
- The employee shall at any time be liable for the disciplinary action such as Warning, Suspension, Discharge, Dismissal or losing Lien on his employment for unsatisfactory performance, causing damage/financial loss to the company, committing breach of any service condition, misconduct such as irregular attendance, unauthorized absence, misbehaviors or any unworthy acts like thefts, misappropriation/fraud, dishonesty, immorality, indecent behavior, usage of indecent language, conviction, falsification of documents/ records or information given Application for securing a job which in the opinion of the company is prejudicial and detrimental to the interest of the company.
- The employee shall in addition to the General Service Conditions as specifically stated herein above be governed by other rules, regulations; practices, systems, procedures and policies as are in force or may be added, altered, modified or omitted/deleted by the company from time to time.

For Zummit Infolabs,

Isha Mishra

Isha Mishra
HR Head
Zummit Infolabs
Bangalore

Confidential

Zummit Infolabs LLP
www.zummitlabs.com





Offer: Computer Consultancy
Date: 19/09/2018

EKTA SHARMA
VILLAGE AND POST PALI KHURD BHARTHANA

Dear EKTA SHARMA

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process for 'TCS Digital' and we are pleased to make you an offer of employment.

You have been selected for the position of **Systems Engineer** in Grade **C1**. You will be assigned a challenging role in any Business Unit as per the business requirements of TCSL.

Your gross salary including all benefits and Retention Incentive will be INR **234570/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

1

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Tata Consultancy Services Limited

415/21-24, Kumbharan Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

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Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers ServiceLine: 1800 209 3311 Email: careers@tcs.com



COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of INR **15,000/-** per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be INR **7,500/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of INR **500/-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

4. Personal Allowance

You will be eligible for a monthly personal allowance of INR **17,272/-** per month. This component is subject to review and may change as per TCSL's compensation policy.

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PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of INR 4,300/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Performance Bonus

Your Performance Bonus will be INR 3,100/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Performance Bonus is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Performance Bonus.

This payment shall be treated as productivity bonus in lieu of statutory profit bonus.

CITY ALLOWANCE

You will be eligible for a City Allowance of INR 400/- per month. This allowance is fully taxable, is specific to India and linked to your base branch. It is subject to review and will be discontinued while on international assignments.

RETENTION INCENTIVE

You are eligible for Retention Incentive of INR 70,000/- payable to you on an annual basis. This component is in appreciation of continuity of your service in TCSL and will be paid on completion of each year from the introduction of this incentive for a period of 3 years. The Company reserves the right to modify the same in line with the TCS Compensation Policy.

OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependents under the company's Health Insurance Scheme (HIS).

HIS offers the following benefits:

1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to INR 6,000/- per insured person per annum and basic hospitalization expenses up to INR 2,00,000/- per insured person per annum.

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i. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for INR **12,00,000/-** as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of INR **250/-** will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.

RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

Withdrawal of Offer

If you fail to accept the offer from TCSL within 15 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn. Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL. We look forward to having you in our global team.

Yours Sincerely,

For TATA Consultancy Services Limited



Girish V. Nandimath
Global Head Talent Acquisition & AIP

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms



S.S. BOTTLING PRIVATE LIMITED

JOB OFFER LETTER

To,

**ABHISHEK CHAUHAN
H NO 13 SHEETLA DHAM DAYAL BAGH AGRA 282005**

On behalf of the entire company, I'd like to say that it brings me great pleasure to formally offer you the designation of **Microbiologist, SS Bottling Pvt. Ltd.** at **Gohana, Sonapat**, you will join the organization from **10/1/2019**.

We welcome you to our company and wish you all the best for your future endeavors. This offer is provisional in nature and the regular letter of appointment shall be provided to you at the time of your joining after completion of joining formalities.

Your CTC would be Rs. 239800/-

You shall be on probation for an initial **6 month**. You are required the following original documents along with self-attested photocopies of each document at the time of joining for verification to the HR Department.

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

1. Qualification Documents (All Mark Sheets from 10th to Last)
2. Work Experience Certificates or Relieving Letter of previous Employers.
3. Last 3 month Pay slips of previous employer.
4. Last 6 months bank statement.
5. Address Proof (Aadhar Card is preferred)
6. Pan Card (Original with Photo copy)
7. 3 Photographs

As you are going to be an integral part of the company, we'll try to extend all possible support to you during your tenure.

Looking forward to having you with us and wishing you great success with **SS Bottling Pvt. Ltd.**

Kindly Confirm your Acceptance and date of joining.

For **SS Bottling Pvt. Ltd., Gohana, Sonapat.**

Authorized Signatory

Work Place – Khasra No 15/13, 15/14, 15/15(4-0), 15//18/1/1 15//18/1/2 & 15//23/1/1 Village Mehmood Pur,
Tehsil Gohana, Distt. Sonapat, Haryana – 131001 (INDIA)

Regd. Office – 9/53, Kirti Nagar, Indl. Area, New Delhi – 110015 Tel: +91-11-45072942, 25927392 Fax: +91-11-45072943

Corporate Identity Number : **U15549dl2018ptc337847**



To,

NAUSHEEN NAAZ
Girraj puri foundry nagar Agra

Dear NAUSHEEN NAAZ

On behalf of the Autoliv Company, I'd like to say that it brings me great pleasure to formally offer you the designation of Trainee Executive at Bangalore office, you will join the organization from 16/10/2018

We welcome you to our company and wish you all the best for your future endeavors. This offer is provisional in nature and the regular letter of appointment shall be provide to you at the time of your joining after completion of joining formalities.

Your CTC would be Rs. 272000 (P/A)

You shall be on probation for an initial 6 month. You are required the following original documents along with self-attested photocopies of each document at the time of joining for verification to the HR Department.

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

- Qualification Documents (All MarkSheets from 10th to Last)
- Work Experience Certificates or Relieving Letter of previous Employers*.
- Last 3 month Pay slips of previous employer*.
- Last 6 months bank statement.
- Address Proof (Aadhar Card is preferred)
- Pan Card (Original with Photocopy)
- 3 Photographs
-

As you are going to be an integral part of the company, we'll try to extend all possible support to you during your tenure.

Looking forward to having you with us and wishing you great success with Autoliv

For Autoliv, Bangalore

Authorized Signatory



Offer Letter

Date: 25/10/2018

Name: RAHUL KUSHWAH

Address: HOUSE NO 312 BLOCK B MIG SHASTRIPURAM SIKANDRA AGRA

Dear RAHUL KUSHWAH,

We are delighted to offer you the position of **Assistant Manager QC-microbiology**,

The position, as explained to you, is in our company's Quality Assurance.

We request that you review the same and revert the acknowledgement of your acceptance.

As a result, we will make arrangements to provide you with a detailed letter of appointment on the date of your joining with us, which we have agreed will be any day on or before 25/10/2018 and your package will be **324500/-**.

The role in which you will be working is very important and will require you to deal with important and sensitive information, records and other company matters.

We are excited to have you as a member of our team. We are confident that you will have a successful career with our company.

We'd like to take this opportunity to welcome you to our team.

Kind Regards

Apoorva

Sr. Executive IIR



Zuche Pharmaceuticals Private Limited

Registered Office: 602-D/1B/4, Navkar Parkview Apartment, Flat No. 8, Ward No. 3, Mehrauli, New Delhi-110030, India
Corporate Office: A-216 & A-217, 2nd Floor, Somdatt Chambers-1, Building No. 5, Bhikaji Cama Place, New Delhi-110066, India
Manufacturing Unit: G1-712, RICO Industrial Area, Chopanki, Dist: Alwar, Rajasthan-301019, India
E-mail: business@zuchepharma.in, business@zuchepharma.com Website: www.zuchepharma.com
Contact Number: +91-11-41662311, +91-8610475070, +91-9873582118 CIN: U52100DL2010PTC206054



S.S. BOTTLING PRIVATE LIMITED

JOB OFFER LETTER

To,

AKASH DEEP SINGH
60/317/1 HARPAL NAGAR COLONY KHERIYAMOD KHAWASPURA AGRA

On behalf of the entire company, I'd like to say that it brings me great pleasure to formally offer you the designation of **Microbiologist**, **SS Bottling Pvt. Ltd.** at **Gohana, Sonapat**, you will join the organization from **10/1/2019**.

We welcome you to our company and wish you all the best for your future endeavors. This offer is provisional in nature and the regular letter of appointment shall be provided to you at the time of your joining after completion of joining formalities.

Your CTC would be Rs. 239800/-

You shall be on probation for an initial **6 month**. You are required the following original documents along with self-attested photocopies of each document at the time of joining for verification to the HR Department.

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

1. Qualification Documents (All Mark Sheets from 10th to Last)
2. Work Experience Certificates or Relieving Letter of previous Employers.
3. Last 3 month Pay slips of previous employer.
4. Last 6 months bank statement.
5. Address Proof (Aadhar Card is preferred)
6. Pan Card (Original with Photo copy)
7. 3 Photographs

As you are going to be an integral part of the company, we'll try to extend all possible support to you during your tenure.

Looking forward to having you with us and wishing you great success with **SS Bottling Pvt. Ltd.**

Kindly Confirm your Acceptance and date of joining.

For **SS Bottling Pvt. Ltd., Gohana, Sonapat.**

Authorized Signatory

Work Place – Khasra No 15/13, 15/14, 15/15(4-0), 15//18/1/1 15//18/1/2 & 15//23/1/1 Village Mehmood Pur,
Tehsil Gohana, Distt. Sonapat, Haryana – 131001 (INDIA)

Regd. Office – 9/53, Kirti Nagar, Indl. Area, New Delhi – 110015 Tel: +91-11-45072942, 25927392 Fax: +91-11-45072943

Corporate Identity Number : **U15549dl2018ptc337847**



Offer: Computer Consultancy
Date: 19/09/2018

AANCHAL DAHIYA
THAR VALDI RASULABAD TUNDLA FIROZABAD

Dear AANCHAL DAHIYA

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process for 'TCS Digital' and we are pleased to make you an offer of employment.

You have been selected for the position of **Systems Engineer** in Grade **C1**. You will be assigned a challenging role in any Business Unit as per the business requirements of TCSL.

Your gross salary including all benefits and Retention Incentive will be **INR 234570/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

1

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

415/21-24, Kumbharan Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers ServiceLine: 1800 209 3311 Email: careers@tcs.com



COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of INR **15,000/-** per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be INR **7,500/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of INR **500/-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

4. Personal Allowance

You will be eligible for a monthly personal allowance of INR **17,272/-** per month. This component is subject to review and may change as per TCSL's compensation policy.

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

415/21-24, Karaman Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

Tel: 91 44 6616 2232 Fax: 91 44 6616 2555 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers ServiceLine: 1800 209 3311 Email: careers@tcs.com



PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of INR 4,300/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Performance Bonus

Your Performance Bonus will be INR 3,100/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Performance Bonus is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Performance Bonus.

This payment shall be treated as productivity bonus in lieu of statutory profit bonus.

CITY ALLOWANCE

You will be eligible for a City Allowance of INR 400/- per month. This allowance is fully taxable, is specific to India and linked to your base branch. It is subject to review and will be discontinued while on international assignments.

RETENTION INCENTIVE

You are eligible for Retention Incentive of INR 70,000/- payable to you on an annual basis. This component is in appreciation of continuity of your service in TCSL and will be paid on completion of each year from the introduction of this incentive for a period of 3 years. The Company reserves the right to modify the same in line with the TCS Compensation Policy.

OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependents under the company's Health Insurance Scheme (HIS).

HIS offers the following benefits:

1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to INR 6,000/- per insured person per annum and basic hospitalization expenses up to INR 2,00,000/- per insured person per annum.

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

415/21-24, Kumanan Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers ServiceLine: 1800 209 3311 Email: careers@tcs.com



i. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for INR **12,00,000/-** as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of INR **250/-** will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.

RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

Withdrawal of Offer

If you fail to accept the offer from TCSL within 15 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn. Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL. We look forward to having you in our global team.

Yours Sincerely,

For TATA Consultancy Services Limited



Girish V. Nandimath
Global Head Talent Acquisition & AIP

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms



To,

**SAMEER AYUB
VILLAGE AMAWA POST SOHANG DIST KUSHINAGAR**

Dear SAMEER AYUB

On behalf of the Autoliv Company, I'd like to say that it brings me great pleasure to formally offer you the designation of Trainee Executive at Bangalore office, you will join the organization from 16/10/2018

We welcome you to our company and wish you all the best for your future endeavors. This offer is provisional in nature and the regular letter of appointment shall be provide to you at the time of your joining after completion of joining formalities.

Your CTC would be Rs. 272000 (P/A)

You shall be on probation for an initial 6 month. You are required the following original documents along with self-attested photocopies of each document at the time of joining for verification to the HR Department.

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

- Qualification Documents (All MarkSheets from 10th to Last)
- Work Experience Certificates or Relieving Letter of previous Employers*.
- Last 3 month Pay slips of previous employer*.
- Last 6 months bank statement.
- Address Proof (Aadhar Card is preferred)
- Pan Card (Original with Photocopy)
- 3 Photographs
-

As you are going to be an integral part of the company, we'll try to extend all possible support to you during your tenure.

Looking forward to having you with us and wishing you great success with Autoliv

For Autoliv, Bangalore

Authorized Signatory



Offer: Computer Consultancy
Date: 19/09/2018

MUSKAAN JAIN
15/26 Charsoo gate ghatiya azam khan

Dear MUSKAAN JAIN

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process for 'TCS Digital' and we are pleased to make you an offer of employment.

You have been selected for the position of **Systems Engineer** in Grade **C1**. You will be assigned a challenging role in any Business Unit as per the business requirements of TCSL.

Your gross salary including all benefits and Retention Incentive will be INR **234570/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

1

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

415/21-24, Kumbharan Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers ServiceLine: 1800 209 3311 Email: careers@tcs.com



COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of INR **15,000/-** per month.

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Your HRA will be INR **7,500/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

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You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of INR **500/-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

4. Personal Allowance

You will be eligible for a monthly personal allowance of INR **17,272/-** per month. This component is subject to review and may change as per TCSL's compensation policy.



PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of INR 4,300/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

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Your Performance Bonus will be INR 3,100/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

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This payment shall be treated as productivity bonus in lieu of statutory profit bonus.

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You will be eligible for a City Allowance of INR 400/- per month. This allowance is fully taxable, is specific to India and linked to your base branch. It is subject to review and will be discontinued while on international assignments.

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You are eligible for Retention Incentive of INR 70,000/- payable to you on an annual basis. This component is in appreciation of continuity of your service in TCSL and will be paid on completion of each year from the introduction of this incentive for a period of 3 years. The Company reserves the right to modify the same in line with the TCS Compensation Policy.

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HIS offers the following benefits:

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- i. Entitlement - Includes domiciliary expenses up to INR 6,000/- per insured person per annum and basic hospitalization expenses up to INR 2,00,000/- per insured person per annum.

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i. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

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Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for INR **12,00,000/-** as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of INR **250/-** will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

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RETIRALS

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You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

415/21-24, Kumanan Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

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Yours Sincerely,

For TATA Consultancy Services Limited



Girish V. Nandimath
Global Head Talent Acquisition & AIP

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms

APPOINTMENT LETTER

AYUSH CHATURVEDI
NAGLA HAVELI DAYAL BAGH AGRA

Dear AYUSH CHATURVEDI

With reference to your application and subsequent interview(s) you had with us, we are pleased to offer you employment in our organization, on the terms and conditions, mentioned in this letter of appointment herein below :-

Department: IT

Location: Gurugram

Cost to Company: Your cost to company will be INR 289700/- per annum.

Designation : Junior PHP Developer

1. DATE OF JOINING / APPOINTMENT DATE

This appointment will commence from your date of joining which should not be later than **19/09/2018** provided that you indicate your acceptance to the same by signing and returning a duplicate a copy of this letter of appointment to us immediately.

Further, in case, you have any objections to the terms and conditions of this letter, the same should be communicated to us within 15 days from the date of this letter and prior to your tendering us your acceptance to the same, failing which the entire terms and conditions as stipulated herein, shall be deemed to have been accepted by you without any demur. The Appointment Date shall not be varied except if so intimated by the Company in writing.

You should report for joining at the Place of Posting on or before the above date of joining along with copies of **self-attested** documents as mentioned below :-

- Educational documents: 10th, 12th, Graduation (if applicable), Post-Graduation (if applicable)
- Address proof (Passport/Driving license/ Voter ID card/Aadhaar card)
- PAN card copy(Mandatory)
- Aadhaar card copy(Mandatory)
- Work experience letter of previous organizations
- Six(6) Passport size photographs
- Resume

This agreement lays down the terms of employment, agreed upon by the employer and employee. Whether stated explicitly in the agreement or not, both the employee and the employer have the duty of mutual confidence and trust, and to make only lawful and reasonable demands on each other.

VOROMBE TECH SOLUTIONS PVT. LTD.

Head Office: H-170, GF KH NO-1446 BLOCK-H AYA NAGAR EXTENSION PH-6, NEW DELHI

CIN: U72900DL2019PTC359018 www.vorombetech.com info@vorombetech.com

ANNEXURE 'A': COMPENSATION DETAILS

Name: AYUSH CHATURVEDI
Designation: PHP Developer
Date of Joining: 19/09/2018
Location: Gurgaon

Your remuneration at Vorombetech Solutions Pvt. Ltd.	
Salary Annexure	
Employee Name	4
Designation	Junior PHP Developer
Annual CTC (INR)	289700



Vorombetech Solutions Pvt Ltd

VOROMBE TECH SOLUTIONS PVT. LTD.

Head Office: H-170, GF KH NO-1446 BLOCK-H AYA NAGAR EXTENSION PH-6, NEW DELHI
CIN: U72900DL2019PTC359018 www.vorombetech.com info@vorombetech.com



APPOINTMENT LETTER

To,

PRASHANT YADAV
New Abadi, Tota Nagar, Near Vyas Inter College, Sewia Jat, Gwallor Road, Agra

Dear **PRASHANT YADAV**

We are delighted to offer you a position as **Junior Associate, Technology** with Publicis Sapient, a division of TLG India Pvt. Ltd. ("Publicis Sapient").

Publicis Sapient will provide you with a total compensation package that consists of your base salary and statutory retirement benefits.

The Total Cost to Company offered to you is INR 320000/- which includes the following:-

- An annualized base salary of INR 320000/- (including HRA)
- Provident Fund and Gratuity contributions, (As per the applicable provisions)

Tax at the applicable rate shall be deducted at source from your salary.
(Please refer to Annexure "B" for details)

Your anticipated start date will **10/1/2019** You will be on training for a period of 6 months from the start date of your employment. Your home office would be in **Noida**, India.

In addition to your salary, you will be entitled to:-

- Receive Relocation expenses up to a maximum of amount Rs 10,000, (subject to submission of receipts)
- Participate in the Publicis Sapient's medical and life insurance benefits

The realisation of the above items is subject to the terms set forth in Annexure 'A' under the respective clauses.

You will be required to sign a training agreement on joining Publicis Sapient. Publicis Sapient would be making considerable investment in imparting specialized training to you for meeting the business requirements of the Company. Should you decide to leave Publicis Sapient within 18 months of the **10/1/2019**. You would be required to pay INR 150,000 in accordance with the terms of the training agreement.

TLG India Private Limited
G1, SEZ, Condo Technopark,
Building No. 1, Tower B, Ground - 3rd Floor,
Building No. 2, Tower A, Ground & First Floor,
Building No. 3, Ground & First Floor,
SEZ Sector 21, Village Chandigarh,
Gurgaon - 122016 Haryana, India

Tel: +91 (124) 472 4885
Fax: +91 (124) 472 4027

Registered Office: TLG India Private Limited
13th Floor, Laxmi Trade, Tower A, 35, Sector 16A, Noida, Uttar Pradesh, India
Tel: +91 (20) 889 3800 Fax: +91 (20) 889 3801 Ctn: UPI4180810270015756

www.publicissapient.com

TLG India Private Limited
Cygnus Business Park Private Limited SEZ,
Tower C, 2nd - 4th Floor, Plot No. 7,
Sector 14A, Expressway,
Noida - 201301,
Uttar Pradesh, India

Tel: +91 (20) 472 5885
Fax: +91 (20) 472 5875

TLG India Private Limited
Signature Correlation Success Park,
287D, Building Virga, Outer Ring Road,
Dandankundi-Cyber, Marathahalli Post,
Bengaluru - 560057 Karnataka, India

Tel: +91 (80) 6131 6000
Fax: +91 (80) 6131 6001

On your first day of employment, please report to our office at **Gurgaon** at **9:00 a.m.** along with the documents. Should there be a change in your start date, it is mandatory for you to communicate the same to us a week in advance as this impacts your experience with Publicis Sapient.

Kindly return a copy of this letter duly counter signed by you, within a week in acceptance of the terms and conditions set out herein. Please refer to the Annexure "A" of this letter for details on the Terms of Employment, which shall apply to your employment. By signing a copy of this letter, you agree to abide by these terms and any other published terms in effect from time to time throughout the period of your employment.

We are looking forward to your joining us. We are sure that you would find life with Publicis Sapient to be motivating and challenging.

Best Regards



Kamal Karwal
GVP, People Strategy | Publicis Sapient



OFFER LETTER

AMISHA YADAV
3/19 G SITA KUNJ COLONY BEHIND DIWANI AGRA

Dear **AMISHA YADAV**,

We are pleased to appoint you as Trainee - Engineer in Worldline Global Services Private Ltd. (WGS) based at Pune on the following terms and conditions:

1. DATE OF APPOINTMENT:

Your appointment is effective from 25/10/2018

2. EMOLUMENTS: (please refer the annexure for more details of your salary).

2.1 Salary:

You will be paid a Basic monthly salary of **Rs. 237890/-** per annum.

2.2 Basket of Allowance:

You will be paid a fixed Basket of Allowance of **Rs. 8,797/- (Eight Thousand Seven Hundred Ninety Seven)**.

2.3 Performance Pay:

You shall be entitled to performance pay as indicated in the annexure based on companies and your individual performance.

2.4 Provident Fund:

You will be covered under the Provident Fund Scheme operating in the Company, and will be governed by the rules and regulations of the Provident Fund Act - 1952 as applicable from time to time.

2.5 Group Personal Accident Insurance:

You will be covered under the Group Personal Accident Insurance policy of the Company against Death / Disablement caused due to accidents.

2.6 Group Mediclaim Scheme:

During your tenure with the Company you and your family will be covered under our Group Mediclaim Scheme and governed by the rules & regulations framed under such policies as applicable from time to time.

2.7 Life Term Insurance Policy:

You will be covered under the Life Term Insurance Policy of the Company.

2.8 Gratuity:

You will be entitled to Gratuity as per the Gratuity Act 1972 and in accordance with the rules governing such payments.

3. DUTIES:

- a) You will report to **Senior Manager** for instructions and duties. The Management reserves the right to assign to you such other duties and responsibilities, both inside and outside the office premises, as may be considered necessary, from time to time in the Company's interests.
- b) You represent and warrant to the Company that you are under no obligations or commitments, whether contractual or otherwise, that are inconsistent with your obligations under this Agreement.

4. PROBATION:

You will be on probation for a period of 12 months from the date of your appointment and the management reserves the right to extend the period. The salary or the accumulated leave will not be adjusted against the notice pay. You will continue to be on probation until your services are confirmed in writing. If you resign during your probation period of 12 months, then you will have to pay the bond amount as per the company policy & serve 3 months of notice period.

5. TERMINATION AND DISMISSAL:

- a) Notice Period: On confirmation, either party's will be required to give a notice of 3 months for separation. The Company may, at its sole discretion terminate the services by giving the salary in lieu of the notice period. The Management however shall have the sole discretion to change such period of notice, as it deems appropriate. Servicing notice period is mandatory.
- b) The Management shall have the right to remove you from this position during the entire notice period or part thereof. In such event, your rights and obligations under this Contract shall remain in force and you shall consequently observe the provisions on competition restriction and confidentiality etc, as set forth in this Contract.
- c) The Company shall have the right to dismiss you with immediate effect if you have grossly neglected your obligations to the Company or otherwise committed a material breach of contract.
- d) You shall be obliged to inform a person, appointed by the Company, of all circumstances regarding the Company's business that you are familiar with, in order to reduce the risk of disruption in the business as a result of your leaving this position.
- e) Upon termination of the employment, irrespective of the reason therefore, all obligations of the Company will expire, including but not limited to the obligation to pay pension premiums, unless otherwise expressly stated in this Contract.

Please note that that this appointment is subject to clearance of the following:

- f) Background Verification – Your appointment is conditional upon completion of satisfactory reference and background checks (education, employment history & other details furnished by you in your application). In case any information given by you is found to be false or incorrect at any point in time of your employment, the appointment would be deemed void-ab-initio and liable for termination without notice or salary in lieu thereof

6. LEAVE:

You will be entitled to Earned Leave (privilege leave) as per the company policy.

7. AGE OF RETIREMENT:

As per the revised company policy all the employees will superannuate at the age of 60.

8. TRANSFER:

Your services are liable to be transferred to any other Departments, Branches, Sites, Sister Companies or any of their branches in India. On your transfer, you will be governed by the company's rules applicable to the establishment to which you are posted.

9. INCREMENTS:

Increments will not be automatic, but will be at the discretion of the Management, and will depend on the individual and Company performance.

10. SERVICE RULES:

a. Other Work

Your whole time and attention should be devoted to the interests of the Company and you shall devote yourself exclusively to the business of the Company. You will not take up any other work for remuneration (part-time or otherwise) or work on advisory capacity or be interested directly or indirectly (except as shareholder or debenture holder) in any other trade or business during the employment with the Company without permission in writing of the Management of the Company.

You will be guided by the Company's policies and procedures which the management may modify or change as it may deem fit from time to time.

b. Secrecy

You will not at any time, while in service, without written consent of the CEO, and thereafter for a period of 2 years from the cessation of your employment, for whatever reason, shall not disclose or divulge or make public, except on legal obligations, any information regarding the Company's affairs, business, plans,

Administration or research carried out whether the same may be confided to you or become know to you in the course of your service or otherwise. Information means and includes without limitation all and any data, know-how, formulae, processes, designs, photographs, drawings, specifications, programmes, samples, trade secrets, intellectual property and all information of whatever description and any other material bearing or incorporating any information concerning or relating to the Company, its assets, properties, plans, processes, finances, methods, operations, market strategy, marketing and pricing information, customer or consumer databases, pricing or other policies, business and business plans, intellectual property, and also includes all documents, agreements, sales charts, cost projections and analyses, pricing models, financial and tax information, business, marketing and operational projections, plans and opportunities, product information, designs, identification of customers, vendors and suppliers, customer, vendor and distribution lists, business records and other books and records relating to or concerning the Company.

You will adhere to the company's Information Security policy.

c. Intellectual Property

All ideas, inventions, design, software and all other intellectual property that may be developed by you or in the development of which you have played any role while you are in employment of the Company will solely and absolutely belong to the Company. You shall not be entitled to claim ownership of any rights on the same. In consideration of your salary, emoluments and other benefits drawn by you so long as you remain an employee of the Company, all your rights, if any, including, without limitation, all rights of creative authorship and other rights whatsoever shall stand assigned to the Company absolutely.

d. Past Records

If any declaration given or furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, in such case you will be liable to removal from service without any notice.

11. NON SOLICITATION

During the term of the employment and thereafter for a period of 2 years from the cessation of your employment, for whatever reason, you shall not in any way directly or indirectly engage, hire or employ in any manner whatsoever, any of the Company's personnel or staff or solicit, entice or in any way induce such employees to associate themselves, whether as employees, consultants, advisors, partners or otherwise, with you or any organization that you may become associated, employed or affiliated, with, after cessation of your employment with the Company.

12. CONSEQUENCES OF BREACH OF TERMS:

Notwithstanding anything contained in Clause 4 and 5 above, should you contravene or breach any of the foregoing terms and conditions of service, the Company will be entitled to terminate your services forthwith, without compensation, notice period or salary in lieu thereof and without prejudice to other legal rights/remedies available to the Company.

The provisions under Clause 11 shall survive the cessation of your employment and shall remain in force for a period of 2 years thereafter.

You are requested to, please sign the duplicate copy of this letter and return it to us, signifying your acceptance of all the term contained here.

We are delighted to have to with us. We take this opportunity to welcome you to Worldline and look forward to your long and happy association with us.

For **WORLDLINE GLOBAL SERVICES PVT. LTD.**



Jose Raj
Senior Vice President and Head – HR

APPOINTMENT LETTER

UJJWAL MALHOTRA
VPO JIKHANGAON ARING MATHURA

Dear **UJJWAL MALHOTRA**

With reference to your application and subsequent interview(s) you had with us, we are pleased to offer you employment in our organization, on the terms and conditions, mentioned in this letter of appointment herein below :-

Department: IT
Location: Gurugram
Cost to Company: Your cost to company will be INR 289700/- per annum.
Designation : Junior PHP Developer

1. DATE OF JOINING / APPOINTMENT DATE

This appointment will commence from your date of joining which should not be later than **2/4/2020** provided that you indicate your acceptance to the same by signing and returning a duplicate a copy of this letter of appointment to us immediately.

Further, in case, you have any objections to the terms and conditions of this letter, the same should be communicated to us within 15 days from the date of this letter and prior to your tendering us your acceptance to the same, failing which the entire terms and conditions as stipulated herein, shall be deemed to have been accepted by you without any demur. The Appointment Date shall not be varied except if so intimated by the Company in writing.

You should report for joining at the Place of Posting on or before the above date of joining along with copies of **self-attested** documents as mentioned below :-

- Educational documents: 10th, 12th, Graduation (if applicable), Post-Graduation (if applicable)
- Address proof (Passport/Driving license/ Voter ID card/Aadhaar card)
- PAN card copy(Mandatory)
- Aadhaar card copy(Mandatory)
- Work experience letter of previous organizations
- Six(6) Passport size photographs
- Resume

This agreement lays down the terms of employment, agreed upon by the employer and employee. Whether stated explicitly in the agreement or not, both the employee and the employer have the duty of mutual confidence and trust, and to make only lawful and reasonable demands on each other.

VOROMBE TECH SOLUTIONS PVT. LTD.

Head Office: H-170, GF KH NO-1446 BLOCK-H AYA NAGAR EXTENSION PH-6, NEW DELHI
CIN: U72900DL2019PTC359018 | www.vorombetech.com | info@vorombetech.com

ANNEXURE 'A': COMPENSATION DETAILS**Name:** UJJWAL MALHOTRA**Designation:** PHP Developer**Date of Joining:** 2/4/2020**Location:** Gurgaon

Your remuneration at Vorombetech Solutions Pvt. Ltd.	
Salary Annexure	
Employee Name	2
Designation	Junior PHP Developer
Annual CTC (INR)	289700



Vorombetech Solutions Pvt Ltd**VOROMBE TECH SOLUTIONS PVT. LTD.**

Head Office: H-170, GF KH NO-1446 BLOCK-H AYA NAGAR EXTENSION PH-6, NEW DELHI

CIN: U72900DL2019PTC359018 www.vorombetech.com info@vorombetech.com



APPOINTMENT LETTER

To,

VINEET KUMAR
3 /93 CHOWK THANA TAJGANJ

Dear **VINEET KUMAR**

We are delighted to offer you a position as **Junior Associate, Technology** with Publicis Sapient, a division of TLG India Pvt. Ltd. ("Publicis Sapient").

Publicis Sapient will provide you with a total compensation package that consists of your base salary and statutory retirement benefits.

The Total Cost to Company offered to you is INR 320000/- which includes the following:-

- An annualized base salary of INR 320000/- (including HRA)
- Provident Fund and Gratuity contributions, (As per the applicable provisions)

Tax at the applicable rate shall be deducted at source from your salary.
(Please refer to Annexure "B" for details)

Your anticipated start date will **10/1/2019** You will be on training for a period of 6 months from the start date of your employment. Your home office would be in **Noida**, India.

In addition to your salary, you will be entitled to:-

- Receive Relocation expenses up to a maximum of amount Rs 10,000, (subject to submission of receipts)
- Participate in the Publicis Sapient's medical and life insurance benefits

The realisation of the above items is subject to the terms set forth in Annexure 'A' under the respective clauses.

You will be required to sign a training agreement on joining Publicis Sapient. Publicis Sapient would be making considerable investment in imparting specialized training to you for meeting the business requirements of the Company. Should you decide to leave Publicis Sapient within 18 months of the **10/1/2019**. You would be required to pay INR 150,000 in accordance with the terms of the training agreement.

TLG India Private Limited
G1, SEZ, Condo Technopark,
Building No. 1, Tower B, Ground - 3rd Floor,
Building No. 2, Tower A, Ground & First Floor,
Building No. 3, Ground & First Floor,
SEZ Sector 21, Village Chandigarh,
Gurgaon - 122016 Haryana, India

Tel: +91 (124) 472 4885
Fax: +91 (124) 472 4027

Registered Office: TLG India Private Limited
13th Floor, Liberty Trade, Tower A, 35, Sector 16A, Condo Park, Lower Phase, Gurgaon, Haryana
Tel: +91 (124) 484 3667 Fax: +91 (124) 484 3667 Ctn: UPI4800410270015756

www.publicissapient.com

TLG India Private Limited
Cygnus Business Park Private Limited SEZ,
Tower C, 2nd - 4th Floor, Plot No. 7,
Sector 14A, Expressway,
Noida - 201301,
Uttar Pradesh, India

Tel: +91 (120) 472 5885
Fax: +91 (120) 472 5875

TLG India Private Limited
Signature Correlation Success Park,
287D, Building Virgo, Outer Ring Road,
Dandankundi-Cyber, Marathahalli Post,
Bengaluru - 560057 Karnataka, India

Tel: +91 (80) 6131 6000
Fax: +91 (80) 6131 6001

On your first day of employment, please report to our office at **Gurgaon** at **9:00 a.m.** along with the documents. Should there be a change in your start date, it is mandatory for you to communicate the same to us a week in advance as this impacts your experience with Publicis Sapient.

Kindly return a copy of this letter duly counter signed by you, within a week in acceptance of the terms and conditions set out herein. Please refer to the Annexure "A" of this letter for details on the Terms of Employment, which shall apply to your employment. By signing a copy of this letter, you agree to abide by these terms and any other published terms in effect from time to time throughout the period of your employment.

We are looking forward to your joining us. We are sure that you would find life with Publicis Sapient to be motivating and challenging.

Best Regards



Kamal Karwal
GVP, People Strategy | Publicis Sapient



PRIVATE & CONFIDENTIAL

BHUMIKA JAIN
S/O PRABODH KUMAR JAIN

BALAJI NAGAR NEAR SHRI
NAGAR COLONY
RAMBAGH AGRA

Date: 23/12/2018

TRAINEE ASSOCIATE (Trainee Associate Engineer Network - MID) CONTRACT

Dear BHUMIKA JAIN,

This is your Contract of Training/Apprenticeship ("**Contract**") and contains a statement of the applicable terms of your training.

We are delighted that you have agreed to join us as a Trainee (Trainee Associate Engineer Network - MID). Once you have acknowledged these terms, this shall become a contract between you and the Company.

Please note that your engagement with us is subject to you having the right to work in India, completing the applicable registration requirements under law, and to our being satisfied that you have met all pre-engagement conditions. Any requirements under the Provisional Offer of Apprenticeship, that permit or require compliance after the commencement of your training, will continue to require compliance by you within timelines specified therein.

1. Commencement Date

1.1 For the purposes of your training, your engagement is with BT Global Business Services Pvt Ltd (Company) having its registered office at Eros Corporate Tower, 11th Floor, Nehru Place, New Delhi, 110019, India.

1.2 Your Training will be for a period of 12 months from the start date specified in Appendix 1. Your stipend for the term of twelve (12) months is **INR 214500** which shall be payable monthly in arrears directly into your nominated bank account. (Stipend). A complete breakdown of your Stipend/compensation package is set out at Appendix 1 of this Contract.

Corporate Office:
7th to 9th Floor, Tower C & D, Building
No. 14,
Sector 24 & 25 A
DLF Cyber City
Notified SEZ
DLF City
Gurgaon-122002

BT Global Business Services Pvt Ltd
CIN: U74140DL2014PTC268583
Registered Office:
11th Floor, Eros Corporate Tower
Opp. International Trade Tower
Nehru Place,
New Delhi - 110 019, India
Tel.: +91 11 4781 1111
Fax: +91 11 4103 4438

www.bt.com

**Appendix1 Table of
benefits**

Section Name	BHUMIKA JAIN	
1.	Position	Trainee Associate (Trainee Associate Engineer Network - MID) reporting to Sneh Deep Jassal (EIN :611638876), Title: Technical Delivery Manager-MBNL, Ph:
2.	Start Date	23/12/2018
3.	Normal Place of Work	7th & 8th Floors, Tower C & D, Building No 14 Sector 24 & 25A, Gurugram 122016, India
3B.	Temporary Place of Work	NA
4.	Stipend	As set out below
5.	Next Stipend Review date	On successful completion of apprenticeship/training
6.	Annual Leave	21
7.	Benefits	Group Medical Insurance Plan: Coverage of INR 6,00,000 for you; your spouse and 2 dependent children, as applicable to be availed as per the due process. Group Personal Accident Plan only for yourself: 5 times of your annual stipend or INR 10,00,000, whichever is higher. Group Term Life Insurance Policy only for yourself: 5 times of your annual stipend or INR 10,00,000, whichever is higher.

Yours sincerely,



Sai Kumar
Senior Manager - Talent Acquisition
For and on behalf of BT Global Business Services Pvt Ltd



Offer Letter

Date 23/12/2018

Dear AADIL MAJEED KHAN
JAMUNA GALI FATEHABAD

Congratulations on your decision to be a BYJUITE! At BYJU'S, we are on a mission to help students fall in love with learning across the world. We create learning journeys for every student that address their unique needs and make them lifelong learners. We hope your contributions and passion would help us achieve this mission.

It gives us immense pleasure to formalize your offer and appointment for the position of **Student Success Specialist-Student Experience** at Think and Learn Private Limited (hereafter referred to as 'BYJU'S' or 'Company') in the **Student Experience** department subject to your acceptance of the offer mentioned in this letter. The letter includes details of your compensation structure, probation and notice periods (Annexure A). As you read through the details, please feel free to reach out to the recruiter who managed your process, with any questions or concerns.

Your date of joining at BYJU'S is 23/12/2018. Your onboarding details will be communicated by BYJU'S Onboarding Team post acceptance of the offer. In case you do not report at your job on or prior to 23/12/2018 the offer shall be deemed to be rejected by you. Please accept this offer in our HR portal so that we can initiate your onboarding process. Once initiated, you will be receiving an email confirmation for the same. In case you do not acknowledge and accept this offer letter on the HR portal within two working days, the offer would stand withdrawn.

Position Details and Compensation Overview

Designation	Student Success Specialist-Student Experience
Department	Student Experience
Employment Type	Regular
Work Location	Bangalore - Katyanji Tech Park

Total Annual Cost to Company : ₹ 231230

Details of bonuses (if any) are mentioned in Annexure A. You are requested to join the services of the Company, 23/12/2018 falling, which you may please consider the offer to be withdrawn unless an extension to the date of joining has been mutually agreed in writing. You are requested to signify your acceptance of the terms and conditions by accepting the offer on our HR portal and signing and returning to us the duplicate copy of this letter on your day of Onboarding.

The terms of your employment contract are strictly confidential and should be treated as privileged information between yourself and the Company. You are expected to maintain such information appropriately. We take this opportunity to thank you for the interest you have shown in our organization and look forward to welcoming you on board for a fruitful career with us. We are certain that you will find challenge, satisfaction, and opportunity in your association with the Company.

Best Regards,



Deeptha A R
Head - Human Resources
Think & Learn Pvt. Ltd

Annexure - A

Compensation Details	
Name	AADIL MAJEED KHAN
Designation	Student Success Specialist-Student Experience
Date Of Joining	23/12/2018
Annual Cost To Company(CTC)	231230

*Adhoc Allowances (if any) provide an array of tax benefits, please refer to the Annexure B for details
 **Income Tax and Professional Tax would be deducted from the Total Annual Net Pay basis the government rules. Your take-home salary would be Total Annual Net Pay - Taxes.
 ***PF administrative charges and EDLI charges as per rules (i.e. at present 1% admin charges, equal to INR 150/- per month towards Employee PF deduction of INR 1800/- per month), will be included in above mentioned CTC.

Annexure - B

Adhoc Allowances(if applicable) will comprise one or all of the below allowances basis your overall fixed CTC.

Allowance	Maximum Amount	Tax Treatment
Mobile & Broadband Allowance	Up to INR 1000 per month for mobile and broadband each	
Research Allowance	Up to INR 30000 per annum	Non-taxable upon
Fuel Allowance	Up to INR 2400 per month based on CC capacity and type of the vehicle	submission of
Driver Allowance	Up to INR 900 per month	required proofs
Special Allowance	Balancing Component	Taxable

General Guidelines

- All these elements will be within the fixed part of the employee's compensation, a detailed breakup of adhoc allowances will depend upon the fixed CTC, and will be shared in the payslip
- Detailed guidelines on these will be shared post your onboarding
- All the above allowances will be considered taxable through the year, however, on the production of required bills over the quarterly window, tax exemption will be provided as per the rules laid out above
- Employees are required to keep a copy of the bills as proof of expenses incurred through the quarterly cycle and submit the same in the quarterly window
- The above-mentioned tax benefits will be applicable only for those employees who opt for the Old Income Tax Regime and not the new one
- 'Special Allowance' component is a part of taxable income



Offer Letter

Date: 19/09/2018

**AMIT KUMAR UPADHYAY
PIPRAMAI SADABAD HATHRAS**

Dear **AMIT KUMAR UPADHYAY,**

We congratulate you on your selection as "Solution Developer Trainee" at InfoAxon Technologies. We look forward to your contribution in our pursuit of excellence.

InfoAxon is a young company with average age of employees below 30, all of whom share the same hope and aspirations. The culture and atmosphere is informal, conducive to creativity with lot of role to play around. The pressure may be high and the job demanding but we hope you'll find it exciting, stimulating and challenging.

You will be provided a gross remuneration package of INR 240000/- Salary per annum. You would be on probation for a period of 6 (Six) months. On successful completion of your probation period you would be confirmed. You are requested to join on or before **19/09/2018**. Please indicate your acceptance by signing one copy of this letter and returning it to the company.

On acceptance of this offer, your appointment with the company will be on the basis of the standard terms and conditions as provided by this letter and the appointment letter. Based on your confirmation to join us, we are closing this position. In case you do not join us on the agreed date, it will be taken as breach of contract liable for legal action.

As a token of acceptance of our offer, kindly send us the confirmation email by 19/09/2018 evening. This offer is valid till 19/09/2018. Henceforth it will be considered as null and void.

We look forward to your accepting this offer and contributing into creating a global organization.

Yours sincerely,


For InfoAxon Technologies India Pvt. Ltd.

A handwritten signature in blue ink is written over a circular blue stamp. The stamp contains the text "InfoAxon Technologies India Pvt. Ltd." around the perimeter, "INDIA" at the top, "0120 - 4215960" in the center, and "- 73" at the bottom.

Authorized Signatory

InfoAxon Technologies India Pvt. Ltd.
00th Floor, Tradex Tower,
Plot No 15, Sector 125, Hsids-201301
Phone : +91 120 421 5060-73
Website: www.infoaxon.com



Annexure-I Compensation & Benefits	
Name	AMIT KUMAR UPADHYAY
Designation	Solution Developer Trainee
Effective Date	19/09/2018
Location	Noida/Pune/Bangalore
Annual Cost To Company	240000/-
For InfoAxon Technologies India Pvt. Ltd.	
	



OFFER LETTER

AKANKSHA SHARMA
Mohalla- Muhammadpur Gaharwar, Jalesar, Etah, UP-207302

Dear **AKANKSHA SHARMA**,

We are pleased to appoint you as Trainee - Engineer in Worldline Global Services Private Ltd. (WGS) based at Pune on the following terms and conditions:

1. DATE OF APPOINTMENT:

Your appointment is effective from 25/10/2018

2. EMOLUMENTS: (please refer the annexure for more details of your salary).

2.1 Salary:

You will be paid a Basic monthly salary of **Rs. 237890/-** per annum.

2.2 Basket of Allowance:

You will be paid a fixed Basket of Allowance of **Rs. 8,797/- (Eight Thousand Seven Hundred Ninety Seven)**.

2.3 Performance Pay:

You shall be entitled to performance pay as indicated in the annexure based on companies and your individual performance.

2.4 Provident Fund:

You will be covered under the Provident Fund Scheme operating in the Company, and will be governed by the rules and regulations of the Provident Fund Act - 1952 as applicable from time to time.

2.5 Group Personal Accident Insurance:

You will be covered under the Group Personal Accident Insurance policy of the Company against Death / Disablement caused due to accidents.

2.6 Group Mediclaim Scheme:

During your tenure with the Company you and your family will be covered under our Group Mediclaim Scheme and governed by the rules & regulations framed under such policies as applicable from time to time.

2.7 Life Term Insurance Policy:

You will be covered under the Life Term Insurance Policy of the Company.

2.8 Gratuity:

You will be entitled to Gratuity as per the Gratuity Act 1972 and in accordance with the rules governing such payments.

3. DUTIES:

- a) You will report to **Senior Manager** for instructions and duties. The Management reserves the right to assign to you such other duties and responsibilities, both inside and outside the office premises, as may be considered necessary, from time to time in the Company's interests.
- b) You represent and warrant to the Company that you are under no obligations or commitments, whether contractual or otherwise, that are inconsistent with your obligations under this Agreement.

4. PROBATION:

You will be on probation for a period of 12 months from the date of your appointment and the management reserves the right to extend the period. The salary or the accumulated leave will not be adjusted against the notice pay. You will continue to be on probation until your services are confirmed in writing. If you resign during your probation period of 12 months, then you will have to pay the bond amount as per the company policy & serve 3 months of notice period.

5. TERMINATION AND DISMISSAL:

- a) Notice Period: On confirmation, either party's will be required to give a notice of 3 months for separation. The Company may, at its sole discretion terminate the services by giving the salary in lieu of the notice period. The Management however shall have the sole discretion to change such period of notice, as it deems appropriate. Servicing notice period is mandatory.
- b) The Management shall have the right to remove you from this position during the entire notice period or part thereof. In such event, your rights and obligations under this Contract shall remain in force and you shall consequently observe the provisions on competition restriction and confidentiality etc, as set forth in this Contract.
- c) The Company shall have the right to dismiss you with immediate effect if you have grossly neglected your obligations to the Company or otherwise committed a material breach of contract.
- d) You shall be obliged to inform a person, appointed by the Company, of all circumstances regarding the Company's business that you are familiar with, in order to reduce the risk of disruption in the business as a result of your leaving this position.
- e) Upon termination of the employment, irrespective of the reason therefore, all obligations of the Company will expire, including but not limited to the obligation to pay pension premiums, unless otherwise expressly stated in this Contract.

Please note that that this appointment is subject to clearance of the following:

- f) Background Verification – Your appointment is conditional upon completion of satisfactory reference and background checks (education, employment history & other details furnished by you in your application). In case any information given by you is found to be false or incorrect at any point in time of your employment, the appointment would be deemed void-ab-initio and liable for termination without notice or salary in lieu thereof

6. LEAVE:

You will be entitled to Earned Leave (privilege leave) as per the company policy.

7. AGE OF RETIREMENT:

As per the revised company policy all the employees will superannuate at the age of 60.

8. TRANSFER:

Your services are liable to be transferred to any other Departments, Branches, Sites, Sister Companies or any of their branches in India. On your transfer, you will be governed by the company's rules applicable to the establishment to which you are posted.

9. INCREMENTS:

Increments will not be automatic, but will be at the discretion of the Management, and will depend on the individual and Company performance.

10. SERVICE RULES:

a. Other Work

Your whole time and attention should be devoted to the interests of the Company and you shall devote yourself exclusively to the business of the Company. You will not take up any other work for remuneration (part-time or otherwise) or work on advisory capacity or be interested directly or indirectly (except as shareholder or debenture holder) in any other trade or business during the employment with the Company without permission in writing of the Management of the Company.

You will be guided by the Company's policies and procedures which the management may modify or change as it may deem fit from time to time.

b. Secrecy

You will not at any time, while in service, without written consent of the CEO, and thereafter for a period of 2 years from the cessation of your employment, for whatever reason, shall not disclose or divulge or make public, except on legal obligations, any information regarding the Company's affairs, business, plans,

Administration or research carried out whether the same may be confided to you or become know to you in the course of your service or otherwise. Information means and includes without limitation all and any data, know-how, formulae, processes, designs, photographs, drawings, specifications, programmes, samples, trade secrets, intellectual property and all information of whatever description and any other material bearing or incorporating any information concerning or relating to the Company, its assets, properties, plans, processes, finances, methods, operations, market strategy, marketing and pricing information, customer or consumer databases, pricing or other policies, business and business plans, intellectual property, and also includes all documents, agreements, sales charts, cost projections and analyses, pricing models, financial and tax information, business, marketing and operational projections, plans and opportunities, product information, designs, identification of customers, vendors and suppliers, customer, vendor and distribution lists, business records and other books and records relating to or concerning the Company.

You will adhere to the company's Information Security policy.

c. Intellectual Property

All ideas, inventions, design, software and all other intellectual property that may be developed by you or in the development of which you have played any role while you are in employment of the Company will solely and absolutely belong to the Company. You shall not be entitled to claim ownership of any rights on the same. In consideration of your salary, emoluments and other benefits drawn by you so long as you remain an employee of the Company, all your rights, if any, including, without limitation, all rights of creative authorship and other rights whatsoever shall stand assigned to the Company absolutely.

d. Past Records

If any declaration given or furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, in such case you will be liable to removal from service without any notice.

11. NON SOLICITATION

During the term of the employment and thereafter for a period of 2 years from the cessation of your employment, for whatever reason, you shall not in any way directly or indirectly engage, hire or employ in any manner whatsoever, any of the Company's personnel or staff or solicit, entice or in any way induce such employees to associate themselves, whether as employees, consultants, advisors, partners or otherwise, with you or any organization that you may become associated, employed or affiliated, with, after cessation of your employment with the Company.

12. CONSEQUENCES OF BREACH OF TERMS:

Notwithstanding anything contained in Clause 4 and 5 above, should you contravene or breach any of the foregoing terms and conditions of service, the Company will be entitled to terminate your services forthwith, without compensation, notice period or salary in lieu thereof and without prejudice to other legal rights/remedies available to the Company.

The provisions under Clause 11 shall survive the cessation of your employment and shall remain in force for a period of 2 years thereafter.

You are requested to, please sign the duplicate copy of this letter and return it to us, signifying your acceptance of all the term contained here.

We are delighted to have to with us. We take this opportunity to welcome you to Worldline and look forward to your long and happy association with us.

For **WORLDLINE GLOBAL SERVICES PVT. LTD.**



Jose Raj
Senior Vice President and Head – HR



To
VIKAS ANGURANA
HN-404 vill+post - paradha mau

Sub: Your offer of Employment in eORIGAMI SOFTWARE PVT LTD

Dear **VIKAS ANGURANA**

Welcome to eORIGAMI!

It gives us immense pleasure in inviting you to join eORIGAMI Software Private Limited. ("eORIGAMI" or the "Company") as one of its valuable member. We believe that the growth of an organization is fuelled by the enthusiasm and energy of people who are willing to invest into its future. We therefore believe that all our employees are truly our ASSOCIATES in our road to the future. We are happy that you are one such Associate joining us in our efforts to create a truly global organization.

We are pleased to inform you that you have been offered an employment in eORIGAMI as **Jr. Software Engineer**, and you would report on your joining to **Mr. Yashwanth Reddy H, President - Operations**. You will operate out of our office located at **Bangalore**.

We prefer you to join us on **20/01/2019**

We wish to share with you the detailed terms and conditions which will govern your employment with eORIGAMI and also Associate related guidelines applicable to all eORIGAMIans including you. All these Terms and Conditions are subject to change based on business requirements and you shall abide by the updated policies. Please note that your appointment is subject to background check /reference check/pre-employment checks as applicable.

eORIGAMI observes a 5-day week with Saturday and Sunday as weekly holidays. The office hours are from 09:00 AM to 06:00 PM, with staggered lunch break of 30 minutes between 12:00 PM and 12:30 PM. Associates are expected to follow the client's working hours and holidays while on deputation to client's site in India/onsite. In the event an Associate fails to register their attendance consecutively for 3 working days, without any prior notice to their immediate manager or concerned HR, eORIGAMI shall initiate appropriate disciplinary action against the Associate as per eORIGAMI policy. eORIGAMI reserves the right to registering a MAN MISSING complaint with the Police Department, in such cases.


(Signature of Associate)

Registered Office Address: No. 07, AASHRAYAA ONYX, 7th Cross Rd, Duo Heights Layout, Devanahalli, Bengaluru, Karnataka - 560068

1. Compensation & Benefits:

You will receive a total compensation of **Rs. 355000/-** per annum. The compensation package consists of:

2. Position Linked Benefits:

We wish you all the very best and look forward to a long and mutually beneficial association.

Kindly confirm your acceptance of the above conditions by signing and returning the duplicate copy of this letter.

Yours sincerely,
for eORIGAMI Software Private Limited,

YASHWANTH REDDY
President - Operations

I have carefully read and understood the above offer terms including the terms contained in Annexure I and agree that the provisions of this letter and the Annexure I are reasonable and necessary and accept the same irrevocably and unconditionally.

Signature
Name


:Yashwanth Reddy K



OFFER LETTER

To,

**ANUBHAV JAIN
23/3 E 228 B KOLHAI TAJGANJ AGRA**

Dear ANUBHAV JAIN

On behalf of the P. Dass Forging Private Limited, I'd like to say that it brings me great pleasure to formally offer you the designation of Trainee Executive at Rohtak, Haryana, you will join the organization from 20/01/2019

We welcome you to our company and wish you all the best for your future endeavors.

This offer is provisional in nature and the regular letter of appointment shall be provide to you at the time of your joining after completion of joining formalities.

Your CTC would be Rs. 254500/-

You shall be on probation for an initial 6 month. You are required the following original documents along with self-attested photocopies of each document at the time of joining for verification to the IIR Department.

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

- Qualification Documents (All Mark-Sheets from 10th to Last)
- Work Experience Certificates or Relieving Letter of previous Employers.
- Last 3 month Pay slips of previous employer*.
- Last 6 months bank statement.
- Address Proof (Aadhar Card is preferred)
- Pan Card (Original with Photocopy)
- 3 Photographs

As you are going to be an integral part of the company, we'll try to extend all possible support to you during your tenure.

Looking forward to having you with us and wishing you great success with P D F

Kindly Confirm your Acceptance and date of Joining.

For P. Dass Forging Private Limited, Rohtak, Haryana

Authorized Signatory



S.S. BOTTLING PRIVATE LIMITED

JOB OFFER LETTER

To,

KM SUDHA

Bhuedharwa Tola, Ulatahawa, Bhuidharwa, West Champaran, Bihar

On behalf of the entire company, I'd like to say that it brings me great pleasure to formally offer you the designation of **Microbiologist, SS Bottling Pvt. Ltd.** at **Gohana, Sonipat**, you will join the organization from **10/1/2019**.

We welcome you to our company and wish you all the best for your future endeavors. This offer is provisional in nature and the regular letter of appointment shall be provided to you at the time of your joining after completion of joining formalities.

Your CTC would be Rs. 239800/-

You shall be on probation for an initial **6 month**. You are required the following original documents along with self-attested photocopies of each document at the time of joining for verification to the HR Department.

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

1. Qualification Documents (All Mark Sheets from 10th to Last)
2. Work Experience Certificates or Relieving Letter of previous Employers.
3. Last 3 month Pay slips of previous employer.
4. Last 6 months bank statement.
5. Address Proof (Aadhar Card is preferred)
6. Pan Card (Original with Photo copy)
7. 3 Photographs

As you are going to be an integral part of the company, we'll try to extend all possible support to you during your tenure.

Looking forward to having you with us and wishing you great success with **SS Bottling Pvt. Ltd.**

Kindly Confirm your Acceptance and date of joining.

For SS Bottling Pvt. Ltd., Gohana, Sonipat.

Authorized Signatory

Work Place – Khasra No 15/13, 15/14, 15/15(4-0), 15//18/1/1 15//18/1/2 & 15//23/1/1 Village Mehmood Pur,
Tehsil Gohana, Distt. Sonapat, Haryana – 131001 (INDIA)

Regd. Office – 9/53, Kirti Nagar, Indl. Area, New Delhi – 110015 Tel: +91-11-45072942, 25927392 Fax: +91-11-45072943

Corporate Identity Number : **U15549dl2018ptc337847**



S.S. BOTTLING PRIVATE LIMITED

JOB OFFER LETTER

To,

**SHOBHNA SHARMA
NAINANA JAT**

On behalf of the entire company, I'd like to say that it brings me great pleasure to formally offer you the designation of **Microbiologist, SS Bottling Pvt. Ltd.** at **Gohana, Sonapat**, you will join the organization from **10/1/2019**.

We welcome you to our company and wish you all the best for your future endeavors. This offer is provisional in nature and the regular letter of appointment shall be provided to you at the time of your joining after completion of joining formalities.

Your CTC would be Rs. 239800/-

You shall be on probation for an initial **6 month**. You are required the following original documents along with self-attested photocopies of each document at the time of joining for verification to the HR Department.

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

1. Qualification Documents (All Mark Sheets from 10th to Last)
2. Work Experience Certificates or Relieving Letter of previous Employers.
3. Last 3 month Pay slips of previous employer.
4. Last 6 months bank statement.
5. Address Proof (Aadhar Card is preferred)
6. Pan Card (Original with Photo copy)
7. 3 Photographs

As you are going to be an integral part of the company, we'll try to extend all possible support to you during your tenure.

Looking forward to having you with us and wishing you great success with **SS Bottling Pvt. Ltd.**

Kindly Confirm your Acceptance and date of joining.

For **SS Bottling Pvt. Ltd., Gohana, Sonapat.**

Authorized Signatory

Work Place – Khasra No 15/13, 15/14, 15/15(4-0), 15//18/1/1 15//18/1/2 & 15//23/1/1 Village Mehmood Pur,
Tehsil Gohana, Distt. Sonapat, Haryana – 131001 (INDIA)

Regd. Office – 9/53, Kirti Nagar, Indl. Area, New Delhi – 110015 Tel: +91-11-45072942, 25927392 Fax: +91-11-45072943

Corporate Identity Number : **U15549dl2018ptc337847**



Offer: Computer Consultancy
Date: 19/09/2018

ROHIT SINGH
VILL KHEDIYA KHWAJA BUDDHA POST JAIGANJ ALIGARH

Dear ROHIT SINGH

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process for 'TCS Digital' and we are pleased to make you an offer of employment.

You have been selected for the position of **Systems Engineer** in Grade **C1**. You will be assigned a challenging role in any Business Unit as per the business requirements of TCSL.

Your gross salary including all benefits and Retention Incentive will be **INR 234570/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

1

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

415/21-24, Kumbharan Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers ServiceLine: 1800 209 3311 Email: careers@tcs.com



COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of INR **15,000/-** per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be INR **7,500/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of INR **500/-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

4. Personal Allowance

You will be eligible for a monthly personal allowance of INR **17,272/-** per month. This component is subject to review and may change as per TCSL's compensation policy.

TATA CONSULTANCY SERVICES

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TCS Careers ServiceLine: 1800 209 3311 Email: careers@tcs.com



PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of INR 4,300/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Performance Bonus

Your Performance Bonus will be INR 3,100/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Performance Bonus is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Performance Bonus.

This payment shall be treated as productivity bonus in lieu of statutory profit bonus.

CITY ALLOWANCE

You will be eligible for a City Allowance of INR 400/- per month. This allowance is fully taxable, is specific to India and linked to your base branch. It is subject to review and will be discontinued while on international assignments.

RETENTION INCENTIVE

You are eligible for Retention Incentive of INR 70,000/- payable to you on an annual basis. This component is in appreciation of continuity of your service in TCSL and will be paid on completion of each year from the introduction of this incentive for a period of 3 years. The Company reserves the right to modify the same in line with the TCS Compensation Policy.

OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependents under the company's Health Insurance Scheme (HIS).

HIS offers the following benefits:

1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to INR 6,000/- per insured person per annum and basic hospitalization expenses up to INR 2,00,000/- per insured person per annum.

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i. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for INR **12,00,000/-** as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of INR **250/-** will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.

RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

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Tata Consultancy Services Limited

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Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers ServiceLine: 1 800 209 3311 Email: careers@tcs.com

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

Withdrawal of Offer

If you fail to accept the offer from TCSL within 15 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn. Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL. We look forward to having you in our global team.

Yours Sincerely,

For TATA Consultancy Services Limited



Girish V. Nandimath
Global Head Talent Acquisition & AIP

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms



Zummit Infolabs LLP
1498, 40th cross, 22nd main 4th t block Jayanagar,
Bangalore 41
www.zummitlabs.com

Date of Joining: 25/10/2018

Sub: Letter of Appointment

Dear PRAGATI PANDEY
VPO BHIDAUNI TEHSIL MANT

This is to inform you that you have been offered the position of a "Bioinformatics Professional" at Zummit Infolabs based on the interview with a full time engagement of 8 hours at least. During this period you will be paid 287000/- per annum.

This includes activities related to application development using Python, Django, Web development and some machine learning along with some Enzyme Engineering and Biotechnology domain knowledge.

Details of the offer are further explained in the annexure attached. You are requested to go through the terms and conditions and sign below your acceptance for the same.

Wishing you all the very best and a warm welcome to the Zummit Infolabs family.

On behalf of Zummit Infolabs,

Isha Mishra

Isha Mishra
HR Head
Zummit Infolabs
Bangalore

Confidential

Zummit Infolabs LLP
www.zummitlabs.com





Zummit Infolabs LLP
1498, 40th cross, 22nd main 4th t block Jayanagar,
Bangalore 41
www.zummitlabs.com

**TERMS AND CONDITIONS OF SERVICE FOR APPOINTMENT AS
Bioinformatics Intern**

This is with reference to the discussion which you had with us; we are pleased to appoint you for the said post under the following terms and conditions.

- Your appointment will be effective: 25/10/2018
- You are designated as: Bioinformatics Professional
- The copyright in the entire work product, material and other tangible property written or generated by you during the course of your employment with the Company shall be and will remain the exclusive property of the Company. You shall return the same to the Company on termination of your employment or at such earlier time as requested for by the Company. The work product shall be the exclusive property of the Company, and the Company shall be free to deal with the same in such manner as it deems fit.
- The employee shall at any time be liable for the disciplinary action such as Warning, Suspension, Discharge, Dismissal or losing Lien on his employment for unsatisfactory performance, causing damage/financial loss to the company, committing breach of any service condition, misconduct such as irregular attendance, unauthorized absence, misbehaviors or any unworthy acts like thefts, misappropriation/fraud, dishonesty, immorality, indecent behavior, usage of indecent language, conviction, falsification of documents/ records or information given Application for securing a job which in the opinion of the company is prejudicial and detrimental to the interest of the company.
- The employee shall in addition to the General Service Conditions as specifically stated herein above be governed by other rules, regulations; practices, systems, procedures and policies as are in force or may be added, altered, modified or omitted/deleted by the company from time to time.

For Zummit Infolabs,

Isha Mishra

Isha Mishra
HR Head
Zummit Infolabs
Bangalore

Confidential

Zummit Infolabs LLP
www.zummitlabs.com



APPOINTMENT LETTER

VIJAY KUMAR
D-53 Ansal Town, Shamshabad Road

Dear VIJAY KUMAR

With reference to your application and subsequent interview(s) you had with us, we are pleased to offer you employment in our organization, on the terms and conditions, mentioned in this letter of appointment herein below :-

Department: IT
Location: Gurugram
Cost to Company: Your cost to company will be INR 289700/- per annum.
Designation : Junior PHP Developer

1. DATE OF JOINING / APPOINTMENT DATE

This appointment will commence from your date of joining which should not be later than **02/04/2020** provided that you indicate your acceptance to the same by signing and returning a duplicate a copy of this letter of appointment to us immediately.

Further, in case, you have any objections to the terms and conditions of this letter, the same should be communicated to us within 15 days from the date of this letter and prior to your tendering us your acceptance to the same, failing which the entire terms and conditions as stipulated herein, shall be deemed to have been accepted by you without any demur. The Appointment Date shall not be varied except if so intimated by the Company in writing.

You should report for joining at the Place of Posting on or before the above date of joining along with copies of **self-attested** documents as mentioned below :-

- Educational documents: 10th, 12th, Graduation (if applicable), Post-Graduation (if applicable)
- Address proof (Passport/Driving license/ Voter ID card/Aadhaar card)
- PAN card copy(Mandatory)
- Aadhaar card copy(Mandatory)
- Work experience letter of previous organizations
- Six(6) Passport size photographs
- Resume

This agreement lays down the terms of employment, agreed upon by the employer and employee. Whether stated explicitly in the agreement or not, both the employee and the employer have the duty of mutual confidence and trust, and to make only lawful and reasonable demands on each other.

VOROMBE TECH SOLUTIONS PVT. LTD.

Head Office: H-170, GF KH NO-1446 BLOCK-H AYA NAGAR EXTENSION PH-6, NEW DELHI
CIN: U72900DL2019PTC359018 | www.vorombetech.com | info@vorombetech.com

ANNEXURE 'A': COMPENSATION DETAILS

Name: VIJAY KUMAR
Designation: PHP Developer
Date of Joining: 02/04/2020
Location: Gurgaon

Your remuneration at Vorombetech Solutions Pvt. Ltd.	
Salary Annexure	
Employee Name	2
Designation	Junior PHP Developer
Annual CTC (INR)	289700



Vorombetech Solutions Pvt Ltd

VOROMBE TECH SOLUTIONS PVT. LTD.

Head Office: H-170, GF KH NO-1446 BLOCK-H AYA NAGAR EXTENSION PH-6, NEW DELHI
CIN: U72900DL2019PTC359018 www.vorombetech.com info@vorombetech.com



Offer Letter

Date: 25/10/2018

Name: SHILPI YADAV

Address: YADAV NAGAR ASFABAD CHOURAHA

Dear SHILPI YADAV,

We are delighted to offer you the position of **Assistant Manager QC-microbiology**.

The position, as explained to you, is in our company's Quality Assurance.

We request that you review the same and revert the acknowledgement of your acceptance.

As a result, we will make arrangements to provide you with a detailed letter of appointment on the date of your joining with us, which we have agreed will be any day on or before 25/10/2018 and your package will be **324500/-**.

The role in which you will be working is very important and will require you to deal with important and sensitive information, records and other company matters.

We are excited to have you as a member of our team. We are confident that you will have a successful career with our company.

We'd like to take this opportunity to welcome you to our team.

Kind Regards

Apoorva

Sr. Executive IIR



Zuche Pharmaceuticals Private Limited

Registered Office: 602-D/1B/4, Navkar Parkview Apartment, Flat No. 8, Ward No. 3, Mehrauli, New Delhi-110030, India

Corporate Office: A-215 & A-217, 2nd Floor, Somdatt Chambers-1, Building No. 5, Bhikaji Cama Place, New Delhi-110066, India

Manufacturing Unit: G1-712, RICO Industrial Area, Chopanki, Dist: Akrur, Rajasthan-301019, India

E-mail: business@zuchepharma.in, business@zuchepharma.com Website: www.zuchepharma.com

Contact Number: +91-11-41662311, +91-8610475070, +91-9873582118 CIN: U52100DL2010PTC206054



Offer: Computer Consultancy
Date: 19/09/2018

BRIJ GOPAL SHARMA
VILL BERA POST JARARA TEH MANT

Dear BRIJ GOPAL SHARMA

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process for 'TCS Digital' and we are pleased to make you an offer of employment.

You have been selected for the position of **Systems Engineer** in Grade **C1**. You will be assigned a challenging role in any Business Unit as per the business requirements of TCSL.

Your gross salary including all benefits and Retention Incentive will be **INR 234570/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

1

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

415/21-24, Kumbharan Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers ServiceLine: 1800 209 3311 Email: careers@tcs.com



COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of INR **15,000/-** per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be INR **7,500/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of INR **500/-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

4. Personal Allowance

You will be eligible for a monthly personal allowance of INR **17,272/-** per month. This component is subject to review and may change as per TCSL's compensation policy.

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

415/21-24, Karaman Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

Tel: 91 44 6616 2232 Fax: 91 44 6616 2555 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers ServiceLine: 1800 209 3311 Email: careers@tcs.com



PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of INR 4,300/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Performance Bonus

Your Performance Bonus will be INR 3,100/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Performance Bonus is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Performance Bonus.

This payment shall be treated as productivity bonus in lieu of statutory profit bonus.

CITY ALLOWANCE

You will be eligible for a City Allowance of INR 400/- per month. This allowance is fully taxable, is specific to India and linked to your base branch. It is subject to review and will be discontinued while on international assignments.

RETENTION INCENTIVE

You are eligible for Retention Incentive of INR 70,000/- payable to you on an annual basis. This component is in appreciation of continuity of your service in TCSL and will be paid on completion of each year from the introduction of this incentive for a period of 3 years. The Company reserves the right to modify the same in line with the TCS Compensation Policy.

OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependents under the company's Health Insurance Scheme (HIS).

HIS offers the following benefits:

1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to INR 6,000/- per insured person per annum and basic hospitalization expenses up to INR 2,00,000/- per insured person per annum.

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

415/21-24, Kumanan Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers ServiceLine: 1800 209 3311 Email: careers@tcs.com



i. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for INR **12,00,000/-** as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of INR **250/-** will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.

RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

Withdrawal of Offer

If you fail to accept the offer from TCSL within 15 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn. Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL. We look forward to having you in our global team.

Yours Sincerely,

For TATA Consultancy Services Limited



Girish V. Nandimath
Global Head Talent Acquisition & AIP

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms



To,

SUNIL MITTAL
Home No. 545 Sector-3B Avas Vikas Colony Bodla, Agra

Dear SUNIL MITTAL,

On behalf of the Autoliv Company, I'd like to say that it brings me great pleasure to formally offer you the designation of Trainee Executive at Bangalore office, you will join the organization from 16/10/2018

We welcome you to our company and wish you all the best for your future endeavors. This offer is provisional in nature and the regular letter of appointment shall be provide to you at the time of your joining after completion of joining formalities.

Your CTC would be Rs. 272000 (P/A)

You shall be on probation for an initial 6 month. You are required the following original documents along with self-attested photocopies of each document at the time of joining for verification to the HR Department.

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

- Qualification Documents (All MarkSheets from 10th to Last)
- Work Experience Certificates or Relieving Letter of previous Employers*.
- Last 3 month Pay slips of previous employer*.
- Last 6 months bank statement.
- Address Proof (Aadhar Card is preferred)
- Pan Card (Original with Photocopy)
- 3 Photographs
-

As you are going to be an integral part of the company, we'll try to extend all possible support to you during your tenure.

Looking forward to having you with us and wishing you great success with Autoliv

For Autoliv, Bangalore

A handwritten signature in black ink, appearing to read "J. R. C.", is written over a faint horizontal line.

Authorized Signatory



To,

PRAKHAR THAPLIYAL
F-99, Prpfessor Colony, Kamla Nagar, Agra

Dear **PRAKHAR THAPLIYAL**,

On behalf of the BAJAJ AUTO LTD. Comapany, I'd like to say that it brings me great pleasure to formally offer you the designation of Trainee Executive at Haridwar, Uttarakhand, you will join the organization from 23/12/2018. We welcome you to our company and wish you all the best for your future endeavors.

Your CTC would be Rs. 145700 (P/A)

You shall be on probation for an initial 6 month. You are required the following original documents along with self-attested photocopies of each document at the time of joining for verification to the IIR Department.

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

- Qualification Documents (All MarkSheets from 10th to Last)
- Work Experience Certificates or Relieving Letter of previous Employers*.
- Last 3 month Pay slips of previous employer*.
- Last 6 months bank statement.
- Address Proof (Aadhar Card is preferred)
- Pan Card (Original with Photocopy)
- 3 Photographs

As you are going to be an integral part of the company, we'll try to extend all possible support to you during your tenure.

Looking forward to having you with us and wishing you great success with Bajaj Auto Ltd.

For BAJAJ AUTO, Haridwar, Uttarakhand

Authorized Signatory



PRIVATE & CONFIDENTIAL

LUBNA SIDDIQUE
S/O IQBAL HUSAIN SIDDIQUE

sarawal

Date: 23/12/2018

TRAINEE ASSOCIATE (Trainee Associate Engineer Network - MID) CONTRACT

Dear LUBNA SIDDIQUE,

This is your Contract of Training/Apprenticeship ('**Contract**') and contains a statement of the applicable terms of your training.

We are delighted that you have agreed to join us as a Trainee (Trainee Associate Engineer Network - MID). Once you have acknowledged these terms, this shall become a contract between you and the Company.

Please note that your engagement with us is subject to you having the right to work in India, completing the applicable registration requirements under law, and to our being satisfied that you have met all pre-engagement conditions. Any requirements under the Provisional Offer of Apprenticeship, that permit or require compliance after the commencement of your training, will continue to require compliance by you within timelines specified therein.

1. Commencement Date

1.1 For the purposes of your training, your engagement is with BT Global Business Services Pvt Ltd (Company) having its registered office at Eros Corporate Tower, 11th Floor, Nehru Place, New Delhi, 110019, India.

1.2 Your Training will be for a period of 12 months from the start date specified in Appendix 1. Your stipend for the term of twelve (12) months is **INR 214500** which shall be payable monthly in arrears directly into your nominated bank account. (Stipend). A complete breakdown of your Stipend/compensation package is set out at Appendix 1 of this Contract.

Corporate Office:
7th to 9th Floor, Tower C & D, Building
No. 14,
Sector 24 & 25 A
DLF Cyber City
Notified SEZ
DLF City
Gurgaon-122002

BT Global Business Services Pvt Ltd
CIN: U74140DL2014PTC268583
Registered Office:
11th Floor, Eros Corporate Tower
Opp. International Trade Tower
Nehru Place,
New Delhi - 110 019, India
Tel.: +91 11 4781 1111
Fax: +91 11 4103 4438

www.bt.com

**Appendix1 Table of
benefits**

Section Name	LUBNA SIDDIQUE
1. Position	Trainee Associate (Trainee Associate Engineer Network - MID) reporting to Sneh Deep Jassal (EIN :611638876), Title: Technical Delivery Manager-MBNL, Ph:
2. Start Date	23/12/2018
3. Normal Place of Work	7th & 8th Floors, Tower C & D, Building No 14 Sector 24 & 25A, Gurugram 122016, India
3B. Temporary Place of Work	NA
4. Stipend	As set out below
5. Next Stipend Review date	On successful completion of apprenticeship/training
6. Annual Leave	21
7. Benefits	Group Medical Insurance Plan: Coverage of INR 6,00,000 for you; your spouse and 2 dependent children, as applicable to be availed as per the due process. Group Personal Accident Plan only for yourself: 5 times of your annual stipend or INR 10,00,000, whichever is higher. Group Term Life Insurance Policy only for yourself: 5 times of your annual stipend or INR 10,00,000, whichever is higher.

Yours sincerely,



Sai Kumar
Senior Manager - Talent Acquisition
For and on behalf of BT Global Business Services Pvt Ltd



PRIVATE & CONFIDENTIAL

MOHINI RATHORE
S/O NARESH KUMAR RATHORE

Gram salwari post salwari
alwar

Date: 23/12/2018

TRAINEE ASSOCIATE (Trainee Associate Engineer Network - MID) CONTRACT

Dear MOHINI RATHORE,

This is your Contract of Training/Apprenticeship ('**Contract**') and contains a statement of the applicable terms of your training.

We are delighted that you have agreed to join us as a Trainee (Trainee Associate Engineer Network - MID). Once you have acknowledged these terms, this shall become a contract between you and the Company.

Please note that your engagement with us is subject to you having the right to work in India, completing the applicable registration requirements under law, and to our being satisfied that you have met all pre-engagement conditions. Any requirements under the Provisional Offer of Apprenticeship, that permit or require compliance after the commencement of your training, will continue to require compliance by you within timelines specified therein.

1. Commencement Date

1.1 For the purposes of your training, your engagement is with BT Global Business Services Pvt Ltd (Company) having its registered office at Eros Corporate Tower, 11th Floor, Nehru Place, New Delhi, 110019, India.

1.2 Your Training will be for a period of 12 months from the start date specified in Appendix 1. Your stipend for the term of twelve (12) months is **INR 214500** which shall be payable monthly in arrears directly into your nominated bank account. (Stipend). A complete breakdown of your Stipend/compensation package is set out at Appendix 1 of this Contract.

Corporate Office:
7th to 9th Floor, Tower C & D, Building
No. 14,
Sector 24 & 25 A
DLF Cyber City
Notified SEZ
DLF City
Gurgaon-122002

BT Global Business Services Pvt Ltd
CIN: U74140DL2014PTC268583
Registered Office:
11th Floor, Eros Corporate Tower
Opp. International Trade Tower
Nehru Place,
New Delhi - 110 019, India
Tel.: +91 11 4781 1111
Fax: +91 11 4103 4438

www.bt.com

**Appendix1 Table of
benefits**

Section Name	MOHINI RATHORE
1. Position	Trainee Associate (Trainee Associate Engineer Network - MID) reporting to Sneh Deep Jassal (EIN :611638876), Title: Technical Delivery Manager-MBNL, Ph:
2. Start Date	23/12/2018
3. Normal Place of Work	7th & 8th Floors, Tower C & D, Building No 14 Sector 24 & 25A, Gurugram 122016, India
3B. Temporary Place of Work	NA
4. Stipend	As set out below
5. Next Stipend Review date	On successful completion of apprenticeship/training
6. Annual Leave	21
7. Benefits	Group Medical Insurance Plan: Coverage of INR 6,00,000 for you; your spouse and 2 dependent children, as applicable to be availed as per the due process. Group Personal Accident Plan only for yourself: 5 times of your annual stipend or INR 10,00,000, whichever is higher. Group Term Life Insurance Policy only for yourself: 5 times of your annual stipend or INR 10,00,000, whichever is higher.

Yours sincerely,



Sai Kumar
Senior Manager - Talent Acquisition
For and on behalf of BT Global Business Services Pvt Ltd



Offer Letter

Date: 19/09/2018

KM PRASHANSHA VASHISHTHA
Akbarabad, Baheri, Bareilly

Dear **KM PRASHANSHA VASHISHTHA**,

We congratulate you on your selection as "Solution Developer Trainee" at InfoAxon Technologies. We look forward to your contribution in our pursuit of excellence.

InfoAxon is a young company with average age of employees below 30, all of whom share the same hope and aspirations. The culture and atmosphere is informal, conducive to creativity with lot of role to play around. The pressure may be high and the job demanding but we hope you'll find it exciting, stimulating and challenging.

You will be provided a gross remuneration package of INR 240000/- Salary per annum. You would be on probation for a period of 6 (Six) months. On successful completion of your probation period you would be confirmed. You are requested to join on or before **19/09/2018**. Please indicate your acceptance by signing one copy of this letter and returning it to the company.

On acceptance of this offer, your appointment with the company will be on the basis of the standard terms and conditions as provided by this letter and the appointment letter. Based on your confirmation to join us, we are closing this position. In case you do not join us on the agreed date, it will be taken as breach of contract liable for legal action.

As a token of acceptance of our offer, kindly send us the confirmation email by 19/09/2018 evening. This offer is valid till 19/09/2018. Henceforth it will be considered as null and void.

We look forward to your accepting this offer and contributing into creating a global organization.

Yours sincerely,

For InfoAxon Technologies India Pvt. Ltd.

Authorized Signatory

InfoAxon Technologies India Pvt. Ltd.
00th Floor, Tradex Tower,
Plot No 15, Sector 125, Noida-201301
Phone : +91 120 421 5969-73
Website: www.infoaxon.com



**Annexure-I
Compensation & Benefits**

Name	KM PRASHANSHA VASHISHTHA
Designation	Solution Developer Trainee
Effective Date	19/09/2018
Location	Noida/Pune/Banglore
Annual Cost To Company	240000/-

For InfoAxon Technologies India Pvt. Ltd.





To
MONEY ANAND
S/O VINOD PRASAD, MAHUAWA BUZURG, MAHUAWA, MAHUAWA BUZURG, KUSHINAGAR, UTTAR
PRADESH

Sub: Your offer of Employment in eORIGAMI SOFTWARE PVT LTD

Dear **MONEY ANAND**

Welcome to eORIGAMI!

It gives us immense pleasure in inviting you to join eORIGAMI Software Private Limited. ("eORIGAMI" or the "Company") as one of its valuable member. We believe that the growth of an organization is fuelled by the enthusiasm and energy of people who are willing to invest into its future. We therefore believe that all our employees are truly our ASSOCIATES in our road to the future. We are happy that you are one such Associate joining us in our efforts to create a truly global organization.

We are pleased to inform you that you have been offered an employment in eORIGAMI as **Jr. Software Engineer**, and you would report on your joining to **Mr. Yashwanth Reddy H, President - Operations**. You will operate out of our office located at **Bangalore**.

We prefer you to join us on **20/01/2019**

We wish to share with you the detailed terms and conditions which will govern your employment with eORIGAMI and also Associate related guidelines applicable to all eORIGAMIans including you. All these Terms and Conditions are subject to change based on business requirements and you shall abide by the updated policies. Please note that your appointment is subject to background check /reference check/pre-employment checks as applicable.

eORIGAMI observes a 5-day week with Saturday and Sunday as weekly holidays. The office hours are from 09:00 AM to 06:00 PM, with staggered lunch break of 30 minutes between 12:00 PM and 12:30 PM. Associates are expected to follow the client's working hours and holidays while on deputation to client's site in India/onsite. In the event an Associate fails to register their attendance consecutively for 3 working days, without any prior notice to their immediate manager or concerned HR, eORIGAMI shall initiate appropriate disciplinary action against the Associate as per eORIGAMI policy. eORIGAMI reserves the right to registering a MAN MISSING complaint with the Police Department, in such cases.


(Signature of Associate)

Registered Office Address: No. G7, AASHRAYAA ONYX, 7th Cross Rd, Duo Heights Layout, Devanahalli, Bengaluru, Karnataka - 560068

1. Compensation & Benefits:

You will receive a total compensation of **Rs. 355000/-** per annum. The compensation package consists of:

2. Position Linked Benefits:

We wish you all the very best and look forward to a long and mutually beneficial association.

Kindly confirm your acceptance of the above conditions by signing and returning the duplicate copy of this letter.

Yours sincerely,
for eORIGAMI Software Private Limited,

YASHWANTH REDDY
President - Operations

I have carefully read and understood the above offer terms including the terms contained in Annexure I and agree that the provisions of this letter and the Annexure I are reasonable and necessary and accept the same irrevocably and unconditionally.

Signature
Name


:Yashwanth Reddy K



To
UTKARSH
JAGNER ROAD VILLAGE BALHERA

Sub: Your offer of Employment in eORIGAMI SOFTWARE PVT LTD

Dear **UTKARSH**

Welcome to eORIGAMI!

It gives us immense pleasure in inviting you to join eORIGAMI Software Private Limited. ("eORIGAMI" or the "Company") as one of its valuable member. We believe that the growth of an organization is fuelled by the enthusiasm and energy of people who are willing to invest into its future. We therefore believe that all our employees are truly our ASSOCIATES in our road to the future. We are happy that you are one such Associate joining us in our efforts to create a truly global organization.

We are pleased to inform you that you have been offered an employment in eORIGAMI as **Jr. Software Engineer**, and you would report on your joining to **Mr. Yashwanth Reddy H, President - Operations**. You will operate out of our office located at **Bangalore**.

We prefer you to join us on **20/01/2019**

We wish to share with you the detailed terms and conditions which will govern your employment with eORIGAMI and also Associate related guidelines applicable to all eORIGAMIans including you. All these Terms and Conditions are subject to change based on business requirements and you shall abide by the updated policies. Please note that your appointment is subject to background check /reference check/pre-employment checks as applicable.

eORIGAMI observes a 5-day week with Saturday and Sunday as weekly holidays. The office hours are from 09:00 AM to 06:00 PM, with staggered lunch break of 30 minutes between 12:00 PM and 12:30 PM. Associates are expected to follow the client's working hours and holidays while on deputation to client's site in India/onsite. In the event an Associate fails to register their attendance consecutively for 3 working days, without any prior notice to their immediate manager or concerned HR, eORIGAMI shall initiate appropriate disciplinary action against the Associate as per eORIGAMI policy. eORIGAMI reserves the right to registering a MAN MISSING complaint with the Police Department, in such cases.


(Signature of Associate)

Registered Office Address: No. 07, AASHRAYAA ONYX, 7th Cross Rd, Duo Heights Layout, Devanahalli, Bengaluru, Karnataka - 560068

1. Compensation & Benefits:

You will receive a total compensation of **Rs. 355000/-** per annum. The compensation package consists of:

2. Position Linked Benefits:

We wish you all the very best and look forward to a long and mutually beneficial association.

Kindly confirm your acceptance of the above conditions by signing and returning the duplicate copy of this letter.

Yours sincerely,
for eORIGAMI Software Private Limited,

YASHWANTH REDDY
President - Operations

I have carefully read and understood the above offer terms including the terms contained in Annexure I and agree that the provisions of this letter and the Annexure I are reasonable and necessary and accept the same irrevocably and unconditionally.

Signature
Name


:Yashwanth Reddy K



S.S. BOTTLING PRIVATE LIMITED

JOB OFFER LETTER

To,

Babali Pathak
34/76A NAGLA TEK CHAND, DEORI ROAD AGRA

On behalf of the entire company, I'd like to say that it brings me great pleasure to formally offer you the designation of **Microbiologist, SS Bottling Pvt. Ltd.** at **Gohana, Sonapat**, you will join the organization from **10/1/2019**.

We welcome you to our company and wish you all the best for your future endeavors. This offer is provisional in nature and the regular letter of appointment shall be provided to you at the time of your joining after completion of joining formalities.

Your CTC would be Rs. 239800/-

You shall be on probation for an initial **6 month**. You are required the following original documents along with self-attested photocopies of each document at the time of joining for verification to the HR Department.

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

1. Qualification Documents (All Mark Sheets from 10th to Last)
2. Work Experience Certificates or Relieving Letter of previous Employers.
3. Last 3 month Pay slips of previous employer.
4. Last 6 months bank statement.
5. Address Proof (Aadhar Card is preferred)
6. Pan Card (Original with Photo copy)
7. 3 Photographs

As you are going to be an integral part of the company, we'll try to extend all possible support to you during your tenure.

Looking forward to having you with us and wishing you great success with **SS Bottling Pvt. Ltd.**

Kindly Confirm your Acceptance and date of joining.

For **SS Bottling Pvt. Ltd., Gohana, Sonapat.**

Authorized Signatory

Work Place – Khasra No 15/13, 15/14, 15/15(4-0), 15//18/1/1 15//18/1/2 & 15//23/1/1 Village Mehmood Pur,
Tehsil Gohana, Distt. Sonapat, Haryana – 131001 (INDIA)

Regd. Office – 9/53, Kirti Nagar, Indl. Area, New Delhi – 110015 Tel: +91-11-45072942, 25927392 Fax: +91-11-45072943

Corporate Identity Number : **U15549dl2018ptc337847**



S.S. BOTTLING PRIVATE LIMITED

JOB OFFER LETTER

To,

BHARATRAM
S 10/188 A-1-S hukulgan], varanasi

On behalf of the entire company, I'd like to say that it brings me great pleasure to formally offer you the designation of **Microbiologist, SS Bottling Pvt. Ltd.** at **Gohana, Sonipat**, you will join the organization from **10/1/2019**.

We welcome you to our company and wish you all the best for your future endeavors. This offer is provisional in nature and the regular letter of appointment shall be provided to you at the time of your joining after completion of joining formalities.

Your CTC would be Rs. 239800/-

You shall be on probation for an initial **6 month**. You are required the following original documents along with self-attested photocopies of each document at the time of joining for verification to the HR Department.

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

1. Qualification Documents (All Mark Sheets from 10th to Last)
2. Work Experience Certificates or Relieving Letter of previous Employers.
3. Last 3 month Pay slips of previous employer.
4. Last 6 months bank statement.
5. Address Proof (Aadhar Card is preferred)
6. Pan Card (Original with Photo copy)
7. 3 Photographs

As you are going to be an integral part of the company, we'll try to extend all possible support to you during your tenure. Looking forward to having you with us and wishing you great success with **SS Bottling Pvt. Ltd.**

Kindly Confirm your Acceptance and date of joining.

For **SS Bottling Pvt. Ltd., Gohana, Sonipat.**

Authorized Signatory

Work Place – Khasra No 15/13, 15/14, 15/15(4-0), 15//18/1/1 15//18/1/2 & 15//23/1/1 Village Mehmood Pur,
Tehsil Gohana, Distt. Sonapat, Haryana – 131001 (INDIA)
Regd. Office – 9/53, Kirti Nagar, Indl. Area, New Delhi – 110015 Tel: +91-11-45072942, 25927392 Fax: +91-11-45072943
Corporate Identity Number : U15549dl2018ptc337847



S.S. BOTTLING PRIVATE LIMITED

JOB OFFER LETTER

To,

SUNIL KUMAR
13, SHEETLA DHAM, DAYAL BAGH, AGRA, 282005

On behalf of the entire company, I'd like to say that it brings me great pleasure to formally offer you the designation of **Microbiologist, SS Bottling Pvt. Ltd.** at **Gohana, Sonapat**, you will join the organization from **10/1/2019**.

We welcome you to our company and wish you all the best for your future endeavors. This offer is provisional in nature and the regular letter of appointment shall be provided to you at the time of your joining after completion of joining formalities.

Your CTC would be Rs. 239800/-

You shall be on probation for an initial **6 month**. You are required the following original documents along with self-attested photocopies of each document at the time of joining for verification to the HR Department.

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

1. Qualification Documents (All Mark Sheets from 10th to Last)
2. Work Experience Certificates or Relieving Letter of previous Employers.
3. Last 3 month Pay slips of previous employer.
4. Last 6 months bank statement.
5. Address Proof (Aadhar Card is preferred)
6. Pan Card (Original with Photo copy)
7. 3 Photographs

As you are going to be an integral part of the company, we'll try to extend all possible support to you during your tenure. Looking forward to having you with us and wishing you great success with **SS Bottling Pvt. Ltd.**

Kindly Confirm your Acceptance and date of joining.

For **SS Bottling Pvt. Ltd., Gohana, Sonapat.**

Authorized Signatory

Work Place – Khasra No 15/13, 15/14, 15/15(4-0), 15//18/1/1 15//18/1/2 & 15//23/1/1 Village Mehmood Pur,
Tehsil Gohana, Distt. Sonapat, Haryana – 131001 (INDIA)
Regd. Office – 9/53, Kirti Nagar, Indl. Area, New Delhi – 110015 Tel: +91-11-45072942, 25927392 Fax: +91-11-45072943
Corporate Identity Number : U15549dl2018ptc337847



Offer: Computer Consultancy

Date: 19/09/2018

MOHD AFZAL
Sikandarpur chakia chandauli

Dear MOHD AFZAL

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process for 'TCS Digital' and we are pleased to make you an offer of employment.

You have been selected for the position of **Systems Engineer** in Grade **C1**. You will be assigned a challenging role in any Business Unit as per the business requirements of TCSL.

Your gross salary including all benefits and Retention Incentive will be **INR 234570/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

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Tata Consultancy Services Limited

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Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers ServiceLine: 1800 209 3311 Email: careers@tcs.com



COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of INR **15,000/-** per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

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2. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of INR **500/-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

4. Personal Allowance

You will be eligible for a monthly personal allowance of INR **17,272/-** per month. This component is subject to review and may change as per TCSL's compensation policy.



PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of INR 4,300/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Performance Bonus

Your Performance Bonus will be INR 3,100/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Performance Bonus is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Performance Bonus.

This payment shall be treated as productivity bonus in lieu of statutory profit bonus.

CITY ALLOWANCE

You will be eligible for a City Allowance of INR 400/- per month. This allowance is fully taxable, is specific to India and linked to your base branch. It is subject to review and will be discontinued while on international assignments.

RETENTION INCENTIVE

You are eligible for Retention Incentive of INR 70,000/- payable to you on an annual basis. This component is in appreciation of continuity of your service in TCSL and will be paid on completion of each year from the introduction of this incentive for a period of 3 years. The Company reserves the right to modify the same in line with the TCS Compensation Policy.

OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependents under the company's Health Insurance Scheme (HIS).

HIS offers the following benefits:

1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to INR 6,000/- per insured person per annum and basic hospitalization expenses up to INR 2,00,000/- per insured person per annum.



i. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for INR **12,00,000/-** as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of INR **250/-** will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.

RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

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Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

Withdrawal of Offer

If you fail to accept the offer from TCSL within 15 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn. Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL. We look forward to having you in our global team.

Yours Sincerely,

For TATA Consultancy Services Limited



Girish V. Nandimath
Global Head Talent Acquisition & AIP

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms



Offer: Computer Consultancy
Date: 19/09/2018

AYUSH MAHESHWARI
GALI BOHARAN JALESAR ETAH

Dear AYUSH MAHESHWARI

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process for 'TCS Digital' and we are pleased to make you an offer of employment.

You have been selected for the position of **Systems Engineer** in Grade **C1**. You will be assigned a challenging role in any Business Unit as per the business requirements of TCSL.

Your gross salary including all benefits and Retention Incentive will be INR **234570/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

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4. Personal Allowance

You will be eligible for a monthly personal allowance of INR **17,272/-** per month. This component is subject to review and may change as per TCSL's compensation policy.



PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of INR 4,300/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

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Your Performance Bonus will be INR 3,100/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

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Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

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For TATA Consultancy Services Limited



Girish V. Nandimath
Global Head Talent Acquisition & AIP

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms



Offer: Computer Consultancy
Date: 19/09/2018

CHINMAY GOSWAMI
House no -D26 , Anand Vihar, nangli Sakravati Najafgarh

Dear CHINMAY GOSWAMI

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process for 'TCS Digital' and we are pleased to make you an offer of employment.

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Yours Sincerely,

For TATA Consultancy Services Limited



Girish V. Nandimath
Global Head Talent Acquisition & AIP

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms

APPOINTMENT LETTER

MONIKA SHARMA
6/127 KHANDARI COLONY CIVIL LINE

Dear **MONIKA SHARMA**

With reference to your application and subsequent interview(s) you had with us, we are pleased to offer you employment in our organization, on the terms and conditions, mentioned in this letter of appointment herein below :-

Department: IT
Location: Gurugram
Cost to Company: Your cost to company will be INR 289700/- per annum.
Designation : Junior PHP Developer

1. DATE OF JOINING / APPOINTMENT DATE

This appointment will commence from your date of joining which should not be later than **2/4/2020** provided that you indicate your acceptance to the same by signing and returning a duplicate a copy of this letter of appointment to us immediately.

Further, in case, you have any objections to the terms and conditions of this letter, the same should be communicated to us within 15 days from the date of this letter and prior to your tendering us your acceptance to the same, failing which the entire terms and conditions as stipulated herein, shall be deemed to have been accepted by you without any demur. The Appointment Date shall not be varied except if so intimated by the Company in writing.

You should report for joining at the Place of Posting on or before the above date of joining along with copies of **self-attested** documents as mentioned below :-

- Educational documents: 10th, 12th, Graduation (if applicable), Post-Graduation (if applicable)
- Address proof (Passport/Driving license/ Voter ID card/Aadhaar card)
- PAN card copy(Mandatory)
- Aadhaar card copy(Mandatory)
- Work experience letter of previous organizations
- Six(6) Passport size photographs
- Resume

This agreement lays down the terms of employment, agreed upon by the employer and employee. Whether stated explicitly in the agreement or not, both the employee and the employer have the duty of mutual confidence and trust, and to make only lawful and reasonable demands on each other.

VOROMBE TECH SOLUTIONS PVT. LTD.

Head Office: H-170, GF KH NO-1446 BLOCK-H AYA NAGAR EXTENSION PH-6, NEW DELHI
CIN: U72900DL2019PTC359018 | www.vorombetech.com | info@vorombetech.com

ANNEXURE 'A': COMPENSATION DETAILS

Name: MONIKA SHARMA
Designation: PHP Developer
Date of Joining: 2/4/2020
Location: Gurgaon

Your remuneration at Vorombetech Solutions Pvt. Ltd.	
Salary Annexure	
Employee Name	2
Designation	Junior PHP Developer
Annual CTC (INR)	289700



Vorombetech Solutions Pvt Ltd

VOROMBE TECH SOLUTIONS PVT. LTD.

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OFFER LETTER

FARHEEN QURESHI
Khattri Pada Atrauli Allgarh

Dear **FARHEEN QURESHI**,

We are pleased to appoint you as Trainee - Engineer in Worldline Global Services Private Ltd. (WGS) based at Pune on the following terms and conditions:

1. DATE OF APPOINTMENT:

Your appointment is effective from 25/10/2018

2. EMOLUMENTS: (please refer the annexure for more details of your salary).

2.1 Salary:

You will be paid a Basic monthly salary of **Rs. 237890/-** per annum.

2.2 Basket of Allowance:

You will be paid a fixed Basket of Allowance of **Rs. 8,797/- (Eight Thousand Seven Hundred Ninety Seven)**.

2.3 Performance Pay:

You shall be entitled to performance pay as indicated in the annexure based on companies and your individual performance.

2.4 Provident Fund:

You will be covered under the Provident Fund Scheme operating in the Company, and will be governed by the rules and regulations of the Provident Fund Act - 1952 as applicable from time to time.

2.5 Group Personal Accident Insurance:

You will be covered under the Group Personal Accident Insurance policy of the Company against Death / Disablement caused due to accidents.

2.6 Group Mediclaim Scheme:

During your tenure with the Company you and your family will be covered under our Group Mediclaim Scheme and governed by the rules & regulations framed under such policies as applicable from time to time.

2.7 Life Term Insurance Policy:

You will be covered under the Life Term Insurance Policy of the Company.

2.8 Gratuity:

You will be entitled to Gratuity as per the Gratuity Act 1972 and in accordance with the rules governing such payments.

3. DUTIES:

- a) You will report to **Senior Manager** for instructions and duties. The Management reserves the right to assign to you such other duties and responsibilities, both inside and outside the office premises, as may be considered necessary, from time to time in the Company's interests.
- b) You represent and warrant to the Company that you are under no obligations or commitments, whether contractual or otherwise, that are inconsistent with your obligations under this Agreement.

4. PROBATION:

You will be on probation for a period of 12 months from the date of your appointment and the management reserves the right to extend the period. The salary or the accumulated leave will not be adjusted against the notice pay. You will continue to be on probation until your services are confirmed in writing. If you resign during your probation period of 12 months, then you will have to pay the bond amount as per the company policy & serve 3 months of notice period.

5. TERMINATION AND DISMISSAL:

- a) Notice Period: On confirmation, either party's will be required to give a notice of 3 months for separation. The Company may, at its sole discretion terminate the services by giving the salary in lieu of the notice period. The Management however shall have the sole discretion to change such period of notice, as it deems appropriate. Servicing notice period is mandatory.
- b) The Management shall have the right to remove you from this position during the entire notice period or part thereof. In such event, your rights and obligations under this Contract shall remain in force and you shall consequently observe the provisions on competition restriction and confidentiality etc, as set forth in this Contract.
- c) The Company shall have the right to dismiss you with immediate effect if you have grossly neglected your obligations to the Company or otherwise committed a material breach of contract.
- d) You shall be obliged to inform a person, appointed by the Company, of all circumstances regarding the Company's business that you are familiar with, in order to reduce the risk of disruption in the business as a result of your leaving this position.
- e) Upon termination of the employment, irrespective of the reason therefore, all obligations of the Company will expire, including but not limited to the obligation to pay pension premiums, unless otherwise expressly stated in this Contract.

Please note that that this appointment is subject to clearance of the following:

- f) Background Verification – Your appointment is conditional upon completion of satisfactory reference and background checks (education, employment history & other details furnished by you in your application). In case any information given by you is found to be false or incorrect at any point in time of your employment, the appointment would be deemed void-ab-initio and liable for termination without notice or salary in lieu thereof

6. LEAVE:

You will be entitled to Earned Leave (privilege leave) as per the company policy.

7. AGE OF RETIREMENT:

As per the revised company policy all the employees will superannuate at the age of 60.

8. TRANSFER:

Your services are liable to be transferred to any other Departments, Branches, Sites, Sister Companies or any of their branches in India. On your transfer, you will be governed by the company's rules applicable to the establishment to which you are posted.

9. INCREMENTS:

Increments will not be automatic, but will be at the discretion of the Management, and will depend on the individual and Company performance.

10. SERVICE RULES:

a. Other Work

Your whole time and attention should be devoted to the interests of the Company and you shall devote yourself exclusively to the business of the Company. You will not take up any other work for remuneration (part-time or otherwise) or work on advisory capacity or be interested directly or indirectly (except as shareholder or debenture holder) in any other trade or business during the employment with the Company without permission in writing of the Management of the Company.

You will be guided by the Company's policies and procedures which the management may modify or change as it may deem fit from time to time.

b. Secrecy

You will not at any time, while in service, without written consent of the CEO, and thereafter for a period of 2 years from the cessation of your employment, for whatever reason, shall not disclose or divulge or make public, except on legal obligations, any information regarding the Company's affairs, business, plans,

Administration or research carried out whether the same may be confided to you or become know to you in the course of your service or otherwise. Information means and includes without limitation all and any data, know-how, formulae, processes, designs, photographs, drawings, specifications, programmes, samples, trade secrets, intellectual property and all information of whatever description and any other material bearing or incorporating any information concerning or relating to the Company, its assets, properties, plans, processes, finances, methods, operations, market strategy, marketing and pricing information, customer or consumer databases, pricing or other policies, business and business plans, intellectual property, and also includes all documents, agreements, sales charts, cost projections and analyses, pricing models, financial and tax information, business, marketing and operational projections, plans and opportunities, product information, designs, identification of customers, vendors and suppliers, customer, vendor and distribution lists, business records and other books and records relating to or concerning the Company.

You will adhere to the company's Information Security policy.

c. Intellectual Property

All ideas, inventions, design, software and all other intellectual property that may be developed by you or in the development of which you have played any role while you are in employment of the Company will solely and absolutely belong to the Company. You shall not be entitled to claim ownership of any rights on the same. In consideration of your salary, emoluments and other benefits drawn by you so long as you remain an employee of the Company, all your rights, if any, including, without limitation, all rights of creative authorship and other rights whatsoever shall stand assigned to the Company absolutely.

d. Past Records

If any declaration given or furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, in such case you will be liable to removal from service without any notice.

11. NON SOLICITATION

During the term of the employment and thereafter for a period of 2 years from the cessation of your employment, for whatever reason, you shall not in any way directly or indirectly engage, hire or employ in any manner whatsoever, any of the Company's personnel or staff or solicit, entice or in any way induce such employees to associate themselves, whether as employees, consultants, advisors, partners or otherwise, with you or any organization that you may become associated, employed or affiliated, with, after cessation of your employment with the Company.

12. CONSEQUENCES OF BREACH OF TERMS:

Notwithstanding anything contained in Clause 4 and 5 above, should you contravene or breach any of the foregoing terms and conditions of service, the Company will be entitled to terminate your services forthwith, without compensation, notice period or salary in lieu thereof and without prejudice to other legal rights/remedies available to the Company.

The provisions under Clause 11 shall survive the cessation of your employment and shall remain in force for a period of 2 years thereafter.

You are requested to, please sign the duplicate copy of this letter and return it to us, signifying your acceptance of all the term contained here.

We are delighted to have to with us. We take this opportunity to welcome you to Worldline and look forward to your long and happy association with us.

For **WORLDLINE GLOBAL SERVICES PVT. LTD.**



Jose Raj
Senior Vice President and Head – HR



To,

NEHA PARVEEN

10, Shiv nagar new ram Nagar nai Abadi Kedar Nagar Shahganj agra

Dear NEHA PARVEEN

On behalf of the BAJAJ AUTO LTD. Company, I'd like to say that it brings me great pleasure to formally offer you the designation of Trainee Executive at Haridwar, Uttarakhand, you will join the organization from 23/12/2018. We welcome you to our company and wish you all the best for your future endeavors.

Your CTC would be Rs. 145700 (P/A)

You shall be on probation for an initial 6 month. You are required the following original documents along with self-attested photocopies of each document at the time of joining for verification to the IIR Department.

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

- Qualification Documents (All MarkSheets from 10th to Last)
- Work Experience Certificates or Relieving Letter of previous Employers*.
- Last 3 month Pay slips of previous employer*.
- Last 6 months bank statement.
- Address Proof (Aadhar Card is preferred)
- Pan Card (Original with Photocopy)
- 3 Photographs

As you are going to be an integral part of the company, we'll try to extend all possible support to you during your tenure.

Looking forward to having you with us and wishing you great success with Bajaj Auto Ltd.

For BAJAJ AUTO, Haridwar, Uttarakhand

Authorized Signatory



S.S. BOTTLING PRIVATE LIMITED

JOB OFFER LETTER

To,

POOJA SHAKYA
Balajipuram

On behalf of the entire company, I'd like to say that it brings me great pleasure to formally offer you the designation of **Microbiologist, SS Bottling Pvt. Ltd.** at **Gohana, Sonapat**, you will join the organization from **10/1/2019**.

We welcome you to our company and wish you all the best for your future endeavors. This offer is provisional in nature and the regular letter of appointment shall be provided to you at the time of your joining after completion of joining formalities.

Your CTC would be Rs. 239800/-

You shall be on probation for an initial **6 month**. You are required the following original documents along with self-attested photocopies of each document at the time of joining for verification to the HR Department.

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

1. Qualification Documents (All Mark Sheets from 10th to Last)
2. Work Experience Certificates or Relieving Letter of previous Employers.
3. Last 3 month Pay slips of previous employer.
4. Last 6 months bank statement.
5. Address Proof (Aadhar Card is preferred)
6. Pan Card (Original with Photo copy)
7. 3 Photographs

As you are going to be an integral part of the company, we'll try to extend all possible support to you during your tenure.

Looking forward to having you with us and wishing you great success with **SS Bottling Pvt. Ltd.**

Kindly Confirm your Acceptance and date of joining.

For SS Bottling Pvt. Ltd., Gohana, Sonapat.

Authorized Signatory

Work Place – Khasra No 15/13, 15/14, 15/15(4-0), 15//18/1/1 15//18/1/2 & 15//23/1/1 Village Mehmood Pur,
Tehsil Gohana, Distt. Sonapat, Haryana – 131001 (INDIA)

Regd. Office – 9/53, Kirti Nagar, Indl. Area, New Delhi – 110015 Tel: +91-11-45072942, 25927392 Fax: +91-11-45072943

Corporate Identity Number : **U15549dl2018ptc337847**



Offer Letter

Date: 25/10/2018

Name: NEETU YADAV

Address: GAILANA SIKANDRA AGRA

Dear NEETU YADAV,

We are delighted to offer you the position of **Assistant Manager QC-microbiology**,

The position, as explained to you, is in our company's Quality Assurance.

We request that you review the same and revert the acknowledgement of your acceptance.

As a result, we will make arrangements to provide you with a detailed letter of appointment on the date of your joining with us, which we have agreed will be any day on or before 25/10/2018 and your package will be **324500/-**.

The role in which you will be working is very important and will require you to deal with important and sensitive information, records and other company matters.

We are excited to have you as a member of our team. We are confident that you will have a successful career with our company.

We'd like to take this opportunity to welcome you to our team.

Kind Regards

Apoorva

Sr. Executive IIR



Zuche Pharmaceuticals Private Limited

Registered Office: 602-D/1B/4, Navkar Parkview Apartment, Flat No. 8, Ward No. 3, Mehrauli, New Delhi-110030, India

Corporate Office: A-215 & A-217, 2nd Floor, Somdatt Chambers-1, Building No. 5, Bhikaji Cama Place, New Delhi-110066, India

Manufacturing Unit: G1-712, RICO Industrial Area, Chopanki, Dist: Akrur, Rajasthan-301019, India

Email: business@zuchepharma.in, business@zuchepharma.com Website: www.zuchepharma.com

Contact Number: +91-11-41662311, +91-8610475070, +91-9873582118 CIN: U52100DL2010PTC206054



To
SURJIT SINGH
BAHADURPUR KHASPUR NEAR ESS ESS DIGREE COLLEGE DAYALBAGH AGRA

Sub: Your offer of Employment in eORIGAMI SOFTWARE PVT LTD

Dear **SURJIT SINGH**

Welcome to eORIGAMI!

It gives us immense pleasure in inviting you to join eORIGAMI Software Private Limited. ("eORIGAMI" or the "Company") as one of its valuable member. We believe that the growth of an organization is fuelled by the enthusiasm and energy of people who are willing to invest into its future. We therefore believe that all our employees are truly our ASSOCIATES in our road to the future. We are happy that you are one such Associate joining us in our efforts to create a truly global organization.

We are pleased to inform you that you have been offered an employment in eORIGAMI as **Jr. Software Engineer**, and you would report on your joining to **Mr. Yashwanth Reddy H, President - Operations**. You will operate out of our office located at **Bangalore**.

We prefer you to join us on **20/01/2019**

We wish to share with you the detailed terms and conditions which will govern your employment with eORIGAMI and also Associate related guidelines applicable to all eORIGAMIans including you. All these Terms and Conditions are subject to change based on business requirements and you shall abide by the updated policies. Please note that your appointment is subject to background check /reference check/pre-employment checks as applicable.

eORIGAMI observes a 5-day week with Saturday and Sunday as weekly holidays. The office hours are from 09:00 AM to 06:00 PM, with staggered lunch break of 30 minutes between 12:00 PM and 12:30 PM. Associates are expected to follow the client's working hours and holidays while on deputation to client's site in India/onsite. In the event an Associate fails to register their attendance consecutively for 3 working days, without any prior notice to their immediate manager or concerned HR, eORIGAMI shall initiate appropriate disciplinary action against the Associate as per eORIGAMI policy. eORIGAMI reserves the right to registering a MAN MISSING complaint with the Police Department, in such cases.


(Signature of Associate)

Registered Office Address: No. 07, AASHRAYAA ONYX, 7th Cross Rd, Duo Heights Layout, Devanahalli, Bengaluru, Karnataka - 560068

1. Compensation & Benefits:

You will receive a total compensation of Rs. 355000/- per annum. The compensation package consists of:

2. Position Linked Benefits:

We wish you all the very best and look forward to a long and mutually beneficial association.

Kindly confirm your acceptance of the above conditions by signing and returning the duplicate copy of this letter.

Yours sincerely,
for eORIGAMI Software Private Limited,

YASHWANTH REDDY
President - Operations

I have carefully read and understood the above offer terms including the terms contained in Annexure I and agree that the provisions of this letter and the Annexure I are reasonable and necessary and accept the same irrevocably and unconditionally.

Signature
Name


:Yashwanth Reddy K



Zummit Infolabs LLP
1498, 40th cross, 22nd main 4th t block Jayanagar,
Bangalore 41
www.zummitlabs.com

Date of Joining: 25/10/2018

Sub: Letter of Appointment

Dear BINDU ANANT
NEW ABADI NARAYAN NAGAR
BICHPURI ROAD BODLA

This is to inform you that you have been offered the position of a "Bioinformatics Professional" at Zummit Infolabs based on the interview with a full time engagement of 8 hours at least. During this period you will be paid 287000/- per annum.

This includes activities related to application development using Python, Django, Web development and some machine learning along with some Enzyme Engineering and Biotechnology domain knowledge.

Details of the offer are further explained in the annexure attached. You are requested to go through the terms and conditions and sign below your acceptance for the same.

Wishing you all the very best and a warm welcome to the Zummit Infolabs family.

On behalf of Zummit Infolabs,

Isha Mishra

Isha Mishra
HR Head
Zummit Infolabs
Bangalore

Confidential

Zummit Infolabs LLP
www.zummitlabs.com





Zummit Infolabs LLP
1498, 40th cross, 22nd main 4th t block Jayanagar,
Bangalore 41
www.zummitlabs.com

TERMS AND CONDITIONS OF SERVICE FOR APPOINTMENT AS
Bioinformatics Intern

This is with reference to the discussion which you had with us; we are pleased to appoint you for the said post under the following terms and conditions.

- Your appointment will be effective: 25/10/2018
- You are designated as: Bioinformatics Professional
- The copyright in the entire work product, material and other tangible property written or generated by you during the course of your employment with the Company shall be and will remain the exclusive property of the Company. You shall return the same to the Company on termination of your employment or at such earlier time as requested for by the Company. The work product shall be the exclusive property of the Company, and the Company shall be free to deal with the same in such manner as it deems fit.
- The employee shall at any time be liable for the disciplinary action such as Warning, Suspension, Discharge, Dismissal or losing Lien on his employment for unsatisfactory performance, causing damage/financial loss to the company, committing breach of any service condition, misconduct such as irregular attendance, unauthorized absence, misbehaviors or any unworthy acts like thefts, misappropriation/fraud, dishonesty, immorality, indecent behavior, usage of indecent language, conviction, falsification of documents/ records or information given Application for securing a job which in the opinion of the company is prejudicial and detrimental to the interest of the company.
- The employee shall in addition to the General Service Conditions as specifically stated herein above be governed by other rules, regulations; practices, systems, procedures and policies as are in force or may be added, altered, modified or omitted/deleted by the company from time to time.

For Zummit Infolabs,

Isha Mishra

Isha Mishra
HR Head
Zummit Infolabs
Bangalore

Confidential

Zummit Infolabs LLP
www.zummitlabs.com





To,

**MEENAKSHI PRASAD
VILL SULTANPUR BAIRISHAL POST KATGHARA**

Dear MEENAKSHI PRASAD

On behalf of the Autoliv Company, I'd like to say that it brings me great pleasure to formally offer you the designation of Trainee Executive at Bangalore office, you will join the organization from 16/10/2018

We welcome you to our company and wish you all the best for your future endeavors. This offer is provisional in nature and the regular letter of appointment shall be provide to you at the time of your joining after completion of joining formalities.

Your CTC would be Rs. 272000 (P/A)

You shall be on probation for an initial 6 month. You are required the following original documents along with self-attested photocopies of each document at the time of joining for verification to the HR Department.

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

- Qualification Documents (All MarkSheets from 10th to Last)
- Work Experience Certificates or Relieving Letter of previous Employers*.
- Last 3 month Pay slips of previous employer*.
- Last 6 months bank statement.
- Address Proof (Aadhar Card is preferred)
- Pan Card (Original with Photocopy)
- 3 Photographs
-

As you are going to be an integral part of the company, we'll try to extend all possible support to you during your tenure.

Looking forward to having you with us and wishing you great success with Autoliv

For Autoliv, Bangalore

Authorized Signatory



S.S. BOTTLING PRIVATE LIMITED

JOB OFFER LETTER

To,

**RAQIB HUSSAIN MIR
20(S-74) MEENAKSHI PURAM, KARMYOGI, KAMLA NAGAR**

On behalf of the entire company, I'd like to say that it brings me great pleasure to formally offer you the designation of **Microbiologist, SS Bottling Pvt. Ltd.** at **Gohana, Sonapat**, you will join the organization from **10/1/2019**.

We welcome you to our company and wish you all the best for your future endeavors. This offer is provisional in nature and the regular letter of appointment shall be provided to you at the time of your joining after completion of joining formalities.

Your CTC would be Rs. 239800/-

You shall be on probation for an initial **6 month**. You are required the following original documents along with self-attested photocopies of each document at the time of joining for verification to the HR Department.

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

1. Qualification Documents (All Mark Sheets from 10th to Last)
2. Work Experience Certificates or Relieving Letter of previous Employers.
3. Last 3 month Pay slips of previous employer.
4. Last 6 months bank statement.
5. Address Proof (Aadhar Card is preferred)
6. Pan Card (Original with Photo copy)
7. 3 Photographs

As you are going to be an integral part of the company, we'll try to extend all possible support to you during your tenure.

Looking forward to having you with us and wishing you great success with **SS Bottling Pvt. Ltd.**

Kindly Confirm your Acceptance and date of joining.

For SS Bottling Pvt. Ltd., Gohana, Sonapat.

Authorized Signatory

Work Place – Khasra No 15/13, 15/14, 15/15(4-0), 15//18/1/1 15//18/1/2 & 15//23/1/1 Village Mehmood Pur,
Tehsil Gohana, Distt. Sonapat, Haryana – 131001 (INDIA)

Regd. Office – 9/53, Kirti Nagar, Indl. Area, New Delhi – 110015 Tel: +91-11-45072942, 25927392 Fax: +91-11-45072943

Corporate Identity Number : **U15549dl2018ptc337847**



PRIVATE & CONFIDENTIAL

MANJALI
S/O NAURANGI LAL

934 MAHADEV GHAT
BANGALIYA COLONY
SADAR BAZAR

Date: 23/12/2018

TRAINEE ASSOCIATE (Trainee Associate Engineer Network - MID) CONTRACT

Dear MANJALI,

This is your Contract of Training/Apprenticeship ("**Contract**") and contains a statement of the applicable terms of your training.

We are delighted that you have agreed to join us as a Trainee (Trainee Associate Engineer Network - MID). Once you have acknowledged these terms, this shall become a contract between you and the Company.

Please note that your engagement with us is subject to you having the right to work in India, completing the applicable registration requirements under law, and to our being satisfied that you have met all pre-engagement conditions. Any requirements under the Provisional Offer of Apprenticeship, that permit or require compliance after the commencement of your training, will continue to require compliance by you within timelines specified therein.

1. Commencement Date

1.1 For the purposes of your training, your engagement is with BT Global Business Services Pvt Ltd (Company) having its registered office at Eros Corporate Tower, 11th Floor, Nehru Place, New Delhi, 110019, India.

1.2 Your Training will be for a period of 12 months from the start date specified in Appendix 1. Your stipend for the term of twelve (12) months is **INR 214500** which shall be payable monthly in arrears directly into your nominated bank account. (Stipend). A complete breakdown of your Stipend/compensation package is set out at Appendix 1 of this Contract.

Corporate Office:
7th to 9th Floor, Tower C & D, Building
No. 14,
Sector 24 & 25 A
DLF Cyber City
Notified SEZ
DLF City
Gurgaon-122002

BT Global Business Services Pvt Ltd
CIN: U74140DL2014PTC268583
Registered Office:
11th Floor, Eros Corporate Tower
Opp. International Trade Tower
Nehru Place,
New Delhi - 110 019, India
Tel.: +91 11 4781 1111
Fax: +91 11 4103 4438

www.bt.com

**Appendix1 Table of
benefits**

Section Name	MANJALI
1. Position	Trainee Associate (Trainee Associate Engineer Network - MID) reporting to Sneh Deep Jassal (EIN :611638876), Title: Technical Delivery Manager-MBNL, Ph:
2. Start Date	23/12/2018
3. Normal Place of Work	7th & 8th Floors, Tower C & D, Building No 14 Sector 24 & 25A, Gurugram 122016, India
3B. Temporary Place of Work	NA
4. Stipend	As set out below
5. Next Stipend Review date	On successful completion of apprenticeship/training
6. Annual Leave	21
7. Benefits	Group Medical Insurance Plan: Coverage of INR 6,00,000 for you; your spouse and 2 dependent children, as applicable to be availed as per the due process. Group Personal Accident Plan only for yourself: 5 times of your annual stipend or INR 10,00,000, whichever is higher. Group Term Life Insurance Policy only for yourself: 5 times of your annual stipend or INR 10,00,000, whichever is higher.

Yours sincerely,



Sai Kumar
Senior Manager - Talent Acquisition
For and on behalf of BT Global Business Services Pvt Ltd



APPOINTMENT LETTER

To,

**DEEPANSHU GUPTA
TAZUDDINPUR, SULTANPUR**

Dear **DEEPANSHU GUPTA**

We are delighted to offer you a position as **Junior Associate, Technology** with Publicis Sapient, a division of TLG India Pvt. Ltd. ("Publicis Sapient").

Publicis Sapient will provide you with a total compensation package that consists of your base salary and statutory retirement benefits.

The Total Cost to Company offered to you is INR 320000/- which includes the following:-

- An annualized base salary of INR 320000/- (including HRA)
- Provident Fund and Gratuity contributions, (As per the applicable provisions)

Tax at the applicable rate shall be deducted at source from your salary.
(Please refer to Annexure "B" for details)

Your anticipated start date will **10/1/2019**. You will be on training for a period of 6 months from the start date of your employment. Your home office would be in **Noida, India**.

In addition to your salary, you will be entitled to:-

- Receive Relocation expenses up to a maximum of amount Rs 10,000, (subject to submission of receipts)
- Participate in the Publicis Sapient's medical and life insurance benefits

The realisation of the above items is subject to the terms set forth in Annexure 'A' under the respective clauses.

You will be required to sign a training agreement on joining Publicis Sapient. Publicis Sapient would be making considerable investment in imparting specialized training to you for meeting the business requirements of the Company. Should you decide to leave Publicis Sapient within 18 months of the **10/1/2019**, You would be required to pay INR 150,000 in accordance with the terms of the training agreement.

TLG India Private Limited
G1, SEZ, Condo Technopark,
Building No. 1, Tower B, Ground - 3rd Floor,
Building No. 2, Tower A, Ground & First Floor,
Building No. 3, Ground & First Floor,
SEZ Sector 21, Village Chandigarh,
Gurgaon - 122016 Haryana, India

Tel: +91 (124) 472 4885
Fax: +91 (124) 472 4027

Registered Office: TLG India Private Limited
13th Floor, Liberty Trade, Tower A, 35, Sector 16, Gurgaon, Haryana, India
Tel: +91 (124) 472 4885 Fax: +91 (124) 472 4027

www.publicissapient.com

TLG India Private Limited
Cygnus Business Park Private Limited SEZ,
Tower C, 2nd - 4th Floor, Plot No. 7,
Sector 14A, Gurgaon,
Haryana - 122001,
Gurgaon, India

Tel: +91 (124) 472 5885
Fax: +91 (124) 472 5875

TLG India Private Limited
Signature Correlation Success Park,
287D, Building Virgo, Outer Ring Road,
Dandankundi-Cyber, Marathahalli Post,
Bengaluru - 560037 Karnataka, India

Tel: +91 (80) 6131 6000
Fax: +91 (80) 6131 6001

On your first day of employment, please report to our office at **Gurgaon** at **9:00 a.m.** along with the documents. Should there be a change in your start date, it is mandatory for you to communicate the same to us a week in advance as this impacts your experience with Publicis Sapient.

Kindly return a copy of this letter duly counter signed by you, within a week in acceptance of the terms and conditions set out herein. Please refer to the Annexure "A" of this letter for details on the Terms of Employment, which shall apply to your employment. By signing a copy of this letter, you agree to abide by these terms and any other published terms in effect from time to time throughout the period of your employment.

We are looking forward to your joining us. We are sure that you would find life with Publicis Sapient to be motivating and challenging.

Best Regards



Kamal Karwal
GVP, People Strategy | Publicis Sapient



Offer Letter

Date 23/12/2018

Dear RAVI SHARMA
65 151 SHIV NAGAR KAMAL KHAN JAGNER MARG SARAY KHBAJA AGRA

Congratulations on your decision to be a BYJUITE! At BYJU'S, we are on a mission to help students fall in love with learning across the world. We create learning journeys for every student that address their unique needs and make them lifelong learners. We hope your contributions and passion would help us achieve this mission.

It gives us immense pleasure to formalize your offer and appointment for the position of **Student Success Specialist-Student Experience** at Think and Learn Private Limited (hereafter referred to as 'BYJU'S' or 'Company') in the **Student Experience** department subject to your acceptance of the offer mentioned in this letter. The letter includes details of your compensation structure, probation and notice periods (Annexure A). As you read through the details, please feel free to reach out to the recruiter who managed your process, with any questions or concerns.

Your date of joining at BYJU'S is 23/12/2018. Your onboarding details will be communicated by BYJU'S Onboarding Team post acceptance of the offer. In case you do not report at your job on or prior to 23/12/2018 the offer shall be deemed to be rejected by you. Please accept this offer in our HR portal so that we can initiate your onboarding process. Once initiated, you will be receiving an email confirmation for the same. In case you do not acknowledge and accept this offer letter on the HR portal within two working days, the offer would stand withdrawn.

Position Details and Compensation Overview

Designation	Student Success Specialist-Student Experience
Department	Student Experience
Employment Type	Regular
Work Location	Bangalore - Katyan Tech Park

Total Annual Cost to Company : ₹ 231230

Details of bonuses (if any) are mentioned in Annexure A. You are requested to join the services of the Company, 23/12/2018 falling, which you may please consider the offer to be withdrawn unless an extension to the date of joining has been mutually agreed in writing. You are requested to signify your acceptance of the terms and conditions by accepting the offer on our HR portal and signing and returning to us the duplicate copy of this letter on your day of Onboarding.

The terms of your employment contract are strictly confidential and should be treated as privileged information between yourself and the Company. You are expected to maintain such information appropriately. We take this opportunity to thank you for the interest you have shown in our organization and look forward to welcoming you on board for a fruitful career with us. We are certain that you will find challenge, satisfaction, and opportunity in your association with the Company.

Best Regards,



Deeptha A R
Head - Human Resources
Think & Learn Pvt. Ltd

Annexure - A

Compensation Details	
Name	RAVI SHARMA
Designation	Student Success Specialist-Student Experience
Date Of Joining	23/12/2018
Annual Cost To Company(CTC)	231230

*Adhoc Allowances (if any) provide an array of tax benefits, please refer to the Annexure B for details
 **Income Tax and Professional Tax would be deducted from the Total Annual Net Pay basis the government rules. Your take-home salary would be Total Annual Net Pay - Taxes.
 ***PF administrative charges and EDLI charges as per rules (i.e. at present 1% admin charges, equal to INR 150/- per month towards Employee PF deduction of INR 1800/- per month), will be included in above mentioned CTC.

Annexure - B

Adhoc Allowances(if applicable) will comprise one or all of the below allowances basis your overall fixed CTC.

Allowance	Maximum Amount	Tax Treatment
Mobile & Broadband Allowance	Up to INR 1000 per month for mobile and broadband each	
Research Allowance	Up to INR 30000 per annum	Non-taxable upon
Fuel Allowance	Up to INR 2400 per month based on CC capacity and type of the vehicle	submission of
Driver Allowance	Up to INR 900 per month	required proofs
Special Allowance	Balancing Component	Taxable

General Guidelines

- All these elements will be within the fixed part of the employee's compensation, a detailed breakup of adhoc allowances will depend upon the fixed CTC, and will be shared in the payslip
- Detailed guidelines on these will be shared post your onboarding
- All the above allowances will be considered taxable through the year, however, on the production of required bills over the quarterly window, tax exemption will be provided as per the rules laid out above
- Employees are required to keep a copy of the bills as proof of expenses incurred through the quarterly cycle and submit the same in the quarterly window
- The above-mentioned tax benefits will be applicable only for those employees who opt for the Old Income Tax Regime and not the new one
- 'Special Allowance' component is a part of taxable income



Offer Letter

Date: 25/10/2018

Name: AKANKSHA SHARMA

Address: LG 42 SECTOR 10 AVAS VIRAS COLONY SIKANDRA

Dear AKANKSHA SHARMA,

We are delighted to offer you the position of **Assistant Manager QC-microbiology**,

The position, as explained to you, is in our company's Quality Assurance.

We request that you review the same and revert the acknowledgement of your acceptance.

As a result, we will make arrangements to provide you with a detailed letter of appointment on the date of your joining with us, which we have agreed will be any day on or before 25/10/2018 and your package will be **324500/-**.

The role in which you will be working is very important and will require you to deal with important and sensitive information, records and other company matters.

We are excited to have you as a member of our team. We are confident that you will have a successful career with our company.

We'd like to take this opportunity to welcome you to our team.

Kind Regards

Apoorva

Sr. Executive IIR



Zuche Pharmaceuticals Private Limited

Registered Office: 602-D/1B/4, Navkar Parkview Apartment, Flat No. 8, Ward No. 3, Mehrauli, New Delhi-110030, India
Corporate Office: A-216 & A-217, 2nd Floor, Somdatt Chambers-1, Building No. 5, Bhikaji Cama Place, New Delhi-110066, India
Manufacturing Unit: G1-712, RICO Industrial Area, Chopanki, Dist: Akrur, Rajasthan-301019, India
E-mail: business@zuchepharma.in, business@zuchesharma.com Website: www.zuchepharma.com
Contact Number: +91-11-41662311, +91-8610475070, +91-9873252118 CIN: U52100DL2010PTC206054



To
BANI SINGH
51 ROSHAN BAGH DAYAL BAGH AGRA

Sub: Your offer of Employment in eORIGAMI SOFTWARE PVT LTD

Dear **BANI SINGH**

Welcome to eORIGAMI!

It gives us immense pleasure in inviting you to join eORIGAMI Software Private Limited. ("eORIGAMI" or the "Company") as one of its valuable member. We believe that the growth of an organization is fuelled by the enthusiasm and energy of people who are willing to invest into its future. We therefore believe that all our employees are truly our ASSOCIATES in our road to the future. We are happy that you are one such Associate joining us in our efforts to create a truly global organization.

We are pleased to inform you that you have been offered an employment in eORIGAMI as **Jr. Software Engineer**, and you would report on your joining to **Mr. Yashwanth Reddy H, President - Operations**. You will operate out of our office located at **Bangalore**.

We prefer you to join us on **20/01/2019**

We wish to share with you the detailed terms and conditions which will govern your employment with eORIGAMI and also Associate related guidelines applicable to all eORIGAMIans including you. All these Terms and Conditions are subject to change based on business requirements and you shall abide by the updated policies. Please note that your appointment is subject to background check /reference check/pre-employment checks as applicable.

eORIGAMI observes a 5-day week with Saturday and Sunday as weekly holidays. The office hours are from 09:00 AM to 06:00 PM, with staggered lunch break of 30 minutes between 12:00 PM and 12:30 PM. Associates are expected to follow the client's working hours and holidays while on deputation to client's site in India/onsite. In the event an Associate fails to register their attendance consecutively for 3 working days, without any prior notice to their immediate manager or concerned HR, eORIGAMI shall initiate appropriate disciplinary action against the Associate as per eORIGAMI policy. eORIGAMI reserves the right to registering a MAN MISSING complaint with the Police Department, in such cases.


(Signature of Associate)

Registered Office Address: No. 07, AASHRAYAA ONYX, 7th Cross Rd, Duo Heights Layout, Devanahalli, Bengaluru, Karnataka - 560068

1. Compensation & Benefits:

You will receive a total compensation of Rs. 355000/- per annum. The compensation package consists of:

2. Position Linked Benefits:

We wish you all the very best and look forward to a long and mutually beneficial association.

Kindly confirm your acceptance of the above conditions by signing and returning the duplicate copy of this letter.

Yours sincerely,
for eORIGAMI Software Private Limited,

YASHWANTH REDDY
President - Operations

I have carefully read and understood the above offer terms including the terms contained in Annexure I and agree that the provisions of this letter and the Annexure I are reasonable and necessary and accept the same irrevocably and unconditionally.

Signature
Name


:Yashwanth Reddy K



Offer Letter

Date: 25/10/2018

Name: KM. KAJAL

Address: EKTA VIHAR COLONY TOWAN I P RONCHI BANGAR MATHURA

Dear KM. KAJAL,

We are delighted to offer you the position of **Assistant Manager QC-microbiology**,

The position, as explained to you, is in our company's Quality Assurance.

We request that you review the same and revert the acknowledgement of your acceptance.

As a result, we will make arrangements to provide you with a detailed letter of appointment on the date of your joining with us, which we have agreed will be any day on or before 25/10/2018 and your package will be **324500/-**.

The role in which you will be working is very important and will require you to deal with important and sensitive information, records and other company matters.

We are excited to have you as a member of our team. We are confident that you will have a successful career with our company.

We'd like to take this opportunity to welcome you to our team.

Kind Regards

Apoorva

Sr. Executive IIR



Zuche Pharmaceuticals Private Limited

Registered Office: 602-D/1B/4, Navkar Parkview Apartment, Flat No. 8, Ward No. 3, Mehrauli, New Delhi-110030, India

Corporate Office: A-215 & A-217, 2nd Floor, Somdatt Chambers-1, Building No. 5, Bhikaji Cama Place, New Delhi-110066, India

Manufacturing Unit: G1-712, RICO Industrial Area, Chopanki, Dist: Akrur, Rajasthan-301019, India

E-mail: business@zuchepharma.in, business@zuchepharma.com Website: www.zuchepharma.com

Contact Number: +91-11-41662311, +91-8610475070, +91-9873252118 CIN: U52100DL2010PTC206054



To,

**VINEET KUMAR SHARMA
PURI LACHHAN RANKI SANGIPUR PRATAPGARH**

Dear VINEET KUMAR SHARMA

On behalf of the Autoliv Company, I'd like to say that it brings me great pleasure to formally offer you the designation of Trainee Executive at Bangalore office, you will join the organization from 16/10/2018

We welcome you to our company and wish you all the best for your future endeavors. This offer is provisional in nature and the regular letter of appointment shall be provide to you at the time of your joining after completion of joining formalities.

Your CTC would be Rs. 272000 (P/A)

You shall be on probation for an initial 6 month. You are required the following original documents along with self-attested photocopies of each document at the time of joining for verification to the HR Department.

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

- Qualification Documents (All MarkSheets from 10th to Last)
- Work Experience Certificates or Relieving Letter of previous Employers*.
- Last 3 month Pay slips of previous employer*.
- Last 6 months bank statement.
- Address Proof (Aadhar Card is preferred)
- Pan Card (Original with Photocopy)
- 3 Photographs
-

As you are going to be an integral part of the company, we'll try to extend all possible support to you during your tenure.

Looking forward to having you with us and wishing you great success with Autoliv

For Autoliv, Bangalore

Authorized Signatory



Offer Letter

Date 23/12/2018

Dear AYUSH KUMAR PANDEY
H NO 12 GOVIND VATIKA ALWATIYA ROAD NEAR FLORANCE SCHOOL SHAHGANJ AGRA

Congratulations on your decision to be a BYJUITE! At BYJU'S, we are on a mission to help students fall in love with learning across the world. We create learning journeys for every student that address their unique needs and make them lifelong learners. We hope your contributions and passion would help us achieve this mission.

It gives us immense pleasure to formalize your offer and appointment for the position of **Student Success Specialist-Student Experience** at Think and Learn Private Limited (hereafter referred to as 'BYJU'S' or 'Company') in the **Student Experience** department subject to your acceptance of the offer mentioned in this letter. The letter includes details of your compensation structure, probation and notice periods (Annexure A). As you read through the details, please feel free to reach out to the recruiter who managed your process, with any questions or concerns.

Your date of joining at BYJU'S is 23/12/2018. Your onboarding details will be communicated by BYJU'S Onboarding Team post acceptance of the offer. In case you do not report at your job on or prior to 23/12/2018 the offer shall be deemed to be rejected by you. Please accept this offer in our HR portal so that we can initiate your onboarding process. Once initiated, you will be receiving an email confirmation for the same. In case you do not acknowledge and accept this offer letter on the HR portal within two working days, the offer would stand withdrawn.

Position Details and Compensation Overview

Designation	Student Success Specialist-Student Experience
Department	Student Experience
Employment Type	Regular
Work Location	Bangalore - Katyan Tech Park

Total Annual Cost to Company : ₹ 231230

Details of bonuses (if any) are mentioned in Annexure A. You are requested to join the services of the Company, 23/12/2018 falling, which you may please consider the offer to be withdrawn unless an extension to the date of joining has been mutually agreed in writing. You are requested to signify your acceptance of the terms and conditions by accepting the offer on our HR portal and signing and returning to us the duplicate copy of this letter on your day of Onboarding.

The terms of your employment contract are strictly confidential and should be treated as privileged information between yourself and the Company. You are expected to maintain such information appropriately. We take this opportunity to thank you for the interest you have shown in our organization and look forward to welcoming you on board for a fruitful career with us. We are certain that you will find challenge, satisfaction, and opportunity in your association with the Company.

Best Regards,



Deeptha A R
Head - Human Resources
Think & Learn Pvt. Ltd

Annexure - A

Compensation Details	
Name	AYUSH KUMAR PANDEY
Designation	Student Success Specialist-Student Experience
Date Of Joining	23/12/2018
Annual Cost To Company(CTC)	231230

*Adhoc Allowances (if any) provide an array of tax benefits, please refer to the Annexure B for details
 **Income Tax and Professional Tax would be deducted from the Total Annual Net Pay basis the government rules. Your take-home salary would be Total Annual Net Pay - Taxes.
 ***PF administrative charges and EDLI charges as per rules (i.e. at present 1% admin charges, equal to INR 150/- per month towards Employee PF deduction of INR 1800/- per month), will be included in above mentioned CTC.

Annexure - B

Adhoc Allowances(if applicable) will comprise one or all of the below allowances basis your overall fixed CTC.

Allowance	Maximum Amount	Tax Treatment
Mobile & Broadband Allowance	Up to INR 1000 per month for mobile and broadband each	
Research Allowance	Up to INR 30000 per annum	Non-taxable upon
Fuel Allowance	Up to INR 2400 per month based on CC capacity and type of the vehicle	submission of
Driver Allowance	Up to INR 900 per month	required proofs
Special Allowance	Balancing Component	Taxable

General Guidelines

- All these elements will be within the fixed part of the employee's compensation, a detailed breakup of adhoc allowances will depend upon the fixed CTC, and will be shared in the payslip
- Detailed guidelines on these will be shared post your onboarding
- All the above allowances will be considered taxable through the year, however, on the production of required bills over the quarterly window, tax exemption will be provided as per the rules laid out above
- Employees are required to keep a copy of the bills as proof of expenses incurred through the quarterly cycle and submit the same in the quarterly window
- The above-mentioned tax benefits will be applicable only for those employees who opt for the Old Income Tax Regime and not the new one
- 'Special Allowance' component is a part of taxable income



Offer: Computer Consultancy
Date: 19/09/2018

RAHUL YADAV
Kurkanda

Dear RAHUL YADAV

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process for 'TCS Digital' and we are pleased to make you an offer of employment.

You have been selected for the position of **Systems Engineer** in Grade **C1**. You will be assigned a challenging role in any Business Unit as per the business requirements of TCSL.

Your gross salary including all benefits and Retention Incentive will be **INR 234570/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

1

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

415/21-24, Kumanan Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers ServiceLine: 1800 209 3311 Email: careers@tcs.com



COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of INR **15,000/-** per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be INR **7,500/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of INR **500/-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

4. Personal Allowance

You will be eligible for a monthly personal allowance of INR **17,272/-** per month. This component is subject to review and may change as per TCSL's compensation policy.

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

415/21-24, Karaman Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

Tel: 91 44 6616 2232 Fax: 91 44 6616 2555 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers ServiceLine: 1800 209 3311 Email: careers@tcs.com



PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of INR 4,300/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Performance Bonus

Your Performance Bonus will be INR 3,100/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Performance Bonus is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Performance Bonus.

This payment shall be treated as productivity bonus in lieu of statutory profit bonus.

CITY ALLOWANCE

You will be eligible for a City Allowance of INR 400/- per month. This allowance is fully taxable, is specific to India and linked to your base branch. It is subject to review and will be discontinued while on international assignments.

RETENTION INCENTIVE

You are eligible for Retention Incentive of INR 70,000/- payable to you on an annual basis. This component is in appreciation of continuity of your service in TCSL and will be paid on completion of each year from the introduction of this incentive for a period of 3 years. The Company reserves the right to modify the same in line with the TCS Compensation Policy.

OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependents under the company's Health Insurance Scheme (HIS).

HIS offers the following benefits:

1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to INR 6,000/- per insured person per annum and basic hospitalization expenses up to INR 2,00,000/- per insured person per annum.

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i. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for INR **12,00,000/-** as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of INR **250/-** will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.

RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

Withdrawal of Offer

If you fail to accept the offer from TCSL within 15 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn. Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL. We look forward to having you in our global team.

Yours Sincerely,

For TATA Consultancy Services Limited



Girish V. Nandimath
Global Head Talent Acquisition & AIP

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms



OFFER LETTER

ABHAY RATHAUR
Shiv 2/8m 11-k1-k sharda vihar col meerapur bashai laxmanpur

Dear **ABHAY RATHAUR**,

We are pleased to appoint you as Trainee - Engineer in Worldline Global Services Private Ltd. (WGS) based at Pune on the following terms and conditions:

1. DATE OF APPOINTMENT:

Your appointment is effective from 25/10/2018

2. EMOLUMENTS: (please refer the annexure for more details of your salary).

2.1 Salary:

You will be paid a Basic monthly salary of **Rs. 237890/-** per annum.

2.2 Basket of Allowance:

You will be paid a fixed Basket of Allowance of **Rs. 8,797/- (Eight Thousand Seven Hundred Ninety Seven)**.

2.3 Performance Pay:

You shall be entitled to performance pay as indicated in the annexure based on companies and your individual performance.

2.4 Provident Fund:

You will be covered under the Provident Fund Scheme operating in the Company, and will be governed by the rules and regulations of the Provident Fund Act - 1952 as applicable from time to time.

2.5 Group Personal Accident Insurance:

You will be covered under the Group Personal Accident Insurance policy of the Company against Death / Disablement caused due to accidents.

2.6 Group Mediclaim Scheme:

During your tenure with the Company you and your family will be covered under our Group Mediclaim Scheme and governed by the rules & regulations framed under such policies as applicable from time to time.

2.7 Life Term Insurance Policy:

You will be covered under the Life Term Insurance Policy of the Company.

2.8 Gratuity:

You will be entitled to Gratuity as per the Gratuity Act 1972 and in accordance with the rules governing such payments.

3. DUTIES:

- a) You will report to **Senior Manager** for instructions and duties. The Management reserves the right to assign to you such other duties and responsibilities, both inside and outside the office premises, as may be considered necessary, from time to time in the Company's interests.
- b) You represent and warrant to the Company that you are under no obligations or commitments, whether contractual or otherwise, that are inconsistent with your obligations under this Agreement.

4. PROBATION:

You will be on probation for a period of 12 months from the date of your appointment and the management reserves the right to extend the period. The salary or the accumulated leave will not be adjusted against the notice pay. You will continue to be on probation until your services are confirmed in writing. If you resign during your probation period of 12 months, then you will have to pay the bond amount as per the company policy & serve 3 months of notice period.

5. TERMINATION AND DISMISSAL:

- a) Notice Period: On confirmation, either party's will be required to give a notice of 3 months for separation. The Company may, at its sole discretion terminate the services by giving the salary in lieu of the notice period. The Management however shall have the sole discretion to change such period of notice, as it deems appropriate. Servicing notice period is mandatory.
- b) The Management shall have the right to remove you from this position during the entire notice period or part thereof. In such event, your rights and obligations under this Contract shall remain in force and you shall consequently observe the provisions on competition restriction and confidentiality etc, as set forth in this Contract.
- c) The Company shall have the right to dismiss you with immediate effect if you have grossly neglected your obligations to the Company or otherwise committed a material breach of contract.
- d) You shall be obliged to inform a person, appointed by the Company, of all circumstances regarding the Company's business that you are familiar with, in order to reduce the risk of disruption in the business as a result of your leaving this position.
- e) Upon termination of the employment, irrespective of the reason therefore, all obligations of the Company will expire, including but not limited to the obligation to pay pension premiums, unless otherwise expressly stated in this Contract.

Please note that that this appointment is subject to clearance of the following:

- f) Background Verification – Your appointment is conditional upon completion of satisfactory reference and background checks (education, employment history & other details furnished by you in your application). In case any information given by you is found to be false or incorrect at any point in time of your employment, the appointment would be deemed void-ab-initio and liable for termination without notice or salary in lieu thereof

6. LEAVE:

You will be entitled to Earned Leave (privilege leave) as per the company policy.

7. AGE OF RETIREMENT:

As per the revised company policy all the employees will superannuate at the age of 60.

8. TRANSFER:

Your services are liable to be transferred to any other Departments, Branches, Sites, Sister Companies or any of their branches in India. On your transfer, you will be governed by the company's rules applicable to the establishment to which you are posted.

9. INCREMENTS:

Increments will not be automatic, but will be at the discretion of the Management, and will depend on the individual and Company performance.

10. SERVICE RULES:

a. Other Work

Your whole time and attention should be devoted to the interests of the Company and you shall devote yourself exclusively to the business of the Company. You will not take up any other work for remuneration (part-time or otherwise) or work on advisory capacity or be interested directly or indirectly (except as shareholder or debenture holder) in any other trade or business during the employment with the Company without permission in writing of the Management of the Company.

You will be guided by the Company's policies and procedures which the management may modify or change as it may deem fit from time to time.

b. Secrecy

You will not at any time, while in service, without written consent of the CEO, and thereafter for a period of 2 years from the cessation of your employment, for whatever reason, shall not disclose or divulge or make public, except on legal obligations, any information regarding the Company's affairs, business, plans,

Administration or research carried out whether the same may be confided to you or become know to you in the course of your service or otherwise. Information means and includes without limitation all and any data, know-how, formulae, processes, designs, photographs, drawings, specifications, programmes, samples, trade secrets, intellectual property and all information of whatever description and any other material bearing or incorporating any information concerning or relating to the Company, its assets, properties, plans, processes, finances, methods, operations, market strategy, marketing and pricing information, customer or consumer databases, pricing or other policies, business and business plans, intellectual property, and also includes all documents, agreements, sales charts, cost projections and analyses, pricing models, financial and tax information, business, marketing and operational projections, plans and opportunities, product information, designs, identification of customers, vendors and suppliers, customer, vendor and distribution lists, business records and other books and records relating to or concerning the Company.

You will adhere to the company's Information Security policy.

c. Intellectual Property

All ideas, inventions, design, software and all other intellectual property that may be developed by you or in the development of which you have played any role while you are in employment of the Company will solely and absolutely belong to the Company. You shall not be entitled to claim ownership of any rights on the same. In consideration of your salary, emoluments and other benefits drawn by you so long as you remain an employee of the Company, all your rights, if any, including, without limitation, all rights of creative authorship and other rights whatsoever shall stand assigned to the Company absolutely.

d. Past Records

If any declaration given or furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, in such case you will be liable to removal from service without any notice.

11. NON SOLICITATION

During the term of the employment and thereafter for a period of 2 years from the cessation of your employment, for whatever reason, you shall not in any way directly or indirectly engage, hire or employ in any manner whatsoever, any of the Company's personnel or staff or solicit, entice or in any way induce such employees to associate themselves, whether as employees, consultants, advisors, partners or otherwise, with you or any organization that you may become associated, employed or affiliated, with, after cessation of your employment with the Company.

12. CONSEQUENCES OF BREACH OF TERMS:

Notwithstanding anything contained in Clause 4 and 5 above, should you contravene or breach any of the foregoing terms and conditions of service, the Company will be entitled to terminate your services forthwith, without compensation, notice period or salary in lieu thereof and without prejudice to other legal rights/remedies available to the Company.

The provisions under Clause 11 shall survive the cessation of your employment and shall remain in force for a period of 2 years thereafter.

You are requested to, please sign the duplicate copy of this letter and return it to us, signifying your acceptance of all the term contained here.

We are delighted to have to with us. We take this opportunity to welcome you to Worldline and look forward to your long and happy association with us.

For **WORLDLINE GLOBAL SERVICES PVT. LTD.**



Jose Raj
Senior Vice President and Head – HR



APPOINTMENT LETTER

To,

KARTIK SETH
S/O: Ajay Kumar Gupta, Katra Bulakidas, Jaswantnagar.Etawah, Uttar Pradesh**

Dear **KARTIK SETH**

We are delighted to offer you a position as **Junior Associate, Technology** with Publicis Sapient, a division of TLG India Pvt. Ltd. ("Publicis Sapient").

Publicis Sapient will provide you with a total compensation package that consists of your base salary and statutory retirement benefits.

The Total Cost to Company offered to you is INR 320000/- which includes the following:-

- An annualized base salary of INR 320000/- (including HRA)
- Provident Fund and Gratuity contributions, (As per the applicable provisions)

Tax at the applicable rate shall be deducted at source from your salary.
(Please refer to Annexure "B" for details)

Your anticipated start date will **10/1/2019** You will be on training for a period of 6 months from the start date of your employment. Your home office would be in **Noida, India**.

In addition to your salary, you will be entitled to:-

- Receive Relocation expenses up to a maximum of amount Rs 10,000, (subject to submission of receipts)
- Participate in the Publicis Sapient's medical and life insurance benefits

The realisation of the above items is subject to the terms set forth in Annexure 'A' under the respective clauses.

You will be required to sign a training agreement on joining Publicis Sapient. Publicis Sapient would be making considerable investment in imparting specialized training to you for meeting the business requirements of the Company. Should you decide to leave Publicis Sapient within 18 months of the **10/1/2019**. You would be required to pay INR 150,000 in accordance with the terms of the training agreement.

TLG India Private Limited
G1, SEZ, Condo Technopark,
Building No. 1, Tower B, Ground - 3rd Floor,
Building No. 2, Tower A, Ground & First Floor,
Building No. 3, Ground & First Floor,
SEZ Sector 21, Village Chandigarh,
Gurgaon - 122016 Haryana, India

Tel: +91 (124) 472 4885
Fax: +91 (124) 472 4027

Registered Office: TLG India Private Limited
13th Floor, Laxmi Trade, Tower A, 35, Sector 16, Kirti Vihar, Condo Technopark, Sector 16, Gurgaon
Tel: +91 (124) 472 4885 Fax: +91 (124) 472 4027 CIN: U74100DL2012PTC021576

www.publicissapient.com

TLG India Private Limited
Cygnus Business Park Private Limited SEZ,
Tower C, 2nd - 4th Floor, Plot No. 7,
Sector 14A, Expressway,
Noida - 201301,
Uttar Pradesh, India

Tel: +91 (120) 472 5885
Fax: +91 (120) 472 5877

TLG India Private Limited
Signature Correlation Success Park,
287D, Building Vigna, Outer Ring Road,
Dundankundi-Cyber, Marathahalli Post,
Bengaluru - 560037 Karnataka, India

Tel: +91 (80) 6131 6000
Fax: +91 (80) 6131 6001

On your first day of employment, please report to our office at **Gurgaon** at **9:00 a.m.** along with the documents. Should there be a change in your start date, it is mandatory for you to communicate the same to us a week in advance as this impacts your experience with Publicis Sapient.

Kindly return a copy of this letter duly counter signed by you, within a week in acceptance of the terms and conditions set out herein. Please refer to the Annexure "A" of this letter for details on the Terms of Employment, which shall apply to your employment. By signing a copy of this letter, you agree to abide by these terms and any other published terms in effect from time to time throughout the period of your employment.

We are looking forward to your joining us. We are sure that you would find life with Publicis Sapient to be motivating and challenging.

Best Regards



Kamal Karwal
GVP, People Strategy | Publicis Sapient



Offer: Computer Consultancy
Date: 19/09/2018

NAITIK SHARMA
Vil. Jigna Post, Khilchi

Dear NAITIK SHARMA

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process for 'TCS Digital' and we are pleased to make you an offer of employment.

You have been selected for the position of **Systems Engineer** in Grade **C1**. You will be assigned a challenging role in any Business Unit as per the business requirements of TCSL.

Your gross salary including all benefits and Retention Incentive will be **INR 234570/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

1

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

415/21-24, Kumanan Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers ServiceLine: 1800 209 3311 Email: careers@tcs.com



COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of INR **15,000/-** per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be INR **7,500/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of INR **500/-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

4. Personal Allowance

You will be eligible for a monthly personal allowance of INR **17,272/-** per month. This component is subject to review and may change as per TCSL's compensation policy.

TATA CONSULTANCY SERVICES

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415/21-24, Karaman Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

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PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of INR 4,300/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Performance Bonus

Your Performance Bonus will be INR 3,100/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Performance Bonus is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Performance Bonus.

This payment shall be treated as productivity bonus in lieu of statutory profit bonus.

CITY ALLOWANCE

You will be eligible for a City Allowance of INR 400/- per month. This allowance is fully taxable, is specific to India and linked to your base branch. It is subject to review and will be discontinued while on international assignments.

RETENTION INCENTIVE

You are eligible for Retention Incentive of INR 70,000/- payable to you on an annual basis. This component is in appreciation of continuity of your service in TCSL and will be paid on completion of each year from the introduction of this incentive for a period of 3 years. The Company reserves the right to modify the same in line with the TCS Compensation Policy.

OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependents under the company's Health Insurance Scheme (HIS).

HIS offers the following benefits:

1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to INR 6,000/- per insured person per annum and basic hospitalization expenses up to INR 2,00,000/- per insured person per annum.



i. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for INR **12,00,000/-** as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of INR **250/-** will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.

RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

Withdrawal of Offer

If you fail to accept the offer from TCSL within 15 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn. Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL. We look forward to having you in our global team.

Yours Sincerely,

For TATA Consultancy Services Limited



Girish V. Nandimath
Global Head Talent Acquisition & AIP

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms



Offer: Computer Consultancy

Date: 19/09/2018

DEEPAK
VILL,INDARAI ,POST MAKKHANPUR,DISTRICT FIROZABAD

Dear DEEPAK

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process for 'TCS Digital' and we are pleased to make you an offer of employment.

You have been selected for the position of **Systems Engineer** in Grade **C1**. You will be assigned a challenging role in any Business Unit as per the business requirements of TCSL.

Your gross salary including all benefits and Retention Incentive will be **INR 234570/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

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Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

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You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.

RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

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Withdrawal of Offer

If you fail to accept the offer from TCSL within 15 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn. Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL. We look forward to having you in our global team.

Yours Sincerely,

For TATA Consultancy Services Limited



Girish V. Nandimath
Global Head Talent Acquisition & AIP

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms



OFFER LETTER

To,

**ABHASH
VILLAGE POST MANIKPURA PINAHAT BAH AGRA**

Dear ABHASH

On behalf of the P. Dass Forging Private Limited, I'd like to say that it brings me great pleasure to formally offer you the designation of Trainee Executive at Rohtak, Haryana, you will join the organization from 20/01/2019

We welcome you to our company and wish you all the best for your future endeavors.

This offer is provisional in nature and the regular letter of appointment shall be provide to you at the time of your joining after completion of joining formalities.

Your CTC would be Rs. 254500/-

You shall be on probation for an initial 6 month. You are required the following original documents along with self-attested photocopies of each document at the time of joining for verification to the IIR Department.

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

- Qualification Documents (All Mark-Sheets from 10th to Last)
- Work Experience Certificates or Relieving Letter of previous Employers.
- Last 3 month Pay slips of previous employer*.
- Last 6 months bank statement.
- Address Proof (Aadhar Card is preferred)
- Pan Card (Original with Photocopy)
- 3 Photographs

As you are going to be an integral part of the company, we'll try to extend all possible support to you during your tenure.

Looking forward to having you with us and wishing you great success with P D F

Kindly Confirm your Acceptance and date of Joining.

For P. Dass Forging Private Limited, Rohtak, Haryana

Authorized Signatory



APPOINTMENT LETTER

To,

DIVYALATA VERMA
durga nagar / 9/ firozabad

Dear **DIVYALATA VERMA**

We are delighted to offer you a position as **Junior Associate, Technology** with Publicis Sapient, a division of TLG India Pvt. Ltd. ("Publicis Sapient").

Publicis Sapient will provide you with a total compensation package that consists of your base salary and statutory retirement benefits.

The Total Cost to Company offered to you is INR 320000/- which includes the following:-

- An annualized base salary of INR 320000/- (including HRA)
- Provident Fund and Gratuity contributions, (As per the applicable provisions)

Tax at the applicable rate shall be deducted at source from your salary.
(Please refer to Annexure "B" for details)

Your anticipated start date will **10/1/2019** You will be on training for a period of 6 months from the start date of your employment. Your home office would be in **Noida, India**.

In addition to your salary, you will be entitled to:-

- Receive Relocation expenses up to a maximum of amount Rs 10,000, (subject to submission of receipts)
- Participate in the Publicis Sapient's medical and life insurance benefits

The realisation of the above items is subject to the terms set forth in Annexure 'A' under the respective clauses.

You will be required to sign a training agreement on joining Publicis Sapient. Publicis Sapient would be making considerable investment in imparting specialized training to you for meeting the business requirements of the Company. Should you decide to leave Publicis Sapient within 18 months of the **10/1/2019**. You would be required to pay INR 150,000 in accordance with the terms of the training agreement.

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Building No. 1, Tower B, Ground - 3rd Floor,
Building No. 2, Tower A, Ground & First Floor,
Building No. 3, Ground & First Floor,
SEZ Sector 21, Village Chandigarh,
Gurgaon - 122016 Haryana, India

Tel: +91 (124) 472 4885
Fax: +91 (124) 472 4027

Registered Office: TLG India Private Limited
13th Floor, Laxmi Trade, Tower A, 35, Sector 16, Kirti Vihar, Gurgaon, Haryana
Tel: +91 (124) 484 3667 Fax: +91 (124) 484 3667 Ctn: UPI4800410270015756

www.publicissapient.com

TLG India Private Limited
Cygnus Business Park Private Limited SEZ,
Tower C, 2nd - 4th Floor, Plot No. 7,
Sector 14A, Expressway,
Noida - 201301,
Uttar Pradesh, India

Tel: +91 (120) 472 5885
Fax: +91 (120) 472 5875

TLG India Private Limited
Signature Correlation Success Park,
267D, Building Virgo, Outer Ring Road,
Dandankundi-Cyber, Marathahalli Post,
Bengaluru - 560057 Karnataka, India

Tel: +91 (80) 6131 6000
Fax: +91 (80) 6131 6001

On your first day of employment, please report to our office at **Gurgaon** at **9:00 a.m.** along with the documents. Should there be a change in your start date, it is mandatory for you to communicate the same to us a week in advance as this impacts your experience with Publicis Sapient.

Kindly return a copy of this letter duly counter signed by you, within a week in acceptance of the terms and conditions set out herein. Please refer to the Annexure "A" of this letter for details on the Terms of Employment, which shall apply to your employment. By signing a copy of this letter, you agree to abide by these terms and any other published terms in effect from time to time throughout the period of your employment.

We are looking forward to your joining us. We are sure that you would find life with Publicis Sapient to be motivating and challenging.

Best Regards



Kamal Karwal
GVP, People Strategy | Publicis Sapient



PRIVATE & CONFIDENTIAL

INDRAJEET RAJPUT
S/O CHANDRABHAN SINGH

bainpur sikandra agra

Date: 23/12/2018

TRAINEE ASSOCIATE (Trainee Associate Engineer Network - MID) CONTRACT

Dear INDRAJEET RAJPUT,

This is your Contract of Training/Apprenticeship ('**Contract**') and contains a statement of the applicable terms of your training.

We are delighted that you have agreed to join us as a Trainee (Trainee Associate Engineer Network - MID). Once you have acknowledged these terms, this shall become a contract between you and the Company.

Please note that your engagement with us is subject to you having the right to work in India, completing the applicable registration requirements under law, and to our being satisfied that you have met all pre-engagement conditions. Any requirements under the Provisional Offer of Apprenticeship, that permit or require compliance after the commencement of your training, will continue to require compliance by you within timelines specified therein.

1. Commencement Date

1.1 For the purposes of your training, your engagement is with BT Global Business Services Pvt Ltd (Company) having its registered office at Eros Corporate Tower, 11th Floor, Nehru Place, New Delhi, 110019, India.

1.2 Your Training will be for a period of 12 months from the start date specified in Appendix 1. Your stipend for the term of twelve (12) months is **INR 214500** which shall be payable monthly in arrears directly into your nominated bank account. (Stipend). A complete breakdown of your Stipend/compensation package is set out at Appendix 1 of this Contract.

Corporate Office:
7th to 9th Floor, Tower C & D, Building
No. 14,
Sector 24 & 25 A
DLF Cyber City
Notified SEZ
DLF City
Gurgaon-122002

BT Global Business Services Pvt Ltd
CIN: U74140DL2014PTC268583
Registered Office:
11th Floor, Eros Corporate Tower
Opp. International Trade Tower
Nehru Place,
New Delhi - 110 019, India
Tel.: +91 11 4781 1111
Fax: +91 11 4103 4438

www.bt.com

**Appendix1 Table of
benefits**

Section Name	INDRAJEET RAJPUT
1. Position	Trainee Associate (Trainee Associate Engineer Network - MID) reporting to Sneh Deep Jassal (EIN :611638876), Title: Technical Delivery Manager-MBNL, Ph:
2. Start Date	23/12/2018
3. Normal Place of Work	7th & 8th Floors, Tower C & D, Building No 14 Sector 24 & 25A, Gurugram 122016, India
3B. Temporary Place of Work	NA
4. Stipend	As set out below
5. Next Stipend Review date	On successful completion of apprenticeship/training
6. Annual Leave	21
7. Benefits	Group Medical Insurance Plan: Coverage of INR 6,00,000 for you; your spouse and 2 dependent children, as applicable to be availed as per the due process. Group Personal Accident Plan only for yourself: 5 times of your annual stipend or INR 10,00,000, whichever is higher. Group Term Life Insurance Policy only for yourself: 5 times of your annual stipend or INR 10,00,000, whichever is higher.

Yours sincerely,



Sai Kumar
Senior Manager - Talent Acquisition
For and on behalf of BT Global Business Services Pvt Ltd



Zummit Infolabs LLP
1498, 40th cross, 22nd main 4th t block Jayanagar,
Bangalore 41
www.zummitlabs.com

Date of Joining: 25/10/2018

Sub: Letter of Appointment

Dear SHWETA RAWAT
VILL AND PO VIJAYPUR

This is to inform you that you have been offered the position of a "Bioinformatics Professional" at Zummit Infolabs based on the interview with a full time engagement of 8 hours at least. During this period you will be paid 287000/- per annum.

This includes activities related to application development using Python, Django, Web development and some machine learning along with some Enzyme Engineering and Biotechnology domain knowledge.

Details of the offer are further explained in the annexure attached. You are requested to go through the terms and conditions and sign below your acceptance for the same.

Wishing you all the very best and a warm welcome to the Zummit Infolabs family.

On behalf of Zummit Infolabs,

Isha Mishra

Isha Mishra
HR Head
Zummit Infolabs
Bangalore

Confidential

Zummit Infolabs LLP
www.zummitlabs.com





Zummit Infolabs LLP
1498, 40th cross, 22nd main 4th t block Jayanagar,
Bangalore 41
www.zummitlabs.com

TERMS AND CONDITIONS OF SERVICE FOR APPOINTMENT AS
Bioinformatics Intern

This is with reference to the discussion which you had with us; we are pleased to appoint you for the said post under the following terms and conditions.

- Your appointment will be effective: 25/10/2018
- You are designated as: Bioinformatics Professional
- The copyright in the entire work product, material and other tangible property written or generated by you during the course of your employment with the Company shall be and will remain the exclusive property of the Company. You shall return the same to the Company on termination of your employment or at such earlier time as requested for by the Company. The work product shall be the exclusive property of the Company, and the Company shall be free to deal with the same in such manner as it deems fit.
- The employee shall at any time be liable for the disciplinary action such as Warning, Suspension, Discharge, Dismissal or losing Lien on his employment for unsatisfactory performance, causing damage/financial loss to the company, committing breach of any service condition, misconduct such as irregular attendance, unauthorized absence, misbehaviors or any unworthy acts like thefts, misappropriation/fraud, dishonesty, immorality, indecent behavior, usage of indecent language, conviction, falsification of documents/ records or information given Application for securing a job which in the opinion of the company is prejudicial and detrimental to the interest of the company.
- The employee shall in addition to the General Service Conditions as specifically stated herein above be governed by other rules, regulations; practices, systems, procedures and policies as are in force or may be added, altered, modified or omitted/deleted by the company from time to time.

For Zummit Infolabs,

Isha Mishra

Isha Mishra
HR Head
Zummit Infolabs
Bangalore

Confidential

Zummit Infolabs LLP
www.zummitlabs.com



APPOINTMENT LETTER

MOHD ASIF
D660A/52 BALAJINAGAR KAMLANAGAR

Dear **MOHD ASIF**

With reference to your application and subsequent interview(s) you had with us, we are pleased to offer you employment in our organization, on the terms and conditions, mentioned in this letter of appointment herein below :-

Department: IT
Location: Gurugram
Cost to Company: Your cost to company will be INR 289700/- per annum.
Designation : Junior PHP Developer

1. DATE OF JOINING / APPOINTMENT DATE

This appointment will commence from your date of joining which should not be later than **19/09/2018** provided that you indicate your acceptance to the same by signing and returning a duplicate a copy of this letter of appointment to us immediately.

Further, in case, you have any objections to the terms and conditions of this letter, the same should be communicated to us within 15 days from the date of this letter and prior to your tendering us your acceptance to the same, failing which the entire terms and conditions as stipulated herein, shall be deemed to have been accepted by you without any demur. The Appointment Date shall not be varied except if so intimated by the Company in writing.

You should report for joining at the Place of Posting on or before the above date of joining along with copies of **self-attested** documents as mentioned below :-

- Educational documents: 10th, 12th, Graduation (if applicable), Post-Graduation (if applicable)
- Address proof (Passport/Driving license/ Voter ID card/Aadhaar card)
- PAN card copy(Mandatory)
- Aadhaar card copy(Mandatory)
- Work experience letter of previous organizations
- Six(6) Passport size photographs
- Resume

This agreement lays down the terms of employment, agreed upon by the employer and employee. Whether stated explicitly in the agreement or not, both the employee and the employer have the duty of mutual confidence and trust, and to make only lawful and reasonable demands on each other.

VOROMBE TECH SOLUTIONS PVT. LTD.

Head Office: H-170, GF KH NO-1446 BLOCK-H AYA NAGAR EXTENSION PH-6, NEW DELHI
CIN: U72900DL2019PTC359018 | www.vorombetech.com | info@vorombetech.com

ANNEXURE 'A': COMPENSATION DETAILS

Name: MOHD ASIF
Designation: PHP Developer
Date of Joining: 19/09/2018
Location: Gurgaon

Your remuneration at Vorombetech Solutions Pvt. Ltd.	
Salary Annexure	
Employee Name	4
Designation	Junior PHP Developer
Annual CTC (INR)	289700



Vorombetech Solutions Pvt Ltd

VOROMBE TECH SOLUTIONS PVT. LTD.

Head Office: H-170, GF KH NO-1446 BLOCK-H AYA NAGAR EXTENSION PH-6, NEW DELHI
CIN: U72900DL2019PTC359018 www.vorombetech.com info@vorombetech.com



Offer Letter

Date 23/12/2018

Dear PRIYANKA DIXIT
28 SARASWAT ENCLAVE TUNDLA ,FIROZABAD

Congratulations on your decision to be a BYJUITE! At BYJU'S, we are on a mission to help students fall in love with learning across the world. We create learning journeys for every student that address their unique needs and make them lifelong learners. We hope your contributions and passion would help us achieve this mission.

It gives us immense pleasure to formalize your offer and appointment for the position of **Student Success Specialist-Student Experience** at Think and Learn Private Limited (hereafter referred to as 'BYJU'S' or 'Company') in the **Student Experience** department subject to your acceptance of the offer mentioned in this letter. The letter includes details of your compensation structure, probation and notice periods (Annexure A). As you read through the details, please feel free to reach out to the recruiter who managed your process, with any questions or concerns.

Your date of joining at BYJU'S is 23/12/2018. Your onboarding details will be communicated by BYJU'S Onboarding Team post acceptance of the offer. In case you do not report at your job on or prior to 23/12/2018 the offer shall be deemed to be rejected by you. Please accept this offer in our HR portal so that we can initiate your onboarding process. Once initiated, you will be receiving an email confirmation for the same. In case you do not acknowledge and accept this offer letter on the HR portal within two working days, the offer would stand withdrawn.

Position Details and Compensation Overview

Designation	Student Success Specialist-Student Experience
Department	Student Experience
Employment Type	Regular
Work Location	Bangalore - Katyan Tech Park

Total Annual Cost to Company : ₹ 231230

Details of bonuses (if any) are mentioned in Annexure A. You are requested to join the services of the Company, 23/12/2018 falling, which you may please consider the offer to be withdrawn unless an extension to the date of joining has been mutually agreed in writing. You are requested to signify your acceptance of the terms and conditions by accepting the offer on our HR portal and signing and returning to us the duplicate copy of this letter on your day of Onboarding.

The terms of your employment contract are strictly confidential and should be treated as privileged information between yourself and the Company. You are expected to maintain such information appropriately. We take this opportunity to thank you for the interest you have shown in our organization and look forward to welcoming you on board for a fruitful career with us. We are certain that you will find challenge, satisfaction, and opportunity in your association with the Company.

Best Regards,



Deeptha A R
Head - Human Resources
Think & Learn Pvt. Ltd

Annexure - A

Compensation Details	
Name	PRIYANKA DIXIT
Designation	Student Success Specialist-Student Experience
Date Of Joining	23/12/2018
Annual Cost To Company(CTC)	231230

*Adhoc Allowances (if any) provide an array of tax benefits, please refer to the Annexure B for details
 **Income Tax and Professional Tax would be deducted from the Total Annual Net Pay basis the government rules. Your take-home salary would be Total Annual Net Pay - Taxes.
 ***PF administrative charges and EDLI charges as per rules (i.e. at present 1% admin charges, equal to INR 150/- per month towards Employee PF deduction of INR 1800/- per month), will be included in above mentioned CTC.

Annexure - B

Adhoc Allowances(if applicable) will comprise one or all of the below allowances basis your overall fixed CTC.

Allowance	Maximum Amount	Tax Treatment
Mobile & Broadband Allowance	Up to INR 1000 per month for mobile and broadband each	
Research Allowance	Up to INR 30000 per annum	Non-taxable upon
Fuel Allowance	Up to INR 2400 per month based on CC capacity and type of the vehicle	submission of
Driver Allowance	Up to INR 900 per month	required proofs
Special Allowance	Balancing Component	Taxable

General Guidelines

- All these elements will be within the fixed part of the employee's compensation, a detailed breakup of adhoc allowances will depend upon the fixed CTC, and will be shared in the payslip
- Detailed guidelines on these will be shared post your onboarding
- All the above allowances will be considered taxable through the year, however, on the production of required bills over the quarterly window, tax exemption will be provided as per the rules laid out above
- Employees are required to keep a copy of the bills as proof of expenses incurred through the quarterly cycle and submit the same in the quarterly window
- The above-mentioned tax benefits will be applicable only for those employees who opt for the Old Income Tax Regime and not the new one
- 'Special Allowance' component is a part of taxable income



To
ZAHID RASHID WANI
VILL KHALISPUR POST KHALISPUR POLICE STATION PHOOLPUR BLOCK PINDRA DIST VARANASI

Sub: Your offer of Employment in eORIGAMI SOFTWARE PVT LTD

Dear **ZAHID RASHID WANI**

Welcome to eORIGAMI!

It gives us immense pleasure in inviting you to join eORIGAMI Software Private Limited. ("eORIGAMI" or the "Company") as one of its valuable member. We believe that the growth of an organization is fuelled by the enthusiasm and energy of people who are willing to invest into its future. We therefore believe that all our employees are truly our ASSOCIATES in our road to the future. We are happy that you are one such Associate joining us in our efforts to create a truly global organization.

We are pleased to inform you that you have been offered an employment in eORIGAMI as **Jr. Software Engineer**, and you would report on your joining to **Mr. Yashwanth Reddy H, President - Operations**. You will operate out of our office located at **Bangalore**.

We prefer you to join us on **20/01/2019**

We wish to share with you the detailed terms and conditions which will govern your employment with eORIGAMI and also Associate related guidelines applicable to all eORIGAMIans including you. All these Terms and Conditions are subject to change based on business requirements and you shall abide by the updated policies. Please note that your appointment is subject to background check /reference check/pre-employment checks as applicable.

eORIGAMI observes a 5-day week with Saturday and Sunday as weekly holidays. The office hours are from 09:00 AM to 06:00 PM, with staggered lunch break of 30 minutes between 12:00 PM and 12:30 PM. Associates are expected to follow the client's working hours and holidays while on deputation to client's site in India/onsite. In the event an Associate fails to register their attendance consecutively for 3 working days, without any prior notice to their immediate manager or concerned HR, eORIGAMI shall initiate appropriate disciplinary action against the Associate as per eORIGAMI policy. eORIGAMI reserves the right to registering a MAN MISSING complaint with the Police Department, in such cases.


(Signature of Associate)

Registered Office Address: No. 07, AASHRAYAA ONYX, 7th Cross Rd, Duo Heights Layout, Devanahalli, Bengaluru, Karnataka - 560068

1. Compensation & Benefits:

You will receive a total compensation of **Rs. 355000/-** per annum. The compensation package consists of:

2. Position Linked Benefits:

We wish you all the very best and look forward to a long and mutually beneficial association.

Kindly confirm your acceptance of the above conditions by signing and returning the duplicate copy of this letter.

Yours sincerely,
for eORIGAMI Software Private Limited,

YASHWANTH REDDY
President - Operations

I have carefully read and understood the above offer terms including the terms contained in Annexure I and agree that the provisions of this letter and the Annexure I are reasonable and necessary and accept the same irrevocably and unconditionally.

Signature
Name


:Yashwanth Reddy K



S.S. BOTTLING PRIVATE LIMITED

JOB OFFER LETTER

To,

SUSHEEL

House no 276 Block -B Shastripuram in front of raj public school Agra

On behalf of the entire company, I'd like to say that it brings me great pleasure to formally offer you the designation of **Microbiologist, SS Bottling Pvt. Ltd.** at **Gohana, Sonipat**, you will join the organization from **10/1/2019**.

We welcome you to our company and wish you all the best for your future endeavors. This offer is provisional in nature and the regular letter of appointment shall be provided to you at the time of your joining after completion of joining formalities.

Your CTC would be Rs. 239800/-

You shall be on probation for an initial **6 month**. You are required the following original documents along with self-attested photocopies of each document at the time of joining for verification to the HR Department.

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

1. Qualification Documents (All Mark Sheets from 10th to Last)
2. Work Experience Certificates or Relieving Letter of previous Employers.
3. Last 3 month Pay slips of previous employer.
4. Last 6 months bank statement.
5. Address Proof (Aadhar Card is preferred)
6. Pan Card (Original with Photo copy)
7. 3 Photographs

As you are going to be an integral part of the company, we'll try to extend all possible support to you during your tenure.

Looking forward to having you with us and wishing you great success with **SS Bottling Pvt. Ltd.**

Kindly Confirm your Acceptance and date of joining.

For SS Bottling Pvt. Ltd., Gohana, Sonipat.

Authorized Signatory

Work Place – Khasra No 15/13, 15/14, 15/15(4-0), 15//18/1/1 15//18/1/2 & 15//23/1/1 Village Mehmood Pur,
Tehsil Gohana, Distt. Sonapat, Haryana – 131001 (INDIA)

Regd. Office – 9/53, Kirti Nagar, Indl. Area, New Delhi – 110015 Tel: +91-11-45072942, 25927392 Fax: +91-11-45072943

Corporate Identity Number : **U15549dl2018ptc337847**



Offer: Computer Consultancy

Date: 19/09/2018

ASHISH KUMAR
VILL- NAGALA CHANDI POST- SARAI BHARTHRA FIROZABAD

Dear ASHISH KUMAR

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process for 'TCS Digital' and we are pleased to make you an offer of employment.

You have been selected for the position of **Systems Engineer** in Grade **C1**. You will be assigned a challenging role in any Business Unit as per the business requirements of TCSL.

Your gross salary including all benefits and Retention Incentive will be **INR 234570/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

1

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

415/21-24, Kumanan Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers ServiceLine: 1800 209 3311 Email: careers@tcs.com



COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of INR **15,000/-** per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be INR **7,500/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of INR **500/-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

4. Personal Allowance

You will be eligible for a monthly personal allowance of INR **17,272/-** per month. This component is subject to review and may change as per TCSL's compensation policy.

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

415/21-24, Karaman Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

Tel: 91 44 6616 2232 Fax: 91 44 6616 2555 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers ServiceLine: 1800 209 3311 Email: careers@tcs.com



PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of INR 4,300/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Performance Bonus

Your Performance Bonus will be INR 3,100/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Performance Bonus is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Performance Bonus.

This payment shall be treated as productivity bonus in lieu of statutory profit bonus.

CITY ALLOWANCE

You will be eligible for a City Allowance of INR 400/- per month. This allowance is fully taxable, is specific to India and linked to your base branch. It is subject to review and will be discontinued while on international assignments.

RETENTION INCENTIVE

You are eligible for Retention Incentive of INR 70,000/- payable to you on an annual basis. This component is in appreciation of continuity of your service in TCSL and will be paid on completion of each year from the introduction of this incentive for a period of 3 years. The Company reserves the right to modify the same in line with the TCS Compensation Policy.

OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependents under the company's Health Insurance Scheme (HIS).

HIS offers the following benefits:

1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to INR 6,000/- per insured person per annum and basic hospitalization expenses up to INR 2,00,000/- per insured person per annum.

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

415/21-24, Kumanan Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers ServiceLine: 1 800 209 3311 Email: careers@tcs.com



i. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for INR **12,00,000/-** as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of INR **250/-** will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.

RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

Withdrawal of Offer

If you fail to accept the offer from TCSL within 15 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn. Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL. We look forward to having you in our global team.

Yours Sincerely,

For TATA Consultancy Services Limited



Girish V. Nandimath
Global Head Talent Acquisition & AIP

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms



To
SOHAN SWAROOP
NAGLA ANIYA POST URTHAN KARNAIL,MAINPURI

Sub: Your offer of Employment in eORIGAMI SOFTWARE PVT LTD

Dear **SOHAN SWAROOP**

Welcome to eORIGAMI!

It gives us immense pleasure in inviting you to join eORIGAMI Software Private Limited. ("eORIGAMI" or the "Company") as one of its valuable member. We believe that the growth of an organization is fuelled by the enthusiasm and energy of people who are willing to invest into its future. We therefore believe that all our employees are truly our ASSOCIATES in our road to the future. We are happy that you are one such Associate joining us in our efforts to create a truly global organization.

We are pleased to inform you that you have been offered an employment in eORIGAMI as **Jr. Software Engineer**, and you would report on your joining to **Mr. Yashwanth Reddy H, President - Operations**. You will operate out of our office located at **Bangalore**.

We prefer you to join us on **20/01/2019**

We wish to share with you the detailed terms and conditions which will govern your employment with eORIGAMI and also Associate related guidelines applicable to all eORIGAMIans including you. All these Terms and Conditions are subject to change based on business requirements and you shall abide by the updated policies. Please note that your appointment is subject to background check /reference check/pre-employment checks as applicable.

eORIGAMI observes a 5-day week with Saturday and Sunday as weekly holidays. The office hours are from 09:00 AM to 06:00 PM, with staggered lunch break of 30 minutes between 12:00 PM and 12:30 PM. Associates are expected to follow the client's working hours and holidays while on deputation to client's site in India/onsite. In the event an Associate fails to register their attendance consecutively for 3 working days, without any prior notice to their immediate manager or concerned HR, eORIGAMI shall initiate appropriate disciplinary action against the Associate as per eORIGAMI policy. eORIGAMI reserves the right to registering a MAN MISSING complaint with the Police Department, in such cases.


(Signature of Associate)

Registered Office Address: No. 07, AASHRAYAA ONYX, 7th Cross Rd, Duo Heights Layout, Devanahalli, Bengaluru, Karnataka - 560068

1. Compensation & Benefits:

You will receive a total compensation of Rs. 355000/- per annum. The compensation package consists of:

2. Position Linked Benefits:

We wish you all the very best and look forward to a long and mutually beneficial association.

Kindly confirm your acceptance of the above conditions by signing and returning the duplicate copy of this letter.

Yours sincerely,
for eORIGAMI Software Private Limited,

YASHWANTH REDDY
President - Operations

I have carefully read and understood the above offer terms including the terms contained in Annexure I and agree that the provisions of this letter and the Annexure I are reasonable and necessary and accept the same irrevocably and unconditionally.

Signature
Name


:Yashwanth Reddy K



Offer Letter

Date: 25/10/2018

Name: DEEPAK SHARMA

Address: natwadiyo ki dhani kalwar kalwad jaipur

Dear DEEPAK SHARMA,

We are delighted to offer you the position of **Assistant Manager QC-microbiology**,

The position, as explained to you, is in our company's Quality Assurance.

We request that you review the same and revert the acknowledgement of your acceptance.

As a result, we will make arrangements to provide you with a detailed letter of appointment on the date of your joining with us, which we have agreed will be any day on or before 25/10/2018 and your package will be **324500/-**.

The role in which you will be working is very important and will require you to deal with important and sensitive information, records and other company matters.

We are excited to have you as a member of our team. We are confident that you will have a successful career with our company.

We'd like to take this opportunity to welcome you to our team.

Kind Regards

Apoorva

Sr. Executive IIR



Zuche Pharmaceuticals Private Limited

Registered Office: 602-D/1B/4, Navkar Parkview Apartment, Flat No. 8, Ward No. 3, Mehrauli, New Delhi-110030, India

Corporate Office: A-216 & A-217, 2nd Floor, Somdatt Chambers-1, Building No. 5, Bhikaji Cama Place, New Delhi-110066, India

Manufacturing Unit: G1-712, RICO Industrial Area, Chopanki, Dist: Akwar, Rajasthan-301018, India

E-mail: business@zuchepharma.in, business@zuchesharma.com Website: www.zuchepharma.com

Contact Number: +91-11-41662311, +91-8610475070, +91-9873582118 CIN: U52100DL2010PTC206054



PRIVATE & CONFIDENTIAL

SUMIT JADAUN
S/O RAJ KUMAR

NAGLA PADMA GWALIOR
ROAD AGRA

Date: 23/12/2018

TRAINEE ASSOCIATE (Trainee Associate Engineer Network - MID) CONTRACT

Dear SUMIT JADAUN,

This is your Contract of Training/Apprenticeship ('**Contract**') and contains a statement of the applicable terms of your training.

We are delighted that you have agreed to join us as a Trainee (Trainee Associate Engineer Network - MID). Once you have acknowledged these terms, this shall become a contract between you and the Company.

Please note that your engagement with us is subject to you having the right to work in India, completing the applicable registration requirements under law, and to our being satisfied that you have met all pre-engagement conditions. Any requirements under the Provisional Offer of Apprenticeship, that permit or require compliance after the commencement of your training, will continue to require compliance by you within timelines specified therein.

1. Commencement Date

1.1 For the purposes of your training, your engagement is with BT Global Business Services Pvt Ltd (Company) having its registered office at Eros Corporate Tower, 11th Floor, Nehru Place, New Delhi, 110019, India.

1.2 Your Training will be for a period of 12 months from the start date specified in Appendix 1. Your stipend for the term of twelve (12) months is **INR 214500** which shall be payable monthly in arrears directly into your nominated bank account. (Stipend). A complete breakdown of your Stipend/compensation package is set out at Appendix 1 of this Contract.

Corporate Office:
7th to 9th Floor, Tower C & D, Building
No. 14,
Sector 24 & 25 A
DLF Cyber City
Notified SEZ
DLF City
Gurgaon-122002

BT Global Business Services Pvt Ltd
CIN: U74140DL2014PTC268583
Registered Office:
11th Floor, Eros Corporate Tower
Opp. International Trade Tower
Nehru Place,
New Delhi - 110 019, India
Tel.: +91 11 4781 1111
Fax: +91 11 4103 4438

www.bt.com

**Appendix1 Table of
benefits**

Section Name	SUMIT JADAUN
1. Position	Trainee Associate (Trainee Associate Engineer Network - MID) reporting to Sneh Deep Jassal (EIN :611638876), Title: Technical Delivery Manager-MBNL, Ph:
2. Start Date	23/12/2018
3. Normal Place of Work	7th & 8th Floors, Tower C & D, Building No 14 Sector 24 & 25A, Gurugram 122016, India
3B. Temporary Place of Work	NA
4. Stipend	As set out below
5. Next Stipend Review date	On successful completion of apprenticeship/training
6. Annual Leave	21
7. Benefits	Group Medical Insurance Plan: Coverage of INR 6,00,000 for you; your spouse and 2 dependent children, as applicable to be availed as per the due process. Group Personal Accident Plan only for yourself: 5 times of your annual stipend or INR 10,00,000, whichever is higher. Group Term Life Insurance Policy only for yourself: 5 times of your annual stipend or INR 10,00,000, whichever is higher.

Yours sincerely,



Sai Kumar
Senior Manager - Talent Acquisition
For and on behalf of BT Global Business Services Pvt Ltd



To,

**NAHEEM AKHTER
VILLAGE BARAWA KHAS POST BARAWA BAZAR DISTRICT BHADOHI**

Dear NAHEEM AKHTER

On behalf of the Autoliv Company, I'd like to say that it brings me great pleasure to formally offer you the designation of Trainee Executive at Bangalore office, you will join the organization from 16/10/2018

We welcome you to our company and wish you all the best for your future endeavors. This offer is provisional in nature and the regular letter of appointment shall be provide to you at the time of your joining after completion of joining formalities.

Your CTC would be Rs. 272000 (P/A)

You shall be on probation for an initial 6 month. You are required the following original documents along with self-attested photocopies of each document at the time of joining for verification to the HR Department.

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

- Qualification Documents (All MarkSheets from 10th to Last)
- Work Experience Certificates or Relieving Letter of previous Employers*.
- Last 3 month Pay slips of previous employer*.
- Last 6 months bank statement.
- Address Proof (Aadhar Card is preferred)
- Pan Card (Original with Photocopy)
- 3 Photographs
-

As you are going to be an integral part of the company, we'll try to extend all possible support to you during your tenure.

Looking forward to having you with us and wishing you great success with Autoliv

For Autoliv, Bangalore

Authorized Signatory



To,

JYOTI SINGH
VILLAGE KHEMAPUR POST ASILAPUR DISTT JAUNPUR

Dear JYOTI SINGH

On behalf of the BAJAJ AUTO LTD. Company, I'd like to say that it brings me great pleasure to formally offer you the designation of Trainee Executive at Haridwar, Uttarakhand, you will join the organization from 23/12/2018. We welcome you to our company and wish you all the best for your future endeavors.

Your CTC would be Rs. 145700 (P/A)

You shall be on probation for an initial 6 month. You are required the following original documents along with self-attested photocopies of each document at the time of joining for verification to the IIR Department.

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

- Qualification Documents (All MarkSheets from 10th to Last)
- Work Experience Certificates or Relieving Letter of previous Employers*.
- Last 3 month Pay slips of previous employer*.
- Last 6 months bank statement.
- Address Proof (Aadhar Card is preferred)
- Pan Card (Original with Photocopy)
- 3 Photographs

As you are going to be an integral part of the company, we'll try to extend all possible support to you during your tenure.

Looking forward to having you with us and wishing you great success with Bajaj Auto Ltd.

For BAJAJ AUTO, Haridwar, Uttarakhand

Authorized Signatory



To
ADITYA MUDGAL
House Number-56, Sector-9, Awas Vikas Colony, Sikandra, Agra, 282007

Sub: Your offer of Employment in eORIGAMI SOFTWARE PVT LTD

Dear **ADITYA MUDGAL**

Welcome to eORIGAMI!

It gives us immense pleasure in inviting you to join eORIGAMI Software Private Limited. ("eORIGAMI" or the "Company") as one of its valuable member. We believe that the growth of an organization is fuelled by the enthusiasm and energy of people who are willing to invest into its future. We therefore believe that all our employees are truly our ASSOCIATES in our road to the future. We are happy that you are one such Associate joining us in our efforts to create a truly global organization.

We are pleased to inform you that you have been offered an employment in eORIGAMI as **Jr. Software Engineer**, and you would report on your joining to **Mr. Yashwanth Reddy H, President - Operations**. You will operate out of our office located at **Bangalore**.

We prefer you to join us on **20/01/2019**

We wish to share with you the detailed terms and conditions which will govern your employment with eORIGAMI and also Associate related guidelines applicable to all eORIGAMIans including you. All these Terms and Conditions are subject to change based on business requirements and you shall abide by the updated policies. Please note that your appointment is subject to background check /reference check/pre-employment checks as applicable.

eORIGAMI observes a 5-day week with Saturday and Sunday as weekly holidays. The office hours are from 09:00 AM to 06:00 PM, with staggered lunch break of 30 minutes between 12:00 PM and 12:30 PM. Associates are expected to follow the client's working hours and holidays while on deputation to client's site in India/onsite. In the event an Associate fails to register their attendance consecutively for 3 working days, without any prior notice to their immediate manager or concerned HR, eORIGAMI shall initiate appropriate disciplinary action against the Associate as per eORIGAMI policy. eORIGAMI reserves the right to registering a MAN MISSING complaint with the Police Department, in such cases.


(Signature of Associate)

Registered Office Address: No. 07, AASHRAYAA ONYX, 7th Cross Rd, Duo Heights Layout, Devanahalli, Bengaluru, Karnataka - 560068

1. Compensation & Benefits:

You will receive a total compensation of Rs. 355000/- per annum. The compensation package consists of:

2. Position Linked Benefits:

We wish you all the very best and look forward to a long and mutually beneficial association.

Kindly confirm your acceptance of the above conditions by signing and returning the duplicate copy of this letter.

Yours sincerely,
for eORIGAMI Software Private Limited,

YASHWANTH REDDY
President - Operations

I have carefully read and understood the above offer terms including the terms contained in Annexure I and agree that the provisions of this letter and the Annexure I are reasonable and necessary and accept the same irrevocably and unconditionally.

Signature
Name


:Yashwanth Reddy K



APPOINTMENT LETTER

To,

PANKAJ MISHRA
23/26 POST OFFICE WALI GALI JEONI MANDI AGRA.

Dear **PANKAJ MISHRA**

We are delighted to offer you a position as **Junior Associate, Technology** with Publicis Sapient, a division of TLG India Pvt. Ltd. ("Publicis Sapient").

Publicis Sapient will provide you with a total compensation package that consists of your base salary and statutory retirement benefits.

The Total Cost to Company offered to you is INR 320000/- which includes the following:-

- An annualized base salary of INR 320000/- (including HRA)
- Provident Fund and Gratuity contributions, (As per the applicable provisions)

Tax at the applicable rate shall be deducted at source from your salary.
(Please refer to Annexure "B" for details)

Your anticipated start date will **10/1/2019** You will be on training for a period of 6 months from the start date of your employment. Your home office would be in **Noida**, India.

In addition to your salary, you will be entitled to:-

- Receive Relocation expenses up to a maximum of amount Rs 10,000, (subject to submission of receipts)
- Participate in the Publicis Sapient's medical and life insurance benefits

The realisation of the above items is subject to the terms set forth in Annexure 'A' under the respective clauses.

You will be required to sign a training agreement on joining Publicis Sapient. Publicis Sapient would be making considerable investment in imparting specialized training to you for meeting the business requirements of the Company. Should you decide to leave Publicis Sapient within 18 months of the **10/1/2019**. You would be required to pay INR 150,000 in accordance with the terms of the training agreement.

TLG India Private Limited
G1, SEZ, Condo Technopark,
Building No. 1, Tower B, Ground - 3rd Floor,
Building No. 2, Tower A, Ground & First Floor,
Building No. 3, Ground & First Floor,
SEZ Sector 21, Village Chandigarh,
Gurgaon - 122016 Haryana, India

Tel: +91 (124) 472 4885
Fax: +91 (124) 472 4027

Registered Office: TLG India Private Limited
13th Floor, Laxmi Trade, Tower A, 35, Sector 16, Gurgaon, Haryana, India
Tel: +91 (124) 484 3667 Fax: +91 (124) 484 3667 Ctn: UPI480810270015756

www.publicissapient.com

TLG India Private Limited
Cygnus Business Park Private Limited SEZ,
Tower C, 2nd - 4th Floor, Plot No. 7,
Sector 14A, Expressway,
Noida - 201301,
Uttar Pradesh, India

Tel: +91 (120) 472 5885
Fax: +91 (120) 472 5875

TLG India Private Limited
Signature Correlation Business Park,
267D, Building Virgo, Outer Ring Road,
Dundankundi-Cyber, Marathahalli Post,
Bengaluru - 560037 Karnataka, India

Tel: +91 (80) 6131 6000
Fax: +91 (80) 6131 6001

On your first day of employment, please report to our office at **Gurgaon** at **9:00 a.m.** along with the documents. Should there be a change in your start date, it is mandatory for you to communicate the same to us a week in advance as this impacts your experience with Publicis Sapient.

Kindly return a copy of this letter duly counter signed by you, within a week in acceptance of the terms and conditions set out herein. Please refer to the Annexure "A" of this letter for details on the Terms of Employment, which shall apply to your employment. By signing a copy of this letter, you agree to abide by these terms and any other published terms in effect from time to time throughout the period of your employment.

We are looking forward to your joining us. We are sure that you would find life with Publicis Sapient to be motivating and challenging.

Best Regards



Kamal Karwal
GVP, People Strategy | Publicis Sapient



S.S. BOTTLING PRIVATE LIMITED

JOB OFFER LETTER

To,

**MADHU CHAHAR
WARD NO 3 GMS MALTI RAMPUR KATHUA**

On behalf of the entire company, I'd like to say that it brings me great pleasure to formally offer you the designation of **Microbiologist, SS Bottling Pvt. Ltd.** at **Gohana, Sonapat**, you will join the organization from **10/1/2019**.

We welcome you to our company and wish you all the best for your future endeavors. This offer is provisional in nature and the regular letter of appointment shall be provided to you at the time of your joining after completion of joining formalities.

Your CTC would be Rs. 239800/-

You shall be on probation for an initial **6 month**. You are required the following original documents along with self-attested photocopies of each document at the time of joining for verification to the HR Department.

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

1. Qualification Documents (All Mark Sheets from 10th to Last)
2. Work Experience Certificates or Relieving Letter of previous Employers.
3. Last 3 month Pay slips of previous employer.
4. Last 6 months bank statement.
5. Address Proof (Aadhar Card is preferred)
6. Pan Card (Original with Photo copy)
7. 3 Photographs

As you are going to be an integral part of the company, we'll try to extend all possible support to you during your tenure.

Looking forward to having you with us and wishing you great success with **SS Bottling Pvt. Ltd.**

Kindly Confirm your Acceptance and date of joining.

For SS Bottling Pvt. Ltd., Gohana, Sonapat.

Authorized Signatory

Work Place – Khasra No 15/13, 15/14, 15/15(4-0), 15//18/1/1 15//18/1/2 & 15//23/1/1 Village Mehmood Pur,
Tehsil Gohana, Distt. Sonapat, Haryana – 131001 (INDIA)

Regd. Office – 9/53, Kirti Nagar, Indl. Area, New Delhi – 110015 Tel: +91-11-45072942, 25927392 Fax: +91-11-45072943

Corporate Identity Number : U15549dl2018ptc337847



Offer: Computer Consultancy

Date: 19/09/2018

PIYUSH SHARMA
H NO 10 BRIJDHAM COLONY DEHTORA AGRA

Dear PIYUSH SHARMA

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process for 'TCS Digital' and we are pleased to make you an offer of employment.

You have been selected for the position of **Systems Engineer** in Grade **C1**. You will be assigned a challenging role in any Business Unit as per the business requirements of TCSL.

Your gross salary including all benefits and Retention Incentive will be INR **234570/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

1

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

415/21-24, Kumanan Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers ServiceLine: 1800 209 3311 Email: careers@tcs.com



COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of INR **15,000/-** per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be INR **7,500/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of INR **500/-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

4. Personal Allowance

You will be eligible for a monthly personal allowance of INR **17,272/-** per month. This component is subject to review and may change as per TCSL's compensation policy.



PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of INR 4,300/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Performance Bonus

Your Performance Bonus will be INR 3,100/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Performance Bonus is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Performance Bonus.

This payment shall be treated as productivity bonus in lieu of statutory profit bonus.

CITY ALLOWANCE

You will be eligible for a City Allowance of INR 400/- per month. This allowance is fully taxable, is specific to India and linked to your base branch. It is subject to review and will be discontinued while on international assignments.

RETENTION INCENTIVE

You are eligible for Retention Incentive of INR 70,000/- payable to you on an annual basis. This component is in appreciation of continuity of your service in TCSL and will be paid on completion of each year from the introduction of this incentive for a period of 3 years. The Company reserves the right to modify the same in line with the TCS Compensation Policy.

OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependents under the company's Health Insurance Scheme (HIS).

HIS offers the following benefits:

1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to INR 6,000/- per insured person per annum and basic hospitalization expenses up to INR 2,00,000/- per insured person per annum.



i. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for INR **12,00,000/-** as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of INR **250/-** will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.

RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

Withdrawal of Offer

If you fail to accept the offer from TCSL within 15 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn. Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL. We look forward to having you in our global team.

Yours Sincerely,

For TATA Consultancy Services Limited



Girish V. Nandimath
Global Head Talent Acquisition & AIP

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms



Offer Letter

Date: 25/10/2018

Name: VICSE VERMA

Address: VILLAGE MOHHAMADPUR SHASTRIPURAM AGRA

Dear VICSE VERMA,

We are delighted to offer you the position of **Assistant Manager QC-microbiology**,

The position, as explained to you, is in our company's Quality Assurance.

We request that you review the same and revert the acknowledgement of your acceptance.

As a result, we will make arrangements to provide you with a detailed letter of appointment on the date of your joining with us, which we have agreed will be any day on or before 25/10/2018 and your package will be **324500/-**.

The role in which you will be working is very important and will require you to deal with important and sensitive information, records and other company matters.

We are excited to have you as a member of our team. We are confident that you will have a successful career with our company.

We'd like to take this opportunity to welcome you to our team.

Kind Regards

Apoorva

Sr. Executive IIR



Zuche Pharmaceuticals Private Limited

Registered Office: 602-D/1B/4, Navkar Parkview Apartment, Flat No. 8, Ward No. 3, Mehrauli, New Delhi-110030, India

Corporate Office: A-215 & A-217, 2nd Floor, Somdatt Chambers-1, Building No. 5, Bhikaji Cama Place, New Delhi-110066, India

Manufacturing Unit: G1-712, RICO Industrial Area, Chopanki, Dist: Akrur, Rajasthan-301019, India

E-mail: business@zuchepharma.in, business@zuchepharma.com Website: www.zuchepharma.com

Contact Number: +91-11-41662311, +91-8610475070, +91-9873582118 CIN: U52100DL2010PTC206054



To,

ROHIT VERMA
B-578, Kamla Nagar

Dear ROHIT VERMA

On behalf of the Autoliv Company, I'd like to say that it brings me great pleasure to formally offer you the designation of Trainee Executive at Bangalore office, you will join the organization from 16/10/2018

We welcome you to our company and wish you all the best for your future endeavors. This offer is provisional in nature and the regular letter of appointment shall be provide to you at the time of your joining after completion of joining formalities.

Your CTC would be Rs. 272000 (P/A)

You shall be on probation for an initial 6 month. You are required the following original documents along with self-attested photocopies of each document at the time of joining for verification to the HR Department.

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

- Qualification Documents (All MarkSheets from 10th to Last)
- Work Experience Certificates or Relieving Letter of previous Employers*.
- Last 3 month Pay slips of previous employer*.
- Last 6 months bank statement.
- Address Proof (Aadhar Card is preferred)
- Pan Card (Original with Photocopy)
- 3 Photographs
-

As you are going to be an integral part of the company, we'll try to extend all possible support to you during your tenure.

Looking forward to having you with us and wishing you great success with Autoliv

For Autoliv, Bangalore

A handwritten signature in black ink, appearing to read "J. R. V.", is written over a faint horizontal line.

Authorized Signatory



To,

MADHAV SHROTRIYA
Kuldeep Vihar colony Etah bye pass road Aligarh

Dear **MADHAV SHROTRIYA**

On behalf of the BAJAJ AUTO LTD. Company, I'd like to say that it brings me great pleasure to formally offer you the designation of Trainee Executive at Haridwar, Uttarakhand, you will join the organization from 23/12/2018. We welcome you to our company and wish you all the best for your future endeavors.

Your CTC would be Rs. 145700 (P/A)

You shall be on probation for an initial 6 month. You are required the following original documents along with self-attested photocopies of each document at the time of joining for verification to the IIR Department.

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

- Qualification Documents (All MarkSheets from 10th to Last)
- Work Experience Certificates or Relieving Letter of previous Employers*.
- Last 3 month Pay slips of previous employer*.
- Last 6 months bank statement.
- Address Proof (Aadhar Card is preferred)
- Pan Card (Original with Photocopy)
- 3 Photographs

As you are going to be an integral part of the company, we'll try to extend all possible support to you during your tenure.

Looking forward to having you with us and wishing you great success with Bajaj Auto Ltd.

For BAJAJ AUTO, Haridwar, Uttarakhand

Authorized Signatory



PRIVATE & CONFIDENTIAL

MUDIT TIWARI
S/O KULDEEP TIWARI

34/104 D SAINIK VIHAR
DEVORI ROAD AGRA

Date: 23/12/2018

TRAINEE ASSOCIATE (Trainee Associate Engineer Network - MID) CONTRACT

Dear MUDIT TIWARI,

This is your Contract of Training/Apprenticeship ('**Contract**') and contains a statement of the applicable terms of your training.

We are delighted that you have agreed to join us as a Trainee (Trainee Associate Engineer Network - MID). Once you have acknowledged these terms, this shall become a contract between you and the Company.

Please note that your engagement with us is subject to you having the right to work in India, completing the applicable registration requirements under law, and to our being satisfied that you have met all pre-engagement conditions. Any requirements under the Provisional Offer of Apprenticeship, that permit or require compliance after the commencement of your training, will continue to require compliance by you within timelines specified therein.

1. Commencement Date

1.1 For the purposes of your training, your engagement is with BT Global Business Services Pvt Ltd (Company) having its registered office at Eros Corporate Tower, 11th Floor, Nehru Place, New Delhi, 110019, India.

1.2 Your Training will be for a period of 12 months from the start date specified in Appendix 1. Your stipend for the term of twelve (12) months is **INR 214500** which shall be payable monthly in arrears directly into your nominated bank account. (Stipend). A complete breakdown of your Stipend/compensation package is set out at Appendix 1 of this Contract.

Corporate Office:
7th to 9th Floor, Tower C & D, Building
No. 14,
Sector 24 & 25 A
DLF Cyber City
Notified SEZ
DLF City
Gurgaon-122002

BT Global Business Services Pvt Ltd
CIN: U74140DL2014PTC268583
Registered Office:
11th Floor, Eros Corporate Tower
Opp. International Trade Tower
Nehru Place,
New Delhi - 110 019, India
Tel.: +91 11 4781 1111
Fax: +91 11 4103 4438

www.bt.com

**Appendix1 Table of
benefits**

Section Name	MUDIT TIWARI
1. Position	Trainee Associate (Trainee Associate Engineer Network - MID) reporting to Sneh Deep Jassal (EIN :611638876), Title: Technical Delivery Manager-MBNL, Ph:
2. Start Date	23/12/2018
3. Normal Place of Work	7th & 8th Floors, Tower C & D, Building No 14 Sector 24 & 25A, Gurugram 122016, India
3B. Temporary Place of Work	NA
4. Stipend	As set out below
5. Next Stipend Review date	On successful completion of apprenticeship/training
6. Annual Leave	21
7. Benefits	Group Medical Insurance Plan: Coverage of INR 6,00,000 for you; your spouse and 2 dependent children, as applicable to be availed as per the due process. Group Personal Accident Plan only for yourself: 5 times of your annual stipend or INR 10,00,000, whichever is higher. Group Term Life Insurance Policy only for yourself: 5 times of your annual stipend or INR 10,00,000, whichever is higher.

Yours sincerely,



Sai Kumar
Senior Manager - Talent Acquisition
For and on behalf of BT Global Business Services Pvt Ltd



PRIVATE & CONFIDENTIAL

NIDHI
S/O GAURI SHANKAR DIWAKER

8 TEJ NAGAR KAMLA
NAGAR

Date: 23/12/2018

TRAINEE ASSOCIATE (Trainee Associate Engineer Network - MID) CONTRACT

Dear NIDHI,

This is your Contract of Training/Apprenticeship ('**Contract**') and contains a statement of the applicable terms of your training.

We are delighted that you have agreed to join us as a Trainee (Trainee Associate Engineer Network - MID). Once you have acknowledged these terms, this shall become a contract between you and the Company.

Please note that your engagement with us is subject to you having the right to work in India, completing the applicable registration requirements under law, and to our being satisfied that you have met all pre-engagement conditions. Any requirements under the Provisional Offer of Apprenticeship, that permit or require compliance after the commencement of your training, will continue to require compliance by you within timelines specified therein.

1. Commencement Date

1.1 For the purposes of your training, your engagement is with BT Global Business Services Pvt Ltd (Company) having its registered office at Eros Corporate Tower, 11th Floor, Nehru Place, New Delhi, 110019, India.

1.2 Your Training will be for a period of 12 months from the start date specified in Appendix 1. Your stipend for the term of twelve (12) months is **INR 214500** which shall be payable monthly in arrears directly into your nominated bank account. (Stipend). A complete breakdown of your Stipend/compensation package is set out at Appendix 1 of this Contract.

Corporate Office:
7th to 9th Floor, Tower C & D, Building
No. 14,
Sector 24 & 25 A
DLF Cyber City
Notified SEZ
DLF City
Gurgaon-122002

BT Global Business Services Pvt Ltd
CIN: U74140DL2014PTC268583
Registered Office:
11th Floor, Eros Corporate Tower
Opp. International Trade Tower
Nehru Place,
New Delhi - 110 019, India
Tel.: +91 11 4781 1111
Fax: +91 11 4103 4438

www.bt.com

**Appendix1 Table of
benefits**

Section Name	NIDHI
1. Position	Trainee Associate (Trainee Associate Engineer Network - MID) reporting to Sneh Deep Jassal (EIN :611638876), Title: Technical Delivery Manager-MBNL, Ph:
2. Start Date	23/12/2018
3. Normal Place of Work	7th & 8th Floors, Tower C & D, Building No 14 Sector 24 & 25A, Gurugram 122016, India
3B. Temporary Place of Work	NA
4. Stipend	As set out below
5. Next Stipend Review date	On successful completion of apprenticeship/training
6. Annual Leave	21
7. Benefits	Group Medical Insurance Plan: Coverage of INR 6,00,000 for you; your spouse and 2 dependent children, as applicable to be availed as per the due process. Group Personal Accident Plan only for yourself: 5 times of your annual stipend or INR 10,00,000, whichever is higher. Group Term Life Insurance Policy only for yourself: 5 times of your annual stipend or INR 10,00,000, whichever is higher.

Yours sincerely,



Sai Kumar
Senior Manager - Talent Acquisition
For and on behalf of BT Global Business Services Pvt Ltd



Offer Letter

Date 23/12/2018

Dear ABHISHEK SHAHI
B-703, kamla nagar

Congratulations on your decision to be a BYJUITE! At BYJU'S, we are on a mission to help students fall in love with learning across the world. We create learning journeys for every student that address their unique needs and make them lifelong learners. We hope your contributions and passion would help us achieve this mission.

It gives us immense pleasure to formalize your offer and appointment for the position of **Student Success Specialist-Student Experience** at Think and Learn Private Limited (hereafter referred to as 'BYJU'S' or 'Company') in the **Student Experience** department subject to your acceptance of the offer mentioned in this letter. The letter includes details of your compensation structure, probation and notice periods (Annexure A). As you read through the details, please feel free to reach out to the recruiter who managed your process, with any questions or concerns.

Your date of joining at BYJU'S is 23/12/2018. Your onboarding details will be communicated by BYJU'S Onboarding Team post acceptance of the offer. In case you do not report at your job on or prior to 23/12/2018 the offer shall be deemed to be rejected by you. Please accept this offer in our HR portal so that we can initiate your onboarding process. Once initiated, you will be receiving an email confirmation for the same. In case you do not acknowledge and accept this offer letter on the HR portal within two working days, the offer would stand withdrawn.

Position Details and Compensation Overview

Designation	Student Success Specialist-Student Experience
Department	Student Experience
Employment Type	Regular
Work Location	Bangalore - Katyanu Tech Park

Total Annual Cost to Company : ₹ 231230

Details of bonuses (if any) are mentioned in Annexure A. You are requested to join the services of the Company, 23/12/2018 falling, which you may please consider the offer to be withdrawn unless an extension to the date of joining has been mutually agreed in writing. You are requested to signify your acceptance of the terms and conditions by accepting the offer on our HR portal and signing and returning to us the duplicate copy of this letter on your day of Onboarding.

The terms of your employment contract are strictly confidential and should be treated as privileged information between yourself and the Company. You are expected to maintain such information appropriately. We take this opportunity to thank you for the interest you have shown in our organization and look forward to welcoming you on board for a fruitful career with us. We are certain that you will find challenge, satisfaction, and opportunity in your association with the Company.

Best Regards,



Deeptha A R
Head - Human Resources
Think & Learn Pvt. Ltd

Annexure - A

Compensation Details	
Name	ABHISHEK SHAHI
Designation	Student Success Specialist-Student Experience
Date Of Joining	23/12/2018
Annual Cost To Company(CTC)	231230

*Adhoc Allowances (if any) provide an array of tax benefits, please refer to the Annexure B for details
 **Income Tax and Professional Tax would be deducted from the Total Annual Net Pay basis the government rules. Your take-home salary would be Total Annual Net Pay - Taxes.
 ***PF administrative charges and EDLI charges as per rules (i.e. at present 1% admin charges, equal to INR 150/- per month towards Employee PF deduction of INR 1800/- per month), will be included in above mentioned CTC.

Annexure - B

Adhoc Allowances(if applicable) will comprise one or all of the below allowances basis your overall fixed CTC.

Allowance	Maximum Amount	Tax Treatment
Mobile & Broadband Allowance	Up to INR 1000 per month for mobile and broadband each	
Research Allowance	Up to INR 30000 per annum	Non-taxable upon
Fuel Allowance	Up to INR 2400 per month based on CC capacity and type of the vehicle	submission of
Driver Allowance	Up to INR 900 per month	required proofs
Special Allowance	Balancing Component	Taxable

General Guidelines

- All these elements will be within the fixed part of the employee's compensation, a detailed breakup of adhoc allowances will depend upon the fixed CTC, and will be shared in the payslip
- Detailed guidelines on these will be shared post your onboarding
- All the above allowances will be considered taxable through the year, however, on the production of required bills over the quarterly window, tax exemption will be provided as per the rules laid out above
- Employees are required to keep a copy of the bills as proof of expenses incurred through the quarterly cycle and submit the same in the quarterly window
- The above-mentioned tax benefits will be applicable only for those employees who opt for the Old Income Tax Regime and not the new one
- 'Special Allowance' component is a part of taxable income



OFFER LETTER

AKHAND PRATAP SINGH
10/23, GHEEAI MANDI, TAJGANJ, AGRA 282001

Dear **AKHAND PRATAP SINGH**,

We are pleased to appoint you as Trainee - Engineer in Worldline Global Services Private Ltd. (WGS) based at Pune on the following terms and conditions:

1. DATE OF APPOINTMENT:

Your appointment is effective from 25/10/2018

2. EMOLUMENTS: (please refer the annexure for more details of your salary).

2.1 Salary:

You will be paid a Basic monthly salary of **Rs. 237890/-** per annum.

2.2 Basket of Allowance:

You will be paid a fixed Basket of Allowance of **Rs. 8,797/- (Eight Thousand Seven Hundred Ninety Seven)**.

2.3 Performance Pay:

You shall be entitled to performance pay as indicated in the annexure based on companies and your individual performance.

2.4 Provident Fund:

You will be covered under the Provident Fund Scheme operating in the Company, and will be governed by the rules and regulations of the Provident Fund Act - 1952 as applicable from time to time.

2.5 Group Personal Accident Insurance:

You will be covered under the Group Personal Accident Insurance policy of the Company against Death / Disablement caused due to accidents.

2.6 Group Mediclaim Scheme:

During your tenure with the Company you and your family will be covered under our Group Mediclaim Scheme and governed by the rules & regulations framed under such policies as applicable from time to time.

2.7 Life Term Insurance Policy:

You will be covered under the Life Term Insurance Policy of the Company.

2.8 Gratuity:

You will be entitled to Gratuity as per the Gratuity Act 1972 and in accordance with the rules governing such payments.

3. DUTIES:

- a) You will report to **Senior Manager** for instructions and duties. The Management reserves the right to assign to you such other duties and responsibilities, both inside and outside the office premises, as may be considered necessary, from time to time in the Company's interests.
- b) You represent and warrant to the Company that you are under no obligations or commitments, whether contractual or otherwise, that are inconsistent with your obligations under this Agreement.

4. PROBATION:

You will be on probation for a period of 12 months from the date of your appointment and the management reserves the right to extend the period. The salary or the accumulated leave will not be adjusted against the notice pay. You will continue to be on probation until your services are confirmed in writing. If you resign during your probation period of 12 months, then you will have to pay the bond amount as per the company policy & serve 3 months of notice period.

5. TERMINATION AND DISMISSAL:

- a) Notice Period: On confirmation, either party's will be required to give a notice of 3 months for separation. The Company may, at its sole discretion terminate the services by giving the salary in lieu of the notice period. The Management however shall have the sole discretion to change such period of notice, as it deems appropriate. Servicing notice period is mandatory.
- b) The Management shall have the right to remove you from this position during the entire notice period or part thereof. In such event, your rights and obligations under this Contract shall remain in force and you shall consequently observe the provisions on competition restriction and confidentiality etc, as set forth in this Contract.
- c) The Company shall have the right to dismiss you with immediate effect if you have grossly neglected your obligations to the Company or otherwise committed a material breach of contract.
- d) You shall be obliged to inform a person, appointed by the Company, of all circumstances regarding the Company's business that you are familiar with, in order to reduce the risk of disruption in the business as a result of your leaving this position.
- e) Upon termination of the employment, irrespective of the reason therefore, all obligations of the Company will expire, including but not limited to the obligation to pay pension premiums, unless otherwise expressly stated in this Contract.

Please note that that this appointment is subject to clearance of the following:

- f) Background Verification – Your appointment is conditional upon completion of satisfactory reference and background checks (education, employment history & other details furnished by you in your application). In case any information given by you is found to be false or incorrect at any point in time of your employment, the appointment would be deemed void-ab-initio and liable for termination without notice or salary in lieu thereof

6. LEAVE:

You will be entitled to Earned Leave (privilege leave) as per the company policy.

7. AGE OF RETIREMENT:

As per the revised company policy all the employees will superannuate at the age of 60.

8. TRANSFER:

Your services are liable to be transferred to any other Departments, Branches, Sites, Sister Companies or any of their branches in India. On your transfer, you will be governed by the company's rules applicable to the establishment to which you are posted.

9. INCREMENTS:

Increments will not be automatic, but will be at the discretion of the Management, and will depend on the individual and Company performance.

10. SERVICE RULES:

a. Other Work

Your whole time and attention should be devoted to the interests of the Company and you shall devote yourself exclusively to the business of the Company. You will not take up any other work for remuneration (part-time or otherwise) or work on advisory capacity or be interested directly or indirectly (except as shareholder or debenture holder) in any other trade or business during the employment with the Company without permission in writing of the Management of the Company.

You will be guided by the Company's policies and procedures which the management may modify or change as it may deem fit from time to time.

b. Secrecy

You will not at any time, while in service, without written consent of the CEO, and thereafter for a period of 2 years from the cessation of your employment, for whatever reason, shall not disclose or divulge or make public, except on legal obligations, any information regarding the Company's affairs, business, plans,

Administration or research carried out whether the same may be confided to you or become know to you in the course of your service or otherwise. Information means and includes without limitation all and any data, know-how, formulae, processes, designs, photographs, drawings, specifications, programmes, samples, trade secrets, intellectual property and all information of whatever description and any other material bearing or incorporating any information concerning or relating to the Company, its assets, properties, plans, processes, finances, methods, operations, market strategy, marketing and pricing information, customer or consumer databases, pricing or other policies, business and business plans, intellectual property, and also includes all documents, agreements, sales charts, cost projections and analyses, pricing models, financial and tax information, business, marketing and operational projections, plans and opportunities, product information, designs, identification of customers, vendors and suppliers, customer, vendor and distribution lists, business records and other books and records relating to or concerning the Company.

You will adhere to the company's Information Security policy.

c. Intellectual Property

All ideas, inventions, design, software and all other intellectual property that may be developed by you or in the development of which you have played any role while you are in employment of the Company will solely and absolutely belong to the Company. You shall not be entitled to claim ownership of any rights on the same. In consideration of your salary, emoluments and other benefits drawn by you so long as you remain an employee of the Company, all your rights, if any, including, without limitation, all rights of creative authorship and other rights whatsoever shall stand assigned to the Company absolutely.

d. Past Records

If any declaration given or furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, in such case you will be liable to removal from service without any notice.

11. NON SOLICITATION

During the term of the employment and thereafter for a period of 2 years from the cessation of your employment, for whatever reason, you shall not in any way directly or indirectly engage, hire or employ in any manner whatsoever, any of the Company's personnel or staff or solicit, entice or in any way induce such employees to associate themselves, whether as employees, consultants, advisors, partners or otherwise, with you or any organization that you may become associated, employed or affiliated, with, after cessation of your employment with the Company.

12. CONSEQUENCES OF BREACH OF TERMS:

Notwithstanding anything contained in Clause 4 and 5 above, should you contravene or breach any of the foregoing terms and conditions of service, the Company will be entitled to terminate your services forthwith, without compensation, notice period or salary in lieu thereof and without prejudice to other legal rights/remedies available to the Company.

The provisions under Clause 11 shall survive the cessation of your employment and shall remain in force for a period of 2 years thereafter.

You are requested to, please sign the duplicate copy of this letter and return it to us, signifying your acceptance of all the term contained here.

We are delighted to have to with us. We take this opportunity to welcome you to Worldline and look forward to your long and happy association with us.

For **WORLDLINE GLOBAL SERVICES PVT. LTD.**



Jose Raj
Senior Vice President and Head – HR



Offer Letter

Date: 25/10/2018

Name: CHHAVI YADAV

Address: 12A 113 Avas vikash colony sikandara agra

Dear CHHAVI YADAV,

We are delighted to offer you the position of **Assistant Manager QC-microbiology**.

The position, as explained to you, is in our company's Quality Assurance.

We request that you review the same and revert the acknowledgement of your acceptance.

As a result, we will make arrangements to provide you with a detailed letter of appointment on the date of your joining with us, which we have agreed will be any day on or before 25/10/2018 and your package will be **324500/-**.

The role in which you will be working is very important and will require you to deal with important and sensitive information, records and other company matters.

We are excited to have you as a member of our team. We are confident that you will have a successful career with our company.

We'd like to take this opportunity to welcome you to our team.

Kind Regards

Apoorva

Sr. Executive IIR



Zuche Pharmaceuticals Private Limited

Registered Office: 602-D/1B/4, Navkar Parkview Apartment, Flat No. 8, Ward No. 3, Mehrauli, New Delhi-110030, India
Corporate Office: A-215 & A-217, 2nd Floor, Somdatt Chambers-1, Building No. 5, Bhikaji Cama Place, New Delhi-110066, India
Manufacturing Unit: G1-712, RICO Industrial Area, Chopanki, Dist: Akrur, Rajasthan-301019, India
E-mail: business@zuchepharma.in, business@zuchepharma.com Website: www.zuchepharma.com
Contact Number: +91-11-41662311, +91-8610475070, +91-9873582118 CIN: U52100DL2010PTC206054



To
SHESH KUMAR
36 147 6D GUMMAT DEORI ROAD AGRA

Sub: Your offer of Employment in eORIGAMI SOFTWARE PVT LTD

Dear **SHESH KUMAR**

Welcome to eORIGAMI!

It gives us immense pleasure in inviting you to join eORIGAMI Software Private Limited. ("eORIGAMI" or the "Company") as one of its valuable member. We believe that the growth of an organization is fuelled by the enthusiasm and energy of people who are willing to invest into its future. We therefore believe that all our employees are truly our ASSOCIATES in our road to the future. We are happy that you are one such Associate joining us in our efforts to create a truly global organization.

We are pleased to inform you that you have been offered an employment in eORIGAMI as **Jr. Software Engineer**, and you would report on your joining to **Mr. Yashwanth Reddy H, President - Operations**. You will operate out of our office located at **Bangalore**.

We prefer you to join us on **20/01/2019**

We wish to share with you the detailed terms and conditions which will govern your employment with eORIGAMI and also Associate related guidelines applicable to all eORIGAMIans including you. All these Terms and Conditions are subject to change based on business requirements and you shall abide by the updated policies. Please note that your appointment is subject to background check /reference check/pre-employment checks as applicable.

eORIGAMI observes a 5-day week with Saturday and Sunday as weekly holidays. The office hours are from 09:00 AM to 06:00 PM, with staggered lunch break of 30 minutes between 12:00 PM and 12:30 PM. Associates are expected to follow the client's working hours and holidays while on deputation to client's site in India/onsite. In the event an Associate fails to register their attendance consecutively for 3 working days, without any prior notice to their immediate manager or concerned HR, eORIGAMI shall initiate appropriate disciplinary action against the Associate as per eORIGAMI policy. eORIGAMI reserves the right to registering a MAN MISSING complaint with the Police Department, in such cases.


(Signature of Associate)

Registered Office Address: No. 07, AASHRAYAA ONYX, 7th Cross Rd, Duo Heights Layout, Devanahalli, Bengaluru, Karnataka - 560068

1. Compensation & Benefits:

You will receive a total compensation of Rs. 355000/- per annum. The compensation package consists of:

2. Position Linked Benefits:

We wish you all the very best and look forward to a long and mutually beneficial association.

Kindly confirm your acceptance of the above conditions by signing and returning the duplicate copy of this letter.

Yours sincerely,
for eORIGAMI Software Private Limited,

YASHWANTH REDDY
President - Operations

I have carefully read and understood the above offer terms including the terms contained in Annexure I and agree that the provisions of this letter and the Annexure I are reasonable and necessary and accept the same irrevocably and unconditionally.

Signature
Name


:Yashwanth Reddy K



To
**DIVYA
CHAKTODAR GYANPUR BHADOHI UP**

Sub: Your offer of Employment in eORIGAMI SOFTWARE PVT LTD

Dear **DIVYA**

Welcome to eORIGAMI!

It gives us immense pleasure in inviting you to join eORIGAMI Software Private Limited. ("eORIGAMI" or the "Company") as one of its valuable member. We believe that the growth of an organization is fuelled by the enthusiasm and energy of people who are willing to invest into its future. We therefore believe that all our employees are truly our ASSOCIATES in our road to the future. We are happy that you are one such Associate joining us in our efforts to create a truly global organization.

We are pleased to inform you that you have been offered an employment in eORIGAMI as **Jr. Software Engineer**, and you would report on your joining to **Mr. Yashwanth Reddy H, President - Operations**. You will operate out of our office located at **Bangalore**.

We prefer you to join us on **20/01/2019**

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(Signature of Associate)

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1. Compensation & Benefits:

You will receive a total compensation of Rs. 355000/- per annum. The compensation package consists of:

2. Position Linked Benefits:

We wish you all the very best and look forward to a long and mutually beneficial association.

Kindly confirm your acceptance of the above conditions by signing and returning the duplicate copy of this letter.

Yours sincerely,
for eORIGAMI Software Private Limited,

YASHWANTH REDDY
President - Operations

I have carefully read and understood the above offer terms including the terms contained in Annexure I and agree that the provisions of this letter and the Annexure I are reasonable and necessary and accept the same irrevocably and unconditionally.

Signature
Name


:Yashwanth Reddy K



OFFER LETTER

To,

**INDU SINGH
17/97 N RAJ NAGAR, LOHA MANDI, AGRA**

Dear INDU SINGH

On behalf of the P. Dass Forging Private Limited, I'd like to say that it brings me great pleasure to formally offer you the designation of Trainee Executive at Rohtak, Haryana, you will join the organization from 20/01/2019

We welcome you to our company and wish you all the best for your future endeavors.

This offer is provisional in nature and the regular letter of appointment shall be provide to you at the time of your joining after completion of joining formalities.

Your CTC would be Rs. 254500/-

You shall be on probation for an initial 6 month. You are required the following original documents along with self-attested photocopies of each document at the time of joining for verification to the IIR Department.

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

- Qualification Documents (All Mark-Sheets from 10th to Last)
- Work Experience Certificates or Relieving Letter of previous Employers.
- Last 3 month Pay slips of previous employer*.
- Last 6 months bank statement.
- Address Proof (Aadhar Card is preferred)
- Pan Card (Original with Photocopy)
- 3 Photographs

As you are going to be an integral part of the company, we'll try to extend all possible support to you during your tenure.

Looking forward to having you with us and wishing you great success with P D F

Kindly Confirm your Acceptance and date of Joining.

For P. Dass Forging Private Limited, Rohtak, Haryana

Authorized Signatory

APPOINTMENT LETTER

KRISHAN KUMAR KAUSHIK
BADANPUR KAZIPUR, TEHSIL JALESAR DISTRICT ETAH

Dear **KRISHAN KUMAR KAUSHIK**

With reference to your application and subsequent interview(s) you had with us, we are pleased to offer you employment in our organization, on the terms and conditions, mentioned in this letter of appointment herein below :-

Department: IT

Location: Gurugram

Cost to Company: Your cost to company will be INR 289700/- per annum.

Designation : Junior PHP Developer

1. DATE OF JOINING / APPOINTMENT DATE

This appointment will commence from your date of joining which should not be later than **02/04/2020** provided that you indicate your acceptance to the same by signing and returning a duplicate a copy of this letter of appointment to us immediately.

Further, in case, you have any objections to the terms and conditions of this letter, the same should be communicated to us within 15 days from the date of this letter and prior to your tendering us your acceptance to the same, failing which the entire terms and conditions as stipulated herein, shall be deemed to have been accepted by you without any demur. The Appointment Date shall not be varied except if so intimated by the Company in writing.

You should report for joining at the Place of Posting on or before the above date of joining along with copies of **self-attested** documents as mentioned below :-

- Educational documents: 10th, 12th, Graduation (if applicable), Post-Graduation (if applicable)
- Address proof (Passport/Driving license/ Voter ID card/Aadhaar card)
- PAN card copy(Mandatory)
- Aadhaar card copy(Mandatory)
- Work experience letter of previous organizations
- Six(6) Passport size photographs
- Resume

This agreement lays down the terms of employment, agreed upon by the employer and employee. Whether stated explicitly in the agreement or not, both the employee and the employer have the duty of mutual confidence and trust, and to make only lawful and reasonable demands on each other.

VOROMBE TECH SOLUTIONS PVT. LTD.

Head Office: H-170, GF KH NO-1446 BLOCK-H AYA NAGAR EXTENSION PH-6, NEW DELHI

CIN: U72900DL2019PTC359018 | www.vorombetech.com | info@vorombetech.com

ANNEXURE 'A': COMPENSATION DETAILS

Name: KRISHAN KUMAR
KAUSHIK
Designation: PHP Developer
Date of Joining: 02/04/2020
Location: Gurgaon

Your remuneration at Vorombetech Solutions Pvt. Ltd.	
Salary Annexure	
Employee Name	2
Designation	Junior PHP Developer
Annual CTC (INR)	289700



Vorombetech Solutions Pvt Ltd

VOROMBE TECH SOLUTIONS PVT. LTD,

Head Office: H-170, GF KH NO-1446 BLOCK-H AYA NAGAR EXTENSION PH-6, NEW DELHI
CIN: U72900DL2019PTC359018 www.vorombetech.com info@vorombetech.com



APPOINTMENT LETTER

To,

POOJA SHARMA
V/P Mahewa, Etawah

Dear **POOJA SHARMA**

We are delighted to offer you a position as **Junior Associate, Technology** with Publicis Sapient, a division of TLG India Pvt. Ltd. ("Publicis Sapient").

Publicis Sapient will provide you with a total compensation package that consists of your base salary and statutory retirement benefits.

The Total Cost to Company offered to you is INR 320000/- which includes the following:-

- An annualized base salary of INR 320000/- (including HRA)
- Provident Fund and Gratuity contributions, (As per the applicable provisions)

Tax at the applicable rate shall be deducted at source from your salary.
(Please refer to Annexure "B" for details)

Your anticipated start date will **10/1/2019** You will be on training for a period of 6 months from the start date of your employment. Your home office would be in **Noida, India**.

In addition to your salary, you will be entitled to:-

- Receive Relocation expenses up to a maximum of amount Rs 10,000, (subject to submission of receipts)
- Participate in the Publicis Sapient's medical and life insurance benefits

The realisation of the above items is subject to the terms set forth in Annexure 'A' under the respective clauses.

You will be required to sign a training agreement on joining Publicis Sapient. Publicis Sapient would be making considerable investment in imparting specialized training to you for meeting the business requirements of the Company. Should you decide to leave Publicis Sapient within 18 months of the **10/1/2019**. You would be required to pay INR 150,000 in accordance with the terms of the training agreement.

TLG India Private Limited
G1, SEZ, Condo Technopark,
Building No. 1, Tower B, Ground - 3rd Floor,
Building No. 2, Tower A, Ground & First Floor,
Building No. 3, Ground & First Floor,
SEZ Sector 21, Village Chandigarh,
Gurgaon - 122016 Haryana, India

TEL: +91 (124) 472 4885
FAX: +91 (124) 472 4027

Registered Office: TLG India Private Limited
13th Floor, Laxmi Plaza, Tower A, 35, Sector 16, Gurgaon, Haryana, India
Tel: +91 (124) 469 3667 Fax: +91 (124) 469 3667 Ctn: UPI46936670015756

www.publicissapient.com

TLG India Private Limited
Cygnus Business Park Private Limited SEZ,
Tower C, 2nd - 4th Floor, Plot No. 7,
Sector 14A, Expressway,
Noida - 201301,
Uttar Pradesh, India

TEL: +91 (120) 472 5885
FAX: +91 (120) 472 5875

TLG India Private Limited
Signature Correlation Success Park,
267D, Building Virga, Outer Ring Road,
Dundankund-Cyber, Marathahalli Post,
Bengaluru - 560057 Karnataka, India

TEL: +91 (80) 6131 6005
FAX: +91 (80) 6131 6001

On your first day of employment, please report to our office at **Gurgaon** at **9:00 a.m.** along with the documents. Should there be a change in your start date, it is mandatory for you to communicate the same to us a week in advance as this impacts your experience with Publicis Sapient.

Kindly return a copy of this letter duly counter signed by you, within a week in acceptance of the terms and conditions set out herein. Please refer to the Annexure "A" of this letter for details on the Terms of Employment, which shall apply to your employment. By signing a copy of this letter, you agree to abide by these terms and any other published terms in effect from time to time throughout the period of your employment.

We are looking forward to your joining us. We are sure that you would find life with Publicis Sapient to be motivating and challenging.

Best Regards



Kamal Karwal
GVP, People Strategy | Publicis Sapient



Offer: Computer Consultancy

Date: 19/09/2018

ARUN KUMAR SINGH
VILL- NERA BANGAR POST- NERA TEH- MAHAVAN

Dear ARUN KUMAR SINGH

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process for 'TCS Digital' and we are pleased to make you an offer of employment.

You have been selected for the position of **Systems Engineer** in Grade **C1**. You will be assigned a challenging role in any Business Unit as per the business requirements of TCSL.

Your gross salary including all benefits and Retention Incentive will be **INR 234570/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

1

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

415/21-24, Kumbharan Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers ServiceLine: 1800 209 3311 Email: careers@tcs.com



COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of INR **15,000/-** per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be INR **7,500/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of INR **500/-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

4. Personal Allowance

You will be eligible for a monthly personal allowance of INR **17,272/-** per month. This component is subject to review and may change as per TCSL's compensation policy.

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

415/21-24, Kumbharan Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

Tel: 91 44 6616 2232 Fax: 91 44 6616 2555 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers ServiceLine: 1800 209 3311 Email: careers@tcs.com



PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of INR 4,300/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Performance Bonus

Your Performance Bonus will be INR 3,100/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Performance Bonus is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Performance Bonus.

This payment shall be treated as productivity bonus in lieu of statutory profit bonus.

CITY ALLOWANCE

You will be eligible for a City Allowance of INR 400/- per month. This allowance is fully taxable, is specific to India and linked to your base branch. It is subject to review and will be discontinued while on international assignments.

RETENTION INCENTIVE

You are eligible for Retention Incentive of INR 70,000/- payable to you on an annual basis. This component is in appreciation of continuity of your service in TCSL and will be paid on completion of each year from the introduction of this incentive for a period of 3 years. The Company reserves the right to modify the same in line with the TCS Compensation Policy.

OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependents under the company's Health Insurance Scheme (HIS).

HIS offers the following benefits:

1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to INR 6,000/- per insured person per annum and basic hospitalization expenses up to INR 2,00,000/- per insured person per annum.

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TCS Careers ServiceLine: 1800 209 3311 Email: careers@tcs.com



i. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for INR **12,00,000/-** as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of INR **250/-** will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.

RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

415/21-24, Karaman Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers ServiceLine: 1 800 209 3311 Email: careers@tcs.com

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

Withdrawal of Offer

If you fail to accept the offer from TCSL within 15 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn. Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL. We look forward to having you in our global team.

Yours Sincerely,

For TATA Consultancy Services Limited



Girish V. Nandimath
Global Head Talent Acquisition & AIP

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms



S.S. BOTTLING PRIVATE LIMITED

JOB OFFER LETTER

To,

**Varsha Shrivastav
KHASPUR DAYALBAGH AGRA**

On behalf of the entire company, I'd like to say that it brings me great pleasure to formally offer you the designation of **Microbiologist, SS Bottling Pvt. Ltd.** at **Gohana, Sonapat**, you will join the organization from **10/1/2019**.

We welcome you to our company and wish you all the best for your future endeavors. This offer is provisional in nature and the regular letter of appointment shall be provided to you at the time of your joining after completion of joining formalities.

Your CTC would be Rs. 239800/-

You shall be on probation for an initial **6 month**. You are required the following original documents along with self-attested photocopies of each document at the time of joining for verification to the HR Department.

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

1. Qualification Documents (All Mark Sheets from 10th to Last)
2. Work Experience Certificates or Relieving Letter of previous Employers.
3. Last 3 month Pay slips of previous employer.
4. Last 6 months bank statement.
5. Address Proof (Aadhar Card is preferred)
6. Pan Card (Original with Photo copy)
7. 3 Photographs

As you are going to be an integral part of the company, we'll try to extend all possible support to you during your tenure.

Looking forward to having you with us and wishing you great success with **SS Bottling Pvt. Ltd.**

Kindly Confirm your Acceptance and date of joining.

For SS Bottling Pvt. Ltd., Gohana, Sonapat.

Authorized Signatory

Work Place – Khasra No 15/13, 15/14, 15/15(4-0), 15//18/1/1 15//18/1/2 & 15//23/1/1 Village Mehmood Pur,
Tehsil Gohana, Distt. Sonapat, Haryana – 131001 (INDIA)

Regd. Office – 9/53, Kirti Nagar, Indl. Area, New Delhi – 110015 Tel: +91-11-45072942, 25927392 Fax: +91-11-45072943

Corporate Identity Number : U15549dl2018ptc337847



Zummit Infolabs LLP
1498, 40th cross, 22nd main 4th t block Jayanagar,
Bangalore 41
www.zummitlabs.com

Date of Joining: 15/05/2023

Sub: Letter of Appointment

Dear Shruti Gautam
HN 102 SUNAHARI NAGAR
SHIKOHABAD ROAD ETAH UP
207001

This is to inform you that you have been offered the position of a "Bioinformatics Professional" at Zummit Infolabs based on the interview with a full time engagement of 8 hours at least. During this period you will be paid 324500/- per annum.

This includes activities related to application development using Python, Django, Web development and some machine learning along with some Enzyme Engineering and Biotechnology domain knowledge.

Details of the offer are further explained in the annexure attached. You are requested to go through the terms and conditions and sign below your acceptance for the same.

Wishing you all the very best and a warm welcome to the Zummit Infolabs family.

On behalf of Zummit Infolabs,

Isha Mishra

Isha Mishra
HR Head
Zummit Infolabs
Bangalore

Confidential

Zummit Infolabs LLP
www.zummitlabs.com





Zummit Infolabs LLP
1498, 40th cross, 22nd main 4th t block Jayanagar,
Bangalore 41
www.zummitlabs.com

TERMS AND CONDITIONS OF SERVICE FOR APPOINTMENT AS
Bioinformatics Intern

This is with reference to the discussion which you had with us; we are pleased to appoint you for the said post under the following terms and conditions.

- Your appointment will be effective: 15/05/2023
- You are designated as: Bioinformatics Professional
- The copyright in the entire work product, material and other tangible property written or generated by you during the course of your employment with the Company shall be and will remain the exclusive property of the Company. You shall return the same to the Company on termination of your employment or at such earlier time as requested for by the Company. The work product shall be the exclusive property of the Company, and the Company shall be free to deal with the same in such manner as it deems fit.
- The employee shall at any time be liable for the disciplinary action such as Warning, Suspension, Discharge, Dismissal or losing Lien on his employment for unsatisfactory performance, causing damage/financial loss to the company, committing breach of any service condition, misconduct such as irregular attendance, unauthorized absence, misbehaviors or any unworthy acts like thefts, misappropriation/fraud, dishonesty, immorality, indecent behavior, usage of indecent language, conviction, falsification of documents/ records or information given Application for securing a job which in the opinion of the company is prejudicial and detrimental to the interest of the company.
- The employee shall in addition to the General Service Conditions as specifically stated herein above be governed by other rules, regulations; practices, systems, procedures and policies as are in force or may be added, altered, modified or omitted/deleted by the company from time to time.

For Zummit Infolabs,

Isha Mishra

Isha Mishra
HR Head
Zummit Infolabs
Bangalore

Confidential

Zummit Infolabs LLP
www.zummitlabs.com





S.S. BOTTLING PRIVATE LIMITED

JOB OFFER LETTER

To,

HARI OM SINGH

Ramnagar Mumreja, Post Harautha, Iglas, Aligarh, Uttar Pradesh

On behalf of the entire company, I'd like to say that it brings me great pleasure to formally offer you the designation of **Microbiologist, SS Bottling Pvt. Ltd.** at **Gohana, Sonapat**, you will join the organization from **10/1/2019**.

We welcome you to our company and wish you all the best for your future endeavors.

This offer is provisional in nature and the regular letter of appointment shall be provided to you at the time of your joining after completion of joining formalities.

Your CTC would be Rs. 239800/-

You shall be on probation for an initial **6 month**. You are required the following original documents along with self-attested photocopies of each document at the time of joining for verification to the HR Department.

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

1. Qualification Documents (All Mark Sheets from 10th to Last)
2. Work Experience Certificates or Relieving Letter of previous Employers.
3. Last 3 month Pay slips of previous employer.
4. Last 6 months bank statement.
5. Address Proof (Aadhar Card is preferred)
6. Pan Card (Original with Photo copy)
7. 3 Photographs

As you are going to be an integral part of the company, we'll try to extend all possible support to you during your tenure.

Looking forward to having you with us and wishing you great success with **SS Bottling Pvt. Ltd.**

Kindly Confirm your Acceptance and date of joining.

For **SS Bottling Pvt. Ltd., Gohana, Sonapat.**

Authorized Signatory

Work Place – Khasra No 15/13, 15/14, 15/15(4-0), 15//18/1/1 15//18/1/2 & 15//23/1/1 Village Mehmood Pur,
Tehsil Gohana, Distt. Sonapat, Haryana – 131001 (INDIA)

Regd. Office – 9/53, Kirti Nagar, Indl. Area, New Delhi – 110015 Tel: +91-11-45072942, 25927392 Fax: +91-11-45072943

Corporate Identity Number : **U15549dl2018ptc337847**



Offer: Computer Consultancy
Date: 19/09/2018

REKHA
O 1 LAWYERS COLONY AGRA 282005

Dear REKHA

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process for 'TCS Digital' and we are pleased to make you an offer of employment.

You have been selected for the position of **Systems Engineer** in Grade **C1**. You will be assigned a challenging role in any Business Unit as per the business requirements of TCSL.

Your gross salary including all benefits and Retention Incentive will be **INR 234570/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

1

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

415/21-24, Kumbharan Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

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TCS Careers ServiceLine: 1800 209 3311 Email: careers@tcs.com



COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of INR **15,000/-** per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be INR **7,500/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of INR **500/-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

4. Personal Allowance

You will be eligible for a monthly personal allowance of INR **17,272/-** per month. This component is subject to review and may change as per TCSL's compensation policy.

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PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of INR 4,300/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Performance Bonus

Your Performance Bonus will be INR 3,100/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Performance Bonus is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Performance Bonus.

This payment shall be treated as productivity bonus in lieu of statutory profit bonus.

CITY ALLOWANCE

You will be eligible for a City Allowance of INR 400/- per month. This allowance is fully taxable, is specific to India and linked to your base branch. It is subject to review and will be discontinued while on international assignments.

RETENTION INCENTIVE

You are eligible for Retention Incentive of INR 70,000/- payable to you on an annual basis. This component is in appreciation of continuity of your service in TCSL and will be paid on completion of each year from the introduction of this incentive for a period of 3 years. The Company reserves the right to modify the same in line with the TCS Compensation Policy.

OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependents under the company's Health Insurance Scheme (HIS).

HIS offers the following benefits:

1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to INR 6,000/- per insured person per annum and basic hospitalization expenses up to INR 2,00,000/- per insured person per annum.

TATA CONSULTANCY SERVICES

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i. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for INR **12,00,000/-** as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of INR **250/-** will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.

RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

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Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers ServiceLine: 1 800 209 3311 Email: careers@tcs.com

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

Withdrawal of Offer

If you fail to accept the offer from TCSL within 15 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn. Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL. We look forward to having you in our global team.

Yours Sincerely,

For TATA Consultancy Services Limited



Girish V. Nandimath
Global Head Talent Acquisition & AIP

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms



To,

**KANISAK SHAKYA
VILLAGE MUDILIA POST BAJNA DISTRICT, MATHIURA**

Dear KANISAK SHAKYA

On behalf of the BAJAJ AUTO LTD. Company, I'd like to say that it brings me great pleasure to formally offer you the designation of Trainee Executive at Haridwar, Uttarakhand, you will join the organization from 23/12/2018. We welcome you to our company and wish you all the best for your future endeavors.

Your CTC would be Rs. 145700 (P/A)

You shall be on probation for an initial 6 month. You are required the following original documents along with self-attested photocopies of each document at the time of joining for verification to the IIR Department.

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

- Qualification Documents (All MarkSheets from 10th to Last)
- Work Experience Certificates or Relieving Letter of previous Employers*.
- Last 3 month Pay slips of previous employer*.
- Last 6 months bank statement.
- Address Proof (Aadhar Card is preferred)
- Pan Card (Original with Photocopy)
- 3 Photographs

As you are going to be an integral part of the company, we'll try to extend all possible support to you during your tenure.

Looking forward to having you with us and wishing you great success with Bajaj Auto Ltd.

For BAJAJ AUTO, Haridwar, Uttarakhand

Authorized Signatory

APPOINTMENT LETTER

ISHANT JAIN

40/47 VILLAGE MAU NEAR HARIHAR ASHRAM POST OFFICE DAYALBAGH AGRA 282005

Dear ISHANT JAIN

With reference to your application and subsequent interview(s) you had with us, we are pleased to offer you employment in our organization, on the terms and conditions, mentioned in this letter of appointment herein below :-

Department: IT

Location: Gurugram

Cost to Company: Your cost to company will be INR 289700/- per annum.

Designation : Junior PHP Developer

1. DATE OF JOINING / APPOINTMENT DATE

This appointment will commence from your date of joining which should not be later than **02/04/2020** provided that you indicate your acceptance to the same by signing and returning a duplicate a copy of this letter of appointment to us immediately.

Further, in case, you have any objections to the terms and conditions of this letter, the same should be communicated to us within 15 days from the date of this letter and prior to your tendering us your acceptance to the same, failing which the entire terms and conditions as stipulated herein, shall be deemed to have been accepted by you without any demur. The Appointment Date shall not be varied except if so intimated by the Company in writing.

You should report for joining at the Place of Posting on or before the above date of joining along with copies of **self-attested** documents as mentioned below :-

- Educational documents: 10th, 12th, Graduation (if applicable), Post-Graduation (if applicable)
- Address proof (Passport/Driving license/ Voter ID card/Aadhaar card)
- PAN card copy(Mandatory)
- Aadhaar card copy(Mandatory)
- Work experience letter of previous organizations
- Six(6) Passport size photographs
- Resume

This agreement lays down the terms of employment, agreed upon by the employer and employee. Whether stated explicitly in the agreement or not, both the employee and the employer have the duty of mutual confidence and trust, and to make only lawful and reasonable demands on each other.

VOROMBE TECH SOLUTIONS PVT. LTD.

Head Office: H-170, GF KH NO-1446 BLOCK-H AYA NAGAR EXTENSION PH-6, NEW DELHI

CIN: U72900DL2019PTC359018 www.vorombetech.com info@vorombetech.com

ANNEXURE 'A': COMPENSATION DETAILS

Name: ISHANT JAIN
Designation: PHP Developer
Date of Joining: 02/04/2020
Location: Gurgaon

Your remuneration at Vorombetech Solutions Pvt. Ltd.	
Salary Annexure	
Employee Name	4
Designation	Junior PHP Developer
Annual CTC (INR)	289700



Vorombetech Solutions Pvt Ltd

VOROMBE TECH SOLUTIONS PVT. LTD.

Head Office: H-170, GF KH NO-1446 BLOCK-H AYA NAGAR EXTENSION PH-6, NEW DELHI
CIN: U72900DL2019PTC359018 www.vorombetech.com info@vorombetech.com



OFFER LETTER

**PRITI
SS CHAUDHARY, NEAR SHANTANU SCHOOL, KAKRETHA, SIKANDRA**

Dear PRITI,

We are pleased to appoint you as Trainee - Engineer in Worldline Global Services Private Ltd. (WGS) based at Pune on the following terms and conditions:

1. DATE OF APPOINTMENT:

Your appointment is effective from 25/10/2018

2. EMOLUMENTS: (please refer the annexure for more details of your salary).

2.1 Salary:

You will be paid a Basic monthly salary of **Rs. 237890/-** per annum.

2.2 Basket of Allowance:

You will be paid a fixed Basket of Allowance of **Rs. 8,797/- (Eight Thousand Seven Hundred Ninety Seven)**.

2.3 Performance Pay:

You shall be entitled to performance pay as indicated in the annexure based on companies and your individual performance.

2.4 Provident Fund:

You will be covered under the Provident Fund Scheme operating in the Company, and will be governed by the rules and regulations of the Provident Fund Act - 1952 as applicable from time to time.

2.5 Group Personal Accident Insurance:

You will be covered under the Group Personal Accident Insurance policy of the Company against Death / Disablement caused due to accidents.

2.6 Group Mediclaim Scheme:

During your tenure with the Company you and your family will be covered under our Group Mediclaim Scheme and governed by the rules & regulations framed under such policies as applicable from time to time.

2.7 Life Term Insurance Policy:

You will be covered under the Life Term Insurance Policy of the Company.

2.8 Gratuity:

You will be entitled to Gratuity as per the Gratuity Act 1972 and in accordance with the rules governing such payments.

3. DUTIES:

- a) You will report to **Senior Manager** for instructions and duties. The Management reserves the right to assign to you such other duties and responsibilities, both inside and outside the office premises, as may be considered necessary, from time to time in the Company's interests.
- b) You represent and warrant to the Company that you are under no obligations or commitments, whether contractual or otherwise, that are inconsistent with your obligations under this Agreement.

4. PROBATION:

You will be on probation for a period of 12 months from the date of your appointment and the management reserves the right to extend the period. The salary or the accumulated leave will not be adjusted against the notice pay. You will continue to be on probation until your services are confirmed in writing. If you resign during your probation period of 12 months, then you will have to pay the bond amount as per the company policy & serve 3 months of notice period.

5. TERMINATION AND DISMISSAL:

- a) Notice Period: On confirmation, either party's will be required to give a notice of 3 months for separation. The Company may, at its sole discretion terminate the services by giving the salary in lieu of the notice period. The Management however shall have the sole discretion to change such period of notice, as it deems appropriate. Servicing notice period is mandatory.
- b) The Management shall have the right to remove you from this position during the entire notice period or part thereof. In such event, your rights and obligations under this Contract shall remain in force and you shall consequently observe the provisions on competition restriction and confidentiality etc, as set forth in this Contract.
- c) The Company shall have the right to dismiss you with immediate effect if you have grossly neglected your obligations to the Company or otherwise committed a material breach of contract.
- d) You shall be obliged to inform a person, appointed by the Company, of all circumstances regarding the Company's business that you are familiar with, in order to reduce the risk of disruption in the business as a result of your leaving this position.
- e) Upon termination of the employment, irrespective of the reason therefore, all obligations of the Company will expire, including but not limited to the obligation to pay pension premiums, unless otherwise expressly stated in this Contract.

Please note that that this appointment is subject to clearance of the following:

- f) Background Verification – Your appointment is conditional upon completion of satisfactory reference and background checks (education, employment history & other details furnished by you in your application). In case any information given by you is found to be false or incorrect at any point in time of your employment, the appointment would be deemed void-ab-initio and liable for termination without notice or salary in lieu thereof

6. LEAVE:

You will be entitled to Earned Leave (privilege leave) as per the company policy.

7. AGE OF RETIREMENT:

As per the revised company policy all the employees will superannuate at the age of 60.

8. TRANSFER:

Your services are liable to be transferred to any other Departments, Branches, Sites, Sister Companies or any of their branches in India. On your transfer, you will be governed by the company's rules applicable to the establishment to which you are posted.

9. INCREMENTS:

Increments will not be automatic, but will be at the discretion of the Management, and will depend on the individual and Company performance.

10. SERVICE RULES:

a. Other Work

Your whole time and attention should be devoted to the interests of the Company and you shall devote yourself exclusively to the business of the Company. You will not take up any other work for remuneration (part-time or otherwise) or work on advisory capacity or be interested directly or indirectly (except as shareholder or debenture holder) in any other trade or business during the employment with the Company without permission in writing of the Management of the Company.

You will be guided by the Company's policies and procedures which the management may modify or change as it may deem fit from time to time.

b. Secrecy

You will not at any time, while in service, without written consent of the CEO, and thereafter for a period of 2 years from the cessation of your employment, for whatever reason, shall not disclose or divulge or make public, except on legal obligations, any information regarding the Company's affairs, business, plans,

Administration or research carried out whether the same may be confided to you or become know to you in the course of your service or otherwise. Information means and includes without limitation all and any data, know-how, formulae, processes, designs, photographs, drawings, specifications, programmes, samples, trade secrets, intellectual property and all information of whatever description and any other material bearing or incorporating any information concerning or relating to the Company, its assets, properties, plans, processes, finances, methods, operations, market strategy, marketing and pricing information, customer or consumer databases, pricing or other policies, business and business plans, intellectual property, and also includes all documents, agreements, sales charts, cost projections and analyses, pricing models, financial and tax information, business, marketing and operational projections, plans and opportunities, product information, designs, identification of customers, vendors and suppliers, customer, vendor and distribution lists, business records and other books and records relating to or concerning the Company.

You will adhere to the company's Information Security policy.

c. Intellectual Property

All ideas, inventions, design, software and all other intellectual property that may be developed by you or in the development of which you have played any role while you are in employment of the Company will solely and absolutely belong to the Company. You shall not be entitled to claim ownership of any rights on the same. In consideration of your salary, emoluments and other benefits drawn by you so long as you remain an employee of the Company, all your rights, if any, including, without limitation, all rights of creative authorship and other rights whatsoever shall stand assigned to the Company absolutely.

d. Past Records

If any declaration given or furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, in such case you will be liable to removal from service without any notice.

11. NON SOLICITATION

During the term of the employment and thereafter for a period of 2 years from the cessation of your employment, for whatever reason, you shall not in any way directly or indirectly engage, hire or employ in any manner whatsoever, any of the Company's personnel or staff or solicit, entice or in any way induce such employees to associate themselves, whether as employees, consultants, advisors, partners or otherwise, with you or any organization that you may become associated, employed or affiliated, with, after cessation of your employment with the Company.

12. CONSEQUENCES OF BREACH OF TERMS:

Notwithstanding anything contained in Clause 4 and 5 above, should you contravene or breach any of the foregoing terms and conditions of service, the Company will be entitled to terminate your services forthwith, without compensation, notice period or salary in lieu thereof and without prejudice to other legal rights/remedies available to the Company.

The provisions under Clause 11 shall survive the cessation of your employment and shall remain in force for a period of 2 years thereafter.

You are requested to, please sign the duplicate copy of this letter and return it to us, signifying your acceptance of all the term contained here.

We are delighted to have to with us. We take this opportunity to welcome you to Worldline and look forward to your long and happy association with us.

For **WORLDLINE GLOBAL SERVICES PVT. LTD.**



Jose Raj
Senior Vice President and Head – HR



PRIVATE & CONFIDENTIAL

NITIN SHARMA
S/O BHARAT BHUSHAN SHARMA

B 165 MIG(BHAWAN)
SHASTRIPURAM
SIKANDRA

Date: 23/12/2018

TRAINEE ASSOCIATE (Trainee Associate Engineer Network - MID) CONTRACT

Dear NITIN SHARMA,

This is your Contract of Training/Apprenticeship ("**Contract**") and contains a statement of the applicable terms of your training.

We are delighted that you have agreed to join us as a Trainee (Trainee Associate Engineer Network - MID). Once you have acknowledged these terms, this shall become a contract between you and the Company.

Please note that your engagement with us is subject to you having the right to work in India, completing the applicable registration requirements under law, and to our being satisfied that you have met all pre-engagement conditions. Any requirements under the Provisional Offer of Apprenticeship, that permit or require compliance after the commencement of your training, will continue to require compliance by you within timelines specified therein.

1. Commencement Date

1.1 For the purposes of your training, your engagement is with BT Global Business Services Pvt Ltd (Company) having its registered office at Eros Corporate Tower, 11th Floor, Nehru Place, New Delhi, 110019, India.

1.2 Your Training will be for a period of 12 months from the start date specified in Appendix 1. Your stipend for the term of twelve (12) months is **INR 214500** which shall be payable monthly in arrears directly into your nominated bank account. (Stipend). A complete breakdown of your Stipend/compensation package is set out at Appendix 1 of this Contract.

Corporate Office:
7th to 9th Floor, Tower C & D, Building
No. 14,
Sector 24 & 25 A
DLF Cyber City
Notified SEZ
DLF City
Gurgaon-122002

BT Global Business Services Pvt Ltd
CIN: U74140DL2014PTC268583
Registered Office:
11th Floor, Eros Corporate Tower
Opp. International Trade Tower
Nehru Place,
New Delhi - 110 019, India
Tel.: +91 11 4781 1111
Fax: +91 11 4103 4438

www.bt.com

**Appendix1 Table of
benefits**

Section Name	NITIN SHARMA	
1.	Position	Trainee Associate (Trainee Associate Engineer Network - MID) reporting to Sneh Deep Jassal (EIN :611638876), Title: Technical Delivery Manager-MBNL, Ph:
2.	Start Date	23/12/2018
3.	Normal Place of Work	7th & 8th Floors, Tower C & D, Building No 14 Sector 24 & 25A, Gurugram 122016, India
3B.	Temporary Place of Work	NA
4.	Stipend	As set out below
5.	Next Stipend Review date	On successful completion of apprenticeship/training
6.	Annual Leave	21
7.	Benefits	Group Medical Insurance Plan: Coverage of INR 6,00,000 for you; your spouse and 2 dependent children, as applicable to be availed as per the due process. Group Personal Accident Plan only for yourself: 5 times of your annual stipend or INR 10,00,000, whichever is higher. Group Term Life Insurance Policy only for yourself: 5 times of your annual stipend or INR 10,00,000, whichever is higher.

Yours sincerely,



Sai Kumar
Senior Manager - Talent Acquisition
For and on behalf of BT Global Business Services Pvt Ltd



S.S. BOTTLING PRIVATE LIMITED

JOB OFFER LETTER

To,

TANYA CHOUDHARY

Mela vala baag Krishna bihar shikohabad

On behalf of the entire company, I'd like to say that it brings me great pleasure to formally offer you the designation of **Microbiologist, SS Bottling Pvt. Ltd.** at **Gohana, Sonapat**, you will join the organization from **10/1/2019**.

We welcome you to our company and wish you all the best for your future endeavors.

This offer is provisional in nature and the regular letter of appointment shall be provided to you at the time of your joining after completion of joining formalities.

Your CTC would be Rs. 239800/-

You shall be on probation for an initial **6 month**. You are required the following original documents along with self-attested photocopies of each document at the time of joining for verification to the HR Department.

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

1. Qualification Documents (All Mark Sheets from 10th to Last)
2. Work Experience Certificates or Relieving Letter of previous Employers.
3. Last 3 month Pay slips of previous employer.
4. Last 6 months bank statement.
5. Address Proof (Aadhar Card is preferred)
6. Pan Card (Original with Photo copy)
7. 3 Photographs

As you are going to be an integral part of the company, we'll try to extend all possible support to you during your tenure.

Looking forward to having you with us and wishing you great success with **SS Bottling Pvt. Ltd.**

Kindly Confirm your Acceptance and date of joining.

For SS Bottling Pvt. Ltd., Gohana, Sonapat.

Authorized Signatory

Work Place – Khasra No 15/13, 15/14, 15/15(4-0), 15//18/1/1 15//18/1/2 & 15//23/1/1 Village Mehmood Pur,
Tehsil Gohana, Distt. Sonapat, Haryana – 131001 (INDIA)

Regd. Office – 9/53, Kirti Nagar, Indl. Area, New Delhi – 110015 Tel: +91-11-45072942, 25927392 Fax: +91-11-45072943

Corporate Identity Number : **U15549dl2018ptc337847**



Offer Letter

Date: 19/09/2018

AKASH RAWAT
38B/210 Devi Nagar Nagla Padi Dayal Bagh Agra

Dear **AKASH RAWAT**,

We congratulate you on your selection as "Solution Developer Trainee" at InfoAxon Technologies. We look forward to your contribution in our pursuit of excellence.

InfoAxon is a young company with average age of employees below 30, all of whom share the same hope and aspirations. The culture and atmosphere is informal, conducive to creativity with lot of role to play around. The pressure may be high and the job demanding but we hope you'll find it exciting, stimulating and challenging.

You will be provided a gross remuneration package of INR 240000/- Salary per annum. You would be on probation for a period of 6 (Six) months. On successful completion of your probation period you would be confirmed. You are requested to join on or before **19/09/2018**. Please indicate your acceptance by signing one copy of this letter and returning it to the company.

On acceptance of this offer, your appointment with the company will be on the basis of the standard terms and conditions as provided by this letter and the appointment letter. Based on your confirmation to join us, we are closing this position. In case you do not join us on the agreed date, it will be taken as breach of contract liable for legal action.

As a token of acceptance of our offer, kindly send us the confirmation email by 19/09/2018 evening. This offer is valid till 19/09/2018. Henceforth it will be considered as null and void.

We look forward to your accepting this offer and contributing into creating a global organization.

Yours sincerely,


For InfoAxon Technologies India Pvt. Ltd.

A handwritten signature in blue ink is written over a circular blue stamp. The stamp contains the text "InfoAxon Technologies India Pvt. Ltd." around the perimeter, "INDIA" at the top, "0120 - 4215960" in the center, and "- 73" at the bottom.

Authorized Signatory

InfoAxon Technologies India Pvt. Ltd.
00th Floor, Tradex Tower,
Plot No 15, Sector 125, Noida-201301
Phone : +91 120 421 5060-73
Website: www.infoaxon.com



Annexure-I Compensation & Benefits	
Name	AKASH RAWAT
Designation	Solution Developer Trainee
Effective Date	19/09/2018
Location	Noida/Pune/Bangalore
Annual Cost To Company	240000/-
For InfoAxon Technologies India Pvt. Ltd.	
	



OFFER LETTER

To,

**DIVYA AGARWAL
MOHALLA DAVGRAN JALAUN UTTAR PRADESH 285123**

Dear DIVYA AGARWAL

On behalf of the P. Dass Forging Private Limited, I'd like to say that it brings me great pleasure to formally offer you the designation of Trainee Executive at Rohtak, Haryana, you will join the organization from 20/01/2019

We welcome you to our company and wish you all the best for your future endeavors.

This offer is provisional in nature and the regular letter of appointment shall be provide to you at the time of your joining after completion of joining formalities.

Your CTC would be Rs. 254500/-

You shall be on probation for an initial 6 month. You are required the following original documents along with self-attested photocopies of each document at the time of joining for verification to the IIR Department.

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

- Qualification Documents (All Mark-Sheets from 10th to Last)
- Work Experience Certificates or Relieving Letter of previous Employers.
- Last 3 month Pay slips of previous employer*.
- Last 6 months bank statement.
- Address Proof (Aadhar Card is preferred)
- Pan Card (Original with Photocopy)
- 3 Photographs

As you are going to be an integral part of the company, we'll try to extend all possible support to you during your tenure.

Looking forward to having you with us and wishing you great success with P D F

Kindly Confirm your Acceptance and date of Joining.

For P. Dass Forging Private Limited, Rohtak, Haryana

Authorized Signatory



APPOINTMENT LETTER

To,

PREETI KUMARI
VIII. And post-pipariya

Dear **PREETI KUMARI**

We are delighted to offer you a position as **Junior Associate, Technology** with Publicis Sapient, a division of TLG India Pvt. Ltd. ("Publicis Sapient").

Publicis Sapient will provide you with a total compensation package that consists of your base salary and statutory retirement benefits.

The Total Cost to Company offered to you is INR 320000/- which includes the following:-

- An annualized base salary of INR 320000/- (including HRA)
- Provident Fund and Gratuity contributions, (As per the applicable provisions)

Tax at the applicable rate shall be deducted at source from your salary.
(Please refer to Annexure "B" for details)

Your anticipated start date will **10/1/2019** You will be on training for a period of 6 months from the start date of your employment. Your home office would be in **Noida**, India.

In addition to your salary, you will be entitled to:-

- Receive Relocation expenses up to a maximum of amount Rs 10,000, (subject to submission of receipts)
- Participate in the Publicis Sapient's medical and life insurance benefits

The realisation of the above items is subject to the terms set forth in Annexure 'A' under the respective clauses.

You will be required to sign a training agreement on joining Publicis Sapient. Publicis Sapient would be making considerable investment in imparting specialized training to you for meeting the business requirements of the Company. Should you decide to leave Publicis Sapient within 18 months of the **10/1/2019**. You would be required to pay INR 150,000 in accordance with the terms of the training agreement.

TLG India Private Limited
G1, SEZ, Condo Technopark,
Building No. 1, Tower B, Ground - 3rd Floor,
Building No. 2, Tower A, Ground & First Floor,
Building No. 3, Ground & First Floor,
SEZ Sector 21, Village Conditara,
Gurgaon - 122016 Haryana, India

TEL: +91 (124) 472 4885
FAX: +91 (124) 472 4027

Registered Office: TLG India Private Limited
13th Floor, Laxmi Trade, Tower A, 35, Sector 16, Kirti Vihar, Lower Phase, Gurgaon, Haryana
Tel: +91 (124) 464 3667 Fax: +91 (124) 464 3667 Ctn: UPI4600410270015756

www.publicissapient.com

TLG India Private Limited
Cygnus Business Park Private Limited SEZ,
Tower C, 2nd - 4th Floor, Plot No. 7,
Sector 14A, Expressway,
Noida - 201301,
Uttar Pradesh, India

TEL: +91 (120) 472 5885
FAX: +91 (120) 472 5875

TLG India Private Limited
Signature Correlation Success Park,
267D, Building Virga, Outer Ring Road,
Dandankundi-Cyber, Marathahalli Post,
Bengaluru - 560057 Karnataka, India

TEL: +91 (80) 6131 6005
FAX: +91 (80) 6131 6001

On your first day of employment, please report to our office at **Gurgaon** at **9:00 a.m.** along with the documents. Should there be a change in your start date, it is mandatory for you to communicate the same to us a week in advance as this impacts your experience with Publicis Sapient.

Kindly return a copy of this letter duly counter signed by you, within a week in acceptance of the terms and conditions set out herein. Please refer to the Annexure "A" of this letter for details on the Terms of Employment, which shall apply to your employment. By signing a copy of this letter, you agree to abide by these terms and any other published terms in effect from time to time throughout the period of your employment.

We are looking forward to your joining us. We are sure that you would find life with Publicis Sapient to be motivating and challenging.

Best Regards



Kamal Karwal
GVP, People Strategy | Publicis Sapient



S.S. BOTTLING PRIVATE LIMITED

JOB OFFER LETTER

To,

Hema Rathore
13/423 nunhai link road agra Infront of state bank of india

On behalf of the entire company, I'd like to say that it brings me great pleasure to formally offer you the designation of **Microbiologist, SS Bottling Pvt. Ltd.** at **Gohana, Sonipat**, you will join the organization from **10/1/2019**.

We welcome you to our company and wish you all the best for your future endeavors. This offer is provisional in nature and the regular letter of appointment shall be provided to you at the time of your joining after completion of joining formalities.

Your CTC would be Rs. 239800/-

You shall be on probation for an initial **6 month**. You are required the following original documents along with self-attested photocopies of each document at the time of joining for verification to the HR Department.

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

1. Qualification Documents (All Mark Sheets from 10th to Last)
2. Work Experience Certificates or Relieving Letter of previous Employers.
3. Last 3 month Pay slips of previous employer.
4. Last 6 months bank statement.
5. Address Proof (Aadhar Card is preferred)
6. Pan Card (Original with Photo copy)
7. 3 Photographs

As you are going to be an integral part of the company, we'll try to extend all possible support to you during your tenure. Looking forward to having you with us and wishing you great success with **SS Bottling Pvt. Ltd.**

Kindly Confirm your Acceptance and date of joining.

For **SS Bottling Pvt. Ltd., Gohana, Sonipat.**

Authorized Signatory

Work Place – Khasra No 15/13, 15/14, 15/15(4-0), 15//18/1/1 15//18/1/2 & 15//23/1/1 Village Mehmood Pur,
Tehsil Gohana, Distt. Sonapat, Haryana – 131001 (INDIA)
Regd. Office – 9/53, Kirti Nagar, Indl. Area, New Delhi – 110015 Tel: +91-11-45072942, 25927392 Fax: +91-11-45072943
Corporate Identity Number : U15549dl2018ptc337847



Offer: Computer Consultancy
Date: 19/09/2018

SHARMA VIPUL
16/48 LADLI KATRA SHAHGANJ AGRA

Dear SHARMA VIPUL

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process for 'TCS Digital' and we are pleased to make you an offer of employment.

You have been selected for the position of **Systems Engineer** in Grade **C1**. You will be assigned a challenging role in any Business Unit as per the business requirements of TCSL.

Your gross salary including all benefits and Retention Incentive will be **INR 234570/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

1

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

415/21-24, Kumbharan Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers ServiceLine: 1800 209 3311 Email: careers@tcs.com



COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of INR **15,000/-** per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be INR **7,500/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of INR **500/-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

4. Personal Allowance

You will be eligible for a monthly personal allowance of INR **17,272/-** per month. This component is subject to review and may change as per TCSL's compensation policy.

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

415/21-24, Karaman Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

Tel: 91 44 6616 2232 Fax: 91 44 6616 2555 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers ServiceLine: 1800 209 3311 Email: careers@tcs.com



PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of INR 4,300/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Performance Bonus

Your Performance Bonus will be INR 3,100/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Performance Bonus is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Performance Bonus.

This payment shall be treated as productivity bonus in lieu of statutory profit bonus.

CITY ALLOWANCE

You will be eligible for a City Allowance of INR 400/- per month. This allowance is fully taxable, is specific to India and linked to your base branch. It is subject to review and will be discontinued while on international assignments.

RETENTION INCENTIVE

You are eligible for Retention Incentive of INR 70,000/- payable to you on an annual basis. This component is in appreciation of continuity of your service in TCSL and will be paid on completion of each year from the introduction of this incentive for a period of 3 years. The Company reserves the right to modify the same in line with the TCS Compensation Policy.

OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependents under the company's Health Insurance Scheme (HIS).

HIS offers the following benefits:

1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to INR 6,000/- per insured person per annum and basic hospitalization expenses up to INR 2,00,000/- per insured person per annum.

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

415/21-24, Kumanan Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers ServiceLine: 1800 209 3311 Email: careers@tcs.com



i. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for INR **12,00,000/-** as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of INR **250/-** will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.

RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

Withdrawal of Offer

If you fail to accept the offer from TCSL within 15 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn. Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL. We look forward to having you in our global team.

Yours Sincerely,

For TATA Consultancy Services Limited



Girish V. Nandimath
Global Head Talent Acquisition & AIP

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms

APPOINTMENT LETTER

FARMAN ABBAS

19 EXTENSION MARUTI PRAVASHAM MARUTI CITY ROAD SHAMSHABAD ROAD AGRA

Dear **FARMAN ABBAS**

With reference to your application and subsequent interview(s) you had with us, we are pleased to offer you employment in our organization, on the terms and conditions, mentioned in this letter of appointment herein below :-

Department: IT

Location: Gurugram

Cost to Company: Your cost to company will be INR 289700/- per annum.

Designation : Junior PHP Developer

1. DATE OF JOINING / APPOINTMENT DATE

This appointment will commence from your date of joining which should not be later than **2/4/2020** provided that you indicate your acceptance to the same by signing and returning a duplicate a copy of this letter of appointment to us immediately.

Further, in case, you have any objections to the terms and conditions of this letter, the same should be communicated to us within 15 days from the date of this letter and prior to your tendering us your acceptance to the same, failing which the entire terms and conditions as stipulated herein, shall be deemed to have been accepted by you without any demur. The Appointment Date shall not be varied except if so intimated by the Company in writing.

You should report for joining at the Place of Posting on or before the above date of joining along with copies of **self-attested** documents as mentioned below :-

- Educational documents: 10th, 12th, Graduation (if applicable), Post-Graduation (if applicable)
- Address proof (Passport/Driving license/ Voter ID card/Aadhaar card)
- PAN card copy(Mandatory)
- Aadhaar card copy(Mandatory)
- Work experience letter of previous organizations
- Six(6) Passport size photographs
- Resume

This agreement lays down the terms of employment, agreed upon by the employer and employee. Whether stated explicitly in the agreement or not, both the employee and the employer have the duty of mutual confidence and trust, and to make only lawful and reasonable demands on each other.

VOROMBE TECH SOLUTIONS PVT. LTD.

Head Office: H-170, GF KH NO-1446 BLOCK-H AYA NAGAR EXTENSION PH-6, NEW DELHI

CIN: U72900DL2019PTC359018 www.vorombetech.com info@vorombetech.com

ANNEXURE 'A': COMPENSATION DETAILS

Name: FARMAN ABBAS
Designation: PHP Developer
Date of Joining: 2/4/2020
Location: Gurgaon

Your remuneration at Vorombetech Solutions Pvt. Ltd.	
Salary Annexure	
Employee Name	2
Designation	Junior PHP Developer
Annual CTC (INR)	289700



Vorombetech Solutions Pvt Ltd

VOROMBE TECH SOLUTIONS PVT. LTD.

Head Office: H-170, GF KH NO-1446 BLOCK-H AYA NAGAR EXTENSION PH-6, NEW DELHI
CIN: U72900DL2019PTC359018 www.vorombetech.com info@vorombetech.com



Zummit Infolabs LLP
1498, 40th cross, 22nd main 4th t block Jayanagar,
Bangalore 41
www.zummitlabs.com

Date of Joining: 25/10/2018

Sub: Letter of Appointment

Dear MEHREEN MUSTAFA
Azad Nagar Near Police Line Post
Gola Bazaar

This is to inform you that you have been offered the position of a "Bioinformatics Professional" at Zummit Infolabs based on the interview with a full time engagement of 8 hours at least. During this period you will be paid 287000/- per annum.

This includes activities related to application development using Python, Django, Web development and some machine learning along with some Enzyme Engineering and Biotechnology domain knowledge.

Details of the offer are further explained in the annexure attached. You are requested to go through the terms and conditions and sign below your acceptance for the same.

Wishing you all the very best and a warm welcome to the Zummit Infolabs family.

On behalf of Zummit Infolabs,

Isha Mishra

Isha Mishra
HR Head
Zummit Infolabs
Bangalore

Confidential

Zummit Infolabs LLP
www.zummitlabs.com





Zummit Infolabs LLP
1498, 40th cross, 22nd main 4th t block Jayanagar,
Bangalore 41
www.zummitlabs.com

TERMS AND CONDITIONS OF SERVICE FOR APPOINTMENT AS
Bioinformatics Intern

This is with reference to the discussion which you had with us; we are pleased to appoint you for the said post under the following terms and conditions.

- Your appointment will be effective: 25/10/2018
- You are designated as: Bioinformatics Professional
- The copyright in the entire work product, material and other tangible property written or generated by you during the course of your employment with the Company shall be and will remain the exclusive property of the Company. You shall return the same to the Company on termination of your employment or at such earlier time as requested for by the Company. The work product shall be the exclusive property of the Company, and the Company shall be free to deal with the same in such manner as it deems fit.
- The employee shall at any time be liable for the disciplinary action such as Warning, Suspension, Discharge, Dismissal or losing Lien on his employment for unsatisfactory performance, causing damage/financial loss to the company, committing breach of any service condition, misconduct such as irregular attendance, unauthorized absence, misbehaviors or any unworthy acts like thefts, misappropriation/fraud, dishonesty, immorality, indecent behavior, usage of indecent language, conviction, falsification of documents/ records or information given Application for securing a job which in the opinion of the company is prejudicial and detrimental to the interest of the company.
- The employee shall in addition to the General Service Conditions as specifically stated herein above be governed by other rules, regulations; practices, systems, procedures and policies as are in force or may be added, altered, modified or omitted/deleted by the company from time to time.

For Zummit Infolabs,

Isha Mishra

Isha Mishra
HR Head
Zummit Infolabs
Bangalore

Confidential

Zummit Infolabs LLP
www.zummitlabs.com





OFFER LETTER

To,

**AMIR KHAN
G-3 NEEL KAMAL APPARTMENT KRISHNA BAGH X-ING KRISHNA
BAGH DAYALBAGH AGRA**

Dear AMIR KHAN

On behalf of the P. Dass Forging Private Limited, I'd like to say that it brings me great pleasure to formally offer you the designation of Trainee Executive at Rohtak, Haryana, you will join the organization from 20/01/2019

We welcome you to our company and wish you all the best for your future endeavors.

This offer is provisional in nature and the regular letter of appointment shall be provide to you at the time of your joining after completion of joining formalities.

Your CTC would be Rs. 254500/-

You shall be on probation for an initial 6 month. You are required the following original documents along with self-attested photocopies of each document at the time of joining for verification to the HR Department.

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

- Qualification Documents (All Mark-Sheets from 10th to Last)
- Work Experience Certificates or Relieving Letter of previous Employers.
- Last 3 month Pay slips of previous employer*.
- Last 6 months bank statement.
- Address Proof (Aadhar Card is preferred)
- Pan Card (Original with Photocopy)
- 3 Photographs

As you are going to be an integral part of the company, we'll try to extend all possible support to you during your tenure.

Looking forward to having you with us and wishing you great success with P D F

Kindly Confirm your Acceptance and date of Joining.

For P. Dass Forging Private Limited, Rohtak, Haryana

David G. Grewal



PRIVATE & CONFIDENTIAL

MUSKAN GARG
S/O SATISH CHAND GARG

VILLAGE KHAWA
DHUMARI ETAH

Date: 23/12/2018

TRAINEE ASSOCIATE (Trainee Associate Engineer Network - MID) CONTRACT

Dear MUSKAN GARG,

This is your Contract of Training/Apprenticeship ('**Contract**') and contains a statement of the applicable terms of your training.

We are delighted that you have agreed to join us as a Trainee (Trainee Associate Engineer Network - MID). Once you have acknowledged these terms, this shall become a contract between you and the Company.

Please note that your engagement with us is subject to you having the right to work in India, completing the applicable registration requirements under law, and to our being satisfied that you have met all pre-engagement conditions. Any requirements under the Provisional Offer of Apprenticeship, that permit or require compliance after the commencement of your training, will continue to require compliance by you within timelines specified therein.

1. Commencement Date

1.1 For the purposes of your training, your engagement is with BT Global Business Services Pvt Ltd (Company) having its registered office at Eros Corporate Tower, 11th Floor, Nehru Place, New Delhi, 110019, India.

1.2 Your Training will be for a period of 12 months from the start date specified in Appendix 1. Your stipend for the term of twelve (12) months is **INR 214500** which shall be payable monthly in arrears directly into your nominated bank account. (Stipend). A complete breakdown of your Stipend/compensation package is set out at Appendix 1 of this Contract.

Corporate Office:
7th to 9th Floor, Tower C & D, Building
No. 14,
Sector 24 & 25 A
DLF Cyber City
Notified SEZ
DLF City
Gurgaon-122002

BT Global Business Services Pvt Ltd
CIN: U74140DL2014PTC268583
Registered Office:
11th Floor, Eros Corporate Tower
Opp. International Trade Tower
Nehru Place,
New Delhi - 110 019, India
Tel.: +91 11 4781 1111
Fax: +91 11 4103 4438

www.bt.com

**Appendix1 Table of
benefits**

Section Name	MUSKAN GARG
1. Position	Trainee Associate (Trainee Associate Engineer Network - MID) reporting to Sneh Deep Jassal (EIN :611638876), Title: Technical Delivery Manager-MBNL, Ph:
2. Start Date	23/12/2018
3. Normal Place of Work	7th & 8th Floors, Tower C & D, Building No 14 Sector 24 & 25A, Gurugram 122016, India
3B. Temporary Place of Work	NA
4. Stipend	As set out below
5. Next Stipend Review date	On successful completion of apprenticeship/training
6. Annual Leave	21
7. Benefits	Group Medical Insurance Plan: Coverage of INR 6,00,000 for you; your spouse and 2 dependent children, as applicable to be availed as per the due process. Group Personal Accident Plan only for yourself: 5 times of your annual stipend or INR 10,00,000, whichever is higher. Group Term Life Insurance Policy only for yourself: 5 times of your annual stipend or INR 10,00,000, whichever is higher.

Yours sincerely,



Sai Kumar
Senior Manager - Talent Acquisition
For and on behalf of BT Global Business Services Pvt Ltd



To,

**ASHISH KUMAR CHATURVEDI
VILL AND POST NASERPUR BOJHA**

Dear ASHISH KUMAR CHATURVEDI

On behalf of the BAJAJ AUTO LTD. Company, I'd like to say that it brings me great pleasure to formally offer you the designation of Trainee Executive at Haridwar, Uttarakhand, you will join the organization from 23/12/2018. We welcome you to our company and wish you all the best for your future endeavors.

Your CTC would be Rs. 145700 (P/A)

You shall be on probation for an initial 6 month. You are required the following original documents along with self-attested photocopies of each document at the time of joining for verification to the IIR Department.

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

- Qualification Documents (All MarkSheets from 10th to Last)
- Work Experience Certificates or Relieving Letter of previous Employers*.
- Last 3 month Pay slips of previous employer*.
- Last 6 months bank statement.
- Address Proof (Aadhar Card is preferred)
- Pan Card (Original with Photocopy)
- 3 Photographs

As you are going to be an integral part of the company, we'll try to extend all possible support to you during your tenure.

**Looking forward to having you with us and wishing you great success with
Bajaj Auto Ltd.**

For BAJAJ AUTO, Haridwar, Uttarakhand

Authorized Signatory



Offer Letter

Date 23/12/2018

Dear SHIVANI SINGH
30 KISHAN NAGAR AGRA

Congratulations on your decision to be a BYJUITE! At BYJU'S, we are on a mission to help students fall in love with learning across the world. We create learning journeys for every student that address their unique needs and make them lifelong learners. We hope your contributions and passion would help us achieve this mission.

It gives us immense pleasure to formalize your offer and appointment for the position of **Student Success Specialist-Student Experience** at Think and Learn Private Limited (hereafter referred to as 'BYJU'S' or 'Company') in the **Student Experience** department subject to your acceptance of the offer mentioned in this letter. The letter includes details of your compensation structure, probation and notice periods (Annexure A). As you read through the details, please feel free to reach out to the recruiter who managed your process, with any questions or concerns.

Your date of joining at BYJU'S is 23/12/2018. Your onboarding details will be communicated by BYJU'S Onboarding Team post acceptance of the offer. In case you do not report at your job on or prior to 23/12/2018 the offer shall be deemed to be rejected by you. Please accept this offer in our HR portal so that we can initiate your onboarding process. Once initiated, you will be receiving an email confirmation for the same. In case you do not acknowledge and accept this offer letter on the HR portal within two working days, the offer would stand withdrawn.

Position Details and Compensation Overview

Designation	Student Success Specialist-Student Experience
Department	Student Experience
Employment Type	Regular
Work Location	Bangalore - Katyan Tech Park

Total Annual Cost to Company : ₹ 231230

Details of bonuses (if any) are mentioned in Annexure A. You are requested to join the services of the Company, 23/12/2018 falling, which you may please consider the offer to be withdrawn unless an extension to the date of joining has been mutually agreed in writing. You are requested to signify your acceptance of the terms and conditions by accepting the offer on our HR portal and signing and returning to us the duplicate copy of this letter on your day of Onboarding.

The terms of your employment contract are strictly confidential and should be treated as privileged information between yourself and the Company. You are expected to maintain such information appropriately. We take this opportunity to thank you for the interest you have shown in our organization and look forward to welcoming you on board for a fruitful career with us. We are certain that you will find challenge, satisfaction, and opportunity in your association with the Company.

Best Regards,



Deeptha A R
Head - Human Resources
Think & Learn Pvt. Ltd

Annexure - A

Compensation Details	
Name	SHIVANI SINGH
Designation	Student Success Specialist-Student Experience
Date Of Joining	23/12/2018
Annual Cost To Company(CTC)	231230

*Adhoc Allowances (if any) provide an array of tax benefits, please refer to the Annexure B for details
 **Income Tax and Professional Tax would be deducted from the Total Annual Net Pay basis the government rules. Your take-home salary would be Total Annual Net Pay - Taxes.
 ***PF administrative charges and EDLI charges as per rules (i.e. at present 1% admin charges, equal to INR 150/- per month towards Employee PF deduction of INR 1800/- per month), will be included in above mentioned CTC.

Annexure - B

Adhoc Allowances(if applicable) will comprise one or all of the below allowances basis your overall fixed CTC.

Allowance	Maximum Amount	Tax Treatment
Mobile & Broadband Allowance	Up to INR 1000 per month for mobile and broadband each	
Research Allowance	Up to INR 30000 per annum	Non-taxable upon
Fuel Allowance	Up to INR 2400 per month based on CC capacity and type of the vehicle	submission of
Driver Allowance	Up to INR 900 per month	required proofs
Special Allowance	Balancing Component	Taxable

General Guidelines

- All these elements will be within the fixed part of the employee's compensation, a detailed breakup of adhoc allowances will depend upon the fixed CTC, and will be shared in the payslip
- Detailed guidelines on these will be shared post your onboarding
- All the above allowances will be considered taxable through the year, however, on the production of required bills over the quarterly window, tax exemption will be provided as per the rules laid out above
- Employees are required to keep a copy of the bills as proof of expenses incurred through the quarterly cycle and submit the same in the quarterly window
- The above-mentioned tax benefits will be applicable only for those employees who opt for the Old Income Tax Regime and not the new one
- 'Special Allowance' component is a part of taxable income



Offer Letter

Date: 19/09/2018

BHARAT RAI
B 13 VRINDAVAN GARDEN SHAHIBABAD GHAZIABAD

Dear **BHARAT RAI**,

We congratulate you on your selection as "Solution Developer Trainee" at InfoAxon Technologies. We look forward to your contribution in our pursuit of excellence.

InfoAxon is a young company with average age of employees below 30, all of whom share the same hope and aspirations. The culture and atmosphere is informal, conducive to creativity with lot of role to play around. The pressure may be high and the job demanding but we hope you'll find it exciting, stimulating and challenging.

You will be provided a gross remuneration package of INR 240000/- Salary per annum. You would be on probation for a period of 6 (Six) months. On successful completion of your probation period you would be confirmed. You are requested to join on or before **19/09/2018**. Please indicate your acceptance by signing one copy of this letter and returning it to the company.

On acceptance of this offer, your appointment with the company will be on the basis of the standard terms and conditions as provided by this letter and the appointment letter. Based on your confirmation to join us, we are closing this position. In case you do not join us on the agreed date, it will be taken as breach of contract liable for legal action.

As a token of acceptance of our offer, kindly send us the confirmation email by 19/09/2018 evening. This offer is valid till 19/09/2018. Henceforth it will be considered as null and void.

We look forward to your accepting this offer and contributing into creating a global organization.


Yours sincerely,

For InfoAxon Technologies India Pvt. Ltd.

Authorized Signatory

InfoAxon Technologies India Pvt. Ltd.
00th Floor, Tradex Tower,
Plot No 15, Sector 125, Huda-201301
Phone : +91 120 421 5060-73
Website: www.infoaxon.com



Annexure-I Compensation & Benefits	
Name	BHARAT RAI
Designation	Solution Developer Trainee
Effective Date	19/09/2018
Location	Noida/Pune/Bangalore
Annual Cost To Company	240000/-
For InfoAxon Technologies India Pvt. Ltd.	
	



Offer Letter

Date: 19/09/2018

HIMANSHU SHARMA
VILLAGE BAGDA POST BARAULI AHIR SHAMSHABAD ROAD AGRA

Dear HIMANSHU SHARMA,

We congratulate you on your selection as "Solution Developer Trainee" at InfoAxon Technologies. We look forward to your contribution in our pursuit of excellence.

InfoAxon is a young company with average age of employees below 30, all of whom share the same hope and aspirations. The culture and atmosphere is informal, conducive to creativity with lot of role to play around. The pressure may be high and the job demanding but we hope you'll find it exciting, stimulating and challenging.

You will be provided a gross remuneration package of INR 240000/- Salary per annum. You would be on probation for a period of 6 (Six) months. On successful completion of your probation period you would be confirmed. You are requested to join on or before 19/09/2018. Please indicate your acceptance by signing one copy of this letter and returning it to the company.

On acceptance of this offer, your appointment with the company will be on the basis of the standard terms and conditions as provided by this letter and the appointment letter. Based on your confirmation to join us, we are closing this position. In case you do not join us on the agreed date, it will be taken as breach of contract liable for legal action.

As a token of acceptance of our offer, kindly send us the confirmation email by 19/09/2018 evening. This offer is valid till 19/09/2018. Henceforth it will be considered as null and void.

We look forward to your accepting this offer and contributing into creating a global organization.

Yours sincerely,


For InfoAxon Technologies India Pvt. Ltd.

A handwritten signature in blue ink is written over a circular blue stamp. The stamp contains the text "InfoAxon Technologies India Pvt. Ltd." around the perimeter, "INDIA" at the top, "0120-4215969" in the center, and "-73" at the bottom.

Authorized Signatory

InfoAxon Technologies India Pvt. Ltd.
00th Floor, Tradex Tower,
Plot No 15, Sector 125, Hsids-201301
Phone : +91 120 421 5060-73
Website: www.infoaxon.com



Annexure-I Compensation & Benefits	
Name	HIMANSHU SHARMA
Designation	Solution Developer Trainee
Effective Date	19/09/2018
Location	Noida/Pune/Banglore
Annual Cost To Company	240000/-
For InfoAxon Technologies India Pvt. Ltd.	
	



To
IQRA ASAD
98 vishnu colony shahganj agra

Sub: Your offer of Employment in eORIGAMI SOFTWARE PVT LTD

Dear **IQRA ASAD**

Welcome to eORIGAMI!

It gives us immense pleasure in inviting you to join eORIGAMI Software Private Limited. ("eORIGAMI" or the "Company") as one of its valuable member. We believe that the growth of an organization is fuelled by the enthusiasm and energy of people who are willing to invest into its future. We therefore believe that all our employees are truly our ASSOCIATES in our road to the future. We are happy that you are one such Associate joining us in our efforts to create a truly global organization.

We are pleased to inform you that you have been offered an employment in eORIGAMI as **Jr. Software Engineer**, and you would report on your joining to **Mr. Yashwanth Reddy H, President - Operations**. You will operate out of our office located at **Bangalore**.

We prefer you to join us on **20/01/2019**

We wish to share with you the detailed terms and conditions which will govern your employment with eORIGAMI and also Associate related guidelines applicable to all eORIGAMIans including you. All these Terms and Conditions are subject to change based on business requirements and you shall abide by the updated policies. Please note that your appointment is subject to background check /reference check/pre-employment checks as applicable.

eORIGAMI observes a 5-day week with Saturday and Sunday as weekly holidays. The office hours are from 09:00 AM to 06:00 PM, with staggered lunch break of 30 minutes between 12:00 PM and 12:30 PM. Associates are expected to follow the client's working hours and holidays while on deputation to client's site in India/onsite. In the event an Associate fails to register their attendance consecutively for 3 working days, without any prior notice to their immediate manager or concerned HR, eORIGAMI shall initiate appropriate disciplinary action against the Associate as per eORIGAMI policy. eORIGAMI reserves the right to registering a MAN MISSING complaint with the Police Department, in such cases.


(Signature of Associate)

Registered Office Address: No. 07, AASHRAYAA ONYX, 7th Cross Rd, Duo Heights Layout, Devanahalli, Bengaluru, Karnataka - 560068

1. Compensation & Benefits:

You will receive a total compensation of **Rs. 355000/-** per annum. The compensation package consists of:

2. Position Linked Benefits:

We wish you all the very best and look forward to a long and mutually beneficial association.

Kindly confirm your acceptance of the above conditions by signing and returning the duplicate copy of this letter.

Yours sincerely,
for eORIGAMI Software Private Limited,

YASHWANTH REDDY
President - Operations

I have carefully read and understood the above offer terms including the terms contained in Annexure I and agree that the provisions of this letter and the Annexure I are reasonable and necessary and accept the same irrevocably and unconditionally.

Signature
Name


:Yashwanth Reddy K



APPOINTMENT LETTER

To,

SONALI BAGHEL
House no. 200, Village- Katharia, dist.- Ballia

Dear **SONALI BAGHEL**

We are delighted to offer you a position as **Junior Associate, Technology** with Publicis Sapient, a division of TLG India Pvt. Ltd. ("Publicis Sapient").

Publicis Sapient will provide you with a total compensation package that consists of your base salary and statutory retirement benefits.

The Total Cost to Company offered to you is INR 320000/- which includes the following:-

- An annualized base salary of INR 320000/- (including HRA)
- Provident Fund and Gratuity contributions, (As per the applicable provisions)

Tax at the applicable rate shall be deducted at source from your salary.
(Please refer to Annexure "B" for details)

Your anticipated start date will **10/1/2019** You will be on training for a period of 6 months from the start date of your employment. Your home office would be in **Noida**, India.

In addition to your salary, you will be entitled to:-

- Receive Relocation expenses up to a maximum of amount Rs 10,000. (subject to submission of receipts)
- Participate in the Publicis Sapient's medical and life insurance benefits

The realisation of the above items is subject to the terms set forth in Annexure 'A' under the respective clauses.

You will be required to sign a training agreement on joining Publicis Sapient. Publicis Sapient would be making considerable investment in imparting specialized training to you for meeting the business requirements of the Company. Should you decide to leave Publicis Sapient within 18 months of the **10/1/2019**. You would be required to pay INR 150,000 in accordance with the terms of the training agreement.

TLG India Private Limited
G1, SEZ, Condo Technopolis,
Building No. 1, Tower B, Ground - 3rd Floor,
Building No. 2, Tower A, Ground & First Floor,
Building No. 3, Ground & First Floor,
SEZ Sector 21, Village Chandhara,
Gurgaon - 122016 Haryana, India

TEL: +91 (124) 472 4885
FAX: +91 (124) 472 4027

Registered Office: TLG India Private Limited
13th Floor, Liberty Trade, Tower A, 35, Sector 16A, Condo Park, Lower Phase, Gurgaon
Tel: +91 (124) 464 3667 Fax: +91 (124) 464 3667 Ctn: UPI4600410270015756

www.publicissapient.com

TLG India Private Limited
Cygnus Business Park Private Limited SEZ,
Tower C, 2nd - 4th Floor, Plot No. 7,
Sector 14A, Expressway,
Noida - 201301,
Uttar Pradesh, India

TEL: +91 (120) 472 5885
FAX: +91 (120) 472 5875

TLG India Private Limited
Signature Correlation Success Park,
267D, Building Vigna, Outer Ring Road,
Dandankundi-Cyber, Marathahalli Post,
Bengaluru - 560057 Karnataka, India

TEL: +91 (80) 6131 6000
FAX: +91 (80) 6131 6001

On your first day of employment, please report to our office at **Gurgaon** at **9:00 a.m.** along with the documents. Should there be a change in your start date, it is mandatory for you to communicate the same to us a week in advance as this impacts your experience with Publicis Sapient.

Kindly return a copy of this letter duly counter signed by you, within a week in acceptance of the terms and conditions set out herein. Please refer to the Annexure "A" of this letter for details on the Terms of Employment, which shall apply to your employment. By signing a copy of this letter, you agree to abide by these terms and any other published terms in effect from time to time throughout the period of your employment.

We are looking forward to your joining us. We are sure that you would find life with Publicis Sapient to be motivating and challenging.

Best Regards



Kamal Karwal
GVP, People Strategy | Publicis Sapient



OFFER LETTER

AMIT KUMAR
#7, PRIYANKA PURAM, SARLABAGH ROAD, DAYALBAGH

Dear **AMIT KUMAR**,

We are pleased to appoint you as Trainee - Engineer in Worldline Global Services Private Ltd. (WGS) based at Pune on the following terms and conditions:

1. DATE OF APPOINTMENT:

Your appointment is effective from 25/10/2018

2. EMOLUMENTS: (please refer the annexure for more details of your salary).

2.1 Salary:

You will be paid a Basic monthly salary of **Rs. 237890/-** per annum.

2.2 Basket of Allowance:

You will be paid a fixed Basket of Allowance of **Rs. 8,797/- (Eight Thousand Seven Hundred Ninety Seven)**.

2.3 Performance Pay:

You shall be entitled to performance pay as indicated in the annexure based on companies and your individual performance.

2.4 Provident Fund:

You will be covered under the Provident Fund Scheme operating in the Company, and will be governed by the rules and regulations of the Provident Fund Act - 1952 as applicable from time to time.

2.5 Group Personal Accident Insurance:

You will be covered under the Group Personal Accident Insurance policy of the Company against Death / Disablement caused due to accidents.

2.6 Group Mediclaim Scheme:

During your tenure with the Company you and your family will be covered under our Group Mediclaim Scheme and governed by the rules & regulations framed under such policies as applicable from time to time.

2.7 Life Term Insurance Policy:

You will be covered under the Life Term Insurance Policy of the Company.

2.8 Gratuity:

You will be entitled to Gratuity as per the Gratuity Act 1972 and in accordance with the rules governing such payments.

3. DUTIES:

- a) You will report to **Senior Manager** for instructions and duties. The Management reserves the right to assign to you such other duties and responsibilities, both inside and outside the office premises, as may be considered necessary, from time to time in the Company's interests.
- b) You represent and warrant to the Company that you are under no obligations or commitments, whether contractual or otherwise, that are inconsistent with your obligations under this Agreement.

4. PROBATION:

You will be on probation for a period of 12 months from the date of your appointment and the management reserves the right to extend the period. The salary or the accumulated leave will not be adjusted against the notice pay. You will continue to be on probation until your services are confirmed in writing. If you resign during your probation period of 12 months, then you will have to pay the bond amount as per the company policy & serve 3 months of notice period.

5. TERMINATION AND DISMISSAL:

- a) Notice Period: On confirmation, either party's will be required to give a notice of 3 months for separation. The Company may, at its sole discretion terminate the services by giving the salary in lieu of the notice period. The Management however shall have the sole discretion to change such period of notice, as it deems appropriate. Servicing notice period is mandatory.
- b) The Management shall have the right to remove you from this position during the entire notice period or part thereof. In such event, your rights and obligations under this Contract shall remain in force and you shall consequently observe the provisions on competition restriction and confidentiality etc, as set forth in this Contract.
- c) The Company shall have the right to dismiss you with immediate effect if you have grossly neglected your obligations to the Company or otherwise committed a material breach of contract.
- d) You shall be obliged to inform a person, appointed by the Company, of all circumstances regarding the Company's business that you are familiar with, in order to reduce the risk of disruption in the business as a result of your leaving this position.
- e) Upon termination of the employment, irrespective of the reason therefore, all obligations of the Company will expire, including but not limited to the obligation to pay pension premiums, unless otherwise expressly stated in this Contract.

Please note that that this appointment is subject to clearance of the following:

- f) Background Verification – Your appointment is conditional upon completion of satisfactory reference and background checks (education, employment history & other details furnished by you in your application). In case any information given by you is found to be false or incorrect at any point in time of your employment, the appointment would be deemed void-ab-initio and liable for termination without notice or salary in lieu thereof

6. LEAVE:

You will be entitled to Earned Leave (privilege leave) as per the company policy.

7. AGE OF RETIREMENT:

As per the revised company policy all the employees will superannuate at the age of 60.

8. TRANSFER:

Your services are liable to be transferred to any other Departments, Branches, Sites, Sister Companies or any of their branches in India. On your transfer, you will be governed by the company's rules applicable to the establishment to which you are posted.

9. INCREMENTS:

Increments will not be automatic, but will be at the discretion of the Management, and will depend on the individual and Company performance.

10. SERVICE RULES:

a. Other Work

Your whole time and attention should be devoted to the interests of the Company and you shall devote yourself exclusively to the business of the Company. You will not take up any other work for remuneration (part-time or otherwise) or work on advisory capacity or be interested directly or indirectly (except as shareholder or debenture holder) in any other trade or business during the employment with the Company without permission in writing of the Management of the Company.

You will be guided by the Company's policies and procedures which the management may modify or change as it may deem fit from time to time.

b. Secrecy

You will not at any time, while in service, without written consent of the CEO, and thereafter for a period of 2 years from the cessation of your employment, for whatever reason, shall not disclose or divulge or make public, except on legal obligations, any information regarding the Company's affairs, business, plans,

Administration or research carried out whether the same may be confided to you or become know to you in the course of your service or otherwise. Information means and includes without limitation all and any data, know-how, formulae, processes, designs, photographs, drawings, specifications, programmes, samples, trade secrets, intellectual property and all information of whatever description and any other material bearing or incorporating any information concerning or relating to the Company, its assets, properties, plans, processes, finances, methods, operations, market strategy, marketing and pricing information, customer or consumer databases, pricing or other policies, business and business plans, intellectual property, and also includes all documents, agreements, sales charts, cost projections and analyses, pricing models, financial and tax information, business, marketing and operational projections, plans and opportunities, product information, designs, identification of customers, vendors and suppliers, customer, vendor and distribution lists, business records and other books and records relating to or concerning the Company.

You will adhere to the company's Information Security policy.

c. Intellectual Property

All ideas, inventions, design, software and all other intellectual property that may be developed by you or in the development of which you have played any role while you are in employment of the Company will solely and absolutely belong to the Company. You shall not be entitled to claim ownership of any rights on the same. In consideration of your salary, emoluments and other benefits drawn by you so long as you remain an employee of the Company, all your rights, if any, including, without limitation, all rights of creative authorship and other rights whatsoever shall stand assigned to the Company absolutely.

d. Past Records

If any declaration given or furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, in such case you will be liable to removal from service without any notice.

11. NON SOLICITATION

During the term of the employment and thereafter for a period of 2 years from the cessation of your employment, for whatever reason, you shall not in any way directly or indirectly engage, hire or employ in any manner whatsoever, any of the Company's personnel or staff or solicit, entice or in any way induce such employees to associate themselves, whether as employees, consultants, advisors, partners or otherwise, with you or any organization that you may become associated, employed or affiliated, with, after cessation of your employment with the Company.

12. CONSEQUENCES OF BREACH OF TERMS:

Notwithstanding anything contained in Clause 4 and 5 above, should you contravene or breach any of the foregoing terms and conditions of service, the Company will be entitled to terminate your services forthwith, without compensation, notice period or salary in lieu thereof and without prejudice to other legal rights/remedies available to the Company.

The provisions under Clause 11 shall survive the cessation of your employment and shall remain in force for a period of 2 years thereafter.

You are requested to, please sign the duplicate copy of this letter and return it to us, signifying your acceptance of all the term contained here.

We are delighted to have to with us. We take this opportunity to welcome you to Worldline and look forward to your long and happy association with us.

For **WORLDLINE GLOBAL SERVICES PVT. LTD.**



Jose Raj
Senior Vice President and Head – HR



S.S. BOTTLING PRIVATE LIMITED

JOB OFFER LETTER

To,

Ayesha Khan
VILL MOHAMMADPUR SHASTRIPURAM SIKANDRA AGRA

On behalf of the entire company, I'd like to say that it brings me great pleasure to formally offer you the designation of **Microbiologist**, SS Bottling Pvt. Ltd. at **Gohana, Sonapat**, you will join the organization from **10/1/2019**.

We welcome you to our company and wish you all the best for your future endeavors. This offer is provisional in nature and the regular letter of appointment shall be provided to you at the time of your joining after completion of joining formalities.

Your CTC would be Rs. 239800/-

You shall be on probation for an initial **6 month**. You are required the following original documents along with self-attested photocopies of each document at the time of joining for verification to the HR Department.

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

1. Qualification Documents (All Mark Sheets from 10th to Last)
2. Work Experience Certificates or Relieving Letter of previous Employers.
3. Last 3 month Pay slips of previous employer.
4. Last 6 months bank statement.
5. Address Proof (Aadhar Card is preferred)
6. Pan Card (Original with Photo copy)
7. 3 Photographs

As you are going to be an integral part of the company, we'll try to extend all possible support to you during your tenure.

Looking forward to having you with us and wishing you great success with **SS Bottling Pvt. Ltd.**

Kindly Confirm your Acceptance and date of joining.

For SS Bottling Pvt. Ltd., Gohana, Sonapat.

Authorized Signatory

Work Place – Khasra No 15/13, 15/14, 15/15(4-0), 15//18/1/1 15//18/1/2 & 15//23/1/1 Village Mehmood Pur,
Tehsil Gohana, Distt. Sonapat, Haryana – 131001 (INDIA)

Regd. Office – 9/53, Kirti Nagar, Indl. Area, New Delhi – 110015 Tel: +91-11-45072942, 25927392 Fax: +91-11-45072943

Corporate Identity Number : **U15549dl2018ptc337847**



S.S. BOTTLING PRIVATE LIMITED

JOB OFFER LETTER

To,

Shayesta Anjum
29/224 Mansa Devi Gali Raja Mandi Agra

On behalf of the entire company, I'd like to say that it brings me great pleasure to formally offer you the designation of **Microbiologist, SS Bottling Pvt. Ltd. at Gohana, Sonipat**, you will join the organization from **10/1/2019**.

We welcome you to our company and wish you all the best for your future endeavors. This offer is provisional in nature and the regular letter of appointment shall be provided to you at the time of your joining after completion of joining formalities.

Your CTC would be Rs. 239800/-

You shall be on probation for an initial **6 month**. You are required the following original documents along with self-attested photocopies of each document at the time of joining for verification to the HR Department.

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6. Pan Card (Original with Photo copy)
7. 3 Photographs

As you are going to be an integral part of the company, we'll try to extend all possible support to you during your tenure.

Looking forward to having you with us and wishing you great success with **SS Bottling Pvt. Ltd.**

Kindly Confirm your Acceptance and date of joining.

For SS Bottling Pvt. Ltd., Gohana, Sonipat.

Authorized Signatory

Work Place – Khasra No 15/13, 15/14, 15/15(4-0), 15//18/1/1 15//18/1/2 & 15//23/1/1 Village Mehmood Pur,
Tehsil Gohana, Distt. Sonapat, Haryana – 131001 (INDIA)

Regd. Office – 9/53, Kirti Nagar, Indl. Area, New Delhi – 110015 Tel: +91-11-45072942, 25927392 Fax: +91-11-45072943

Corporate Identity Number : **U15549dl2018ptc337847**



Offer: Computer Consultancy
Date: 19/09/2018

AMIT KUMAR SINGH
C5 NEWAGRA NEW AGRA COLONY AGRA

Dear AMIT KUMAR SINGH

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process for 'TCS Digital' and we are pleased to make you an offer of employment.

You have been selected for the position of **Systems Engineer** in Grade **C1**. You will be assigned a challenging role in any Business Unit as per the business requirements of TCSL.

Your gross salary including all benefits and Retention Incentive will be INR **234570/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

1

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

415/21-24, Kumbharan Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers ServiceLine: 1800 209 3311 Email: careers@tcs.com



COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of INR **15,000/-** per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be INR **7,500/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of INR **500/-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

4. Personal Allowance

You will be eligible for a monthly personal allowance of INR **17,272/-** per month. This component is subject to review and may change as per TCSL's compensation policy.

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

415/21-24, Karaman Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

Tel: 91 44 6616 2232 Fax: 91 44 6616 2555 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers ServiceLine: 1800 209 3311 Email: careers@tcs.com



PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of INR 4,300/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Performance Bonus

Your Performance Bonus will be INR 3,100/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Performance Bonus is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Performance Bonus.

This payment shall be treated as productivity bonus in lieu of statutory profit bonus.

CITY ALLOWANCE

You will be eligible for a City Allowance of INR 400/- per month. This allowance is fully taxable, is specific to India and linked to your base branch. It is subject to review and will be discontinued while on international assignments.

RETENTION INCENTIVE

You are eligible for Retention Incentive of INR 70,000/- payable to you on an annual basis. This component is in appreciation of continuity of your service in TCSL and will be paid on completion of each year from the introduction of this incentive for a period of 3 years. The Company reserves the right to modify the same in line with the TCS Compensation Policy.

OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependents under the company's Health Insurance Scheme (HIS).

HIS offers the following benefits:

1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to INR 6,000/- per insured person per annum and basic hospitalization expenses up to INR 2,00,000/- per insured person per annum.

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

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Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers ServiceLine: 1800 209 3311 Email: careers@tcs.com



i. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for INR **12,00,000/-** as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of INR **250/-** will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.

RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

Withdrawal of Offer

If you fail to accept the offer from TCSL within 15 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn. Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL. We look forward to having you in our global team.

Yours Sincerely,

For TATA Consultancy Services Limited



Girish V. Nandimath
Global Head Talent Acquisition & AIP

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms



Zummit Infolabs LLP
1498, 40th cross, 22nd main 4th t block Jayanagar,
Bangalore 41
www.zummitlabs.com

Date of Joining: 25/10/2018

Sub: Letter of Appointment

Dear DAMINI TIWARI
BADALI KHEDA BAGH NO.2 POST
MANAS NAGAR LUCKNOW

This is to inform you that you have been offered the position of a "Bioinformatics Professional" at Zummit Infolabs based on the interview with a full time engagement of 8 hours at least. During this period you will be paid 287000/- per annum.

This includes activities related to application development using Python, Django, Web development and some machine learning along with some Enzyme Engineering and Biotechnology domain knowledge.

Details of the offer are further explained in the annexure attached. You are requested to go through the terms and conditions and sign below your acceptance for the same.

Wishing you all the very best and a warm welcome to the Zummit Infolabs family.

On behalf of Zummit Infolabs,

Isha Mishra

Isha Mishra
HR Head
Zummit Infolabs
Bangalore

Confidential

Zummit Infolabs LLP
www.zummitlabs.com





Zummit Infolabs LLP
1498, 40th cross, 22nd main 4th t block Jayanagar,
Bangalore 41
www.zummitlabs.com

TERMS AND CONDITIONS OF SERVICE FOR APPOINTMENT AS
Bioinformatics Intern

This is with reference to the discussion which you had with us; we are pleased to appoint you for the said post under the following terms and conditions.

- Your appointment will be effective: 25/10/2018
- You are designated as: Bioinformatics Professional
- The copyright in the entire work product, material and other tangible property written or generated by you during the course of your employment with the Company shall be and will remain the exclusive property of the Company. You shall return the same to the Company on termination of your employment or at such earlier time as requested for by the Company. The work product shall be the exclusive property of the Company, and the Company shall be free to deal with the same in such manner as it deems fit.
- The employee shall at any time be liable for the disciplinary action such as Warning, Suspension, Discharge, Dismissal or losing Lien on his employment for unsatisfactory performance, causing damage/financial loss to the company, committing breach of any service condition, misconduct such as irregular attendance, unauthorized absence, misbehaviors or any unworthy acts like thefts, misappropriation/fraud, dishonesty, immorality, indecent behavior, usage of indecent language, conviction, falsification of documents/ records or information given Application for securing a job which in the opinion of the company is prejudicial and detrimental to the interest of the company.
- The employee shall in addition to the General Service Conditions as specifically stated herein above be governed by other rules, regulations; practices, systems, procedures and policies as are in force or may be added, altered, modified or omitted/deleted by the company from time to time.

For Zummit Infolabs,

Isha Mishra

Isha Mishra
HR Head
Zummit Infolabs
Bangalore

Confidential

Zummit Infolabs LLP
www.zummitlabs.com





PRIVATE & CONFIDENTIAL

KULDEEP DAGUR
S/O AJAY KUMAR

Nandanvan phase 3
melrose bye pass aligarh

Date: 23/12/2018

TRAINEE ASSOCIATE (Trainee Associate Engineer Network - MID) CONTRACT

Dear KULDEEP DAGUR,

This is your Contract of Training/Apprenticeship ('**Contract**') and contains a statement of the applicable terms of your training.

We are delighted that you have agreed to join us as a Trainee (Trainee Associate Engineer Network - MID). Once you have acknowledged these terms, this shall become a contract between you and the Company.

Please note that your engagement with us is subject to you having the right to work in India, completing the applicable registration requirements under law, and to our being satisfied that you have met all pre-engagement conditions. Any requirements under the Provisional Offer of Apprenticeship, that permit or require compliance after the commencement of your training, will continue to require compliance by you within timelines specified therein.

1. Commencement Date

1.1 For the purposes of your training, your engagement is with BT Global Business Services Pvt Ltd (Company) having its registered office at Eros Corporate Tower, 11th Floor, Nehru Place, New Delhi, 110019, India.

1.2 Your Training will be for a period of 12 months from the start date specified in Appendix 1. Your stipend for the term of twelve (12) months is **INR 214500** which shall be payable monthly in arrears directly into your nominated bank account. (Stipend). A complete breakdown of your Stipend/compensation package is set out at Appendix 1 of this Contract.

Corporate Office:
7th to 9th Floor, Tower C & D, Building
No. 14,
Sector 24 & 25 A
DLF Cyber City
Notified SEZ
DLF City
Gurgaon-122002

BT Global Business Services Pvt Ltd
CIN: U74140DL2014PTC268583
Registered Office:
11th Floor, Eros Corporate Tower
Opp. International Trade Tower
Nehru Place,
New Delhi - 110 019, India
Tel.: +91 11 4781 1111
Fax: +91 11 4103 4438

www.bt.com

**Appendix1 Table of
benefits**

Section Name	KULDEEP DAGUR	
1.	Position	Trainee Associate (Trainee Associate Engineer Network - MID) reporting to Sneh Deep Jassal (EIN :611638876), Title: Technical Delivery Manager-MBNL, Ph:
2.	Start Date	23/12/2018
3.	Normal Place of Work	7th & 8th Floors, Tower C & D, Building No 14 Sector 24 & 25A, Gurugram 122016, India
3B.	Temporary Place of Work	NA
4.	Stipend	As set out below
5.	Next Stipend Review date	On successful completion of apprenticeship/training
6.	Annual Leave	21
7.	Benefits	Group Medical Insurance Plan: Coverage of INR 6,00,000 for you; your spouse and 2 dependent children, as applicable to be availed as per the due process. Group Personal Accident Plan only for yourself: 5 times of your annual stipend or INR 10,00,000, whichever is higher. Group Term Life Insurance Policy only for yourself: 5 times of your annual stipend or INR 10,00,000, whichever is higher.

Yours sincerely,



Sai Kumar
Senior Manager - Talent Acquisition
For and on behalf of BT Global Business Services Pvt Ltd



Offer: Computer Consultancy
Date: 19/09/2018

PARUL JUREL
75 Pandav Nagar, Shahganj, Agra.

Dear PARUL JUREL

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process for 'TCS Digital' and we are pleased to make you an offer of employment.

You have been selected for the position of **Systems Engineer** in Grade **C1**. You will be assigned a challenging role in any Business Unit as per the business requirements of TCSL.

Your gross salary including all benefits and Retention Incentive will be **INR 234570/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

1

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TCS Careers ServiceLine: 1800 209 3311 Email: careers@tcs.com



COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of INR **15,000/-** per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be INR **7,500/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of INR **500/-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

4. Personal Allowance

You will be eligible for a monthly personal allowance of INR **17,272/-** per month. This component is subject to review and may change as per TCSL's compensation policy.



PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of INR 4,300/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Performance Bonus

Your Performance Bonus will be INR 3,100/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

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This payment shall be treated as productivity bonus in lieu of statutory profit bonus.

CITY ALLOWANCE

You will be eligible for a City Allowance of INR 400/- per month. This allowance is fully taxable, is specific to India and linked to your base branch. It is subject to review and will be discontinued while on international assignments.

RETENTION INCENTIVE

You are eligible for Retention Incentive of INR 70,000/- payable to you on an annual basis. This component is in appreciation of continuity of your service in TCSL and will be paid on completion of each year from the introduction of this incentive for a period of 3 years. The Company reserves the right to modify the same in line with the TCS Compensation Policy.

OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependents under the company's Health Insurance Scheme (HIS).

HIS offers the following benefits:

1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to INR 6,000/- per insured person per annum and basic hospitalization expenses up to INR 2,00,000/- per insured person per annum.

TATA CONSULTANCY SERVICES

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i. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for INR **12,00,000/-** as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

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You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of INR **250/-** will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

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You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.

RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

415/21-24, Karaman Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers ServiceLine: 1 800 209 3311 Email: careers@tcs.com

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

Withdrawal of Offer

If you fail to accept the offer from TCSL within 15 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn. Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL. We look forward to having you in our global team.

Yours Sincerely,

For TATA Consultancy Services Limited



Girish V. Nandimath
Global Head Talent Acquisition & AIP

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms

APPOINTMENT LETTER

VISHAL SRIVASTAVA
village Raibha

Dear **VISHAL SRIVASTAVA**

With reference to your application and subsequent interview(s) you had with us, we are pleased to offer you employment in our organization, on the terms and conditions, mentioned in this letter of appointment herein below :-

Department: IT

Location: Gurugram

Cost to Company: Your cost to company will be INR 289700/- per annum.

Designation : Junior PHP Developer

1. DATE OF JOINING / APPOINTMENT DATE

This appointment will commence from your date of joining which should not be later than **19/09/2018** provided that you indicate your acceptance to the same by signing and returning a duplicate a copy of this letter of appointment to us immediately.

Further, in case, you have any objections to the terms and conditions of this letter, the same should be communicated to us within 15 days from the date of this letter and prior to your tendering us your acceptance to the same, failing which the entire terms and conditions as stipulated herein, shall be deemed to have been accepted by you without any demur. The Appointment Date shall not be varied except if so intimated by the Company in writing.

You should report for joining at the Place of Posting on or before the above date of joining along with copies of **self-attested** documents as mentioned below :-

- Educational documents: 10th, 12th, Graduation (if applicable), Post-Graduation (if applicable)
- Address proof (Passport/Driving license/ Voter ID card/Aadhaar card)
- PAN card copy(Mandatory)
- Aadhaar card copy(Mandatory)
- Work experience letter of previous organizations
- Six(6) Passport size photographs
- Resume

This agreement lays down the terms of employment, agreed upon by the employer and employee. Whether stated explicitly in the agreement or not, both the employee and the employer have the duty of mutual confidence and trust, and to make only lawful and reasonable demands on each other.

VOROMBE TECH SOLUTIONS PVT. LTD.

Head Office: H-170, GF KH NO-1446 BLOCK-H AYA NAGAR EXTENSION PH-6, NEW DELHI

CIN: U72900DL2019PTC359018 www.vorombetech.com info@vorombetech.com

ANNEXURE 'A': COMPENSATION DETAILS

Name: VISHAL SRIVASTAVA
Designation: PHP Developer
Date of Joining: 19/09/2018
Location: Gurgaon

Your remuneration at Vorombetech Solutions Pvt. Ltd.	
Salary Annexure	
Employee Name	4
Designation	Junior PHP Developer
Annual CTC (INR)	289700



Vorombetech Solutions Pvt Ltd

VOROMBE TECH SOLUTIONS PVT. LTD.

Head Office: H-170, GF KH NO-1446 BLOCK-H AYA NAGAR EXTENSION PH-6, NEW DELHI
CIN: U72900DL2019PTC359018 www.vorombetech.com info@vorombetech.com



To,

ANKITA SINGH
sati nagar road sudamapuri naraich

Dear ANKITA SINGH

On behalf of the Autoliv Company, I'd like to say that it brings me great pleasure to formally offer you the designation of Trainee Executive at Bangalore office, you will join the organization from 16/10/2018

We welcome you to our company and wish you all the best for your future endeavors. This offer is provisional in nature and the regular letter of appointment shall be provide to you at the time of your joining after completion of joining formalities.

Your CTC would be Rs. 272000 (P/A)

You shall be on probation for an initial 6 month. You are required the following original documents along with self-attested photocopies of each document at the time of joining for verification to the HR Department.

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

- Qualification Documents (All MarkSheets from 10th to Last)
- Work Experience Certificates or Relieving Letter of previous Employers*.
- Last 3 month Pay slips of previous employer*.
- Last 6 months bank statement.
- Address Proof (Aadhar Card is preferred)
- Pan Card (Original with Photocopy)
- 3 Photographs
-

As you are going to be an integral part of the company, we'll try to extend all possible support to you during your tenure.

Looking forward to having you with us and wishing you great success with Autoliv

For Autoliv, Bangalore

Authorized Signatory



Offer Letter

Date: 25/10/2018

Name: JYOTI KUMARI

Address: BAINPUR

Dear JYOTI KUMARI,

We are delighted to offer you the position of **Assistant Manager QC-microbiology**.

The position, as explained to you, is in our company's Quality Assurance.

We request that you review the same and revert the acknowledgement of your acceptance.

As a result, we will make arrangements to provide you with a detailed letter of appointment on the date of your joining with us, which we have agreed will be any day on or before 25/10/2018 and your package will be **324500/-**.

The role in which you will be working is very important and will require you to deal with important and sensitive information, records and other company matters.

We are excited to have you as a member of our team. We are confident that you will have a successful career with our company.

We'd like to take this opportunity to welcome you to our team.

Kind Regards

Apoorva

Sr. Executive IIR



Zuche Pharmaceuticals Private Limited

Registered Office: 602-D/1B/4, Navkar Parkview Apartment, Flat No. 8, Ward No. 3, Mehrauli, New Delhi-110030, India
Corporate Office: A-215 & A-217, 2nd Floor, Somdatt Chambers-1, Building No. 5, Bhikaji Cama Place, New Delhi-110066, India
Manufacturing Unit: G1-712, RICO Industrial Area, Chopanki, Dist: Akrur, Rajasthan-301019, India
E-mail: business@zuchepharma.in, business@zuchepharma.com Website: www.zuchepharma.com
Contact Number: +91-11-41662311, +91-8610475070, +91-9873252118 CIN: U52100DL2010PTC206054



To,

HASINA BANO
Sabota Jafraabad, Jewar, G.B Nagar

Dear HASINA BANO

On behalf of the Autoliv Company, I'd like to say that it brings me great pleasure to formally offer you the designation of Trainee Executive at Bangalore office, you will join the organization from 16/10/2018

We welcome you to our company and wish you all the best for your future endeavors. This offer is provisional in nature and the regular letter of appointment shall be provide to you at the time of your joining after completion of joining formalities.

Your CTC would be Rs. 272000 (P/A)

You shall be on probation for an initial 6 month. You are required the following original documents along with self-attested photocopies of each document at the time of joining for verification to the HR Department.

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

- Qualification Documents (All MarkSheets from 10th to Last)
- Work Experience Certificates or Relieving Letter of previous Employers*.
- Last 3 month Pay slips of previous employer*.
- Last 6 months bank statement.
- Address Proof (Aadhar Card is preferred)
- Pan Card (Original with Photocopy)
- 3 Photographs
-

As you are going to be an integral part of the company, we'll try to extend all possible support to you during your tenure.

Looking forward to having you with us and wishing you great success with Autoliv

For Autoliv, Bangalore

Authorized Signatory



Offer: Computer Consultancy

Date: 19/09/2018

AKASH GAUTAM
VILL MUSMANA POST MUSMANA DIST MATHURA

Dear AKASH GAUTAM

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process for 'TCS Digital' and we are pleased to make you an offer of employment.

You have been selected for the position of **Systems Engineer** in Grade **C1**. You will be assigned a challenging role in any Business Unit as per the business requirements of TCSL.

Your gross salary including all benefits and Retention Incentive will be **INR 234570/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

1

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

415/21-24, Kumbharan Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers ServiceLine: 1800 209 3311 Email: careers@tcs.com



COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of INR **15,000/-** per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be INR **7,500/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of INR **500/-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

4. Personal Allowance

You will be eligible for a monthly personal allowance of INR **17,272/-** per month. This component is subject to review and may change as per TCSL's compensation policy.

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

415/21-24, Kumbharan Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

Tel: 91 44 6616 2232 Fax: 91 44 6616 2555 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers ServiceLine: 1800 209 3311 Email: careers@tcs.com



PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of INR 4,300/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Performance Bonus

Your Performance Bonus will be INR 3,100/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Performance Bonus is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Performance Bonus.

This payment shall be treated as productivity bonus in lieu of statutory profit bonus.

CITY ALLOWANCE

You will be eligible for a City Allowance of INR 400/- per month. This allowance is fully taxable, is specific to India and linked to your base branch. It is subject to review and will be discontinued while on international assignments.

RETENTION INCENTIVE

You are eligible for Retention Incentive of INR 70,000/- payable to you on an annual basis. This component is in appreciation of continuity of your service in TCSL and will be paid on completion of each year from the introduction of this incentive for a period of 3 years. The Company reserves the right to modify the same in line with the TCS Compensation Policy.

OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependents under the company's Health Insurance Scheme (HIS).

HIS offers the following benefits:

1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to INR 6,000/- per insured person per annum and basic hospitalization expenses up to INR 2,00,000/- per insured person per annum.

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

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TCS Careers ServiceLine: 1800 209 3311 Email: careers@tcs.com



i. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for INR **12,00,000/-** as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of INR **250/-** will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.

RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

Withdrawal of Offer

If you fail to accept the offer from TCSL within 15 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn. Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL. We look forward to having you in our global team.

Yours Sincerely,

For TATA Consultancy Services Limited



Girish V. Nandimath
Global Head Talent Acquisition & AIP

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms



Offer Letter

Date 23/12/2018

Dear POOJA AGARWAL
VILL- NAGLA BHOORIYA POST- BARARA THANA- MALPURA AGRA

Congratulations on your decision to be a BYJUITE! At BYJU'S, we are on a mission to help students fall in love with learning across the world. We create learning journeys for every student that address their unique needs and make them lifelong learners. We hope your contributions and passion would help us achieve this mission.

It gives us immense pleasure to formalize your offer and appointment for the position of **Student Success Specialist-Student Experience** at Think and Learn Private Limited (hereafter referred to as 'BYJU'S' or 'Company') in the **Student Experience** department subject to your acceptance of the offer mentioned in this letter. The letter includes details of your compensation structure, probation and notice periods (Annexure A). As you read through the details, please feel free to reach out to the recruiter who managed your process, with any questions or concerns.

Your date of joining at BYJU'S is 23/12/2018. Your onboarding details will be communicated by BYJU'S Onboarding Team post acceptance of the offer. In case you do not report at your job on or prior to 23/12/2018 the offer shall be deemed to be rejected by you. Please accept this offer in our HR portal so that we can initiate your onboarding process. Once initiated, you will be receiving an email confirmation for the same. In case you do not acknowledge and accept this offer letter on the HR portal within two working days, the offer would stand withdrawn.

Position Details and Compensation Overview

Designation	Student Success Specialist-Student Experience
Department	Student Experience
Employment Type	Regular
Work Location	Bangalore - Katyan Tech Park

Total Annual Cost to Company : ₹ 231230

Details of bonuses (if any) are mentioned in Annexure A. You are requested to join the services of the Company, 23/12/2018 falling, which you may please consider the offer to be withdrawn unless an extension to the date of joining has been mutually agreed in writing. You are requested to signify your acceptance of the terms and conditions by accepting the offer on our HR portal and signing and returning to us the duplicate copy of this letter on your day of Onboarding.

The terms of your employment contract are strictly confidential and should be treated as privileged information between yourself and the Company. You are expected to maintain such information appropriately. We take this opportunity to thank you for the interest you have shown in our organization and look forward to welcoming you on board for a fruitful career with us. We are certain that you will find challenge, satisfaction, and opportunity in your association with the Company.

Best Regards,



Deeptha A R
Head - Human Resources
Think & Learn Pvt. Ltd

Annexure - A

Compensation Details	
Name	POOJA AGARWAL
Designation	Student Success Specialist-Student Experience
Date Of Joining	23/12/2018
Annual Cost To Company(CTC)	231230

*Adhoc Allowances (if any) provide an array of tax benefits, please refer to the Annexure B for details
 **Income Tax and Professional Tax would be deducted from the Total Annual Net Pay basis the government rules. Your take-home salary would be Total Annual Net Pay - Taxes.
 ***PF administrative charges and EDLI charges as per rules (i.e. at present 1% admin charges, equal to INR 150/- per month towards Employee PF deduction of INR 1800/- per month), will be included in above mentioned CTC.

Annexure - B

Adhoc Allowances(if applicable) will comprise one or all of the below allowances basis your overall fixed CTC.

Allowance	Maximum Amount	Tax Treatment
Mobile & Broadband Allowance	Up to INR 1000 per month for mobile and broadband each	
Research Allowance	Up to INR 30000 per annum	Non-taxable upon
Fuel Allowance	Up to INR 2400 per month based on CC capacity and type of the vehicle	submission of
Driver Allowance	Up to INR 900 per month	required proofs
Special Allowance	Balancing Component	Taxable

General Guidelines

- All these elements will be within the fixed part of the employee's compensation, a detailed breakup of adhoc allowances will depend upon the fixed CTC, and will be shared in the payslip
- Detailed guidelines on these will be shared post your onboarding
- All the above allowances will be considered taxable through the year, however, on the production of required bills over the quarterly window, tax exemption will be provided as per the rules laid out above
- Employees are required to keep a copy of the bills as proof of expenses incurred through the quarterly cycle and submit the same in the quarterly window
- The above-mentioned tax benefits will be applicable only for those employees who opt for the Old Income Tax Regime and not the new one
- 'Special Allowance' component is a part of taxable income



Zummit Infolabs LLP
1498, 40th cross, 22nd main 4th t block Jayanagar,
Bangalore 41
www.zummitlabs.com

Date of Joining: 25/10/2018

Sub: Letter of Appointment

Dear YAMINI KUSHWAH
27/158 TEELA GOKUL PURA
ASHOK NAGAR AGRA

This is to inform you that you have been offered the position of a "Bioinformatics Professional" at Zummit Infolabs based on the interview with a full time engagement of 8 hours at least. During this period you will be paid 287000/- per annum.

This includes activities related to application development using Python, Django, Web development and some machine learning along with some Enzyme Engineering and Biotechnology domain knowledge.

Details of the offer are further explained in the annexure attached. You are requested to go through the terms and conditions and sign below your acceptance for the same.

Wishing you all the very best and a warm welcome to the Zummit Infolabs family.

On behalf of Zummit Infolabs,

Isha Mishra

Isha Mishra
HR Head
Zummit Infolabs
Bangalore

Confidential

Zummit Infolabs LLP
www.zummitlabs.com





Zummit Infolabs LLP
1498, 40th cross, 22nd main 4th t block Jayanagar,
Bangalore 41
www.zummitlabs.com

TERMS AND CONDITIONS OF SERVICE FOR APPOINTMENT AS
Bioinformatics Intern

This is with reference to the discussion which you had with us; we are pleased to appoint you for the said post under the following terms and conditions.

- Your appointment will be effective: 25/10/2018
- You are designated as: Bioinformatics Professional
- The copyright in the entire work product, material and other tangible property written or generated by you during the course of your employment with the Company shall be and will remain the exclusive property of the Company. You shall return the same to the Company on termination of your employment or at such earlier time as requested for by the Company. The work product shall be the exclusive property of the Company, and the Company shall be free to deal with the same in such manner as it deems fit.
- The employee shall at any time be liable for the disciplinary action such as Warning, Suspension, Discharge, Dismissal or losing Lien on his employment for unsatisfactory performance, causing damage/financial loss to the company, committing breach of any service condition, misconduct such as irregular attendance, unauthorized absence, misbehaviors or any unworthy acts like thefts, misappropriation/fraud, dishonesty, immorality, indecent behavior, usage of indecent language, conviction, falsification of documents/ records or information given Application for securing a job which in the opinion of the company is prejudicial and detrimental to the interest of the company.
- The employee shall in addition to the General Service Conditions as specifically stated herein above be governed by other rules, regulations; practices, systems, procedures and policies as are in force or may be added, altered, modified or omitted/deleted by the company from time to time.

For Zummit Infolabs,

Isha Mishra

Isha Mishra
HR Head
Zummit Infolabs
Bangalore

Confidential

Zummit Infolabs LLP
www.zummitlabs.com





To
Arun Parashar
1 BY 16 PACHKUIYA,AGRA

Sub: Your offer of Employment in eORIGAMI SOFTWARE PVT LTD

Dear Arun Parashar

Welcome to eORIGAMI!

It gives us immense pleasure in inviting you to join eORIGAMI Software Private Limited. ("eORIGAMI" or the "Company") as one of its valuable member. We believe that the growth of an organization is fuelled by the enthusiasm and energy of people who are willing to invest into its future. We therefore believe that all our employees are truly our ASSOCIATES in our road to the future. We are happy that you are one such Associate joining us in our efforts to create a truly global organization.

We are pleased to inform you that you have been offered an employment in eORIGAMI as **Jr. Software Engineer**, and you would report on your joining to **Mr. Yashwanth Reddy H, President - Operations**. You will operate out of our office located at **Bangalore**.

We prefer you to join us on **20/01/2019**

We wish to share with you the detailed terms and conditions which will govern your employment with eORIGAMI and also Associate related guidelines applicable to all eORIGAMIans including you. All these Terms and Conditions are subject to change based on business requirements and you shall abide by the updated policies. Please note that your appointment is subject to background check /reference check/pre-employment checks as applicable.

eORIGAMI observes a 5-day week with Saturday and Sunday as weekly holidays. The office hours are from 09:00 AM to 06:00 PM, with staggered lunch break of 30 minutes between 12:00 PM and 12:30 PM. Associates are expected to follow the client's working hours and holidays while on deputation to client's site in India/onsite. In the event an Associate fails to register their attendance consecutively for 3 working days, without any prior notice to their immediate manager or concerned HR, eORIGAMI shall initiate appropriate disciplinary action against the Associate as per eORIGAMI policy. eORIGAMI reserves the right to registering a MAN MISSING complaint with the Police Department, in such cases.


(Signature of Associate)

Registered Office Address: No. 07, AASHRAYAA ONYX, 7th Cross Rd, Duo Heights Layout, Devanahalli, Bengaluru, Karnataka - 560068

1. Compensation & Benefits:

You will receive a total compensation of **Rs. 355000/-** per annum. The compensation package consists of:

2. Position Linked Benefits:

We wish you all the very best and look forward to a long and mutually beneficial association.

Kindly confirm your acceptance of the above conditions by signing and returning the duplicate copy of this letter.

Yours sincerely,
for eORIGAMI Software Private Limited,

YASHWANTH REDDY
President - Operations

I have carefully read and understood the above offer terms including the terms contained in Annexure I and agree that the provisions of this letter and the Annexure I are reasonable and necessary and accept the same irrevocably and unconditionally.

Signature
Name


:Yashwanth Reddy K



To
MUKESH BAGHEL
H NO 145 MAHARISHIPURAM COLONY NEAR AMAR UJALA PRESS

Sub: Your offer of Employment in eORIGAMI SOFTWARE PVT LTD

Dear **MUKESH BAGHEL**

Welcome to eORIGAMI!

It gives us immense pleasure in inviting you to join eORIGAMI Software Private Limited. ("eORIGAMI" or the "Company") as one of its valuable member. We believe that the growth of an organization is fuelled by the enthusiasm and energy of people who are willing to invest into its future. We therefore believe that all our employees are truly our ASSOCIATES in our road to the future. We are happy that you are one such Associate joining us in our efforts to create a truly global organization.

We are pleased to inform you that you have been offered an employment in eORIGAMI as **Jr. Software Engineer**, and you would report on your joining to **Mr. Yashwanth Reddy H, President - Operations**. You will operate out of our office located at **Bangalore**.

We prefer you to join us on **20/01/2019**

We wish to share with you the detailed terms and conditions which will govern your employment with eORIGAMI and also Associate related guidelines applicable to all eORIGAMIans including you. All these Terms and Conditions are subject to change based on business requirements and you shall abide by the updated policies. Please note that your appointment is subject to background check /reference check/pre-employment checks as applicable.

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(Signature of Associate)

Registered Office Address: No. 07, AASHRAYAA ONYX, 7th Cross Rd, Duo Heights Layout, Devanahalli, Bengaluru, Karnataka - 560068

1. Compensation & Benefits:

You will receive a total compensation of **Rs. 355000/-** per annum. The compensation package consists of:

2. Position Linked Benefits:

We wish you all the very best and look forward to a long and mutually beneficial association.

Kindly confirm your acceptance of the above conditions by signing and returning the duplicate copy of this letter.

Yours sincerely,
for eORIGAMI Software Private Limited,

YASHWANTH REDDY
President - Operations

I have carefully read and understood the above offer terms including the terms contained in Annexure I and agree that the provisions of this letter and the Annexure I are reasonable and necessary and accept the same irrevocably and unconditionally.

Signature
Name


:Yashwanth Reddy K



APPOINTMENT LETTER

To,

Khushi Jain
15/176, M.P. PURA, GUMMAT, TAJGANJ, AGRA

Dear **Khushi Jain**

We are delighted to offer you a position as **Junior Associate, Technology** with Publicis Sapient, a division of TLG India Pvt. Ltd. ("Publicis Sapient").

Publicis Sapient will provide you with a total compensation package that consists of your base salary and statutory retirement benefits.

The Total Cost to Company offered to you is INR 320000/- which includes the following:-

- An annualized base salary of INR 320000/- (including HRA)
- Provident Fund and Gratuity contributions, (As per the applicable provisions)

Tax at the applicable rate shall be deducted at source from your salary.
(Please refer to Annexure "B" for details)

Your anticipated start date will **10/1/2019** You will be on training for a period of 6 months from the start date of your employment. Your home office would be in **Noida, India**.

In addition to your salary, you will be entitled to:-

- Receive Relocation expenses up to a maximum of amount Rs 10,000, (subject to submission of receipts)
- Participate in the Publicis Sapient's medical and life insurance benefits

The realisation of the above items is subject to the terms set forth in Annexure 'A' under the respective clauses.

You will be required to sign a training agreement on joining Publicis Sapient. Publicis Sapient would be making considerable investment in imparting specialized training to you for meeting the business requirements of the Company. Should you decide to leave Publicis Sapient within 18 months of the **10/1/2019**. You would be required to pay INR 150,000 in accordance with the terms of the training agreement.

TLG India Private Limited
G1, SEZ, Condo Technopark,
Building No. 1, Tower B, Ground - 3rd Floor,
Building No. 2, Tower A, Ground & First Floor,
Building No. 3, Ground & First Floor,
SEZ Sector 21, Village Chandigarh,
Gurgaon - 122016 Haryana, India

TEL: +91 (124) 472 4885
FAX: +91 (124) 472 4027

Registered Office: TLG India Private Limited
13th Floor, Laxmi Trade, Tower A, 35, Sector 16, Noida, Uttar Pradesh, India
Tel: +91 (20) 889 3807 Fax: +91 (20) 889 3807 Ctn: UPI4180810270015756

www.publicissapient.com

TLG India Private Limited
Cygnus Business Park Private Limited SEZ,
Tower C, 2nd - 4th Floor, Plot No. 7,
Sector 14A, Expressway,
Noida - 201301,
Uttar Pradesh, India

TEL: +91 (20) 472 5885
FAX: +91 (20) 472 5875

TLG India Private Limited
Signature Correlation Business Park,
287D, Building Virgo, Outer Ring Road,
Dandamkund-Cyber, Mahanagar Post,
Bengaluru - 560057 Karnataka, India

TEL: +91 (80) 6131 6000
FAX: +91 (80) 6131 6001

On your first day of employment, please report to our office at **Gurgaon** at **9:00 a.m.** along with the documents. Should there be a change in your start date, it is mandatory for you to communicate the same to us a week in advance as this impacts your experience with Publicis Sapient.

Kindly return a copy of this letter duly counter signed by you, within a week in acceptance of the terms and conditions set out herein. Please refer to the Annexure "A" of this letter for details on the Terms of Employment, which shall apply to your employment. By signing a copy of this letter, you agree to abide by these terms and any other published terms in effect from time to time throughout the period of your employment.

We are looking forward to your joining us. We are sure that you would find life with Publicis Sapient to be motivating and challenging.

Best Regards



Kamal Karwal
GVP, People Strategy | Publicis Sapient



S.S. BOTTLING PRIVATE LIMITED

JOB OFFER LETTER

To,

**SALMAN KHAN
VILLEGE KHERIYA DAHAR POST BISHANA DISTT- HATHRAS**

On behalf of the entire company, I'd like to say that it brings me great pleasure to formally offer you the designation of **Microbiologist**, SS Bottling Pvt. Ltd. at **Gohana, Sonipat**, you will join the organization from **10/1/2019**.

We welcome you to our company and wish you all the best for your future endeavors. This offer is provisional in nature and the regular letter of appointment shall be provided to you at the time of your joining after completion of joining formalities.

Your CTC would be Rs. 239800/-

You shall be on probation for an initial **6 month**. You are required the following original documents along with self-attested photocopies of each document at the time of joining for verification to the HR Department.

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

1. Qualification Documents (All Mark Sheets from 10th to Last)
2. Work Experience Certificates or Relieving Letter of previous Employers.
3. Last 3 month Pay slips of previous employer.
4. Last 6 months bank statement.
5. Address Proof (Aadhar Card is preferred)
6. Pan Card (Original with Photo copy)
7. 3 Photographs

As you are going to be an integral part of the company, we'll try to extend all possible support to you during your tenure.

Looking forward to having you with us and wishing you great success with **SS Bottling Pvt. Ltd.**

Kindly Confirm your Acceptance and date of joining.

For **SS Bottling Pvt. Ltd., Gohana, Sonipat.**

Authorized Signatory

Work Place – Khasra No 15/13, 15/14, 15/15(4-0), 15//18/1/1 15//18/1/2 & 15//23/1/1 Village Mehmood Pur,
Tehsil Gohana, Distt. Sonapat, Haryana – 131001 (INDIA)

Regd. Office – 9/53, Kirti Nagar, Indl. Area, New Delhi – 110015 Tel: +91-11-45072942, 25927392 Fax: +91-11-45072943

Corporate Identity Number : **U15549dl2018ptc337847**



Offer Letter

Date: 25/10/2018

Name: AKANKSHA PATHAK

Address: SOHALLA AGRA CANTT AGRA

Dear AKANKSHA PATHAK,

We are delighted to offer you the position of **Assistant Manager QC-microbiology**,

The position, as explained to you, is in our company's Quality Assurance.

We request that you review the same and revert the acknowledgement of your acceptance.

As a result, we will make arrangements to provide you with a detailed letter of appointment on the date of your joining with us, which we have agreed will be any day on or before 25/10/2018 and your package will be **324500/-**.

The role in which you will be working is very important and will require you to deal with important and sensitive information, records and other company matters.

We are excited to have you as a member of our team. We are confident that you will have a successful career with our company.

We'd like to take this opportunity to welcome you to our team.

Kind Regards

Apoorva

Sr. Executive IIR



Zuche Pharmaceuticals Private Limited

Registered Office: 602-D/1B/4, Navkar Parkview Apartment, Flat No. 8, Ward No. 3, Mehrauli, New Delhi-110030, India
Corporate Office: A-216 & A-217, 2nd Floor, Somdatt Chambers-1, Building No. 5, Bhikaji Cama Place, New Delhi-110066, India
Manufacturing Unit: G1-712, RICO Industrial Area, Chopanki, Dist: Akrur, Rajasthan-301019, India
E-mail: business@zuchepharma.in, business@zuchepharma.com Website: www.zuchepharma.com
Contact Number: +91-11-41662311, +91-8610475070, +91-9873582118 CIN: U52100DL2010PTC206054



To,

**ARSHAD HUSSAIN
VILL KATGHAR POST BUJURGA MARLAHU JAUNPUR**

Dear ARSHAD HUSSAIN

On behalf of the Autoliv Company, I'd like to say that it brings me great pleasure to formally offer you the designation of Trainee Executive at Bangalore office, you will join the organization from 16/10/2018

We welcome you to our company and wish you all the best for your future endeavors. This offer is provisional in nature and the regular letter of appointment shall be provide to you at the time of your joining after completion of joining formalities.

Your CTC would be Rs. 272000 (P/A)

You shall be on probation for an initial 6 month. You are required the following original documents along with self-attested photocopies of each document at the time of joining for verification to the HR Department.

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

- Qualification Documents (All MarkSheets from 10th to Last)
- Work Experience Certificates or Relieving Letter of previous Employers*.
- Last 3 month Pay slips of previous employer*.
- Last 6 months bank statement.
- Address Proof (Aadhar Card is preferred)
- Pan Card (Original with Photocopy)
- 3 Photographs
-

As you are going to be an integral part of the company, we'll try to extend all possible support to you during your tenure.

Looking forward to having you with us and wishing you great success with Autoliv

For Autoliv, Bangalore

A handwritten signature in black ink, appearing to read "J. R. C.", written in a cursive style.

Authorized Signatory



To,

SWAPNIL SINGH
VILL,POST-JAITIPUR, TeH-TILIHAR

Dear SWAPNIL SINGH

On behalf of the BAJAJ AUTO LTD. Company, I'd like to say that it brings me great pleasure to formally offer you the designation of Trainee Executive at Haridwar, Uttarakhand, you will join the organization from 23/12/2018. We welcome you to our company and wish you all the best for your future endeavors.

Your CTC would be Rs. 145700 (P/A)

You shall be on probation for an initial 6 month. You are required the following original documents along with self-attested photocopies of each document at the time of joining for verification to the IIR Department.

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

- Qualification Documents (All MarkSheets from 10th to Last)
- Work Experience Certificates or Relieving Letter of previous Employers*.
- Last 3 month Pay slips of previous employer*.
- Last 6 months bank statement.
- Address Proof (Aadhar Card is preferred)
- Pan Card (Original with Photocopy)
- 3 Photographs

As you are going to be an integral part of the company, we'll try to extend all possible support to you during your tenure.

Looking forward to having you with us and wishing you great success with Bajaj Auto Ltd.

For BAJAJ AUTO, Haridwar, Uttarakhand

Authorized Signatory



Offer Letter

Date: 25/10/2018

Name: CHARU SAXENA

Address: JAIPUR

Dear CHARU SAXENA,

We are delighted to offer you the position of **Assistant Manager QC-microbiology**,

The position, as explained to you, is in our company's Quality Assurance.

We request that you review the same and revert the acknowledgement of your acceptance.

As a result, we will make arrangements to provide you with a detailed letter of appointment on the date of your joining with us, which we have agreed will be any day on or before 25/10/2018 and your package will be **324500/-**.

The role in which you will be working is very important and will require you to deal with important and sensitive information, records and other company matters.

We are excited to have you as a member of our team. We are confident that you will have a successful career with our company.

We'd like to take this opportunity to welcome you to our team.

Kind Regards

Apoorva

Sr. Executive IIR



Zuche Pharmaceuticals Private Limited

Registered Office: 602-D/1B/4, Navkar Parkview Apartment, Flat No. 8, Ward No. 3, Mehrauli, New Delhi-110030, India

Corporate Office: A-215 & A-217, 2nd Floor, Somdatt Chambers-1, Building No. 5, Bhikaji Cama Place, New Delhi-110066, India

Manufacturing Unit: G1-712, RICO Industrial Area, Chopanki, Dist: Akwar, Rajasthan-301019, India

E-mail: business@zuchepharma.in, business@zuchepharma.com Website: www.zuchepharma.com

Contact Number: +91-11-41662311, +91-8610475070, +91-9873582118 CIN: U52100DL2010PTC206054



To
AKSHAY MISHRA
40a 327/1sunder Nagar, Asopa hospital sikandra agra

Sub: Your offer of Employment in eORIGAMI SOFTWARE PVT LTD

Dear **AKSHAY MISHRA**

Welcome to eORIGAMI!

It gives us immense pleasure in inviting you to join eORIGAMI Software Private Limited. ("eORIGAMI" or the "Company") as one of its valuable member. We believe that the growth of an organization is fuelled by the enthusiasm and energy of people who are willing to invest into its future. We therefore believe that all our employees are truly our ASSOCIATES in our road to the future. We are happy that you are one such Associate joining us in our efforts to create a truly global organization.

We are pleased to inform you that you have been offered an employment in eORIGAMI as **Jr. Software Engineer**, and you would report on your joining to **Mr. Yashwanth Reddy H, President - Operations**. You will operate out of our office located at **Bangalore**.

We prefer you to join us on **20/01/2019**

We wish to share with you the detailed terms and conditions which will govern your employment with eORIGAMI and also Associate related guidelines applicable to all eORIGAMIans including you. All these Terms and Conditions are subject to change based on business requirements and you shall abide by the updated policies. Please note that your appointment is subject to background check /reference check/pre-employment checks as applicable.

eORIGAMI observes a 5-day week with Saturday and Sunday as weekly holidays. The office hours are from 09:00 AM to 06:00 PM, with staggered lunch break of 30 minutes between 12:00 PM and 12:30 PM. Associates are expected to follow the client's working hours and holidays while on deputation to client's site in India/onsite. In the event an Associate fails to register their attendance consecutively for 3 working days, without any prior notice to their immediate manager or concerned HR, eORIGAMI shall initiate appropriate disciplinary action against the Associate as per eORIGAMI policy. eORIGAMI reserves the right to registering a MAN MISSING complaint with the Police Department, in such cases.


(Signature of Associate)

Registered Office Address: No. 07, AASHRAYAA ONYX, 7th Cross Rd, Duo Heights Layout, Devanahalli, Bengaluru, Karnataka - 560068

1. Compensation & Benefits:

You will receive a total compensation of Rs. 355000/- per annum. The compensation package consists of:

2. Position Linked Benefits:

We wish you all the very best and look forward to a long and mutually beneficial association.

Kindly confirm your acceptance of the above conditions by signing and returning the duplicate copy of this letter.

Yours sincerely,
for eORIGAMI Software Private Limited,

YASHWANTH REDDY
President - Operations

I have carefully read and understood the above offer terms including the terms contained in Annexure I and agree that the provisions of this letter and the Annexure I are reasonable and necessary and accept the same irrevocably and unconditionally.

Signature
Name


:Yashwanth Reddy K



APPOINTMENT LETTER

To,

JYOTI CHAUDHARY
MANDIR WALI GALI JAMALPUR MAFI ALIGARH

Dear **JYOTI CHAUDHARY**

We are delighted to offer you a position as **Junior Associate, Technology** with Publicis Sapient, a division of TLG India Pvt. Ltd. ("Publicis Sapient").

Publicis Sapient will provide you with a total compensation package that consists of your base salary and statutory retirement benefits.

The Total Cost to Company offered to you is INR 320000/- which includes the following:-

- An annualized base salary of INR 320000/- (including HRA)
- Provident Fund and Gratuity contributions, (As per the applicable provisions)

Tax at the applicable rate shall be deducted at source from your salary.
(Please refer to Annexure "B" for details)

Your anticipated start date will **10/1/2019** You will be on training for a period of 6 months from the start date of your employment. Your home office would be in **Noida**, India.

In addition to your salary, you will be entitled to:-

- Receive Relocation expenses up to a maximum of amount Rs 10,000, (subject to submission of receipts)
- Participate in the Publicis Sapient's medical and life insurance benefits

The realisation of the above items is subject to the terms set forth in Annexure 'A' under the respective clauses.

You will be required to sign a training agreement on joining Publicis Sapient. Publicis Sapient would be making considerable investment in imparting specialized training to you for meeting the business requirements of the Company. Should you decide to leave Publicis Sapient within 18 months of the **10/1/2019**. You would be required to pay INR 150,000 in accordance with the terms of the training agreement.

TLG India Private Limited
G1, SEZ, Condo Technopark,
Building No. 1, Tower B, Ground - 3rd Floor,
Building No. 2, Tower A, Ground & First Floor,
Building No. 3, Ground & First Floor,
SEZ Sector 21, Village Chandigarh,
Gurgaon - 122016 Haryana, India

TEL: +91 (124) 472 4885
FAX: +91 (124) 472 4027

Registered Office: TLG India Private Limited
13th Floor, Liberty Trade, Tower A, 35, Sector 16A, Condo Park, Lower Phase, Gurgaon
Tel: +91 (124) 464 3667 Fax: +91 (124) 464 3667 Ctn: UPI460043270015756

www.publicissapient.com

TLG India Private Limited
Cygnus Business Park Private Limited SEZ,
Tower C, 2nd - 4th Floor, Plot No. 7,
Sector 14A, Expressway,
Noida - 201301,
Uttar Pradesh, India

TEL: +91 (120) 472 5885
FAX: +91 (120) 472 5875

TLG India Private Limited
Signature Correlation Business Park,
287D, Building Vigna, Outer Ring Road,
Dundankund-Cyber, Marathahalli Post,
Bengaluru - 560037 Karnataka, India

TEL: +91 (80) 6131 6000
FAX: +91 (80) 6131 6001

On your first day of employment, please report to our office at **Gurgaon** at **9:00 a.m.** along with the documents. Should there be a change in your start date, it is mandatory for you to communicate the same to us a week in advance as this impacts your experience with Publicis Sapient.

Kindly return a copy of this letter duly counter signed by you, within a week in acceptance of the terms and conditions set out herein. Please refer to the Annexure "A" of this letter for details on the Terms of Employment, which shall apply to your employment. By signing a copy of this letter, you agree to abide by these terms and any other published terms in effect from time to time throughout the period of your employment.

We are looking forward to your joining us. We are sure that you would find life with Publicis Sapient to be motivating and challenging.

Best Regards



Kamal Karwal
GVP, People Strategy | Publicis Sapient



OFFER LETTER

DEV PRAKASH
188 Mohalla Gadaiyya Abad Market

Dear DEV PRAKASH,

We are pleased to appoint you as Trainee - Engineer in Worldline Global Services Private Ltd. (WGS) based at Pune on the following terms and conditions:

1. DATE OF APPOINTMENT:

Your appointment is effective from 25/10/2018

2. EMOLUMENTS: (please refer the annexure for more details of your salary).

2.1 Salary:

You will be paid a Basic monthly salary of **Rs. 237890/-** per annum.

2.2 Basket of Allowance:

You will be paid a fixed Basket of Allowance of **Rs. 8,797/- (Eight Thousand Seven Hundred Ninety Seven)**.

2.3 Performance Pay:

You shall be entitled to performance pay as indicated in the annexure based on companies and your individual performance.

2.4 Provident Fund:

You will be covered under the Provident Fund Scheme operating in the Company, and will be governed by the rules and regulations of the Provident Fund Act - 1952 as applicable from time to time.

2.5 Group Personal Accident Insurance:

You will be covered under the Group Personal Accident Insurance policy of the Company against Death / Disablement caused due to accidents.

2.6 Group Mediclaim Scheme:

During your tenure with the Company you and your family will be covered under our Group Mediclaim Scheme and governed by the rules & regulations framed under such policies as applicable from time to time.

2.7 Life Term Insurance Policy:

You will be covered under the Life Term Insurance Policy of the Company.

2.8 Gratuity:

You will be entitled to Gratuity as per the Gratuity Act 1972 and in accordance with the rules governing such payments.

3. DUTIES:

- a) You will report to **Senior Manager** for instructions and duties. The Management reserves the right to assign to you such other duties and responsibilities, both inside and outside the office premises, as may be considered necessary, from time to time in the Company's interests.
- b) You represent and warrant to the Company that you are under no obligations or commitments, whether contractual or otherwise, that are inconsistent with your obligations under this Agreement.

4. PROBATION:

You will be on probation for a period of 12 months from the date of your appointment and the management reserves the right to extend the period. The salary or the accumulated leave will not be adjusted against the notice pay. You will continue to be on probation until your services are confirmed in writing. If you resign during your probation period of 12 months, then you will have to pay the bond amount as per the company policy & serve 3 months of notice period.

5. TERMINATION AND DISMISSAL:

- a) Notice Period: On confirmation, either party's will be required to give a notice of 3 months for separation. The Company may, at its sole discretion terminate the services by giving the salary in lieu of the notice period. The Management however shall have the sole discretion to change such period of notice, as it deems appropriate. Servicing notice period is mandatory.
- b) The Management shall have the right to remove you from this position during the entire notice period or part thereof. In such event, your rights and obligations under this Contract shall remain in force and you shall consequently observe the provisions on competition restriction and confidentiality etc, as set forth in this Contract.
- c) The Company shall have the right to dismiss you with immediate effect if you have grossly neglected your obligations to the Company or otherwise committed a material breach of contract.
- d) You shall be obliged to inform a person, appointed by the Company, of all circumstances regarding the Company's business that you are familiar with, in order to reduce the risk of disruption in the business as a result of your leaving this position.
- e) Upon termination of the employment, irrespective of the reason therefore, all obligations of the Company will expire, including but not limited to the obligation to pay pension premiums, unless otherwise expressly stated in this Contract.

Please note that that this appointment is subject to clearance of the following:

- f) Background Verification – Your appointment is conditional upon completion of satisfactory reference and background checks (education, employment history & other details furnished by you in your application). In case any information given by you is found to be false or incorrect at any point in time of your employment, the appointment would be deemed void-ab-initio and liable for termination without notice or salary in lieu thereof

6. LEAVE:

You will be entitled to Earned Leave (privilege leave) as per the company policy.

7. AGE OF RETIREMENT:

As per the revised company policy all the employees will superannuate at the age of 60.

8. TRANSFER:

Your services are liable to be transferred to any other Departments, Branches, Sites, Sister Companies or any of their branches in India. On your transfer, you will be governed by the company's rules applicable to the establishment to which you are posted.

9. INCREMENTS:

Increments will not be automatic, but will be at the discretion of the Management, and will depend on the individual and Company performance.

10. SERVICE RULES:

a. Other Work

Your whole time and attention should be devoted to the interests of the Company and you shall devote yourself exclusively to the business of the Company. You will not take up any other work for remuneration (part-time or otherwise) or work on advisory capacity or be interested directly or indirectly (except as shareholder or debenture holder) in any other trade or business during the employment with the Company without permission in writing of the Management of the Company.

You will be guided by the Company's policies and procedures which the management may modify or change as it may deem fit from time to time.

b. Secrecy

You will not at any time, while in service, without written consent of the CEO, and thereafter for a period of 2 years from the cessation of your employment, for whatever reason, shall not disclose or divulge or make public, except on legal obligations, any information regarding the Company's affairs, business, plans,

Administration or research carried out whether the same may be confided to you or become know to you in the course of your service or otherwise. Information means and includes without limitation all and any data, know-how, formulae, processes, designs, photographs, drawings, specifications, programmes, samples, trade secrets, intellectual property and all information of whatever description and any other material bearing or incorporating any information concerning or relating to the Company, its assets, properties, plans, processes, finances, methods, operations, market strategy, marketing and pricing information, customer or consumer databases, pricing or other policies, business and business plans, intellectual property, and also includes all documents, agreements, sales charts, cost projections and analyses, pricing models, financial and tax information, business, marketing and operational projections, plans and opportunities, product information, designs, identification of customers, vendors and suppliers, customer, vendor and distribution lists, business records and other books and records relating to or concerning the Company.

You will adhere to the company's Information Security policy.

c. Intellectual Property

All ideas, inventions, design, software and all other intellectual property that may be developed by you or in the development of which you have played any role while you are in employment of the Company will solely and absolutely belong to the Company. You shall not be entitled to claim ownership of any rights on the same. In consideration of your salary, emoluments and other benefits drawn by you so long as you remain an employee of the Company, all your rights, if any, including, without limitation, all rights of creative authorship and other rights whatsoever shall stand assigned to the Company absolutely.

d. Past Records

If any declaration given or furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, in such case you will be liable to removal from service without any notice.

11. NON SOLICITATION

During the term of the employment and thereafter for a period of 2 years from the cessation of your employment, for whatever reason, you shall not in any way directly or indirectly engage, hire or employ in any manner whatsoever, any of the Company's personnel or staff or solicit, entice or in any way induce such employees to associate themselves, whether as employees, consultants, advisors, partners or otherwise, with you or any organization that you may become associated, employed or affiliated, with, after cessation of your employment with the Company.

12. CONSEQUENCES OF BREACH OF TERMS:

Notwithstanding anything contained in Clause 4 and 5 above, should you contravene or breach any of the foregoing terms and conditions of service, the Company will be entitled to terminate your services forthwith, without compensation, notice period or salary in lieu thereof and without prejudice to other legal rights/remedies available to the Company.

The provisions under Clause 11 shall survive the cessation of your employment and shall remain in force for a period of 2 years thereafter.

You are requested to, please sign the duplicate copy of this letter and return it to us, signifying your acceptance of all the term contained here.

We are delighted to have to with us. We take this opportunity to welcome you to Worldline and look forward to your long and happy association with us.

For **WORLDLINE GLOBAL SERVICES PVT. LTD.**



Jose Raj
Senior Vice President and Head – HR



Zummit Infolabs LLP
1498, 40th cross, 22nd main 4th t block Jayanagar,
Bangalore 41
www.zummitlabs.com

Date of Joining: 25/10/2018

Sub: Letter of Appointment

Dear TEENA VERMA

VIII-Saroth,Post-Mai,Tah-
Sadabad,Dist-Hathras

This is to inform you that you have been offered the position of a "Bioinformatics Professional" at Zummit Infolabs based on the interview with a full time engagement of 8 hours at least. During this period you will be paid 287000/- per annum.

This includes activities related to application development using Python, Django, Web development and some machine learning along with some Enzyme Engineering and Biotechnology domain knowledge.

Details of the offer are further explained in the annexure attached. You are requested to go through the terms and conditions and sign below your acceptance for the same.

Wishing you all the very best and a warm welcome to the Zummit Infolabs family.

On behalf of Zummit Infolabs,

Isha Mishra

Isha Mishra
HR Head
Zummit Infolabs
Bangalore

Confidential

Zummit Infolabs LLP
www.zummitlabs.com





Zummit Infolabs LLP
1498, 40th cross, 22nd main 4th t block Jayanagar,
Bangalore 41
www.zummitlabs.com

TERMS AND CONDITIONS OF SERVICE FOR APPOINTMENT AS
Bioinformatics Intern

This is with reference to the discussion which you had with us; we are pleased to appoint you for the said post under the following terms and conditions.

- Your appointment will be effective: 25/10/2018
- You are designated as: Bioinformatics Professional
- The copyright in the entire work product, material and other tangible property written or generated by you during the course of your employment with the Company shall be and will remain the exclusive property of the Company. You shall return the same to the Company on termination of your employment or at such earlier time as requested for by the Company. The work product shall be the exclusive property of the Company, and the Company shall be free to deal with the same in such manner as it deems fit.
- The employee shall at any time be liable for the disciplinary action such as Warning, Suspension, Discharge, Dismissal or losing Lien on his employment for unsatisfactory performance, causing damage/financial loss to the company, committing breach of any service condition, misconduct such as irregular attendance, unauthorized absence, misbehaviors or any unworthy acts like thefts, misappropriation/fraud, dishonesty, immorality, indecent behavior, usage of indecent language, conviction, falsification of documents/ records or information given Application for securing a job which in the opinion of the company is prejudicial and detrimental to the interest of the company.
- The employee shall in addition to the General Service Conditions as specifically stated herein above be governed by other rules, regulations; practices, systems, procedures and policies as are in force or may be added, altered, modified or omitted/deleted by the company from time to time.

For Zummit Infolabs,

Isha Mishra

Isha Mishra
HR Head
Zummit Infolabs
Bangalore

Confidential

Zummit Infolabs LLP
www.zummitlabs.com





S.S. BOTTLING PRIVATE LIMITED

JOB OFFER LETTER

To,

**Shyam Kishor Singh
F/61 Judge Compound Agra**

On behalf of the entire company, I'd like to say that it brings me great pleasure to formally offer you the designation of **Microbiologist, SS Bottling Pvt. Ltd.** at **Gohana, Sonapat**, you will join the organization from **10/1/2019**.

We welcome you to our company and wish you all the best for your future endeavors. This offer is provisional in nature and the regular letter of appointment shall be provided to you at the time of your joining after completion of joining formalities.

Your CTC would be Rs. 239800/-

You shall be on probation for an initial **6 month**. You are required the following original documents along with self-attested photocopies of each document at the time of joining for verification to the HR Department.

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

1. Qualification Documents (All Mark Sheets from 10th to Last)
2. Work Experience Certificates or Relieving Letter of previous Employers.
3. Last 3 month Pay slips of previous employer.
4. Last 6 months bank statement.
5. Address Proof (Aadhar Card is preferred)
6. Pan Card (Original with Photo copy)
7. 3 Photographs

As you are going to be an integral part of the company, we'll try to extend all possible support to you during your tenure.

Looking forward to having you with us and wishing you great success with **SS Bottling Pvt. Ltd.**

Kindly Confirm your Acceptance and date of joining.

For SS Bottling Pvt. Ltd., Gohana, Sonapat.

Authorized Signatory

Work Place – Khasra No 15/13, 15/14, 15/15(4-0), 15//18/1/1 15//18/1/2 & 15//23/1/1 Village Mehmood Pur,
Tehsil Gohana, Distt. Sonapat, Haryana – 131001 (INDIA)

Regd. Office – 9/53, Kirti Nagar, Indl. Area, New Delhi – 110015 Tel: +91-11-45072942, 25927392 Fax: +91-11-45072943

Corporate Identity Number : **U15549dl2018ptc337847**



S.S. BOTTLING PRIVATE LIMITED

JOB OFFER LETTER

To,

SHEETAL

HOUSE NO. 56, CHILKANA ROAD, VILL HALALPUR, SAHARANPUR, UP 247001

On behalf of the entire company, I'd like to say that it brings me great pleasure to formally offer you the designation of **Microbiologist, SS Bottling Pvt. Ltd.** at **Gohana, Sonapat**, you will join the organization from **10/1/2019**.

We welcome you to our company and wish you all the best for your future endeavors.

This offer is provisional in nature and the regular letter of appointment shall be provided to you at the time of your joining after completion of joining formalities.

Your CTC would be Rs. 239800/-

You shall be on probation for an initial **6 month**. You are required the following original documents along with self-attested photocopies of each document at the time of joining for verification to the HR Department.

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

1. Qualification Documents (All Mark Sheets from 10th to Last)
2. Work Experience Certificates or Relieving Letter of previous Employers.
3. Last 3 month Pay slips of previous employer.
4. Last 6 months bank statement.
5. Address Proof (Aadhar Card is preferred)
6. Pan Card (Original with Photo copy)
7. 3 Photographs

As you are going to be an integral part of the company, we'll try to extend all possible support to you during your tenure.

Looking forward to having you with us and wishing you great success with **SS Bottling Pvt. Ltd.**

Kindly Confirm your Acceptance and date of joining.

For SS Bottling Pvt. Ltd., Gohana, Sonapat.

Authorized Signatory

Work Place – Khasra No 15/13, 15/14, 15/15(4-0), 15//18/1/1 15//18/1/2 & 15//23/1/1 Village Mehmood Pur,
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Regd. Office – 9/53, Kirti Nagar, Indl. Area, New Delhi – 110015 Tel: +91-11-45072942, 25927392 Fax: +91-11-45072943

Corporate Identity Number : **U15549dl2018ptc337847**



Offer: Computer Consultancy
Date: 19/09/2018

DIVYANSHU SINHA
Surya lok colony mau road khandari agra

Dear DIVYANSHU SINHA

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process for 'TCS Digital' and we are pleased to make you an offer of employment.

You have been selected for the position of **Systems Engineer** in Grade **C1**. You will be assigned a challenging role in any Business Unit as per the business requirements of TCSL.

Your gross salary including all benefits and Retention Incentive will be INR **234570/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

1

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

415/21-24, Kumbharan Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers ServiceLine: 1800 209 3311 Email: careers@tcs.com



COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of INR **15,000/-** per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be INR **7,500/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of INR **500/-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

4. Personal Allowance

You will be eligible for a monthly personal allowance of INR **17,272/-** per month. This component is subject to review and may change as per TCSL's compensation policy.



PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of INR 4,300/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Performance Bonus

Your Performance Bonus will be INR 3,100/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Performance Bonus is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Performance Bonus.

This payment shall be treated as productivity bonus in lieu of statutory profit bonus.

CITY ALLOWANCE

You will be eligible for a City Allowance of INR 400/- per month. This allowance is fully taxable, is specific to India and linked to your base branch. It is subject to review and will be discontinued while on international assignments.

RETENTION INCENTIVE

You are eligible for Retention Incentive of INR 70,000/- payable to you on an annual basis. This component is in appreciation of continuity of your service in TCSL and will be paid on completion of each year from the introduction of this incentive for a period of 3 years. The Company reserves the right to modify the same in line with the TCS Compensation Policy.

OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependents under the company's Health Insurance Scheme (HIS).

HIS offers the following benefits:

1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to INR 6,000/- per insured person per annum and basic hospitalization expenses up to INR 2,00,000/- per insured person per annum.

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415/21-24, Kumanan Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

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i. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for INR **12,00,000/-** as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of INR **250/-** will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.

RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

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Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

Withdrawal of Offer

If you fail to accept the offer from TCSL within 15 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn. Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL. We look forward to having you in our global team.

Yours Sincerely,

For TATA Consultancy Services Limited



Girish V. Nandimath
Global Head Talent Acquisition & AIP

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms



Offer: Computer Consultancy
Date: 19/09/2018

ANISHA
NAGLA GADRIYA SHAHNAGAR TIMARUA

Dear ANISHA,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process for 'TCS Digital' and we are pleased to make you an offer of employment.

You have been selected for the position of **Systems Engineer** in Grade **C1**. You will be assigned a challenging role in any Business Unit as per the business requirements of TCSL.

Your gross salary including all benefits and Retention Incentive will be **INR 234570/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

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Yours Sincerely,

For TATA Consultancy Services Limited



Girish V. Nandimath
Global Head Talent Acquisition & AIP

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms

APPOINTMENT LETTER

ABHISHEK SINGH
6/127 KHANDARI COLONY CIVIL LINE

Dear **ABHISHEK SINGH**

With reference to your application and subsequent interview(s) you had with us, we are pleased to offer you employment in our organization, on the terms and conditions, mentioned in this letter of appointment herein below :-

Department: IT

Location: Gurugram

Cost to Company: Your cost to company will be INR 289700/- per annum.

Designation : Junior PHP Developer

1. DATE OF JOINING / APPOINTMENT DATE

This appointment will commence from your date of joining which should not be later than **2/4/2020** provided that you indicate your acceptance to the same by signing and returning a duplicate a copy of this letter of appointment to us immediately.

Further, in case, you have any objections to the terms and conditions of this letter, the same should be communicated to us within 15 days from the date of this letter and prior to your tendering us your acceptance to the same, failing which the entire terms and conditions as stipulated herein, shall be deemed to have been accepted by you without any demur. The Appointment Date shall not be varied except if so intimated by the Company in writing.

You should report for joining at the Place of Posting on or before the above date of joining along with copies of **self-attested** documents as mentioned below :-

- Educational documents: 10th, 12th, Graduation (if applicable), Post-Graduation (if applicable)
- Address proof (Passport/Driving license/ Voter ID card/Aadhaar card)
- PAN card copy(Mandatory)
- Aadhaar card copy(Mandatory)
- Work experience letter of previous organizations
- Six(6) Passport size photographs
- Resume

This agreement lays down the terms of employment, agreed upon by the employer and employee. Whether stated explicitly in the agreement or not, both the employee and the employer have the duty of mutual confidence and trust, and to make only lawful and reasonable demands on each other.

VOROMBE TECH SOLUTIONS PVT. LTD.

Head Office: H-170, GF KH NO-1446 BLOCK-H AYA NAGAR EXTENSION PH-6, NEW DELHI

CIN: U72900DL2019PTC359018 www.vorombetech.com info@vorombetech.com

ANNEXURE 'A': COMPENSATION DETAILS

Name: ABHISHEK SINGH
Designation: PHP Developer
Date of Joining: 2/4/2020
Location: Gurgaon

Your remuneration at Vorombetech Solutions Pvt. Ltd.	
Salary Annexure	
Employee Name	2
Designation	Junior PHP Developer
Annual CTC (INR)	289700



Vorombetech Solutions Pvt Ltd

VOROMBE TECH SOLUTIONS PVT. LTD.

Head Office: H-170, GF KH NO-1446 BLOCK-H AYA NAGAR EXTENSION PH-6, NEW DELHI
CIN: U72900DL2019PTC359018 www.vorombetech.com info@vorombetech.com



PRIVATE & CONFIDENTIAL

PUSHPANJALI SHARMA
S/O MAHESH CHAND SHARMA

NARIPURA, JAGNER
ROAD, AGRA

Date: 23/12/2018

TRAINEE ASSOCIATE (Trainee Associate Engineer Network - MID) CONTRACT

Dear PUSHPANJALI SHARMA,

This is your Contract of Training/Apprenticeship ('**Contract**') and contains a statement of the applicable terms of your training.

We are delighted that you have agreed to join us as a Trainee (Trainee Associate Engineer Network - MID). Once you have acknowledged these terms, this shall become a contract between you and the Company.

Please note that your engagement with us is subject to you having the right to work in India, completing the applicable registration requirements under law, and to our being satisfied that you have met all pre-engagement conditions. Any requirements under the Provisional Offer of Apprenticeship, that permit or require compliance after the commencement of your training, will continue to require compliance by you within timelines specified therein.

1. Commencement Date

1.1 For the purposes of your training, your engagement is with BT Global Business Services Pvt Ltd (Company) having its registered office at Eros Corporate Tower, 11th Floor, Nehru Place, New Delhi, 110019, India.

1.2 Your Training will be for a period of 12 months from the start date specified in Appendix 1. Your stipend for the term of twelve (12) months is **INR 214500** which shall be payable monthly in arrears directly into your nominated bank account. (Stipend). A complete breakdown of your Stipend/compensation package is set out at Appendix 1 of this Contract.

Corporate Office:
7th to 9th Floor, Tower C & D, Building
No. 14,
Sector 24 & 25 A
DLF Cyber City
Notified SEZ
DLF City
Gurgaon-122002

BT Global Business Services Pvt Ltd
CIN: U74140DL2014PTC268583
Registered Office:
11th Floor, Eros Corporate Tower
Opp. International Trade Tower
Nehru Place,
New Delhi - 110 019, India
Tel.: +91 11 4781 1111
Fax: +91 11 4103 4438

www.bt.com

**Appendix1 Table of
benefits**

Section Name	PUSHPANJALI SHARMA	
1.	Position	Trainee Associate (Trainee Associate Engineer Network - MID) reporting to Sneh Deep Jassal (EIN :611638876), Title: Technical Delivery Manager-MBNL, Ph:
2.	Start Date	23/12/2018
3.	Normal Place of Work	7th & 8th Floors, Tower C & D, Building No 14 Sector 24 & 25A, Gurugram 122016, India
3B.	Temporary Place of Work	NA
4.	Stipend	As set out below
5.	Next Stipend Review date	On successful completion of apprenticeship/training
6.	Annual Leave	21
7.	Benefits	Group Medical Insurance Plan: Coverage of INR 6,00,000 for you; your spouse and 2 dependent children, as applicable to be availed as per the due process. Group Personal Accident Plan only for yourself: 5 times of your annual stipend or INR 10,00,000, whichever is higher. Group Term Life Insurance Policy only for yourself: 5 times of your annual stipend or INR 10,00,000, whichever is higher.

Yours sincerely,



Sai Kumar
Senior Manager - Talent Acquisition
For and on behalf of BT Global Business Services Pvt Ltd



Offer Letter

Date 23/12/2018

Dear Anita Kumar
SIDDHARTH NAGAR NAI ABADI GOBERCHOWKI TAJGANJ AGRA

Congratulations on your decision to be a BYJUITE! At BYJU'S, we are on a mission to help students fall in love with learning across the world. We create learning journeys for every student that address their unique needs and make them lifelong learners. We hope your contributions and passion would help us achieve this mission.

It gives us immense pleasure to formalize your offer and appointment for the position of **Student Success Specialist-Student Experience** at Think and Learn Private Limited (hereafter referred to as 'BYJU'S' or 'Company') in the **Student Experience** department subject to your acceptance of the offer mentioned in this letter. The letter includes details of your compensation structure, probation and notice periods (Annexure A). As you read through the details, please feel free to reach out to the recruiter who managed your process, with any questions or concerns.

Your date of joining at BYJU'S is 23/12/2018. Your onboarding details will be communicated by BYJU'S Onboarding Team post acceptance of the offer. In case you do not report at your job on or prior to 23/12/2018 the offer shall be deemed to be rejected by you. Please accept this offer in our HR portal so that we can initiate your onboarding process. Once initiated, you will be receiving an email confirmation for the same. In case you do not acknowledge and accept this offer letter on the HR portal within two working days, the offer would stand withdrawn.

Position Details and Compensation Overview

Designation	Student Success Specialist-Student Experience
Department	Student Experience
Employment Type	Regular
Work Location	Bangalore - Katyan Tech Park

Total Annual Cost to Company : ₹ 231230

Details of bonuses (if any) are mentioned in Annexure A. You are requested to join the services of the Company, 23/12/2018 falling, which you may please consider the offer to be withdrawn unless an extension to the date of joining has been mutually agreed in writing. You are requested to signify your acceptance of the terms and conditions by accepting the offer on our HR portal and signing and returning to us the duplicate copy of this letter on your day of Onboarding.

The terms of your employment contract are strictly confidential and should be treated as privileged information between yourself and the Company. You are expected to maintain such information appropriately. We take this opportunity to thank you for the interest you have shown in our organization and look forward to welcoming you on board for a fruitful career with us. We are certain that you will find challenge, satisfaction, and opportunity in your association with the Company.

Best Regards,



Deeptha A R
Head - Human Resources
Think & Learn Pvt. Ltd

Annexure - A

Compensation Details	
Name	Anita Kumari
Designation	Student Success Specialist-Student Experience
Date Of Joining	23/12/2018
Annual Cost To Company(CTC)	231230

*Adhoc Allowances (if any) provide an array of tax benefits, please refer to the Annexure B for details
 **Income Tax and Professional Tax would be deducted from the Total Annual Net Pay basis the government rules. Your take-home salary would be Total Annual Net Pay - Taxes.
 ***PF administrative charges and EDLI charges as per rules (i.e. at present 1% admin charges, equal to INR 150/- per month towards Employee PF deduction of INR 1800/- per month), will be included in above mentioned CTC.

Annexure - B

Adhoc Allowances(if applicable) will comprise one or all of the below allowances basis your overall fixed CTC.

Allowance	Maximum Amount	Tax Treatment
Mobile & Broadband Allowance	Up to INR 1000 per month for mobile and broadband each	
Research Allowance	Up to INR 30000 per annum	Non-taxable upon
Fuel Allowance	Up to INR 2400 per month based on CC capacity and type of the vehicle	submission of
Driver Allowance	Up to INR 900 per month	required proofs
Special Allowance	Balancing Component	Taxable

General Guidelines

- All these elements will be within the fixed part of the employee's compensation, a detailed breakup of adhoc allowances will depend upon the fixed CTC, and will be shared in the payslip
- Detailed guidelines on these will be shared post your onboarding
- All the above allowances will be considered taxable through the year, however, on the production of required bills over the quarterly window, tax exemption will be provided as per the rules laid out above
- Employees are required to keep a copy of the bills as proof of expenses incurred through the quarterly cycle and submit the same in the quarterly window
- The above-mentioned tax benefits will be applicable only for those employees who opt for the Old Income Tax Regime and not the new one
- 'Special Allowance' component is a part of taxable income



OFFER LETTER

ARUN SINGH
8/49 E/14 E-1 NEW KAUSHALPUR

Dear **ARUN SINGH**,

We are pleased to appoint you as Trainee - Engineer in Worldline Global Services Private Ltd. (WGS) based at Pune on the following terms and conditions:

1. DATE OF APPOINTMENT:

Your appointment is effective from 25/10/2018

2. EMOLUMENTS: (please refer the annexure for more details of your salary).

2.1 Salary:

You will be paid a Basic monthly salary of **Rs. 237890/-** per annum.

2.2 Basket of Allowance:

You will be paid a fixed Basket of Allowance of **Rs. 8,797/- (Eight Thousand Seven Hundred Ninety Seven)**.

2.3 Performance Pay:

You shall be entitled to performance pay as indicated in the annexure based on companies and your individual performance.

2.4 Provident Fund:

You will be covered under the Provident Fund Scheme operating in the Company, and will be governed by the rules and regulations of the Provident Fund Act - 1952 as applicable from time to time.

2.5 Group Personal Accident Insurance:

You will be covered under the Group Personal Accident Insurance policy of the Company against Death / Disablement caused due to accidents.

2.6 Group Mediclaim Scheme:

During your tenure with the Company you and your family will be covered under our Group Mediclaim Scheme and governed by the rules & regulations framed under such policies as applicable from time to time.

2.7 Life Term Insurance Policy:

You will be covered under the Life Term Insurance Policy of the Company.

2.8 Gratuity:

You will be entitled to Gratuity as per the Gratuity Act 1972 and in accordance with the rules governing such payments.

3. DUTIES:

- a) You will report to **Senior Manager** for instructions and duties. The Management reserves the right to assign to you such other duties and responsibilities, both inside and outside the office premises, as may be considered necessary, from time to time in the Company's interests.
- b) You represent and warrant to the Company that you are under no obligations or commitments, whether contractual or otherwise, that are inconsistent with your obligations under this Agreement.

4. PROBATION:

You will be on probation for a period of 12 months from the date of your appointment and the management reserves the right to extend the period. The salary or the accumulated leave will not be adjusted against the notice pay. You will continue to be on probation until your services are confirmed in writing. If you resign during your probation period of 12 months, then you will have to pay the bond amount as per the company policy & serve 3 months of notice period.

5. TERMINATION AND DISMISSAL:

- a) Notice Period: On confirmation, either party's will be required to give a notice of 3 months for separation. The Company may, at its sole discretion terminate the services by giving the salary in lieu of the notice period. The Management however shall have the sole discretion to change such period of notice, as it deems appropriate. Servicing notice period is mandatory.
- b) The Management shall have the right to remove you from this position during the entire notice period or part thereof. In such event, your rights and obligations under this Contract shall remain in force and you shall consequently observe the provisions on competition restriction and confidentiality etc, as set forth in this Contract.
- c) The Company shall have the right to dismiss you with immediate effect if you have grossly neglected your obligations to the Company or otherwise committed a material breach of contract.
- d) You shall be obliged to inform a person, appointed by the Company, of all circumstances regarding the Company's business that you are familiar with, in order to reduce the risk of disruption in the business as a result of your leaving this position.
- e) Upon termination of the employment, irrespective of the reason therefore, all obligations of the Company will expire, including but not limited to the obligation to pay pension premiums, unless otherwise expressly stated in this Contract.

Please note that that this appointment is subject to clearance of the following:

- f) Background Verification – Your appointment is conditional upon completion of satisfactory reference and background checks (education, employment history & other details furnished by you in your application). In case any information given by you is found to be false or incorrect at any point in time of your employment, the appointment would be deemed void-ab-initio and liable for termination without notice or salary in lieu thereof

6. LEAVE:

You will be entitled to Earned Leave (privilege leave) as per the company policy.

7. AGE OF RETIREMENT:

As per the revised company policy all the employees will superannuate at the age of 60.

8. TRANSFER:

Your services are liable to be transferred to any other Departments, Branches, Sites, Sister Companies or any of their branches in India. On your transfer, you will be governed by the company's rules applicable to the establishment to which you are posted.

9. INCREMENTS:

Increments will not be automatic, but will be at the discretion of the Management, and will depend on the individual and Company performance.

10. SERVICE RULES:

a. Other Work

Your whole time and attention should be devoted to the interests of the Company and you shall devote yourself exclusively to the business of the Company. You will not take up any other work for remuneration (part-time or otherwise) or work on advisory capacity or be interested directly or indirectly (except as shareholder or debenture holder) in any other trade or business during the employment with the Company without permission in writing of the Management of the Company.

You will be guided by the Company's policies and procedures which the management may modify or change as it may deem fit from time to time.

b. Secrecy

You will not at any time, while in service, without written consent of the CEO, and thereafter for a period of 2 years from the cessation of your employment, for whatever reason, shall not disclose or divulge or make public, except on legal obligations, any information regarding the Company's affairs, business, plans,

Administration or research carried out whether the same may be confided to you or become know to you in the course of your service or otherwise. Information means and includes without limitation all and any data, know-how, formulae, processes, designs, photographs, drawings, specifications, programmes, samples, trade secrets, intellectual property and all information of whatever description and any other material bearing or incorporating any information concerning or relating to the Company, its assets, properties, plans, processes, finances, methods, operations, market strategy, marketing and pricing information, customer or consumer databases, pricing or other policies, business and business plans, intellectual property, and also includes all documents, agreements, sales charts, cost projections and analyses, pricing models, financial and tax information, business, marketing and operational projections, plans and opportunities, product information, designs, identification of customers, vendors and suppliers, customer, vendor and distribution lists, business records and other books and records relating to or concerning the Company.

You will adhere to the company's Information Security policy.

c. Intellectual Property

All ideas, inventions, design, software and all other intellectual property that may be developed by you or in the development of which you have played any role while you are in employment of the Company will solely and absolutely belong to the Company. You shall not be entitled to claim ownership of any rights on the same. In consideration of your salary, emoluments and other benefits drawn by you so long as you remain an employee of the Company, all your rights, if any, including, without limitation, all rights of creative authorship and other rights whatsoever shall stand assigned to the Company absolutely.

d. Past Records

If any declaration given or furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, in such case you will be liable to removal from service without any notice.

11. NON SOLICITATION

During the term of the employment and thereafter for a period of 2 years from the cessation of your employment, for whatever reason, you shall not in any way directly or indirectly engage, hire or employ in any manner whatsoever, any of the Company's personnel or staff or solicit, entice or in any way induce such employees to associate themselves, whether as employees, consultants, advisors, partners or otherwise, with you or any organization that you may become associated, employed or affiliated, with, after cessation of your employment with the Company.

12. CONSEQUENCES OF BREACH OF TERMS:

Notwithstanding anything contained in Clause 4 and 5 above, should you contravene or breach any of the foregoing terms and conditions of service, the Company will be entitled to terminate your services forthwith, without compensation, notice period or salary in lieu thereof and without prejudice to other legal rights/remedies available to the Company.

The provisions under Clause 11 shall survive the cessation of your employment and shall remain in force for a period of 2 years thereafter.

You are requested to, please sign the duplicate copy of this letter and return it to us, signifying your acceptance of all the term contained here.

We are delighted to have to with us. We take this opportunity to welcome you to Worldline and look forward to your long and happy association with us.

For **WORLDLINE GLOBAL SERVICES PVT. LTD.**



Jose Raj
Senior Vice President and Head – HR



To
SATISH KUMAR
NAI MAU DAYAL BAGH AGRA

Sub: Your offer of Employment in eORIGAMI SOFTWARE PVT LTD

Dear **SATISH KUMAR**

Welcome to eORIGAMI!

It gives us immense pleasure in inviting you to join eORIGAMI Software Private Limited. ("eORIGAMI" or the "Company") as one of its valuable member. We believe that the growth of an organization is fuelled by the enthusiasm and energy of people who are willing to invest into its future. We therefore believe that all our employees are truly our ASSOCIATES in our road to the future. We are happy that you are one such Associate joining us in our efforts to create a truly global organization.

We are pleased to inform you that you have been offered an employment in eORIGAMI as **Jr. Software Engineer**, and you would report on your joining to **Mr. Yashwanth Reddy H, President - Operations**. You will operate out of our office located at **Bangalore**.

We prefer you to join us on **20/01/2019**

We wish to share with you the detailed terms and conditions which will govern your employment with eORIGAMI and also Associate related guidelines applicable to all eORIGAMIans including you. All these Terms and Conditions are subject to change based on business requirements and you shall abide by the updated policies. Please note that your appointment is subject to background check /reference check/pre-employment checks as applicable.

eORIGAMI observes a 5-day week with Saturday and Sunday as weekly holidays. The office hours are from 09:00 AM to 06:00 PM, with staggered lunch break of 30 minutes between 12:00 PM and 12:30 PM. Associates are expected to follow the client's working hours and holidays while on deputation to client's site in India/onsite. In the event an Associate fails to register their attendance consecutively for 3 working days, without any prior notice to their immediate manager or concerned HR, eORIGAMI shall initiate appropriate disciplinary action against the Associate as per eORIGAMI policy. eORIGAMI reserves the right to registering a MAN MISSING complaint with the Police Department, in such cases.


(Signature of Associate)

Registered Office Address: No. 07, AASHRAYAA ONYX, 7th Cross Rd, Duo Heights Layout, Devanahalli, Bengaluru, Karnataka - 560068

1. Compensation & Benefits:

You will receive a total compensation of **Rs. 355000/-** per annum. The compensation package consists of:

2. Position Linked Benefits:

We wish you all the very best and look forward to a long and mutually beneficial association.

Kindly confirm your acceptance of the above conditions by signing and returning the duplicate copy of this letter.

Yours sincerely,
for eORIGAMI Software Private Limited,

YASHWANTH REDDY
President - Operations

I have carefully read and understood the above offer terms including the terms contained in Annexure I and agree that the provisions of this letter and the Annexure I are reasonable and necessary and accept the same irrevocably and unconditionally.

Signature
Name


:Yashwanth Reddy K



To
GUDIYA CHAUDHARY
VILLAGE CHAUDHUR CHHAPAR POST OFFICE KOTHILMA PS BANKATA DIST DEORIA

Sub: Your offer of Employment in eORIGAMI SOFTWARE PVT LTD

Dear **GUDIYA CHAUDHARY**

Welcome to eORIGAMI!

It gives us immense pleasure in inviting you to join eORIGAMI Software Private Limited. ("eORIGAMI" or the "Company") as one of its valuable member. We believe that the growth of an organization is fuelled by the enthusiasm and energy of people who are willing to invest into its future. We therefore believe that all our employees are truly our ASSOCIATES in our road to the future. We are happy that you are one such Associate joining us in our efforts to create a truly global organization.

We are pleased to inform you that you have been offered an employment in eORIGAMI as **Jr. Software Engineer**, and you would report on your joining to **Mr. Yashwanth Reddy H, President - Operations**. You will operate out of our office located at **Bangalore**.

We prefer you to join us on **20/01/2019**

We wish to share with you the detailed terms and conditions which will govern your employment with eORIGAMI and also Associate related guidelines applicable to all eORIGAMIans including you. All these Terms and Conditions are subject to change based on business requirements and you shall abide by the updated policies. Please note that your appointment is subject to background check /reference check/pre-employment checks as applicable.

eORIGAMI observes a 5-day week with Saturday and Sunday as weekly holidays. The office hours are from 09:00 AM to 06:00 PM, with staggered lunch break of 30 minutes between 12:00 PM and 12:30 PM. Associates are expected to follow the client's working hours and holidays while on deputation to client's site in India/onsite. In the event an Associate fails to register their attendance consecutively for 3 working days, without any prior notice to their immediate manager or concerned HR, eORIGAMI shall initiate appropriate disciplinary action against the Associate as per eORIGAMI policy. eORIGAMI reserves the right to registering a MAN MISSING complaint with the Police Department, in such cases.


(Signature of Associate)

Registered Office Address: No. 07, AASHRAYAA ONYX, 7th Cross Rd, Duo Heights Layout, Devanahalli, Bengaluru, Karnataka - 560068

1. Compensation & Benefits:

You will receive a total compensation of Rs. 355000/- per annum. The compensation package consists of:

2. Position Linked Benefits:

We wish you all the very best and look forward to a long and mutually beneficial association.

Kindly confirm your acceptance of the above conditions by signing and returning the duplicate copy of this letter.

Yours sincerely,
for eORIGAMI Software Private Limited,

YASHWANTH REDDY
President - Operations

I have carefully read and understood the above offer terms including the terms contained in Annexure I and agree that the provisions of this letter and the Annexure I are reasonable and necessary and accept the same irrevocably and unconditionally.

Signature
Name


:Yashwanth Reddy K



OFFER LETTER

To,

PARUL PARASHAR
256, Mohalla Kotla Station Road Firozabad

Dear PARUL PARASHAR

On behalf of the P. Dass Forging Private Limited, I'd like to say that it brings me great pleasure to formally offer you the designation of Trainee Executive at Rohtak, Haryana, you will join the organization from 20/01/2019

We welcome you to our company and wish you all the best for your future endeavors.

This offer is provisional in nature and the regular letter of appointment shall be provide to you at the time of your joining after completion of joining formalities.

Your CTC would be Rs. 254500/-

You shall be on probation for an initial 6 month. You are required the following original documents along with self-attested photocopies of each document at the time of joining for verification to the IIR Department.

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

- Qualification Documents (All Mark-Sheets from 10th to Last)
- Work Experience Certificates or Relieving Letter of previous Employers.
- Last 3 month Pay slips of previous employer*.
- Last 6 months bank statement.
- Address Proof (Aadhar Card is preferred)
- Pan Card (Original with Photocopy)
- 3 Photographs

As you are going to be an integral part of the company, we'll try to extend all possible support to you during your tenure.

Looking forward to having you with us and wishing you great success with P D F

Kindly Confirm your Acceptance and date of Joining.

For P. Dass Forging Private Limited, Rohtak, Haryana

Authorized Signatory



APPOINTMENT LETTER

To,

PAVAN UPADHYAY
23/24 POST OFFICE WALI GALI GEONI MANDI AGRA UP

Dear **PAVAN UPADHYAY**

We are delighted to offer you a position as **Junior Associate, Technology** with Publicis Sapient, a division of TLG India Pvt. Ltd. ("Publicis Sapient").

Publicis Sapient will provide you with a total compensation package that consists of your base salary and statutory retirement benefits.

The Total Cost to Company offered to you is INR 320000/- which includes the following:-

- An annualized base salary of INR 320000/- (including HRA)
- Provident Fund and Gratuity contributions, (As per the applicable provisions)

Tax at the applicable rate shall be deducted at source from your salary.
(Please refer to Annexure "B" for details)

Your anticipated start date will **10/1/2019** You will be on training for a period of 6 months from the start date of your employment. Your home office would be in **Noida, India**.

In addition to your salary, you will be entitled to:-

- Receive Relocation expenses up to a maximum of amount Rs 10,000, (subject to submission of receipts)
- Participate in the Publicis Sapient's medical and life insurance benefits

The realisation of the above items is subject to the terms set forth in Annexure 'A' under the respective clauses.

You will be required to sign a training agreement on joining Publicis Sapient. Publicis Sapient would be making considerable investment in imparting specialized training to you for meeting the business requirements of the Company. Should you decide to leave Publicis Sapient within 18 months of the **10/1/2019**. You would be required to pay INR 150,000 in accordance with the terms of the training agreement.

TLG India Private Limited
G1, SEZ, Condo Technopark,
Building No. 1, Tower B, Ground - 3rd Floor,
Building No. 2, Tower A, Ground & First Floor,
Building No. 3, Ground & First Floor,
SEZ Sector 21, Village Chandigarh,
Gurgaon - 122016 Haryana, India

TEL: +91 (124) 472 4885
FAX: +91 (124) 472 4027

Registered Office: TLG India Private Limited
13th Floor, Liberty Trade, Tower A, 35, Sector 16A, Condo, Lower Phase, Gurgaon, Haryana 122002
Tel: +91 (124) 469 3667 Fax: +91 (124) 469 3667 Ctn: UP41609-10270015756

www.publicissapient.com

TLG India Private Limited
Cygnus Business Park Private Limited SEZ,
Tower C, 2nd - 4th Floor, Plot No. 7,
Sector 14A, Expressway,
Noida - 201301,
Uttar Pradesh, India

TEL: +91 (120) 472 5885
FAX: +91 (120) 472 5875

TLG India Private Limited
Signature Correlation Success Park,
287D, Building Vigna, Outer Ring Road,
Dundankund-Cyber, Marathahalli Post,
Bengaluru - 560037 Karnataka, India

TEL: +91 (80) 6131 6000
FAX: +91 (80) 6131 6001

On your first day of employment, please report to our office at **Gurgaon** at **9:00 a.m.** along with the documents. Should there be a change in your start date, it is mandatory for you to communicate the same to us a week in advance as this impacts your experience with Publicis Sapient.

Kindly return a copy of this letter duly counter signed by you, within a week in acceptance of the terms and conditions set out herein. Please refer to the Annexure "A" of this letter for details on the Terms of Employment, which shall apply to your employment. By signing a copy of this letter, you agree to abide by these terms and any other published terms in effect from time to time throughout the period of your employment.

We are looking forward to your joining us. We are sure that you would find life with Publicis Sapient to be motivating and challenging.

Best Regards



Kamal Karwal
GVP, People Strategy | Publicis Sapient



Zummit Infolabs LLP
1498, 40th cross, 22nd main 4th t block Jayanagar,
Bangalore 41
www.zummitlabs.com

Date of Joining: 25/10/2018

Sub: Letter of Appointment

Dear TANMAY KUMAR
VIII Himayunpur Post J.J.C.
Nouner

This is to inform you that you have been offered the position of a "Bioinformatics Professional" at Zummit Infolabs based on the interview with a full time engagement of 8 hours at least. During this period you will be paid 287000/- per annum.

This includes activities related to application development using Python, Django, Web development and some machine learning along with some Enzyme Engineering and Biotechnology domain knowledge.

Details of the offer are further explained in the annexure attached. You are requested to go through the terms and conditions and sign below your acceptance for the same.

Wishing you all the very best and a warm welcome to the Zummit Infolabs family.

On behalf of Zummit Infolabs,

Isha Mishra

Isha Mishra
HR Head
Zummit Infolabs
Bangalore

Confidential

Zummit Infolabs LLP
www.zummitlabs.com





Zummit Infolabs LLP
1498, 40th cross, 22nd main 4th t block Jayanagar,
Bangalore 41
www.zummitlabs.com

TERMS AND CONDITIONS OF SERVICE FOR APPOINTMENT AS
Bioinformatics Intern

This is with reference to the discussion which you had with us; we are pleased to appoint you for the said post under the following terms and conditions.

- Your appointment will be effective: 25/10/2018
- You are designated as: Bioinformatics Professional
- The copyright in the entire work product, material and other tangible property written or generated by you during the course of your employment with the Company shall be and will remain the exclusive property of the Company. You shall return the same to the Company on termination of your employment or at such earlier time as requested for by the Company. The work product shall be the exclusive property of the Company, and the Company shall be free to deal with the same in such manner as it deems fit.
- The employee shall at any time be liable for the disciplinary action such as Warning, Suspension, Discharge, Dismissal or losing Lien on his employment for unsatisfactory performance, causing damage/financial loss to the company, committing breach of any service condition, misconduct such as irregular attendance, unauthorized absence, misbehaviors or any unworthy acts like thefts, misappropriation/fraud, dishonesty, immorality, indecent behavior, usage of indecent language, conviction, falsification of documents/ records or information given Application for securing a job which in the opinion of the company is prejudicial and detrimental to the interest of the company.
- The employee shall in addition to the General Service Conditions as specifically stated herein above be governed by other rules, regulations; practices, systems, procedures and policies as are in force or may be added, altered, modified or omitted/deleted by the company from time to time.

For Zummit Infolabs,

Isha Mishra

Isha Mishra
HR Head
Zummit Infolabs
Bangalore

Confidential

Zummit Infolabs LLP
www.zummitlabs.com





S.S. BOTTLING PRIVATE LIMITED

JOB OFFER LETTER

To,

**KAJAL SONKER
5/124, SONTH KI MANDI AGRA**

On behalf of the entire company, I'd like to say that it brings me great pleasure to formally offer you the designation of **Microbiologist, SS Bottling Pvt. Ltd.** at **Gohana, Sonapat**, you will join the organization from **10/1/2019**.

We welcome you to our company and wish you all the best for your future endeavors. This offer is provisional in nature and the regular letter of appointment shall be provided to you at the time of your joining after completion of joining formalities.

Your CTC would be Rs. 239800/-

You shall be on probation for an initial **6 month**. You are required the following original documents along with self-attested photocopies of each document at the time of joining for verification to the HR Department.

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

1. Qualification Documents (All Mark Sheets from 10th to Last)
2. Work Experience Certificates or Relieving Letter of previous Employers.
3. Last 3 month Pay slips of previous employer.
4. Last 6 months bank statement.
5. Address Proof (Aadhar Card is preferred)
6. Pan Card (Original with Photo copy)
7. 3 Photographs

As you are going to be an integral part of the company, we'll try to extend all possible support to you during your tenure.

Looking forward to having you with us and wishing you great success with **SS Bottling Pvt. Ltd.**

Kindly Confirm your Acceptance and date of joining.

For SS Bottling Pvt. Ltd., Gohana, Sonapat.

Authorized Signatory

Work Place – Khasra No 15/13, 15/14, 15/15(4-0), 15//18/1/1 15//18/1/2 & 15//23/1/1 Village Mehmood Pur,
Tehsil Gohana, Distt. Sonapat, Haryana – 131001 (INDIA)

Regd. Office – 9/53, Kirti Nagar, Indl. Area, New Delhi – 110015 Tel: +91-11-45072942, 25927392 Fax: +91-11-45072943

Corporate Identity Number : **U15549dl2018ptc337847**



Offer: Computer Consultancy

Date: 19/09/2018

DEEPAK KUMAR
D-120 BALAJIPURAM AURANGABAD MATHURA

Dear DEEPAK KUMAR

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process for 'TCS Digital' and we are pleased to make you an offer of employment.

You have been selected for the position of **Systems Engineer** in Grade **C1**. You will be assigned a challenging role in any Business Unit as per the business requirements of TCSL.

Your gross salary including all benefits and Retention Incentive will be **INR 234570/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

1

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

415/21-24, Kumanan Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers ServiceLine: 1800 209 3311 Email: careers@tcs.com



COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of INR **15,000/-** per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be INR **7,500/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of INR **500/-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

4. Personal Allowance

You will be eligible for a monthly personal allowance of INR **17,272/-** per month. This component is subject to review and may change as per TCSL's compensation policy.

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

415/21-24, Karaman Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

Tel: 91 44 6616 2232 Fax: 91 44 6616 2555 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers ServiceLine: 1800 209 3311 Email: careers@tcs.com



PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of INR 4,300/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Performance Bonus

Your Performance Bonus will be INR 3,100/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Performance Bonus is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Performance Bonus.

This payment shall be treated as productivity bonus in lieu of statutory profit bonus.

CITY ALLOWANCE

You will be eligible for a City Allowance of INR 400/- per month. This allowance is fully taxable, is specific to India and linked to your base branch. It is subject to review and will be discontinued while on international assignments.

RETENTION INCENTIVE

You are eligible for Retention Incentive of INR 70,000/- payable to you on an annual basis. This component is in appreciation of continuity of your service in TCSL and will be paid on completion of each year from the introduction of this incentive for a period of 3 years. The Company reserves the right to modify the same in line with the TCS Compensation Policy.

OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependents under the company's Health Insurance Scheme (HIS).

HIS offers the following benefits:

1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to INR 6,000/- per insured person per annum and basic hospitalization expenses up to INR 2,00,000/- per insured person per annum.

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

415/21-24, Kumanan Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers ServiceLine: 1800 209 3311 Email: careers@tcs.com



i. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for INR **12,00,000/-** as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of INR **250/-** will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.

RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

Withdrawal of Offer

If you fail to accept the offer from TCSL within 15 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn. Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL. We look forward to having you in our global team.

Yours Sincerely,

For TATA Consultancy Services Limited



Girish V. Nandimath
Global Head Talent Acquisition & AIP

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms



To,

ANURAG SHARMA
H NO 214 SECTOR 5 AWAS VIKAS COLONY SIKANDRA AGRA

Dear ANURAG SHARMA

On behalf of the WELSPUN Floor Company, I'd like to say that it brings me great pleasure to formally offer you the designation of Trainee Executive at Village- Chandanvelly, Mandal – Shabad, Shabad Road, Chandanville, Rangareddy – 501503. you will join the organization from 10/1/2019

We welcome you to our company and wish you all the best for your future endeavors. This offer is provisional in nature and the regular letter of appointment shall be provided to you at the time of your joining after completion of joining formalities.

Your CTC would be Rs.287000/-

You shall be on probation for an initial 6 month. You are required the following original documents along with self-attested photocopies of each document at the time of joining for verification to the HR Department.

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

- Qualification Documents (All MarkSheets from 10th to Last)
- Work Experience Certificates or Relieving Letter of previous Employers*.
- Last 3 month Pay slips of previous employer*.
- Last 6 months bank statement.
- Address Proof (Aadhar Card is preferred)
- Pan Card (Original with Photocopy)
- 3 Photographs

As you are going to be an integral part of the company, we'll try to extend all possible support to you during your tenure.

Looking forward to having you with us and wishing you great success with Welspun

For Village- Chandanvelly, Mandal – Shabad, Shabad Road, Chandanville, Rangareddy – 501503

A handwritten signature in blue ink, appearing to read 'Singh', is written over a light blue horizontal line.

Authorized Signatory



Offer Letter

Date: 25/10/2018

Name: RAHUL SINGH

Address: GANESH PUR KARMA SONBHADRA UP

Dear RAHUL SINGH,

We are delighted to offer you the position of **Assistant Manager QC-microbiology**,

The position, as explained to you, is in our company's Quality Assurance.

We request that you review the same and revert the acknowledgement of your acceptance.

As a result, we will make arrangements to provide you with a detailed letter of appointment on the date of your joining with us, which we have agreed will be any day on or before 25/10/2018 and your package will be **324500/-**.

The role in which you will be working is very important and will require you to deal with important and sensitive information, records and other company matters.

We are excited to have you as a member of our team. We are confident that you will have a successful career with our company.

We'd like to take this opportunity to welcome you to our team.

Kind Regards

Apoorva

Sr. Executive IIR



Zuche Pharmaceuticals Private Limited

Registered Office: 602-D/1B/4, Navkar Parkview Apartment, Flat No. 8, Ward No. 3, Mehrauli, New Delhi-110030, India
Corporate Office: A-215 & A-217, 2nd Floor, Somdatt Chambers-1, Building No. 5, Bhikaji Cama Place, New Delhi-110066, India
Manufacturing Unit: G1-712, RICO Industrial Area, Chopanki, Dist: Akrur, Rajasthan-301019, India
E-mail: business@zuchepharma.in, business@zuchepharma.com Website: www.zuchepharma.com
Contact Number: +91-11-41662311, +91-8610475070, +91-9873252118 CIN: U52100DL2010PTC206054



Offer Letter

Date 23/12/2018

Dear PRATAP SINGH
95 viashnu colony shahganj agra

Congratulations on your decision to be a BYJUITE! At BYJU'S, we are on a mission to help students fall in love with learning across the world. We create learning journeys for every student that address their unique needs and make them lifelong learners. We hope your contributions and passion would help us achieve this mission.

It gives us immense pleasure to formalize your offer and appointment for the position of **Student Success Specialist-Student Experience** at Think and Learn Private Limited (hereafter referred to as 'BYJU'S' or 'Company') in the **Student Experience** department subject to your acceptance of the offer mentioned in this letter. The letter includes details of your compensation structure, probation and notice periods (Annexure A). As you read through the details, please feel free to reach out to the recruiter who managed your process, with any questions or concerns.

Your date of joining at BYJU'S is 23/12/2018. Your onboarding details will be communicated by BYJU'S Onboarding Team post acceptance of the offer. In case you do not report at your job on or prior to 23/12/2018 the offer shall be deemed to be rejected by you. Please accept this offer in our HR portal so that we can initiate your onboarding process. Once initiated, you will be receiving an email confirmation for the same. In case you do not acknowledge and accept this offer letter on the HR portal within two working days, the offer would stand withdrawn.

Position Details and Compensation Overview

Designation	Student Success Specialist-Student Experience
Department	Student Experience
Employment Type	Regular
Work Location	Bangalore - Katyanji Tech Park

Total Annual Cost to Company : ₹ 231230

Details of bonuses (if any) are mentioned in Annexure A. You are requested to join the services of the Company, 23/12/2018 falling, which you may please consider the offer to be withdrawn unless an extension to the date of joining has been mutually agreed in writing. You are requested to signify your acceptance of the terms and conditions by accepting the offer on our HR portal and signing and returning to us the duplicate copy of this letter on your day of Onboarding.

The terms of your employment contract are strictly confidential and should be treated as privileged information between yourself and the Company. You are expected to maintain such information appropriately. We take this opportunity to thank you for the interest you have shown in our organization and look forward to welcoming you on board for a fruitful career with us. We are certain that you will find challenge, satisfaction, and opportunity in your association with the Company.

Best Regards,



Deeptha A R
Head - Human Resources
Think & Learn Pvt. Ltd

Annexure - A

Compensation Details	
Name	PRATAP SINGH
Designation	Student Success Specialist-Student Experience
Date Of Joining	23/12/2018
Annual Cost To Company(CTC)	231230

*Adhoc Allowances (if any) provide an array of tax benefits, please refer to the Annexure B for details
 **Income Tax and Professional Tax would be deducted from the Total Annual Net Pay basis the government rules. Your take-home salary would be Total Annual Net Pay - Taxes.
 ***PF administrative charges and EDLI charges as per rules (i.e. at present 1% admin charges, equal to INR 150/- per month towards Employee PF deduction of INR 1800/- per month), will be included in above mentioned CTC.

Annexure - B

Adhoc Allowances(if applicable) will comprise one or all of the below allowances basis your overall fixed CTC.

Allowance	Maximum Amount	Tax Treatment
Mobile & Broadband Allowance	Up to INR 1000 per month for mobile and broadband each	
Research Allowance	Up to INR 30000 per annum	Non-taxable upon
Fuel Allowance	Up to INR 2400 per month based on CC capacity and type of the vehicle	submission of
Driver Allowance	Up to INR 900 per month	required proofs
Special Allowance	Balancing Component	Taxable

General Guidelines

- All these elements will be within the fixed part of the employee's compensation, a detailed breakup of adhoc allowances will depend upon the fixed CTC, and will be shared in the payslip
- Detailed guidelines on these will be shared post your onboarding
- All the above allowances will be considered taxable through the year, however, on the production of required bills over the quarterly window, tax exemption will be provided as per the rules laid out above
- Employees are required to keep a copy of the bills as proof of expenses incurred through the quarterly cycle and submit the same in the quarterly window
- The above-mentioned tax benefits will be applicable only for those employees who opt for the Old Income Tax Regime and not the new one
- 'Special Allowance' component is a part of taxable income



Zummit Infolabs LLP
1498, 40th cross, 22nd main 4th t block Jayanagar,
Bangalore 41
www.zummitlabs.com

Date of Joining: 25/10/2018

Sub: Letter of Appointment

Dear SHOMYALA FAHIM
village surtiya post pataini dist
hathras

This is to inform you that you have been offered the position of a "Bioinformatics Professional" at Zummit Infolabs based on the interview with a full time engagement of 8 hours at least. During this period you will be paid 287000/- per annum.

This includes activities related to application development using Python, Django, Web development and some machine learning along with some Enzyme Engineering and Biotechnology domain knowledge.

Details of the offer are further explained in the annexure attached. You are requested to go through the terms and conditions and sign below your acceptance for the same.

Wishing you all the very best and a warm welcome to the Zummit Infolabs family.

On behalf of Zummit Infolabs,

Isha Mishra

Isha Mishra
HR Head
Zummit Infolabs
Bangalore

Confidential

Zummit Infolabs LLP
www.zummitlabs.com





Zummit Infolabs LLP
1498, 40th cross, 22nd main 4th t block Jayanagar,
Bangalore 41
www.zummitlabs.com

TERMS AND CONDITIONS OF SERVICE FOR APPOINTMENT AS
Bioinformatics Intern

This is with reference to the discussion which you had with us; we are pleased to appoint you for the said post under the following terms and conditions.

- Your appointment will be effective: 25/10/2018
- You are designated as: Bioinformatics Professional
- The copyright in the entire work product, material and other tangible property written or generated by you during the course of your employment with the Company shall be and will remain the exclusive property of the Company. You shall return the same to the Company on termination of your employment or at such earlier time as requested for by the Company. The work product shall be the exclusive property of the Company, and the Company shall be free to deal with the same in such manner as it deems fit.
- The employee shall at any time be liable for the disciplinary action such as Warning, Suspension, Discharge, Dismissal or losing Lien on his employment for unsatisfactory performance, causing damage/financial loss to the company, committing breach of any service condition, misconduct such as irregular attendance, unauthorized absence, misbehaviors or any unworthy acts like thefts, misappropriation/fraud, dishonesty, immorality, indecent behavior, usage of indecent language, conviction, falsification of documents/ records or information given Application for securing a job which in the opinion of the company is prejudicial and detrimental to the interest of the company.
- The employee shall in addition to the General Service Conditions as specifically stated herein above be governed by other rules, regulations; practices, systems, procedures and policies as are in force or may be added, altered, modified or omitted/deleted by the company from time to time.

For Zummit Infolabs,

Isha Mishra

Isha Mishra
HR Head
Zummit Infolabs
Bangalore

Confidential

Zummit Infolabs LLP
www.zummitlabs.com





PRIVATE & CONFIDENTIAL

ANSHUMAN VERMA
S/O AB SAXENA

KAVI DAYAL CHOWK
LOHVAN MATHURA

Date: 23/12/2018

TRAINEE ASSOCIATE (Trainee Associate Engineer Network - MID) CONTRACT

Dear ANSHUMAN VERMA,

This is your Contract of Training/Apprenticeship ('**Contract**') and contains a statement of the applicable terms of your training.

We are delighted that you have agreed to join us as a Trainee (Trainee Associate Engineer Network - MID). Once you have acknowledged these terms, this shall become a contract between you and the Company.

Please note that your engagement with us is subject to you having the right to work in India, completing the applicable registration requirements under law, and to our being satisfied that you have met all pre-engagement conditions. Any requirements under the Provisional Offer of Apprenticeship, that permit or require compliance after the commencement of your training, will continue to require compliance by you within timelines specified therein.

1. Commencement Date

1.1 For the purposes of your training, your engagement is with BT Global Business Services Pvt Ltd (Company) having its registered office at Eros Corporate Tower, 11th Floor, Nehru Place, New Delhi, 110019, India.

1.2 Your Training will be for a period of 12 months from the start date specified in Appendix 1. Your stipend for the term of twelve (12) months is **INR 214500** which shall be payable monthly in arrears directly into your nominated bank account. (Stipend). A complete breakdown of your Stipend/compensation package is set out at Appendix 1 of this Contract.

Corporate Office:
7th to 9th Floor, Tower C & D, Building
No. 14,
Sector 24 & 25 A
DLF Cyber City
Notified SEZ
DLF City
Gurgaon-122002

BT Global Business Services Pvt Ltd
CIN: U74140DL2014PTC268583
Registered Office:
11th Floor, Eros Corporate Tower
Opp. International Trade Tower
Nehru Place,
New Delhi - 110 019, India
Tel.: +91 11 4781 1111
Fax: +91 11 4103 4438

www.bt.com

**Appendix1 Table of
benefits**

Section Name	ANSHUMAN VERMA	
1.	Position	Trainee Associate (Trainee Associate Engineer Network - MID) reporting to Sneh Deep Jassal (EIN :611638876), Title: Technical Delivery Manager-MBNL, Ph:
2.	Start Date	23/12/2018
3.	Normal Place of Work	7th & 8th Floors, Tower C & D, Building No 14 Sector 24 & 25A, Gurugram 122016, India
3B.	Temporary Place of Work	NA
4.	Stipend	As set out below
5.	Next Stipend Review date	On successful completion of apprenticeship/training
6.	Annual Leave	21
7.	Benefits	Group Medical Insurance Plan: Coverage of INR 6,00,000 for you; your spouse and 2 dependent children, as applicable to be availed as per the due process. Group Personal Accident Plan only for yourself: 5 times of your annual stipend or INR 10,00,000, whichever is higher. Group Term Life Insurance Policy only for yourself: 5 times of your annual stipend or INR 10,00,000, whichever is higher.

Yours sincerely,



Sai Kumar
Senior Manager - Talent Acquisition
For and on behalf of BT Global Business Services Pvt Ltd



Offer Letter

Date: 25/10/2018

Name: SHUBHANGI DIXIT

Address: YADAV NAGAR ASFABAD CHOURAHA

Dear SHUBHANGI DIXIT,

We are delighted to offer you the position of **Assistant Manager QC-microbiology**.

The position, as explained to you, is in our company's Quality Assurance.

We request that you review the same and revert the acknowledgement of your acceptance.

As a result, we will make arrangements to provide you with a detailed letter of appointment on the date of your joining with us, which we have agreed will be any day on or before 25/10/2018 and your package will be **324500/-**.

The role in which you will be working is very important and will require you to deal with important and sensitive information, records and other company matters.

We are excited to have you as a member of our team. We are confident that you will have a successful career with our company.

We'd like to take this opportunity to welcome you to our team.

Kind Regards

Apoorva

Sr. Executive IIR



Zuche Pharmaceuticals Private Limited

Registered Office: 602-D/1B/4, Navkar Parkview Apartment, Flat No. 8, Ward No. 3, Mehrauli, New Delhi-110030, India
Corporate Office: A-215 & A-217, 2nd Floor, Somdatt Chambers-1, Building No. 5, Bhikaji Cama Place, New Delhi-110066, India
Manufacturing Unit: G1-712, RICO Industrial Area, Chopanki, Dist: Akrur, Rajasthan-301019, India
E-mail: business@zuchepharma.in, business@zuchepharma.com Website: www.zuchepharma.com
Contact Number: +91-11-41662311, +91-8610475070, +91-9873582118 CIN: U52100DL2010PTC206054



S.S. BOTTLING PRIVATE LIMITED

JOB OFFER LETTER

To,

Ritu Solanki
puregheesa bajaha mishran saidabad prayagraj

On behalf of the entire company, I'd like to say that it brings me great pleasure to formally offer you the designation of **Microbiologist, SS Bottling Pvt. Ltd. at Gohana, Sonapat**, you will join the organization from **10/1/2019**.

We welcome you to our company and wish you all the best for your future endeavors. This offer is provisional in nature and the regular letter of appointment shall be provided to you at the time of your joining after completion of joining formalities.

Your CTC would be Rs. 239800/-

You shall be on probation for an initial **6 month**. You are required the following original documents along with self-attested photocopies of each document at the time of joining for verification to the HR Department.

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

1. Qualification Documents (All Mark Sheets from 10th to Last)
2. Work Experience Certificates or Relieving Letter of previous Employers.
3. Last 3 month Pay slips of previous employer.
4. Last 6 months bank statement.
5. Address Proof (Aadhar Card is preferred)
6. Pan Card (Original with Photo copy)
7. 3 Photographs

As you are going to be an integral part of the company, we'll try to extend all possible support to you during your tenure. Looking forward to having you with us and wishing you great success with **SS Bottling Pvt. Ltd.**

Kindly Confirm your Acceptance and date of joining.

For **SS Bottling Pvt. Ltd., Gohana, Sonapat.**

Authorized Signatory

Work Place – Khasra No 15/13, 15/14, 15/15(4-0), 15//18/1/1 15//18/1/2 & 15//23/1/1 Village Mehmood Pur,
Tehsil Gohana, Distt. Sonapat, Haryana – 131001 (INDIA)
Regd. Office – 9/53, Kirti Nagar, Indl. Area, New Delhi – 110015 Tel: +91-11-45072942, 25927392 Fax: +91-11-45072943
Corporate Identity Number : U15549dl2018ptc337847



Offer: Computer Consultancy

Date: 19/09/2018

RISHABH MAHESHWARI
BHOOD KA BAGH, KAMLA NAGAR, AGRA

Dear RISHABH MAHESHWARI

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process for 'TCS Digital' and we are pleased to make you an offer of employment.

You have been selected for the position of **Systems Engineer** in Grade **C1**. You will be assigned a challenging role in any Business Unit as per the business requirements of TCSL.

Your gross salary including all benefits and Retention Incentive will be **INR 234570/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

1

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

415/21-24, Kumbharan Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers ServiceLine: 1800 209 3311 Email: careers@tcs.com



COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of INR **15,000/-** per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be INR **7,500/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of INR **500/-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

4. Personal Allowance

You will be eligible for a monthly personal allowance of INR **17,272/-** per month. This component is subject to review and may change as per TCSL's compensation policy.



PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of INR 4,300/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Performance Bonus

Your Performance Bonus will be INR 3,100/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Performance Bonus is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Performance Bonus.

This payment shall be treated as productivity bonus in lieu of statutory profit bonus.

CITY ALLOWANCE

You will be eligible for a City Allowance of INR 400/- per month. This allowance is fully taxable, is specific to India and linked to your base branch. It is subject to review and will be discontinued while on international assignments.

RETENTION INCENTIVE

You are eligible for Retention Incentive of INR 70,000/- payable to you on an annual basis. This component is in appreciation of continuity of your service in TCSL and will be paid on completion of each year from the introduction of this incentive for a period of 3 years. The Company reserves the right to modify the same in line with the TCS Compensation Policy.

OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependents under the company's Health Insurance Scheme (HIS).

HIS offers the following benefits:

1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to INR 6,000/- per insured person per annum and basic hospitalization expenses up to INR 2,00,000/- per insured person per annum.



i. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for INR **12,00,000/-** as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of INR **250/-** will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.

RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

415/21-24, Kumanan Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers ServiceLine: 1 800 209 3311 Email: careers@tcs.com

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

Withdrawal of Offer

If you fail to accept the offer from TCSL within 15 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn. Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL. We look forward to having you in our global team.

Yours Sincerely,

For TATA Consultancy Services Limited



Girish V. Nandimath
Global Head Talent Acquisition & AIP

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms



S.S. BOTTLING PRIVATE LIMITED

JOB OFFER LETTER

To,

KM. JYOTI
M14/C AVAS COLONEY BUDAUN

On behalf of the entire company, I'd like to say that it brings me great pleasure to formally offer you the designation of **Microbiologist**, **SS Bottling Pvt. Ltd.** at **Gohana, Sonapat**, you will join the organization from **10/1/2019**.

We welcome you to our company and wish you all the best for your future endeavors. This offer is provisional in nature and the regular letter of appointment shall be provided to you at the time of your joining after completion of joining formalities.

Your CTC would be Rs. 239800/-

You shall be on probation for an initial **6 month**. You are required the following original documents along with self-attested photocopies of each document at the time of joining for verification to the HR Department.

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

1. Qualification Documents (All Mark Sheets from 10th to Last)
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3. Last 3 month Pay slips of previous employer.
4. Last 6 months bank statement.
5. Address Proof (Aadhar Card is preferred)
6. Pan Card (Original with Photo copy)
7. 3 Photographs

As you are going to be an integral part of the company, we'll try to extend all possible support to you during your tenure.

Looking forward to having you with us and wishing you great success with **SS Bottling Pvt. Ltd.**

Kindly Confirm your Acceptance and date of joining.

For **SS Bottling Pvt. Ltd., Gohana, Sonapat.**

Authorized Signatory

Work Place – Khasra No 15/13, 15/14, 15/15(4-0), 15//18/1/1 15//18/1/2 & 15//23/1/1 Village Mehmood Pur,
Tehsil Gohana, Distt. Sonapat, Haryana – 131001 (INDIA)

Regd. Office – 9/53, Kirti Nagar, Indl. Area, New Delhi – 110015 Tel: +91-11-45072942, 25927392 Fax: +91-11-45072943

Corporate Identity Number : **U15549dl2018ptc337847**



Zummit Infolabs LLP
1498, 40th cross, 22nd main 4th t block Jayanagar,
Bangalore 41
www.zummitlabs.com

Date of Joining: 25/10/2018

Sub: Letter of Appointment

Dear KARISHMA
29/112,Raja Ki Mandi,Chopati
Agra

This is to inform you that you have been offered the position of a "Bioinformatics Professional" at Zummit Infolabs based on the interview with a full time engagement of 8 hours at least. During this period you will be paid 287000/- per annum.

This includes activities related to application development using Python, Django, Web development and some machine learning along with some Enzyme Engineering and Biotechnology domain knowledge.

Details of the offer are further explained in the annexure attached. You are requested to go through the terms and conditions and sign below your acceptance for the same.

Wishing you all the very best and a warm welcome to the Zummit Infolabs family.

On behalf of Zummit Infolabs,

Isha Mishra

Isha Mishra
HR Head
Zummit Infolabs
Bangalore

Confidential

Zummit Infolabs LLP
www.zummitlabs.com





Zummit Infolabs LLP
1498, 40th cross, 22nd main 4th t block Jayanagar,
Bangalore 41
www.zummitlabs.com

TERMS AND CONDITIONS OF SERVICE FOR APPOINTMENT AS
Bioinformatics Intern

This is with reference to the discussion which you had with us; we are pleased to appoint you for the said post under the following terms and conditions.

- Your appointment will be effective: 25/10/2018
- You are designated as: Bioinformatics Professional
- The copyright in the entire work product, material and other tangible property written or generated by you during the course of your employment with the Company shall be and will remain the exclusive property of the Company. You shall return the same to the Company on termination of your employment or at such earlier time as requested for by the Company. The work product shall be the exclusive property of the Company, and the Company shall be free to deal with the same in such manner as it deems fit.
- The employee shall at any time be liable for the disciplinary action such as Warning, Suspension, Discharge, Dismissal or losing Lien on his employment for unsatisfactory performance, causing damage/financial loss to the company, committing breach of any service condition, misconduct such as irregular attendance, unauthorized absence, misbehaviors or any unworthy acts like thefts, misappropriation/fraud, dishonesty, immorality, indecent behavior, usage of indecent language, conviction, falsification of documents/ records or information given Application for securing a job which in the opinion of the company is prejudicial and detrimental to the interest of the company.
- The employee shall in addition to the General Service Conditions as specifically stated herein above be governed by other rules, regulations; practices, systems, procedures and policies as are in force or may be added, altered, modified or omitted/deleted by the company from time to time.

For Zummit Infolabs,

Isha Mishra

Isha Mishra
HR Head
Zummit Infolabs
Bangalore

Confidential

Zummit Infolabs LLP
www.zummitlabs.com





Offer Letter

Date: 25/10/2018

Name: POOJA

Address: VILL. CAMPIERNAGAR, POST CAMPIERGANJ, DISTT. GORAKHPUR

Dear POOJA,

We are delighted to offer you the position of **Assistant Manager QC-microbiology**,

The position, as explained to you, is in our company's Quality Assurance.

We request that you review the same and revert the acknowledgement of your acceptance.

As a result, we will make arrangements to provide you with a detailed letter of appointment on the date of your joining with us, which we have agreed will be any day on or before 25/10/2018 and your package will be **324500/-**.

The role in which you will be working is very important and will require you to deal with important and sensitive information, records and other company matters.

We are excited to have you as a member of our team. We are confident that you will have a successful career with our company.

We'd like to take this opportunity to welcome you to our team.

Kind Regards

Apoorva

Sr. Executive IIR



Zuche Pharmaceuticals Private Limited

Registered Office: 602-D/1B/4, Navkar Parkview Apartment, Flat No. 8, Ward No. 3, Mehrauli, New Delhi-110030, India
Corporate Office: A-215 & A-217, 2nd Floor, Somdatt Chambers-1, Building No. 5, Bhikaji Cama Place, New Delhi-110066, India
Manufacturing Unit: G1-712, RICO Industrial Area, Chopanki, Distt. Akrur, Rajasthan-301019, India
E-mail: business@zuchepharma.in, business@zuchepharma.com Website: www.zuchepharma.com
Contact Number: +91-11-41662311, +91-8610475070, +91-9873582118 CIN: U52100DL2010PTC206054



APPOINTMENT LETTER

To,

RASHI JAIN
9/56/1 DERA SARAS NAI KI MANDI SHAHGANJ AGRA

Dear **RASHI JAIN**

We are delighted to offer you a position as **Junior Associate, Technology** with Publicis Sapient, a division of TLG India Pvt. Ltd. ("Publicis Sapient").

Publicis Sapient will provide you with a total compensation package that consists of your base salary and statutory retirement benefits.

The Total Cost to Company offered to you is INR 320000/- which includes the following:-

- An annualized base salary of INR 320000/- (including HRA)
- Provident Fund and Gratuity contributions, (As per the applicable provisions)

Tax at the applicable rate shall be deducted at source from your salary.
(Please refer to Annexure "B" for details)

Your anticipated start date will **10/1/2019** You will be on training for a period of 6 months from the start date of your employment. Your home office would be in **Noida**, India.

In addition to your salary, you will be entitled to:-

- Receive Relocation expenses up to a maximum of amount Rs 10,000, (subject to submission of receipts)
- Participate in the Publicis Sapient's medical and life insurance benefits

The realisation of the above items is subject to the terms set forth in Annexure 'A' under the respective clauses.

You will be required to sign a training agreement on joining Publicis Sapient. Publicis Sapient would be making considerable investment in imparting specialized training to you for meeting the business requirements of the Company. Should you decide to leave Publicis Sapient within 18 months of the **10/1/2019**. You would be required to pay INR 150,000 in accordance with the terms of the training agreement.

TLG India Private Limited
G1, SEZ, Condo Technopark,
Building No. 1, Tower B, Ground - 3rd Floor,
Building No. 2, Tower A, Ground & First Floor,
Building No. 3, Ground & First Floor,
SEZ Sector 21, Village Chandigarh,
Gurgaon - 122016 Haryana, India

Tel: +91 (124) 472 4885
Fax: +91 (124) 472 4027

TLG India Private Limited
Cygnus Business Park Private Limited SEZ,
Tower C, 2nd - 4th Floor, Plot No. 7,
Sector 14A, Expressway,
Noida - 201301,
Uttar Pradesh, India

Tel: +91 (120) 472 5885
Fax: +91 (120) 472 5875

TLG India Private Limited
Signature Correlation Success Park,
287D, Building Virgo, Outer Ring Road,
Dandankundi-Cyber, Marathahalli Post,
Bengaluru - 560057 Karnataka, India

Tel: +91 (80) 6131 6000
Fax: +91 (80) 6131 6001

Registered Office: TLG India Private Limited
13th Floor, Liberty Trade, Tower A, 35, Sector 14A, Expressway, Lower Phase, Noida, UTTAR PRADESH
Tel: +91 (120) 669 3667 Fax: +91 (120) 669 3667 CIN: U11109IN12070015756

www.publicissapient.com

On your first day of employment, please report to our office at **Gurgaon** at **9:00 a.m.** along with the documents. Should there be a change in your start date, it is mandatory for you to communicate the same to us a week in advance as this impacts your experience with Publicis Sapient.

Kindly return a copy of this letter duly counter signed by you, within a week in acceptance of the terms and conditions set out herein. Please refer to the Annexure "A" of this letter for details on the Terms of Employment, which shall apply to your employment. By signing a copy of this letter, you agree to abide by these terms and any other published terms in effect from time to time throughout the period of your employment.

We are looking forward to your joining us. We are sure that you would find life with Publicis Sapient to be motivating and challenging.

Best Regards



Kamal Karwal
GVP, People Strategy | Publicis Sapient



APPOINTMENT LETTER

To,

SANDHYA MUKHIYA
A6/328 JANTA QUARTER KAMLA NAGAR

Dear **SANDHYA MUKHIYA**

We are delighted to offer you a position as **Junior Associate, Technology** with Publicis Sapient, a division of TLG India Pvt. Ltd. ("Publicis Sapient").

Publicis Sapient will provide you with a total compensation package that consists of your base salary and statutory retirement benefits.

The Total Cost to Company offered to you is INR 320000/- which includes the following:-

- An annualized base salary of INR 320000/- (including HRA)
- Provident Fund and Gratuity contributions, (As per the applicable provisions)

Tax at the applicable rate shall be deducted at source from your salary.
(Please refer to Annexure "B" for details)

Your anticipated start date will **10/1/2019**. You will be on training for a period of 6 months from the start date of your employment. Your home office would be in **Noida, India**.

In addition to your salary, you will be entitled to:-

- Receive Relocation expenses up to a maximum of amount Rs 10,000, (subject to submission of receipts)
- Participate in the Publicis Sapient's medical and life insurance benefits

The realisation of the above items is subject to the terms set forth in Annexure 'A' under the respective clauses.

You will be required to sign a training agreement on joining Publicis Sapient. Publicis Sapient would be making considerable investment in imparting specialized training to you for meeting the business requirements of the Company. Should you decide to leave Publicis Sapient within 18 months of the **10/1/2019**, You would be required to pay INR 150,000 in accordance with the terms of the training agreement.

TLG India Private Limited
G1, SEZ, Condo Technopark,
Building No. 1, Tower B, Ground - 3rd Floor,
Building No. 2, Tower A, Ground & First Floor,
Building No. 5, Ground & First Floor,
SEZ Sector 21, Village Chandigarh,
Gurgaon - 122016 Haryana, India

TEL: +91 (124) 472 4885
FAX: +91 (124) 472 4027

Registered Office: TLG India Private Limited
13th Floor, Laxmi Trade, Tower A, 35, Sector 16A, Noida, Uttar Pradesh, India
Tel: +91 (20) 889 3807 Fax: +91 (20) 889 3807 Ctn: UPI4180810270015756

www.publicissapient.com

TLG India Private Limited
Cygnus Business Park Private Limited SEZ,
Tower C, 2nd - 4th Floor, Plot No. 7,
Sector 14A, Expressway,
Noida - 201301,
Uttar Pradesh, India

TEL: +91 (20) 472 5885
FAX: +91 (20) 472 5875

TLG India Private Limited
Signature Correlation Success Park,
287D, Building Vigna, Outer Ring Road,
Dundankund-Cyber, Mahanagar Post,
Bengaluru - 560057 Karnataka, India

TEL: +91 (80) 6131 6000
FAX: +91 (80) 6131 6001

On your first day of employment, please report to our office at **Gurgaon** at **9:00 a.m.** along with the documents. Should there be a change in your start date, it is mandatory for you to communicate the same to us a week in advance as this impacts your experience with Publicis Sapient.

Kindly return a copy of this letter duly counter signed by you, within a week in acceptance of the terms and conditions set out herein. Please refer to the Annexure "A" of this letter for details on the Terms of Employment, which shall apply to your employment. By signing a copy of this letter, you agree to abide by these terms and any other published terms in effect from time to time throughout the period of your employment.

We are looking forward to your joining us. We are sure that you would find life with Publicis Sapient to be motivating and challenging.

Best Regards



Kamal Karwal
GVP, People Strategy | Publicis Sapient



Offer Letter

Date 23/12/2018

Dear SHRESTHA ARUN
INDRA NAGAR ETAH ROAD TUNDLA

Congratulations on your decision to be a BYJUITE! At BYJU'S, we are on a mission to help students fall in love with learning across the world. We create learning journeys for every student that address their unique needs and make them lifelong learners. We hope your contributions and passion would help us achieve this mission.

It gives us immense pleasure to formalize your offer and appointment for the position of **Student Success Specialist-Student Experience** at Think and Learn Private Limited (hereafter referred to as 'BYJU'S' or 'Company') in the **Student Experience** department subject to your acceptance of the offer mentioned in this letter. The letter includes details of your compensation structure, probation and notice periods (Annexure A). As you read through the details, please feel free to reach out to the recruiter who managed your process, with any questions or concerns.

Your date of joining at BYJU'S is 23/12/2018. Your onboarding details will be communicated by BYJU'S Onboarding Team post acceptance of the offer. In case you do not report at your job on or prior to 23/12/2018 the offer shall be deemed to be rejected by you. Please accept this offer in our HR portal so that we can initiate your onboarding process. Once initiated, you will be receiving an email confirmation for the same. In case you do not acknowledge and accept this offer letter on the HR portal within two working days, the offer would stand withdrawn.

Position Details and Compensation Overview

Designation	Student Success Specialist-Student Experience
Department	Student Experience
Employment Type	Regular
Work Location	Bangalore - Katyan Tech Park

Total Annual Cost to Company : ₹ 231230

Details of bonuses (if any) are mentioned in Annexure A. You are requested to join the services of the Company, 23/12/2018 falling, which you may please consider the offer to be withdrawn unless an extension to the date of joining has been mutually agreed in writing. You are requested to signify your acceptance of the terms and conditions by accepting the offer on our HR portal and signing and returning to us the duplicate copy of this letter on your day of Onboarding.

The terms of your employment contract are strictly confidential and should be treated as privileged information between yourself and the Company. You are expected to maintain such information appropriately. We take this opportunity to thank you for the interest you have shown in our organization and look forward to welcoming you on board for a fruitful career with us. We are certain that you will find challenge, satisfaction, and opportunity in your association with the Company.

Best Regards,



Deeptha A R
Head - Human Resources
Think & Learn Pvt. Ltd

Annexure - A

Compensation Details	
Name	SHRESTHA ARUN
Designation	Student Success Specialist-Student Experience
Date Of Joining	23/12/2018
Annual Cost To Company(CTC)	231230

*Adhoc Allowances (if any) provide an array of tax benefits, please refer to the Annexure B for details
 **Income Tax and Professional Tax would be deducted from the Total Annual Net Pay basis the government rules. Your take-home salary would be Total Annual Net Pay - Taxes.
 ***PF administrative charges and EDLI charges as per rules (i.e. at present 1% admin charges, equal to INR 150/- per month towards Employee PF deduction of INR 1800/- per month), will be included in above mentioned CTC.

Annexure - B

Adhoc Allowances(if applicable) will comprise one or all of the below allowances basis your overall fixed CTC.

Allowance	Maximum Amount	Tax Treatment
Mobile & Broadband Allowance	Up to INR 1000 per month for mobile and broadband each	
Research Allowance	Up to INR 30000 per annum	Non-taxable upon
Fuel Allowance	Up to INR 2400 per month based on CC capacity and type of the vehicle	submission of
Driver Allowance	Up to INR 900 per month	required proofs
Special Allowance	Balancing Component	Taxable

General Guidelines

- All these elements will be within the fixed part of the employee's compensation, a detailed breakup of adhoc allowances will depend upon the fixed CTC, and will be shared in the payslip
- Detailed guidelines on these will be shared post your onboarding
- All the above allowances will be considered taxable through the year, however, on the production of required bills over the quarterly window, tax exemption will be provided as per the rules laid out above
- Employees are required to keep a copy of the bills as proof of expenses incurred through the quarterly cycle and submit the same in the quarterly window
- The above-mentioned tax benefits will be applicable only for those employees who opt for the Old Income Tax Regime and not the new one
- 'Special Allowance' component is a part of taxable income



To
MAYANK YADAV
18/244b1/2purani Mandi tajganj Agra

Sub: Your offer of Employment in eORIGAMI SOFTWARE PVT LTD

Dear **MAYANK YADAV**

Welcome to eORIGAMI!

It gives us immense pleasure in inviting you to join eORIGAMI Software Private Limited. ("eORIGAMI" or the "Company") as one of its valuable member. We believe that the growth of an organization is fuelled by the enthusiasm and energy of people who are willing to invest into its future. We therefore believe that all our employees are truly our ASSOCIATES in our road to the future. We are happy that you are one such Associate joining us in our efforts to create a truly global organization.

We are pleased to inform you that you have been offered an employment in eORIGAMI as **Jr. Software Engineer**, and you would report on your joining to **Mr. Yashwanth Reddy H, President - Operations**. You will operate out of our office located at **Bangalore**.

We prefer you to join us on **20/01/2019**

We wish to share with you the detailed terms and conditions which will govern your employment with eORIGAMI and also Associate related guidelines applicable to all eORIGAMIans including you. All these Terms and Conditions are subject to change based on business requirements and you shall abide by the updated policies. Please note that your appointment is subject to background check /reference check/pre-employment checks as applicable.

eORIGAMI observes a 5-day week with Saturday and Sunday as weekly holidays. The office hours are from 09:00 AM to 06:00 PM, with staggered lunch break of 30 minutes between 12:00 PM and 12:30 PM. Associates are expected to follow the client's working hours and holidays while on deputation to client's site in India/onsite. In the event an Associate fails to register their attendance consecutively for 3 working days, without any prior notice to their immediate manager or concerned HR, eORIGAMI shall initiate appropriate disciplinary action against the Associate as per eORIGAMI policy. eORIGAMI reserves the right to registering a MAN MISSING complaint with the Police Department, in such cases.


(Signature of Associate)

Registered Office Address: No. 07, AASHRAYAA ONYX, 7th Cross Rd, Duo Heights Layout, Devanahalli, Bengaluru, Karnataka - 560068

1. Compensation & Benefits:

You will receive a total compensation of Rs. 355000/- per annum. The compensation package consists of:

2. Position Linked Benefits:

We wish you all the very best and look forward to a long and mutually beneficial association.

Kindly confirm your acceptance of the above conditions by signing and returning the duplicate copy of this letter.

Yours sincerely,
for eORIGAMI Software Private Limited,

YASHWANTH REDDY
President - Operations

I have carefully read and understood the above offer terms including the terms contained in Annexure I and agree that the provisions of this letter and the Annexure I are reasonable and necessary and accept the same irrevocably and unconditionally.

Signature
Name


:Yashwanth Reddy K



Offer: Computer Consultancy

Date: 19/09/2018

MANISH KUMAR

sarshwati mangal nagar nagla buddha jaganer road dhanauli agra

Dear MANISH KUMAR

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process for 'TCS Digital' and we are pleased to make you an offer of employment.

You have been selected for the position of **Systems Engineer** in Grade **C1**. You will be assigned a challenging role in any Business Unit as per the business requirements of TCSL.

Your gross salary including all benefits and Retention Incentive will be INR **234570/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

1

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

415/21-24, Kumanan Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers ServiceLine: 1800 209 3311 Email: careers@tcs.com



COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of INR **15,000/-** per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be INR **7,500/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of INR **500/-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

4. Personal Allowance

You will be eligible for a monthly personal allowance of INR **17,272/-** per month. This component is subject to review and may change as per TCSL's compensation policy.

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

415/21-24, Karaman Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

Tel: 91 44 6616 2232 Fax: 91 44 6616 2555 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers ServiceLine: 1800 209 3311 Email: careers@tcs.com



PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of INR 4,300/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Performance Bonus

Your Performance Bonus will be INR 3,100/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Performance Bonus is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Performance Bonus.

This payment shall be treated as productivity bonus in lieu of statutory profit bonus.

CITY ALLOWANCE

You will be eligible for a City Allowance of INR 400/- per month. This allowance is fully taxable, is specific to India and linked to your base branch. It is subject to review and will be discontinued while on international assignments.

RETENTION INCENTIVE

You are eligible for Retention Incentive of INR 70,000/- payable to you on an annual basis. This component is in appreciation of continuity of your service in TCSL and will be paid on completion of each year from the introduction of this incentive for a period of 3 years. The Company reserves the right to modify the same in line with the TCS Compensation Policy.

OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependents under the company's Health Insurance Scheme (HIS).

HIS offers the following benefits:

1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to INR 6,000/- per insured person per annum and basic hospitalization expenses up to INR 2,00,000/- per insured person per annum.

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

415/21-24, Kumanan Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

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i. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for INR **12,00,000/-** as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of INR **250/-** will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.

RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

415/21-24, Karaman Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers ServiceLine: 1 800 209 3311 Email: careers@tcs.com

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

Withdrawal of Offer

If you fail to accept the offer from TCSL within 15 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn. Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL. We look forward to having you in our global team.

Yours Sincerely,

For TATA Consultancy Services Limited



Girish V. Nandimath
Global Head Talent Acquisition & AIP

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms



Offer: Computer Consultancy

Date: 19/09/2018

DEEPMALA
Gali No. 6 Durga Nagar Nagla Padi Dayal Bagh

Dear DEEPMALA

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process for 'TCS Digital' and we are pleased to make you an offer of employment.

You have been selected for the position of **Systems Engineer** in Grade **C1**. You will be assigned a challenging role in any Business Unit as per the business requirements of TCSL.

Your gross salary including all benefits and Retention Incentive will be **INR 234570/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

1

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

415/21-24, Kumbharan Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers ServiceLine: 1800 209 3311 Email: careers@tcs.com



COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of INR **15,000/-** per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be INR **7,500/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of INR **500/-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

4. Personal Allowance

You will be eligible for a monthly personal allowance of INR **17,272/-** per month. This component is subject to review and may change as per TCSL's compensation policy.



PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of INR 4,300/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Performance Bonus

Your Performance Bonus will be INR 3,100/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Performance Bonus is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Performance Bonus.

This payment shall be treated as productivity bonus in lieu of statutory profit bonus.

CITY ALLOWANCE

You will be eligible for a City Allowance of INR 400/- per month. This allowance is fully taxable, is specific to India and linked to your base branch. It is subject to review and will be discontinued while on international assignments.

RETENTION INCENTIVE

You are eligible for Retention Incentive of INR 70,000/- payable to you on an annual basis. This component is in appreciation of continuity of your service in TCSL and will be paid on completion of each year from the introduction of this incentive for a period of 3 years. The Company reserves the right to modify the same in line with the TCS Compensation Policy.

OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependents under the company's Health Insurance Scheme (HIS).

HIS offers the following benefits:

1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to INR 6,000/- per insured person per annum and basic hospitalization expenses up to INR 2,00,000/- per insured person per annum.

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i. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for INR **12,00,000/-** as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of INR **250/-** will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.

RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

Withdrawal of Offer

If you fail to accept the offer from TCSL within 15 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn. Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL. We look forward to having you in our global team.

Yours Sincerely,

For TATA Consultancy Services Limited



Girish V. Nandimath
Global Head Talent Acquisition & AIP

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms



Date : 24-Dec-2019

Name : KOMAL SINGH
Address : HNO -C 60 4TH FLOOR NEW ASHOK NAGAR DELHI-110096
Employee Code : AS441352

Dear Sir / Madam,

We are pleased to appoint you in our organization as **EXECUTIVE SALES (Grade – E1)** in the **CROSS SALES** department on the following terms and conditions:

1. Commencement / Term:

You are required to join our organization on or before **27-Dec-19**. Your place of work shall presently be at **DELHI**.

You will be on orientation period of 6 (Six) months and up on satisfactory performance your confirmation will be due. However the company reserves the rights to extend your orientation for a certain period which will be notified to you.

The responsibilities and tasks assigned to you under this Appointment letter synchronize with the definite time line schedules of completion of various project assignments mutually agreed by our company, with our esteemed client Axis Bank. As our employee, you shall perform your services in a professional manner and shall ensure that the time bound tasks are substantially completed as may be mutually agreed and reviewed on case to case basis by your Reporting authority.

2. Remuneration :

Your remuneration would be set as follows :

Compensation	Monthly (Rs)	Annual (Rs)
Basic	8804	105648
HRA	3522	42264
Conveyance Allowance	1600	19200
Special Allowance	4396	52752
Local Conveyance	1250	15000
Employer Provident Fund	1800	21600
Employer ESIC	637	7644
CTC	22009	264108

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



3. Gratuity :

Employee will be eligible for payment of Gratuity subject to fulfillment of the payment of Gratuity Act of 1972.

4. Incentive Scheme :

You will participate in the Sales Incentive Scheme and would receive incentives based on your performance and contribution to the organization as per the scheme. We will be happy to discuss this with you on your joining us. Kindly note that you will not have any right to claim any performance incentive from the company, if you resign or abscond or if you are separated from the company for whatsoever reason.

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

5. Transfer :

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

6. Leave :

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

7. Unauthorized Leave / Absence :

If you are on unauthorized leave and absent for more than seven (7) days without any intimation to the company then it would be deemed that you are not interested in continuing with the organization and you would be automatically ceased to be an employee of the organization and in such a case you will be terminated from the services of the company with or without any intimation.

8. Job Profile :

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

9. Professional Ethics and Confidentiality :

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



information (which you may possess by reason of your association with the organization) outside the organization.

10. Notice Period:

During the probation period either party can terminate the services by giving 3 days' notice or Basic salary in lieu thereof at organization's discretion. After confirmation, either party can terminate the services by giving 7 days' notice or Basic salary in lieu thereof at organization's discretion. After successful completion of orientation period either party may terminate the employment under this Appointment letter by issuing 7 days' notice in writing or payment in lieu thereof. You will be liable to submit all the company's assets, data etc provided during your tenure in the company for carrying official duties at the time of separation from the company. Please note that you are required to complete the exit formalities within 7 days from your last working day for processing your final settlement dues, if any. Company will not be liable to pay the final settlement dues (if any) in the event of non-completion of exit formalities within 7 days.

11. Reference Check

Your appointment will be subject to satisfactory reference checks. Please furnish the names of two references who have supervised you in professional capacity at same stage in your academic / professional career.

12. Termination of Employment :

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

- a) Any breach of the conditions mentioned in this letter on your part,
- b) Any incorrect information furnished by you
- c) Suppression of any material information by you ; and
- d) Your performance level is below the expected level and / or the business target, as set out for you from time to time, has not been achieved by you.
- e) Violation of Company's (client's) code of conduct.

13. Retirement / Statutory Benefits :

You will be eligible for Retirement Benefits of the organization namely Provident Fund and Gratuity as per the company policy which will be governed by relevant laws to this effect

14. Change in the Personal Details :

You shall intimate the Company about any change of your residential address (permanent and or current), qualification and other personal details within five days from the date of change of such details. Your residential address records with the company will be treated as official address and will be used for all official communications with you. In case of non intimation of change in your residential address to the company, any correspondence to your last known address will be treated as communication received by the employee.



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

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

A list of documents to be submitted at the time of joining is given for your information. We look forward to your contribution to the organization and hope that we will have a mutually fulfilling relationship.

With warm regards,
For IKYA Human Capital Solutions (A division of Quesst Corp Limited)

Tej Hans Raj Singh
Vice President - Operations | Staffing

I have read and understood the above mentioned terms and conditions of the Contract. I voluntarily accept the same. I shall abide to the terms and conditions mentioned therein and any amendments from time to time.

Name: KOMAL SINGH

Signature:.....

Emp Id: AS441352

Place:.....

Date:.....