



To,

HARSHIT SONI
89. vilage bagda barauli gujar agra

Dear **HARSHIT SONI**

On behalf of the Autoliv Comapany, 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 12/11/2019

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. 255500 (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. M. C.", written in a cursive style.

Authorized Signatory



To,

**NTISH KUMAR DUBEY
NAVEEN NAGAR KHAIR BYE PASS ROAD**

Dear NITISH KUMAR DUBEY

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 21/10/2021. We welcome you to our company and wish you all the best for your future endeavors.

Your CTC would be Rs. 287120 (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 Bajaj Auto Ltd.

For BAJAJ AUTO, Haridwar, Uttarakhand

Authorized Signatory



PRIVATE & CONFIDENTIAL

SURESH KUMAR
S/O KAMAL SINGH

Nagla Dhani Vijay Nagar
Agra

Date: 12/11/2019

TRAINEE ASSOCIATE (Trainee Associate Engineer Network - MID) CONTRACT

Dear SURESH 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 240700** 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	SURESH KUMAR
1.	Position	Trainee Associate (Trainee Associate Engineer Network - M:ID) reporting to Sneh Deep Jassal (EIN :611638876), Title: Technical Delivery Manager-MBNL, Ph:
2.	Start Date	12/11/2019
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: 12/12/2019

**JITENDRA PRATAP SINGH
ELANI NAGAR ASFABAD FIROZABAD**

Dear **JITENDRA PRATAP SINGH**,

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 227800/- 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 **12/12/2019**. 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 12/12/2019 evening. This offer is valid till 12/12/2019. 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 "INDIA", "0120-4215969", and "-73" in the center, and "InfoAxon Technologies India Pvt. Ltd." around the perimeter, with "Noida" at the bottom.

Authorized Signatory

InfoAxon Technologies India Pvt. Ltd.
08th 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	JITENDRA PRATAP SINGH
Designation	Solution Developer Trainee
Effective Date	12/12/2019
Location	Noida/Pune/Banglore
Annual Cost To Company	227800/-

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" around the perimeter and "INDIA" at the bottom.



To,

**KM KAVITA
BHILAWALI KHERAGARH AGRA**

Dear KM KAVITA

On behalf of the Munjal Showa Limited, I'd like to say that it brings me great pleasure to formally offer you the designation of Trainee Executive at Sector - 18 Gurgaon, Haryana office, 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.289400/-

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 Munjal Shova

For Gurgaon, Haryana

Authorized Signatory



To
ANURAG SINGH
SANOORA DIST SAMBA

Sub: Your offer of Employment in eORIGAMI SOFTWARE PVT LTD

Dear **ANURAG 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 **12/11/2019**

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 eORIGAMIians 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, Devarachikkana Halli, 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.

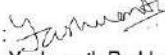
Kindly confirm your acceptance of the above conditions by signing and returning the duplicate copy of this letter.

Yours sincerely,
for e**ORIGAMI** 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,

**JAHNVEE TRIPATHI
VILL POST VIKRAM VISHUNPUR BIKARAM BISHUNPUR DEORIA**

Dear **JAHNVEE TRIPATHI**

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, Rohatak, Haryana

Authorized Signatory



JOB OFFER LETTER

To,

MADHU RATHORE

house no. 47 krishna lok reidency bhagupur road bhagupur kuberpur agra

Dear MADHU RATHORE

On behalf of the Pranav Vikas India Pvt td Comapany, I'd like to say that it brings me great pleasure to formally offer you the designation of Trainee Executive at Palwal, 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. 345200/-

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 Pranav vikas.

For Pranav Vikas India Pvt. Ltd

Authorized Signatory



APPOINTMENT LETTER

To,

ADITYA SHIVHARE
VIII, Beri machha post dhoom manikpur

Dear **ADITYA SHIVHARE**

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 346200/- which includes the following:-

- An annualized base salary of INR 346200/- (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 **17/08/2019**. 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 **17/08/2019**, you would be required to pay INR 150,000 in accordance with the terms of the training agreement.

TLG India Private Limited
GIL SEZ, Candor Techspace,
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 Dundaheva,
Gurgaon - 122016 Haryana, India

TEL +91 (124) 672 4000
FAX +91 (124) 672 4027

Registered Office: **TLG India Private Limited**
15th Floor, Liril Estate, Tower A, 95, Garpatrao Kadam Marg, Lower Pare (West), Mumbai-400013.
Tel: +91 (22) 6804 3600 Fax: +91 (22) 6804 3601 CIN: U74100MH1972FC015738

www.publicissapient.com

TLG India Private Limited
Oxygen Business Park Private Limited SEZ,
Tower C, 2nd – 4th Floor, Plot No. 7,
Sector 144, Expressway,
Noida – 201301
Uttar Pradesh, India

TEL +91 (120) 479 5000
FAX +91 (120) 479 5001

TLG India Private Limited
Bagmane Constellation Business Park,
2870, Building Virgo, Outer Ring Road,
Doddanekundi Circle, Marathahalli Post,
Bengaluru - 560037 Karnataka, India

TEL +91 (80) 6128 0000
FAX +91 (80) 6128 0001

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,

DILEEP KUMAR
Police Fire Station Idgah 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 **17/08/2019**.

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

To,

**PRIYA SINGH
LOKPURAM COLONY NEAR D.B.M. INTER COLLEGE 80FT ROAD**

Dear **PRIYA 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 17/08/2019

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, Rohatak, Haryana

Authorized Signatory



Offer: Computer Consultancy

Date: 17/08/2019

ANKIT SINGH
MIG 550 RADHIKA VIHAR, MATHUA PHASE 1

Dear ANKIT 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 **320100/-** 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, Kumaran 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 3111 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

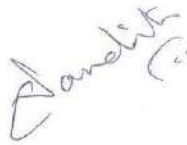
You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

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



To,

DEVENDER
Khandauli, Agra

Dear **DEVENDER**

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 2/4/2020

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.321020/-

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 faint rectangular stamp.

Authorized Signatory



APPOINTMENT LETTER

To,

**ANURANJAN PAL
INDRA PURVA, BABURI, CHANDAULI**

Dear **ANURANJAN PAL**

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 346200/- which includes the following:-

- An annualized base salary of INR 346200/- (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 **17/08/2019**. 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 **17/08/2019**, you would be required to pay INR 150,000 in accordance with the terms of the training agreement.

TLG India Private Limited
GIL SEZ, Candor Techspace,
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 Dundaheva,
Gurgaon - 122016 Haryana, India

TEL +91 (124) 672 4000
FAX +91 (124) 672 4027

Registered Office: **TLG India Private Limited**
15th Floor, Liril Estate, Tower A, 95, Ganpatrao Kadam Marg, Lower Parel (West), Mumbai-400013.
Tel: +91 (22) 6804 3600 Fax: +91 (22) 6804 3601 CIN: U7410MH1972FC015738

www.publicissapient.com

TLG India Private Limited
Oxygen Business Park Private Limited SEZ,
Tower C, 2nd – 4th Floor, Plot No. 7,
Sector 144, Expressway,
Noida – 201301
Uttar Pradesh, India

TEL +91 (120) 479 5000
FAX +91 (120) 479 5001

TLG India Private Limited
Bagmane Constellation Business Park,
2870, Building Virgo, Outer Ring Road,
Doddanekundi Circle, Marathahalli Post,
Bengaluru - 560037 Karnataka, India

TEL +91 (80) 6128 0000
FAX +91 (80) 6128 0001

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
MAN MOHAN RAJPUT
28/A-28 JYOTI NAGAR PAKKI SARAY TAJGANJ AGRA

Sub: Your offer of Employment in eORIGAMI SOFTWARE PVT LTD

Dear **MAN MOHAN 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**.

We prefer you to join us on **12/12/2019**

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 eORIGAMIians 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, Devarachikkana Halli, 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.

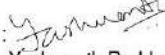
Kindly confirm your acceptance of the above conditions by signing and returning the duplicate copy of this letter.

Yours sincerely,
for e**ORIGAMI** 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,

**ATISHAY JAIN
23/3 E 228 B KOLHAI TAJGANJ AGRA**

Dear **ATISHAY 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 17/08/2019

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, Rohatak, Haryana

Authorized Signatory



S.S. BOTTLING PRIVATE LIMITED

JOB OFFER LETTER

To,

PRAKANSHA CHAUDHARY
AVAS VIKAS SECTOR 5, SIKANDRA 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, Sonipat**, you will join the organization from **17/08/2019**.

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: 17/08/2019

ARYAN
912B/28 Street no 10 Sector 7 Jyoti park near Hanuman mandir

Dear ARYAN

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 **320100/-** 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, Kumaran 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 3111 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

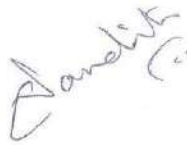
You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

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: Computer Consultancy

Date: 17/08/2019

SHIKHAR SINGH
47/10 balkeshwar colony agra

Dear SHIKHAR 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 **320100/-** 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, Kumaran 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 3111 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.

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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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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.

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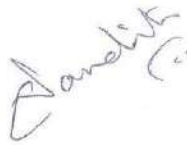
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Yours Sincerely,

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

To,

NIHAR JAIN
murtuzapur daudpur ,mubarakpur daiyadeh ,akbarpur ,ambedkar nagar (U.P.)

Dear **NIHAR 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 346200/- which includes the following:-

- An annualized base salary of INR 346200/- (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 **17/08/2019** 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 **17/08/2019**. You would be required to pay INR 150,000 in accordance with the terms of the training agreement.

TLG India Private Limited
GIL SEZ, Candor Techspace,
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 Dundaheva,
Gurgaon - 122016 Haryana, India

TEL +91 (124) 672 4000
FAX +91 (124) 672 4027

Registered Office: **TLG India Private Limited**
15th Floor, Luni Estate, Tower A, 95, Garpatrao Kadam Marg, Lower Pare (West), Mumbai-400013.
Tel: +91 (22) 6804 3600 Fax: +91 (22) 6804 3601 CIN: U7410MH1972FC015738

www.publicissapient.com

TLG India Private Limited
Oxygen Business Park Private Limited SEZ,
Tower C, 2nd – 4th Floor, Plot No. 7,
Sector 144, Expressway,
Noida – 201301
Uttar Pradesh, India

TEL +91 (120) 479 5000
FAX +91 (120) 479 5001

TLG India Private Limited
Bagmane Constellation Business Park,
2870, Building Virgo, Outer Ring Road,
Doddanekundi Circle, Marathahalli Post,
Bengaluru - 560037 Karnataka, India

TEL +91 (80) 6128 0000
FAX +91 (80) 6128 0001

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

To,

**MADAN KUMAR
35/88 A/1 LASHKARPUR
KAMLA NAGAR
DAYALBAGH**

Dear MADAN KUMAR

On behalf of the WESTERN, Company, I'd like to say that it brings me great pleasure to formally offer you the designation of Trainee Executive at Survey No 19/5,21/1,22/1,48/6 Village Tadgam, Tal: Umbergaon Dist: Valsad Gujrat, you will join the organization from 02/04/2020

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.245700/-

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 WESTERN

For WESTERN, Survey No 19/5,21/1,22/1,48/6 Village Tadgam, Tal: Umbergaon Dist: Valsad Gujrat,

Authorized Signatory



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

Date of Joining: 29/10/2019

Sub: Letter of Appointment

Dear JUNED ALI
8/1 SUSHIL NAGAR JALAUN ROAD
ORAI UP PIN CODE 285001

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: 29/10/2019
- 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,

**NEERAV MATHUR
VILL ABIDGARH POST TARRAKPUR**

Dear NEERAV MATHUR

On behalf of the Munjal Showa Limited, I'd like to say that it brings me great pleasure to formally offer you the designation of Trainee Executive at Sector - 18 Gurgaon, Haryana office, 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.289400/-

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 Munjal Shova

For Gurgaon, Haryana

Authorized Signatory



To
**MRITYUNJAY SHAKYA
BAMRAULI AHIR AGRA**

Sub: Your offer of Employment in eORIGAMI SOFTWARE PVT LTD

Dear **MRITYUNJAY SHAKYA**

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 **12/12/2019**

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 eORIGAMIians 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, Devarachikkana Halli, 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.

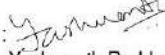
Kindly confirm your acceptance of the above conditions by signing and returning the duplicate copy of this letter.

Yours sincerely,
for e**ORIGAMI** 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,

**SWATI DWIVEDI
village and post bhadsan**

Dear **SWATI DWIVEDI**

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 17/08/2019

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, Rohatak, Haryana

Authorized Signatory



JOB OFFER LETTER

To,

SAURABH PANDEY
H.No. 454 Sector 16A Avas Vikas Colony Sikandra Agra 282007

Dear SAURABH PANDEY

On behalf of the Pranav Vikas India Pvt td Comapany, I'd like to say that it brings me great pleasure to formally offer you the designation of Trainee Executive at Palwal, Haryana, you will join the organization from 17/08/2019.

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. 345200/-

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 Pranav vikas.

For Pranav Vikas India Pvt. Ltd

Authorized Signatory



S.S. BOTTLING PRIVATE LIMITED

JOB OFFER LETTER

To,

**NEHA VERMA
MAIN MARKET, ETMADPUR 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 **17/08/2019**.

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

To,

**Nisha Sogharwal
Vill. Nagla jailal and post nibkarori, dist. Farrukhabad**

Dear Nisha Sogharwal

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 17/08/2019

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, Rohatak, Haryana

Authorized Signatory



Offer: Computer Consultancy

Date: 17/08/2019

AZHAR HUSAIN
THAR VALDI RASULABAD TUNDLA FIROZABAD

Dear AZHAR HUSAIN

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 **320100/-** 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, Kumaran 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 3111 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

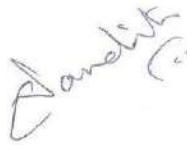
You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

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



S.S. BOTTLING PRIVATE LIMITED

JOB OFFER LETTER

To,

**VIJAY KUMAR
LOVE KUSH VIHAR KAKRETHA 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, Sonipat**, you will join the organization from **17/08/2019**.

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: 17/08/2019

KULDEEP KUMAR YADAV
VILL RAWAT COLONY BARHAN POST BARHAN TEHSIL ETMADPUR

Dear KULDEEP KUMAR 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 **320100/-** 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, Kumaran 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 3111 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

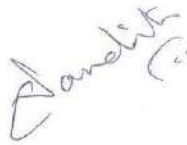
You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

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



JOB OFFER LETTER

To,

SUBHAG SHUKLA
house no.4, j.p. dreams, sarsaul, aligarh

Dear SUBHAG SHUKLA

On behalf of the Pranav Vikas India Pvt td Comapany, I'd like to say that it brings me great pleasure to formally offer you the designation of Trainee Executive at Palwal, Haryana, you will join the organization from 17/08/2019.

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. 345200/-

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 Pranav vikas.

For Pranav Vikas India Pvt. Ltd

Authorized Signatory



Offer Letter

To,

**DEEPA JADON
35/88 a/1 LASHKARPUR
KAMLA NAGAR
DAYALBAGH AGRA**

Dear DEEPA JADON

On behalf of the WESTERN, Company, I'd like to say that it brings me great pleasure to formally offer you the designation of Trainee Executive at Survey No 19/5,21/1,22/1,48/6 Village Tadgam, Tal: Umbergaon Dist: Valsad Gujrat, you will join the organization from 02/04/2020

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.245700/-

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 WESTERN

For WESTERN, Survey No 19/5,21/1,22/1,48/6 Village Tadgam, Tal: Umbergaon Dist: Valsad Gujrat,

Authorized Signatory



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

Date of Joining: 29/10/2019

Sub: Letter of Appointment

Dear URVASHI FAUZDAR
VILLAGE ITAURA POST KUNDA
DISTT PRATAPGARH

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: 29/10/2019
- 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





Jay Bharat Maruti

To,

PRINCE SINGH

MOH JAGAT NAGAR POST BHONGAON DISTRICT MAINPURI PIN CODE 205262 UP

Dear PRINCE SINGH

On behalf of the entire company, I'd like to say that it brings me great pleasure to formally offer you the designation of Trainee Executive at Sector 18 Gurgaon, 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. 212000 (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 **Jay Bharat Maruti**

For Jay Bharat Maruti , Sector 18 Gurgaon, Haryana

Authorized Signatory



To,

**ANUL KUMAR GOND
VILL BAAD POST KAKUA AGRA**

Dear ANUL KUMAR GOND

On behalf of the Munjal Showa Limited, I'd like to say that it brings me great pleasure to formally offer you the designation of Trainee Executive at Sector - 18 Gurgaon, Haryana office, you will join the organization from 12/12/2019

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.289400/-

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 Munjal Shova

For Gurgaon, Haryana

Authorized Signatory



Offer: Computer Consultancy

Date: 17/08/2019

PAWAN KUMAR
VILL HEMRAJPUR POST SALEMPUR TEHSIL TUNDLA FIROZABAD

Dear PAWAN 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 **320100/-** 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, Kumaran 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 3111 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

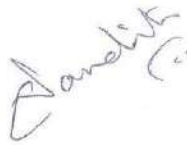
You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

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



JOB OFFER LETTER

To,

**AKANSHA PARIHAR
9A- ALOK NAGAR RISHI MARG**

Dear AKANSHA PARIHAR

On behalf of the Pranav Vikas India Pvt td Comapany, I'd like to say that it brings me great pleasure to formally offer you the designation of Trainee Executive at Palwal, Haryana, you will join the organization from 17/08/2019.

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. 345200/-

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 Pranav vikas.

For Pranav Vikas India Pvt. Ltd

Authorized Signatory



S.S. BOTTLING PRIVATE LIMITED

JOB OFFER LETTER

To,

KM. LALITA
66/549 JAGNER ROAD NARIPURA 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 **17/08/2019**.

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

To,

**PRATIBHA
Near Golden Ice Cream Factory Bashartpur Gorakhpur ,house no 224A**

Dear **PRATIBHA**

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 17/08/2019

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, Rohatak, Haryana

Authorized Signatory



Offer: Computer Consultancy

Date: 17/08/2019

AVINASH VERMA
vill wajeerpur jehalpur akilabad hasanpur firozabad

Dear AVINASH VERMA

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 **320100/-** 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.



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

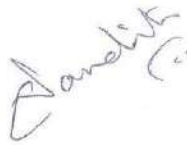
You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

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

To,

CHANDRA DEEP
Nagla rundh post - Barhan
dist- Agra

Dear **CHANDRA DEEP**

On behalf of the WESTERN, Company, I'd like to say that it brings me great pleasure to formally offer you the designation of Trainee Executive at Survey No 19/5,21/1,22/1,48/6 Village Tadgam, Tal: Umbergaon Dist: Valsad Gujrat, you will join the organization from 02/04/2020

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.245700/-

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 WESTERN

For WESTERN, Survey No 19/5,21/1,22/1,48/6 Village Tadgam, Tal: Umbergaon Dist: Valsad Gujrat,

Authorized Signatory



JOB OFFER LETTER

To,

MONIKA SHARMA
Poore narhi neora ayodhya

Dear **MONIKA SHARMA**

On behalf of the Pranav Vikas India Pvt td Comapany, I'd like to say that it brings me great pleasure to formally offer you the designation of Trainee Executive at Palwal, 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. 345200/-

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 Pranav vikas.

For Pranav Vikas India Pvt. Ltd

Authorized Signatory



Offer Letter

Date 12/11/2019

Dear PRAKASH
VILLAGE BAS INDA POST TARRAKPUR KHANDOLI 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 **12/11/2019**. 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 **12/11/2019** 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 - Kalyani Tech Park

Total Annual Cost to Company : ₹ 175000

Details of bonuses (if any) are mentioned in Annexure A. You are requested to join the services of the Company. 12/11/2019 failing 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	PRAKASH
Designation	Student Success Specialist-Student Experience
Date Of Joining	12/11/2019
Annual Cost To Company(CTC)	175000

**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 submission of required proofs
Fuel Allowance	Up to INR 2400 per month based on CC capacity and type of the vehicle	
Driver Allowance	Up to INR 900 per month	
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
KM.SHAILZA SHARMA
VILL-ABU ATURRA POST-AKBARPUR KUTUBPUR

Sub: Your offer of Employment in eORIGAMI SOFTWARE PVT LTD

Dear **KM.SHAILZA SHARMA**

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 **12/12/2019**

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 eORIGAMIians 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, Devarachikkana Halli, 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.

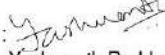
Kindly confirm your acceptance of the above conditions by signing and returning the duplicate copy of this letter.

Yours sincerely,
for e**ORIGAMI** 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: 29/10/2019

Sub: Letter of Appointment

Dear SANKALP KHANDELWAL
H NO 2/16 PKT 7 SEC 82 NOIDA

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: 29/10/2019
- 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,

**Urvashi thapa
B/Y-7 D/S EWS NEAR RAMJANKI MANDIR ,BARRA-2 ,KANPUR NAGAR**

Dear Urvashi thapa

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 17/08/2019

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, Rohatak, Haryana

Authorized Signatory



S.S. BOTTLING PRIVATE LIMITED

JOB OFFER LETTER

To,

SHASHANK PATEL
SECTOR-16/429, AVAS VIKAS COLONY, 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, Sonipat**, you will join the organization from **17/08/2019**.

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

To,

AKASH SINGH
Home number 642 Sector
16/A Avas vikas colony
Sikandra

Dear **AKASH SINGH**

On behalf of the WESTERN, Company, I'd like to say that it brings me great pleasure to formally offer you the designation of Trainee Executive at Survey No 19/5,21/1,22/1,48/6 Village Tadgam, Tal: Umbergaon Dist: Valsad Gujrat, you will join the organization from 02/04/2020

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.245700/-

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 WESTERN

For WESTERN, Survey No 19/5,21/1,22/1,48/6 Village Tadgam, Tal: Umbergaon Dist: Valsad Gujrat,

Authorized Signatory



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

Date of Joining: 29/10/2019

Sub: Letter of Appointment

Dear SHUMAYLA ALI
vill adda mangal khoh post
nauhjheel

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: 29/10/2019
- 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
PREM SHARMA
6/324, PATHWARI BELANGANJ, AGRA

Sub: Your offer of Employment in eORIGAMI SOFTWARE PVT LTD

Dear **PREM SHARMA**

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 **12/12/2019**

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 eORIGAMIians 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, Devarachikkana Halli, 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.

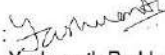
Kindly confirm your acceptance of the above conditions by signing and returning the duplicate copy of this letter.

Yours sincerely,
for e**ORIGAMI** 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,

SUNEEL KUMAR BHANDARI
OPPOSITE TEACHER COLONY, SDM COLONY, SIKANDRABAD, DISTT. BULANDSHAHR

Dear SUNEEL KUMAR BHANDARI

On behalf of the Munjal Showa Limited, I'd like to say that it brings me great pleasure to formally offer you the designation of Trainee Executive at Sector - 18 Gurgaon, Haryana office, 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.289400/-

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 Munjal Shova

For Gurgaon, Haryana

Authorized Signatory



JOB OFFER LETTER

To,

ADITYA SHARMA
Malviya Nagar Sikandra Kanpur Dehat

Dear ADITYA SHARMA

On behalf of the Pranav Vikas India Pvt td Company, I'd like to say that it brings me great pleasure to formally offer you the designation of Trainee Executive at Palwal, 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. 345200/-

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 Pranav vikas.

For Pranav Vikas India Pvt. Ltd

Authorized Signatory



S.S. BOTTLING PRIVATE LIMITED

JOB OFFER LETTER

To,

KALPANA
63A/83/2C/P-5 SHARIYA ENCLAVE DEFENCE COLONY 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 **17/08/2019**.

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: 17/08/2019

GULAFAM AHAMAD
vill Khushrai post barai kalyanpur

Dear GULAFAM AHAMAD

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 **320100/-** 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.



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

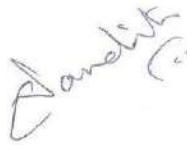
You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

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

To,

**SUNDER SHARMA
37/409 NAGLA PUDI,
DAYAL BAGH ROADD,
DAYALBAGH AGRA**

Dear SUNDER SHARMA

On behalf of the WESTERN, Comapany, I'd like to say that it brings me great pleasure to formally offer you the designation of Trainee Executive at Survey No 19/5,21/1,22/1,48/6 Village Tadgam, Tal: Umbergaon Dist: Valsad Gujrat, you will join the organization from 2/4/2020

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.245700/-

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 WESTERN

For WESTERN, Survey No 19/5,21/1,22/1,48/6 Village Tadgam, Tal: Umbergaon Dist: Valsad Gujrat,

Authorized Signatory



Offer Letter

Date: 29/10/2019

Name: OSEEN

Address: CHANDAPUR LAXMANPUR NEAR PRIMARY SCHOOL CHANDAPUR

Dear OSEEN,

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 29/10/2019 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-D/19/4, 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, RILCO Industrial Area, Chopanki, Distt. Alwar, Rajasthan-301018, India

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

Contact Number: +91-11-41662311, +91-9810478070, +91-9873582118 CIN: U52100DL2010PTC206054



PRIVATE & CONFIDENTIAL

MANVI KASHYAP
S/O HARI SHANKAR KASHYAP

VPO GUNTI TEH BEHROR

Date: 12/11/2019

TRAINEE ASSOCIATE (Trainee Associate Engineer Network - MID) CONTRACT

Dear MANVI KASHYAP,

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 240700** 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	MANVI KASHYAP
1.	Position	Trainee Associate (Trainee Associate Engineer Network - M:ID) reporting to Sneh Deep Jassal (EIN :611638876), Title: Technical Delivery Manager-MBNL, Ph:
2.	Start Date	12/11/2019
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 12/11/2019

Dear PRAKASH
125/2, B P LINE AGRA CANTT, 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 **12/11/2019**. 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 **12/11/2019** 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 - Kalyani Tech Park

Total Annual Cost to Company : ₹ 175000

Details of bonuses (if any) are mentioned in Annexure A. You are requested to join the services of the Company. 12/11/2019 failing 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	PRAKASH
Designation	Student Success Specialist-Student Experience
Date Of Joining	12/11/2019
Annual Cost To Company(CTC)	175000

**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 submission of required proofs
Fuel Allowance	Up to INR 2400 per month based on CC capacity and type of the vehicle	
Driver Allowance	Up to INR 900 per month	
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,

Nisha Kumari
VILLAGE + POST - SAMARA, TEH. - KIRAOLI, DIST.- AGRA

Dear Nisha Kumari

On behalf of the Munjal Showa Limited, I'd like to say that it brings me great pleasure to formally offer you the designation of Trainee Executive at Sector - 18 Gurgaon, Haryana office, 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.289400/-

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 Munjal Shova

For Gurgaon, Haryana

Authorized Signatory



To
ATUL DUBEY
3/96 manpara near subhash bazar, agra

Sub: Your offer of Employment in eORIGAMI SOFTWARE PVT LTD

Dear **ATUL DUBEY**

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 **12/12/2019**

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 eORIGAMIians 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, Devarachikkana Halli, 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.

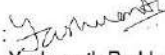
Kindly confirm your acceptance of the above conditions by signing and returning the duplicate copy of this letter.

Yours sincerely,
for e**ORIGAMI** 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: 17/08/2019

ANKITA SINGH
VILLAGE - NAINANA BRAHMAN, POST OFFICE - NAINANA JAT, SEWLA, GWALIOR ROAD

Dear ANKITA 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 **320100/-** 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, Kumaran 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 3111 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

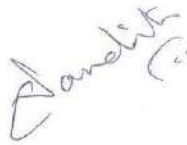
You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

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



PRIVATE & CONFIDENTIAL

MONIKA SINGH
S/O GAJENDRA PAL SINGH

33/171/2 new raja ki
mandi colony Agra

Date: 12/11/2019

TRAINEE ASSOCIATE (Trainee Associate Engineer Network - MID) CONTRACT

Dear MONIKA SINGH,

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 240700** 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
Gurugram-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	MONIKA SINGH
1.	Position	Trainee Associate (Trainee Associate Engineer Network - M:ID) reporting to Sneh Deep Jassal (EIN :611638876), Title: Technical Delivery Manager-MBNL, Ph:
2.	Start Date	12/11/2019
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

To,

**SWATI SHARMA
ROSHAN SAHA ROAD RASRA BALLIA**

Dear **SWATI SHARMA**

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, Rohatak, Haryana

Authorized Signatory



JOB OFFER LETTER

To,

**ABHIMANYU GAUTAM
E-1/250 SHAHEED NAGAR AGRA**

Dear ABHIMANYU GAUTAM

On behalf of the Pranav Vikas India Pvt td Comapany, I'd like to say that it brings me great pleasure to formally offer you the designation of Trainee Executive at Palwal, Haryana, you will join the organization from 17/08/2019.

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. 345200/-

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 Pranav vikas.

For Pranav Vikas India Pvt. Ltd

Authorized Signatory



S.S. BOTTLING PRIVATE LIMITED

JOB OFFER LETTER

To,

Haobijam Geetarani Devi
vill ludhpura post danpur tehsil shikarpur distt bulandshahr

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.

Sajitumar

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: 17/08/2019

KUMARI SUPRIYA
VPO BHAINSA TEH UCHCHAIN

Dear KUMARI SUPRIYA

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 **320100/-** 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.



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

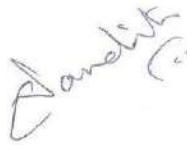
You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

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

To,

**MITALI GUPTA
3a 315 KRISHNA VIHAR
COLONY , BSA COLLEGE
TO RADHIKA VIHAR
ROAD**

Dear MITALI GUPTA

On behalf of the WESTERN, Comapany, I'd like to say that it brings me great pleasure to formally offer you the designation of Trainee Executive at Survey No 19/5,21/1,22/1,48/6 Village Tadgam, Tal: Umbergaon Dist: Valsad Gujrat, you will join the organization from 2/4/2020

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.245700/-

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 WESTERN

For WESTERN, Survey No 19/5,21/1,22/1,48/6 Village Tadgam, Tal: Umbergaon Dist: Valsad Gujrat,

Authorized Signatory



JOB OFFER LETTER

To,

VAISHALI MITTAL
Ph II Transyamuna Colony Agra

Dear VAISHALI MITTAL

On behalf of the Pranav Vikas India Pvt td Comapany, I'd like to say that it brings me great pleasure to formally offer you the designation of Trainee Executive at Palwal, Haryana, you will join the organization from 17/08/2019.

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. 345200/-

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 Pranav vikas.

For Pranav Vikas India Pvt. Ltd

Authorized Signatory



Jay Bharat Maruti

To,

ADITYA MUDGAL
MOHALLA BARI WALA SADABAD HATHRAS

Dear ADITYA MUDGAL

On behalf of the entire company, I'd like to say that it brings me great pleasure to formally offer you the designation of Trainee Executive at Sector 18 Gurgaon, 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. 212000 (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 **Jay Bharat Maruti**

For Jay Bharat Maruti , Sector 18 Gurgaon, Haryana

A handwritten signature in black ink that reads 'Bire Singh'.

Authorized Signatory



To,

Mohd Safiq
37/365 NAGLA PADI DAYAL BAGH AGRA 282005

Dear Mohd Safiq

On behalf of the Munjal Showa Limited, I'd like to say that it brings me great pleasure to formally offer you the designation of Trainee Executive at Sector - 18 Gurgaon, Haryana office, 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.289400/-

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 Munjal Shova

For Gurgaon, Haryana

Authorized Signatory



To
RAJA PANIKA
SARANGPUR POST FATEHABAD AGRA

Sub: Your offer of Employment in eORIGAMI SOFTWARE PVT LTD

Dear **RAJA PANIKA**

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 **12/12/2019**

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 eORIGAMIians 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, Devarachikkana Halli, 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.

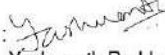
Kindly confirm your acceptance of the above conditions by signing and returning the duplicate copy of this letter.

Yours sincerely,
for e**ORIGAMI** 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,

**RAVINDRA KUMAR
KOILARA KHAMARIA**

Dear **RAVINDRA KUMAR**

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 17/08/2019

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, Rohatak, Haryana

Authorized Signatory



To,

**ANUP KUMAR SHARMA
VILLAGE-KHARAGPUR POST-CHAUKRA**

Dear ANUP KUMAR SHARMA

On behalf of the Munjal Showa Limited, I'd like to say that it brings me great pleasure to formally offer you the designation of Trainee Executive at Sector - 18 Gurgaon, Haryana office, 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.289400/-

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 Munjal Shova

For Gurgaon, Haryana

Authorized Signatory



JOB OFFER LETTER

To,

PRITI SINGHAL
126 radhey green dayalbagh agra

Dear PRITI SINGHAL

On behalf of the Pranav Vikas India Pvt td Comapany, I'd like to say that it brings me great pleasure to formally offer you the designation of Trainee Executive at Palwal, Haryana, you will join the organization from 17/08/2019.

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. 345200/-

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 Pranav vikas.

For Pranav Vikas India Pvt. Ltd

Authorized Signatory



S.S. BOTTLING PRIVATE LIMITED

JOB OFFER LETTER

To,

Apoorva Sharma
VPO-Biprawali, pinahat

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: 17/08/2019

NAVEEN SINGH
VILL NAGLA KESHIYA VIJAYGARH ALIGARH

Dear NAVEEN 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 **320100/-** 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, Kumaran 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 3111 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

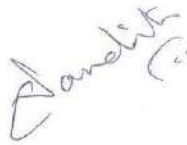
You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

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

To,

**POORNIMA GAUR
Unchagaon**

Dear **POORNIMA GAUR**

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, Rohatak, Haryana

Authorized Signatory



Offer Letter

To,

**KUNAL PAL
44 PURUSHOTTAM
NAGAR, DAYAL BAGH,
AGRA**

Dear KUNAL PAL

On behalf of the WESTERN, Company, I'd like to say that it brings me great pleasure to formally offer you the designation of Trainee Executive at Survey No 19/5,21/1,22/1,48/6 Village Tadgam, Tal: Umbergaon Dist: Valsad Gujrat, you will join the organization from 2/4/2020

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.245700/-

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 WESTERN

For WESTERN, Survey No 19/5,21/1,22/1,48/6 Village Tadgam, Tal: Umbergaon Dist: Valsad Gujrat,

Authorized Signatory



Offer Letter

Date: 29/10/2019

Name: MOHINI SHARMA

Address: vivekanand nagar behind LIC office near kailash mandir aligarh road hathras

Dear MOHINI 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 29/10/2019 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-D/19/4, Navkar Parkview Apartment, Flat No. 8, Ward No. 3, Mehrauli, New Delhi-110030, India

Corporate Office: A-216 & A-217, 2nd Floor, Somdatt Chambers-T, Building No. 5, Bhikaji Cama Place, New Delhi-110066, India

Manufacturing Unit: G1-712, RILCO Industrial Area, Chopanki, Distt. Alwar, Rajasthan-301018, India

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

Contact Number: +91-11-41662311, +91-9810478070, +91-9873582118 CIN: U52100DL2010PTC206054



PRIVATE & CONFIDENTIAL

SHUBHAM TIWARI
S/O DEVDUTT TIWARI

VILL TEEKAIT POST
BISAWAR TEH SADABAD
HATHRAS 281302

Date: 12/11/2019

TRAINEE ASSOCIATE (Trainee Associate Engineer Network - MID) CONTRACT

Dear SHUBHAM 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 240700** 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	SHUBHAM TIWARI
1.	Position	Trainee Associate (Trainee Associate Engineer Network - M:ID) reporting to Sneh Deep Jassal (EIN :611638876), Title: Technical Delivery Manager-MBNL, Ph:
2.	Start Date	12/11/2019
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



Jay Bharat Maruti

To,

**VISHAL KUMAR
BINDUKHATTA TIWARINAGAR 2 DAULI RANGE NAINITAL UTTARAKHAND**

Dear VISHAL KUMAR

On behalf of the entire company, I'd like to say that it brings me great pleasure to formally offer you the designation of Trainee Executive at Sector 18 Gurgaon, Haryana, you will join the organization from 12/12/2019

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. 232000 (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 **Jay Bharat Maruti**

For Jay Bharat Maruti , Sector 18 Gurgaon, Haryana

A handwritten signature in black ink that reads 'Bire Singh'.

Authorized Signatory



JOB OFFER LETTER

To,

**ASHWANI GUPTA
MAHADEV GANJ BAJNA POST BAJNA TEHSIL MANT DISTRICT MATHURA**

Dear ASHWANI GUPTA

On behalf of the Pranav Vikas India Pvt td Comapany, I'd like to say that it brings me great pleasure to formally offer you the designation of Trainee Executive at Palwal, Haryana, you will join the organization from 17/08/2019.

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. 345200/-

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 Pranav vikas.

For Pranav Vikas India Pvt. Ltd

Authorized Signatory



PRIVATE & CONFIDENTIAL

YADAV ANURAG HEERA
PRASAD
S/O HEERA PRASAD YADAV

93 HOLI MOHALLA ETAH

Date: 12/11/2019

TRAINEE ASSOCIATE (Trainee Associate Engineer Network - MID) CONTRACT

Dear YADAV ANURAG HEERA PRASAD,

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 240700** 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,
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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	YADAV ANURAG HEERA PRASAD
1.	Position	Trainee Associate (Trainee Associate Engineer Network - M:ID) reporting to Sneh Deep Jassal (EIN :611638876), Title: Technical Delivery Manager-MBNL, Ph:
2.	Start Date	12/11/2019
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,

RISHI TIWARI
H. NO. 11, GAYATRI VIHAR, DAYALBAGH, AGRA 282005

Dear **RISHI TIWARI**

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 346200/- which includes the following:-

- An annualized base salary of INR 346200/- (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 **17/08/2019**. 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 **17/08/2019**, you would be required to pay INR 150,000 in accordance with the terms of the training agreement.

TLG India Private Limited
GIL SEZ, Candor Techspace,
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 Dundaheva,
Gurgaon - 122016 Haryana, India

TEL +91 (124) 672 4000
FAX +91 (124) 672 4027

Registered Office: **TLG India Private Limited**
15th Floor, Lini Estate, Tower A, 95, Garpatrao Kadam Marg, Lower Pare (West), Mumbai-400013.
Tel: +91 (22) 6804 3600 Fax: +91 (22) 6804 3601 CIN: U74100MH1972FC015738

www.publicissapient.com

TLG India Private Limited
Oxygen Business Park Private Limited SEZ,
Tower C, 2nd – 4th Floor, Plot No. 7,
Sector 144, Expressway,
Noida – 201301
Uttar Pradesh, India

TEL +91 (120) 479 5000
FAX +91 (120) 479 5001

TLG India Private Limited
Bagmane Constellation Business Park,
2870, Building Virgo, Outer Ring Road,
Doddanekundi Circle, Marathahalli Post,
Bengaluru - 560037 Karnataka, India

TEL +91 (80) 6128 0000
FAX +91 (80) 6128 0001

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

To,

KM. NEHA DHAKED
Flat No. 201, NORTH VIJAY
NAGAR COLONY,
OPPOSITE VARDAAN
HOMES.

Dear KM. NEHA DHAKED

On behalf of the WESTERN, Company, I'd like to say that it brings me great pleasure to formally offer you the designation of Trainee Executive at Survey No 19/5,21/1,22/1,48/6 Village Tadgam, Tal: Umbergaon Dist: Valsad Gujrat, you will join the organization from 2/4/2020

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.245700/-

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 WESTERN

For WESTERN, Survey No 19/5,21/1,22/1,48/6 Village Tadgam, Tal: Umbergaon Dist: Valsad Gujrat,

Authorized Signatory



Offer Letter

Date: 29/10/2019

Name: KM. KANCHAN

Address: vivekanand nagar behind LIC office near kailash mandir aligarh road hathras

Dear KM. KANCHAN,

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 29/10/2019 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-D/19/4, 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, RILCO Industrial Area, Chopanki, Distt. Alwar, Rajasthan-301018, India

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

Contact Number: +91-11-41662311, +91-9810478070, +91-9873582118 CIN: U52100DL2010PTC206054



To,

AMRATANSHU SHAKYA
vill koopa kalan

Dear AMRATANSHU 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 12/11/2019. We welcome you to our company and wish you all the best for your future endeavors.

Your CTC would be Rs. 240500 (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 Bajaj Auto Ltd.

For BAJAJ AUTO, Haridwar, Uttarakhand

Authorized Signatory



JOB OFFER LETTER

To,

LAXMAN CHAUDHARY
Bhailai Bulandshahr

Dear LAXMAN CHAUDHARY

On behalf of the Pranav Vikas India Pvt td Comapany, I'd like to say that it brings me great pleasure to formally offer you the designation of Trainee Executive at Palwal, 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. 345200/-

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 Pranav vikas.

For Pranav Vikas India Pvt. Ltd

Authorized Signatory



APPOINTMENT LETTER

To,

DEEPAK KUMAR VERMA
Village-Dakshingaw kot, Post Office-Harimau, Distt.- Amethi U.P.

Dear **DEEPAK KUMAR 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 346200/- which includes the following:-

- An annualized base salary of INR 346200/- (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 **17/08/2019** 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 **17/08/2019**. You would be required to pay INR 150,000 in accordance with the terms of the training agreement.

TLG India Private Limited
GIL SEZ, Candor Techspace,
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 Dundahera,
Gurgaon - 122016 Haryana, India

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Registered Office: **TLG India Private Limited**
15th Floor, Luni Estate, Tower A, 95, Garpatrao Kadam Marg, Lower Pare (West), Mumbai-400013.
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TLG India Private Limited
Bagmane Constellation Business Park,
2870, Building Virgo, Outer Ring Road,
Doddanekundi Circle, Marathahalli Post,
Bengaluru - 560037 Karnataka, India

TEL +91 (80) 6128 0000
FAX +91 (80) 6128 0001

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: 17/08/2019

MAHEK AGARWAL
VILLAGE & POST MIDHAKUR DISTRICT AGRA

Dear MAHEK AGARWAL

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 **320100/-** 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, Kumaran 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 3111 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

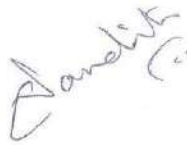
You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

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

To,

**PRIYAM GUPTA
40 BARBATA, JALIMPUR
SONAVA SITAPUR**

Dear PRIYAM GUPTA

On behalf of the WESTERN, Company, I'd like to say that it brings me great pleasure to formally offer you the designation of Trainee Executive at Survey No 19/5,21/1,22/1,48/6 Village Tadgam, Tal: Umbergaon Dist: Valsad Gujrat, you will join the organization from 2/4/2020

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.245700/-

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 WESTERN

For WESTERN, Survey No 19/5,21/1,22/1,48/6 Village Tadgam, Tal: Umbergaon Dist: Valsad Gujrat,

Authorized Signatory



OFFER LETTER

BABITA KUSHWAH
B-690 KAMLA NAGAR, AGRA

Dear **BABITA KUSHWAH**,

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 29/10/2019

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



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

Date of Joining: 29/10/2019

Sub: Letter of Appointment

Dear DIKSHA VERMA
20/97 jain gali, dhuliya ganj

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: 29/10/2019
- 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,

AMISHA KUMARI
98 , Narayan Vihar Sikandra Agra 282007

Dear **AMISHA KUMARI**

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 12/11/2019. We welcome you to our company and wish you all the best for your future endeavors.

Your CTC would be Rs. 240500 (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 Bajaj Auto Ltd.

For BAJAJ AUTO, Haridwar, Uttarakhand

Authorized Signatory



PRIVATE & CONFIDENTIAL

RIYA SHARMA
S/O ANIL KUMAR SHARMA

46/621 k3 ramnagar
jagdishpura

Date: 12/11/2019

TRAINEE ASSOCIATE (Trainee Associate Engineer Network - MID) CONTRACT

Dear RIYA 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 240700** 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
Gurugram-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	RIYA SHARMA
1.	Position	Trainee Associate (Trainee Associate Engineer Network - M:ID) reporting to Sneh Deep Jassal (EIN :611638876), Title: Technical Delivery Manager-MBNL, Ph:
2.	Start Date	12/11/2019
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: 17/08/2019

ABHISHEK SRIVASTAVA
14/207 GUR KI MANDI AGRA FORT AGRA

Dear ABHISHEK SRIVASTAVA

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 **320100/-** 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, Kumaran 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 3111 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

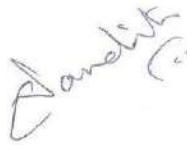
You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

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 12/11/2019

Dear PRAVEEN SINGH
Mohalla Khera Bagkala, Kiraoli, Tehsil Kiraoli, District Agra, U.P. Pin-283122

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 **12/11/2019**. 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 **12/11/2019** 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 - Kalyani Tech Park

Total Annual Cost to Company : ₹ 175000

Details of bonuses (if any) are mentioned in Annexure A. You are requested to join the services of the Company. 12/11/2019 failing 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	PRAVEEN SINGH
Designation	Student Success Specialist-Student Experience
Date Of Joining	12/11/2019
Annual Cost To Company(CTC)	175000

**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 submission of required proofs
Fuel Allowance	Up to INR 2400 per month based on CC capacity and type of the vehicle	
Driver Allowance	Up to INR 900 per month	
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,

Manoj Kumar
rajpur chungli, agra

Dear Manoj Kumar

On behalf of the Munjal Showa Limited, I'd like to say that it brings me great pleasure to formally offer you the designation of Trainee Executive at Sector - 18 Gurgaon, Haryana office, 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.289400/-

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 Munjal Shova

For Gurgaon, Haryana

Authorized Signatory



OFFER LETTER

To,

MADHVI KAVRA
39/39 j p nagar mau road khandari agra

Dear **MADHVI KAVRA**

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, Rohatak, Haryana

Authorized Signatory



JOB OFFER LETTER

To,

ASHISH KUMAR GOSWAMI
Ramganj Bazar P.D Chauraha Dhakwa

Dear ASHISH KUMAR GOSWAMI

On behalf of the Pranav Vikas India Pvt td Comapany, I'd like to say that it brings me great pleasure to formally offer you the designation of Trainee Executive at Palwal, Haryana, you will join the organization from 17/08/2019.

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. 345200/-

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 Pranav vikas.

For Pranav Vikas India Pvt. Ltd

Authorized Signatory



APPOINTMENT LETTER

To,

PANKAJ JHA
31A/48J Jangjeetnagar, Shamshabad Road Agra

Dear **PANKAJ JHA**

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 346200/- which includes the following:-

- An annualized base salary of INR 346200/- (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 **17/08/2019**. 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 **17/08/2019**, you would be required to pay INR 150,000 in accordance with the terms of the training agreement.

TLG India Private Limited
GIL SEZ, Candor Techspace,
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 Dundahera,
Gurgaon - 122016 Haryana, India

TEL +91 (124) 672 4000
FAX +91 (124) 672 4027

Registered Office: **TLG India Private Limited**
15th Floor, Luni Estate, Tower A, 95, Garpatrao Kadam Marg, Lower Pare (West), Mumbai-400013.
Tel: +91 (22) 6804 3600 Fax: +91 (22) 6804 3601 CIN: U7410MH1972FC015738

www.publicissapient.com

TLG India Private Limited
Oxygen Business Park Private Limited SEZ,
Tower C, 2nd – 4th Floor, Plot No. 7,
Sector 144, Expressway,
Noida – 201301
Uttar Pradesh, India

TEL +91 (120) 479 5000
FAX +91 (120) 479 5001

TLG India Private Limited
Bagmane Constellation Business Park,
2870, Building Virgo, Outer Ring Road,
Doddanekundi Circle, Marathahalli Post,
Bengaluru - 560037 Karnataka, India

TEL +91 (80) 6128 0000
FAX +91 (80) 6128 0001

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

To,

**POOJA KUMARI
PLOT NO. 458 HARIOM NAGAR, BHAGWANPUR, BHU, LANKA
,VARANASI, UP**

Dear POOJA KUMARI

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, Rohatak, Haryana



Offer Letter

To,

**SUGAM KUMAR
29 MAHUAWA KHURD
KUSHI NAGAR**

Dear SUGAM KUMAR

On behalf of the WESTERN, Company, I'd like to say that it brings me great pleasure to formally offer you the designation of Trainee Executive at Survey No 19/5,21/1,22/1,48/6 Village Tadgam, Tal: Umbergaon Dist: Valsad Gujrat, you will join the organization from 2/4/2020

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.245700/-

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 WESTERN

For WESTERN, Survey No 19/5,21/1,22/1,48/6 Village Tadgam, Tal: Umbergaon Dist: Valsad Gujrat,

Authorized Signatory



Offer: Computer Consultancy

Date: 17/08/2019

MUSKAN KAIN
NAI BASTI VIDHYAPATI NAGAR HATHRAS

Dear MUSKAN KAIN

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 **320100/-** 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.



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

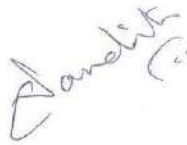
You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

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



To,

**RAJAT TOMAR
VILL SIKIYA POST NARAYANPUR**

Dear **RAJAT TOMAR**

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 12/11/2019

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. 255500 (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 12/11/2019

Dear RAVI DIXIT
VPO HASANPUR TEH MANT DIST MATHURA UTTAR PRADESH 281205

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 **12/11/2019**. 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 **12/11/2019** 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 - Kalyani Tech Park

Total Annual Cost to Company : ₹ 175000

Details of bonuses (if any) are mentioned in Annexure A. You are requested to join the services of the Company. 12/11/2019 failing 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 DIXIT
Designation	Student Success Specialist-Student Experience
Date Of Joining	12/11/2019
Annual Cost To Company(CTC)	175000

**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
GOPI CHAND AZAD
BHIDUKI PALWAL HARYANA

Sub: Your offer of Employment in eORIGAMI SOFTWARE PVT LTD

Dear **GOPI CHAND AZAD**

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 **12/12/2019**

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 eORIGAMIians 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, Devarachikkana Halli, 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.

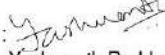
Kindly confirm your acceptance of the above conditions by signing and returning the duplicate copy of this letter.

Yours sincerely,
for e**ORIGAMI** 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,

**RUCHI SINGH
24 ARVIND PURAM PHASE-B SIKANDRA**

Dear **RUCHI 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 17/08/2019

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, Rohatak, Haryana

Authorized Signatory



OFFER LETTER

SHIVANGI GOYAL
37 B / 210 SANT NAGAR NAGLA HAVELI DAYAL BAGH AGRA

Dear **SHIVANGI GOYAL**,

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 29/10/2019

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



JOB OFFER LETTER

To,

GARGI AGARWAL
30 A NEW SUBHASH NAGAR TEL EXCG=HANGE LOYRDS COLONY AGRA

Dear GARGI AGARWAL

On behalf of the Pranav Vikas India Pvt td Comapany, I'd like to say that it brings me great pleasure to formally offer you the designation of Trainee Executive at Palwal, 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. 345200/-

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 Pranav vikas.

For Pranav Vikas India Pvt. Ltd

Authorized Signatory



APPOINTMENT LETTER

To,

MARDULA YADAV
158/E west arjun nagar opp modern public school agra

Dear **MARDULA 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 346200/- which includes the following:-

- An annualized base salary of INR 346200/- (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 **17/08/2019** 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 **17/08/2019**. You would be required to pay INR 150,000 in accordance with the terms of the training agreement.

TLG India Private Limited
GIL SEZ, Candor Techspace,
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 Dundaheera,
Gurgaon - 122016 Haryana, India

TEL +91 (124) 672 4000
FAX +91 (124) 672 4027

Registered Office: **TLG India Private Limited**
15th Floor, Liril Estate, Tower A, 95, Garpatrao Kadam Marg, Lower Pare (West), Mumbai-400013.
Tel: +91 (22) 6804 3600 Fax: +91 (22) 6804 3601 CIN: U7410MH1972FC015738

www.publicissapient.com

TLG India Private Limited
Oxygen Business Park Private Limited SEZ,
Tower C, 2nd – 4th Floor, Plot No. 7,
Sector 144, Expressway,
Noida – 201301
Uttar Pradesh, India

TEL +91 (120) 479 5000
FAX +91 (120) 479 5001

TLG India Private Limited
Bagmane Constellation Business Park,
2870, Building Virgo, Outer Ring Road,
Doddanekundi Circle, Marathahalli Post,
Bengaluru - 560037 Karnataka, India

TEL +91 (80) 6128 0000
FAX +91 (80) 6128 0001

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

To,

RAHUL CHOUDHARY
Bargaon Gonda

Dear **RAHUL CHOUDHARY**

On behalf of the WESTERN, Company, I'd like to say that it brings me great pleasure to formally offer you the designation of Trainee Executive at Survey No 19/5,21/1,22/1,48/6 Village Tadgam, Tal: Umbergaon Dist: Valsad Gujrat, you will join the organization from 2/4/2020

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.245700/-

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 WESTERN

For WESTERN, Survey No 19/5,21/1,22/1,48/6 Village Tadgam, Tal: Umbergaon Dist: Valsad Gujrat,

Authorized Signatory



PRIVATE & CONFIDENTIAL

MANJANI GUPTA
S/O BRAJ BHUSHAN GUPTA

VILL BHOORGARHI POST
BARAOUTH TEHSIL MANT
DISTT MATHURA

Date: 12/11/2019

TRAINEE ASSOCIATE (Trainee Associate Engineer Network - MID) CONTRACT

Dear MANJANI GUPTA,

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 240700** 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	MANJANI GUPTA
1.	Position	Trainee Associate (Trainee Associate Engineer Network - M:ID) reporting to Sneh Deep Jassal (EIN :611638876), Title: Technical Delivery Manager-MBNL, Ph:
2.	Start Date	12/11/2019
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,

APARNA RAI
37/396/3A NEW NAGLA PADI DAYAL BAGH AGRA-282005

Dear APARNA RAI

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 12/11/2019. We welcome you to our company and wish you all the best for your future endeavors.

Your CTC would be Rs. 240500 (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 Bajaj Auto Ltd.

For BAJAJ AUTO, Haridwar, Uttarakhand

Authorized Signatory



Offer: Computer Consultancy

Date: 17/08/2019

CHAVI GARG
VILL.INDARAI ,POST MAKKHANPUR,DISTRICT FIROZABAD

Dear CHAVI GARG

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 **320100/-** 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, Kumaran 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 3111 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

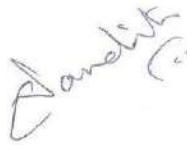
You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

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: 12/12/2019

KM.PRANJAL SHARMA
204, vill + post babsa

Dear KM.PRANJAL 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 227800/- 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 12/12/2019. 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 12/12/2019 evening. This offer is valid till 12/12/2019. 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" in the center, and the phone number "0120-4215969" and "-73" below it.

Authorized Signatory

InfoAxon Technologies India Pvt. Ltd.
08th 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.PRANJAL SHARMA
Designation	Solution Developer Trainee
Effective Date	12/12/2019
Location	Noida/Pune/Banglore
Annual Cost To Company	227800/-

For InfoAxon Technologies India Pvt. Ltd.





OFFER LETTER

**PRIYANKA DUBEY
MAHADEV COLONY MENDU ROAD HATHRAS**

Dear PRIYANKA DUBEY,

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 29/10/2019

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



To
CHITRA VERMA
BHIDUKI PALWAL HARYANA

Sub: Your offer of Employment in eORIGAMI SOFTWARE PVT LTD

Dear **CHITRA VERMA**

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 **12/12/2019**

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 eORIGAMIians 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, Devarachikkana Halli, 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.

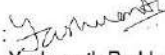
Kindly confirm your acceptance of the above conditions by signing and returning the duplicate copy of this letter.

Yours sincerely,
for e**ORIGAMI** 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,

**RAVINDRA KUMAR
YADAV
VILL - NAGLA NAHADEV
SATAULI ETMADPUR**

Dear RAVINDRA KUMAR YADAV

On behalf of the WESTERN, Company, I'd like to say that it brings me great pleasure to formally offer you the designation of Trainee Executive at Survey No 19/5,21/1,22/1,48/6 Village Tadgam, Tal: Umbergaon Dist: Valsad Gujrat, you will join the organization from 25/10/2018

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.245700/-

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 WESTERN

For WESTERN, Survey No 19/5,21/1,22/1,48/6 Village Tadgam, Tal: Umbergaon Dist: Valsad Gujrat,

Authorized Signatory



APPOINTMENT LETTER

To,

**KUNAL MAHESHWARI
VILL. BAGRAIN, BADAUN**

Dear **KUNAL MAHESHWARI**

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 346200/- which includes the following:-

- An annualized base salary of INR 346200/- (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 **17/08/2019**. 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 **17/08/2019**, you would be required to pay INR 150,000 in accordance with the terms of the training agreement.

TLG India Private Limited
GIL SEZ, Candor Techspace,
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 Dundaheva,
Gurgaon - 122016 Haryana, India

TEL +91 (124) 672 4000
FAX +91 (124) 672 4027

Registered Office: **TLG India Private Limited**
15th Floor, Luni Estate, Tower A, 95, Garpatrao Kadam Marg, Lower Pare (West), Mumbai-400013.
Tel: +91 (22) 6804 3600 Fax: +91 (22) 6804 3601 CIN: U74100MH1972FC015738

www.publicissapient.com

TLG India Private Limited
Oxygen Business Park Private Limited SEZ,
Tower C, 2nd – 4th Floor, Plot No. 7,
Sector 144, Expressway,
Noida – 201301
Uttar Pradesh, India

TEL +91 (120) 479 5000
FAX +91 (120) 479 5001

TLG India Private Limited
Bagmane Constellation Business Park,
2870, Building Virgo, Outer Ring Road,
Doddanekundi Circle, Marathahalli Post,
Bengaluru - 560037 Karnataka, India

TEL +91 (80) 6128 0000
FAX +91 (80) 6128 0001

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: 12/12/2019

**AMIT
vill mahatha post kharka basti**

Dear AMIT,

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 227800/- 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 **12/12/2019**. 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 12/12/2019 evening. This offer is valid till 12/12/2019. 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" in the center, and the phone number "0120-4215969" and "-73" below it.

Authorized Signatory

InfoAxon Technologies India Pvt. Ltd.
08th 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	AMIT
Designation	Solution Developer Trainee
Effective Date	12/12/2019
Location	Noida/Pune/Banglore
Annual Cost To Company	227800/-

For InfoAxon Technologies India Pvt. Ltd.





Jay Bharat Maruti

To,

SOURABH SINGH
37/45 , BUNDU KATRA GWALIOR ROAD AGRA

Dear SOURABH SINGH

On behalf of the entire company, I'd like to say that it brings me great pleasure to formally offer you the designation of Trainee Executive at Sector 18 Gurgaon, Haryana, you will join the organization from 12/12/2019

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. 232000 (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 **Jay Bharat Maruti**

For Jay Bharat Maruti , Sector 18 Gurgaon, Haryana

A handwritten signature in black ink that reads 'Bir Singh'.

Authorized Signatory



Jay Bharat Maruti

To,

**YOGESH KUMAR SHARMA
BINDUKHATTA TIWARINAGAR 2 DAULI RANGE NAINITAL UTTARAKHAND**

Dear YOGESH KUMAR SHARMA

On behalf of the entire company, I'd like to say that it brings me great pleasure to formally offer you the designation of Trainee Executive at Sector 18 Gurgaon, 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. 212000 (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 **Jay Bharat Maruti**

For Jay Bharat Maruti , Sector 18 Gurgaon, Haryana

A handwritten signature in black ink that reads 'Bire Singh'.

Authorized Signatory



JOB OFFER LETTER

To,

**ABHISHEK PRACHETA
MAHADEV GANJ BAJNA POST BAJNA TEHSIL MANT DISTRICT MATHURA**

Dear ABHISHEK PRACHETA

On behalf of the Pranav Vikas India Pvt td Comapany, I'd like to say that it brings me great pleasure to formally offer you the designation of Trainee Executive at Palwal, Haryana, you will join the organization from 17/08/2019.

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. 345200/-

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 Pranav vikas.

For Pranav Vikas India Pvt. Ltd

Authorized Signatory



APPOINTMENT LETTER

To,

KM PRIYANKA SINGH
nagla saman post babsa etah

Dear **KM PRIYANKA SINGH**

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 346200/- which includes the following:-

- An annualized base salary of INR 346200/- (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 **17/08/2019**. 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 **17/08/2019**, you would be required to pay INR 150,000 in accordance with the terms of the training agreement.

TLG India Private Limited
GIL SEZ, Candor Techspace,
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 Dundaheva,
Gurgaon - 122016 Haryana, India

TEL +91 (124) 672 4000
FAX +91 (124) 672 4027

Registered Office: **TLG India Private Limited**
15th Floor, Liril Estate, Tower A, 95, Garpatrao Kadam Marg, Lower Parel (West), Mumbai-400013.
Tel: +91 (22) 6804 3600 Fax: +91 (22) 6804 3601 CIN: U74100MH1972FC015738

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Uttar Pradesh, India

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TLG India Private Limited
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2870, Building Virgo, Outer Ring Road,
Doddanekundi Circle, Marathahalli Post,
Bengaluru - 560037 Karnataka, India

TEL +91 (80) 6128 0000
FAX +91 (80) 6128 0001

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,

**SHELLEY SINGH
SARASWATI NAGAR TUNDLA FIROZABAD**

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 **17/08/2019**.

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



To,

HARSHITA GUPTA
VILLAGE -BASUPAR BANKAT , POST -SAGARI

Dear **HARSHITA GUPTA**

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 12/11/2019. We welcome you to our company and wish you all the best for your future endeavors.

Your CTC would be Rs. 240500 (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 Bajaj Auto Ltd.

For BAJAJ AUTO, Haridwar, Uttarakhand

Authorized Signatory



APPOINTMENT LETTER

To,

ADIBA KHAN
H .no 270 sector 15b avas
vikas colony sikandra
agra

Dear **ADIBA KHAN,**

On behalf of the SATA VIKAS Company, I'd like to say that it brings me great pleasure to formally offer you the designation of Trainee Executive at Palwal, Haryana, 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 provide to you at the time of your joining after completion of joining formalities.

Your CTC would be Rs. 234570/-

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 Sata Vikas

For SATA VIKAS, Palwal, Haryana

Authorized Signatory



Offer Letter

To,

KRISHNA SHARMA
250/6 Rishi Nagar Maholi
Road, Mathura

Dear **KRISHNA SHARMA**

On behalf of the WESTERN, Company, I'd like to say that it brings me great pleasure to formally offer you the designation of Trainee Executive at Survey No 19/5,21/1,22/1,48/6 Village Tadgam, Tal: Umbergaon Dist: Valsad Gujrat, you will join the organization from 25/10/2018

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.245700/-

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 WESTERN

For WESTERN, Survey No 19/5,21/1,22/1,48/6 Village Tadgam, Tal: Umbergaon Dist: Valsad Gujrat,

Authorized Signatory



To,

**MOHD SHAKEEL
HOUSE NO. 45 WARD NO. 6 CINEMA HALL NEAR T.P. NAGAR RENUKOOT SONEBHADRA**

Dear **MOHD SHAKEEL**

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 12/11/2019

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. 255500 (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. M. C.", written in a cursive style.

Authorized Signatory



To,

RUCHI AGARWAL
PLOT NO 315 PASCHIMPURI DEHTORA SIKANDRA AGRA 282007

Dear RUCHI AGARWAL

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 12/11/2019. We welcome you to our company and wish you all the best for your future endeavors.

Your CTC would be Rs. 240500 (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 Bajaj Auto Ltd.

For BAJAJ AUTO, Haridwar, Uttarakhand

Authorized Signatory



PRIVATE & CONFIDENTIAL

ALOK UPADHYAY
S/O BRIJ BALLABH UPADHYAY

32/227 A gujar top khana
lohamandi

Date: 12/11/2019

TRAINEE ASSOCIATE (Trainee Associate Engineer Network - MID) CONTRACT

Dear ALOK UPADHYAY,

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 240700** 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	ALOK UPADHYAY
1.	Position	Trainee Associate (Trainee Associate Engineer Network - M:ID) reporting to Sneh Deep Jassal (EIN :611638876), Title: Technical Delivery Manager-MBNL, Ph:
2.	Start Date	12/11/2019
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,

DIVYA
raibha, agra, raibha

Dear DIVYA

On behalf of the Munjal Showa Limited, I'd like to say that it brings me great pleasure to formally offer you the designation of Trainee Executive at Sector - 18 Gurgaon, Haryana office, you will join the organization from 12/12/2019

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.289400/-

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 Munjal Shova

For Gurgaon, Haryana

Authorized Signatory



To,

Maneesh Gupta
rajpur chungi, agra

Dear Maneesh Gupta

On behalf of the Munjal Showa Limited, I'd like to say that it brings me great pleasure to formally offer you the designation of Trainee Executive at Sector - 18 Gurgaon, Haryana office, 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.289400/-

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 Munjal Shova

For Gurgaon, Haryana

Authorized Signatory



OFFER LETTER

KRISHNA PRATAP SINGH
village bada kachhpura post madanpur thana mohmdabad distt farrukhabad

Dear **KRISHNA 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 29/10/2019

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



To
KULDEEP SINGH
SECTOR 6 C BLOCK 690 AVAS VIKASH COLONY SIKANDRA AGRA

Sub: Your offer of Employment in eORIGAMI SOFTWARE PVT LTD

Dear **KULDEEP 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 **12/12/2019**

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 eORIGAMIians 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, Devarachikkana Halli, 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.

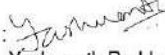
Kindly confirm your acceptance of the above conditions by signing and returning the duplicate copy of this letter.

Yours sincerely,
for e**ORIGAMI** 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,

SANA SALMANI
Vill. akauni, post
khuruhuja, chandauli

Dear SANA SALMANI

On behalf of the WESTERN, Company, I'd like to say that it brings me great pleasure to formally offer you the designation of Trainee Executive at Survey No 19/5,21/1,22/1,48/6 Village Tadgam, Tal: Umbergaon Dist: Valsad Gujrat, you will join the organization from 25/10/2018

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.245700/-

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 WESTERN

For WESTERN, Survey No 19/5,21/1,22/1,48/6 Village Tadgam, Tal: Umbergaon Dist: Valsad Gujrat,

Authorized Signatory



APPOINTMENT LETTER

To,

**KM POONAM SHARMA
MOHALLA LALPURA,BASI KIRATPUR,BIJNOR**

Dear **KM POONAM 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 346200/- which includes the following:-

- An annualized base salary of INR 346200/- (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 **17/08/2019** 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 **17/08/2019**. You would be required to pay INR 150,000 in accordance with the terms of the training agreement.

TLG India Private Limited
GIL SEZ, Candor Techspace,
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 Dundaheva,
Gurgaon - 122016 Haryana, India

TEL +91 (124) 672 4000
FAX +91 (124) 672 4027

Registered Office: **TLG India Private Limited**
15th Floor, Luni Estate, Tower A, 95, Garpatrao Kadam Marg, Lower Pare (West), Mumbai-400013.
Tel: +91 (22) 6804 3600 Fax: +91 (22) 6804 3601 CIN: U7410MH1972FC015738

www.publicissapient.com

TLG India Private Limited
Oxygen Business Park Private Limited SEZ,
Tower C, 2nd – 4th Floor, Plot No. 7,
Sector 144, Expressway,
Noida – 201301
Uttar Pradesh, India

TEL +91 (120) 479 5000
FAX +91 (120) 479 5001

TLG India Private Limited
Bagmane Constellation Business Park,
2870, Building Virgo, Outer Ring Road,
Doddanekundi Circle, Marathahalli Post,
Bengaluru - 560037 Karnataka, India

TEL +91 (80) 6128 0000
FAX +91 (80) 6128 0001

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

To,

SHIVAM MATHUR
house no. 20, Virtiyan
Mandhana Kanpur Uttar
Pradesh

Dear SHIVAM MATHUR

On behalf of the WESTERN, Comapany, I'd like to say that it brings me great pleasure to formally offer you the designation of Trainee Executive at Survey No 19/5,21/1,22/1,48/6 Village Tadgam, Tal: Umbergaon Dist: Valsad Gujrat, you will join the organization from 25/10/2018

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.245700/-

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 WESTERN

For WESTERN, Survey No 19/5,21/1,22/1,48/6 Village Tadgam, Tal: Umbergaon Dist: Valsad Gujrat,

Authorized Signatory



Offer: Computer Consultancy

Date: 17/08/2019

SHUBHAM SARASWAT
INDRA NAGAR TRANS YAMUNA COLONY RAMBAGH AGRA

Dear SHUBHAM 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 **320100/-** 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.



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

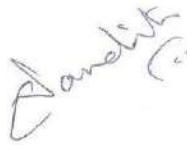
You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

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



PRIVATE & CONFIDENTIAL

OMENDRA KUMAR VERMA
S/O BHOO PRAKASH VERMA

16/209 Teela Nand Ram
Sadar Bhatti Agra

Date: 12/11/2019

TRAINEE ASSOCIATE (Trainee Associate Engineer Network - MID) CONTRACT

Dear OMENDRA KUMAR 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 240700** 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	OMENDRA KUMAR VERMA
1.	Position	Trainee Associate (Trainee Associate Engineer Network - M:ID) reporting to Sneh Deep Jassal (EIN :611638876), Title: Technical Delivery Manager-MBNL, Ph:
2.	Start Date	12/11/2019
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

AKASH CHAUDHARY
F-42, Harkesh Nagar, Okhla Phase 2

Dear **AKASH CHAUDHARY**,

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 29/10/2019

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



To,

**MOHIT RAJ
KACHAURA SIKANDRA RAO HATHRAS U.P 204211**

Dear MOHIT RAJ

On behalf of the Munjal Showa Limited, I'd like to say that it brings me great pleasure to formally offer you the designation of Trainee Executive at Sector - 18 Gurgaon, Haryana office, 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.289400/-

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 Munjal Shova

For Gurgaon, Haryana

Authorized Signatory



JOB OFFER LETTER

To,

**VISHWADEEP SINGH
3/93 CHOWK THANA TAJGANJ**

Dear VISHWADEEP SINGH

On behalf of the Pranav Vikas India Pvt td Comapany, I'd like to say that it brings me great pleasure to formally offer you the designation of Trainee Executive at Palwal, Haryana, you will join the organization from 17/08/2019.

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. 345200/-

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 Pranav vikas.

For Pranav Vikas India Pvt. Ltd

Authorized Signatory



APPOINTMENT LETTER

To,

GAURAV TIWARI
vill. and post panyara, maharajganj

Dear **GAURAV TIWARI**

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 346200/- which includes the following:-

- An annualized base salary of INR 346200/- (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 **17/08/2019**. 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 **17/08/2019**, you would be required to pay INR 150,000 in accordance with the terms of the training agreement.

TLG India Private Limited
GIL SEZ, Candor Techspace,
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 Dundaheera,
Gurgaon - 122016 Haryana, India

TEL +91 (124) 672 4000
FAX +91 (124) 672 4027

Registered Office: **TLG India Private Limited**
15th Floor, Liril Estate, Tower A, 95, Garpatrao Kadam Marg, Lower Pare (West), Mumbai-400013.
Tel: +91 (22) 6804 3600 Fax: +91 (22) 6804 3601 CIN: U74100MH1972FC015738

www.publicissapient.com

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Noida – 201301
Uttar Pradesh, India

TEL +91 (120) 479 5000
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Bagmane Constellation Business Park,
2870, Building Virgo, Outer Ring Road,
Doddanekundi Circle, Marathahalli Post,
Bengaluru - 560037 Karnataka, India

TEL +91 (80) 6128 0000
FAX +91 (80) 6128 0001

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



Jay Bharat Maruti

To,

RAJESH KUMAR
46/1058 PRADEEP RAM BIHAR COLONY MANDI SAMITI KE PASS

Dear RAJESH KUMAR

On behalf of the entire company, I'd like to say that it brings me great pleasure to formally offer you the designation of Trainee Executive at Sector 18 Gurgaon, Haryana, you will join the organization from 12/12/2019

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. 232000 (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 **Jay Bharat Maruti**

For Jay Bharat Maruti , Sector 18 Gurgaon, Haryana

Authorized Signatory



APPOINTMENT LETTER

To,

ADITYA SHIVHARE
VIII, Beri machha post dhoom manikpur

Dear **ADITYA SHIVHARE**

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 346200/- which includes the following:-

- An annualized base salary of INR 346200/- (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 **17/08/2019**. 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 **17/08/2019**, you would be required to pay INR 150,000 in accordance with the terms of the training agreement.

TLG India Private Limited
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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,

**ANURANJAN PAL
INDRA PURVA, BABURI, CHANDAULI**

Dear **ANURANJAN PAL**

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 346200/- which includes the following:-

- An annualized base salary of INR 346200/- (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 **17/08/2019**. 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 **17/08/2019**, you would be required to pay INR 150,000 in accordance with the terms of the training agreement.

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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
ANURAG SINGH
SANOORA DIST SAMBA

Sub: Your offer of Employment in eORIGAMI SOFTWARE PVT LTD

Dear **ANURAG 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 **12/11/2019**

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 eORIGAMIians 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, Devarachikkana Halli, 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.

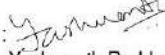
Kindly confirm your acceptance of the above conditions by signing and returning the duplicate copy of this letter.

Yours sincerely,
for e**ORIGAMI** 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: 17/08/2019

ANKIT SINGH
MIG 550 RADHIKA VIHAR, MATHUA PHASE 1

Dear ANKIT 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 **320100/-** 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, Kumaran 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 3111 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

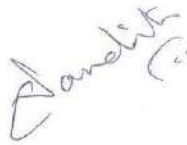
You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

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



S.S. BOTTLING PRIVATE LIMITED

JOB OFFER LETTER

To,

DILEEP KUMAR
Police Fire Station Idgah 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 **17/08/2019**.

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



PRIVATE & CONFIDENTIAL

SURESH KUMAR
S/O KAMAL SINGH

Nagla Dhani Vijay Nagar
Agra

Date: 12/11/2019

TRAINEE ASSOCIATE (Trainee Associate Engineer Network - MID) CONTRACT

Dear SURESH 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 240700** 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	SURESH KUMAR
1.	Position	Trainee Associate (Trainee Associate Engineer Network - M:ID) reporting to Sneh Deep Jassal (EIN :611638876), Title: Technical Delivery Manager-MBNL, Ph:
2.	Start Date	12/11/2019
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,

DEVENDER
Khandauli, Agra

Dear **DEVENDER**

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 2/4/2020

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.321020/-

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 faint rectangular stamp.

Authorized Signatory



JOB OFFER LETTER

To,

MADHU RATHORE

house no. 47 krishna lok reidency bhagupur road bhagupur kuberpur agra

Dear MADHU RATHORE

On behalf of the Pranav Vikas India Pvt td Comapany, I'd like to say that it brings me great pleasure to formally offer you the designation of Trainee Executive at Palwal, 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. 345200/-

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 Pranav vikas.

For Pranav Vikas India Pvt. Ltd

Authorized Signatory



OFFER LETTER

To,

**JAHNVEE TRIPATHI
VILL POST VIKRAM VISHUNPUR BIKARAM BISHUNPUR DEORIA**

Dear **JAHNVEE TRIPATHI**

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, Rohatak, Haryana

Authorized Signatory



OFFER LETTER

To,

**PRIYA SINGH
LOKPURAM COLONY NEAR D.B.M. INTER COLLEGE 80FT ROAD**

Dear **PRIYA 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 17/08/2019

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

Authorized Signatory



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

Date of Joining: 29/10/2019

Sub: Letter of Appointment

Dear BHAYNA SHARMA

Ramu kadai centre shiv Nagar
radhye Wali gali no 16 A jagner
road 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: 29/10/2019
- 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,

**KM KAVITA
BHILAWALI KHERAGARH AGRA**

Dear KM KAVITA

On behalf of the Munjal Showa Limited, I'd like to say that it brings me great pleasure to formally offer you the designation of Trainee Executive at Sector - 18 Gurgaon, Haryana office, 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.289400/-

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 Munjal Shova

For Gurgaon, Haryana

Authorized Signatory



Offer Letter

Date: 12/12/2019

**JITENDRA PRATAP SINGH
ELANI NAGAR ASFABAD FIROZABAD**

Dear **JITENDRA PRATAP SINGH,**

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 227800/- 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 **12/12/2019**. 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 12/12/2019 evening. This offer is valid till 12/12/2019. 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.
08th 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	JITENDRA PRATAP SINGH
Designation	Solution Developer Trainee
Effective Date	12/12/2019
Location	Noida/Pune/Banglore
Annual Cost To Company	227800/-
For InfoAxon Technologies India Pvt. Ltd.	
	



To,

**NTISH KUMAR DUBEY
NAVEEN NAGAR KHAIR BYE PASS ROAD**

Dear NITISH KUMAR DUBEY

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 21/10/2021. We welcome you to our company and wish you all the best for your future endeavors.

Your CTC would be Rs. 287120 (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 Bajaj Auto Ltd.

For BAJAJ AUTO, Haridwar, Uttarakhand

Authorized Signatory



To,

HARSHIT SONI
89. vilage bagda barauli gujar agra

Dear **HARSHIT SONI**

On behalf of the Autoliv Comapany, I'd like to say that it brings me great pleasure to formally offer you the designation of Trainee Executive at Banglore office, you will join the organization from 12/11/2019

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. 255500 (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, Banglore

A handwritten signature in black ink, appearing to read "J. M. C.", written in a cursive style.

Authorized Signatory



APPOINTMENT LETTER

To,

AMAN RAJORIYA
katra bihariya lalgopalganj kunda pratapgarh

Dear **AMAN RAJORIYA**

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 346200/- which includes the following:-

- An annualized base salary of INR 346200/- (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 **17/08/2019**. 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 **17/08/2019**, you would be required to pay INR 150,000 in accordance with the terms of the training agreement.

TLG India Private Limited
GIL SEZ, Candor Techspace,
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 Dundaheera,
Gurgaon - 122016 Haryana, India

TEL +91 (124) 672 4000
FAX +91 (124) 672 4027

Registered Office: **TLG India Private Limited**
15th Floor, Luni Estate, Tower A, 95, Garpatrao Kadam Marg, Lower Pare (West), Mumbai-400013.
Tel: +91 (22) 6804 3600 Fax: +91 (22) 6804 3601 CIN: U7410MH1972FC015738

www.publicissapient.com

TLG India Private Limited
Oxygen Business Park Private Limited SEZ,
Tower C, 2nd – 4th Floor, Plot No. 7,
Sector 144, Expressway,
Noida – 201301
Uttar Pradesh, India

TEL +91 (120) 479 5000
FAX +91 (120) 479 5001

TLG India Private Limited
Bagmane Constellation Business Park,
2870, Building Virgo, Outer Ring Road,
Doddanekundi Circle, Marathahalli Post,
Bengaluru - 560037 Karnataka, India

TEL +91 (80) 6128 0000
FAX +91 (80) 6128 0001

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
SUHEBURRHMAN
PLOT NO 45 SARITA KUNJ NAVADA SE MOHANPUR ROAD ADUKI MATHURA

Sub: Your offer of Employment in eORIGAMI SOFTWARE PVT LTD

Dear **SUHEBURRHMAN**

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 **12/11/2019**

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 eORIGAMIians 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, Devarachikkana Halli, 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.

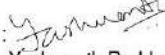
Kindly confirm your acceptance of the above conditions by signing and returning the duplicate copy of this letter.

Yours sincerely,
for e**ORIGAMI** 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

KM. SHILPI VERMA
HOUSE NO 46 A MOHAMMADPUR

Dear KM. SHILPI VERMA,

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 29/10/2019

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: 17/08/2019

SARANG DHAR DWIVEDI
13/13 DHAKRAN CROSSING NAI KI MANDI

Dear SARANG DHAR DWIVEDI

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 **320100/-** 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, Kumaran 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 3111 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

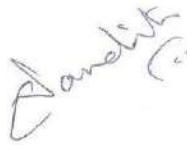
You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

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



To,

**DEVRISHI
JATPURA NAGARIYA AGRA**

Dear DEVRISHI

On behalf of the Munjal Showa Limited, I'd like to say that it brings me great pleasure to formally offer you the designation of Trainee Executive at Sector - 18 Gurgaon, Haryana office, you will join the organization from 12/12/2019

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.289400/-

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 Munjal Shova

For Gurgaon, Haryana

Authorized Signatory



PRIVATE & CONFIDENTIAL

HEMANT SHRIVASTAV
S/O ANAND SHRIVASTAV

62 brij dwarika colony
dehtora paschimpuri bodla
agra

Date: 12/11/2019

TRAINEE ASSOCIATE (Trainee Associate Engineer Network - MID) CONTRACT

Dear HEMANT SHRIVASTAV,

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 240700** 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	HEMANT SHRIVASTAV
1.	Position	Trainee Associate (Trainee Associate Engineer Network - M:ID) reporting to Sneh Deep Jassal (EIN :611638876), Title: Technical Delivery Manager-MBNL, Ph:
2.	Start Date	12/11/2019
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,

INDRA KUMAR
52/23, NAGLA LAL SINGH, BARAKHAMBA, SHAGANG

Dear **INDRA KUMAR**

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 2/4/2020

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.321020/-

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 faint, light blue circular stamp or watermark.

Authorized Signatory



OFFER LETTER

To,

**HARSHEETA SINGH
11/C 446 TRANS YAMUNA COLONY**

Dear **HARSHEETA 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 17/08/2019

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

Authorized Signatory



To,

Pukhrambam Priya Devi
MOHALLA GOVIND DAS ALIGANJ ETAH UTTAR PRADESH 207247

Dear Pukhrambam Priya Devi

On behalf of the Munjal Showa Limited, I'd like to say that it brings me great pleasure to formally offer you the designation of Trainee Executive at Sector - 18 Gurgaon, Haryana office, 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.289400/-

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 Munjal Shova

For Gurgaon, Haryana

Authorized Signatory



Offer Letter

Date: 12/12/2019

KM POOJA BAGHEL
VILL POST BADDHUPUR

Dear KM POOJA BAGHEL,

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 227800/- 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 12/12/2019. 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 12/12/2019 evening. This offer is valid till 12/12/2019. 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 "INDIA", "0120-4215969", and "-73" in the center, and "InfoAxon Technologies India Pvt. Ltd." around the perimeter, with "Noida" at the bottom.

Authorized Signatory

InfoAxon Technologies India Pvt. Ltd.
08th 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 POOJA BAGHEL
Designation	Solution Developer Trainee
Effective Date	12/12/2019
Location	Noida/Pune/Banglore
Annual Cost To Company	227800/-

For InfoAxon Technologies India Pvt. Ltd.





To,

**ARTI MISHRA
VILL AND POST NASERPUR BOJHA**

Dear **ARTI MISHRA**

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 12/11/2019. We welcome you to our company and wish you all the best for your future endeavors.

Your CTC would be Rs. 240500 (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
Bajaj Auto Ltd.**

For BAJAJ AUTO, Haridwar, Uttarakhand

Authorized Signatory



To,

SAJAD ALI GANIE
KASBA PASCHIM, TANDA , AMBEDKAR NAGAR, UTTAR PRADESH

Dear **SAJAD ALI GANIE**

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 12/11/2019

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. 255500 (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,

**MOHD DIN KHAN
MATHANA. HARIHARPUR , JAMALPUR ,MIRZAPUR**

Dear **MOHD DIN KHAN**

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 12/11/2019

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. 255500 (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–

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- 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,

JUNAID QURESHI
VILLAGE BAS RISAL POST UNCHA BLOCK KHANDOLI AGRA

Dear **JUNAID QURESHI**

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 12/11/2019. We welcome you to our company and wish you all the best for your future endeavors.

Your CTC would be Rs. 240500 (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 Bajaj Auto Ltd.

For BAJAJ AUTO, Haridwar, Uttarakhand

Authorized Signatory



PRIVATE & CONFIDENTIAL

BABITA SAHU
S/O SATYA DEV SAHU

VILL POST CHULHAWALI

Date: 12/11/2019

TRAINEE ASSOCIATE (Trainee Associate Engineer Network - MID) CONTRACT

Dear BABITA SAHU,

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 240700** 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	BABITA SAHU
1.	Position	Trainee Associate (Trainee Associate Engineer Network - M:ID) reporting to Sneh Deep Jassal (EIN :611638876), Title: Technical Delivery Manager-MBNL, Ph:
2.	Start Date	12/11/2019
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

To,

**PALLAVI YADAV
37A/309 THAKUR DAS
MANDIR KE PASS NAGLA
PADI DAYAL BAGH AGRA**

Dear PALLAVI YADAV

On behalf of the WESTERN, Company, I'd like to say that it brings me great pleasure to formally offer you the designation of Trainee Executive at Survey No 19/5,21/1,22/1,48/6 Village Tadgam, Tal: Umbergaon Dist: Valsad Gujrat, you will join the organization from 2/4/2020

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.245700/-

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 WESTERN

For WESTERN, Survey No 19/5,21/1,22/1,48/6 Village Tadgam, Tal: Umbergaon Dist: Valsad Gujrat,

Authorized Signatory



OFFER LETTER

KM. VAISHNAVI SINGH
8B/ S L 51 B SURYA LOK COLONY MAIN ROAD MAU KHNDARI

Dear **KM. VAISHNAVI 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 29/10/2019

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

Date: 12/12/2019

LALIT KUMAR SHARMA
DURGA NAGAR UKHARRA ROAD RAJPUR CHUNGI AGRA

Dear **LALIT KUMAR 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 227800/- 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 **12/12/2019**. 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 12/12/2019 evening. This offer is valid till 12/12/2019. 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.", "INDIA", "0120-4215969", and "-73".

Authorized Signatory

InfoAxon Technologies India Pvt. Ltd.
08th 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	LALIT KUMAR SHARMA
Designation	Solution Developer Trainee
Effective Date	12/12/2019
Location	Noida/Pune/Banglore
Annual Cost To Company	227800/-

For InfoAxon Technologies India Pvt. Ltd.





To,

KRATIKA SOLANKI
sarawal

Dear **KRATIKA SOLANKI**

On behalf of the Munjal Showa Limited, I'd like to say that it brings me great pleasure to formally offer you the designation of Trainee Executive at Sector - 18 Gurgaon, Haryana office, 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.289400/-

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 Munjal Shova

For Gurgaon, Haryana

Authorized Signatory



To,

Prabhati Yadav
B 53 BHAGWAN NAGAR BALKESHWAR AGRA

Dear Prabhati Yadav

On behalf of the Munjal Showa Limited, I'd like to say that it brings me great pleasure to formally offer you the designation of Trainee Executive at Sector - 18 Gurgaon, Haryana office, 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.289400/-

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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- 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 Munjal Shova

For Gurgaon, Haryana

Authorized Signatory



To
DIKSHA MISHRA
VILLAGE CHUPPEPUR POST GHAMHAPUR VARANASI

Sub: Your offer of Employment in eORIGAMI SOFTWARE PVT LTD

Dear **DIKSHA 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 **12/11/2019**

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 eORIGAMIians 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, Devarachikkana Halli, 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.

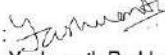
Kindly confirm your acceptance of the above conditions by signing and returning the duplicate copy of this letter.

Yours sincerely,
for e**ORIGAMI** 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,

**GAYATRI CHAUHAN
56 AVAS VIKAS COLONY SASNI GATE AGRA ROAD ALIGARH**

Dear **GAYATRI CHAUHAN**

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 17/08/2019

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

Authorized Signatory



Offer Letter

To,

SAVITA RATHOR
6/3c-1, Shastri Nagar
Khandari, Agra

Dear **SAVITA RATHOR**

On behalf of the WESTERN, Company, I'd like to say that it brings me great pleasure to formally offer you the designation of Trainee Executive at Survey No 19/5,21/1,22/1,48/6 Village Tadgam, Tal: Umbergaon Dist: Valsad Gujrat, you will join the organization from 02/04/2020

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.245700/-

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 WESTERN

For WESTERN, Survey No 19/5,21/1,22/1,48/6 Village Tadgam, Tal: Umbergaon Dist: Valsad Gujrat,

Authorized Signatory



JOB OFFER LETTER

To,

**BOBY KUMAR
D 23 KALINDI VIHAR AGRA**

Dear BOBY KUMAR

On behalf of the Pranav Vikas India Pvt td Comapany, I'd like to say that it brings me great pleasure to formally offer you the designation of Trainee Executive at Palwal, 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. 345200/-

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 Pranav vikas.

For Pranav Vikas India Pvt. Ltd

Authorized Signatory



Offer: Computer Consultancy

Date: 17/08/2019

RAHUL KUMAR
64 BICHPURI AGRA UP

Dear RAHUL 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 **320100/-** 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.



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

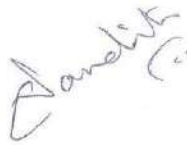
You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

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



To,

GAURAV KUMAR SINGH
ATTURA NAGLA JUJHAR

Dear GAURAV KUMAR SINGH

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 2/4/2020

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.321020/-

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 faint circular stamp.

Authorized Signatory



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

Date of Joining: 29/10/2019

Sub: Letter of Appointment

Dear BHARAT SINGH

VILL BERA POST JARARA TEH
MANT DIST MATHURA UTTAR
PRADESH 281205

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: 29/10/2019
- 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,

KM. SANDHYA
po-dhanua, villa-phulrai, dis-etawah, 206245

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 **17/08/2019**.

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



Date : 04-Nov-2019

Name : AKASH PURI

Address : C 60 C BLOCK NEW ASHOK NAGAR DELHI 110096

Employee Code : AS431951

Dear Sir / Madam,

We are pleased to appoint you in our organization as RELATIONSHIP EXECUTIVE (Grade – E1) in the RETAIL ASSETS-HOME LOAN-BRANCH-SALES department on the following terms and conditions:

1. Commencement / Term:

You are required to join our organization on or before 05-Nov-19 . Your place of work shall presently be at NOIDA-SOUTH.

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 of 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 Qess 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: AKASH PURI

Signature:.....

Emp Id: AS431951

Place:.....

Date:.....