



PRIVATE & CONFIDENTIAL

MANISH KUMAR
DHANGAR
S/O PREM CHANDRA

VILL. NAGLA JHAL POST
BARAUNA KALAN

Date: 15/09/2022

TRAINEE ASSOCIATE (Trainee Associate Engineer Network - MID) CONTRACT

Dear MANISH KUMAR DHANGAR,

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 290500** 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	MANISH KUMAR DHANGAR	
1.	Position	Trainee Associate (Trainee Associate Engineer Network - MID) reporting to Sneh Deep Jassal (EIN :611638876), Title: Technical Delivery Manager-MBNL, Ph:
2.	Start Date	15/09/2022
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

Mohit Rajput
H NO 893 SECTOR 7 AVAS VIKAS COLONY NEAR SHIVALIK SCHOOL SIKANDRA AGRA

Sub: Your offer of Employment in eORIGAMI SOFTWARE PVT LTD

Dear Mohit 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 **10/12/2022**

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

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


(Signature of Associate)

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

1. Compensation & Benefits:

You will receive a total compensation of Rs. 450500/- per annum. The compensation package consists of:

2. Position Linked Benefits:

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

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

Yours sincerely,
for eORIGAMI Software Private Limited,

YASHWANTH REDDY
President - Operations

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

Signature
Name


:Yashwanth Reddy K



JOB OFFER LETTER

To,

DIVYA ISRANI
Sidhanti Meerganj Bareilly

Dear DIVYA ISRANI

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 15/04/2022.

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,

VINEET BHADAURIA

H.No. 21 SHALINI VIHAR DAURETHA NO. 1 SHAHGANJ AGRA U.P.

Dear VINEET BHADAURIA

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 30/11/2022

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. 254000 (P/A)

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

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

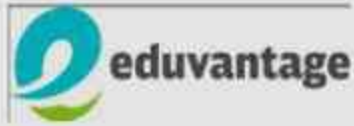
- Qualification Documents (All MarkSheets from 10th to Last)
- Work Experience Certificates or Relieving Letter of previous Employers*.
- Last 3 month Pay slips of previous employer*.
- Last 6 months bank statement.
- Address Proof (Aadhar Card is preferred)
- Pan Card (Original with Photocopy)
- 3 Photographs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

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

Looking forward to having you with us and wishing you great success with **Jay Bharat Maruti**

For Jay Bharat Maruti, Sector 18 Gurgaon, Haryana

Authorized Signatory



To,

MANAS KUMAR
Village gobindpur dubthan karrimudinpur

Dear **MANAS KUMAR**

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 15/09/2022. We welcome you to our company and wish you all the best for your future endeavors.

Your CTC would be Rs. 322450 (P/A)

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

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

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

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

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

For BAJAJ AUTO, Haridwar, Uttarakhand

Authorized Signatory



Offer Letter

Date 15/09/2022

Dear ANKIT RAJPOOT
KHERAGARH

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

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

Your date of joining at BYJU'S is 15/09/2022. 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 15/09/2022, the offer shall be deemed to be rejected by you. Please accept this offer in our HR portal so that we can initiate your onboarding process. Once initiated, you will be receiving an email confirmation for the same. In case you do not acknowledge and accept this offer letter on the HR portal within two working days, the offer would stand withdrawn.

Position Details and Compensation Overview

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

Total Annual Cost to Company : ₹ 147800

Details of bonuses (if any) are mentioned in Annexure A. You are requested to join the services of the Company, 15/09/2022 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	ANKIT RAJPOOT
Designation	Student Success Specialist-Student Experience
Date Of Joining	15/09/2022
Annual Cost To Company(CTC)	147800

*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
Ritu Yadav
66 SAKET COLONY AGRA

Sub: Your offer of Employment in eORIGAMI SOFTWARE PVT LTD

Dear Ritu Yadav

Welcome to eORIGAMI!

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

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

We prefer you to join us on **10/12/2022**

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

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


(Signature of Associate)

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

1. Compensation & Benefits:

You will receive a total compensation of Rs. 450500/- per annum. The compensation package consists of:

2. Position Linked Benefits:

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

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

Yours sincerely,
for eORIGAMI Software Private Limited,

YASHWANTH REDDY
President - Operations

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

Signature
Name


:Yashwanth Reddy K



OFFER LETTER

Aridaman Singh Jadaun
8, sarswati colony, tundla

Dear Aridaman Singh Jadaun,

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 15/05/2023

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. 412020/-** per annum.

2.2 Basket of Allowance:

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

2.3 Performance Pay:

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

2.4 Provident Fund:

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

2.5 Group Personal Accident Insurance:

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

2.6 Group Mediclaim Scheme:

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

2.7 Life Term Insurance Policy:

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

2.8 Gratuity:

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

3. DUTIES:

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

4. PROBATION:

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

5. TERMINATION AND DISMISSAL:

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

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

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

6. LEAVE:

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

7. AGE OF RETIREMENT:

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

8. TRANSFER:

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

9. INCREMENTS:

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

10. SERVICE RULES:

a. Other Work

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

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

b. Secrecy

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

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

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

c. Intellectual Property

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

d. Past Records

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

11. NON SOLICITATION

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

12. CONSEQUENCES OF BREACH OF TERMS:

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

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

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

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

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



Jose Raj
Senior Vice President and Head – HR



PRIVATE & CONFIDENTIAL

Shivam singh
S/O Devi charan singh

02, Nagla Gopi, post
mursan, hathras

Date: 15/09/2022

TRAINEE ASSOCIATE (Trainee Associate Engineer Network - MID) CONTRACT

Dear Shivam 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 290500** 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	Shivam singh
1. Position	Trainee Associate (Trainee Associate Engineer Network - MID) reporting to Sneh Deep Jassal (EIN :611638876), Title: Technical Delivery Manager-MBNL, Ph:
2. Start Date	15/09/2022
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,

**LOKESH KUMAR
104,ARUNA NAGAR,ETAH UP-207001**

Dear LOKESH 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 15/04/2022

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. 354120/-

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

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

- Qualification Documents (All Mark-Sheets from 10th to Last)
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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 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: 15/05/2023

Sub: Letter of Appointment

Dear Dhanesh Pathak
46/729 A GALI NO 3 RAMNAGAR
JAGDISHPURA 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 324500/- per annum.

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

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

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

On behalf of Zummit Infolabs,

Isha Mishra

Isha Mishra
HR Head
Zummit Infolabs
Bangalore

Confidential

Zummit Infolabs LLP
www.zummitlabs.com





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

TERMS AND CONDITIONS OF SERVICE FOR APPOINTMENT AS
Bioinformatics Intern

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

- Your appointment will be effective: 15/05/2023
- You are designated as: Bioinformatics Professional
- The copyright in the entire work product, material and other tangible property written or generated by you during the course of your employment with the Company shall be and will remain the exclusive property of the Company. You shall return the same to the Company on termination of your employment or at such earlier time as requested for by the Company. The work product shall be the exclusive property of the Company, and the Company shall be free to deal with the same in such manner as it deems fit.
- The employee shall at any time be liable for the disciplinary action such as Warning, Suspension, Discharge, Dismissal or losing Lien on his employment for unsatisfactory performance, causing damage/financial loss to the company, committing breach of any service condition, misconduct such as irregular attendance, unauthorized absence, misbehaviors or any unworthy acts like thefts, misappropriation/fraud, dishonesty, immorality, indecent behavior, usage of indecent language, conviction, falsification of documents/ records or information given Application for securing a job which in the opinion of the company is prejudicial and detrimental to the interest of the company.
- The employee shall in addition to the General Service Conditions as specifically stated herein above be governed by other rules, regulations; practices, systems, procedures and policies as are in force or may be added, altered, modified or omitted/deleted by the company from time to time.

For Zummit Infolabs,

Isha Mishra

Isha Mishra
HR Head
Zummit Infolabs
Bangalore

Confidential

Zummit Infolabs LLP
www.zummitlabs.com





S.S. BOTTLING PRIVATE LIMITED

JOB OFFER LETTER

To,

Priyanka Kumari
6/131 OPP HDFC BANK, BELANGANJ, 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 **12/02/2023**.

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. 420200/-

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,

DAYARAM

District Moradabad, Block. Munda panday Village Bheet khara

Dear DAYARAM

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 12/02/2023

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.345700/-

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

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

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

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

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

For Village- Chandanvelly, Mandal – Shabad, Shabad Road, Chandanville, Rangareddy – 501503

A handwritten signature in blue ink, appearing to read 'Singh', is written over a light blue horizontal line.

Authorized Signatory



APPOINTMENT LETTER

To,

PARUL JAISWAL
Opposite bismillah masjid mustafabad Ioni ghazlabad

Dear **PARUL JAISWAL**

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 452500/- which includes the following:-

- An annualized base salary of INR 452500/- (including HRA)
- Provident Fund and Gratuity contributions, (As per the applicable provisions)

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

Your anticipated start date will **10/12/2022**. You will be on training for a period of 6 months from the start date of your employment. Your home office would be in **Noida**, India.

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

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

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

You will be required to sign a training agreement on joining Publicis Sapient. Publicis Sapient would be making considerable investment in imparting specialized training to you for meeting the business requirements of the Company. Should you decide to leave Publicis Sapient within 18 months of the **10/12/2022**, You would be required to pay INR 150,000 in accordance with the terms of the training agreement.

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

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

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

www.publicissapient.com

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

TEL: +91 (120) 472 0861
FAX: +91 (120) 472 0871

TLG India Private Limited
Signature Corporation Business Park,
287D, Building Virgo, Outer Ring Road,
Dundankundi-Cyber, Marathahalli Post,
Bengaluru - 560037 Karnataka, India

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

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

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

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

Best Regards



Kamal Karwal
GVP, People Strategy | Publicis Sapient



S.S. BOTTLING PRIVATE LIMITED

JOB OFFER LETTER

To,

Mayank Gupta
Village pata khas Post pata khas

On behalf of the entire company, I'd like to say that it brings me great pleasure to formally offer you the designation of **Microbiologist, SS Bottling Pvt. Ltd.** at **Gohana, Sonapat**, you will join the organization from **12/02/2023**.

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. 420200/-

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

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

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

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

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

Kindly Confirm your Acceptance and date of joining.

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

Authorized Signatory

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

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

Corporate Identity Number : **U15549dl2018ptc337847**



Offer Letter

Date: 15/05/2023

Name: KM AYUSHI KULSHRESHTHA

Address: Vill-Rampur Post-Mansurganj (khand) District-Maharajganj

Dear KM AYUSHI KULSHRESHTHA,

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 15/05/2023 and your package will be **345000/-**.

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

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

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

Kind Regards

Apoorva

Sr. Executive IIR



Zuche Pharmaceuticals Private Limited

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

Corporate Office: A-216 & A-217, 2nd Floor, Somdatt Chambers-1, Building No. 5, Bhikaji Cama Place, New Delhi-110066, India

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

Email: business@zuchepharma.in, business@zuchepharma.com Website: www.zuchepharma.com

Contact Number: +91-11-41662311, +91-8610475070, +91-9873252118 CIN: U52100DL2010PTC206054



OFFER LETTER

Akhilendra Kushwah
baans parua inayatpur agra

Dear **Akhilendra 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 15/05/2023

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. 412020/-** per annum.

2.2 Basket of Allowance:

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

2.3 Performance Pay:

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

2.4 Provident Fund:

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

2.5 Group Personal Accident Insurance:

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

2.6 Group Mediclaim Scheme:

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

2.7 Life Term Insurance Policy:

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

2.8 Gratuity:

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

3. DUTIES:

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

4. PROBATION:

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

5. TERMINATION AND DISMISSAL:

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

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

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

6. LEAVE:

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

7. AGE OF RETIREMENT:

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

8. TRANSFER:

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

9. INCREMENTS:

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

10. SERVICE RULES:

a. Other Work

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

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

b. Secrecy

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

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

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

c. Intellectual Property

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

d. Past Records

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

11. NON SOLICITATION

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

12. CONSEQUENCES OF BREACH OF TERMS:

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

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

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

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

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



Jose Raj
Senior Vice President and Head – HR



Offer: Computer Consultancy

Date: 12/02/2023

ARUSHI SAXENA

HNO. 62/83 SHREE GANESH RESIDENCY NAGLA VRINDAAWAN KAULAKHA SEMRI AGRA

Dear ARUSHI SAXENA

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 358700/-** per annum, as per the terms and conditions set out herein.

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

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

1

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

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

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

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

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



COMPENSATION AND BENEFITS

BASIC SALARY

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

BOUQUET OF BENEFITS (BoB)

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

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

1. House Rent Allowance (HRA)

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

2. Leave Travel Allowance

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

3. Food Card

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

4. Personal Allowance

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



PERFORMANCE PAY

Monthly Performance Pay

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

Performance Bonus

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

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

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

CITY ALLOWANCE

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

RETENTION INCENTIVE

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

OTHER BENEFITS

Health Insurance Scheme

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

HIS offers the following benefits:

1. Basic Cover

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

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

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

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

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

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



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

2. Higher Hospitalisation

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

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

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

Maternity Leave

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

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

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

Loans

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

Professional Memberships

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

RETIRALS

Provident Fund

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

Gratuity

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

Withdrawal of Offer

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

Yours Sincerely,

For TATA Consultancy Services Limited



Girish V. Nandimath
Global Head Talent Acquisition & AIP

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



Offer Letter

To,

**DRASHTI SHARMA
H.No. 301 STREET No.3
YADAV NAGAR AGRA
ROAD**

Dear DRASHTI 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 Tramee 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 15/05/2023

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.325100/

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

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

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

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

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

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

Authorized Signatory



S.S. BOTTLING PRIVATE LIMITED

JOB OFFER LETTER

To,

Namrata Singh
46/497, RAMNAGAR JAGDISH PURA

On behalf of the entire company, I'd like to say that it brings me great pleasure to formally offer you the designation of **Microbiologist, SS Bottling Pvt. Ltd.** at **Gohana, Sonapat**, you will join the organization from **12/02/2023**.

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. 420200/-

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

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

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

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

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

Kindly Confirm your Acceptance and date of joining.

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

Authorized Signatory

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

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

Corporate Identity Number : **U15549dl2018ptc337847**



Offer: Computer Consultancy

Date: 12/02/2023

DIVYA VERMA
H NO 13 SHEETLA DHAM DAYAL BAGH AGRA 282005

Dear DIVYA 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 358700/-** per annum, as per the terms and conditions set out herein.

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

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

1

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

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

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

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

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



COMPENSATION AND BENEFITS

BASIC SALARY

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

BOUQUET OF BENEFITS (BoB)

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

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

1. House Rent Allowance (HRA)

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

2. Leave Travel Allowance

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

3. Food Card

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

4. Personal Allowance

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



PERFORMANCE PAY

Monthly Performance Pay

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

Performance Bonus

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

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

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

CITY ALLOWANCE

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

RETENTION INCENTIVE

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

OTHER BENEFITS

Health Insurance Scheme

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

HIS offers the following benefits:

1. Basic Cover

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

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

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

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

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

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



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

2. Higher Hospitalisation

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

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

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

Maternity Leave

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

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

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

Loans

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

Professional Memberships

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

RETIRALS

Provident Fund

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

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

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

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

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

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

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 15/09/2022

Dear AWADHESH CHAURASIA
DHANI KHETALI BENAD ROAD BOYTAWALA JHOTWADA JAIPUR

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 15/09/2022. 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 15/09/2022 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 - Katjani Tech Park

Total Annual Cost to Company : ₹ 147800

Details of bonuses (if any) are mentioned in Annexure A. You are requested to join the services of the Company, 15/09/2022 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	AWADHESH CHAURASIA
Designation	Student Success Specialist-Student Experience
Date Of Joining	15/09/2022
Annual Cost To Company(CTC)	147800

*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



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MANISHA
S/O Vinod Rathore

VILLAGE CHANDOKHA
TONDI BAREILLY

Date: 15/09/2022

TRAINEE ASSOCIATE (Trainee Associate Engineer Network - MID) CONTRACT

Dear MANISHA,

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 290500** 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

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**Appendix1 Table of
benefits**

Section Name	MANISHA	
1.	Position	Trainee Associate (Trainee Associate Engineer Network - MID) reporting to Sneh Deep Jassal (EIN :611638876), Title: Technical Delivery Manager-MBNL, Ph:
2.	Start Date	15/09/2022
3.	Normal Place of Work	7th & 8th Floors, Tower C & D, Building No 14 Sector 24 & 25A, Gurugram 122016, India
3B.	Temporary Place of Work	NA
4.	Stipend	As set out below
5.	Next Stipend Review date	On successful completion of apprenticeship/training
6.	Annual Leave	21
7.	Benefits	Group Medical Insurance Plan: Coverage of INR 6,00,000 for you; your spouse and 2 dependent children, as applicable to be availed as per the due process. Group Personal Accident Plan only for yourself: 5 times of your annual stipend or INR 10,00,000, whichever is higher. Group Term Life Insurance Policy only for yourself: 5 times of your annual stipend or INR 10,00,000, whichever is higher.

Yours sincerely,



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



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

Date of Joining: 15/05/2023

Sub: Letter of Appointment

Dear Vivek Pal Singh
JIGANA, CHANDAULI

This is to inform you that you have been offered the position of a "Bioinformatics Professional" at Zummit Infolabs based on the interview with a full time engagement of 8 hours at least. During this period you will be paid 324500/- per annum.

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

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

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

On behalf of Zummit Infolabs,

Isha Mishra

Isha Mishra
HR Head
Zummit Infolabs
Bangalore

Confidential

Zummit Infolabs LLP
www.zummitlabs.com





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

TERMS AND CONDITIONS OF SERVICE FOR APPOINTMENT AS
Bioinformatics Intern

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

- Your appointment will be effective: 15/05/2023
- You are designated as: Bioinformatics Professional
- The copyright in the entire work product, material and other tangible property written or generated by you during the course of your employment with the Company shall be and will remain the exclusive property of the Company. You shall return the same to the Company on termination of your employment or at such earlier time as requested for by the Company. The work product shall be the exclusive property of the Company, and the Company shall be free to deal with the same in such manner as it deems fit.
- The employee shall at any time be liable for the disciplinary action such as Warning, Suspension, Discharge, Dismissal or losing Lien on his employment for unsatisfactory performance, causing damage/financial loss to the company, committing breach of any service condition, misconduct such as irregular attendance, unauthorized absence, misbehaviors or any unworthy acts like thefts, misappropriation/fraud, dishonesty, immorality, indecent behavior, usage of indecent language, conviction, falsification of documents/ records or information given Application for securing a job which in the opinion of the company is prejudicial and detrimental to the interest of the company.
- The employee shall in addition to the General Service Conditions as specifically stated herein above be governed by other rules, regulations; practices, systems, procedures and policies as are in force or may be added, altered, modified or omitted/deleted by the company from time to time.

For Zummit Infolabs,

Isha Mishra

Isha Mishra
HR Head
Zummit Infolabs
Bangalore

Confidential

Zummit Infolabs LLP
www.zummitlabs.com





To
Monika Baghel
E 57/B-344 jhuggi sunder nagri

Sub: Your offer of Employment in eORIGAMI SOFTWARE PVT LTD

Dear **Monika Baghel**

Welcome to eORIGAMI!

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

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

We prefer you to join us on **10/12/2022**

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

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


(Signature of Associate)

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

1. Compensation & Benefits:

You will receive a total compensation of Rs. 450500/- per annum. The compensation package consists of:

2. Position Linked Benefits:

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

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

Yours sincerely,
for eORIGAMI Software Private Limited,

YASHWANTH REDDY
President - Operations

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

Signature
Name


:Yashwanth Reddy K



S.S. BOTTLING PRIVATE LIMITED

JOB OFFER LETTER

To,

Km Kamini
314/14 SECTOR 7 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, Sonapat**, you will join the organization from **12/02/2023**.

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. 420200/-

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

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

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

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

Kindly Confirm your Acceptance and date of joining.

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

Authorized Signatory

Work Place – Khasra No 15/13, 15/14, 15/15(4-0), 15//18/1/1 15//18/1/2 & 15//23/1/1 Village Mehmood Pur,
Tehsil Gohana, Distt. Sonapat, Haryana – 131001 (INDIA)
Regd. Office – 9/53, Kirti Nagar, Indl. Area, New Delhi – 110015 Tel: +91-11-45072942, 25927392 Fax: +91-11-45072943
Corporate Identity Number : U15549d12018ptc337847



PRIVATE & CONFIDENTIAL

PALLAVI SHARMA
S/O DINESH CHAND SHARMA

M 15 SOAMI BAGH
DAYALBAGH AGRA

Date: 15/09/2022

TRAINEE ASSOCIATE (Trainee Associate Engineer Network - MID) CONTRACT

Dear PALLAVI 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 290500** 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	PALLAVI SHARMA	
1.	Position	Trainee Associate (Trainee Associate Engineer Network - MID) reporting to Sneh Deep Jassal (EIN :611638876), Title: Technical Delivery Manager-MBNL, Ph:
2.	Start Date	15/09/2022
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,

MAYANK UPADHYAY
8/78 KAUSHAL PUR DAYALBAGH AGRA

Dear **MAYANK UPADHYAY**

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 15/09/2022. We welcome you to our company and wish you all the best for your future endeavors.

Your CTC would be Rs. 322450 (P/A)

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

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

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

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

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

For BAJAJ AUTO, Haridwar, Uttarakhand

Authorized Signatory



To
ShrijeeAgarwal

Sub: Your offer of Employment in eORIGAMI SOFTWARE PVT LTD

Dear ShrijeeAgarwal

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 **10/12/2022**

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. 07, AASHRAYAA 08YX, 70 Cross Rd, Duo Heights Layout, Devenshikann Halli, Bengaluru, Karnataka - 560068

1. Compensation & Benefits:

You will receive a total compensation of Rs. 450500/- per annum. The compensation package consists of:

2. Position Linked Benefits:

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

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

Yours sincerely,
for eORIGAMI Software Private Limited,

YASHWANTH REDDY
President - Operations

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

Signature
Name


:Yashwanth Reddy K



APPOINTMENT LETTER

To,

Bhanu Pratap Singh
H.N. 669 SEC 1 AVAS VIKAS COLONY BODLA

Dear **Bhanu Pratap 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 452500/- which includes the following:-

- An annualized base salary of INR 452500/- (including HRA)
- Provident Fund and Gratuity contributions, (As per the applicable provisions)

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

Your anticipated start date will **10/12/2022**. You will be on training for a period of 6 months from the start date of your employment. Your home office would be in **Noida**, India.

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

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

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

You will be required to sign a training agreement on joining Publicis Sapient. Publicis Sapient would be making considerable investment in imparting specialized training to you for meeting the business requirements of the Company. Should you decide to leave Publicis Sapient within 18 months of the **10/12/2022**, You would be required to pay INR 150,000 in accordance with the terms of the training agreement.

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

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

Registered Office: TLG India Private Limited
13th Floor, Liberty Road, Tower A, 35, Sector 16A, Gurgaon, Haryana, India
Tel: +91 (124) 464 3667 Fax: +91 (124) 464 3667 Ctn: UPI46004102970015756

www.publicissapient.com

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

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

TLG India Private Limited
Signature Correlation Business Park,
287D, Building Virgo, Outer Ring Road,
Dandamkund-Cyber, Mahanagar Post,
Bengaluru - 560057 Karnataka, India

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

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

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

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

Best Regards



Kamal Karwal
GVP, People Strategy | Publicis Sapient



S.S. BOTTLING PRIVATE LIMITED

JOB OFFER LETTER

To,

Shakshi Bhardwaj
VILLAGE BAS RISAL POST UNCHA SEMRA KHANDAULI AGRA UP

On behalf of the entire company, I'd like to say that it brings me great pleasure to formally offer you the designation of **Microbiologist**, SS Bottling Pvt. Ltd. at **Gohana, Sonapat**, you will join the organization from **12/02/2023**.

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. 420200/-

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

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

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

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

Kindly Confirm your Acceptance and date of joining.

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

Authorized Signatory

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



S.S. BOTTLING PRIVATE LIMITED

JOB OFFER LETTER

To,

Lavi Tomar
58/128A/32 AYODHYA KUNJ-B ARIUN NAGAR AGRA UP

On behalf of the entire company, I'd like to say that it brings me great pleasure to formally offer you the designation of **Microbiologist, SS Bottling Pvt. Ltd.** at **Gohana, Sonapat**, you will join the organization from **12/02/2023**.

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. 420200/-

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

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

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

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

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

Kindly Confirm your Acceptance and date of joining.

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

Authorized Signatory

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

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

Corporate Identity Number : **U15549dl2018ptc337847**



APPOINTMENT LETTER

To,

NISHA RAJPUT
Sunderghat, dist. Mirzapur

Dear **NISHA RAJPUT**

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 452500/- which includes the following:-

- An annualized base salary of INR 452500/- (including HRA)
- Provident Fund and Gratuity contributions, (As per the applicable provisions)

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

Your anticipated start date will **10/12/2022**. You will be on training for a period of 6 months from the start date of your employment. Your home office would be in **Noida**, India.

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

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

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

You will be required to sign a training agreement on joining Publicis Sapient. Publicis Sapient would be making considerable investment in imparting specialized training to you for meeting the business requirements of the Company. Should you decide to leave Publicis Sapient within 18 months of the **10/12/2022**, You would be required to pay INR 150,000 in accordance with the terms of the training agreement.

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

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

TLG India Private Limited
Cygnus Business Park Private Limited SEZ,
Tower C, 2nd - 4th Floor, Plot No. 7,
Sector 14A, Gurgaon,
Haryana - 122001,
Uda Pradesh, India

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

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

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

Registered Office: TLG India Private Limited
13th Floor, Liberty Road, Tower A, 35, Sector 14A, Condo Park, Gurgaon, Haryana 122001
Tel: +91 (120) 664 3667 Fax: +91 (120) 664 3667 Ctn: UPI4160610271031576

www.publicissapient.com

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

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

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

Best Regards



Kamal Karwal
GVP, People Strategy | Publicis Sapient



Jay Bharat Maruti

To,

SUMIT SAHU
VILL- BIRONA KHURD, POST - BHADERUAA, TEH - MATHURA

Dear SUMIT SAHU

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 30/11/2022.

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. 254000 (P/A)

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

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

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

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

Looking forward to having you with us and wishing you great success with **Jay Bharat Maruti**

For Jay Bharat Maruti, Sector 18 Gurgaon, Haryana

Authorized Signatory



JOB OFFER LETTER

To,

RISHABH TOMAR
26,Girraj enclave Balkeshwar

Dear RISHABH TOMAR

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 15/04/2022.

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,

Navneet Kumar
46/497, RAMNAGAR JAGDISH PURA

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 **12/02/2023**.

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. 420200/-

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



JOB OFFER LETTER

To,

**MANISH SHARMA
H. NO. 6/133 KHANDARI AGRA**

Dear MANISH 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 15/04/2022.

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: 15/05/2023

Name: DENISH

Address: 59/85/95 AJIT NAGAR KHERIA MODE AGRA

Dear DENISH,

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 15/05/2023 and your package will be **345000/-**.

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

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

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

Kind Regards

Apoorva

Sr. Executive IIR



Zuche Pharmaceuticals Private Limited

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

Corporate Office: A-216 & A-217, 2nd Floor, Somdatt Chambers-1, Building No. 5, Bhikaji Cama Place, New Delhi-110066, India

Manufacturing Unit: G1-712, RICO Industrial Area, Chopanki, Dist: Akrur, Rajasthan-301018, India

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

Contact Number: +91-11-41662311, +91-8610475070, +91-9873282118 CIN: U52100DL2010PTC206054



To,

SATYAM GUPTA
VILL- JHAGRAR,POST- BARAMAI,SADABAD,

Dear SATYAM 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 15/09/2022. We welcome you to our company and wish you all the best for your future endeavors.

Your CTC would be Rs. 322450 (P/A)

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

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

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

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

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

For BAJAJ AUTO, Haridwar, Uttarakhand

Authorized Signatory



PRIVATE & CONFIDENTIAL

Mukul Kumar
S/O Pawan Kumar

VILL-RAMNAGAR ,PO-
SASNI, HATHRAS

Date: 15/09/2022

TRAINEE ASSOCIATE (Trainee Associate Engineer Network - MID) CONTRACT

Dear Mukul 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 290500** 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	Mukul Kumar
1. Position	Trainee Associate (Trainee Associate Engineer Network - MID) reporting to Sneh Deep Jassal (EIN :611638876), Title: Technical Delivery Manager-MBNL, Ph:
2. Start Date	15/09/2022
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 15/09/2022

Dear Nitin Kumar Gupta
VILL VISARNA POST DAUKI 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 15/09/2022. 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 15/09/2022, the offer shall be deemed to be rejected by you. Please accept this offer in our HR portal so that we can initiate your onboarding process. Once initiated, you will be receiving an email confirmation for the same. In case you do not acknowledge and accept this offer letter on the HR portal within two working days, the offer would stand withdrawn.

Position Details and Compensation Overview

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

Total Annual Cost to Company : ₹ 147800

Details of bonuses (if any) are mentioned in Annexure A. You are requested to join the services of the Company, 15/09/2022 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	Nilin Kumar Gupta
Designation	Student Success Specialist-Student Experience
Date Of Joining	15/09/2022
Annual Cost To Company(CTC)	147800

*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
Naina Kumari
VILL MALIKPUR POST JHUDAWAI FARAH MATHURA

Sub: Your offer of Employment in eORIGAMI SOFTWARE PVT LTD

Dear Naina Kumari

Welcome to eORIGAMI!

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

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

We prefer you to join us on **10/12/2022**

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

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


(Signature of Associate)

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

1. Compensation & Benefits:

You will receive a total compensation of Rs. 450500/- per annum. The compensation package consists of:

2. Position Linked Benefits:

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

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

Yours sincerely,
for eORIGAMI Software Private Limited,

YASHWANTH REDDY
President - Operations

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

Signature
Name


:Yashwanth Reddy K



To,

MUKUL SIDDHARTHA
4/300 GARDEN ROAD BALUGANJ AGRA

Dear MUKUL SIDDHARTHA

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 15/09/2022. We welcome you to our company and wish you all the best for your future endeavors.

Your CTC would be Rs. 322450 (P/A)

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

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

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

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

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

For BAJAJ AUTO, Haridwar, Uttarakhand

Authorized Signatory



To
Anuj Pachauri
511, Gandhi Nagar Lalitpur

Sub: Your offer of Employment in eORIGAMI SOFTWARE PVT LTD

Dear **Anuj Pachauri**

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 **10/12/2022**

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

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


(Signature of Associate)

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

1. Compensation & Benefits:

You will receive a total compensation of Rs. 450500/- per annum. The compensation package consists of:

2. Position Linked Benefits:

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

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

Yours sincerely,
for eORIGAMI Software Private Limited,

YASHWANTH REDDY
President - Operations

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

Signature
Name


:Yashwanth Reddy K



PRIVATE & CONFIDENTIAL

RAHUL KUMAR
S/O HARPAL SINGH

C 53 SARLA BAGH
EXTENSION DAYAL BAGH
AGRA

Date: 15/09/2022

TRAINEE ASSOCIATE (Trainee Associate Engineer Network - MID) CONTRACT

Dear RAHUL 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 290500** 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	RAHUL KUMAR
1. Position	Trainee Associate (Trainee Associate Engineer Network - MID) reporting to Sneh Deep Jassal (EIN :611638876), Title: Technical Delivery Manager-MBNL, Ph:
2. Start Date	15/09/2022
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,

**MANVENDRA SINGH
L-3/125 Shahid Nagar, Agra**

Dear MANVENDRA 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 15/04/2022

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. 354120/-

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

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

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

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

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

Kindly Confirm your Acceptance and date of Joining.

For P. Dass Forging Private Limited, Rohtak, Haryana

Authorized Signatory



APPOINTMENT LETTER

To,

KM ANIKA GARG
viii. Bhojbari post gahani, MAU

Dear **KM ANIKA GARG**

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 452500/- which includes the following:-

- An annualized base salary of INR 452500/- (including HRA)
- Provident Fund and Gratuity contributions, (As per the applicable provisions)

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

Your anticipated start date will **10/12/2022**. You will be on training for a period of 6 months from the start date of your employment. Your home office would be in **Noida**, India.

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

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

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

You will be required to sign a training agreement on joining Publicis Sapient. Publicis Sapient would be making considerable investment in imparting specialized training to you for meeting the business requirements of the Company. Should you decide to leave Publicis Sapient within 18 months of the **10/12/2022**, You would be required to pay INR 150,000 in accordance with the terms of the training agreement.

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

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

Registered Office: TLG India Private Limited
13th Floor, Liberty Road, Tower A, 35, Sector 16A, Gurgaon, Haryana, India - 122002
Tel: +91 (124) 464 3667 Fax: +91 (124) 464 3667 Ctn: UPI460810270015756

www.publicissapient.com

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

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

TLG India Private Limited
Signature Correlation Success Park,
267D, Building Virgo, Outer Ring Road,
Dandankundi-Cyber, Marathahalli Post,
Bengaluru - 560037 Karnataka, India

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

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

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

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

Best Regards



Kamal Karwal
GVP, People Strategy | Publicis Sapient



S.S. BOTTLING PRIVATE LIMITED

JOB OFFER LETTER

To,

**Km Anupriya
CHAHAR PACHAVER MAINPURI PACHAWER**

On behalf of the entire company, I'd like to say that it brings me great pleasure to formally offer you the designation of **Microbiologist, SS Bottling Pvt. Ltd.** at **Gohana, Sonapat**, you will join the organization from **12/02/2023**.

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. 420200/-

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

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

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

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

Kindly Confirm your Acceptance and date of joining.

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

Authorized Signatory

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



JOB OFFER LETTER

To,

**PRAGATI AGRAWAL
31/184 DURGA NAGAR UKHARRA ROAD RAJPUR CHUNGI AGRA**

Dear PRAGATI AGRAWAL

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 15/04/2022.

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,

Parul Shiromani
gailana road asopa hospital sikandra agra

On behalf of the entire company, I'd like to say that it brings me great pleasure to formally offer you the designation of **Microbiologist**, SS Bottling Pvt. Ltd. at **Gohana, Sonapat**, you will join the organization from **12/02/2023**.

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. 420200/-

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

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

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

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

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

Kindly Confirm your Acceptance and date of joining.

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

Authorized Signatory

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

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

Corporate Identity Number : **U15549dl2018ptc337847**



APPOINTMENT LETTER

To,

Arjesh Kumar
H.N. 669 SEC 1 AVAS VIKAS COLONY BODLA

Dear **Arjesh Kumar**

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

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

The Total Cost to Company offered to you is INR 452500/- which includes the following:-

- An annualized base salary of INR 452500/- (including HRA)
- Provident Fund and Gratuity contributions, (As per the applicable provisions)

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

Your anticipated start date will **10/12/2022**. You will be on training for a period of 6 months from the start date of your employment. Your home office would be in **Noida**, India.

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

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

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

You will be required to sign a training agreement on joining Publicis Sapient. Publicis Sapient would be making considerable investment in imparting specialized training to you for meeting the business requirements of the Company. Should you decide to leave Publicis Sapient within 18 months of the **10/12/2022**, You would be required to pay INR 150,000 in accordance with the terms of the training agreement.

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

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

Registered Office: TLG India Private Limited
13th Floor, Liberty Trade, Tower A, 35, Sector 16A, Condo Park, Lower Phase, Gurgaon - 122002
Tel: +91 (124) 464 3667 Fax: +91 (124) 464 3667 Ctn: UPI460043270015756

www.publicissapient.com

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

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

TLG India Private Limited
Signature Correlation Success Park,
267D, Building Virgo, Outer Ring Road,
Dandankundi-Cyber, Marathahalli Post,
Bengaluru - 560037 Karnataka, India

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

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

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

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

Best Regards



Kamal Karwal
GVP, People Strategy | Publicis Sapient



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

Date of Joining: 15/05/2023

Sub: Letter of Appointment

Dear Het Singh
108 koriyan thakuran saini
mohalla mathura road goverdhan

This is to inform you that you have been offered the position of a "Bioinformatics Professional" at Zummit Infolabs based on the interview with a full time engagement of 8 hours at least. During this period you will be paid 324500/- per annum.

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

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

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

On behalf of Zummit Infolabs,

Isha Mishra

Isha Mishra
HR Head
Zummit Infolabs
Bangalore

Confidential

Zummit Infolabs LLP
www.zummitlabs.com





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

TERMS AND CONDITIONS OF SERVICE FOR APPOINTMENT AS
Bioinformatics Intern

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

- Your appointment will be effective: 15/05/2023
- You are designated as: Bioinformatics Professional
- The copyright in the entire work product, material and other tangible property written or generated by you during the course of your employment with the Company shall be and will remain the exclusive property of the Company. You shall return the same to the Company on termination of your employment or at such earlier time as requested for by the Company. The work product shall be the exclusive property of the Company, and the Company shall be free to deal with the same in such manner as it deems fit.
- The employee shall at any time be liable for the disciplinary action such as Warning, Suspension, Discharge, Dismissal or losing Lien on his employment for unsatisfactory performance, causing damage/financial loss to the company, committing breach of any service condition, misconduct such as irregular attendance, unauthorized absence, misbehaviors or any unworthy acts like thefts, misappropriation/fraud, dishonesty, immorality, indecent behavior, usage of indecent language, conviction, falsification of documents/ records or information given Application for securing a job which in the opinion of the company is prejudicial and detrimental to the interest of the company.
- The employee shall in addition to the General Service Conditions as specifically stated herein above be governed by other rules, regulations; practices, systems, procedures and policies as are in force or may be added, altered, modified or omitted/deleted by the company from time to time.

For Zummit Infolabs,

Isha Mishra

Isha Mishra
HR Head
Zummit Infolabs
Bangalore

Confidential

Zummit Infolabs LLP
www.zummitlabs.com





S.S. BOTTLING PRIVATE LIMITED

JOB OFFER LETTER

To,

Mohit Rajput
House No.398 Ramlila Ground

On behalf of the entire company, I'd like to say that it brings me great pleasure to formally offer you the designation of **Microbiologist, SS Bottling Pvt. Ltd.** at **Gohana, Sonapat**, you will join the organization from **12/02/2023**.

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. 420200/-

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

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

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

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

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

Kindly Confirm your Acceptance and date of joining.

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

Authorized Signatory

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

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

Corporate Identity Number : U15549dl2018ptc337847



Offer: Computer Consultancy

Date: 12/02/2023

MEDHAVANI SHARMA
103, PURA MAHARAJ SINGH, SAIYAN AGRA

Dear MEDHAVANI SHARMA

Sub: Letter of Offer

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

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

Your gross salary including all benefits and Retention Incentive will be **INR 358700/-** per annum, as per the terms and conditions set out herein.

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

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

1

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

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

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

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

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



COMPENSATION AND BENEFITS

BASIC SALARY

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

BOUQUET OF BENEFITS (BoB)

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

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

1. House Rent Allowance (HRA)

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

2. Leave Travel Allowance

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

3. Food Card

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

4. Personal Allowance

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

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

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

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

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

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



PERFORMANCE PAY

Monthly Performance Pay

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

Performance Bonus

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

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

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

CITY ALLOWANCE

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

RETENTION INCENTIVE

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

OTHER BENEFITS

Health Insurance Scheme

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

HIS offers the following benefits:

1. Basic Cover

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

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

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

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

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

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



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

2. Higher Hospitalisation

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

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

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

Maternity Leave

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

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

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

Loans

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

Professional Memberships

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

RETIRALS

Provident Fund

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

Gratuity

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

Withdrawal of Offer

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

Yours Sincerely,

For TATA Consultancy Services Limited



Girish V. Nandimath
Global Head Talent Acquisition & AIP

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

APPOINTMENT LETTER

Arti Gupta
VPO BHAINSA TEH UCHCHAIN

Dear Arti Gupta

With reference to your application and subsequent interview(s) you had with us, we are pleased to offer you employment in our organization, on the terms and conditions, mentioned in this letter of appointment herein below :-

Department: IT
Location: Gurugram
Cost to Company: Your cost to company will be INR 289700/- per annum.
Designation : Junior PHP Developer

1. DATE OF JOINING / APPOINTMENT DATE

This appointment will commence from your date of joining which should not be later than **12/02/2023** provided that you indicate your acceptance to the same by signing and returning a duplicate a copy of this letter of appointment to us immediately.

Further, in case, you have any objections to the terms and conditions of this letter, the same should be communicated to us within 15 days from the date of this letter and prior to your tendering us your acceptance to the same, failing which the entire terms and conditions as stipulated herein, shall be deemed to have been accepted by you without any demur. The Appointment Date shall not be varied except if so intimated by the Company in writing.

You should report for joining at the Place of Posting on or before the above date of joining along with copies of **self-attested** documents as mentioned below :-

- Educational documents: 10th, 12th, Graduation (if applicable), Post-Graduation (if applicable)
- Address proof (Passport/Driving license/ Voter ID card/Aadhaar card)
- PAN card copy(Mandatory)
- Aadhaar card copy(Mandatory)
- Work experience letter of previous organizations
- Six(6) Passport size photographs
- Resume

This agreement lays down the terms of employment, agreed upon by the employer and employee. Whether stated explicitly in the agreement or not, both the employee and the employer have the duty of mutual confidence and trust, and to make only lawful and reasonable demands on each other.

VOROMBE TECH SOLUTIONS PVT. LTD.

Head Office: H-170, GF KH NO-1446 BLOCK-H AYA NAGAR EXTENSION PH-6, NEW DELHI
CIN: U72900DL2019PTC359018 | www.vorombetech.com | info@vorombetech.com

ANNEXURE 'A': COMPENSATION DETAILS

Name: Arti Gupta
Designation: PHP Developer
Date of Joining: 12/02/2023
Location: Gurgaon

Your remuneration at Vorombetech Solutions Pvt. Ltd.	
Salary Annexure	
Employee Name	4
Designation	Junior PHP Developer
Annual CTC (INR)	289700



Vorombetech Solutions Pvt Ltd

VOROMBE TECH SOLUTIONS PVT. LTD.

Head Office: H-170, GF KH NO-1446 BLOCK-H AYA NAGAR EXTENSION PH-6, NEW DELHI
CIN: U72900DL2019PTC359018 www.vorombetech.com info@vorombetech.com



S.S. BOTTLING PRIVATE LIMITED

JOB OFFER LETTER

To,

ISHITA YADAV
H NO 1274 SECTOR 8, 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, Sonapat**, you will join the organization from **12/02/2023**.

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. 420200/-

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

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

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

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

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

Kindly Confirm your Acceptance and date of joining.

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

Authorized Signatory

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

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

Corporate Identity Number : **U15549dl2018ptc337847**



Offer Letter

Date: 15/05/2023

Name: B P SINGH

Address: DORI NAGAR BUDDH BIHAR ALIGARH

Dear B P SINGH,

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

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

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

As a result, we will make arrangements to provide you with a detailed letter of appointment on the date of your joining with us, which we have agreed will be any day on or before 15/05/2023 and your package will be **345000/-**.

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

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

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

Kind Regards

Apoorva

Sr. Executive IIR



Zuche Pharmaceuticals Private Limited

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

Corporate Office: A-216 & A-217, 2nd Floor, Somdatt Chambers-1, Building No. 5, Bhikaji Cama Place, New Delhi-110066, India

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

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

Contact Number: +91-11-41662311, +91-8610475070, +91-9873252118 CIN: U52100DL2010PTC206054



PRIVATE & CONFIDENTIAL

Nitin Kumar
S/O Mr. Bheem Sen Rathore

GALI NO 3 SHIVPURI
COLONY ETAAH ROAD
TUNDLA

Date: 15/09/2022

TRAINEE ASSOCIATE (Trainee Associate Engineer Network - MID) CONTRACT

Dear Nitin 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 290500** which shall be payable monthly in arrears directly into your nominated bank account. (Stipend). A complete breakdown of your Stipend/compensation package is set out at Appendix 1 of this Contract.

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

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

www.bt.com

**Appendix1 Table of
benefits**

Section Name	Nitin Kumar	
1.	Position	Trainee Associate (Trainee Associate Engineer Network - MID) reporting to Sneh Deep Jassal (EIN :611638876), Title: Technical Delivery Manager-MBNL, Ph:
2.	Start Date	15/09/2022
3.	Normal Place of Work	7th & 8th Floors, Tower C & D, Building No 14 Sector 24 & 25A, Gurugram 122016, India
3B.	Temporary Place of Work	NA
4.	Stipend	As set out below
5.	Next Stipend Review date	On successful completion of apprenticeship/training
6.	Annual Leave	21
7.	Benefits	Group Medical Insurance Plan: Coverage of INR 6,00,000 for you; your spouse and 2 dependent children, as applicable to be availed as per the due process. Group Personal Accident Plan only for yourself: 5 times of your annual stipend or INR 10,00,000, whichever is higher. Group Term Life Insurance Policy only for yourself: 5 times of your annual stipend or INR 10,00,000, whichever is higher.

Yours sincerely,



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



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

Date of Joining: 15/05/2023

Sub: Letter of Appointment

Dear Kaif Alam
VILLAGE SONDRRA POST
BARNAHAL SUB DISTRICT KARHAL

This is to inform you that you have been offered the position of a "Bioinformatics Professional" at Zummit Infolabs based on the interview with a full time engagement of 8 hours at least. During this period you will be paid 324500/- per annum.

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

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

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

On behalf of Zummit Infolabs,

Isha Mishra

Isha Mishra
HR Head
Zummit Infolabs
Bangalore

Confidential

Zummit Infolabs LLP
www.zummitlabs.com





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

TERMS AND CONDITIONS OF SERVICE FOR APPOINTMENT AS
Bioinformatics Intern

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

- Your appointment will be effective: 15/05/2023
- You are designated as: Bioinformatics Professional
- The copyright in the entire work product, material and other tangible property written or generated by you during the course of your employment with the Company shall be and will remain the exclusive property of the Company. You shall return the same to the Company on termination of your employment or at such earlier time as requested for by the Company. The work product shall be the exclusive property of the Company, and the Company shall be free to deal with the same in such manner as it deems fit.
- The employee shall at any time be liable for the disciplinary action such as Warning, Suspension, Discharge, Dismissal or losing Lien on his employment for unsatisfactory performance, causing damage/financial loss to the company, committing breach of any service condition, misconduct such as irregular attendance, unauthorized absence, misbehaviors or any unworthy acts like thefts, misappropriation/fraud, dishonesty, immorality, indecent behavior, usage of indecent language, conviction, falsification of documents/ records or information given Application for securing a job which in the opinion of the company is prejudicial and detrimental to the interest of the company.
- The employee shall in addition to the General Service Conditions as specifically stated herein above be governed by other rules, regulations; practices, systems, procedures and policies as are in force or may be added, altered, modified or omitted/deleted by the company from time to time.

For Zummit Infolabs,

Isha Mishra

Isha Mishra
HR Head
Zummit Infolabs
Bangalore

Confidential

Zummit Infolabs LLP
www.zummitlabs.com





OFFER LETTER

Aniruddha Rajput
4/214 ramkunj gali shahaganj agra

Dear **Aniruddha Rajput**,

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 15/05/2023

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. 412020/-** 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,

**RISHI BHARDWAJ
GARHI NIRBILAY JARKHI**

Dear RISHI BHARDWAJ

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 15/09/2022. We welcome you to our company and wish you all the best for your future endeavors.

Your CTC would be Rs. 322450 (P/A)

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

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

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

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

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

For BAJAJ AUTO, Haridwar, Uttarakhand

Authorized Signatory



PRIVATE & CONFIDENTIAL

SUMIT PATHAK
S/O RANVEER PATHAK

47 RAMJEET NAGAR
ALBATIYA SHAHGANJ
AGRA

Date: 15/09/2022

TRAINEE ASSOCIATE (Trainee Associate Engineer Network - MID) CONTRACT

Dear SUMIT PATHAK,

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 290500** which shall be payable monthly in arrears directly into your nominated bank account. (Stipend). A complete breakdown of your Stipend/compensation package is set out at Appendix 1 of this Contract.

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

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

www.bt.com

**Appendix1 Table of
benefits**

Section Name	SUMIT PATHAK
1. Position	Trainee Associate (Trainee Associate Engineer Network - MID) reporting to Sneh Deep Jassal (EIN :611638876), Title: Technical Delivery Manager-MBNL, Ph:
2. Start Date	15/09/2022
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 15/09/2022

Dear Pratibha Singh
VINOD KUMAR 549-650 , SECTOR 3 AWAS VIKAS COLONY (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 **15/09/2022**. 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 **15/09/2022** the offer shall be deemed to be rejected by you. Please accept this offer in our HR portal so that we can initiate your onboarding process. Once initiated, you will be receiving an email confirmation for the same. In case you do not acknowledge and accept this offer letter on the HR portal within two working days, the offer would stand withdrawn.

Position Details and Compensation Overview

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

Total Annual Cost to Company : ₹ 147800

Details of bonuses (if any) are mentioned in Annexure A. You are requested to join the services of the Company, 15/09/2022 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	Pratibha Singh
Designation	Student Success Specialist-Student Experience
Date Of Joining	15/09/2022
Annual Cost To Company(CTC)	147800

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

Annexure - B

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

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

General Guidelines

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



Offer Letter

Date: 30/11/2022

KIRTI
Village Rahi , Post Singhlapur

Dear KIRTI,

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 450000/- 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 30/11/2022. 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 30/11/2022 evening. This offer is valid till 30/11/2022. 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, "INCA" in the center, and "0120-4215960" and "-73" below it.

Authorized Signatory

InfoAxon Technologies India Pvt. Ltd.
00th Floor, Tradex Tower,
Plot No 15, Sector 125, Hsids-201301
Phone : +91 120 421 5060-73
Website: www.infoaxon.com



Annexure-I Compensation & Benefits	
Name	KIRTI
Designation	Solution Developer Trainee
Effective Date	30/11/2022
Location	Noida/Pune/Banglore
Annual Cost To Company	450000/-
For InfoAxon Technologies India Pvt. Ltd.	
	



To,

Archita Harshana
H N 171 SURYA LOK COLONY MAU ROAD KHANDARI AGRA

Dear Archita Harshana

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 30/11/2022

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.358750/-

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 Showa

For Gurgaon, Haryana

Authorized Signatory



To
Anup Kumar kain
Niyazi mohalla chistipur post khoranaha gonda

Sub: Your offer of Employment in eORIGAMI SOFTWARE PVT LTD

Dear Anup Kumar kain

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 **10/12/2022**

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

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


(Signature of Associate)

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

1. Compensation & Benefits:

You will receive a total compensation of Rs. 450500/- per annum. The compensation package consists of:

2. Position Linked Benefits:

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

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

Yours sincerely,
for eORIGAMI Software Private Limited,

YASHWANTH REDDY
President - Operations

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

Signature
Name


:Yashwanth Reddy K



APPOINTMENT LETTER

To,

Yashpal veshnav
1/253 KHALSA GALI, RAWATPARA, AGRA

Dear **Yashpal veshnav**

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 452500/- which includes the following:-

- An annualized base salary of INR 452500/- (including HRA)
- Provident Fund and Gratuity contributions, (As per the applicable provisions)

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

Your anticipated start date will **10/12/2022**. You will be on training for a period of 6 months from the start date of your employment. Your home office would be in **Noida**, India.

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

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

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

You will be required to sign a training agreement on joining Publicis Sapient. Publicis Sapient would be making considerable investment in imparting specialized training to you for meeting the business requirements of the Company. Should you decide to leave Publicis Sapient within 18 months of the **10/12/2022**, You would be required to pay INR 150,000 in accordance with the terms of the training agreement.

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

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

Registered Office: TLG India Private Limited
13th Floor, Laxmi Plaza, Tower A, 35, Sector 16, Gurgaon, Haryana, India
Tel: +91 (124) 464 3667 Fax: +91 (124) 464 3667 CIN: U11109DL2007PT0015766

www.publicissapient.com

TLG India Private Limited
Cygnus Business Park Private Limited SEZ,
Tower C, 2nd - 4th Floor, Plot No. 7,
Sector 14A, Gurgaon,
Haryana - 122001,
Gurgaon, India

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

TLG India Private Limited
Signature Correlation Success Park,
267D, Building Virgo, Outer Ring Road,
Dandankundi-Cyber, Marathahalli Post,
Bengaluru - 560037 Karnataka, India

Tel: +91 (80) 613 6000
Fax: +91 (80) 613 6001

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

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

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

Best Regards



Kamal Karwal
GVP, People Strategy | Publicis Sapient



To,

**MONA SHARMA
A51 CHANDRA NAGAR NEAR HANUMAN MANDIR TEI BAGIYA AGRA**

Dear MONA SHARMA

On behalf of the BAJAJ AUTO LTD. Company, I'd like to say that it brings me great pleasure to formally offer you the designation of Trainee Executive at Haridwar, Uttarakhand, you will join the organization from 15/09/2022. We welcome you to our company and wish you all the best for your future endeavors.

Your CTC would be Rs. 322450 (P/A)

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

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

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

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

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

For BAJAJ AUTO, Haridwar, Uttarakhand

Authorized Signatory



OFFER LETTER

To,

**NEESHU SINGH
256, Mohalla Kotla Station Road Firozabad**

Dear NEESHU 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 15/04/2022

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. 354120/-

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

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

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

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

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

Kindly Confirm your Acceptance and date of Joining.

For P. Dass Forging Private Limited, Rohtak, Haryana

Authorized Signatory



S.S. BOTTLING PRIVATE LIMITED

JOB OFFER LETTER

To,

PALASH AWASTHI

A-30, Gali No 1, JR PUBLIC SCHOOL Milan Garden Karawal Nagar

On behalf of the entire company, I'd like to say that it brings me great pleasure to formally offer you the designation of **Microbiologist, SS Bottling Pvt. Ltd.** at **Gohana, Sonipat**, you will join the organization from **12/02/2023**.

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. 420200/-

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
ABHISHEK PAL
MAHADEV NAGAR KAILASH MODE SIKANDRA AGRA

Sub: Your offer of Employment in eORIGAMI SOFTWARE PVT LTD

Dear **ABHISHEK PAL**

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 **10/12/2022**

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

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


(Signature of Associate)

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

1. Compensation & Benefits:

You will receive a total compensation of Rs. 450500/- per annum. The compensation package consists of:

2. Position Linked Benefits:

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

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

Yours sincerely,
for eORIGAMI Software Private Limited,

YASHWANTH REDDY
President - Operations

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

Signature
Name


:Yashwanth Reddy K



APPOINTMENT LETTER

To,

KAJAL GOSWAMI
1/112 GOLAGHAT RAMNAGAR VARANASI

Dear **KAJAL GOSWAMI**

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 452500/- which includes the following:-

- An annualized base salary of INR 452500/- (including HRA)
- Provident Fund and Gratuity contributions, (As per the applicable provisions)

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

Your anticipated start date will **10/12/2022**. You will be on training for a period of 6 months from the start date of your employment. Your home office would be in **Noida**, India.

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

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

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

You will be required to sign a training agreement on joining Publicis Sapient. Publicis Sapient would be making considerable investment in imparting specialized training to you for meeting the business requirements of the Company. Should you decide to leave Publicis Sapient within 18 months of the **10/12/2022**, You would be required to pay INR 150,000 in accordance with the terms of the training agreement.

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

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

Registered Office: TLG India Private Limited
13th Floor, Liberty Road, Tower A, 35, Sector 16A, Noida, Uttar Pradesh, India - 201305
Tel: +91 (20) 889 3800 | Fax: +91 (20) 889 3801 | Ctn: LP41808-10270015756

www.publicissapient.com

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

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

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

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

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

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

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

Best Regards



Kamal Karwal
GVP, People Strategy | Publicis Sapient



OFFER LETTER

Aniket Kumar
238 SECTOR 5 Avas Vikas colony Sikandra Agra

Dear Aniket Kumar,

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

1. DATE OF APPOINTMENT:

Your appointment is effective from 15/05/2023

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. 412020/-** per annum.

2.2 Basket of Allowance:

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

2.3 Performance Pay:

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

2.4 Provident Fund:

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

2.5 Group Personal Accident Insurance:

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

2.6 Group Mediclaim Scheme:

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

2.7 Life Term Insurance Policy:

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

2.8 Gratuity:

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

3. DUTIES:

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

4. PROBATION:

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

5. TERMINATION AND DISMISSAL:

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

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

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

6. LEAVE:

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

7. AGE OF RETIREMENT:

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

8. TRANSFER:

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

9. INCREMENTS:

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

10. SERVICE RULES:

a. Other Work

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

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

b. Secrecy

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

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

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

c. Intellectual Property

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

d. Past Records

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

11. NON SOLICITATION

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

12. CONSEQUENCES OF BREACH OF TERMS:

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

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

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

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

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



Jose Raj
Senior Vice President and Head – HR



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

Date of Joining: 15/05/2023

Sub: Letter of Appointment

Dear Pardeep
81 bhawna estate sikandra 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 324500/- per annum.

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

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

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

On behalf of Zummit Infolabs,

Isha Mishra

Isha Mishra
HR Head
Zummit Infolabs
Bangalore

Confidential

Zummit Infolabs LLP
www.zummitlabs.com





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

TERMS AND CONDITIONS OF SERVICE FOR APPOINTMENT AS
Bioinformatics Intern

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

- Your appointment will be effective: 15/05/2023
- You are designated as: Bioinformatics Professional
- The copyright in the entire work product, material and other tangible property written or generated by you during the course of your employment with the Company shall be and will remain the exclusive property of the Company. You shall return the same to the Company on termination of your employment or at such earlier time as requested for by the Company. The work product shall be the exclusive property of the Company, and the Company shall be free to deal with the same in such manner as it deems fit.
- The employee shall at any time be liable for the disciplinary action such as Warning, Suspension, Discharge, Dismissal or losing Lien on his employment for unsatisfactory performance, causing damage/financial loss to the company, committing breach of any service condition, misconduct such as irregular attendance, unauthorized absence, misbehaviors or any unworthy acts like thefts, misappropriation/fraud, dishonesty, immorality, indecent behavior, usage of indecent language, conviction, falsification of documents/ records or information given Application for securing a job which in the opinion of the company is prejudicial and detrimental to the interest of the company.
- The employee shall in addition to the General Service Conditions as specifically stated herein above be governed by other rules, regulations; practices, systems, procedures and policies as are in force or may be added, altered, modified or omitted/deleted by the company from time to time.

For Zummit Infolabs,

Isha Mishra

Isha Mishra
HR Head
Zummit Infolabs
Bangalore

Confidential

Zummit Infolabs LLP
www.zummitlabs.com





S.S. BOTTLING PRIVATE LIMITED

JOB OFFER LETTER

To,

Priyanshi Sikarwar
vill ujar goom post udaypur mahewa lakhimpur kheri

On behalf of the entire company, I'd like to say that it brings me great pleasure to formally offer you the designation of **Microbiologist, SS Bottling Pvt. Ltd.** at **Gohana, Sonapat**, you will join the organization from **12/02/2023**.

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. 420200/-

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

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

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

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

Kindly Confirm your Acceptance and date of joining.

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

Authorized Signatory

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



Offer: Computer Consultancy
Date: 12/02/2023

OAMRAH SINGH
14/139 MOTI MAHAL YAMUNA BRIDGE AGRA 282006

Dear OAMRAH 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 358700/-** per annum, as per the terms and conditions set out herein.

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

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

1

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

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

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

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

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



COMPENSATION AND BENEFITS

BASIC SALARY

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

BOUQUET OF BENEFITS (BoB)

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

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

1. House Rent Allowance (HRA)

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

2. Leave Travel Allowance

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

3. Food Card

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

4. Personal Allowance

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

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

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

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

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

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



PERFORMANCE PAY

Monthly Performance Pay

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

Performance Bonus

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

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

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

CITY ALLOWANCE

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

RETENTION INCENTIVE

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

OTHER BENEFITS

Health Insurance Scheme

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

HIS offers the following benefits:

1. Basic Cover

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

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

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

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

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



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

2. Higher Hospitalisation

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

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

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

Maternity Leave

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

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

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

Loans

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

Professional Memberships

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

RETIRALS

Provident Fund

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

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

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

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

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

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

Gratuity

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

Withdrawal of Offer

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

Yours Sincerely,

For TATA Consultancy Services Limited



Girish V. Nandimath
Global Head Talent Acquisition & AIP

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

APPOINTMENT LETTER

Suraj Singh Sikarwar
VILLAGEURJ TULA POST-AKOS VIA BALDEO DISTT-MATHURA

Dear Suraj Singh Sikarwar

With reference to your application and subsequent interview(s) you had with us, we are pleased to offer you employment in our organization, on the terms and conditions, mentioned in this letter of appointment herein below :-

Department: IT
Location: Gurugram
Cost to Company: Your cost to company will be INR 289700/- per annum.
Designation : Junior PHP Developer

1. DATE OF JOINING / APPOINTMENT DATE

This appointment will commence from your date of joining which should not be later than **12/02/2023** provided that you indicate your acceptance to the same by signing and returning a duplicate a copy of this letter of appointment to us immediately.

Further, in case, you have any objections to the terms and conditions of this letter, the same should be communicated to us within 15 days from the date of this letter and prior to your tendering us your acceptance to the same, failing which the entire terms and conditions as stipulated herein, shall be deemed to have been accepted by you without any demur. The Appointment Date shall not be varied except if so intimated by the Company in writing.

You should report for joining at the Place of Posting on or before the above date of joining along with copies of **self-attested** documents as mentioned below :-

- Educational documents: 10th, 12th, Graduation (if applicable), Post-Graduation (if applicable)
- Address proof (Passport/Driving license/ Voter ID card/Aadhaar card)
- PAN card copy(Mandatory)
- Aadhaar card copy(Mandatory)
- Work experience letter of previous organizations
- Six(6) Passport size photographs
- Resume

This agreement lays down the terms of employment, agreed upon by the employer and employee. Whether stated explicitly in the agreement or not, both the employee and the employer have the duty of mutual confidence and trust, and to make only lawful and reasonable demands on each other.

VOROMBE TECH SOLUTIONS PVT. LTD.

Head Office: H-170, GF KH NO-1446 BLOCK-H AYA NAGAR EXTENSION PH-6, NEW DELHI
CIN: U72900DL2019PTC359018 | www.vorombetech.com | info@vorombetech.com

ANNEXURE 'A': COMPENSATION DETAILS

Name: Suraj Singh Sikarwar
Designation: PHP Developer
Date of Joining: 12/02/2023
Location: Gurgaon

Your remuneration at Vorombetech Solutions Pvt. Ltd.	
Salary Annexure	
Employee Name	4
Designation	Junior PHP Developer
Annual CTC (INR)	289700


Vorombetech Solutions Pvt Ltd

VOROMBE TECH SOLUTIONS PVT. LTD.

Head Office: H-170, GF KH NO-1446 BLOCK-H AYA NAGAR EXTENSION PH-6, NEW DELHI
CIN: U72900DL2019PTC359018 www.vorombetech.com info@vorombetech.com



Offer Letter

To,

**KARTIK ARORA
VILL. RAKHAUNA POST
RAJATALAB DIST
VARANASI**

Dear KARTIK ARORA

On behalf of the WESTERN, Company, I'd like to say that it brings me great pleasure to formally offer you the designation of Tramee 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 15/05/2023

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.325100/

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

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

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

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

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

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

Authorized Signatory



S.S. BOTTLING PRIVATE LIMITED

JOB OFFER LETTER

To,

**Mumuksha Gupta
MAHGOAN MAHGOAN VARANASI**

On behalf of the entire company, I'd like to say that it brings me great pleasure to formally offer you the designation of **Microbiologist, SS Bottling Pvt. Ltd.** at **Gohana, Sonipat**, you will join the organization from **12/02/2023**.

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. 420200/-

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.

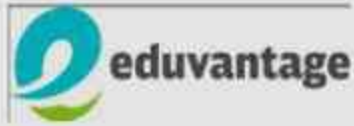
For SS Bottling Pvt. Ltd., Gohana, Sonipat.

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,

YASH TEWARI
77 Subhash Nagar kamla nagar Agra

Dear YASH TEWARI

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 15/09/2022. We welcome you to our company and wish you all the best for your future endeavors.

Your CTC would be Rs. 322450 (P/A)

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

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

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

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

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

For BAJAJ AUTO, Haridwar, Uttarakhand

Authorized Signatory



Offer Letter

Date: 15/05/2023

Name: AMIT KUMAR SINGH

Address: DORI NAGAR BUDDH BIHAR ALIGARH

Dear AMIT KUMAR SINGH,

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

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

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

As a result, we will make arrangements to provide you with a detailed letter of appointment on the date of your joining with us, which we have agreed will be any day on or before 15/05/2023 and your package will be **345000/-**.

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

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

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

Kind Regards

Apoorva

Sr. Executive IIR



Zuche Pharmaceuticals Private Limited

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

Corporate Office: A-216 & A-217, 2nd Floor, Somdatt Chambers-1, Building No. 5, Bhikaji Cama Place, New Delhi-110066, India

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

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

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



PRIVATE & CONFIDENTIAL

Muskan Gaur
S/O Mr. Rajeev Gaur

MAYAPURI DEVERI ROAD
AGRA

Date: 15/09/2022

TRAINEE ASSOCIATE (Trainee Associate Engineer Network - MID) CONTRACT

Dear Muskan Gaur,

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 290500** which shall be payable monthly in arrears directly into your nominated bank account. (Stipend). A complete breakdown of your Stipend/compensation package is set out at Appendix 1 of this Contract.

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

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

www.bt.com

**Appendix1 Table of
benefits**

Section Name	Muskan Gaur
1. Position	Trainee Associate (Trainee Associate Engineer Network - MID) reporting to Sneh Deep Jassal (EIN :611638876), Title: Technical Delivery Manager-MBNL, Ph:
2. Start Date	15/09/2022
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,

Pankaj Sharma
VILL-294 DUNDIPURA, POST-KHEDIYA, IRADATNAGAR, POLICE ST-IRADATNAGAR, TEHSIL-
KHIERAGARI, DISTT-AGRA,

Dear Pankaj 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 30/11/2022

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.358750/-

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

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

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

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

Looking forward to having you with us and wishing you great success with Munjal Showa

For Gurgaon, Haryana

Authorized Signatory



Offer Letter

Date 15/09/2022

Dear Priyanka Fauzdar
VILLAGE NAGLA KILONI RAFATPUR POST KASGANJ DISTRICT KASGANJ

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 15/09/2022. 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 15/09/2022, 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 - Katiyani Tech Park

Total Annual Cost to Company : ₹ 147800

Details of bonuses (if any) are mentioned in Annexure A. You are requested to join the services of the Company, 15/09/2022 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	Priyanka Fauzdar
Designation	Student Success Specialist-Student Experience
Date Of Joining	15/09/2022
Annual Cost To Company(CTC)	147800

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

Annexure - B

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

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

General Guidelines

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



OFFER LETTER

To,

VANDITA SINGH
37a/138 vidhya nagar nagla padi dayal bagh

Dear VANDITA 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 15/04/2022

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. 354120/-

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

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

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

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

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

Kindly Confirm your Acceptance and date of Joining.

For P. Dass Forging Private Limited, Rohtak, Haryana

Authorized Signatory



Offer Letter

Date: 30/11/2022

KIRTI SINGH
CHANDRASHEEL NAGAR, JAWHARPURI POLICE CHOWKI, PATEL MARKET

Dear KIRTI 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 450000/- 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 30/11/2022. 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 30/11/2022 evening. This offer is valid till 30/11/2022. Henceforth it will be considered as null and void.

We look forward to your accepting this offer and contributing into creating a global organization.


Yours sincerely,

For InfoAxon Technologies India Pvt. Ltd.

Authorized Signatory

InfoAxon Technologies India Pvt. Ltd.
00th Floor, Tradex Tower,
Plot No 15, Sector 125, Hsids-201301
Phone : +91 120 421 5060-73
Website: www.infoaxon.com



Annexure-I Compensation & Benefits	
Name	KIRTI SINGH
Designation	Solution Developer Trainee
Effective Date	30/11/2022
Location	Noida/Pune/Bangalore
Annual Cost To Company	450000/-
For InfoAxon Technologies India Pvt. Ltd.	
	



JOB OFFER LETTER

To,

**SUNIL MITTAL
OLD RAJAKHERA ROAD SHAMSABAD AGRA**

Dear SUNIL MITTAL

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 15/04/2022.

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



To
AKSHAT KATAR
11A/1A RAM NAGAR KATRA WAZIR KHAN, RAMBAGH, AGRA

Sub: Your offer of Employment in eORIGAMI SOFTWARE PVT LTD

Dear **AKSHAT KATAR**

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 **10/12/2022**

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

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


(Signature of Associate)

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

1. Compensation & Benefits:

You will receive a total compensation of Rs. 450500/- per annum. The compensation package consists of:

2. Position Linked Benefits:

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

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

Yours sincerely,
for eORIGAMI Software Private Limited,

YASHWANTH REDDY
President - Operations

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

Signature
Name


:Yashwanth Reddy K



Offer Letter

Date: 15/05/2023

Name: Ravi Kushwaha

Address: 46, HARISH NAGAR COLONY, SIKANDRA, AGRA-282007

Dear Ravi Kushwaha,

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 15/05/2023 and your package will be **345000/-**.

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

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

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

Kind Regards

Apoorva

Sr. Executive IIR



Zuche Pharmaceuticals Private Limited

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

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

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

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

Contact Number: +91-11-41662311, +91-8610475070, +91-9873252118 CIN: U52100DL2010PTC206054



S.S. BOTTLING PRIVATE LIMITED

JOB OFFER LETTER

To,

Itisha Agarwal
VILL & POST- HARANPUR KALAN ,TEHSIL-ATRAULI

On behalf of the entire company, I'd like to say that it brings me great pleasure to formally offer you the designation of **Microbiologist, SS Bottling Pvt. Ltd.** at **Gohana, Sonapat**, you will join the organization from **12/02/2023**.

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. 420200/-

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

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

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

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

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

Kindly Confirm your Acceptance and date of joining.

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

Authorized Signatory

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



PRIVATE & CONFIDENTIAL

VISHAL GAUTAM
S/O RAVENDRA GAUTAM

SOUN CHEET KHERAGARH
AGRA UTTAR PRADESH
283119

Date: 15/09/2022

TRAINEE ASSOCIATE (Trainee Associate Engineer Network - MID) CONTRACT

Dear VISHAL GAUTAM,

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 290500** 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	VISHAL GAUTAM	
1.	Position	Trainee Associate (Trainee Associate Engineer Network - MID) reporting to Sneh Deep Jassal (EIN :611638876), Title: Technical Delivery Manager-MBNL, Ph:
2.	Start Date	15/09/2022
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

Arti verma
PADMAKAR CHAURAHA KATRA BANDA

Sub: Your offer of Employment in eORIGAMI SOFTWARE PVT LTD

Dear Arti 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 **10/12/2022**

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. 07, AASHRAYAA ONYX, 7th Cross Rd, Duo Heights Layout, Devanahalli, Bengaluru, Karnataka - 560068

1. Compensation & Benefits:

You will receive a total compensation of Rs. 450500/- per annum. The compensation package consists of:

2. Position Linked Benefits:

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

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

Yours sincerely,
for eORIGAMI Software Private Limited,

YASHWANTH REDDY
President - Operations

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

Signature
Name


:Yashwanth Reddy K



APPOINTMENT LETTER

To,

Vishnu Kumar
1/253 KHALSA GALI, RAWATPARA, AGRA

Dear **Vishnu Kumar**

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

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

The Total Cost to Company offered to you is INR 452500/- which includes the following:-

- An annualized base salary of INR 452500/- (including HRA)
- Provident Fund and Gratuity contributions, (As per the applicable provisions)

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

Your anticipated start date will **10/12/2022**. You will be on training for a period of 6 months from the start date of your employment. Your home office would be in **Noida**, India.

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

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

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

You will be required to sign a training agreement on joining Publicis Sapient. Publicis Sapient would be making considerable investment in imparting specialized training to you for meeting the business requirements of the Company. Should you decide to leave Publicis Sapient within 18 months of the **10/12/2022**, You would be required to pay INR 150,000 in accordance with the terms of the training agreement.

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

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

TLG India Private Limited
Cygnus Business Park Private Limited SEZ,
Tower C, 2nd - 4th Floor, Plot No. 7,
Sector 14A, Gurgaon,
Haryana - 122001,
Gurgaon, India

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

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

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

Registered Office: TLG India Private Limited
13th Floor, Liberty Road, Tower A, 35, Sector 62, Gurgaon, Haryana, India
Tel: +91 (120) 664 3667 Fax: +91 (120) 664 3667 CIN: U11109IN12070015756

www.publicissapient.com

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

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

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

Best Regards



Kamal Karwal
GVP, People Strategy | Publicis Sapient



S.S. BOTTLING PRIVATE LIMITED

JOB OFFER LETTER

To,

Neha

FLAT NO D30 BAJAJ ENERGY OFFICE COLONY UNIT MAQSOODAPUR SHAHJAHANPUR

On behalf of the entire company, I'd like to say that it brings me great pleasure to formally offer you the designation of **Microbiologist**, **SS Bottling Pvt. Ltd.** at **Gohana, Sonapat**, you will join the organization from **12/02/2023**.

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. 420200/-

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

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

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

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

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

Kindly Confirm your Acceptance and date of joining.

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

Authorized Signatory

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

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

Corporate Identity Number : **U15549dl2018ptc337847**



To,

Akash kumar
VILL TAVALPUR , POST NADRI, DIST - KASGANJ , STATE UTTAR PRADESH

Dear Akash kumar

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 15/09/2022. We welcome you to our company and wish you all the best for your future endeavors.

Your CTC would be Rs. 322450 (P/A)

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

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

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

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

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

For BAJAJ AUTO, Haridwar, Uttarakhand

Authorized Signatory



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

Date of Joining: 07/03/2022

Sub: Letter of Appointment

Dear SAURABH KUMAR
MAHAMMADPUR SARAN

This is to inform you that you have been offered the position of a "Bioinformatics Professional" at Zummit Infolabs based on the interview with a full time engagement of 8 hours at least. During this period you will be paid 324500/- per annum.

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

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

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

On behalf of Zummit Infolabs,

Isha Mishra

Isha Mishra
HR Head
Zummit Infolabs
Bangalore

Confidential

Zummit Infolabs LLP
www.zummitlabs.com





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

TERMS AND CONDITIONS OF SERVICE FOR APPOINTMENT AS
Bioinformatics Intern

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

- Your appointment will be effective: 07/03/2022
- You are designated as: Bioinformatics Professional
- The copyright in the entire work product, material and other tangible property written or generated by you during the course of your employment with the Company shall be and will remain the exclusive property of the Company. You shall return the same to the Company on termination of your employment or at such earlier time as requested for by the Company. The work product shall be the exclusive property of the Company, and the Company shall be free to deal with the same in such manner as it deems fit.
- The employee shall at any time be liable for the disciplinary action such as Warning, Suspension, Discharge, Dismissal or losing Lien on his employment for unsatisfactory performance, causing damage/financial loss to the company, committing breach of any service condition, misconduct such as irregular attendance, unauthorized absence, misbehaviors or any unworthy acts like thefts, misappropriation/fraud, dishonesty, immorality, indecent behavior, usage of indecent language, conviction, falsification of documents/ records or information given Application for securing a job which in the opinion of the company is prejudicial and detrimental to the interest of the company.
- The employee shall in addition to the General Service Conditions as specifically stated herein above be governed by other rules, regulations; practices, systems, procedures and policies as are in force or may be added, altered, modified or omitted/deleted by the company from time to time.

For Zummit Infolabs,

Isha Mishra

Isha Mishra
HR Head
Zummit Infolabs
Bangalore

Confidential

Zummit Infolabs LLP
www.zummitlabs.com





PRIVATE & CONFIDENTIAL

Priya sharma
S/O Rakesh kumar sharma

72, bilsar patti etah

Date: 15/09/2022

TRAINEE ASSOCIATE (Trainee Associate Engineer Network - MID) CONTRACT

Dear Priya 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 290500** 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	Priya sharma	
1.	Position	Trainee Associate (Trainee Associate Engineer Network - MID) reporting to Sneh Deep Jassal (EIN :611638876), Title: Technical Delivery Manager-MBNL, Ph:
2.	Start Date	15/09/2022
3.	Normal Place of Work	7th & 8th Floors, Tower C & D, Building No 14 Sector 24 & 25A, Gurugram 122016, India
3B.	Temporary Place of Work	NA
4.	Stipend	As set out below
5.	Next Stipend Review date	On successful completion of apprenticeship/training
6.	Annual Leave	21
7.	Benefits	Group Medical Insurance Plan: Coverage of INR 6,00,000 for you; your spouse and 2 dependent children, as applicable to be availed as per the due process. Group Personal Accident Plan only for yourself: 5 times of your annual stipend or INR 10,00,000, whichever is higher. Group Term Life Insurance Policy only for yourself: 5 times of your annual stipend or INR 10,00,000, whichever is higher.

Yours sincerely,



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



S.S. BOTTLING PRIVATE LIMITED

JOB OFFER LETTER

To,

**RAVENDRA SINGH
VILL AND POST BAINPUR SIKANDRA AGRA**

On behalf of the entire company, I'd like to say that it brings me great pleasure to formally offer you the designation of **Microbiologist, SS Bottling Pvt. Ltd.** at **Gohana, Sonapat**, you will join the organization from **12/02/2023**.

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. 420200/-

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

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

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

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

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

Kindly Confirm your Acceptance and date of joining.

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

Authorized Signatory

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

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

Corporate Identity Number : **U15549dl2018ptc337847**



S.S. BOTTLING PRIVATE LIMITED

JOB OFFER LETTER

To,

**Ramneek Kumar Singh
Kundol,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 **12/02/2023**.

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. 420200/-

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

Anshika Gupta
Koyla alipur , post Bad, Mathura, Uttar pradesh, 281006

Dear Anshika Gupta,

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 15/05/2023

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. 412020/-** per annum.

2.2 Basket of Allowance:

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

2.3 Performance Pay:

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

2.4 Provident Fund:

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

2.5 Group Personal Accident Insurance:

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

2.6 Group Mediclaim Scheme:

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

2.7 Life Term Insurance Policy:

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

2.8 Gratuity:

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

3. DUTIES:

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

4. PROBATION:

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

5. TERMINATION AND DISMISSAL:

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

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

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

6. LEAVE:

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

7. AGE OF RETIREMENT:

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

8. TRANSFER:

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

9. INCREMENTS:

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

10. SERVICE RULES:

a. Other Work

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

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

b. Secrecy

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

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

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

c. Intellectual Property

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

d. Past Records

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

11. NON SOLICITATION

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

12. CONSEQUENCES OF BREACH OF TERMS:

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

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

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

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

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



Jose Raj
Senior Vice President and Head – HR



Offer: Computer Consultancy

Date: 12/02/2023

TANYA VERMA
vikas lok colony koil aligarh

Dear TANYA 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 358700/-** per annum, as per the terms and conditions set out herein.

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

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

1

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

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

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

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

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



COMPENSATION AND BENEFITS

BASIC SALARY

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

BOUQUET OF BENEFITS (BoB)

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

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

1. House Rent Allowance (HRA)

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

2. Leave Travel Allowance

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

3. Food Card

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

4. Personal Allowance

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

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

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

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

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

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



PERFORMANCE PAY

Monthly Performance Pay

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

Performance Bonus

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

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

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

CITY ALLOWANCE

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

RETENTION INCENTIVE

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

OTHER BENEFITS

Health Insurance Scheme

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

HIS offers the following benefits:

1. Basic Cover

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

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

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

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

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

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



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

2. Higher Hospitalisation

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

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

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

Maternity Leave

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

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

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

Loans

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

Professional Memberships

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

RETIRALS

Provident Fund

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

Gratuity

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

Withdrawal of Offer

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

Yours Sincerely,

For TATA Consultancy Services Limited



Girish V. Nandimath
Global Head Talent Acquisition & AIP

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



To,

MOHIT KUMAR
A51 CHANDRA NAGAR NEAR HANUMAN MANDIR TEI BAGIYA AGRA

Dear MOHIT KUMAR

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 15/09/2022. We welcome you to our company and wish you all the best for your future endeavors.

Your CTC would be Rs. 322450 (P/A)

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

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

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

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

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

For BAJAJ AUTO, Haridwar, Uttarakhand

Authorized Signatory



To
Diksha Pachauri
VIL BINDA POST SURAHI VARANASI

Sub: Your offer of Employment in eORIGAMI SOFTWARE PVT LTD

Dear **Diksha Pachauri**

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 **10/12/2022**

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

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


(Signature of Associate)

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

1. Compensation & Benefits:

You will receive a total compensation of Rs. 450500/- per annum. The compensation package consists of:

2. Position Linked Benefits:

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

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

Yours sincerely,
for eORIGAMI Software Private Limited,

YASHWANTH REDDY
President - Operations

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

Signature
Name


:Yashwanth Reddy K



PRIVATE & CONFIDENTIAL

YATENDER SINGH
S/O JAI RAJ SINGH

vill bahanpur post kailora
dist hathras

Date: 15/09/2022

TRAINEE ASSOCIATE (Trainee Associate Engineer Network - MID) CONTRACT

Dear YATENDER 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 290500** 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	YATENDER SINGH
1. Position	Trainee Associate (Trainee Associate Engineer Network - MID) reporting to Sneh Deep Jassal (EIN :611638876), Title: Technical Delivery Manager-MBNL, Ph:
2. Start Date	15/09/2022
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: 30/11/2022

**KM SONIYA PAL
INDRA NAGAR MOHAMMDABAD FARRUKHABAD**

Dear **KM SONIYA PAL,**

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 450000/- 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 **30/11/2022**. 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 30/11/2022 evening. This offer is valid till 30/11/2022. Henceforth it will be considered as null and void.

We look forward to your accepting this offer and contributing into creating a global organization.


Yours sincerely,

For InfoAxon Technologies India Pvt. Ltd.

Authorized Signatory

InfoAxon Technologies India Pvt. Ltd.
00th Floor, Tradex Tower,
Plot No 15, Sector 125, Huda-201301
Phone : +91 120 421 5060-73
Website: www.infoaxon.com



Annexure-I Compensation & Benefits	
Name	KM SONIYA PAL
Designation	Solution Developer Trainee
Effective Date	30/11/2022
Location	Noida/Pune/Banglore
Annual Cost To Company	450000/-
For InfoAxon Technologies India Pvt. Ltd.	
	



S.S. BOTTLING PRIVATE LIMITED

JOB OFFER LETTER

To,

Om Prakash Tiwari
VILL MANAURA POST TELWARI BARABANKI

On behalf of the entire company, I'd like to say that it brings me great pleasure to formally offer you the designation of **Microbiologist**, **SS Bottling Pvt. Ltd.** at **Gohana, Sonapat**, you will join the organization from **12/02/2023**.

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. 420200/-

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

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

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

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

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

Kindly Confirm your Acceptance and date of joining.

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

Authorized Signatory

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

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

Corporate Identity Number : **U15549dl2018ptc337847**



JOB OFFER LETTER

To,

**SACHIN KUMAR GAUTAM
VILL NIVADA THATI POST SHIVRAJPUR KANPUR NAGAR**

Dear SACHIN KUMAR GAUTAM

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 15/04/2022.

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,

Sarvesh Kumari
H.no-23, Shiv Vihar Colony, Bodla Bichpuri Road Agra

Dear **Sarvesh Kumari**

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

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

The Total Cost to Company offered to you is INR 452500/- which includes the following:-

- An annualized base salary of INR 452500/- (including HRA)
- Provident Fund and Gratuity contributions, (As per the applicable provisions)

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

Your anticipated start date will **10/12/2022**. You will be on training for a period of 6 months from the start date of your employment. Your home office would be in **Noida**, India.

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

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

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

You will be required to sign a training agreement on joining Publicis Sapient. Publicis Sapient would be making considerable investment in imparting specialized training to you for meeting the business requirements of the Company. Should you decide to leave Publicis Sapient within 18 months of the **10/12/2022**, You would be required to pay INR 150,000 in accordance with the terms of the training agreement.

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

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

Registered Office: TLG India Private Limited
13th Floor, Liberty Road, Tower A, 35, Sector 14, Gurgaon, Haryana, India
Tel: +91 (124) 472 4885 Fax: +91 (124) 472 4027

www.publicissapient.com

TLG India Private Limited
Cygnus Business Park Private Limited SEZ,
Tower C, 2nd - 4th Floor, Plot No. 7,
Sector 14A, Gurgaon,
Haryana - 122001,
Gurgaon, India

TEL: +91 (124) 472 5885
FAX: +91 (124) 472 5875

TLG India Private Limited
Signature Corporation Business Park,
287D, Building Vigna, Outer Ring Road,
Dundankund-Cyber, Marathahalli Post,
Bangalore - 560075 Karnataka, India

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

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

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

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

Best Regards



Kamal Karwal
GVP, People Strategy | Publicis Sapient



To,

ABHINAV DIXIT
Mo.- Arelpura, Jasrana Distt.- Firozabad (U.P.)

Dear **ABHINAV DIXIT**

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 15/09/2022. We welcome you to our company and wish you all the best for your future endeavors.

Your CTC would be Rs. 322450 (P/A)

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

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

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

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

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

For BAJAJ AUTO, Haridwar, Uttarakhand

Authorized Signatory



Offer Letter

To,

Kiran Rana
Vpo Knadanti Padav, Agra

Dear Kiran Rana

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 15/05/2023

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.325100/-

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,

Akash Singh Sikarwar
VILL BAAD POST KAKUA AGRA

Dear Akash Singh Sikarwar

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 30/11/2022

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.358750/-

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 Showa

For Gurgaon, Haryana

Authorized Signatory



Offer Letter

Date: 15/05/2023

Name: Mohd Afraz Khan

Address: H. NO. 6/255D KHANDARI AGRA.

Dear Mohd Afraz Khan,

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 15/05/2023 and your package will be **345000/-**.

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

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

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

Kind Regards

Apoorva

Sr. Executive IIR



Zuche Pharmaceuticals Private Limited

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

Corporate Office: A-216 & A-217, 2nd Floor, Somdatt Chambers-1, Building No. 5, Bhikaji Cama Place, New Delhi-110066, India

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

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

Contact Number: +91-11-41662311, +91-8610475070, +91-9873252118 CIN: U52100DL2010PTC206054



Offer Letter

Date 15/09/2022

Dear Rahul
Village Nagla Sukhdev Post Neem Khera Jalesar Etah

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 15/09/2022. 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 15/09/2022 the offer shall be deemed to be rejected by you. Please accept this offer in our HR portal so that we can initiate your onboarding process. Once initiated, you will be receiving an email confirmation for the same. In case you do not acknowledge and accept this offer letter on the HR portal within two working days, the offer would stand withdrawn.

Position Details and Compensation Overview

Designation	Student Success Specialist-Student Experience
Department	Student Experience
Employment Type	Regular
Work Location	Bangalore - Katyan Tech Park

Total Annual Cost to Company : ₹ 147800

Details of bonuses (if any) are mentioned in Annexure A. You are requested to join the services of the Company, 15/09/2022 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	Rahul
Designation	Student Success Specialist-Student Experience
Date Of Joining	15/09/2022
Annual Cost To Company(CTC)	147800

*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



S.S. BOTTLING PRIVATE LIMITED

JOB OFFER LETTER

To,

Harshita Saraswat
KASTALA KASMABAD GHAZIABAD

On behalf of the entire company, I'd like to say that it brings me great pleasure to formally offer you the designation of **Microbiologist**, SS Bottling Pvt. Ltd. at **Gohana, Sonapat**, you will join the organization from **12/02/2023**.

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. 420200/-

You shall be on probation for an initial **6 month**. You are required the following original documents along with self-attested photocopies of each document at the time of joining for verification to the HR Department.

You are required to submit the following documents at the time of joining –

1. Qualification Documents (All Mark Sheets from 10th to Last)
2. Work Experience Certificates or Relieving Letter of previous Employers.
3. Last 3 month Pay slips of previous employer.
4. Last 6 months bank statement.
5. Address Proof (Aadhar Card is preferred)
6. Pan Card (Original with Photo copy)
7. 3 Photographs

As you are going to be an integral part of the company, we'll try to extend all possible support to you during your tenure.

Looking forward to having you with us and wishing you great success with **SS Bottling Pvt. Ltd.**

Kindly Confirm your Acceptance and date of joining.

For **SS Bottling Pvt. Ltd., Gohana, Sonapat.**

Authorized Signatory

Work Place – Khasra No 15/13, 15/14, 15/15(4-0), 15//18/1/1 15//18/1/2 & 15//23/1/1 Village Mehmood Pur,
Tehsil Gohana, Distt. Sonapat, Haryana – 131001 (INDIA)

Regd. Office – 9/53, Kirti Nagar, Indl. Area, New Delhi – 110015 Tel: +91-11-45072942, 25927392 Fax: +91-11-45072943

Corporate Identity Number : **U15549dl2018ptc337847**



To
GORI SHANKAR
11A/1A RAM NAGAR KATRA WAZIR KHAN, RAMBAGH, AGRA

Sub: Your offer of Employment in eORIGAMI SOFTWARE PVT LTD

Dear **GORI SHANKAR**

Welcome to eORIGAMI!

It gives us immense pleasure in inviting you to join eORIGAMI Software Private Limited. ("eORIGAMI" or the "Company") as one of its valuable member. We believe that the growth of an organization is fuelled by the enthusiasm and energy of people who are willing to invest into its future. We therefore believe that all our employees are truly our ASSOCIATES in our road to the future. We are happy that you are one such Associate joining us in our efforts to create a truly global organization.

We are pleased to inform you that you have been offered an employment in eORIGAMI as **Jr. Software Engineer**, and you would report on your joining to **Mr. Yashwanth Reddy H, President - Operations**. You will operate out of our office located at **Bangalore**.

We prefer you to join us on **10/12/2022**

We wish to share with you the detailed terms and conditions which will govern your employment with eORIGAMI and also Associate related guidelines applicable to all eORIGAMIans including you. All these Terms and Conditions are subject to change based on business requirements and you shall abide by the updated policies. Please note that your appointment is subject to background check /reference check/pre-employment checks as applicable.

eORIGAMI observes a 5-day week with Saturday and Sunday as weekly holidays. The office hours are from 09:00 AM to 06:00 PM, with staggered lunch break of 30 minutes between 12:00 PM and 12:30 PM. Associates are expected to follow the client's working hours and holidays while on deputation to client's site in India/onsite. In the event an Associate fails to register their attendance consecutively for 3 working days, without any prior notice to their immediate manager or concerned HR, eORIGAMI shall initiate appropriate disciplinary action against the Associate as per eORIGAMI policy. eORIGAMI reserves the right to registering a MAN MISSING complaint with the Police Department, in such cases.


(Signature of Associate)

Registered Office Address: No. 07, AASHRAYAA ONYX, 7th Cross Rd, Duo Heights Layout, Devanahalli, Bengaluru, Karnataka - 560068

1. Compensation & Benefits:

You will receive a total compensation of Rs. 450500/- per annum. The compensation package consists of:

2. Position Linked Benefits:

We wish you all the very best and look forward to a long and mutually beneficial association.

Kindly confirm your acceptance of the above conditions by signing and returning the duplicate copy of this letter.

Yours sincerely,
for eORIGAMI Software Private Limited,

YASHWANTH REDDY
President - Operations

I have carefully read and understood the above offer terms including the terms contained in Annexure I and agree that the provisions of this letter and the Annexure I are reasonable and necessary and accept the same irrevocably and unconditionally.

Signature
Name


:Yashwanth Reddy K



S.S. BOTTLING PRIVATE LIMITED

JOB OFFER LETTER

To,

Snehlata
VILLAGE GAUSANA YAMUNAPAAR MATHURA

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 **12/02/2023**.

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. 420200/-

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: 12/02/2023

PARAS KUMAR
VILLAGE NAGLA KHARGA POST DHAURRA ETMADPUR AGRA PIN 283202

Dear PARAS 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 358700/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

1

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

415/21-24, Kumanan Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers ServiceLine: 1800 209 3311 Email: careers@tcs.com



COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of INR **15,000/-** per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be INR **7,500/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of INR **500/-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

4. Personal Allowance

You will be eligible for a monthly personal allowance of INR **17,272/-** per month. This component is subject to review and may change as per TCSL's compensation policy.

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

415/21-24, Karaman Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

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Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers ServiceLine: 1800 209 3311 Email: careers@tcs.com



PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of INR 4,300/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Performance Bonus

Your Performance Bonus will be INR 3,100/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Performance Bonus is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Performance Bonus.

This payment shall be treated as productivity bonus in lieu of statutory profit bonus.

CITY ALLOWANCE

You will be eligible for a City Allowance of INR 400/- per month. This allowance is fully taxable, is specific to India and linked to your base branch. It is subject to review and will be discontinued while on international assignments.

RETENTION INCENTIVE

You are eligible for Retention Incentive of INR 70,000/- payable to you on an annual basis. This component is in appreciation of continuity of your service in TCSL and will be paid on completion of each year from the introduction of this incentive for a period of 3 years. The Company reserves the right to modify the same in line with the TCS Compensation Policy.

OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependents under the company's Health Insurance Scheme (HIS).

HIS offers the following benefits:

1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to INR 6,000/- per insured person per annum and basic hospitalization expenses up to INR 2,00,000/- per insured person per annum.

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

415/21-24, Kumanan Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers ServiceLine: 1800 209 3311 Email: careers@tcs.com



i. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for INR **12,00,000/-** as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of INR **250/-** will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.

RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

415/21-24, Kumbharan Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers ServiceLine: 1 800 209 3311 Email: careers@tcs.com

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

Withdrawal of Offer

If you fail to accept the offer from TCSL within 15 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn. Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL. We look forward to having you in our global team.

Yours Sincerely,

For TATA Consultancy Services Limited



Girish V. Nandimath
Global Head Talent Acquisition & AIP

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms



Zummit Infolabs LLP
1498, 40th cross, 22nd main 4th t block Jayanagar,
Bangalore 41
www.zummitlabs.com

Date of Joining: 15/05/2023

Sub: Letter of Appointment

Dear Km. Varsha Rajput
HOUSE NUMBER-10, MEENAKSHI
PURAM KAMLA NAGAR AGRA

This is to inform you that you have been offered the position of a "Bioinformatics Professional" at Zummit Infolabs based on the interview with a full time engagement of 8 hours at least. During this period you will be paid 324500/- per annum.

This includes activities related to application development using Python, Django, Web development and some machine learning along with some Enzyme Engineering and Biotechnology domain knowledge.

Details of the offer are further explained in the annexure attached. You are requested to go through the terms and conditions and sign below your acceptance for the same.

Wishing you all the very best and a warm welcome to the Zummit Infolabs family.

On behalf of Zummit Infolabs,

Isha Mishra

Isha Mishra
HR Head
Zummit Infolabs
Bangalore

Confidential

Zummit Infolabs LLP
www.zummitlabs.com





Zummit Infolabs LLP
1498, 40th cross, 22nd main 4th t block Jayanagar,
Bangalore 41
www.zummitlabs.com

**TERMS AND CONDITIONS OF SERVICE FOR APPOINTMENT AS
Bioinformatics Intern**

This is with reference to the discussion which you had with us; we are pleased to appoint you for the said post under the following terms and conditions.

- Your appointment will be effective: 15/05/2023
- You are designated as: Bioinformatics Professional
- The copyright in the entire work product, material and other tangible property written or generated by you during the course of your employment with the Company shall be and will remain the exclusive property of the Company. You shall return the same to the Company on termination of your employment or at such earlier time as requested for by the Company. The work product shall be the exclusive property of the Company, and the Company shall be free to deal with the same in such manner as it deems fit.
- The employee shall at any time be liable for the disciplinary action such as Warning, Suspension, Discharge, Dismissal or losing Lien on his employment for unsatisfactory performance, causing damage/financial loss to the company, committing breach of any service condition, misconduct such as irregular attendance, unauthorized absence, misbehaviors or any unworthy acts like thefts, misappropriation/fraud, dishonesty, immorality, indecent behavior, usage of indecent language, conviction, falsification of documents/ records or information given Application for securing a job which in the opinion of the company is prejudicial and detrimental to the interest of the company.
- The employee shall in addition to the General Service Conditions as specifically stated herein above be governed by other rules, regulations; practices, systems, procedures and policies as are in force or may be added, altered, modified or omitted/deleted by the company from time to time.

For Zummit Infolabs,

Isha Mishra

Isha Mishra
HR Head
Zummit Infolabs
Bangalore

Confidential

Zummit Infolabs LLP
www.zummitlabs.com





To,

RAHUL PRATAP

Hno 12 ward no 23 Bazaar khas Kali mandir, Hata Kushnagar U.P.

Dear RAHUL PRATAP

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 15/09/2022. We welcome you to our company and wish you all the best for your future endeavors.

Your CTC would be Rs. 322450 (P/A)

You shall be on probation for an initial 6 month. You are required the following original documents along with self-attested photocopies of each document at the time of joining for verification to the IIR Department.

You are required to submit the following documents at the time of joining-

- Qualification Documents (All MarkSheets from 10th to Last)
- Work Experience Certificates or Relieving Letter of previous Employers*.
- Last 3 month Pay slips of previous employer*.
- Last 6 months bank statement.
- Address Proof (Aadhar Card is preferred)
- Pan Card (Original with Photocopy)
- 3 Photographs

As you are going to be an integral part of the company, we'll try to extend all possible support to you during your tenure.

Looking forward to having you with us and wishing you great success with Bajaj Auto Ltd.

For BAJAJ AUTO, Haridwar, Uttarakhand

Authorized Signatory



PRIVATE & CONFIDENTIAL

Richa Garg
S/O Naveen Garg

36/147/6D GUMMAT
DEORI ROAD AGRA

Date: 15/09/2022

TRAINEE ASSOCIATE (Trainee Associate Engineer Network - MID) CONTRACT

Dear Richa Garg,

This is your Contract of Training/Apprenticeship ('**Contract**') and contains a statement of the applicable terms of your training.

We are delighted that you have agreed to join us as a Trainee (Trainee Associate Engineer Network - MID). Once you have acknowledged these terms, this shall become a contract between you and the Company.

Please note that your engagement with us is subject to you having the right to work in India, completing the applicable registration requirements under law, and to our being satisfied that you have met all pre-engagement conditions. Any requirements under the Provisional Offer of Apprenticeship, that permit or require compliance after the commencement of your training, will continue to require compliance by you within timelines specified therein.

1. Commencement Date

1.1 For the purposes of your training, your engagement is with BT Global Business Services Pvt Ltd (Company) having its registered office at Eros Corporate Tower, 11th Floor, Nehru Place, New Delhi, 110019, India.

1.2 Your Training will be for a period of 12 months from the start date specified in Appendix 1. Your stipend for the term of twelve (12) months is **INR 290500** 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	Richa Garg
1. Position	Trainee Associate (Trainee Associate Engineer Network - MID) reporting to Sneh Deep Jassal (EIN :611638876), Title: Technical Delivery Manager-MBNL, Ph:
2. Start Date	15/09/2022
3. Normal Place of Work	7th & 8th Floors, Tower C & D, Building No 14 Sector 24 & 25A, Gurugram 122016, India
3B. Temporary Place of Work	NA
4. Stipend	As set out below
5. Next Stipend Review date	On successful completion of apprenticeship/training
6. Annual Leave	21
7. Benefits	Group Medical Insurance Plan: Coverage of INR 6,00,000 for you; your spouse and 2 dependent children, as applicable to be availed as per the due process. Group Personal Accident Plan only for yourself: 5 times of your annual stipend or INR 10,00,000, whichever is higher. Group Term Life Insurance Policy only for yourself: 5 times of your annual stipend or INR 10,00,000, whichever is higher.

Yours sincerely,



Sai Kumar
Senior Manager - Talent Acquisition
For and on behalf of BT Global Business Services Pvt Ltd



PRIVATE & CONFIDENTIAL

Istuti Pandit
S/O Manish Sharma

61/3A/1 RASOOL PUR
MANDIR WALI GALI AGRA

Date: 15/09/2022

TRAINEE ASSOCIATE (Trainee Associate Engineer Network - MID) CONTRACT

Dear Istuti Pandit,

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 290500** 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	Istuti Pandit
1. Position	Trainee Associate (Trainee Associate Engineer Network - MID) reporting to Sneh Deep Jassal (EIN :611638876), Title: Technical Delivery Manager-MBNL, Ph:
2. Start Date	15/09/2022
3. Normal Place of Work	7th & 8th Floors, Tower C & D, Building No 14 Sector 24 & 25A, Gurugram 122016, India
3B. Temporary Place of Work	NA
4. Stipend	As set out below
5. Next Stipend Review date	On successful completion of apprenticeship/training
6. Annual Leave	21
7. Benefits	Group Medical Insurance Plan: Coverage of INR 6,00,000 for you; your spouse and 2 dependent children, as applicable to be availed as per the due process. Group Personal Accident Plan only for yourself: 5 times of your annual stipend or INR 10,00,000, whichever is higher. Group Term Life Insurance Policy only for yourself: 5 times of your annual stipend or INR 10,00,000, whichever is higher.

Yours sincerely,



Sai Kumar
Senior Manager - Talent Acquisition
For and on behalf of BT Global Business Services Pvt Ltd



S.S. BOTTLING PRIVATE LIMITED

JOB OFFER LETTER

To,

RUPALI SHAKYA

Vill-Bawsa, Post-Bawsa, District-Etah, state-Uttar pradesh

On behalf of the entire company, I'd like to say that it brings me great pleasure to formally offer you the designation of **Microbiologist, SS Bottling Pvt. Ltd.** at **Gohana, Sonipat**, you will join the organization from **12/02/2023**.

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. 420200/-

You shall be on probation for an initial **6 month**. You are required the following original documents along with self-attested photocopies of each document at the time of joining for verification to the HR Department.

You are required to submit the following documents at the time of joining –

1. Qualification Documents (All Mark Sheets from 10th to Last)
2. Work Experience Certificates or Relieving Letter of previous Employers.
3. Last 3 month Pay slips of previous employer.
4. Last 6 months bank statement.
5. Address Proof (Aadhar Card is preferred)
6. Pan Card (Original with Photo copy)
7. 3 Photographs

As you are going to be an integral part of the company, we'll try to extend all possible support to you during your tenure.

Looking forward to having you with us and wishing you great success with **SS Bottling Pvt. Ltd.**

Kindly Confirm your Acceptance and date of joining.

For SS Bottling Pvt. Ltd., Gohana, Sonipat.

Authorized Signatory

Work Place – Khasra No 15/13, 15/14, 15/15(4-0), 15//18/1/1 15//18/1/2 & 15//23/1/1 Village Mehmood Pur,
Tehsil Gohana, Distt. Sonapat, Haryana – 131001 (INDIA)

Regd. Office – 9/53, Kirti Nagar, Indl. Area, New Delhi – 110015 Tel: +91-11-45072942, 25927392 Fax: +91-11-45072943

Corporate Identity Number : **U15549dl2018ptc337847**



Offer Letter

Date: 30/11/2022

NISHI RATHORE
VILL. NEEM KHERIYA POST R S SHIKOHABAD

Dear NISHI RATHORE,

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 450000/- 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 30/11/2022. 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 30/11/2022 evening. This offer is valid till 30/11/2022. Henceforth it will be considered as null and void.

We look forward to your accepting this offer and contributing into creating a global organization.


Yours sincerely,

For InfoAxon Technologies India Pvt. Ltd.

Authorized Signatory

InfoAxon Technologies India Pvt. Ltd.
00th Floor, Tradex Tower,
Plot No 15, Sector 125, Huda-201301
Phone : +91 120 421 5060-73
Website: www.infoaxon.com



Annexure-I Compensation & Benefits	
Name	NISHI RATHORE
Designation	Solution Developer Trainee
Effective Date	30/11/2022
Location	Noida/Pune/Bangalore
Annual Cost To Company	450000/-
For InfoAxon Technologies India Pvt. Ltd.	
	



S.S. BOTTLING PRIVATE LIMITED

JOB OFFER LETTER

To,

Bhavna Gaur
48 PREM NAGAR 2nd STREET

On behalf of the entire company, I'd like to say that it brings me great pleasure to formally offer you the designation of **Microbiologist**, SS Bottling Pvt. Ltd. at **Gohana, Sonapat**, you will join the organization from **12/02/2023**.

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. 420200/-

You shall be on probation for an initial **6 month**. You are required the following original documents along with self-attested photocopies of each document at the time of joining for verification to the HR Department.

You are required to submit the following documents at the time of joining –

1. Qualification Documents (All Mark Sheets from 10th to Last)
2. Work Experience Certificates or Relieving Letter of previous Employers.
3. Last 3 month Pay slips of previous employer.
4. Last 6 months bank statement.
5. Address Proof (Aadhar Card is preferred)
6. Pan Card (Original with Photo copy)
7. 3 Photographs

As you are going to be an integral part of the company, we'll try to extend all possible support to you during your tenure.

Looking forward to having you with us and wishing you great success with **SS Bottling Pvt. Ltd.**

Kindly Confirm your Acceptance and date of joining.

For SS Bottling Pvt. Ltd., Gohana, Sonapat.

Authorized Signatory

Work Place – Khasra No 15/13, 15/14, 15/15(4-0), 15//18/1/1 15//18/1/2 & 15//23/1/1 Village Mehmood Pur,
Tehsil Gohana, Distt. Sonapat, Haryana – 131001 (INDIA)

Regd. Office – 9/53, Kirti Nagar, Indl. Area, New Delhi – 110015 Tel: +91-11-45072942, 25927392 Fax: +91-11-45072943

Corporate Identity Number : **U15549dl2018ptc337847**



To,

Chitransh Panday
House no 159 AbeerPura Raghupura Iradat Nagar Agra

Dear Chitransh Panday

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 30/11/2022

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.358750/-

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 Showa

For Gurgaon, Haryana

Authorized Signatory



To,

BHARAT NIGAM
19/87 PEER KALYANI MOTI LAL NEHRU ROAD

Dear **BHARAT NIGAM**

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 15/09/2022. We welcome you to our company and wish you all the best for your future endeavors.

Your CTC would be Rs. 322450 (P/A)

You shall be on probation for an initial 6 month. You are required the following original documents along with self-attested photocopies of each document at the time of joining for verification to the IIR Department.

You are required to submit the following documents at the time of joining-

- Qualification Documents (All MarkSheets from 10th to Last)
- Work Experience Certificates or Relieving Letter of previous Employers*.
- Last 3 month Pay slips of previous employer*.
- Last 6 months bank statement.
- Address Proof (Aadhar Card is preferred)
- Pan Card (Original with Photocopy)
- 3 Photographs

As you are going to be an integral part of the company, we'll try to extend all possible support to you during your tenure.

Looking forward to having you with us and wishing you great success with Bajaj Auto Ltd.

For BAJAJ AUTO, Haridwar, Uttarakhand

Authorized Signatory



Offer: Computer Consultancy

Date: 12/02/2023

Chetan Malviya
NEW SHIV NAGAR COLONY NEAR DIST. HOSPITAL MAINPURI

Dear Chetan Malviya

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 358700/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

1

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

415/21-24, Kumbharan Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers ServiceLine: 1800 209 3311 Email: careers@tcs.com



COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of INR **15,000/-** per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be INR **7,500/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of INR **500/-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

4. Personal Allowance

You will be eligible for a monthly personal allowance of INR **17,272/-** per month. This component is subject to review and may change as per TCSL's compensation policy.



PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of INR 4,300/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Performance Bonus

Your Performance Bonus will be INR 3,100/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Performance Bonus is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Performance Bonus.

This payment shall be treated as productivity bonus in lieu of statutory profit bonus.

CITY ALLOWANCE

You will be eligible for a City Allowance of INR 400/- per month. This allowance is fully taxable, is specific to India and linked to your base branch. It is subject to review and will be discontinued while on international assignments.

RETENTION INCENTIVE

You are eligible for Retention Incentive of INR 70,000/- payable to you on an annual basis. This component is in appreciation of continuity of your service in TCSL and will be paid on completion of each year from the introduction of this incentive for a period of 3 years. The Company reserves the right to modify the same in line with the TCS Compensation Policy.

OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependents under the company's Health Insurance Scheme (HIS).

HIS offers the following benefits:

1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to INR 6,000/- per insured person per annum and basic hospitalization expenses up to INR 2,00,000/- per insured person per annum.

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

415/21-24, Kumanan Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers ServiceLine: 1800 209 3311 Email: careers@tcs.com



i. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for INR **12,00,000/-** as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of INR **250/-** will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.

RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

Withdrawal of Offer

If you fail to accept the offer from TCSL within 15 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn. Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL. We look forward to having you in our global team.

Yours Sincerely,

For TATA Consultancy Services Limited



Girish V. Nandimath
Global Head Talent Acquisition & AIP

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms



Zummit Infolabs LLP
1498, 40th cross, 22nd main 4th t block Jayanagar,
Bangalore 41
www.zummitlabs.com

Date of Joining: 15/05/2023

Sub: Letter of Appointment

Dear Soniya Verma
KAASINAGAR TUNPURA NAI ABADI
DEORI 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 324500/- per annum.

This includes activities related to application development using Python, Django, Web development and some machine learning along with some Enzyme Engineering and Biotechnology domain knowledge.

Details of the offer are further explained in the annexure attached. You are requested to go through the terms and conditions and sign below your acceptance for the same.

Wishing you all the very best and a warm welcome to the Zummit Infolabs family.

On behalf of Zummit Infolabs,

Isha Mishra

Isha Mishra
HR Head
Zummit Infolabs
Bangalore

Confidential

Zummit Infolabs LLP
www.zummitlabs.com





Zummit Infolabs LLP
1498, 40th cross, 22nd main 4th t block Jayanagar,
Bangalore 41
www.zummitlabs.com

TERMS AND CONDITIONS OF SERVICE FOR APPOINTMENT AS
Bioinformatics Intern

This is with reference to the discussion which you had with us; we are pleased to appoint you for the said post under the following terms and conditions.

- Your appointment will be effective: 15/05/2023
- You are designated as: Bioinformatics Professional
- The copyright in the entire work product, material and other tangible property written or generated by you during the course of your employment with the Company shall be and will remain the exclusive property of the Company. You shall return the same to the Company on termination of your employment or at such earlier time as requested for by the Company. The work product shall be the exclusive property of the Company, and the Company shall be free to deal with the same in such manner as it deems fit.
- The employee shall at any time be liable for the disciplinary action such as Warning, Suspension, Discharge, Dismissal or losing Lien on his employment for unsatisfactory performance, causing damage/financial loss to the company, committing breach of any service condition, misconduct such as irregular attendance, unauthorized absence, misbehaviors or any unworthy acts like thefts, misappropriation/fraud, dishonesty, immorality, indecent behavior, usage of indecent language, conviction, falsification of documents/ records or information given Application for securing a job which in the opinion of the company is prejudicial and detrimental to the interest of the company.
- The employee shall in addition to the General Service Conditions as specifically stated herein above be governed by other rules, regulations; practices, systems, procedures and policies as are in force or may be added, altered, modified or omitted/deleted by the company from time to time.

For Zummit Infolabs,

Isha Mishra

Isha Mishra
HR Head
Zummit Infolabs
Bangalore

Confidential

Zummit Infolabs LLP
www.zummitlabs.com





To
Shivraj Singh
H NO 148 KANCHAN GARDEN KEHRAI SHAMSHABAD ROAD AGRA

Sub: Your offer of Employment in eORIGAMI SOFTWARE PVT LTD

Dear Shivraj 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 **10/12/2022**

We wish to share with you the detailed terms and conditions which will govern your employment with eORIGAMI and also Associate related guidelines applicable to all eORIGAMIans including you. All these Terms and Conditions are subject to change based on business requirements and you shall abide by the updated policies. Please note that your appointment is subject to background check /reference check/pre-employment checks as applicable.

eORIGAMI observes a 5-day week with Saturday and Sunday as weekly holidays. The office hours are from 09:00 AM to 06:00 PM, with staggered lunch break of 30 minutes between 12:00 PM and 12:30 PM. Associates are expected to follow the client's working hours and holidays while on deputation to client's site in India/onsite. In the event an Associate fails to register their attendance consecutively for 3 working days, without any prior notice to their immediate manager or concerned HR, eORIGAMI shall initiate appropriate disciplinary action against the Associate as per eORIGAMI policy. eORIGAMI reserves the right to registering a MAN MISSING complaint with the Police Department, in such cases.


(Signature of Associate)

Registered Office Address: No. 07, AASHRAYAA ONYX, 7th Cross Rd, Duo Heights Layout, Devanahalli, Bengaluru, Karnataka - 560068

1. Compensation & Benefits:

You will receive a total compensation of Rs. 450500/- per annum. The compensation package consists of:

2. Position Linked Benefits:

We wish you all the very best and look forward to a long and mutually beneficial association.

Kindly confirm your acceptance of the above conditions by signing and returning the duplicate copy of this letter.

Yours sincerely,
for eORIGAMI Software Private Limited,

YASHWANTH REDDY
President - Operations

I have carefully read and understood the above offer terms including the terms contained in Annexure I and agree that the provisions of this letter and the Annexure I are reasonable and necessary and accept the same irrevocably and unconditionally.

Signature
Name


:Yashwanth Reddy K



JOB OFFER LETTER

To,

UMESH KUSHWAH
khera pachigai deori road agra

Dear UMESH KUSHWAH

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 15/04/2022.

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

Balveer Son
35/88/A/1 LASHKARPUR, KAMLA NAGAR, AGRA

Dear Balveer Son,

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 15/05/2023

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. 412020/-** per annum.

2.2 Basket of Allowance:

You will be paid a fixed Basket of Allowance of **Rs. 8,797/- (Eight Thousand Seven Hundred Ninety Seven)**.

2.3 Performance Pay:

You shall be entitled to performance pay as indicated in the annexure based on companies and your individual performance.

2.4 Provident Fund:

You will be covered under the Provident Fund Scheme operating in the Company, and will be governed by the rules and regulations of the Provident Fund Act - 1952 as applicable from time to time.

2.5 Group Personal Accident Insurance:

You will be covered under the Group Personal Accident Insurance policy of the Company against Death / Disablement caused due to accidents.

2.6 Group Mediclaim Scheme:

During your tenure with the Company you and your family will be covered under our Group Mediclaim Scheme and governed by the rules & regulations framed under such policies as applicable from time to time.

2.7 Life Term Insurance Policy:

You will be covered under the Life Term Insurance Policy of the Company.

2.8 Gratuity:

You will be entitled to Gratuity as per the Gratuity Act 1972 and in accordance with the rules governing such payments.

3. DUTIES:

- a) You will report to **Senior Manager** for instructions and duties. The Management reserves the right to assign to you such other duties and responsibilities, both inside and outside the office premises, as may be considered necessary, from time to time in the Company's interests.
- b) You represent and warrant to the Company that you are under no obligations or commitments, whether contractual or otherwise, that are inconsistent with your obligations under this Agreement.

4. PROBATION:

You will be on probation for a period of 12 months from the date of your appointment and the management reserves the right to extend the period. The salary or the accumulated leave will not be adjusted against the notice pay. You will continue to be on probation until your services are confirmed in writing. If you resign during your probation period of 12 months, then you will have to pay the bond amount as per the company policy & serve 3 months of notice period.

5. TERMINATION AND DISMISSAL:

- a) Notice Period: On confirmation, either party's will be required to give a notice of 3 months for separation. The Company may, at its sole discretion terminate the services by giving the salary in lieu of the notice period. The Management however shall have the sole discretion to change such period of notice, as it deems appropriate. Servicing notice period is mandatory.
- b) The Management shall have the right to remove you from this position during the entire notice period or part thereof. In such event, your rights and obligations under this Contract shall remain in force and you shall consequently observe the provisions on competition restriction and confidentiality etc, as set forth in this Contract.
- c) The Company shall have the right to dismiss you with immediate effect if you have grossly neglected your obligations to the Company or otherwise committed a material breach of contract.
- d) You shall be obliged to inform a person, appointed by the Company, of all circumstances regarding the Company's business that you are familiar with, in order to reduce the risk of disruption in the business as a result of your leaving this position.
- e) Upon termination of the employment, irrespective of the reason therefore, all obligations of the Company will expire, including but not limited to the obligation to pay pension premiums, unless otherwise expressly stated in this Contract.

Please note that that this appointment is subject to clearance of the following:

- f) Background Verification – Your appointment is conditional upon completion of satisfactory reference and background checks (education, employment history & other details furnished by you in your application). In case any information given by you is found to be false or incorrect at any point in time of your employment, the appointment would be deemed void-ab-initio and liable for termination without notice or salary in lieu thereof

6. LEAVE:

You will be entitled to Earned Leave (privilege leave) as per the company policy.

7. AGE OF RETIREMENT:

As per the revised company policy all the employees will superannuate at the age of 60.

8. TRANSFER:

Your services are liable to be transferred to any other Departments, Branches, Sites, Sister Companies or any of their branches in India. On your transfer, you will be governed by the company's rules applicable to the establishment to which you are posted.

9. INCREMENTS:

Increments will not be automatic, but will be at the discretion of the Management, and will depend on the individual and Company performance.

10. SERVICE RULES:

a. Other Work

Your whole time and attention should be devoted to the interests of the Company and you shall devote yourself exclusively to the business of the Company. You will not take up any other work for remuneration (part-time or otherwise) or work on advisory capacity or be interested directly or indirectly (except as shareholder or debenture holder) in any other trade or business during the employment with the Company without permission in writing of the Management of the Company.

You will be guided by the Company's policies and procedures which the management may modify or change as it may deem fit from time to time.

b. Secrecy

You will not at any time, while in service, without written consent of the CEO, and thereafter for a period of 2 years from the cessation of your employment, for whatever reason, shall not disclose or divulge or make public, except on legal obligations, any information regarding the Company's affairs, business, plans,

Administration or research carried out whether the same may be confided to you or become know to you in the course of your service or otherwise. Information means and includes without limitation all and any data, know-how, formulae, processes, designs, photographs, drawings, specifications, programmes, samples, trade secrets, intellectual property and all information of whatever description and any other material bearing or incorporating any information concerning or relating to the Company, its assets, properties, plans, processes, finances, methods, operations, market strategy, marketing and pricing information, customer or consumer databases, pricing or other policies, business and business plans, intellectual property, and also includes all documents, agreements, sales charts, cost projections and analyses, pricing models, financial and tax information, business, marketing and operational projections, plans and opportunities, product information, designs, identification of customers, vendors and suppliers, customer, vendor and distribution lists, business records and other books and records relating to or concerning the Company.

You will adhere to the company's Information Security policy.

c. Intellectual Property

All ideas, inventions, design, software and all other intellectual property that may be developed by you or in the development of which you have played any role while you are in employment of the Company will solely and absolutely belong to the Company. You shall not be entitled to claim ownership of any rights on the same. In consideration of your salary, emoluments and other benefits drawn by you so long as you remain an employee of the Company, all your rights, if any, including, without limitation, all rights of creative authorship and other rights whatsoever shall stand assigned to the Company absolutely.

d. Past Records

If any declaration given or furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, in such case you will be liable to removal from service without any notice.

11. NON SOLICITATION

During the term of the employment and thereafter for a period of 2 years from the cessation of your employment, for whatever reason, you shall not in any way directly or indirectly engage, hire or employ in any manner whatsoever, any of the Company's personnel or staff or solicit, entice or in any way induce such employees to associate themselves, whether as employees, consultants, advisors, partners or otherwise, with you or any organization that you may become associated, employed or affiliated, with, after cessation of your employment with the Company.

12. CONSEQUENCES OF BREACH OF TERMS:

Notwithstanding anything contained in Clause 4 and 5 above, should you contravene or breach any of the foregoing terms and conditions of service, the Company will be entitled to terminate your services forthwith, without compensation, notice period or salary in lieu thereof and without prejudice to other legal rights/remedies available to the Company.

The provisions under Clause 11 shall survive the cessation of your employment and shall remain in force for a period of 2 years thereafter.

You are requested to, please sign the duplicate copy of this letter and return it to us, signifying your acceptance of all the term contained here.

We are delighted to have to with us. We take this opportunity to welcome you to Worldline and look forward to your long and happy association with us.

For **WORLDLINE GLOBAL SERVICES PVT. LTD.**



Jose Raj
Senior Vice President and Head – HR



S.S. BOTTLING PRIVATE LIMITED

JOB OFFER LETTER

To,

**ABHISHEK PANDEY
H NO 13 SHEETLA DHAM DAYAL BAGH AGRA 282005**

On behalf of the entire company, I'd like to say that it brings me great pleasure to formally offer you the designation of **Microbiologist, SS Bottling Pvt. Ltd.** at **Gohana, Sonapat**, you will join the organization from **12/02/2023**.

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. 420200/-

You shall be on probation for an initial **6 month**. You are required the following original documents along with self-attested photocopies of each document at the time of joining for verification to the HR Department.

You are required to submit the following documents at the time of joining –

1. Qualification Documents (All Mark Sheets from 10th to Last)
2. Work Experience Certificates or Relieving Letter of previous Employers.
3. Last 3 month Pay slips of previous employer.
4. Last 6 months bank statement.
5. Address Proof (Aadhar Card is preferred)
6. Pan Card (Original with Photo copy)
7. 3 Photographs

As you are going to be an integral part of the company, we'll try to extend all possible support to you during your tenure.

Looking forward to having you with us and wishing you great success with **SS Bottling Pvt. Ltd.**

Kindly Confirm your Acceptance and date of joining.

For **SS Bottling Pvt. Ltd., Gohana, Sonapat.**

Authorized Signatory

Work Place – Khasra No 15/13, 15/14, 15/15(4-0), 15//18/1/1 15//18/1/2 & 15//23/1/1 Village Mehmood Pur,
Tehsil Gohana, Distt. Sonapat, Haryana – 131001 (INDIA)

Regd. Office – 9/53, Kirti Nagar, Indl. Area, New Delhi – 110015 Tel: +91-11-45072942, 25927392 Fax: +91-11-45072943

Corporate Identity Number : **U15549dl2018ptc337847**



To,

HARSH YADAV
19/87 PEER KALYANI MOTI LAL NEHRU ROAD

Dear HARSH YADAV

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 15/09/2022. We welcome you to our company and wish you all the best for your future endeavors.

Your CTC would be Rs. 322450 (P/A)

You shall be on probation for an initial 6 month. You are required the following original documents along with self-attested photocopies of each document at the time of joining for verification to the IIR Department.

You are required to submit the following documents at the time of joining-

- Qualification Documents (All MarkSheets from 10th to Last)
- Work Experience Certificates or Relieving Letter of previous Employers*.
- Last 3 month Pay slips of previous employer*.
- Last 6 months bank statement.
- Address Proof (Aadhar Card is preferred)
- Pan Card (Original with Photocopy)
- 3 Photographs

As you are going to be an integral part of the company, we'll try to extend all possible support to you during your tenure.

Looking forward to having you with us and wishing you great success with Bajaj Auto Ltd.

For BAJAJ AUTO, Haridwar, Uttarakhand

Authorized Signatory



Offer Letter

Date: 15/05/2023

Name: Adesh Kumar Yadav

Address: 41/B veer nagar dayalbagh

Dear Adesh Kumar Yadav,

We are delighted to offer you the position of **Assistant Manager QC-microbiology**,

The position, as explained to you, is in our company's Quality Assurance.

We request that you review the same and revert the acknowledgement of your acceptance.

As a result, we will make arrangements to provide you with a detailed letter of appointment on the date of your joining with us, which we have agreed will be any day on or before 15/05/2023 and your package will be **345000/-**.

The role in which you will be working is very important and will require you to deal with important and sensitive information, records and other company matters.

We are excited to have you as a member of our team. We are confident that you will have a successful career with our company.

We'd like to take this opportunity to welcome you to our team.

Kind Regards

Apoorva

Sr. Executive IIR



Zuche Pharmaceuticals Private Limited

Registered Office: 602-D/1B/4, Navkar Parkview Apartment, Flat No. 8, Ward No. 3, Mehrauli, New Delhi-110030, India

Corporate Office: A-216 & A-217, 2nd Floor, Somdatt Chambers-1, Building No. 5, Bhikaji Cama Place, New Delhi-110066, India

Manufacturing Unit: G1-712, RICO Industrial Area, Chopanki, Dist: Akrur, Rajasthan-301019, India

E-mail: business@zuchepharma.in, business@zuchepharma.com Website: www.zuchepharma.com

Contact Number: +91-11-41662311, +91-8610475070, +91-9873252118 CIN: U52100DL2010PTC206054



Offer: Computer Consultancy

Date: 12/02/2023

ADITI
THAR VALDI RASULABAD TUNDLA FIROZABAD

Dear ADITI

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 358700/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

1

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

415/21-24, Kumbharan Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers ServiceLine: 1800 209 3311 Email: careers@tcs.com



COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of INR **15,000/-** per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be INR **7,500/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of INR **500/-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

4. Personal Allowance

You will be eligible for a monthly personal allowance of INR **17,272/-** per month. This component is subject to review and may change as per TCSL's compensation policy.

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

415/21-24, Karaman Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

Tel: 91 44 6616 2232 Fax: 91 44 6616 2555 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers ServiceLine: 1800 209 3311 Email: careers@tcs.com



PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of INR 4,300/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Performance Bonus

Your Performance Bonus will be INR 3,100/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Performance Bonus is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Performance Bonus.

This payment shall be treated as productivity bonus in lieu of statutory profit bonus.

CITY ALLOWANCE

You will be eligible for a City Allowance of INR 400/- per month. This allowance is fully taxable, is specific to India and linked to your base branch. It is subject to review and will be discontinued while on international assignments.

RETENTION INCENTIVE

You are eligible for Retention Incentive of INR 70,000/- payable to you on an annual basis. This component is in appreciation of continuity of your service in TCSL and will be paid on completion of each year from the introduction of this incentive for a period of 3 years. The Company reserves the right to modify the same in line with the TCS Compensation Policy.

OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependents under the company's Health Insurance Scheme (HIS).

HIS offers the following benefits:

1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to INR 6,000/- per insured person per annum and basic hospitalization expenses up to INR 2,00,000/- per insured person per annum.



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,

Pratibha Pandey
S S 507 Shaheed Nagar, Agra

On behalf of the entire company, I'd like to say that it brings me great pleasure to formally offer you the designation of **Microbiologist**, SS Bottling Pvt. Ltd. at **Gohana, Sonapat**, you will join the organization from **12/02/2023**.

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. 420200/-

You shall be on probation for an initial **6 month**. You are required the following original documents along with self-attested photocopies of each document at the time of joining for verification to the HR Department.

You are required to submit the following documents at the time of joining –

1. Qualification Documents (All Mark Sheets from 10th to Last)
2. Work Experience Certificates or Relieving Letter of previous Employers.
3. Last 3 month Pay slips of previous employer.
4. Last 6 months bank statement.
5. Address Proof (Aadhar Card is preferred)
6. Pan Card (Original with Photo copy)
7. 3 Photographs

As you are going to be an integral part of the company, we'll try to extend all possible support to you during your tenure.

Looking forward to having you with us and wishing you great success with **SS Bottling Pvt. Ltd.**

Kindly Confirm your Acceptance and date of Joining.

For **SS Bottling Pvt. Ltd., Gohana, Sonapat.**

Authorized Signatory

Work Place – Khasra No 15/13, 15/14, 15/15(4-0), 15//18/1/1 15//18/1/2 & 15//23/1/1 Village Mehmood Pur,
Tehsil Gohana, Distt. Sonapat, Haryana – 131001 (INDIA)

Regd. Office – 9/53, Kirti Nagar, Indl. Area, New Delhi – 110015 Tel: +91-11-45072942, 25927392 Fax: +91-11-45072943

Corporate Identity Number : **U15549dl2018ptc337847**



OFFER LETTER

Kiran Upadhyay
5/462, Chuharpur near Suraksha Vihar post Banna Devi , Aligarh

Dear Kiran Upadhyay,

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 15/05/2023

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. 412020/-** per annum.

2.2 Basket of Allowance:

You will be paid a fixed Basket of Allowance of **Rs. 8,797/- (Eight Thousand Seven Hundred Ninety Seven)**.

2.3 Performance Pay:

You shall be entitled to performance pay as indicated in the annexure based on companies and your individual performance.

2.4 Provident Fund:

You will be covered under the Provident Fund Scheme operating in the Company, and will be governed by the rules and regulations of the Provident Fund Act - 1952 as applicable from time to time.

2.5 Group Personal Accident Insurance:

You will be covered under the Group Personal Accident Insurance policy of the Company against Death / Disablement caused due to accidents.

2.6 Group Mediclaim Scheme:

During your tenure with the Company you and your family will be covered under our Group Mediclaim Scheme and governed by the rules & regulations framed under such policies as applicable from time to time.

2.7 Life Term Insurance Policy:

You will be covered under the Life Term Insurance Policy of the Company.

2.8 Gratuity:

You will be entitled to Gratuity as per the Gratuity Act 1972 and in accordance with the rules governing such payments.

3. DUTIES:

- a) You will report to **Senior Manager** for instructions and duties. The Management reserves the right to assign to you such other duties and responsibilities, both inside and outside the office premises, as may be considered necessary, from time to time in the Company's interests.
- b) You represent and warrant to the Company that you are under no obligations or commitments, whether contractual or otherwise, that are inconsistent with your obligations under this Agreement.

4. PROBATION:

You will be on probation for a period of 12 months from the date of your appointment and the management reserves the right to extend the period. The salary or the accumulated leave will not be adjusted against the notice pay. You will continue to be on probation until your services are confirmed in writing. If you resign during your probation period of 12 months, then you will have to pay the bond amount as per the company policy & serve 3 months of notice period.

5. TERMINATION AND DISMISSAL:

- a) Notice Period: On confirmation, either party's will be required to give a notice of 3 months for separation. The Company may, at its sole discretion terminate the services by giving the salary in lieu of the notice period. The Management however shall have the sole discretion to change such period of notice, as it deems appropriate. Servicing notice period is mandatory.
- b) The Management shall have the right to remove you from this position during the entire notice period or part thereof. In such event, your rights and obligations under this Contract shall remain in force and you shall consequently observe the provisions on competition restriction and confidentiality etc, as set forth in this Contract.
- c) The Company shall have the right to dismiss you with immediate effect if you have grossly neglected your obligations to the Company or otherwise committed a material breach of contract.
- d) You shall be obliged to inform a person, appointed by the Company, of all circumstances regarding the Company's business that you are familiar with, in order to reduce the risk of disruption in the business as a result of your leaving this position.
- e) Upon termination of the employment, irrespective of the reason therefore, all obligations of the Company will expire, including but not limited to the obligation to pay pension premiums, unless otherwise expressly stated in this Contract.

Please note that that this appointment is subject to clearance of the following:

- f) Background Verification – Your appointment is conditional upon completion of satisfactory reference and background checks (education, employment history & other details furnished by you in your application). In case any information given by you is found to be false or incorrect at any point in time of your employment, the appointment would be deemed void-ab-initio and liable for termination without notice or salary in lieu thereof

6. LEAVE:

You will be entitled to Earned Leave (privilege leave) as per the company policy.

7. AGE OF RETIREMENT:

As per the revised company policy all the employees will superannuate at the age of 60.

8. TRANSFER:

Your services are liable to be transferred to any other Departments, Branches, Sites, Sister Companies or any of their branches in India. On your transfer, you will be governed by the company's rules applicable to the establishment to which you are posted.

9. INCREMENTS:

Increments will not be automatic, but will be at the discretion of the Management, and will depend on the individual and Company performance.

10. SERVICE RULES:

a. Other Work

Your whole time and attention should be devoted to the interests of the Company and you shall devote yourself exclusively to the business of the Company. You will not take up any other work for remuneration (part-time or otherwise) or work on advisory capacity or be interested directly or indirectly (except as shareholder or debenture holder) in any other trade or business during the employment with the Company without permission in writing of the Management of the Company.

You will be guided by the Company's policies and procedures which the management may modify or change as it may deem fit from time to time.

b. Secrecy

You will not at any time, while in service, without written consent of the CEO, and thereafter for a period of 2 years from the cessation of your employment, for whatever reason, shall not disclose or divulge or make public, except on legal obligations, any information regarding the Company's affairs, business, plans,

Administration or research carried out whether the same may be confided to you or become know to you in the course of your service or otherwise. Information means and includes without limitation all and any data, know-how, formulae, processes, designs, photographs, drawings, specifications, programmes, samples, trade secrets, intellectual property and all information of whatever description and any other material bearing or incorporating any information concerning or relating to the Company, its assets, properties, plans, processes, finances, methods, operations, market strategy, marketing and pricing information, customer or consumer databases, pricing or other policies, business and business plans, intellectual property, and also includes all documents, agreements, sales charts, cost projections and analyses, pricing models, financial and tax information, business, marketing and operational projections, plans and opportunities, product information, designs, identification of customers, vendors and suppliers, customer, vendor and distribution lists, business records and other books and records relating to or concerning the Company.

You will adhere to the company's Information Security policy.

c. Intellectual Property

All ideas, inventions, design, software and all other intellectual property that may be developed by you or in the development of which you have played any role while you are in employment of the Company will solely and absolutely belong to the Company. You shall not be entitled to claim ownership of any rights on the same. In consideration of your salary, emoluments and other benefits drawn by you so long as you remain an employee of the Company, all your rights, if any, including, without limitation, all rights of creative authorship and other rights whatsoever shall stand assigned to the Company absolutely.

d. Past Records

If any declaration given or furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, in such case you will be liable to removal from service without any notice.

11. NON SOLICITATION

During the term of the employment and thereafter for a period of 2 years from the cessation of your employment, for whatever reason, you shall not in any way directly or indirectly engage, hire or employ in any manner whatsoever, any of the Company's personnel or staff or solicit, entice or in any way induce such employees to associate themselves, whether as employees, consultants, advisors, partners or otherwise, with you or any organization that you may become associated, employed or affiliated, with, after cessation of your employment with the Company.

12. CONSEQUENCES OF BREACH OF TERMS:

Notwithstanding anything contained in Clause 4 and 5 above, should you contravene or breach any of the foregoing terms and conditions of service, the Company will be entitled to terminate your services forthwith, without compensation, notice period or salary in lieu thereof and without prejudice to other legal rights/remedies available to the Company.

The provisions under Clause 11 shall survive the cessation of your employment and shall remain in force for a period of 2 years thereafter.

You are requested to, please sign the duplicate copy of this letter and return it to us, signifying your acceptance of all the term contained here.

We are delighted to have to with us. We take this opportunity to welcome you to Worldline and look forward to your long and happy association with us.

For **WORLDLINE GLOBAL SERVICES PVT. LTD.**



Jose Raj
Senior Vice President and Head – HR



Offer Letter

Date: 15/05/2023

Name: Dhananjay Tripathi

Address: H. NO. 6/255D KHANDARI AGRA.

Dear Dhananjay Tripathi,

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 15/05/2023 and your package will be **345000/-**.

The role in which you will be working is very important and will require you to deal with important and sensitive information, records and other company matters.

We are excited to have you as a member of our team. We are confident that you will have a successful career with our company.

We'd like to take this opportunity to welcome you to our team.

Kind Regards

Apoorva

Sr. Executive IIR



Zuche Pharmaceuticals Private Limited

Registered Office: 602-D/1B/4, Navkar Parkview Apartment, Flat No. 8, Ward No. 3, Mehrauli, New Delhi-110030, India

Corporate Office: A-215 & A-217, 2nd Floor, Somdatt Chambers-1, Building No. 5, Bhikaji Cama Place, New Delhi-110066, India

Manufacturing Unit: G1-712, RICO Industrial Area, Chopanki, Dist: Akrur, Rajasthan-301019, India

E-mail: business@zuchepharma.in, business@zuchepharma.com Website: www.zuchepharma.com

Contact Number: +91-11-41662311, +91-8610475070, +91-9873252118 CIN: U52100DL2010PTC206054



To,

Deepak Bharadwaj
House no 159 AbeerPura Raghupura Iradat Nagar Agra

Dear Deepak Bharadwaj

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 30/11/2022

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.358750/-

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 Showa

For Gurgaon, Haryana

Authorized Signatory



PRIVATE & CONFIDENTIAL

Jasdeep Rai Chandra
S/O Narendra Kumar Chandra

L8/117 NEW LAWYERS
COLONY AGRA

Date: 15/09/2022

TRAINEE ASSOCIATE (Trainee Associate Engineer Network - MID) CONTRACT

Dear Jasdeep Rai Chandra,

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 290500** 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	Jasdeep Rai Chandra	
1.	Position	Trainee Associate (Trainee Associate Engineer Network - MID) reporting to Sneh Deep Jassal (EIN :611638876), Title: Technical Delivery Manager-MBNL, Ph:
2.	Start Date	15/09/2022
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,

MOHIT KUMAR
57 TAGORE NAGAR DAYAL BAGH AGRA

Dear MOHIT KUMAR

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 15/09/2022. We welcome you to our company and wish you all the best for your future endeavors.

Your CTC would be Rs. 322450 (P/A)

You shall be on probation for an initial 6 month. You are required the following original documents along with self-attested photocopies of each document at the time of joining for verification to the IIR Department.

You are required to submit the following documents at the time of joining-

- Qualification Documents (All MarkSheets from 10th to Last)
- Work Experience Certificates or Relieving Letter of previous Employers*.
- Last 3 month Pay slips of previous employer*.
- Last 6 months bank statement.
- Address Proof (Aadhar Card is preferred)
- Pan Card (Original with Photocopy)
- 3 Photographs

As you are going to be an integral part of the company, we'll try to extend all possible support to you during your tenure.

Looking forward to having you with us and wishing you great success with Bajaj Auto Ltd.

For BAJAJ AUTO, Haridwar, Uttarakhand

Authorized Signatory



To
KM. VIDHI CHAUDHARY
70, Dakchini Chhapatti, Mainpuri

Sub: Your offer of Employment in eORIGAMI SOFTWARE PVT LTD

Dear **KM. VIDHI CHAUDHARY**

Welcome to eORIGAMI!

It gives us immense pleasure in inviting you to join eORIGAMI Software Private Limited. ("eORIGAMI" or the "Company") as one of its valuable member. We believe that the growth of an organization is fuelled by the enthusiasm and energy of people who are willing to invest into its future. We therefore believe that all our employees are truly our ASSOCIATES in our road to the future. We are happy that you are one such Associate joining us in our efforts to create a truly global organization.

We are pleased to inform you that you have been offered an employment in eORIGAMI as **Jr. Software Engineer**, and you would report on your joining to **Mr. Yashwanth Reddy H, President - Operations**. You will operate out of our office located at **Bangalore**.

We prefer you to join us on **10/12/2022**

We wish to share with you the detailed terms and conditions which will govern your employment with eORIGAMI and also Associate related guidelines applicable to all eORIGAMIans including you. All these Terms and Conditions are subject to change based on business requirements and you shall abide by the updated policies. Please note that your appointment is subject to background check /reference check/pre-employment checks as applicable.

eORIGAMI observes a 5-day week with Saturday and Sunday as weekly holidays. The office hours are from 09:00 AM to 06:00 PM, with staggered lunch break of 30 minutes between 12:00 PM and 12:30 PM. Associates are expected to follow the client's working hours and holidays while on deputation to client's site in India/onsite. In the event an Associate fails to register their attendance consecutively for 3 working days, without any prior notice to their immediate manager or concerned HR, eORIGAMI shall initiate appropriate disciplinary action against the Associate as per eORIGAMI policy. eORIGAMI reserves the right to registering a MAN MISSING complaint with the Police Department, in such cases.


(Signature of Associate)

Registered Office Address: No. 07, AASHRAYAA ONYX, 7th Cross Rd, Duo Heights Layout, Devanahalli, Bengaluru, Karnataka - 560068

1. Compensation & Benefits:

You will receive a total compensation of Rs. 450500/- per annum. The compensation package consists of:

2. Position Linked Benefits:

We wish you all the very best and look forward to a long and mutually beneficial association.

Kindly confirm your acceptance of the above conditions by signing and returning the duplicate copy of this letter.

Yours sincerely,
for eORIGAMI Software Private Limited,

YASHWANTH REDDY
President - Operations

I have carefully read and understood the above offer terms including the terms contained in Annexure I and agree that the provisions of this letter and the Annexure I are reasonable and necessary and accept the same irrevocably and unconditionally.

Signature
Name


:Yashwanth Reddy K



Offer Letter

Date: 30/11/2022

ANKIT YADAV
248 KENDRIYA HINDI SANSTHAN SHITLA ROAD DAYAL BAGH AGRA

Dear ANKIT YADAV,

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 450000/- 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 30/11/2022. 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 30/11/2022 evening. This offer is valid till 30/11/2022. Henceforth it will be considered as null and void.

We look forward to your accepting this offer and contributing into creating a global organization.


Yours sincerely,

For InfoAxon Technologies India Pvt. Ltd.

Authorized Signatory

InfoAxon Technologies India Pvt. Ltd.
00th Floor, Tradex Tower,
Plot No 15, Sector 125, Hsids-201301
Phone : +91 120 421 5060-73
Website: www.infoaxon.com



Annexure-I Compensation & Benefits	
Name	ANKIT YADAV
Designation	Solution Developer Trainee
Effective Date	30/11/2022
Location	Noida/Pune/Banglore
Annual Cost To Company	450000/-
For InfoAxon Technologies India Pvt. Ltd.	
	



PRIVATE & CONFIDENTIAL

Sanchita Agarwal
S/O Vijay Kumar Garg

37/364 nagla padi Dayal
bagh

Date: 15/09/2022

TRAINEE ASSOCIATE (Trainee Associate Engineer Network - MID) CONTRACT

Dear Sanchita Agarwal,

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 290500** 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	Sanchita Agarwal
1. Position	Trainee Associate (Trainee Associate Engineer Network - MID) reporting to Sneh Deep Jassal (EIN :611638876), Title: Technical Delivery Manager-MBNL, Ph:
2. Start Date	15/09/2022
3. Normal Place of Work	7th & 8th Floors, Tower C & D, Building No 14 Sector 24 & 25A, Gurugram 122016, India
3B. Temporary Place of Work	NA
4. Stipend	As set out below
5. Next Stipend Review date	On successful completion of apprenticeship/training
6. Annual Leave	21
7. Benefits	Group Medical Insurance Plan: Coverage of INR 6,00,000 for you; your spouse and 2 dependent children, as applicable to be availed as per the due process. Group Personal Accident Plan only for yourself: 5 times of your annual stipend or INR 10,00,000, whichever is higher. Group Term Life Insurance Policy only for yourself: 5 times of your annual stipend or INR 10,00,000, whichever is higher.

Yours sincerely,



Sai Kumar
Senior Manager - Talent Acquisition
For and on behalf of BT Global Business Services Pvt Ltd



S.S. BOTTLING PRIVATE LIMITED

JOB OFFER LETTER

To,

Utpal Yadav
Gohra Alamgirpur, Hapur

On behalf of the entire company, I'd like to say that it brings me great pleasure to formally offer you the designation of **Microbiologist, SS Bottling Pvt. Ltd.** at **Gohana, Sonapat**, you will join the organization from **12/02/2023**.

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. 420200/-

You shall be on probation for an initial **6 month**. You are required the following original documents along with self-attested photocopies of each document at the time of joining for verification to the HR Department.

You are required to submit the following documents at the time of joining –

1. Qualification Documents (All Mark Sheets from 10th to Last)
2. Work Experience Certificates or Relieving Letter of previous Employers.
3. Last 3 month Pay slips of previous employer.
4. Last 6 months bank statement.
5. Address Proof (Aadhar Card is preferred)
6. Pan Card (Original with Photo copy)
7. 3 Photographs

As you are going to be an integral part of the company, we'll try to extend all possible support to you during your tenure.

Looking forward to having you with us and wishing you great success with **SS Bottling Pvt. Ltd.**

Kindly Confirm your Acceptance and date of joining.

For **SS Bottling Pvt. Ltd., Gohana, Sonapat.**

Authorized Signatory

Work Place – Khasra No 15/13, 15/14, 15/15(4-0), 15//18/1/1 15//18/1/2 & 15//23/1/1 Village Mehmood Pur,
Tehsil Gohana, Distt. Sonapat, Haryana – 131001 (INDIA)

Regd. Office – 9/53, Kirti Nagar, Indl. Area, New Delhi – 110015 Tel: +91-11-45072942, 25927392 Fax: +91-11-45072943

Corporate Identity Number : **U15549dl2018ptc337847**



To
KAMAL KANT
9/335, NAI GALI, MOTI KATRA, AGRA

Sub: Your offer of Employment in eORIGAMI SOFTWARE PVT LTD

Dear **KAMAL KANT**

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 **10/12/2022**

We wish to share with you the detailed terms and conditions which will govern your employment with eORIGAMI and also Associate related guidelines applicable to all eORIGAMIans including you. All these Terms and Conditions are subject to change based on business requirements and you shall abide by the updated policies. Please note that your appointment is subject to background check /reference check/pre-employment checks as applicable.

eORIGAMI observes a 5-day week with Saturday and Sunday as weekly holidays. The office hours are from 09:00 AM to 06:00 PM, with staggered lunch break of 30 minutes between 12:00 PM and 12:30 PM. Associates are expected to follow the client's working hours and holidays while on deputation to client's site in India/onsite. In the event an Associate fails to register their attendance consecutively for 3 working days, without any prior notice to their immediate manager or concerned HR, eORIGAMI shall initiate appropriate disciplinary action against the Associate as per eORIGAMI policy. eORIGAMI reserves the right to registering a MAN MISSING complaint with the Police Department, in such cases.


(Signature of Associate)

Registered Office Address: No. 07, AASHRAYAA ONYX, 7th Cross Rd, Duo Heights Layout, Devanahalli, Bengaluru, Karnataka - 560068

1. Compensation & Benefits:

You will receive a total compensation of Rs. 450500/- per annum. The compensation package consists of:

2. Position Linked Benefits:

We wish you all the very best and look forward to a long and mutually beneficial association.

Kindly confirm your acceptance of the above conditions by signing and returning the duplicate copy of this letter.

Yours sincerely,
for eORIGAMI Software Private Limited,

YASHWANTH REDDY
President - Operations

I have carefully read and understood the above offer terms including the terms contained in Annexure I and agree that the provisions of this letter and the Annexure I are reasonable and necessary and accept the same irrevocably and unconditionally.

Signature
Name


:Yashwanth Reddy K



Offer Letter

Date: 30/11/2022

RAHUL VERMA
b645,kalindi vihar,agra

Dear **RAHUL VERMA**,

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 450000/- 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 **30/11/2022**. 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 30/11/2022 evening. This offer is valid till 30/11/2022. Henceforth it will be considered as null and void.

We look forward to your accepting this offer and contributing into creating a global organization.


Yours sincerely,

For InfoAxon Technologies India Pvt. Ltd.

Authorized Signatory

InfoAxon Technologies India Pvt. Ltd.
00th Floor, Tradex Tower,
Plot No 15, Sector 125, Noida-201301
Phone : +91 120 421 5060-73
Website: www.infoaxon.com



Annexure-I Compensation & Benefits	
Name	RAHUL VERMA
Designation	Solution Developer Trainee
Effective Date	30/11/2022
Location	Noida/Pune/Bangalore
Annual Cost To Company	450000/-
For InfoAxon Technologies India Pvt. Ltd.	
	



JOB OFFER LETTER

To,

**Braj Kishor Sharma
VILLAGE - Umretha Tehsil - Bah**

Dear Braj Kishor 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 10/12/2022.

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. 458720/-

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,

NEELAM
VIII. - Anandpur District - Rewari

Dear **NEELAM**

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 452500/- which includes the following:-

- An annualized base salary of INR 452500/- (including HRA)
- Provident Fund and Gratuity contributions, (As per the applicable provisions)

Tax at the applicable rate shall be deducted at source from your salary.
(Please refer to Annexure "B" for details)

Your anticipated start date will **10/12/2022**. You will be on training for a period of 6 months from the start date of your employment. Your home office would be in **Noida**, India.

In addition to your salary, you will be entitled to:-

- Receive Relocation expenses up to a maximum of amount Rs 10,000, (subject to submission of receipts)
- Participate in the Publicis Sapient's medical and life insurance benefits

The realisation of the above items is subject to the terms set forth in Annexure 'A' under the respective clauses.

You will be required to sign a training agreement on joining Publicis Sapient. Publicis Sapient would be making considerable investment in imparting specialized training to you for meeting the business requirements of the Company. Should you decide to leave Publicis Sapient within 18 months of the **10/12/2022**. You would be required to pay INR 150,000 in accordance with the terms of the training agreement.

TLG India Private Limited
G1, SEZ, Condo Technopark,
Building No. 1, Tower B, Ground - 3rd Floor,
Building No. 2, Tower A, Ground & First Floor,
Building No. 3, Ground & First Floor,
SEZ Sector 21, Village Chandigarh,
Gurgaon - 122016 Haryana, India

Tel: +91 (124) 472 4885
Fax: +91 (124) 472 4027

TLG India Private Limited
Cygnus Business Park Private Limited SEZ,
Tower C, 2nd - 4th Floor, Plot No. 7,
Sector 14A, Gurgaon,
Haryana - 122001,
Gurgaon, India

Tel: +91 (120) 472 5885
Fax: +91 (120) 472 5875

TLG India Private Limited
Signature Correlation Success Park,
287D, Building Virga, Outer Ring Road,
Dandankundi-Cyber, Marathahalli Post,
Bengaluru - 560037 Karnataka, India

Tel: +91 (80) 6131 6000
Fax: +91 (80) 6131 6001

Registered Office: TLG India Private Limited
13th Floor, Liberty Trade, Tower A, 35, Sector 14A, Gurgaon, Haryana, India
Tel: +91 (120) 664 3667 Fax: +91 (120) 664 3667 Ctn: UPI4180810270015756

www.publicissapient.com

On your first day of employment, please report to our office at **Gurgaon** at **9:00 a.m.** along with the documents. Should there be a change in your start date, it is mandatory for you to communicate the same to us a week in advance as this impacts your experience with Publicis Sapient.

Kindly return a copy of this letter duly counter signed by you, within a week in acceptance of the terms and conditions set out herein. Please refer to the Annexure "A" of this letter for details on the Terms of Employment, which shall apply to your employment. By signing a copy of this letter, you agree to abide by these terms and any other published terms in effect from time to time throughout the period of your employment.

We are looking forward to your joining us. We are sure that you would find life with Publicis Sapient to be motivating and challenging.

Best Regards



Kamal Karwal
GVP, People Strategy | Publicis Sapient



To
Shrestha Vardhan Shukla
VPO NAWALI

Sub: Your offer of Employment in eORIGAMI SOFTWARE PVT LTD

Dear **Shrestha Vardhan Shukla**

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 **10/12/2022**

We wish to share with you the detailed terms and conditions which will govern your employment with eORIGAMI and also Associate related guidelines applicable to all eORIGAMIans including you. All these Terms and Conditions are subject to change based on business requirements and you shall abide by the updated policies. Please note that your appointment is subject to background check /reference check/pre-employment checks as applicable.

eORIGAMI observes a 5-day week with Saturday and Sunday as weekly holidays. The office hours are from 09:00 AM to 06:00 PM, with staggered lunch break of 30 minutes between 12:00 PM and 12:30 PM. Associates are expected to follow the client's working hours and holidays while on deputation to client's site in India/onsite. In the event an Associate fails to register their attendance consecutively for 3 working days, without any prior notice to their immediate manager or concerned HR, eORIGAMI shall initiate appropriate disciplinary action against the Associate as per eORIGAMI policy. eORIGAMI reserves the right to registering a MAN MISSING complaint with the Police Department, in such cases.


(Signature of Associate)

Registered Office Address: No. 07, AASHRAYAA ONYX, 7th Cross Rd, Duo Heights Layout, Devanahalli, Bengaluru, Karnataka - 560068

1. Compensation & Benefits:

You will receive a total compensation of Rs. 450500/- per annum. The compensation package consists of:

2. Position Linked Benefits:

We wish you all the very best and look forward to a long and mutually beneficial association.

Kindly confirm your acceptance of the above conditions by signing and returning the duplicate copy of this letter.

Yours sincerely,
for eORIGAMI Software Private Limited,

YASHWANTH REDDY
President - Operations

I have carefully read and understood the above offer terms including the terms contained in Annexure I and agree that the provisions of this letter and the Annexure I are reasonable and necessary and accept the same irrevocably and unconditionally.

Signature
Name


:Yashwanth Reddy K



To,

**LOKESH SHARMA
57 TAGORE NAGAR DAYAL BAGH AGRA**

Dear LOKESH SHARMA

On behalf of the BAJAJ AUTO LTD. Company, I'd like to say that it brings me great pleasure to formally offer you the designation of Trainee Executive at Haridwar, Uttarakhand, you will join the organization from 15/09/2022. We welcome you to our company and wish you all the best for your future endeavors.

Your CTC would be Rs. 322450 (P/A)

You shall be on probation for an initial 6 month. You are required the following original documents along with self-attested photocopies of each document at the time of joining for verification to the IIR Department.

You are required to submit the following documents at the time of joining-

- Qualification Documents (All MarkSheets from 10th to Last)
- Work Experience Certificates or Relieving Letter of previous Employers*.
- Last 3 month Pay slips of previous employer*.
- Last 6 months bank statement.
- Address Proof (Aadhar Card is preferred)
- Pan Card (Original with Photocopy)
- 3 Photographs

As you are going to be an integral part of the company, we'll try to extend all possible support to you during your tenure.

Looking forward to having you with us and wishing you great success with Bajaj Auto Ltd.

For BAJAJ AUTO, Haridwar, Uttarakhand

Authorized Signatory



S.S. BOTTLING PRIVATE LIMITED

JOB OFFER LETTER

To,

VISHVI GUPTA
22 mandakini colony, Aligarh

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 **12/02/2023**.

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. 420200/-

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

Deeksha Raghuvanshi
137 Manas Nagar, Maholi Road

Dear Deeksha Raghuvanshi,

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 15/05/2023

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. 412020/-** 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



APPOINTMENT LETTER

To,

Paramvir Singh
H.no-23, Shiv Vihar Colony, Bodla Bichpuri Road Agra

Dear **Paramvir 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 452500/- which includes the following:-

- An annualized base salary of INR 452500/- (including HRA)
- Provident Fund and Gratuity contributions, (As per the applicable provisions)

Tax at the applicable rate shall be deducted at source from your salary.
(Please refer to Annexure "B" for details)

Your anticipated start date will **10/12/2022**. You will be on training for a period of 6 months from the start date of your employment. Your home office would be in **Noida**, India.

In addition to your salary, you will be entitled to:-

- Receive Relocation expenses up to a maximum of amount Rs 10,000, (subject to submission of receipts)
- Participate in the Publicis Sapient's medical and life insurance benefits

The realisation of the above items is subject to the terms set forth in Annexure 'A' under the respective clauses.

You will be required to sign a training agreement on joining Publicis Sapient. Publicis Sapient would be making considerable investment in imparting specialized training to you for meeting the business requirements of the Company. Should you decide to leave Publicis Sapient within 18 months of the **10/12/2022**, You would be required to pay INR 150,000 in accordance with the terms of the training agreement.

TLG India Private Limited
G1, SEZ, Condo Technopark,
Building No. 1, Tower B, Ground - 3rd Floor,
Building No. 2, Tower A, Ground & First Floor,
Building No. 3, Ground & First Floor,
SEZ Sector 21, Village Chandigarh,
Gurgaon - 122016 Haryana, India

TEL: +91 (124) 472 4885
FAX: +91 (124) 472 4027

Registered Office: TLG India Private Limited
13th Floor, Liberty Road, Tower A, 35, Sector 16, Gurgaon, Haryana, India
Tel: +91 (124) 472 4885 Fax: +91 (124) 472 4027

www.publicissapient.com

TLG India Private Limited
Cygnus Business Park Private Limited SEZ,
Tower C, 2nd - 4th Floor, Plot No. 7,
Sector 14A, Expressway,
Noida - 201301,
Uttar Pradesh, India

TEL: +91 (120) 472 5885
FAX: +91 (120) 472 5875

TLG India Private Limited
Signature Correlation Business Park,
287D, Building Virga, Outer Ring Road,
Dandankundi-Cyber, Marathahalli Post,
Bengaluru - 560037 Karnataka, India

TEL: +91 (80) 6131 6000
FAX: +91 (80) 6131 6001

On your first day of employment, please report to our office at **Gurgaon** at **9:00 a.m.** along with the documents. Should there be a change in your start date, it is mandatory for you to communicate the same to us a week in advance as this impacts your experience with Publicis Sapient.

Kindly return a copy of this letter duly counter signed by you, within a week in acceptance of the terms and conditions set out herein. Please refer to the Annexure "A" of this letter for details on the Terms of Employment, which shall apply to your employment. By signing a copy of this letter, you agree to abide by these terms and any other published terms in effect from time to time throughout the period of your employment.

We are looking forward to your joining us. We are sure that you would find life with Publicis Sapient to be motivating and challenging.

Best Regards



Kamal Karwal
GVP, People Strategy | Publicis Sapient



S.S. BOTTLING PRIVATE LIMITED

JOB OFFER LETTER

To,

**PRIYA BHADAURIYA
VILLAGE BIRONA, POST BHADERUA, TEH MATHURA**

On behalf of the entire company, I'd like to say that it brings me great pleasure to formally offer you the designation of **Microbiologist**, SS Bottling Pvt. Ltd. at **Gohana, Sonapat**, you will join the organization from **12/02/2023**.

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. 420200/-

You shall be on probation for an initial **6 month**. You are required the following original documents along with self-attested photocopies of each document at the time of joining for verification to the HR Department.

You are required to submit the following documents at the time of joining –

1. Qualification Documents (All Mark Sheets from 10th to Last)
2. Work Experience Certificates or Relieving Letter of previous Employers.
3. Last 3 month Pay slips of previous employer.
4. Last 6 months bank statement.
5. Address Proof (Aadhar Card is preferred)
6. Pan Card (Original with Photo copy)
7. 3 Photographs

As you are going to be an integral part of the company, we'll try to extend all possible support to you during your tenure.

Looking forward to having you with us and wishing you great success with **SS Bottling Pvt. Ltd.**

Kindly Confirm your Acceptance and date of joining.

For SS Bottling Pvt. Ltd., Gohana, Sonapat.

Authorized Signatory

Work Place – Khasra No 15/13, 15/14, 15/15(4-0), 15//18/1/1 15//18/1/2 & 15//23/1/1 Village Mehmood Pur,
Tehsil Gohana, Distt. Sonapat, Haryana – 131001 (INDIA)

Regd. Office – 9/53, Kirti Nagar, Indl. Area, New Delhi – 110015 Tel: +91-11-45072942, 25927392 Fax: +91-11-45072943

Corporate Identity Number : U15549dl2018ptc337847



Zummit Infolabs LLP
1498, 40th cross, 22nd main 4th t block Jayanagar,
Bangalore 41
www.zummitlabs.com

Date of Joining: 15/05/2023

Sub: Letter of Appointment

Dear Km. Ashna
aradhana gas vikash nagar
dhanauli malpura 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 324500/- per annum.

This includes activities related to application development using Python, Django, Web development and some machine learning along with some Enzyme Engineering and Biotechnology domain knowledge.

Details of the offer are further explained in the annexure attached. You are requested to go through the terms and conditions and sign below your acceptance for the same.

Wishing you all the very best and a warm welcome to the Zummit Infolabs family.

On behalf of Zummit Infolabs,

Isha Mishra

Isha Mishra
HR Head
Zummit Infolabs
Bangalore

Confidential

Zummit Infolabs LLP
www.zummitlabs.com





Zummit Infolabs LLP
1498, 40th cross, 22nd main 4th t block Jayanagar,
Bangalore 41
www.zummitlabs.com

TERMS AND CONDITIONS OF SERVICE FOR APPOINTMENT AS
Bioinformatics Intern

This is with reference to the discussion which you had with us; we are pleased to appoint you for the said post under the following terms and conditions.

- Your appointment will be effective: 15/05/2023
- You are designated as: Bioinformatics Professional
- The copyright in the entire work product, material and other tangible property written or generated by you during the course of your employment with the Company shall be and will remain the exclusive property of the Company. You shall return the same to the Company on termination of your employment or at such earlier time as requested for by the Company. The work product shall be the exclusive property of the Company, and the Company shall be free to deal with the same in such manner as it deems fit.
- The employee shall at any time be liable for the disciplinary action such as Warning, Suspension, Discharge, Dismissal or losing Lien on his employment for unsatisfactory performance, causing damage/financial loss to the company, committing breach of any service condition, misconduct such as irregular attendance, unauthorized absence, misbehaviors or any unworthy acts like thefts, misappropriation/fraud, dishonesty, immorality, indecent behavior, usage of indecent language, conviction, falsification of documents/ records or information given Application for securing a job which in the opinion of the company is prejudicial and detrimental to the interest of the company.
- The employee shall in addition to the General Service Conditions as specifically stated herein above be governed by other rules, regulations; practices, systems, procedures and policies as are in force or may be added, altered, modified or omitted/deleted by the company from time to time.

For Zummit Infolabs,

Isha Mishra

Isha Mishra
HR Head
Zummit Infolabs
Bangalore

Confidential

Zummit Infolabs LLP
www.zummitlabs.com





S.S. BOTTLING PRIVATE LIMITED

JOB OFFER LETTER

To,

Aashika Yadav
C-373 TRANS YAMUNA COLONY RAMBAGH

On behalf of the entire company, I'd like to say that it brings me great pleasure to formally offer you the designation of **Microbiologist, SS Bottling Pvt. Ltd.** at **Gohana, Sonapat**, you will join the organization from **12/02/2023**.

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. 420200/-

You shall be on probation for an initial **6 month**. You are required the following original documents along with self-attested photocopies of each document at the time of joining for verification to the HR Department.

You are required to submit the following documents at the time of joining –

1. Qualification Documents (All Mark Sheets from 10th to Last)
2. Work Experience Certificates or Relieving Letter of previous Employers.
3. Last 3 month Pay slips of previous employer.
4. Last 6 months bank statement.
5. Address Proof (Aadhar Card is preferred)
6. Pan Card (Original with Photo copy)
7. 3 Photographs

As you are going to be an integral part of the company, we'll try to extend all possible support to you during your tenure. Looking forward to having you with us and wishing you great success with **SS Bottling Pvt. Ltd.**

Kindly Confirm your Acceptance and date of joining.

For SS Bottling Pvt. Ltd., Gohana, Sonapat.

Authorized Signatory

Work Place – Khasra No 15/13, 15/14, 15/15(4-0), 15//18/1/1 15//18/1/2 & 15//23/1/1 Village Mehmood Pur,
Tehsil Gohana, Distt. Sonapat, Haryana – 131001 (INDIA)
Regd. Office – 9/53, Kirti Nagar, Indl. Area, New Delhi – 110015 Tel: +91-11-45072942, 25927392 Fax: +91-11-45072943
Corporate Identity Number : U15549dl2018ptc337847



OFFER LETTER

Kumkum Saxena
27 BY 170 A TEELA GOKUL PURA

Dear Kumkum Saxena,

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 15/05/2023

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. 412020/-** per annum.

2.2 Basket of Allowance:

You will be paid a fixed Basket of Allowance of **Rs. 8,797/- (Eight Thousand Seven Hundred Ninety Seven)**.

2.3 Performance Pay:

You shall be entitled to performance pay as indicated in the annexure based on companies and your individual performance.

2.4 Provident Fund:

You will be covered under the Provident Fund Scheme operating in the Company, and will be governed by the rules and regulations of the Provident Fund Act - 1952 as applicable from time to time.

2.5 Group Personal Accident Insurance:

You will be covered under the Group Personal Accident Insurance policy of the Company against Death / Disablement caused due to accidents.

2.6 Group Mediclaim Scheme:

During your tenure with the Company you and your family will be covered under our Group Mediclaim Scheme and governed by the rules & regulations framed under such policies as applicable from time to time.

2.7 Life Term Insurance Policy:

You will be covered under the Life Term Insurance Policy of the Company.

2.8 Gratuity:

You will be entitled to Gratuity as per the Gratuity Act 1972 and in accordance with the rules governing such payments.

3. DUTIES:

- a) You will report to **Senior Manager** for instructions and duties. The Management reserves the right to assign to you such other duties and responsibilities, both inside and outside the office premises, as may be considered necessary, from time to time in the Company's interests.
- b) You represent and warrant to the Company that you are under no obligations or commitments, whether contractual or otherwise, that are inconsistent with your obligations under this Agreement.

4. PROBATION:

You will be on probation for a period of 12 months from the date of your appointment and the management reserves the right to extend the period. The salary or the accumulated leave will not be adjusted against the notice pay. You will continue to be on probation until your services are confirmed in writing. If you resign during your probation period of 12 months, then you will have to pay the bond amount as per the company policy & serve 3 months of notice period.

5. TERMINATION AND DISMISSAL:

- a) Notice Period: On confirmation, either party's will be required to give a notice of 3 months for separation. The Company may, at its sole discretion terminate the services by giving the salary in lieu of the notice period. The Management however shall have the sole discretion to change such period of notice, as it deems appropriate. Servicing notice period is mandatory.
- b) The Management shall have the right to remove you from this position during the entire notice period or part thereof. In such event, your rights and obligations under this Contract shall remain in force and you shall consequently observe the provisions on competition restriction and confidentiality etc, as set forth in this Contract.
- c) The Company shall have the right to dismiss you with immediate effect if you have grossly neglected your obligations to the Company or otherwise committed a material breach of contract.
- d) You shall be obliged to inform a person, appointed by the Company, of all circumstances regarding the Company's business that you are familiar with, in order to reduce the risk of disruption in the business as a result of your leaving this position.
- e) Upon termination of the employment, irrespective of the reason therefore, all obligations of the Company will expire, including but not limited to the obligation to pay pension premiums, unless otherwise expressly stated in this Contract.

Please note that that this appointment is subject to clearance of the following:

- f) Background Verification – Your appointment is conditional upon completion of satisfactory reference and background checks (education, employment history & other details furnished by you in your application). In case any information given by you is found to be false or incorrect at any point in time of your employment, the appointment would be deemed void-ab-initio and liable for termination without notice or salary in lieu thereof

6. LEAVE:

You will be entitled to Earned Leave (privilege leave) as per the company policy.

7. AGE OF RETIREMENT:

As per the revised company policy all the employees will superannuate at the age of 60.

8. TRANSFER:

Your services are liable to be transferred to any other Departments, Branches, Sites, Sister Companies or any of their branches in India. On your transfer, you will be governed by the company's rules applicable to the establishment to which you are posted.

9. INCREMENTS:

Increments will not be automatic, but will be at the discretion of the Management, and will depend on the individual and Company performance.

10. SERVICE RULES:

a. Other Work

Your whole time and attention should be devoted to the interests of the Company and you shall devote yourself exclusively to the business of the Company. You will not take up any other work for remuneration (part-time or otherwise) or work on advisory capacity or be interested directly or indirectly (except as shareholder or debenture holder) in any other trade or business during the employment with the Company without permission in writing of the Management of the Company.

You will be guided by the Company's policies and procedures which the management may modify or change as it may deem fit from time to time.

b. Secrecy

You will not at any time, while in service, without written consent of the CEO, and thereafter for a period of 2 years from the cessation of your employment, for whatever reason, shall not disclose or divulge or make public, except on legal obligations, any information regarding the Company's affairs, business, plans,

Administration or research carried out whether the same may be confided to you or become know to you in the course of your service or otherwise. Information means and includes without limitation all and any data, know-how, formulae, processes, designs, photographs, drawings, specifications, programmes, samples, trade secrets, intellectual property and all information of whatever description and any other material bearing or incorporating any information concerning or relating to the Company, its assets, properties, plans, processes, finances, methods, operations, market strategy, marketing and pricing information, customer or consumer databases, pricing or other policies, business and business plans, intellectual property, and also includes all documents, agreements, sales charts, cost projections and analyses, pricing models, financial and tax information, business, marketing and operational projections, plans and opportunities, product information, designs, identification of customers, vendors and suppliers, customer, vendor and distribution lists, business records and other books and records relating to or concerning the Company.

You will adhere to the company's Information Security policy.

c. Intellectual Property

All ideas, inventions, design, software and all other intellectual property that may be developed by you or in the development of which you have played any role while you are in employment of the Company will solely and absolutely belong to the Company. You shall not be entitled to claim ownership of any rights on the same. In consideration of your salary, emoluments and other benefits drawn by you so long as you remain an employee of the Company, all your rights, if any, including, without limitation, all rights of creative authorship and other rights whatsoever shall stand assigned to the Company absolutely.

d. Past Records

If any declaration given or furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, in such case you will be liable to removal from service without any notice.

11. NON SOLICITATION

During the term of the employment and thereafter for a period of 2 years from the cessation of your employment, for whatever reason, you shall not in any way directly or indirectly engage, hire or employ in any manner whatsoever, any of the Company's personnel or staff or solicit, entice or in any way induce such employees to associate themselves, whether as employees, consultants, advisors, partners or otherwise, with you or any organization that you may become associated, employed or affiliated, with, after cessation of your employment with the Company.

12. CONSEQUENCES OF BREACH OF TERMS:

Notwithstanding anything contained in Clause 4 and 5 above, should you contravene or breach any of the foregoing terms and conditions of service, the Company will be entitled to terminate your services forthwith, without compensation, notice period or salary in lieu thereof and without prejudice to other legal rights/remedies available to the Company.

The provisions under Clause 11 shall survive the cessation of your employment and shall remain in force for a period of 2 years thereafter.

You are requested to, please sign the duplicate copy of this letter and return it to us, signifying your acceptance of all the term contained here.

We are delighted to have to with us. We take this opportunity to welcome you to Worldline and look forward to your long and happy association with us.

For **WORLDLINE GLOBAL SERVICES PVT. LTD.**



Jose Raj
Senior Vice President and Head – HR



To,

shivani sharma
Asroi Aligarh

Dear shivani sharma

On behalf of the BAJAJ AUTO LTD. Company, I'd like to say that it brings me great pleasure to formally offer you the designation of Trainee Executive at Haridwar, Uttarakhand, you will join the organization from 15/09/2022. We welcome you to our company and wish you all the best for your future endeavors.

Your CTC would be Rs. 322450 (P/A)

You shall be on probation for an initial 6 month. You are required the following original documents along with self-attested photocopies of each document at the time of joining for verification to the IIR Department.

You are required to submit the following documents at the time of joining-

- Qualification Documents (All MarkSheets from 10th to Last)
- Work Experience Certificates or Relieving Letter of previous Employers*.
- Last 3 month Pay slips of previous employer*.
- Last 6 months bank statement.
- Address Proof (Aadhar Card is preferred)
- Pan Card (Original with Photocopy)
- 3 Photographs

As you are going to be an integral part of the company, we'll try to extend all possible support to you during your tenure.

Looking forward to having you with us and wishing you great success with Bajaj Auto Ltd.

For BAJAJ AUTO, Haridwar, Uttarakhand

Authorized Signatory



Offer: Computer Consultancy

Date: 12/02/2023

PUJA PARIHAR
C 77 sarla bagh extension,Dayal Bagh, Agra

Dear PUJA PARIHAR

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 358700/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

1

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

415/21-24, Kumanan Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers ServiceLine: 1800 209 3311 Email: careers@tcs.com



COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of INR **15,000/-** per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be INR **7,500/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of INR **500/-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

4. Personal Allowance

You will be eligible for a monthly personal allowance of INR **17,272/-** per month. This component is subject to review and may change as per TCSL's compensation policy.



PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of INR 4,300/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Performance Bonus

Your Performance Bonus will be INR 3,100/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Performance Bonus is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Performance Bonus.

This payment shall be treated as productivity bonus in lieu of statutory profit bonus.

CITY ALLOWANCE

You will be eligible for a City Allowance of INR 400/- per month. This allowance is fully taxable, is specific to India and linked to your base branch. It is subject to review and will be discontinued while on international assignments.

RETENTION INCENTIVE

You are eligible for Retention Incentive of INR 70,000/- payable to you on an annual basis. This component is in appreciation of continuity of your service in TCSL and will be paid on completion of each year from the introduction of this incentive for a period of 3 years. The Company reserves the right to modify the same in line with the TCS Compensation Policy.

OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependents under the company's Health Insurance Scheme (HIS).

HIS offers the following benefits:

1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to INR 6,000/- per insured person per annum and basic hospitalization expenses up to INR 2,00,000/- per insured person per annum.

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

415/21-24, Kumanan Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers ServiceLine: 1800 209 3311 Email: careers@tcs.com



i. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for INR **12,00,000/-** as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of INR **250/-** will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.

RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

Withdrawal of Offer

If you fail to accept the offer from TCSL within 15 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn. Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL. We look forward to having you in our global team.

Yours Sincerely,

For TATA Consultancy Services Limited



Girish V. Nandimath
Global Head Talent Acquisition & AIP

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms



Zummit Infolabs LLP
1498, 40th cross, 22nd main 4th t block Jayanagar,
Bangalore 41
www.zummitlabs.com

Date of Joining: 15/05/2023

Sub: Letter of Appointment

Dear Jyoti Kushwah
pwd quarters near Jewahar
bridge water works

This is to inform you that you have been offered the position of a "Bioinformatics Professional" at Zummit Infolabs based on the interview with a full time engagement of 8 hours at least. During this period you will be paid 324500/- per annum.

This includes activities related to application development using Python, Django, Web development and some machine learning along with some Enzyme Engineering and Biotechnology domain knowledge.

Details of the offer are further explained in the annexure attached. You are requested to go through the terms and conditions and sign below your acceptance for the same.

Wishing you all the very best and a warm welcome to the Zummit Infolabs family.

On behalf of Zummit Infolabs,

Isha Mishra

Isha Mishra
HR Head
Zummit Infolabs
Bangalore

Confidential

Zummit Infolabs LLP
www.zummitlabs.com





Zummit Infolabs LLP
1498, 40th cross, 22nd main 4th t block Jayanagar,
Bangalore 41
www.zummitlabs.com

TERMS AND CONDITIONS OF SERVICE FOR APPOINTMENT AS
Bioinformatics Intern

This is with reference to the discussion which you had with us; we are pleased to appoint you for the said post under the following terms and conditions.

- Your appointment will be effective: 15/05/2023
- You are designated as: Bioinformatics Professional
- The copyright in the entire work product, material and other tangible property written or generated by you during the course of your employment with the Company shall be and will remain the exclusive property of the Company. You shall return the same to the Company on termination of your employment or at such earlier time as requested for by the Company. The work product shall be the exclusive property of the Company, and the Company shall be free to deal with the same in such manner as it deems fit.
- The employee shall at any time be liable for the disciplinary action such as Warning, Suspension, Discharge, Dismissal or losing Lien on his employment for unsatisfactory performance, causing damage/financial loss to the company, committing breach of any service condition, misconduct such as irregular attendance, unauthorized absence, misbehaviors or any unworthy acts like thefts, misappropriation/fraud, dishonesty, immorality, indecent behavior, usage of indecent language, conviction, falsification of documents/ records or information given Application for securing a job which in the opinion of the company is prejudicial and detrimental to the interest of the company.
- The employee shall in addition to the General Service Conditions as specifically stated herein above be governed by other rules, regulations; practices, systems, procedures and policies as are in force or may be added, altered, modified or omitted/deleted by the company from time to time.

For Zummit Infolabs,

Isha Mishra

Isha Mishra
HR Head
Zummit Infolabs
Bangalore

Confidential

Zummit Infolabs LLP
www.zummitlabs.com





Offer Letter

Date: 15/05/2023

Name: Tanya Singh

Address: Village- Nagla Devhans, Post-Dauki, Fatchabad, Agra, Uttar Pradesh(283111), India

Dear Tanya Singh,

We are delighted to offer you the position of **Assistant Manager QC-microbiology**,

The position, as explained to you, is in our company's Quality Assurance.

We request that you review the same and revert the acknowledgement of your acceptance.

As a result, we will make arrangements to provide you with a detailed letter of appointment on the date of your joining with us, which we have agreed will be any day on or before 15/05/2023 and your package will be **345000/-**.

The role in which you will be working is very important and will require you to deal with important and sensitive information, records and other company matters.

We are excited to have you as a member of our team. We are confident that you will have a successful career with our company.

We'd like to take this opportunity to welcome you to our team.

Kind Regards

Apoorva

Sr. Executive IIR



Zuche Pharmaceuticals Private Limited

Registered Office: 602-D/1B/4, Navkar Parkview Apartment, Flat No. 8, Ward No. 3, Mehrauli, New Delhi-110030, India

Corporate Office: A-215 & A-217, 2nd Floor, Somdatt Chambers-1, Building No. 5, Bhikaji Cama Place, New Delhi-110066, India

Manufacturing Unit: G1-712, RICO Industrial Area, Chopanki, Dist: Akrur, Rajasthan-301019, India

E-mail: business@zuchepharma.in, business@zuchepharma.com Website: www.zuchepharma.com

Contact Number: +91-11-41662311, +91-8610475070, +91-9873252118 CIN: U52100DL2010PTC206054



PRIVATE & CONFIDENTIAL

Saurabh Yadav
S/O Shri Gurudayal Singh

37/364 nagla padi Dayal
bagh

Date: 15/09/2022

TRAINEE ASSOCIATE (Trainee Associate Engineer Network - MID) CONTRACT

Dear Saurabh Yadav,

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 290500** 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	Saurabh Yadav
1. Position	Trainee Associate (Trainee Associate Engineer Network - MID) reporting to Sneh Deep Jassal (EIN :611638876), Title: Technical Delivery Manager-MBNL, Ph:
2. Start Date	15/09/2022
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: 12/02/2023

AJAY VERMA
VILL PALKHERA POST BARAOUTH TEHSIL MANT

Dear AJAY 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 358700/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

1

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

415/21-24, Kumbharan Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers ServiceLine: 1800 209 3311 Email: careers@tcs.com



COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of INR **15,000/-** per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be INR **7,500/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of INR **500/-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

4. Personal Allowance

You will be eligible for a monthly personal allowance of INR **17,272/-** per month. This component is subject to review and may change as per TCSL's compensation policy.



PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of INR 4,300/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Performance Bonus

Your Performance Bonus will be INR 3,100/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Performance Bonus is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Performance Bonus.

This payment shall be treated as productivity bonus in lieu of statutory profit bonus.

CITY ALLOWANCE

You will be eligible for a City Allowance of INR 400/- per month. This allowance is fully taxable, is specific to India and linked to your base branch. It is subject to review and will be discontinued while on international assignments.

RETENTION INCENTIVE

You are eligible for Retention Incentive of INR 70,000/- payable to you on an annual basis. This component is in appreciation of continuity of your service in TCSL and will be paid on completion of each year from the introduction of this incentive for a period of 3 years. The Company reserves the right to modify the same in line with the TCS Compensation Policy.

OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependents under the company's Health Insurance Scheme (HIS).

HIS offers the following benefits:

1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to INR 6,000/- per insured person per annum and basic hospitalization expenses up to INR 2,00,000/- per insured person per annum.

TATA CONSULTANCY SERVICES

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415/21-24, Kumanan Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers ServiceLine: 1800 209 3311 Email: careers@tcs.com



i. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for INR **12,00,000/-** as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of INR **250/-** will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.

RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

Withdrawal of Offer

If you fail to accept the offer from TCSL within 15 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn. Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL. We look forward to having you in our global team.

Yours Sincerely,

For TATA Consultancy Services Limited



Girish V. Nandimath
Global Head Talent Acquisition & AIP

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms



S.S. BOTTLING PRIVATE LIMITED

JOB OFFER LETTER

To,

**Radha
VILLAGE ANANTPUR POST VIJAIKAF DISTT KUSHINAGAR**

On behalf of the entire company, I'd like to say that it brings me great pleasure to formally offer you the designation of **Microbiologist, SS Bottling Pvt. Ltd.** at **Gohana, Sonapat**, you will join the organization from **12/02/2023**.

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. 420200/-

You shall be on probation for an initial **6 month**. You are required the following original documents along with self-attested photocopies of each document at the time of joining for verification to the HR Department.

You are required to submit the following documents at the time of joining –

1. Qualification Documents (All Mark Sheets from 10th to Last)
2. Work Experience Certificates or Relieving Letter of previous Employers.
3. Last 3 month Pay slips of previous employer.
4. Last 6 months bank statement.
5. Address Proof (Aadhar Card is preferred)
6. Pan Card (Original with Photo copy)
7. 3 Photographs

As you are going to be an integral part of the company, we'll try to extend all possible support to you during your tenure.

Looking forward to having you with us and wishing you great success with **SS Bottling Pvt. Ltd.**

Kindly Confirm your Acceptance and date of joining.

For SS Bottling Pvt. Ltd., Gohana, Sonapat.

Authorized Signatory

Work Place – Khasra No 15/13, 15/14, 15/15(4-0), 15//18/1/1 15//18/1/2 & 15//23/1/1 Village Mehmood Pur,
Tehsil Gohana, Distt. Sonapat, Haryana – 131001 (INDIA)

Regd. Office – 9/53, Kirti Nagar, Indl. Area, New Delhi – 110015 Tel: +91-11-45072942, 25927392 Fax: +91-11-45072943

Corporate Identity Number : U15549dl2018ptc337847



PRIVATE & CONFIDENTIAL

Jitendra Singh
S/O Omprakash

H NO 1/40 TIKONA NAGLA
ROAD SANGAM VIHAR

Date: 15/09/2022

TRAINEE ASSOCIATE (Trainee Associate Engineer Network - MID) CONTRACT

Dear Jitendra 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 290500** 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	Jitendra Singh
1. Position	Trainee Associate (Trainee Associate Engineer Network - MID) reporting to Sneh Deep Jassal (EIN :611638876), Title: Technical Delivery Manager-MBNL, Ph:
2. Start Date	15/09/2022
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: 30/11/2022

Ankit Yadav
50 Village Kasimpur, Post Kazimabad, Dist. Aligarh , U.P.

Dear Ankit Yadav,

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 450000/- 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 30/11/2022. 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 30/11/2022 evening. This offer is valid till 30/11/2022. Henceforth it will be considered as null and void.

We look forward to your accepting this offer and contributing into creating a global organization.


Yours sincerely,

For InfoAxon Technologies India Pvt. Ltd.

Authorized Signatory

InfoAxon Technologies India Pvt. Ltd.
00th Floor, Tradex Tower,
Plot No 15, Sector 125, Huda-201301
Phone : +91 120 421 5060-73
Website: www.infoaxon.com



Annexure-I Compensation & Benefits	
Name	Ankit Yadav
Designation	Solution Developer Trainee
Effective Date	30/11/2022
Location	Noida/Pune/Banglore
Annual Cost To Company	450000/-
For InfoAxon Technologies India Pvt. Ltd.	
	



Offer Letter

Date: 30/11/2022

RENULATA
b645,kalindi vihar,agra

Dear RENULATA,

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 450000/- 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 30/11/2022. 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 30/11/2022 evening. This offer is valid till 30/11/2022. 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, "INCA" in the center, and "0120-4215960" and "-73" below it.

Authorized Signatory

InfoAxon Technologies India Pvt. Ltd.
00th Floor, Tradex Tower,
Plot No 15, Sector 125, Noida-201301
Phone : +91 120 421 5060-73
Website: www.infoaxon.com



Annexure-I Compensation & Benefits	
Name	RENULATA
Designation	Solution Developer Trainee
Effective Date	30/11/2022
Location	Noida/Pune/Banglore
Annual Cost To Company	450000/-
For InfoAxon Technologies India Pvt. Ltd.	
	



To
KHUSHBOO
70, Dakchini Chhapatti, Mainpuri

Sub: Your offer of Employment in eORIGAMI SOFTWARE PVT LTD

Dear **KHUSHBOO**

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 **10/12/2022**

We wish to share with you the detailed terms and conditions which will govern your employment with eORIGAMI and also Associate related guidelines applicable to all eORIGAMIans including you. All these Terms and Conditions are subject to change based on business requirements and you shall abide by the updated policies. Please note that your appointment is subject to background check /reference check/pre-employment checks as applicable.

eORIGAMI observes a 5-day week with Saturday and Sunday as weekly holidays. The office hours are from 09:00 AM to 06:00 PM, with staggered lunch break of 30 minutes between 12:00 PM and 12:30 PM. Associates are expected to follow the client's working hours and holidays while on deputation to client's site in India/onsite. In the event an Associate fails to register their attendance consecutively for 3 working days, without any prior notice to their immediate manager or concerned HR, eORIGAMI shall initiate appropriate disciplinary action against the Associate as per eORIGAMI policy. eORIGAMI reserves the right to registering a MAN MISSING complaint with the Police Department, in such cases.


(Signature of Associate)

Registered Office Address: No. 07, AASHRAYAA ONYX, 7th Cross Rd, Duo Heights Layout, Devanahalli, Bengaluru, Karnataka - 560068

1. Compensation & Benefits:

You will receive a total compensation of Rs. 450500/- per annum. The compensation package consists of:

2. Position Linked Benefits:

We wish you all the very best and look forward to a long and mutually beneficial association.

Kindly confirm your acceptance of the above conditions by signing and returning the duplicate copy of this letter.

Yours sincerely,
for eORIGAMI Software Private Limited,

YASHWANTH REDDY
President - Operations

I have carefully read and understood the above offer terms including the terms contained in Annexure I and agree that the provisions of this letter and the Annexure I are reasonable and necessary and accept the same irrevocably and unconditionally.

Signature
Name


:Yashwanth Reddy K



OFFER LETTER

Ankit Rawat
14/110/F6 MOTI MAHAL YAMUNA BRIDGE AGRA 282006

Dear Ankit Rawat,

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 15/05/2023

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. 412020/-** per annum.

2.2 Basket of Allowance:

You will be paid a fixed Basket of Allowance of **Rs. 8,797/- (Eight Thousand Seven Hundred Ninety Seven)**.

2.3 Performance Pay:

You shall be entitled to performance pay as indicated in the annexure based on companies and your individual performance.

2.4 Provident Fund:

You will be covered under the Provident Fund Scheme operating in the Company, and will be governed by the rules and regulations of the Provident Fund Act - 1952 as applicable from time to time.

2.5 Group Personal Accident Insurance:

You will be covered under the Group Personal Accident Insurance policy of the Company against Death / Disablement caused due to accidents.

2.6 Group Mediclaim Scheme:

During your tenure with the Company you and your family will be covered under our Group Mediclaim Scheme and governed by the rules & regulations framed under such policies as applicable from time to time.

2.7 Life Term Insurance Policy:

You will be covered under the Life Term Insurance Policy of the Company.

2.8 Gratuity:

You will be entitled to Gratuity as per the Gratuity Act 1972 and in accordance with the rules governing such payments.

3. DUTIES:

- a) You will report to **Senior Manager** for instructions and duties. The Management reserves the right to assign to you such other duties and responsibilities, both inside and outside the office premises, as may be considered necessary, from time to time in the Company's interests.
- b) You represent and warrant to the Company that you are under no obligations or commitments, whether contractual or otherwise, that are inconsistent with your obligations under this Agreement.

4. PROBATION:

You will be on probation for a period of 12 months from the date of your appointment and the management reserves the right to extend the period. The salary or the accumulated leave will not be adjusted against the notice pay. You will continue to be on probation until your services are confirmed in writing. If you resign during your probation period of 12 months, then you will have to pay the bond amount as per the company policy & serve 3 months of notice period.

5. TERMINATION AND DISMISSAL:

- a) Notice Period: On confirmation, either party's will be required to give a notice of 3 months for separation. The Company may, at its sole discretion terminate the services by giving the salary in lieu of the notice period. The Management however shall have the sole discretion to change such period of notice, as it deems appropriate. Servicing notice period is mandatory.
- b) The Management shall have the right to remove you from this position during the entire notice period or part thereof. In such event, your rights and obligations under this Contract shall remain in force and you shall consequently observe the provisions on competition restriction and confidentiality etc, as set forth in this Contract.
- c) The Company shall have the right to dismiss you with immediate effect if you have grossly neglected your obligations to the Company or otherwise committed a material breach of contract.
- d) You shall be obliged to inform a person, appointed by the Company, of all circumstances regarding the Company's business that you are familiar with, in order to reduce the risk of disruption in the business as a result of your leaving this position.
- e) Upon termination of the employment, irrespective of the reason therefore, all obligations of the Company will expire, including but not limited to the obligation to pay pension premiums, unless otherwise expressly stated in this Contract.

Please note that that this appointment is subject to clearance of the following:

- f) Background Verification – Your appointment is conditional upon completion of satisfactory reference and background checks (education, employment history & other details furnished by you in your application). In case any information given by you is found to be false or incorrect at any point in time of your employment, the appointment would be deemed void-ab-initio and liable for termination without notice or salary in lieu thereof

6. LEAVE:

You will be entitled to Earned Leave (privilege leave) as per the company policy.

7. AGE OF RETIREMENT:

As per the revised company policy all the employees will superannuate at the age of 60.

8. TRANSFER:

Your services are liable to be transferred to any other Departments, Branches, Sites, Sister Companies or any of their branches in India. On your transfer, you will be governed by the company's rules applicable to the establishment to which you are posted.

9. INCREMENTS:

Increments will not be automatic, but will be at the discretion of the Management, and will depend on the individual and Company performance.

10. SERVICE RULES:

a. Other Work

Your whole time and attention should be devoted to the interests of the Company and you shall devote yourself exclusively to the business of the Company. You will not take up any other work for remuneration (part-time or otherwise) or work on advisory capacity or be interested directly or indirectly (except as shareholder or debenture holder) in any other trade or business during the employment with the Company without permission in writing of the Management of the Company.

You will be guided by the Company's policies and procedures which the management may modify or change as it may deem fit from time to time.

b. Secrecy

You will not at any time, while in service, without written consent of the CEO, and thereafter for a period of 2 years from the cessation of your employment, for whatever reason, shall not disclose or divulge or make public, except on legal obligations, any information regarding the Company's affairs, business, plans,

Administration or research carried out whether the same may be confided to you or become know to you in the course of your service or otherwise. Information means and includes without limitation all and any data, know-how, formulae, processes, designs, photographs, drawings, specifications, programmes, samples, trade secrets, intellectual property and all information of whatever description and any other material bearing or incorporating any information concerning or relating to the Company, its assets, properties, plans, processes, finances, methods, operations, market strategy, marketing and pricing information, customer or consumer databases, pricing or other policies, business and business plans, intellectual property, and also includes all documents, agreements, sales charts, cost projections and analyses, pricing models, financial and tax information, business, marketing and operational projections, plans and opportunities, product information, designs, identification of customers, vendors and suppliers, customer, vendor and distribution lists, business records and other books and records relating to or concerning the Company.

You will adhere to the company's Information Security policy.

c. Intellectual Property

All ideas, inventions, design, software and all other intellectual property that may be developed by you or in the development of which you have played any role while you are in employment of the Company will solely and absolutely belong to the Company. You shall not be entitled to claim ownership of any rights on the same. In consideration of your salary, emoluments and other benefits drawn by you so long as you remain an employee of the Company, all your rights, if any, including, without limitation, all rights of creative authorship and other rights whatsoever shall stand assigned to the Company absolutely.

d. Past Records

If any declaration given or furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, in such case you will be liable to removal from service without any notice.

11. NON SOLICITATION

During the term of the employment and thereafter for a period of 2 years from the cessation of your employment, for whatever reason, you shall not in any way directly or indirectly engage, hire or employ in any manner whatsoever, any of the Company's personnel or staff or solicit, entice or in any way induce such employees to associate themselves, whether as employees, consultants, advisors, partners or otherwise, with you or any organization that you may become associated, employed or affiliated, with, after cessation of your employment with the Company.

12. CONSEQUENCES OF BREACH OF TERMS:

Notwithstanding anything contained in Clause 4 and 5 above, should you contravene or breach any of the foregoing terms and conditions of service, the Company will be entitled to terminate your services forthwith, without compensation, notice period or salary in lieu thereof and without prejudice to other legal rights/remedies available to the Company.

The provisions under Clause 11 shall survive the cessation of your employment and shall remain in force for a period of 2 years thereafter.

You are requested to, please sign the duplicate copy of this letter and return it to us, signifying your acceptance of all the term contained here.

We are delighted to have to with us. We take this opportunity to welcome you to Worldline and look forward to your long and happy association with us.

For **WORLDLINE GLOBAL SERVICES PVT. LTD.**



Jose Raj
Senior Vice President and Head – HR



JOB OFFER LETTER

To,

Geetika Bansal
Malviya Nagar Sikandra Kanpur Dehat

Dear Geetika Bansal

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 10/12/2022.

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. 458720/-

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



To,

Divya Sharma
House no. 638 paschimpuri agra

Dear Divya 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 30/11/2022

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.358750/-

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 Showa

For Gurgaon, Haryana

Authorized Signatory



S.S. BOTTLING PRIVATE LIMITED

JOB OFFER LETTER

To,

VISHAL PRABHAT
22 mandakini colony, Aligarh

On behalf of the entire company, I'd like to say that it brings me great pleasure to formally offer you the designation of **Microbiologist**, SS Bottling Pvt. Ltd. at **Gohana, Sonapat**, you will join the organization from **12/02/2023**.

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. 420200/-

You shall be on probation for an initial **6 month**. You are required the following original documents along with self-attested photocopies of each document at the time of joining for verification to the HR Department.

You are required to submit the following documents at the time of joining –

1. Qualification Documents (All Mark Sheets from 10th to Last)
2. Work Experience Certificates or Relieving Letter of previous Employers.
3. Last 3 month Pay slips of previous employer.
4. Last 6 months bank statement.
5. Address Proof (Aadhar Card is preferred)
6. Pan Card (Original with Photo copy)
7. 3 Photographs

As you are going to be an integral part of the company, we'll try to extend all possible support to you during your tenure.

Looking forward to having you with us and wishing you great success with **SS Bottling Pvt. Ltd.**

Kindly Confirm your Acceptance and date of joining.

For **SS Bottling Pvt. Ltd., Gohana, Sonapat.**

Authorized Signatory

Work Place – Khasra No 15/13, 15/14, 15/15(4-0), 15//18/1/1 15//18/1/2 & 15//23/1/1 Village Mehmood Pur,
Tehsil Gohana, Distt. Sonapat, Haryana – 131001 (INDIA)

Regd. Office – 9/53, Kirti Nagar, Indl. Area, New Delhi – 110015 Tel: +91-11-45072942, 25927392 Fax: +91-11-45072943

Corporate Identity Number : **U15549dl2018ptc337847**



To
Urvashi
Village NERA BANGAR POST NERA DISTRICT MATHURA

Sub: Your offer of Employment in eORIGAMI SOFTWARE PVT LTD

Dear **Urvashi**

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 **10/12/2022**

We wish to share with you the detailed terms and conditions which will govern your employment with eORIGAMI and also Associate related guidelines applicable to all eORIGAMIans including you. All these Terms and Conditions are subject to change based on business requirements and you shall abide by the updated policies. Please note that your appointment is subject to background check /reference check/pre-employment checks as applicable.

eORIGAMI observes a 5-day week with Saturday and Sunday as weekly holidays. The office hours are from 09:00 AM to 06:00 PM, with staggered lunch break of 30 minutes between 12:00 PM and 12:30 PM. Associates are expected to follow the client's working hours and holidays while on deputation to client's site in India/onsite. In the event an Associate fails to register their attendance consecutively for 3 working days, without any prior notice to their immediate manager or concerned HR, eORIGAMI shall initiate appropriate disciplinary action against the Associate as per eORIGAMI policy. eORIGAMI reserves the right to registering a MAN MISSING complaint with the Police Department, in such cases.


(Signature of Associate)

Registered Office Address: No. 07, AASHRAYAA ONYX, 7th Cross Rd, Duo Heights Layout, Devanahalli, Bengaluru, Karnataka - 560068

1. Compensation & Benefits:

You will receive a total compensation of Rs. 450500/- per annum. The compensation package consists of:

2. Position Linked Benefits:

We wish you all the very best and look forward to a long and mutually beneficial association.

Kindly confirm your acceptance of the above conditions by signing and returning the duplicate copy of this letter.

Yours sincerely,
for eORIGAMI Software Private Limited,

YASHWANTH REDDY
President - Operations

I have carefully read and understood the above offer terms including the terms contained in Annexure I and agree that the provisions of this letter and the Annexure I are reasonable and necessary and accept the same irrevocably and unconditionally.

Signature
Name


:Yashwanth Reddy K



S.S. BOTTLING PRIVATE LIMITED

JOB OFFER LETTER

To,

**Yukta
KHASPUR DAYALBAGH AGRA**

On behalf of the entire company, I'd like to say that it brings me great pleasure to formally offer you the designation of **Microbiologist, SS Bottling Pvt. Ltd.** at **Gohana, Sonapat**, you will join the organization from **12/02/2023**.

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. 420200/-

You shall be on probation for an initial **6 month**. You are required the following original documents along with self-attested photocopies of each document at the time of joining for verification to the HR Department.

You are required to submit the following documents at the time of joining –

1. Qualification Documents (All Mark Sheets from 10th to Last)
2. Work Experience Certificates or Relieving Letter of previous Employers.
3. Last 3 month Pay slips of previous employer.
4. Last 6 months bank statement.
5. Address Proof (Aadhar Card is preferred)
6. Pan Card (Original with Photo copy)
7. 3 Photographs

As you are going to be an integral part of the company, we'll try to extend all possible support to you during your tenure.

Looking forward to having you with us and wishing you great success with **SS Bottling Pvt. Ltd.**

Kindly Confirm your Acceptance and date of joining.

For SS Bottling Pvt. Ltd., Gohana, Sonapat.

Authorized Signatory

Work Place – Khasra No 15/13, 15/14, 15/15(4-0), 15//18/1/1 15//18/1/2 & 15//23/1/1 Village Mehmood Pur,
Tehsil Gohana, Distt. Sonapat, Haryana – 131001 (INDIA)

Regd. Office – 9/53, Kirti Nagar, Indl. Area, New Delhi – 110015 Tel: +91-11-45072942, 25927392 Fax: +91-11-45072943

Corporate Identity Number : U15549dl2018ptc337847



APPOINTMENT LETTER

To,

Mukesh Sisodiya
VIII. - Anandpur District - Rewari

Dear **Mukesh Sisodiya**

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 452500/- which includes the following:-

- An annualized base salary of INR 452500/- (including HRA)
- Provident Fund and Gratuity contributions, (As per the applicable provisions)

Tax at the applicable rate shall be deducted at source from your salary.
(Please refer to Annexure "B" for details)

Your anticipated start date will **10/12/2022**. You will be on training for a period of 6 months from the start date of your employment. Your home office would be in **Noida**, India.

In addition to your salary, you will be entitled to:-

- Receive Relocation expenses up to a maximum of amount Rs 10,000, (subject to submission of receipts)
- Participate in the Publicis Sapient's medical and life insurance benefits

The realisation of the above items is subject to the terms set forth in Annexure 'A' under the respective clauses.

You will be required to sign a training agreement on joining Publicis Sapient. Publicis Sapient would be making considerable investment in imparting specialized training to you for meeting the business requirements of the Company. Should you decide to leave Publicis Sapient within 18 months of the **10/12/2022**. You would be required to pay INR 150,000 in accordance with the terms of the training agreement.

TLG India Private Limited
G1, SEZ, Condo Technopark,
Building No. 1, Tower B, Ground - 3rd Floor,
Building No. 2, Tower A, Ground & First Floor,
Building No. 3, Ground & First Floor,
SEZ Sector 21, Village Chandhara,
Gurgaon - 122016 Haryana, India

TEL: +91 (124) 472 4885
FAX: +91 (124) 472 4027

Registered Office: TLG India Private Limited
13th Floor, Liberty Road, Tower A, 35, Sector 16A, Gurgaon, Haryana, India
Tel: +91 (124) 472 4885 Fax: +91 (124) 472 4027

www.publicissapient.com

TLG India Private Limited
Cygnus Business Park Private Limited SEZ,
Tower C, 2nd - 4th Floor, Plot No. 7,
Sector 14A, Expressway,
Noida - 201301,
Uttar Pradesh, India

TEL: +91 (120) 472 5885
FAX: +91 (120) 472 5875

TLG India Private Limited
Signature Correlation Success Park,
267D, Building Virga, Outer Ring Road,
Dandankundi-Cyber, Marathahalli Post,
Bengaluru - 560037 Karnataka, India

TEL: +91 (80) 6131 6000
FAX: +91 (80) 6131 6001

On your first day of employment, please report to our office at **Gurgaon** at **9:00 a.m.** along with the documents. Should there be a change in your start date, it is mandatory for you to communicate the same to us a week in advance as this impacts your experience with Publicis Sapient.

Kindly return a copy of this letter duly counter signed by you, within a week in acceptance of the terms and conditions set out herein. Please refer to the Annexure "A" of this letter for details on the Terms of Employment, which shall apply to your employment. By signing a copy of this letter, you agree to abide by these terms and any other published terms in effect from time to time throughout the period of your employment.

We are looking forward to your joining us. We are sure that you would find life with Publicis Sapient to be motivating and challenging.

Best Regards



Kamal Karwal
GVP, People Strategy | Publicis Sapient



S.S. BOTTLING PRIVATE LIMITED

JOB OFFER LETTER

To,

Shivam Sharma
171 SURYA LOK COLONY MAU ROAD DAYAL BAGH AGRA

On behalf of the entire company, I'd like to say that it brings me great pleasure to formally offer you the designation of **Microbiologist**, **SS Bottling Pvt. Ltd.** at **Gohana, Sonapat**, you will join the organization from **12/02/2023**.

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. 420200/-

You shall be on probation for an initial **6 month**. You are required the following original documents along with self-attested photocopies of each document at the time of joining for verification to the HR Department.

You are required to submit the following documents at the time of joining –

1. Qualification Documents (All Mark Sheets from 10th to Last)
2. Work Experience Certificates or Relieving Letter of previous Employers.
3. Last 3 month Pay slips of previous employer.
4. Last 6 months bank statement.
5. Address Proof (Aadhar Card is preferred)
6. Pan Card (Original with Photo copy)
7. 3 Photographs

As you are going to be an integral part of the company, we'll try to extend all possible support to you during your tenure.

Looking forward to having you with us and wishing you great success with **SS Bottling Pvt. Ltd.**

Kindly Confirm your Acceptance and date of joining.

For **SS Bottling Pvt. Ltd., Gohana, Sonapat.**

Authorized Signatory

Work Place – Khasra No 15/13, 15/14, 15/15(4-0), 15//18/1/1 15//18/1/2 & 15//23/1/1 Village Mehmood Pur,
Tehsil Gohana, Distt. Sonapat, Haryana – 131001 (INDIA)

Regd. Office – 9/53, Kirti Nagar, Indl. Area, New Delhi – 110015 Tel: +91-11-45072942, 25927392 Fax: +91-11-45072943

Corporate Identity Number : **U15549dl2018ptc337847**



PRIVATE & CONFIDENTIAL

Saurabh Singh
S/O Sanjay Singh

Village-Bhawanipur, Post-
Sahan, District-Mainpuri

Date: 15/09/2022

TRAINEE ASSOCIATE (Trainee Associate Engineer Network - MID) CONTRACT

Dear Saurabh 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 290500** 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	Saurabh Singh
1. Position	Trainee Associate (Trainee Associate Engineer Network - MID) reporting to Sneh Deep Jassal (EIN :611638876), Title: Technical Delivery Manager-MBNL, Ph:
2. Start Date	15/09/2022
3. Normal Place of Work	7th & 8th Floors, Tower C & D, Building No 14 Sector 24 & 25A, Gurugram 122016, India
3B. Temporary Place of Work	NA
4. Stipend	As set out below
5. Next Stipend Review date	On successful completion of apprenticeship/training
6. Annual Leave	21
7. Benefits	Group Medical Insurance Plan: Coverage of INR 6,00,000 for you; your spouse and 2 dependent children, as applicable to be availed as per the due process. Group Personal Accident Plan only for yourself: 5 times of your annual stipend or INR 10,00,000, whichever is higher. Group Term Life Insurance Policy only for yourself: 5 times of your annual stipend or INR 10,00,000, whichever is higher.

Yours sincerely,



Sai Kumar
Senior Manager - Talent Acquisition
For and on behalf of BT Global Business Services Pvt Ltd



S.S. BOTTLING PRIVATE LIMITED

JOB OFFER LETTER

To,

Vaibhav Dixit
Village- lakha thok ayela, Post-Ayela

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 **12/02/2023**.

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. 420200/-

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



Zummit Infolabs LLP
1498, 40th cross, 22nd main 4th t block Jayanagar,
Bangalore 41
www.zummitlabs.com

Date of Joining: 15/05/2023

Sub: Letter of Appointment

Dear Kashish Singh
H NO 4/63 TAKYA VAJIR SHAH
JAUHARI BAJAR AGRA FORT
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 324500/- per annum.

This includes activities related to application development using Python, Django, Web development and some machine learning along with some Enzyme Engineering and Biotechnology domain knowledge.

Details of the offer are further explained in the annexure attached. You are requested to go through the terms and conditions and sign below your acceptance for the same.

Wishing you all the very best and a warm welcome to the Zummit Infolabs family.

On behalf of Zummit Infolabs,

Isha Mishra

Isha Mishra
HR Head
Zummit Infolabs
Bangalore

Confidential

Zummit Infolabs LLP
www.zummitlabs.com





Zummit Infolabs LLP
1498, 40th cross, 22nd main 4th t block Jayanagar,
Bangalore 41
www.zummitlabs.com

TERMS AND CONDITIONS OF SERVICE FOR APPOINTMENT AS
Bioinformatics Intern

This is with reference to the discussion which you had with us; we are pleased to appoint you for the said post under the following terms and conditions.

- Your appointment will be effective: 15/05/2023
- You are designated as: Bioinformatics Professional
- The copyright in the entire work product, material and other tangible property written or generated by you during the course of your employment with the Company shall be and will remain the exclusive property of the Company. You shall return the same to the Company on termination of your employment or at such earlier time as requested for by the Company. The work product shall be the exclusive property of the Company, and the Company shall be free to deal with the same in such manner as it deems fit.
- The employee shall at any time be liable for the disciplinary action such as Warning, Suspension, Discharge, Dismissal or losing Lien on his employment for unsatisfactory performance, causing damage/financial loss to the company, committing breach of any service condition, misconduct such as irregular attendance, unauthorized absence, misbehaviors or any unworthy acts like thefts, misappropriation/fraud, dishonesty, immorality, indecent behavior, usage of indecent language, conviction, falsification of documents/ records or information given Application for securing a job which in the opinion of the company is prejudicial and detrimental to the interest of the company.
- The employee shall in addition to the General Service Conditions as specifically stated herein above be governed by other rules, regulations; practices, systems, procedures and policies as are in force or may be added, altered, modified or omitted/deleted by the company from time to time.

For Zummit Infolabs,

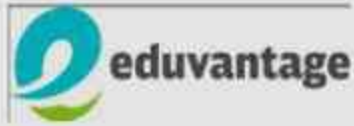
Isha Mishra

Isha Mishra
HR Head
Zummit Infolabs
Bangalore

Confidential

Zummit Infolabs LLP
www.zummitlabs.com





To,

KHUSHI SHARMA
303 DEEKSHA SIGNATURE TAJNAGRI PHASE 2 FATEHABAD ROAD AGRA

Dear **KHUSHI SHARMA**

On behalf of the BAJAJ AUTO LTD. Company, I'd like to say that it brings me great pleasure to formally offer you the designation of Trainee Executive at Haridwar, Uttarakhand, you will join the organization from 15/09/2022. We welcome you to our company and wish you all the best for your future endeavors.

Your CTC would be Rs. 322450 (P/A)

You shall be on probation for an initial 6 month. You are required the following original documents along with self-attested photocopies of each document at the time of joining for verification to the IIR Department.

You are required to submit the following documents at the time of joining-

- Qualification Documents (All MarkSheets from 10th to Last)
- Work Experience Certificates or Relieving Letter of previous Employers*.
- Last 3 month Pay slips of previous employer*.
- Last 6 months bank statement.
- Address Proof (Aadhar Card is preferred)
- Pan Card (Original with Photocopy)
- 3 Photographs

As you are going to be an integral part of the company, we'll try to extend all possible support to you during your tenure.

Looking forward to having you with us and wishing you great success with Bajaj Auto Ltd.

For BAJAJ AUTO, Haridwar, Uttarakhand

Authorized Signatory



Offer: Computer Consultancy

Date: 12/02/2023

SHIVAM
52/D Dairy Railway Colony

Dear SHIVAM

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 358700/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

1

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

415/21-24, Kumbharan Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers ServiceLine: 1800 209 3311 Email: careers@tcs.com



COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of INR **15,000/-** per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be INR **7,500/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of INR **500/-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

4. Personal Allowance

You will be eligible for a monthly personal allowance of INR **17,272/-** per month. This component is subject to review and may change as per TCSL's compensation policy.

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

415/21-24, Karaman Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

Tel: 91 44 6616 2232 Fax: 91 44 6616 2555 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers ServiceLine: 1800 209 3311 Email: careers@tcs.com



PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of INR 4,300/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Performance Bonus

Your Performance Bonus will be INR 3,100/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Performance Bonus is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Performance Bonus.

This payment shall be treated as productivity bonus in lieu of statutory profit bonus.

CITY ALLOWANCE

You will be eligible for a City Allowance of INR 400/- per month. This allowance is fully taxable, is specific to India and linked to your base branch. It is subject to review and will be discontinued while on international assignments.

RETENTION INCENTIVE

You are eligible for Retention Incentive of INR 70,000/- payable to you on an annual basis. This component is in appreciation of continuity of your service in TCSL and will be paid on completion of each year from the introduction of this incentive for a period of 3 years. The Company reserves the right to modify the same in line with the TCS Compensation Policy.

OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependents under the company's Health Insurance Scheme (HIS).

HIS offers the following benefits:

1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to INR 6,000/- per insured person per annum and basic hospitalization expenses up to INR 2,00,000/- per insured person per annum.



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

KM RUBY
S/O AMAR SINGH

370 SHIVPURI ETAH

Date: 15/09/2022

TRAINEE ASSOCIATE (Trainee Associate Engineer Network - MID) CONTRACT

Dear KM RUBY,

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 290500** 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	KM RUBY
1. Position	Trainee Associate (Trainee Associate Engineer Network - MID) reporting to Sneh Deep Jassal (EIN :611638876), Title: Technical Delivery Manager-MBNL, Ph:
2. Start Date	15/09/2022
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

Mona Kushwah
SUHAG NAGAR FIROZABAD UTTAR PRADESH 283203

Dear Mona 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 15/05/2023

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. 412020/-** 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,

YASH SAXENA
35 / 65A, LASHIKARPUR, KAMLA NAGAR, AGRA

Dear YASH SAXENA

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 15/09/2022. We welcome you to our company and wish you all the best for your future endeavors.

Your CTC would be Rs. 322450 (P/A)

You shall be on probation for an initial 6 month. You are required the following original documents along with self-attested photocopies of each document at the time of joining for verification to the IIR Department.

You are required to submit the following documents at the time of joining-

- Qualification Documents (All MarkSheets from 10th to Last)
- Work Experience Certificates or Relieving Letter of previous Employers*.
- Last 3 month Pay slips of previous employer*.
- Last 6 months bank statement.
- Address Proof (Aadhar Card is preferred)
- Pan Card (Original with Photocopy)
- 3 Photographs

As you are going to be an integral part of the company, we'll try to extend all possible support to you during your tenure.

Looking forward to having you with us and wishing you great success with Bajaj Auto Ltd.

For BAJAJ AUTO, Haridwar, Uttarakhand

Authorized Signatory



PRIVATE & CONFIDENTIAL

Nishant Sharan
S/O Chandra Sharan

VILLAGE SANKHINI POST
KANWARA FIROZABAD

Date: 15/09/2022

TRAINEE ASSOCIATE (Trainee Associate Engineer Network - MID) CONTRACT

Dear Nishant Sharan,

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 290500** 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	Nishant Sharan	
1.	Position	Trainee Associate (Trainee Associate Engineer Network - MID) reporting to Sneh Deep Jassal (EIN :611638876), Title: Technical Delivery Manager-MBNL, Ph:
2.	Start Date	15/09/2022
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: 15/05/2023

Name: Shweta Sharma

Address: 3 roshan vihar behind amar ujala press Sikandra, agra

Dear Shweta 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 15/05/2023 and your package will be **345000/-**.

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: 802-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, Scordett Chambers-1, Building No. 5, Bhikaji Cama Place, New Delhi-110066, India

Manufacturing Unit: G1-712, RICO Industrial Area, Chopanki, Dist: Alwar, Rajasthan-301018, India

E-mail: business@zuchepharmaceuticals.com, business@zuchesharpharma.com Website: www.zuchepharma.com

Contact Number: +91-11-41662311, +91-8810475070, +91-9873582118 CIN: U52100DL2010PTC206054



S.S. BOTTLING PRIVATE LIMITED

JOB OFFER LETTER

To,

Km Neha Sikanwar
249 PUROHITANA TAAL DARWAJA MAINPURI

On behalf of the entire company, I'd like to say that it brings me great pleasure to formally offer you the designation of **Microbiologist**, **SS Bottling Pvt. Ltd.** at **Gohana, Sonapat**, you will join the organization from **12/02/2023**.

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. 420200/-

You shall be on probation for an initial **6 month**. You are required the following original documents along with self-attested photocopies of each document at the time of joining for verification to the HR Department.

You are required to submit the following documents at the time of joining –

1. Qualification Documents (All Mark Sheets from 10th to Last)
2. Work Experience Certificates or Relieving Letter of previous Employers.
3. Last 3 month Pay slips of previous employer.
4. Last 6 months bank statement.
5. Address Proof (Aadhar Card is preferred)
6. Pan Card (Original with Photo copy)
7. 3 Photographs

As you are going to be an integral part of the company, we'll try to extend all possible support to you during your tenure.

Looking forward to having you with us and wishing you great success with **SS Bottling Pvt. Ltd.**

Kindly Confirm your Acceptance and date of joining.

For **SS Bottling Pvt. Ltd., Gohana, Sonapat.**

Authorized Signatory

Work Place – Khasra No 15/13, 15/14, 15/15(4-0), 15//18/1/1 15//18/1/2 & 15//23/1/1 Village Mehmood Pur,
Tehsil Gohana, Distt. Sonapat, Haryana – 131001 (INDIA)

Regd. Office – 9/53, Kirti Nagar, Indl. Area, New Delhi – 110015 Tel: +91-11-45072942, 25927392 Fax: +91-11-45072943

Corporate Identity Number : **U15549dl2018ptc337847**



To
Tripti Chaudhary
Vill Barorakhwajapur Po Akhandnagar

Sub: Your offer of Employment in eORIGAMI SOFTWARE PVT LTD

Dear Tripti Chaudhary

Welcome to eORIGAMI!

It gives us immense pleasure in inviting you to join eORIGAMI Software Private Limited. ("eORIGAMI" or the "Company") as one of its valuable member. We believe that the growth of an organization is fuelled by the enthusiasm and energy of people who are willing to invest into its future. We therefore believe that all our employees are truly our ASSOCIATES in our road to the future. We are happy that you are one such Associate joining us in our efforts to create a truly global organization.

We are pleased to inform you that you have been offered an employment in eORIGAMI as **Jr. Software Engineer**, and you would report on your joining to **Mr. Yashwanth Reddy H, President - Operations**. You will operate out of our office located at **Bangalore**.

We prefer you to join us on **10/12/2022**

We wish to share with you the detailed terms and conditions which will govern your employment with eORIGAMI and also Associate related guidelines applicable to all eORIGAMIans including you. All these Terms and Conditions are subject to change based on business requirements and you shall abide by the updated policies. Please note that your appointment is subject to background check /reference check/pre-employment checks as applicable.

eORIGAMI observes a 5-day week with Saturday and Sunday as weekly holidays. The office hours are from 09:00 AM to 06:00 PM, with staggered lunch break of 30 minutes between 12:00 PM and 12:30 PM. Associates are expected to follow the client's working hours and holidays while on deputation to client's site in India/onsite. In the event an Associate fails to register their attendance consecutively for 3 working days, without any prior notice to their immediate manager or concerned HR, eORIGAMI shall initiate appropriate disciplinary action against the Associate as per eORIGAMI policy. eORIGAMI reserves the right to registering a MAN MISSING complaint with the Police Department, in such cases.


(Signature of Associate)

Registered Office Address: No. 07, AASHRAYAA ONYX, 7th Cross Rd, Duo Heights Layout, Devanahalli, Bengaluru, Karnataka - 560068

1. Compensation & Benefits:

You will receive a total compensation of Rs. 450500/- per annum. The compensation package consists of:

2. Position Linked Benefits:

We wish you all the very best and look forward to a long and mutually beneficial association.

Kindly confirm your acceptance of the above conditions by signing and returning the duplicate copy of this letter.

Yours sincerely,
for eORIGAMI Software Private Limited,

YASHWANTH REDDY
President - Operations

I have carefully read and understood the above offer terms including the terms contained in Annexure I and agree that the provisions of this letter and the Annexure I are reasonable and necessary and accept the same irrevocably and unconditionally.

Signature
Name


:Yashwanth Reddy K



JOB OFFER LETTER

To,

DINESH KUMAR KUSHWAH
a-6 ram nagar colony gurukul kangri haridwar

Dear DINESH KUMAR KUSHWAH

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 15/04/2022.

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 Shaloo
NEAR KERAHIYA MAI RAMPUR GORAKHPUR**

On behalf of the entire company, I'd like to say that it brings me great pleasure to formally offer you the designation of **Microbiologist, SS Bottling Pvt. Ltd.** at **Gohana, Sonapat**, you will join the organization from **12/02/2023**.

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. 420200/-

You shall be on probation for an initial **6 month**. You are required the following original documents along with self-attested photocopies of each document at the time of joining for verification to the HR Department.

You are required to submit the following documents at the time of joining –

1. Qualification Documents (All Mark Sheets from 10th to Last)
2. Work Experience Certificates or Relieving Letter of previous Employers.
3. Last 3 month Pay slips of previous employer.
4. Last 6 months bank statement.
5. Address Proof (Aadhar Card is preferred)
6. Pan Card (Original with Photo copy)
7. 3 Photographs

As you are going to be an integral part of the company, we'll try to extend all possible support to you during your tenure.

Looking forward to having you with us and wishing you great success with **SS Bottling Pvt. Ltd.**

Kindly Confirm your Acceptance and date of joining.

For SS Bottling Pvt. Ltd., Gohana, Sonapat.

Authorized Signatory

Work Place – Khasra No 15/13, 15/14, 15/15(4-0), 15//18/1/1 15//18/1/2 & 15//23/1/1 Village Mehmood Pur,
Tehsil Gohana, Distt. Sonapat, Haryana – 131001 (INDIA)

Regd. Office – 9/53, Kirti Nagar, Indl. Area, New Delhi – 110015 Tel: +91-11-45072942, 25927392 Fax: +91-11-45072943

Corporate Identity Number : **U15549dl2018ptc337847**



JOB OFFER LETTER

To,

Arti sharma
Matapur , Jankipuram Colony, Line Bazar

Dear Arti 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 10/12/2022.

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. 458720/-

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: 30/11/2022

Manisha yadav
H. No. 312-313 Sector 1 Awas Vikas Colony Bodla Sikandara Yojana Agra

Dear Manisha yadav,

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 450000/- 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 30/11/2022. 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 30/11/2022 evening. This offer is valid till 30/11/2022. Henceforth it will be considered as null and void.

We look forward to your accepting this offer and contributing into creating a global organization.


Yours sincerely,

For InfoAxon Technologies India Pvt. Ltd.

Authorized Signatory

InfoAxon Technologies India Pvt. Ltd.
00th Floor, Tradex Tower,
Plot No 15, Sector 125, Hsids-201301
Phone : +91 120 421 5060-73
Website: www.infoaxon.com



Annexure-I Compensation & Benefits	
Name	Manisha yadav
Designation	Solution Developer Trainee
Effective Date	30/11/2022
Location	Noida/Pune/Banglore
Annual Cost To Company	450000/-
For InfoAxon Technologies India Pvt. Ltd.	
	



S.S. BOTTLING PRIVATE LIMITED

JOB OFFER LETTER

To,

**HIMANSHU PUNDIR
26 GIRRAJ ENCLAVE, BALKESHWAR, AGRA**

On behalf of the entire company, I'd like to say that it brings me great pleasure to formally offer you the designation of **Microbiologist, SS Bottling Pvt. Ltd.** at **Gohana, Sonapat**, you will join the organization from **12/02/2023**.

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. 420200/-

You shall be on probation for an initial **6 month**. You are required the following original documents along with self-attested photocopies of each document at the time of joining for verification to the HR Department.

You are required to submit the following documents at the time of joining –

1. Qualification Documents (All Mark Sheets from 10th to Last)
2. Work Experience Certificates or Relieving Letter of previous Employers.
3. Last 3 month Pay slips of previous employer.
4. Last 6 months bank statement.
5. Address Proof (Aadhar Card is preferred)
6. Pan Card (Original with Photo copy)
7. 3 Photographs

As you are going to be an integral part of the company, we'll try to extend all possible support to you during your tenure. Looking forward to having you with us and wishing you great success with **SS Bottling Pvt. Ltd.**

Kindly Confirm your Acceptance and date of joining.

For SS Bottling Pvt. Ltd., Gohana, Sonapat.

Authorized Signatory

Work Place – Khasra No 15/13, 15/14, 15/15(4-0), 15//18/1/1 15//18/1/2 & 15//23/1/1 Village Mehmood Pur,
Tehsil Gohana, Distt. Sonapat, Haryana – 131001 (INDIA)
Regd. Office – 9/53, Kirti Nagar, Indl. Area, New Delhi – 110015 Tel: +91-11-45072942, 25927392 Fax: +91-11-45072943
Corporate Identity Number : U15549dl2018ptc337847



APPOINTMENT LETTER

To,

YOGITA SINGH
36- Manohar pura nagra, Jhansi

Dear **YOGITA 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 452500/- which includes the following:-

- An annualized base salary of INR 452500/- (including HRA)
- Provident Fund and Gratuity contributions, (As per the applicable provisions)

Tax at the applicable rate shall be deducted at source from your salary.
(Please refer to Annexure "B" for details)

Your anticipated start date will **10/12/2022**. You will be on training for a period of 6 months from the start date of your employment. Your home office would be in **Noida**, India.

In addition to your salary, you will be entitled to:-

- Receive Relocation expenses up to a maximum of amount Rs 10,000, (subject to submission of receipts)
- Participate in the Publicis Sapient's medical and life insurance benefits

The realisation of the above items is subject to the terms set forth in Annexure 'A' under the respective clauses.

You will be required to sign a training agreement on joining Publicis Sapient. Publicis Sapient would be making considerable investment in imparting specialized training to you for meeting the business requirements of the Company. Should you decide to leave Publicis Sapient within 18 months of the **10/12/2022**, You would be required to pay INR 150,000 in accordance with the terms of the training agreement.

TLG India Private Limited
G1, SEZ, Condo Technopark,
Building No. 1, Tower B, Ground - 3rd Floor,
Building No. 2, Tower A, Ground & First Floor,
Building No. 3, Ground & First Floor,
SEZ Sector 21, Village Chandigarh,
Gurgaon - 122016 Haryana, India

TEL: +91 (124) 472 4885
FAX: +91 (124) 472 4027

Registered Office: TLG India Private Limited
13th Floor, Liberty Road, Tower A, 35, Sector 16, Gurgaon, Haryana, India
Tel: +91 (124) 472 4885 Fax: +91 (124) 472 4027

www.publicissapient.com

TLG India Private Limited
Cygnus Business Park Private Limited SEZ,
Tower C, 2nd - 4th Floor, Plot No. 7,
Sector 14A, Gurgaon,
Haryana - 122001,
Gurgaon, India

TEL: +91 (124) 472 5885
FAX: +91 (124) 472 5875

TLG India Private Limited
Signature Correlation Success Park,
287D, Building Virgo, Outer Ring Road,
Dandankundi-Cyber, Marathahalli Post,
Bengaluru - 560037 Karnataka, India

TEL: +91 (80) 6131 6000
FAX: +91 (80) 6131 6001

On your first day of employment, please report to our office at **Gurgaon** at **9:00 a.m.** along with the documents. Should there be a change in your start date, it is mandatory for you to communicate the same to us a week in advance as this impacts your experience with Publicis Sapient.

Kindly return a copy of this letter duly counter signed by you, within a week in acceptance of the terms and conditions set out herein. Please refer to the Annexure "A" of this letter for details on the Terms of Employment, which shall apply to your employment. By signing a copy of this letter, you agree to abide by these terms and any other published terms in effect from time to time throughout the period of your employment.

We are looking forward to your joining us. We are sure that you would find life with Publicis Sapient to be motivating and challenging.

Best Regards



Kamal Karwal
GVP, People Strategy | Publicis Sapient



Offer Letter

Date: 15/05/2023

Name: GYAN PRATEEK

Address: 34 PARSIA HANUMANGANJ BASTI 272150 UP

Dear GYAN PRATEEK,

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 15/05/2023 and your package will be **345000/-**.

The role in which you will be working is very important and will require you to deal with important and sensitive information, records and other company matters.

We are excited to have you as a member of our team. We are confident that you will have a successful career with our company.

We'd like to take this opportunity to welcome you to our team.

Kind Regards

Apoorva

Sr. Executive IIR



Zuche Pharmaceuticals Private Limited

Registered Office: 602-D/1B/4, Navkar Parkview Apartment, Flat No. 8, Ward No. 3, Mehrauli, New Delhi-110030, India

Corporate Office: A-216 & A-217, 2nd Floor, Somdatt Chambers-1, Building No. 5, Bhikaji Cama Place, New Delhi-110066, India

Manufacturing Unit: G1-712, RICO Industrial Area, Chopanki, Dist: Akrur, Rajasthan-301019, India

E-mail: business@zuchepharma.in, business@zuchepharma.com Website: www.zuchepharma.com

Contact Number: +91-11-41662311, +91-8610475070, +91-9873252118 CIN: U52100DL2010PTC206054



Offer: Computer Consultancy

Date: 12/02/2023

RITIK SHUKLA
ORMAURA, ROBERTSGANJ SONEBHADRA

Dear RITIK SHUKLA

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 358700/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

1

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

415/21-24, Kumbharan Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers ServiceLine: 1800 209 3311 Email: careers@tcs.com



COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of INR **15,000/-** per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be INR **7,500/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of INR **500/-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

4. Personal Allowance

You will be eligible for a monthly personal allowance of INR **17,272/-** per month. This component is subject to review and may change as per TCSL's compensation policy.

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

415/21-24, Karaman Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

Tel: 91 44 6616 2232 Fax: 91 44 6616 2555 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers ServiceLine: 1800 209 3311 Email: careers@tcs.com



PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of INR 4,300/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Performance Bonus

Your Performance Bonus will be INR 3,100/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Performance Bonus is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Performance Bonus.

This payment shall be treated as productivity bonus in lieu of statutory profit bonus.

CITY ALLOWANCE

You will be eligible for a City Allowance of INR 400/- per month. This allowance is fully taxable, is specific to India and linked to your base branch. It is subject to review and will be discontinued while on international assignments.

RETENTION INCENTIVE

You are eligible for Retention Incentive of INR 70,000/- payable to you on an annual basis. This component is in appreciation of continuity of your service in TCSL and will be paid on completion of each year from the introduction of this incentive for a period of 3 years. The Company reserves the right to modify the same in line with the TCS Compensation Policy.

OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependents under the company's Health Insurance Scheme (HIS).

HIS offers the following benefits:

1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to INR 6,000/- per insured person per annum and basic hospitalization expenses up to INR 2,00,000/- per insured person per annum.

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

415/21-24, Kumanan Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers ServiceLine: 1800 209 3311 Email: careers@tcs.com



i. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for INR **12,00,000/-** as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of INR **250/-** will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.

RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

Withdrawal of Offer

If you fail to accept the offer from TCSL within 15 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn. Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL. We look forward to having you in our global team.

Yours Sincerely,

For TATA Consultancy Services Limited



Girish V. Nandimath
Global Head Talent Acquisition & AIP

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms



Offer Letter

To,

ARJUN LODHI RAJPUT
45/121 Nagla Ajeefa Near
Sector 4r Bodla Sikandra,
Agra

Dear ARJUN LODHI RAJPUT

On behalf of the WESTERN, Company, I'd like to say that it brings me great pleasure to formally offer you the designation of Tramee 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 15/05/2023

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.325100/

You shall be on probation for an initial 6 month. You are required the following original documents along with self-attested photocopies of each document at the time of joining for verification to the IIR Department.

You are required to submit the following documents at the time of joining

- Qualification Documents (All MarkSheets from 10th to Last)
- Work Experience Certificates or Relieving Letter of previous Employers*.
- Last 3 month Pay slips of previous employer*.
- Last 6 months bank statement.
- Address Proof (Aadhar Card is preferred)
- Pan Card (Original with Photocopy)
- 3 Photographs

As you are going to be an integral part of the company, we'll try to extend all possible support to you during your tenure.

Looking forward to having you with us and wishing you great success with WESTERN

For WESTERN, Survey No 19/5,21/1,22/1,48/6 Village Tadgam, Tal: Umbergaon Dist: Valsad Gujrat,

Authorized Signatory



PRIVATE & CONFIDENTIAL

SALIM ANSARI
S/O SHER MOHAMMAD

VILL NIVADA THATI POST
SHIVRAJPUR KANPUR
NAGAR

Date: 15/09/2022

TRAINEE ASSOCIATE (Trainee Associate Engineer Network - MID) CONTRACT

Dear SALIM ANSARI,

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 290500** 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	SALIM ANSARI
1. Position	Trainee Associate (Trainee Associate Engineer Network - MID) reporting to Sneh Deep Jassal (EIN :611638876), Title: Technical Delivery Manager-MBNL, Ph:
2. Start Date	15/09/2022
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,

Junaid Khan
SOHALLA AGRA CANTT AGRA

Dear **Junaid Khan**

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 452500/- which includes the following:-

- An annualized base salary of INR 452500/- (including HRA)
- Provident Fund and Gratuity contributions, (As per the applicable provisions)

Tax at the applicable rate shall be deducted at source from your salary.
(Please refer to Annexure "B" for details)

Your anticipated start date will **10/12/2022**. You will be on training for a period of 6 months from the start date of your employment. Your home office would be in **Noida**, India.

In addition to your salary, you will be entitled to:-

- Receive Relocation expenses up to a maximum of amount Rs 10,000, (subject to submission of receipts)
- Participate in the Publicis Sapient's medical and life insurance benefits

The realisation of the above items is subject to the terms set forth in Annexure 'A' under the respective clauses.

You will be required to sign a training agreement on joining Publicis Sapient. Publicis Sapient would be making considerable investment in imparting specialized training to you for meeting the business requirements of the Company. Should you decide to leave Publicis Sapient within 18 months of the **10/12/2022**, You would be required to pay INR 150,000 in accordance with the terms of the training agreement.

TLG India Private Limited
G1, SEZ, Condo Technopolis,
Building No. 1, Tower B, Ground - 3rd Floor,
Building No. 2, Tower A, Ground & First Floor,
Building No. 3, Ground & First Floor,
SEZ Sector 21, Village Conditara,
Gurgaon - 122016 Haryana, India

Tel: +91 (124) 472 4885
Fax: +91 (124) 472 4027

Registered Office: TLG India Private Limited
13th Floor, Liberty Road, Tower A, 35, Sector 16A, Condo Park, Lower Phase, Gurgaon - 122002
Tel: +91 (124) 484 3667 Fax: +91 (124) 484 3667 Ctn: LP41608-10271031576

www.publicissapient.com

TLG India Private Limited
Cygnus Business Park Private Limited SEZ,
Tower C, 2nd - 4th Floor, Plot No. 7,
Sector 14A, Expressway,
Noida - 201301,
Uttar Pradesh, India

Tel: +91 (120) 472 5885
Fax: +91 (120) 472 5877

TLG India Private Limited
Signature Correlation Success Park,
287D, Building Virgo, Outer Ring Road,
Dandankundi-Cyber, Marathahalli Post,
Bengaluru - 560037 Karnataka, India

Tel: +91 (80) 6131 6000
Fax: +91 (80) 6131 6001

On your first day of employment, please report to our office at **Gurgaon** at **9:00 a.m.** along with the documents. Should there be a change in your start date, it is mandatory for you to communicate the same to us a week in advance as this impacts your experience with Publicis Sapient.

Kindly return a copy of this letter duly counter signed by you, within a week in acceptance of the terms and conditions set out herein. Please refer to the Annexure "A" of this letter for details on the Terms of Employment, which shall apply to your employment. By signing a copy of this letter, you agree to abide by these terms and any other published terms in effect from time to time throughout the period of your employment.

We are looking forward to your joining us. We are sure that you would find life with Publicis Sapient to be motivating and challenging.

Best Regards



Kamal Karwal
GVP, People Strategy | Publicis Sapient



PRIVATE & CONFIDENTIAL

GURLEEN KAUR MAKKAR
S/O KULVINDER SINGH MAKKAR

Anwalkhera Agra 283201

Date: 15/09/2022

TRAINEE ASSOCIATE (Trainee Associate Engineer Network - MID) CONTRACT

Dear GURLEEN KAUR MAKKAR,

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 290500** 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
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11th Floor, Eros Corporate Tower
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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	GURLEEN KAUR MAKKAR	
1.	Position	Trainee Associate (Trainee Associate Engineer Network - MID) reporting to Sneh Deep Jassal (EIN :611638876), Title: Technical Delivery Manager-MBNL, Ph:
2.	Start Date	15/09/2022
3.	Normal Place of Work	7th & 8th Floors, Tower C & D, Building No 14 Sector 24 & 25A, Gurugram 122016, India
3B.	Temporary Place of Work	NA
4.	Stipend	As set out below
5.	Next Stipend Review date	On successful completion of apprenticeship/training
6.	Annual Leave	21
7.	Benefits	Group Medical Insurance Plan: Coverage of INR 6,00,000 for you; your spouse and 2 dependent children, as applicable to be availed as per the due process. Group Personal Accident Plan only for yourself: 5 times of your annual stipend or INR 10,00,000, whichever is higher. Group Term Life Insurance Policy only for yourself: 5 times of your annual stipend or INR 10,00,000, whichever is higher.

Yours sincerely,



Sai Kumar
Senior Manager - Talent Acquisition
For and on behalf of BT Global Business Services Pvt Ltd



S.S. BOTTLING PRIVATE LIMITED

JOB OFFER LETTER

To,

Akanksha

248 HATHI WALI GALI ASFABAD AMRATI NAGAR GALI NO 1

On behalf of the entire company, I'd like to say that it brings me great pleasure to formally offer you the designation of **Microbiologist, SS Bottling Pvt. Ltd.** at **Gohana, Sonapat**, you will join the organization from **12/02/2023**.

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. 420200/-

You shall be on probation for an initial **6 month**. You are required the following original documents along with self-attested photocopies of each document at the time of joining for verification to the HR Department.

You are required to submit the following documents at the time of joining –

1. Qualification Documents (All Mark Sheets from 10th to Last)
2. Work Experience Certificates or Relieving Letter of previous Employers.
3. Last 3 month Pay slips of previous employer.
4. Last 6 months bank statement.
5. Address Proof (Aadhar Card is preferred)
6. Pan Card (Original with Photo copy)
7. 3 Photographs

As you are going to be an integral part of the company, we'll try to extend all possible support to you during your tenure.

Looking forward to having you with us and wishing you great success with **SS Bottling Pvt. Ltd.**

Kindly Confirm your Acceptance and date of joining.

For **SS Bottling Pvt. Ltd., Gohana, Sonapat.**

Authorized Signatory

Work Place – Khasra No 15/13, 15/14, 15/15(4-0), 15//18/1/1 15//18/1/2 & 15//23/1/1 Village Mehmood Pur,
Tehsil Gohana, Distt. Sonapat, Haryana – 131001 (INDIA)

Regd. Office – 9/53, Kirti Nagar, Indl. Area, New Delhi – 110015 Tel: +91-11-45072942, 25927392 Fax: +91-11-45072943

Corporate Identity Number : **U15549dl2018ptc337847**



Jay Bharat Maruti

To,

Jay prakash
40 dheer nagar maruti estate shahganj

Dear Jay prakash

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 30/11/2022.

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. 254000 (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



OFFER LETTER

Akarsh Kumar
KRISHNA PURAM MAU ROAD DAYAL BAGH AGRA

Dear Akarsh Kumar,

We are pleased to appoint you as Trainee - Engineer in Worldline Global Services Private Ltd. (WGS) based at Pune on the following terms and conditions:

1. DATE OF APPOINTMENT:

Your appointment is effective from 15/05/2023

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. 412020/-** 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,

MOHD ARIF USMANI
33/74-D Lachhnpura Tajganj, Agra

Dear MOHD ARIF USMANI

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 15/09/2022. We welcome you to our company and wish you all the best for your future endeavors.

Your CTC would be Rs. 322450 (P/A)

You shall be on probation for an initial 6 month. You are required the following original documents along with self-attested photocopies of each document at the time of joining for verification to the IIR Department.

You are required to submit the following documents at the time of joining-

- Qualification Documents (All MarkSheets from 10th to Last)
- Work Experience Certificates or Relieving Letter of previous Employers*.
- Last 3 month Pay slips of previous employer*.
- Last 6 months bank statement.
- Address Proof (Aadhar Card is preferred)
- Pan Card (Original with Photocopy)
- 3 Photographs

As you are going to be an integral part of the company, we'll try to extend all possible support to you during your tenure.

Looking forward to having you with us and wishing you great success with Bajaj Auto Ltd.

For BAJAJ AUTO, Haridwar, Uttarakhand

Authorized Signatory



S.S. BOTTLING PRIVATE LIMITED

JOB OFFER LETTER

To,

Charu Baghel
30/189 NAGLA DHANI NEW VIJAY NAGAR COLONY BELAN GANJ AGRA

On behalf of the entire company, I'd like to say that it brings me great pleasure to formally offer you the designation of **Microbiologist**, **SS Bottling Pvt. Ltd.** at **Gohana, Sonapat**, you will join the organization from **12/02/2023**.

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. 420200/-

You shall be on probation for an initial **6 month**. You are required the following original documents along with self-attested photocopies of each document at the time of joining for verification to the HR Department.

You are required to submit the following documents at the time of joining –

1. Qualification Documents (All Mark Sheets from 10th to Last)
2. Work Experience Certificates or Relieving Letter of previous Employers.
3. Last 3 month Pay slips of previous employer.
4. Last 6 months bank statement.
5. Address Proof (Aadhar Card is preferred)
6. Pan Card (Original with Photo copy)
7. 3 Photographs

As you are going to be an integral part of the company, we'll try to extend all possible support to you during your tenure.

Looking forward to having you with us and wishing you great success with **SS Bottling Pvt. Ltd.**

Kindly Confirm your Acceptance and date of joining.

For **SS Bottling Pvt. Ltd., Gohana, Sonapat.**

Authorized Signatory

Work Place – Khasra No 15/13, 15/14, 15/15(4-0), 15//18/1/1 15//18/1/2 & 15//23/1/1 Village Mehmood Pur,
Tehsil Gohana, Distt. Sonapat, Haryana – 131001 (INDIA)
Regd. Office – 9/53, Kirti Nagar, Indl. Area, New Delhi – 110015 Tel: +91-11-45072942, 25927392 Fax: +91-11-45072943
Corporate Identity Number : U15549dl2018ptc337847



Offer Letter

Date: 30/11/2022

Mahima Chaudhary
H. No. 312-313 Sector 1 Awas Vikas Colony Bodla Sikandara Yojana Agra

Dear Mahima Chaudhary,

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 450000/- 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 30/11/2022. 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 30/11/2022 evening. This offer is valid till 30/11/2022. Henceforth it will be considered as null and void.

We look forward to your accepting this offer and contributing into creating a global organization.


Yours sincerely,

For InfoAxon Technologies India Pvt. Ltd.

Authorized Signatory

InfoAxon Technologies India Pvt. Ltd.
00th Floor, Tradex Tower,
Plot No 15, Sector 125, Hsids-201301
Phone : +91 120 421 5060-73
Website: www.infoaxon.com



Annexure-I Compensation & Benefits	
Name	Mahima Chaudhary
Designation	Solution Developer Trainee
Effective Date	30/11/2022
Location	Noida/Pune/Bangalore
Annual Cost To Company	450000/-
For InfoAxon Technologies India Pvt. Ltd.	
	



To
Mohd Yahya
NAGLA HAVELI DAYAL BAGH AGRA

Sub: Your offer of Employment in eORIGAMI SOFTWARE PVT LTD

Dear Mohd Yahya

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 **10/12/2022**

We wish to share with you the detailed terms and conditions which will govern your employment with eORIGAMI and also Associate related guidelines applicable to all eORIGAMIans including you. All these Terms and Conditions are subject to change based on business requirements and you shall abide by the updated policies. Please note that your appointment is subject to background check /reference check/pre-employment checks as applicable.

eORIGAMI observes a 5-day week with Saturday and Sunday as weekly holidays. The office hours are from 09:00 AM to 06:00 PM, with staggered lunch break of 30 minutes between 12:00 PM and 12:30 PM. Associates are expected to follow the client's working hours and holidays while on deputation to client's site in India/onsite. In the event an Associate fails to register their attendance consecutively for 3 working days, without any prior notice to their immediate manager or concerned HR, eORIGAMI shall initiate appropriate disciplinary action against the Associate as per eORIGAMI policy. eORIGAMI reserves the right to registering a MAN MISSING complaint with the Police Department, in such cases.


(Signature of Associate)

Registered Office Address: No. 07, AASHRAYAA ONYX, 7th Cross Rd, Duo Heights Layout, Devanahalli, Bengaluru, Karnataka - 560068

1. Compensation & Benefits:

You will receive a total compensation of Rs. 450500/- per annum. The compensation package consists of:

2. Position Linked Benefits:

We wish you all the very best and look forward to a long and mutually beneficial association.

Kindly confirm your acceptance of the above conditions by signing and returning the duplicate copy of this letter.

Yours sincerely,
for eORIGAMI Software Private Limited,

YASHWANTH REDDY
President - Operations

I have carefully read and understood the above offer terms including the terms contained in Annexure I and agree that the provisions of this letter and the Annexure I are reasonable and necessary and accept the same irrevocably and unconditionally.

Signature
Name


:Yashwanth Reddy K



OFFER LETTER

To,

**KM DIVYA SHAKYA
104,ARUNA NAGAR,ETAH UP-207001**

Dear KM DIVYA SILAKYA

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 15/04/2022

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. 354120/-

You shall be on probation for an initial 6 month. You are required the following original documents along with self-attested photocopies of each document at the time of joining for verification to the IIR Department.

You are required to submit the following documents at the time of joining-

- Qualification Documents (All Mark-Sheets from 10th to Last)
- Work Experience Certificates or Relieving Letter of previous Employers.
- Last 3 month Pay slips of previous employer*.
- Last 6 months bank statement.
- Address Proof (Aadhar Card is preferred)
- Pan Card (Original with Photocopy)
- 3 Photographs

As you are going to be an integral part of the company, we'll try to extend all possible support to you during your tenure.

Looking forward to having you with us and wishing you great success with P D F

Kindly Confirm your Acceptance and date of Joining.

For P. Dass Forging Private Limited, Rohtak, Haryana

Authorized Signatory



JOB OFFER LETTER

To,

YATENDRA KUMAR GAUTAM
village:- ghatampur, sikideha, milkipur

Dear YATENDRA KUMAR GAUTAM

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 15/04/2022.

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,

ANAND KUMAR
VILL POST MUNI TEHSIL KHURJA DISTT BULANDSHHAR 203131

Dear **ANAND KUMAR**

We are delighted to offer you a position as **Junior Associate, Technology** with Publicis Sapient, a division of TLG India Pvt. Ltd. ("Publicis Sapient").

Publicis Sapient will provide you with a total compensation package that consists of your base salary and statutory retirement benefits.

The Total Cost to Company offered to you is INR 452500/- which includes the following:-

- An annualized base salary of INR 452500/- (including HRA)
- Provident Fund and Gratuity contributions, (As per the applicable provisions)

Tax at the applicable rate shall be deducted at source from your salary.
(Please refer to Annexure "B" for details)

Your anticipated start date will **10/12/2022**. You will be on training for a period of 6 months from the start date of your employment. Your home office would be in **Noida**, India.

In addition to your salary, you will be entitled to:-

- Receive Relocation expenses up to a maximum of amount Rs 10,000, (subject to submission of receipts)
- Participate in the Publicis Sapient's medical and life insurance benefits

The realisation of the above items is subject to the terms set forth in Annexure 'A' under the respective clauses.

You will be required to sign a training agreement on joining Publicis Sapient. Publicis Sapient would be making considerable investment in imparting specialized training to you for meeting the business requirements of the Company. Should you decide to leave Publicis Sapient within 18 months of the **10/12/2022**, You would be required to pay INR 150,000 in accordance with the terms of the training agreement.

TLG India Private Limited
G1, SEZ, Condo Technopark,
Building No. 1, Tower B, Ground - 3rd Floor,
Building No. 2, Tower A, Ground & First Floor,
Building No. 3, Ground & First Floor,
SEZ Sector 21, Village Condamina,
Gurgaon - 122016 Haryana, India

TEL: +91 (124) 472 4885
FAX: +91 (124) 472 4027

Registered Office: TLG India Private Limited
13th Floor, Liberty Road, Tower A, 35, Sector 16, Gurgaon, Haryana, India
Tel: +91 (124) 464 3667 Fax: +91 (124) 464 3667 Ctn: UPI460043270015756

www.publicissapient.com

TLG India Private Limited
Cygnus Business Park Private Limited SEZ,
Tower C, 2nd - 4th Floor, Plot No. 7,
Sector 14A, Gurgaon,
Haryana - 122001,
Uttar Pradesh, India

TEL: +91 (120) 472 5885
FAX: +91 (120) 472 5875

TLG India Private Limited
Signature Correlation Success Park,
267D, Building Virga, Outer Ring Road,
Dandankundi-Cyber, Marathahalli Post,
Bengaluru - 560037 Karnataka, India

TEL: +91 (80) 6131 6000
FAX: +91 (80) 6131 6001

On your first day of employment, please report to our office at **Gurgaon** at **9:00 a.m.** along with the documents. Should there be a change in your start date, it is mandatory for you to communicate the same to us a week in advance as this impacts your experience with Publicis Sapient.

Kindly return a copy of this letter duly counter signed by you, within a week in acceptance of the terms and conditions set out herein. Please refer to the Annexure "A" of this letter for details on the Terms of Employment, which shall apply to your employment. By signing a copy of this letter, you agree to abide by these terms and any other published terms in effect from time to time throughout the period of your employment.

We are looking forward to your joining us. We are sure that you would find life with Publicis Sapient to be motivating and challenging.

Best Regards



Kamal Karwal
GVP, People Strategy | Publicis Sapient



S.S. BOTTLING PRIVATE LIMITED

JOB OFFER LETTER

To,

**Aisha Yadav
BALAJI NAGAR NARAYACH**

On behalf of the entire company, I'd like to say that it brings me great pleasure to formally offer you the designation of **Microbiologist**, SS Bottling Pvt. Ltd. at **Gohana, Sonapat**, you will join the organization from **12/02/2023**.

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. 420200/-

You shall be on probation for an initial **6 month**. You are required the following original documents along with self-attested photocopies of each document at the time of joining for verification to the HR Department.

You are required to submit the following documents at the time of joining –

1. Qualification Documents (All Mark Sheets from 10th to Last)
2. Work Experience Certificates or Relieving Letter of previous Employers.
3. Last 3 month Pay slips of previous employer.
4. Last 6 months bank statement.
5. Address Proof (Aadhar Card is preferred)
6. Pan Card (Original with Photo copy)
7. 3 Photographs

As you are going to be an integral part of the company, we'll try to extend all possible support to you during your tenure.

Looking forward to having you with us and wishing you great success with **SS Bottling Pvt. Ltd.**

Kindly Confirm your Acceptance and date of joining.

For SS Bottling Pvt. Ltd., Gohana, Sonapat.

Authorized Signatory

Work Place – Khasra No 15/13, 15/14, 15/15(4-0), 15//18/1/1 15//18/1/2 & 15//23/1/1 Village Mehmood Pur,
Tehsil Gohana, Distt. Sonapat, Haryana – 131001 (INDIA)

Regd. Office – 9/53, Kirti Nagar, Indl. Area, New Delhi – 110015 Tel: +91-11-45072942, 25927392 Fax: +91-11-45072943

Corporate Identity Number : **U15549dl2018ptc337847**



Offer Letter

Date: 15/05/2023

Name: PRAGATI GUPTA

Address: 26/308 Bada Charan Singh Gokul Puram Agra

Dear PRAGATI GUPTA,

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 15/05/2023 and your package will be **345000/-**.

The role in which you will be working is very important and will require you to deal with important and sensitive information, records and other company matters.

We are excited to have you as a member of our team. We are confident that you will have a successful career with our company.

We'd like to take this opportunity to welcome you to our team.

Kind Regards

Apoorva

Sr. Executive IIR



Zuche Pharmaceuticals Private Limited

Registered Office: 602-D/1B/4, Navkar Parkview Apartment, Flat No. 8, Ward No. 3, Mehrauli, New Delhi-110030, India

Corporate Office: A-215 & A-217, 2nd Floor, Somdatt Chambers-1, Building No. 5, Bhikaji Cama Place, New Delhi-110066, India

Manufacturing Unit: G1-712, RICO Industrial Area, Chopanki, Dist: Akrur, Rajasthan-301019, India

E-mail: business@zuchepharma.in, business@zuchepharma.com Website: www.zuchepharma.com

Contact Number: +91-11-41662311, +91-8610475070, +91-9873582118 CIN: U52100DL2010PTC206054



To,

TARUN SHUKLA
VILL- JHAGRAR,POST- BARAMAI,SADABAD,

Dear TARUN SHUKLA

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 15/09/2022. We welcome you to our company and wish you all the best for your future endeavors.

Your CTC would be Rs. 322450 (P/A)

You shall be on probation for an initial 6 month. You are required the following original documents along with self-attested photocopies of each document at the time of joining for verification to the IIR Department.

You are required to submit the following documents at the time of joining-

- Qualification Documents (All MarkSheets from 10th to Last)
- Work Experience Certificates or Relieving Letter of previous Employers*.
- Last 3 month Pay slips of previous employer*.
- Last 6 months bank statement.
- Address Proof (Aadhar Card is preferred)
- Pan Card (Original with Photocopy)
- 3 Photographs

As you are going to be an integral part of the company, we'll try to extend all possible support to you during your tenure.

Looking forward to having you with us and wishing you great success with Bajaj Auto Ltd.

For BAJAJ AUTO, Haridwar, Uttarakhand

Authorized Signatory



S.S. BOTTLING PRIVATE LIMITED

JOB OFFER LETTER

To,

**ADITYA MISHRA
NEAR RAM LILA GROUND, MANT MULA , MANT Mant Mula, Mant**

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 **12/02/2023**.

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. 420200/-

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**



JOB OFFER LETTER

To,

CHARU BILONIA
85 Ram Vihar Colony Phase 1 Devri Road

Dear CHARU BILONIA

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 15/04/2022.

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



To,

Mohd Hakim
9/5 SINDHI COLONY GOKULPURA AGRA

Dear Mohd Hakim

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 12/02/2023

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.345700/-

You shall be on probation for an initial 6 month. You are required the following original documents along with self-attested photocopies of each document at the time of joining for verification to the HR Department.

You are required to submit the following documents at the time of joining-

- Qualification Documents (All MarkSheets from 10th to Last)
- Work Experience Certificates or Relieving Letter of previous Employers*.
- Last 3 month Pay slips of previous employer*.
- Last 6 months bank statement.
- Address Proof (Aadhar Card is preferred)
- Pan Card (Original with Photocopy)
- 3 Photographs

As you are going to be an integral part of the company, we'll try to extend all possible support to you during your tenure.

Looking forward to having you with us and wishing you great success with Welspun

For Village- Chandanvelly, Mandal – Shabad, Shabad Road, Chandanville, Rangareddy – 501503

A handwritten signature in blue ink, appearing to read 'Singh', is written over a light blue horizontal line.

Authorized Signatory



PRIVATE & CONFIDENTIAL

Ravi Shankar Sharma
S/O Ram Tahal Sharma

26, Girraj enclave
Balkeshwar

Date: 15/09/2022

TRAINEE ASSOCIATE (Trainee Associate Engineer Network - MID) CONTRACT

Dear Ravi Shankar 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 290500** 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	Ravi Shankar Sharma
1. Position	Trainee Associate (Trainee Associate Engineer Network - MID) reporting to Sneh Deep Jassal (EIN :611638876), Title: Technical Delivery Manager-MBNL, Ph:
2. Start Date	15/09/2022
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

RITAKSHI PATEL
VPO- Akhaipur Hathras Junction

Dear **RITAKSHI PATEL**,

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 15/05/2023

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. 412020/-** 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



S.S. BOTTLING PRIVATE LIMITED

JOB OFFER LETTER

To,

Radha
12/42 1b1 GALI NO -3 HANUMAN NAGAR NUNIHAI ROAD ETMADDAULA AGRA

On behalf of the entire company, I'd like to say that it brings me great pleasure to formally offer you the designation of **Microbiologist, SS Bottling Pvt. Ltd.** at **Gohana, Sonapat**, you will join the organization from **12/02/2023**.

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. 420200/-

You shall be on probation for an initial **6 month**. You are required the following original documents along with self-attested photocopies of each document at the time of joining for verification to the HR Department.

You are required to submit the following documents at the time of joining –

1. Qualification Documents (All Mark Sheets from 10th to Last)
2. Work Experience Certificates or Relieving Letter of previous Employers.
3. Last 3 month Pay slips of previous employer.
4. Last 6 months bank statement.
5. Address Proof (Aadhar Card is preferred)
6. Pan Card (Original with Photo copy)
7. 3 Photographs

As you are going to be an integral part of the company, we'll try to extend all possible support to you during your tenure.

Looking forward to having you with us and wishing you great success with **SS Bottling Pvt. Ltd.**

Kindly Confirm your Acceptance and date of joining.

For SS Bottling Pvt. Ltd., Gohana, Sonapat.

Authorized Signatory

Work Place – Khasra No 15/13, 15/14, 15/15(4-0), 15//18/1/1 15//18/1/2 & 15//23/1/1 Village Mehmood Pur,
Tehsil Gohana, Distt. Sonapat, Haryana – 131001 (INDIA)

Regd. Office – 9/53, Kirti Nagar, Indl. Area, New Delhi – 110015 Tel: +91-11-45072942, 25927392 Fax: +91-11-45072943

Corporate Identity Number : **U15549dl2018ptc337847**



PRIVATE & CONFIDENTIAL

Mudit Sharma
S/O Rajendra Kumar Sharma

63A/101/Z1, SAHARIYA
ENCLAVE, DEFENCE
COLONY

Date: 15/09/2022

TRAINEE ASSOCIATE (Trainee Associate Engineer Network - MID) CONTRACT

Dear Mudit 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 290500** which shall be payable monthly in arrears directly into your nominated bank account. (Stipend). A complete breakdown of your Stipend/compensation package is set out at Appendix 1 of this Contract.

Corporate Office:
7th to 9th Floor, Tower C & D, Building
No. 14,
Sector 24 & 25 A
DLF Cyber City
Notified SEZ
DLF City
Gurgaon-122002

BT Global Business Services Pvt Ltd
CIN: U74140DL2014PTC268583
Registered Office:
11th Floor, Eros Corporate Tower
Opp. International Trade Tower
Nehru Place,
New Delhi - 110 019, India
Tel.: +91 11 4781 1111
Fax: +91 11 4103 4438

www.bt.com

**Appendix1 Table of
benefits**

Section Name	Mudit Sharma
1. Position	Trainee Associate (Trainee Associate Engineer Network - MID) reporting to Sneh Deep Jassal (EIN :611638876), Title: Technical Delivery Manager-MBNL, Ph:
2. Start Date	15/09/2022
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: 12/02/2023

PIYUSH KUMAR
Birpur baba pati near Durga mandir Ghazipur

Dear PIYUSH 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 358700/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

1

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

415/21-24, Kumanan Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers ServiceLine: 1800 209 3311 Email: careers@tcs.com



COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of INR **15,000/-** per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be INR **7,500/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of INR **500/-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

4. Personal Allowance

You will be eligible for a monthly personal allowance of INR **17,272/-** per month. This component is subject to review and may change as per TCSL's compensation policy.



PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of INR 4,300/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Performance Bonus

Your Performance Bonus will be INR 3,100/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Performance Bonus is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Performance Bonus.

This payment shall be treated as productivity bonus in lieu of statutory profit bonus.

CITY ALLOWANCE

You will be eligible for a City Allowance of INR 400/- per month. This allowance is fully taxable, is specific to India and linked to your base branch. It is subject to review and will be discontinued while on international assignments.

RETENTION INCENTIVE

You are eligible for Retention Incentive of INR 70,000/- payable to you on an annual basis. This component is in appreciation of continuity of your service in TCSL and will be paid on completion of each year from the introduction of this incentive for a period of 3 years. The Company reserves the right to modify the same in line with the TCS Compensation Policy.

OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependents under the company's Health Insurance Scheme (HIS).

HIS offers the following benefits:

1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to INR 6,000/- per insured person per annum and basic hospitalization expenses up to INR 2,00,000/- per insured person per annum.

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

415/21-24, Kumanan Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

Tel: 91 44 6616 2232 Fax: 91 44 6616 2555 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers ServiceLine: 1800 209 3311 Email: careers@tcs.com



i. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for INR **12,00,000/-** as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of INR **250/-** will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.

RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

Withdrawal of Offer

If you fail to accept the offer from TCSL within 15 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn. Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL. We look forward to having you in our global team.

Yours Sincerely,

For TATA Consultancy Services Limited



Girish V. Nandimath
Global Head Talent Acquisition & AIP

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms



Zummit Infolabs LLP
1498, 40th cross, 22nd main 4th t block Jayanagar,
Bangalore 41
www.zummitlabs.com

Date of Joining: 15/05/2023

Sub: Letter of Appointment

Dear Deepak Tyagi
Villi-Dhadora , Post-Ratika nagla,
Dist-Hathras, Pincode-204212

This is to inform you that you have been offered the position of a "Bioinformatics Professional" at Zummit Infolabs based on the interview with a full time engagement of 8 hours at least. During this period you will be paid 324500/- per annum.

This includes activities related to application development using Python, Django, Web development and some machine learning along with some Enzyme Engineering and Biotechnology domain knowledge.

Details of the offer are further explained in the annexure attached. You are requested to go through the terms and conditions and sign below your acceptance for the same.

Wishing you all the very best and a warm welcome to the Zummit Infolabs family.

On behalf of Zummit Infolabs,

Isha Mishra

Isha Mishra
HR Head
Zummit Infolabs
Bangalore

Confidential

Zummit Infolabs LLP
www.zummitlabs.com





Zummit Infolabs LLP
1498, 40th cross, 22nd main 4th t block Jayanagar,
Bangalore 41
www.zummitlabs.com

TERMS AND CONDITIONS OF SERVICE FOR APPOINTMENT AS
Bioinformatics Intern

This is with reference to the discussion which you had with us; we are pleased to appoint you for the said post under the following terms and conditions.

- Your appointment will be effective: 15/05/2023
- You are designated as: Bioinformatics Professional
- The copyright in the entire work product, material and other tangible property written or generated by you during the course of your employment with the Company shall be and will remain the exclusive property of the Company. You shall return the same to the Company on termination of your employment or at such earlier time as requested for by the Company. The work product shall be the exclusive property of the Company, and the Company shall be free to deal with the same in such manner as it deems fit.
- The employee shall at any time be liable for the disciplinary action such as Warning, Suspension, Discharge, Dismissal or losing Lien on his employment for unsatisfactory performance, causing damage/financial loss to the company, committing breach of any service condition, misconduct such as irregular attendance, unauthorized absence, misbehaviors or any unworthy acts like thefts, misappropriation/fraud, dishonesty, immorality, indecent behavior, usage of indecent language, conviction, falsification of documents/ records or information given Application for securing a job which in the opinion of the company is prejudicial and detrimental to the interest of the company.
- The employee shall in addition to the General Service Conditions as specifically stated herein above be governed by other rules, regulations; practices, systems, procedures and policies as are in force or may be added, altered, modified or omitted/deleted by the company from time to time.

For Zummit Infolabs,

Isha Mishra

Isha Mishra
HR Head
Zummit Infolabs
Bangalore

Confidential

Zummit Infolabs LLP
www.zummitlabs.com





To,

Anshita Shukla
POST : POST: MADNAPUR SHAHJAHANPUR

Dear Anshita Shukla

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 15/09/2022. We welcome you to our company and wish you all the best for your future endeavors.

Your CTC would be Rs. 322450 (P/A)

You shall be on probation for an initial 6 month. You are required the following original documents along with self-attested photocopies of each document at the time of joining for verification to the IIR Department.

You are required to submit the following documents at the time of joining-

- Qualification Documents (All MarkSheets from 10th to Last)
- Work Experience Certificates or Relieving Letter of previous Employers*.
- Last 3 month Pay slips of previous employer*.
- Last 6 months bank statement.
- Address Proof (Aadhar Card is preferred)
- Pan Card (Original with Photocopy)
- 3 Photographs

As you are going to be an integral part of the company, we'll try to extend all possible support to you during your tenure.

Looking forward to having you with us and wishing you great success with Bajaj Auto Ltd.

For BAJAJ AUTO, Haridwar, Uttarakhand

Authorized Signatory



PRIVATE & CONFIDENTIAL

ARYAN
S/O RAVENDRA KUMAR

NEAR G.I INTER COLLEGE
SIRSAGANJ FIROZABAD

Date: 15/09/2022

TRAINEE ASSOCIATE (Trainee Associate Engineer Network - MID) CONTRACT

Dear ARYAN,

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 290500** 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	ARYAN	
1.	Position	Trainee Associate (Trainee Associate Engineer Network - MID) reporting to Sneh Deep Jassal (EIN :611638876), Title: Technical Delivery Manager-MBNL, Ph:
2.	Start Date	15/09/2022
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: 30/11/2022

KM bhawna sharma
25/240 BUDH VIHAR CHAKKI PAT, AGRA

Dear KM bhawna 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 450000/- 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 30/11/2022. 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 30/11/2022 evening. This offer is valid till 30/11/2022. Henceforth it will be considered as null and void.

We look forward to your accepting this offer and contributing into creating a global organization.


Yours sincerely,

For InfoAxon Technologies India Pvt. Ltd.

Authorized Signatory

InfoAxon Technologies India Pvt. Ltd.
00th Floor, Tradex Tower,
Plot No 15, Sector 125, Noida-201301
Phone : +91 120 421 5060-73
Website: www.infoaxon.com



Annexure-I Compensation & Benefits	
Name	KM bhawna sharma
Designation	Solution Developer Trainee
Effective Date	30/11/2022
Location	Noida/Pune/Banglore
Annual Cost To Company	450000/-
For InfoAxon Technologies India Pvt. Ltd.	
	



Offer Letter

Date: 30/11/2022

Devendra sharma
14/81 choti athai nhi ki mandi Sadar bhati

Dear Devendra 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 450000/- 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 30/11/2022. 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 30/11/2022 evening. This offer is valid till 30/11/2022. 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", "0120-4215960", and "73".

Authorized Signatory

InfoAxon Technologies India Pvt. Ltd.
00th Floor, Tradex Tower,
Plot No 15, Sector 125, Hsids-201301
Phone : +91 120 421 5060-73
Website: www.infoaxon.com



Annexure-I Compensation & Benefits	
Name	Devendra sharma
Designation	Solution Developer Trainee
Effective Date	30/11/2022
Location	Noida/Pune/Banglore
Annual Cost To Company	450000/-
For InfoAxon Technologies India Pvt. Ltd.	
	



To
KRISHNVIR
E 1/3 kailashpuri mathura road agra

Sub: Your offer of Employment in eORIGAMI SOFTWARE PVT LTD

Dear **KRISHNVIR**

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 **10/12/2022**

We wish to share with you the detailed terms and conditions which will govern your employment with eORIGAMI and also Associate related guidelines applicable to all eORIGAMIans including you. All these Terms and Conditions are subject to change based on business requirements and you shall abide by the updated policies. Please note that your appointment is subject to background check /reference check/pre-employment checks as applicable.

eORIGAMI observes a 5-day week with Saturday and Sunday as weekly holidays. The office hours are from 09:00 AM to 06:00 PM, with staggered lunch break of 30 minutes between 12:00 PM and 12:30 PM. Associates are expected to follow the client's working hours and holidays while on deputation to client's site in India/onsite. In the event an Associate fails to register their attendance consecutively for 3 working days, without any prior notice to their immediate manager or concerned HR, eORIGAMI shall initiate appropriate disciplinary action against the Associate as per eORIGAMI policy. eORIGAMI reserves the right to registering a MAN MISSING complaint with the Police Department, in such cases.


(Signature of Associate)

Registered Office Address: No. 07, AASHRAYAA ONYX, 7th Cross Rd, Duo Heights Layout, Devanahalli, Bengaluru, Karnataka - 560068

1. Compensation & Benefits:

You will receive a total compensation of Rs. 450500/- per annum. The compensation package consists of:

2. Position Linked Benefits:

We wish you all the very best and look forward to a long and mutually beneficial association.

Kindly confirm your acceptance of the above conditions by signing and returning the duplicate copy of this letter.

Yours sincerely,
for eORIGAMI Software Private Limited,

YASHWANTH REDDY
President - Operations

I have carefully read and understood the above offer terms including the terms contained in Annexure I and agree that the provisions of this letter and the Annexure I are reasonable and necessary and accept the same irrevocably and unconditionally.

Signature
Name


:Yashwanth Reddy K



To
YASHIKA SHARMA
2124, MAIN MARKET, ACHHNERA, AGRA

Sub: Your offer of Employment in eORIGAMI SOFTWARE PVT LTD

Dear YASHIKA 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 **10/12/2022**

We wish to share with you the detailed terms and conditions which will govern your employment with eORIGAMI and also Associate related guidelines applicable to all eORIGAMIans including you. All these Terms and Conditions are subject to change based on business requirements and you shall abide by the updated policies. Please note that your appointment is subject to background check /reference check/pre-employment checks as applicable.

eORIGAMI observes a 5-day week with Saturday and Sunday as weekly holidays. The office hours are from 09:00 AM to 06:00 PM, with staggered lunch break of 30 minutes between 12:00 PM and 12:30 PM. Associates are expected to follow the client's working hours and holidays while on deputation to client's site in India/onsite. In the event an Associate fails to register their attendance consecutively for 3 working days, without any prior notice to their immediate manager or concerned HR, eORIGAMI shall initiate appropriate disciplinary action against the Associate as per eORIGAMI policy. eORIGAMI reserves the right to registering a MAN MISSING complaint with the Police Department, in such cases.


(Signature of Associate)

Registered Office Address: No. 07, AASHRAYAA ONYX, 7th Cross Rd, Duo Heights Layout, Devanahalli, Bengaluru, Karnataka - 560068

1. Compensation & Benefits:

You will receive a total compensation of Rs. 450500/- per annum. The compensation package consists of:

2. Position Linked Benefits:

We wish you all the very best and look forward to a long and mutually beneficial association.

Kindly confirm your acceptance of the above conditions by signing and returning the duplicate copy of this letter.

Yours sincerely,
for eORIGAMI Software Private Limited,

YASHWANTH REDDY
President - Operations

I have carefully read and understood the above offer terms including the terms contained in Annexure I and agree that the provisions of this letter and the Annexure I are reasonable and necessary and accept the same irrevocably and unconditionally.

Signature
Name


:Yashwanth Reddy K



OFFER LETTER

To,

**GUNJAN BAGHEL
17/97 N RAJ NAGAR, LOHA MANDI, AGRA**

Dear GUNJAN BAGHEL

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 15/04/2022

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. 354120/-

You shall be on probation for an initial 6 month. You are required the following original documents along with self-attested photocopies of each document at the time of joining for verification to the IIR Department.

You are required to submit the following documents at the time of joining-

- Qualification Documents (All Mark-Sheets from 10th to Last)
- Work Experience Certificates or Relieving Letter of previous Employers.
- Last 3 month Pay slips of previous employer*.
- Last 6 months bank statement.
- Address Proof (Aadhar Card is preferred)
- Pan Card (Original with Photocopy)
- 3 Photographs

As you are going to be an integral part of the company, we'll try to extend all possible support to you during your tenure.

Looking forward to having you with us and wishing you great success with P D F

Kindly Confirm your Acceptance and date of Joining.

For P. Dass Forging Private Limited, Rohtak, Haryana

Authorized Signatory



JOB OFFER LETTER

To,

BRIJESH RAWAT
H. NO. 6/255D KHANDARI AGRA

Dear BRIJESH RAWAT

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 15/04/2022.

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



JOB OFFER LETTER

To,

UDIT PRAJAPATI
khaspur bahadurpur dayal bagh agra Uttar Pradesh

Dear UDIT PRAJAPATI

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 15/04/2022.

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.

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- Work Experience Certificates or Relieving Letter of previous Employers*.
- Last 3 month Pay slips of previous employer*.
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- 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 Dipika
Vill- Amkolhi, post- Pach- khora, dist- Azamgarh

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 **12/02/2023**.

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. 420200/-

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



Zummit Infolabs LLP
1498, 40th cross, 22nd main 4th t block Jayanagar,
Bangalore 41
www.zummitlabs.com

Date of Joining: 15/05/2023

Sub: Letter of Appointment

Dear Sonali Yadav
VILL CHAKIYA POST SHIVAPAR
THANA DHANGHATA

This is to inform you that you have been offered the position of a "Bioinformatics Professional" at Zummit Infolabs based on the interview with a full time engagement of 8 hours at least. During this period you will be paid 324500/- per annum.

This includes activities related to application development using Python, Django, Web development and some machine learning along with some Enzyme Engineering and Biotechnology domain knowledge.

Details of the offer are further explained in the annexure attached. You are requested to go through the terms and conditions and sign below your acceptance for the same.

Wishing you all the very best and a warm welcome to the Zummit Infolabs family.

On behalf of Zummit Infolabs,

Isha Mishra

Isha Mishra
HR Head
Zummit Infolabs
Bangalore

Confidential

Zummit Infolabs LLP
www.zummitlabs.com





Zummit Infolabs LLP
1498, 40th cross, 22nd main 4th t block Jayanagar,
Bangalore 41
www.zummitlabs.com

TERMS AND CONDITIONS OF SERVICE FOR APPOINTMENT AS
Bioinformatics Intern

This is with reference to the discussion which you had with us; we are pleased to appoint you for the said post under the following terms and conditions.

- Your appointment will be effective: 15/05/2023
- You are designated as: Bioinformatics Professional
- The copyright in the entire work product, material and other tangible property written or generated by you during the course of your employment with the Company shall be and will remain the exclusive property of the Company. You shall return the same to the Company on termination of your employment or at such earlier time as requested for by the Company. The work product shall be the exclusive property of the Company, and the Company shall be free to deal with the same in such manner as it deems fit.
- The employee shall at any time be liable for the disciplinary action such as Warning, Suspension, Discharge, Dismissal or losing Lien on his employment for unsatisfactory performance, causing damage/financial loss to the company, committing breach of any service condition, misconduct such as irregular attendance, unauthorized absence, misbehaviors or any unworthy acts like thefts, misappropriation/fraud, dishonesty, immorality, indecent behavior, usage of indecent language, conviction, falsification of documents/ records or information given Application for securing a job which in the opinion of the company is prejudicial and detrimental to the interest of the company.
- The employee shall in addition to the General Service Conditions as specifically stated herein above be governed by other rules, regulations; practices, systems, procedures and policies as are in force or may be added, altered, modified or omitted/deleted by the company from time to time.

For Zummit Infolabs,

Isha Mishra

Isha Mishra
HR Head
Zummit Infolabs
Bangalore

Confidential

Zummit Infolabs LLP
www.zummitlabs.com





APPOINTMENT LETTER

To,

Kavita Rani
Nikhil vihar colony phase 1 mulla ki pyau dhanauli Agra

Dear **Kavita Rani**

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 452500/- which includes the following:-

- An annualized base salary of INR 452500/- (including HRA)
- Provident Fund and Gratuity contributions, (As per the applicable provisions)

Tax at the applicable rate shall be deducted at source from your salary.
(Please refer to Annexure "B" for details)

Your anticipated start date will **10/12/2022**. You will be on training for a period of 6 months from the start date of your employment. Your home office would be in **Noida**, India.

In addition to your salary, you will be entitled to:-

- Receive Relocation expenses up to a maximum of amount Rs 10,000, (subject to submission of receipts)
- Participate in the Publicis Sapient's medical and life insurance benefits

The realisation of the above items is subject to the terms set forth in Annexure 'A' under the respective clauses.

You will be required to sign a training agreement on joining Publicis Sapient. Publicis Sapient would be making considerable investment in imparting specialized training to you for meeting the business requirements of the Company. Should you decide to leave Publicis Sapient within 18 months of the **10/12/2022**, You would be required to pay INR 150,000 in accordance with the terms of the training agreement.

TLG India Private Limited
G1, SEZ, Condo Technopark,
Building No. 1, Tower B, Ground - 3rd Floor,
Building No. 2, Tower A, Ground & First Floor,
Building No. 3, Ground & First Floor,
SEZ Sector 21, Village Chandigarh,
Gurgaon - 122016 Haryana, India

Tel: +91 (124) 472 4885
Fax: +91 (124) 472 4027

Registered Office: TLG India Private Limited
13th Floor, Liberty Trade, Tower A, 35, Sector 16A, Condo Park, Lower Phase, Gurgaon
Tel: +91 (124) 472 4885 Fax: +91 (124) 472 4027 C/o: UPI4724885@124724885

www.publicissapient.com

TLG India Private Limited
Cygnus Business Park Private Limited SEZ,
Tower C, 2nd - 4th Floor, Plot No. 7,
Sector 14A, Expressway,
Noida - 201301,
Uttar Pradesh, India

Tel: +91 (120) 472 5885
Fax: +91 (120) 472 5875

TLG India Private Limited
Signature Correlation Success Park,
267D, Building Vigna, Outer Ring Road,
Dadabankund-Cyber, Mahanagar Post,
Bengaluru - 560037 Karnataka, India

Tel: +91 (80) 6131 6000
Fax: +91 (80) 6131 6001

On your first day of employment, please report to our office at **Gurgaon** at **9:00 a.m.** along with the documents. Should there be a change in your start date, it is mandatory for you to communicate the same to us a week in advance as this impacts your experience with Publicis Sapient.

Kindly return a copy of this letter duly counter signed by you, within a week in acceptance of the terms and conditions set out herein. Please refer to the Annexure "A" of this letter for details on the Terms of Employment, which shall apply to your employment. By signing a copy of this letter, you agree to abide by these terms and any other published terms in effect from time to time throughout the period of your employment.

We are looking forward to your joining us. We are sure that you would find life with Publicis Sapient to be motivating and challenging.

Best Regards



Kamal Karwal
GVP, People Strategy | Publicis Sapient



Offer Letter

To,

ADITYA JAIN
B124 Maharaniabagh,
Albatiya Road, Shahganj,
Agra

Dear ADITYA JAIN

On behalf of the WESTERN, Company, I'd like to say that it brings me great pleasure to formally offer you the designation of Tramee 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 15/05/2023

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.325100/

You shall be on probation for an initial 6 month. You are required the following original documents along with self-attested photocopies of each document at the time of joining for verification to the IIR Department.

You are required to submit the following documents at the time of joining

- Qualification Documents (All MarkSheets from 10th to Last)
- Work Experience Certificates or Relieving Letter of previous Employers*.
- Last 3 month Pay slips of previous employer*.
- Last 6 months bank statement.
- Address Proof (Aadhar Card is preferred)
- Pan Card (Original with Photocopy)
- 3 Photographs

As you are going to be an integral part of the company, we'll try to extend all possible support to you during your tenure.

Looking forward to having you with us and wishing you great success with 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: 12/02/2023

JAYESH KUMAR
VILL-SAIPUR POST-BIRAON DIS-VARANASI

Dear JAYESH 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 358700/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

1

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

415/21-24, Kumbharan Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers ServiceLine: 1800 209 3311 Email: careers@tcs.com



COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of INR **15,000/-** per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be INR **7,500/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of INR **500/-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

4. Personal Allowance

You will be eligible for a monthly personal allowance of INR **17,272/-** per month. This component is subject to review and may change as per TCSL's compensation policy.

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

415/21-24, Karaman Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

Tel: 91 44 6616 2232 Fax: 91 44 6616 2555 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers ServiceLine: 1800 209 3311 Email: careers@tcs.com



PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of INR 4,300/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Performance Bonus

Your Performance Bonus will be INR 3,100/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Performance Bonus is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Performance Bonus.

This payment shall be treated as productivity bonus in lieu of statutory profit bonus.

CITY ALLOWANCE

You will be eligible for a City Allowance of INR 400/- per month. This allowance is fully taxable, is specific to India and linked to your base branch. It is subject to review and will be discontinued while on international assignments.

RETENTION INCENTIVE

You are eligible for Retention Incentive of INR 70,000/- payable to you on an annual basis. This component is in appreciation of continuity of your service in TCSL and will be paid on completion of each year from the introduction of this incentive for a period of 3 years. The Company reserves the right to modify the same in line with the TCS Compensation Policy.

OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependents under the company's Health Insurance Scheme (HIS).

HIS offers the following benefits:

1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to INR 6,000/- per insured person per annum and basic hospitalization expenses up to INR 2,00,000/- per insured person per annum.

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

415/21-24, Kumanan Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers ServiceLine: 1800 209 3311 Email: careers@tcs.com



i. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for INR **12,00,000/-** as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of INR **250/-** will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.

RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

415/21-24, Karaman Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers ServiceLine: 1 800 209 3311 Email: careers@tcs.com

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

Withdrawal of Offer

If you fail to accept the offer from TCSL within 15 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn. Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL. We look forward to having you in our global team.

Yours Sincerely,

For TATA Consultancy Services Limited



Girish V. Nandimath
Global Head Talent Acquisition & AIP

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms



To,

Jagrati Gupta
VILLAGE LAKHANCHANDPUR POST KARANDA DISTT GHAZIPUR

Dear Jagrati Gupta

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 15/09/2022

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. 312010 (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



PRIVATE & CONFIDENTIAL

Randheer Kannaujiya
S/O Bechan ram

BRAHMMANPURI ATRAULI
ALIGARH

Date: 15/09/2022

TRAINEE ASSOCIATE (Trainee Associate Engineer Network - MID) CONTRACT

Dear Randheer Kannaujiya,

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 290500** 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	Randheer Kannaujiya	
1.	Position	Trainee Associate (Trainee Associate Engineer Network - MID) reporting to Sneh Deep Jassal (EIN :611638876), Title: Technical Delivery Manager-MBNL, Ph:
2.	Start Date	15/09/2022
3.	Normal Place of Work	7th & 8th Floors, Tower C & D, Building No 14 Sector 24 & 25A, Gurugram 122016, India
3B.	Temporary Place of Work	NA
4.	Stipend	As set out below
5.	Next Stipend Review date	On successful completion of apprenticeship/training
6.	Annual Leave	21
7.	Benefits	Group Medical Insurance Plan: Coverage of INR 6,00,000 for you; your spouse and 2 dependent children, as applicable to be availed as per the due process. Group Personal Accident Plan only for yourself: 5 times of your annual stipend or INR 10,00,000, whichever is higher. Group Term Life Insurance Policy only for yourself: 5 times of your annual stipend or INR 10,00,000, whichever is higher.

Yours sincerely,



Sai Kumar
Senior Manager - Talent Acquisition
For and on behalf of BT Global Business Services Pvt Ltd



S.S. BOTTLING PRIVATE LIMITED

JOB OFFER LETTER

To,

Shivani Jain
12/42 1b1 GALI NO -3 HANUMAN NAGAR NUNIHAI ROAD ETMADDAULA 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 **12/02/2023**.

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. 420200/-

You shall be on probation for an initial **6 month**. You are required the following original documents along with self-attested photocopies of each document at the time of joining for verification to the HR Department.

You are required to submit the following documents at the time of joining –

1. Qualification Documents (All Mark Sheets from 10th to Last)
2. Work Experience Certificates or Relieving Letter of previous Employers.
3. Last 3 month Pay slips of previous employer.
4. Last 6 months bank statement.
5. Address Proof (Aadhar Card is preferred)
6. Pan Card (Original with Photo copy)
7. 3 Photographs

As you are going to be an integral part of the company, we'll try to extend all possible support to you during your tenure. Looking forward to having you with us and wishing you great success with **SS Bottling Pvt. Ltd.**

Kindly Confirm your Acceptance and date of joining.

For **SS Bottling Pvt. Ltd., Gohana, Sonipat.**

Authorized Signatory

Work Place – Khasra No 15/13, 15/14, 15/15(4-0), 15//18/1/1 15//18/1/2 & 15//23/1/1 Village Mehmood Pur,
Tehsil Gohana, Distt. Sonapat, Haryana – 131001 (INDIA)
Regd. Office – 9/53, Kirti Nagar, Indl. Area, New Delhi – 110015 Tel: +91-11-45072942, 25927392 Fax: +91-11-45072943
Corporate Identity Number : U15549dl2018ptc337847



S.S. BOTTLING PRIVATE LIMITED

JOB OFFER LETTER

To,

Vivek Baghel
JAGNER ROAD NARIPURA

On behalf of the entire company, I'd like to say that it brings me great pleasure to formally offer you the designation of **Microbiologist**, **SS Bottling Pvt. Ltd.** at **Gohana, Sonapat**, you will join the organization from **12/02/2023**.

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. 420200/-

You shall be on probation for an initial **6 month**. You are required the following original documents along with self-attested photocopies of each document at the time of joining for verification to the HR Department.

You are required to submit the following documents at the time of joining –

1. Qualification Documents (All Mark Sheets from 10th to Last)
2. Work Experience Certificates or Relieving Letter of previous Employers.
3. Last 3 month Pay slips of previous employer.
4. Last 6 months bank statement.
5. Address Proof (Aadhar Card is preferred)
6. Pan Card (Original with Photo copy)
7. 3 Photographs

As you are going to be an integral part of the company, we'll try to extend all possible support to you during your tenure.

Looking forward to having you with us and wishing you great success with **SS Bottling Pvt. Ltd.**

Kindly Confirm your Acceptance and date of joining.

For **SS Bottling Pvt. Ltd., Gohana, Sonapat.**

Authorized Signatory

Work Place – Khasra No 15/13, 15/14, 15/15(4-0), 15//18/1/1 15//18/1/2 & 15//23/1/1 Village Mehmood Pur,
Tehsil Gohana, Distt. Sonapat, Haryana – 131001 (INDIA)

Regd. Office – 9/53, Kirti Nagar, Indl. Area, New Delhi – 110015 Tel: +91-11-45072942, 25927392 Fax: +91-11-45072943

Corporate Identity Number : **U15549dl2018ptc337847**



OFFER LETTER

Vanshika Srivastava
VILLAGE KHANDAULI OLD BAJAR

Dear Vanshika Srivastava,

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 15/05/2023

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. 412020/-** 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



PRIVATE & CONFIDENTIAL

vindhyavasinee
S/O Ramsakal yadav

Vill.Nuwaya(Malkhanpur)
district Ayodhya

Date: 15/09/2022

TRAINEE ASSOCIATE (Trainee Associate Engineer Network - MID) CONTRACT

Dear vindhyavasinee,

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 290500** 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	vindhyavasinee	
1.	Position	Trainee Associate (Trainee Associate Engineer Network - MID) reporting to Sneh Deep Jassal (EIN :611638876), Title: Technical Delivery Manager-MBNL, Ph:
2.	Start Date	15/09/2022
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



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AJAY KUMAR
S/O BHARAT SINGH

HOUSE NUMBER D 410
KALINDI VIHAR
KUBERPUR

Date: 15/09/2022

TRAINEE ASSOCIATE (Trainee Associate Engineer Network - MID) CONTRACT

Dear AJAY 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 290500** 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.

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BT Global Business Services Pvt Ltd
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11th Floor, Eros Corporate Tower
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Nehru Place,
New Delhi - 110 019, India
Tel.: +91 11 4781 1111
Fax: +91 11 4103 4438

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**Appendix1 Table of
benefits**

Section Name	AJAY KUMAR
1. Position	Trainee Associate (Trainee Associate Engineer Network - MID) reporting to Sneh Deep Jassal (EIN :611638876), Title: Technical Delivery Manager-MBNL, Ph:
2. Start Date	15/09/2022
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: 30/11/2022

Karishma
25/240 BUDH VIHAR CHAKKI PAT, AGRA

Dear Karishma,

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 450000/- 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 30/11/2022. 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 30/11/2022 evening. This offer is valid till 30/11/2022. 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, "INCA" in the center, and "0120-4215960" and "-73" below it.

Authorized Signatory

InfoAxon Technologies India Pvt. Ltd.
00th Floor, Tradex Tower,
Plot No 15, Sector 125, Noida-201301
Phone : +91 120 421 5060-73
Website: www.infoaxon.com



Annexure-I Compensation & Benefits	
Name	Karishma
Designation	Solution Developer Trainee
Effective Date	30/11/2022
Location	Noida/Pune/Bangalore
Annual Cost To Company	450000/-
For InfoAxon Technologies India Pvt. Ltd.	
	



S.S. BOTTLING PRIVATE LIMITED

JOB OFFER LETTER

To,

PIYUSH JHA
26 GIRRAJ ENCLAVE, BALKESHWAR, AGRA

On behalf of the entire company, I'd like to say that it brings me great pleasure to formally offer you the designation of **Microbiologist**, **SS Bottling Pvt. Ltd.** at **Gohana, Sonapat**, you will join the organization from **12/02/2023**.

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. 420200/-

You shall be on probation for an initial **6 month**. You are required the following original documents along with self-attested photocopies of each document at the time of joining for verification to the HR Department.

You are required to submit the following documents at the time of joining –

1. Qualification Documents (All Mark Sheets from 10th to Last)
2. Work Experience Certificates or Relieving Letter of previous Employers.
3. Last 3 month Pay slips of previous employer.
4. Last 6 months bank statement.
5. Address Proof (Aadhar Card is preferred)
6. Pan Card (Original with Photo copy)
7. 3 Photographs

As you are going to be an integral part of the company, we'll try to extend all possible support to you during your tenure.

Looking forward to having you with us and wishing you great success with **SS Bottling Pvt. Ltd.**

Kindly Confirm your Acceptance and date of joining.

For **SS Bottling Pvt. Ltd., Gohana, Sonapat.**

Authorized Signatory

Work Place – Khasra No 15/13, 15/14, 15/15(4-0), 15//18/1/1 15//18/1/2 & 15//23/1/1 Village Mehmood Pur,
Tehsil Gohana, Distt. Sonapat, Haryana – 131001 (INDIA)

Regd. Office – 9/53, Kirti Nagar, Indl. Area, New Delhi – 110015 Tel: +91-11-45072942, 25927392 Fax: +91-11-45072943

Corporate Identity Number : **U15549dl2018ptc337847**



PRIVATE & CONFIDENTIAL

Mohit Kumar
S/O Mr. Pawan Kumar

B 944 trans yamuna
colony rambagh

Date: 15/09/2022

TRAINEE ASSOCIATE (Trainee Associate Engineer Network - MID) CONTRACT

Dear Mohit 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 290500** 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.

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New Delhi - 110 019, India
Tel.: +91 11 4781 1111
Fax: +91 11 4103 4438

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**Appendix1 Table of
benefits**

Section Name	Mohit Kumar
1. Position	Trainee Associate (Trainee Associate Engineer Network - MID) reporting to Sneh Deep Jassal (EIN :611638876), Title: Technical Delivery Manager-MBNL, Ph:
2. Start Date	15/09/2022
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,

Srashti Sharma
shri ram band wali gali jawahar bajar sadabad

Dear Srashti 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 30/11/2022.

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. 254000 (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
SAUMYA
Village-Sunari, Post-Bichpuri, Distt.-Agra, PIN 283105

Sub: Your offer of Employment in eORIGAMI SOFTWARE PVT LTD

Dear SAUMYA

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 **10/12/2022**

We wish to share with you the detailed terms and conditions which will govern your employment with eORIGAMI and also Associate related guidelines applicable to all eORIGAMIans including you. All these Terms and Conditions are subject to change based on business requirements and you shall abide by the updated policies. Please note that your appointment is subject to background check /reference check/pre-employment checks as applicable.

eORIGAMI observes a 5-day week with Saturday and Sunday as weekly holidays. The office hours are from 09:00 AM to 06:00 PM, with staggered lunch break of 30 minutes between 12:00 PM and 12:30 PM. Associates are expected to follow the client's working hours and holidays while on deputation to client's site in India/onsite. In the event an Associate fails to register their attendance consecutively for 3 working days, without any prior notice to their immediate manager or concerned HR, eORIGAMI shall initiate appropriate disciplinary action against the Associate as per eORIGAMI policy. eORIGAMI reserves the right to registering a MAN MISSING complaint with the Police Department, in such cases.


(Signature of Associate)

Registered Office Address: No. 07, AASHRAYAA ONYX, 7th Cross Rd, Duo Heights Layout, Devanahalli, Bengaluru, Karnataka - 560068

1. Compensation & Benefits:

You will receive a total compensation of Rs. 450500/- per annum. The compensation package consists of:

2. Position Linked Benefits:

We wish you all the very best and look forward to a long and mutually beneficial association.

Kindly confirm your acceptance of the above conditions by signing and returning the duplicate copy of this letter.

Yours sincerely,
for eORIGAMI Software Private Limited,

YASHWANTH REDDY
President - Operations

I have carefully read and understood the above offer terms including the terms contained in Annexure I and agree that the provisions of this letter and the Annexure I are reasonable and necessary and accept the same irrevocably and unconditionally.

Signature
Name


:Yashwanth Reddy K



JOB OFFER LETTER

To,

**ABHISHEK JAIN
OLD RAJAKHERA ROAD SHAMSABAD AGRA**

Dear ABHISHEK JAIN

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 15/04/2022.

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



To,

**DEEPANJALI
VILL ABIDGARH POST TARRAKPUR**

Dear DEEPANJALI

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 30/11/2022

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.358750/-

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 Showa

For Gurgaon, Haryana

Authorized Signatory



S.S. BOTTLING PRIVATE LIMITED

JOB OFFER LETTER

To,

**Km Anshuma Sikarawar
H N 5/204 JAWAHAR NAGAR ALIGARH**

On behalf of the entire company, I'd like to say that it brings me great pleasure to formally offer you the designation of **Microbiologist, SS Bottling Pvt. Ltd.** at **Gohana, Sonapat**, you will join the organization from **12/02/2023**.

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. 420200/-

You shall be on probation for an initial **6 month**. You are required the following original documents along with self-attested photocopies of each document at the time of joining for verification to the HR Department.

You are required to submit the following documents at the time of joining –

1. Qualification Documents (All Mark Sheets from 10th to Last)
2. Work Experience Certificates or Relieving Letter of previous Employers.
3. Last 3 month Pay slips of previous employer.
4. Last 6 months bank statement.
5. Address Proof (Aadhar Card is preferred)
6. Pan Card (Original with Photo copy)
7. 3 Photographs

As you are going to be an integral part of the company, we'll try to extend all possible support to you during your tenure. Looking forward to having you with us and wishing you great success with **SS Bottling Pvt. Ltd.**

Kindly Confirm your Acceptance and date of joining.

For SS Bottling Pvt. Ltd., Gohana, Sonapat.

Authorized Signatory

Work Place – Khasra No 15/13, 15/14, 15/15(4-0), 15//18/1/1 15//18/1/2 & 15//23/1/1 Village Mehmood Pur,
Tehsil Gohana, Distt. Sonapat, Haryana – 131001 (INDIA)
Regd. Office – 9/53, Kirti Nagar, Indl. Area, New Delhi – 110015 Tel: +91-11-45072942, 25927392 Fax: +91-11-45072943
Corporate Identity Number : U15549dl2018ptc337847



OFFER LETTER

To,

GINNI BHATIJA
gali no 2 shyam vihar colony naraich agra

Dear GINNI BHATIJA

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 15/04/2022

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. 354120/-

You shall be on probation for an initial 6 month. You are required the following original documents along with self-attested photocopies of each document at the time of joining for verification to the IIR Department.

You are required to submit the following documents at the time of joining-

- Qualification Documents (All Mark-Sheets from 10th to Last)
- Work Experience Certificates or Relieving Letter of previous Employers.
- Last 3 month Pay slips of previous employer*.
- Last 6 months bank statement.
- Address Proof (Aadhar Card is preferred)
- Pan Card (Original with Photocopy)
- 3 Photographs

As you are going to be an integral part of the company, we'll try to extend all possible support to you during your tenure.

Looking forward to having you with us and wishing you great success with P D F

Kindly Confirm your Acceptance and date of Joining.

For P. Dass Forging Private Limited, Rohtak, Haryana

Authorized Signatory



S.S. BOTTLING PRIVATE LIMITED

JOB OFFER LETTER

To,

Shrikrishna Saraswat
3 roshan vihar behind amar ujala press 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 **12/02/2023**.

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. 420200/-

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



JOB OFFER LETTER

To,

**SRI KANT YADAV
1 BY 16 PACHKUIYAN ROAD AGRA**

Dear SRI KANT YADAV

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 15/04/2022.

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: 15/05/2023

Name: HIMANSHU SINGH

Address: VILL. MEHMOODPUR MAFI POST SIRSI TEHSIL. BILARI DIST MORADABAD

Dear HIMANSHU SINGH,

We are delighted to offer you the position of **Assistant Manager QC- microbiology**,

The position, as explained to you, is in our company's Quality Assurance.

We request that you review the same and revert the acknowledgement of your acceptance.

As a result, we will make arrangements to provide you with a detailed letter of appointment on the date of your joining with us, which we have agreed will be any day on or before 15/05/2023 and your package will be **345000/-**.

The role in which you will be working is very important and will require you to deal with important and sensitive information, records and other company matters.

We are excited to have you as a member of our team. We are confident that you will have a successful career with our company.

We'd like to take this opportunity to welcome you to our team.

Kind Regards

Apoorva

Sr. Executive IIR



Zuche Pharmaceuticals Private Limited

Registered Office: 602-D/1B/4, Navkar Parkview Apartment, Flat No. 8, Ward No. 3, Mehrauli, New Delhi-110030, India

Corporate Office: A-216 & A-217, 2nd Floor, Somdatt Chambers-1, Building No. 5, Bhikaji Cama Place, New Delhi-110066, India

Manufacturing Unit: G1-712, RICO Industrial Area, Chopanki, Dist: Akrur, Rajasthan-301019, India

E-mail: business@zuchepharma.in, business@zuchepharma.com Website: www.zuchepharma.com

Contact Number: +91-11-41662311, +91-8610475070, +91-9873252118 CIN: U52100DL2010PTC206054



OFFER LETTER

Harendra Singh
MOHALLA MORI BARA BAZAAR SAHAWAR

Dear Harendra 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 15/05/2023

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. 412020/-** per annum.

2.2 Basket of Allowance:

You will be paid a fixed Basket of Allowance of **Rs. 8,797/- (Eight Thousand Seven Hundred Ninety Seven)**.

2.3 Performance Pay:

You shall be entitled to performance pay as indicated in the annexure based on companies and your individual performance.

2.4 Provident Fund:

You will be covered under the Provident Fund Scheme operating in the Company, and will be governed by the rules and regulations of the Provident Fund Act - 1952 as applicable from time to time.

2.5 Group Personal Accident Insurance:

You will be covered under the Group Personal Accident Insurance policy of the Company against Death / Disablement caused due to accidents.

2.6 Group Mediclaim Scheme:

During your tenure with the Company you and your family will be covered under our Group Mediclaim Scheme and governed by the rules & regulations framed under such policies as applicable from time to time.

2.7 Life Term Insurance Policy:

You will be covered under the Life Term Insurance Policy of the Company.

2.8 Gratuity:

You will be entitled to Gratuity as per the Gratuity Act 1972 and in accordance with the rules governing such payments.

3. DUTIES:

- a) You will report to **Senior Manager** for instructions and duties. The Management reserves the right to assign to you such other duties and responsibilities, both inside and outside the office premises, as may be considered necessary, from time to time in the Company's interests.
- b) You represent and warrant to the Company that you are under no obligations or commitments, whether contractual or otherwise, that are inconsistent with your obligations under this Agreement.

4. PROBATION:

You will be on probation for a period of 12 months from the date of your appointment and the management reserves the right to extend the period. The salary or the accumulated leave will not be adjusted against the notice pay. You will continue to be on probation until your services are confirmed in writing. If you resign during your probation period of 12 months, then you will have to pay the bond amount as per the company policy & serve 3 months of notice period.

5. TERMINATION AND DISMISSAL:

- a) Notice Period: On confirmation, either party's will be required to give a notice of 3 months for separation. The Company may, at its sole discretion terminate the services by giving the salary in lieu of the notice period. The Management however shall have the sole discretion to change such period of notice, as it deems appropriate. Servicing notice period is mandatory.
- b) The Management shall have the right to remove you from this position during the entire notice period or part thereof. In such event, your rights and obligations under this Contract shall remain in force and you shall consequently observe the provisions on competition restriction and confidentiality etc, as set forth in this Contract.
- c) The Company shall have the right to dismiss you with immediate effect if you have grossly neglected your obligations to the Company or otherwise committed a material breach of contract.
- d) You shall be obliged to inform a person, appointed by the Company, of all circumstances regarding the Company's business that you are familiar with, in order to reduce the risk of disruption in the business as a result of your leaving this position.
- e) Upon termination of the employment, irrespective of the reason therefore, all obligations of the Company will expire, including but not limited to the obligation to pay pension premiums, unless otherwise expressly stated in this Contract.

Please note that that this appointment is subject to clearance of the following:

- f) Background Verification – Your appointment is conditional upon completion of satisfactory reference and background checks (education, employment history & other details furnished by you in your application). In case any information given by you is found to be false or incorrect at any point in time of your employment, the appointment would be deemed void-ab-initio and liable for termination without notice or salary in lieu thereof

6. LEAVE:

You will be entitled to Earned Leave (privilege leave) as per the company policy.

7. AGE OF RETIREMENT:

As per the revised company policy all the employees will superannuate at the age of 60.

8. TRANSFER:

Your services are liable to be transferred to any other Departments, Branches, Sites, Sister Companies or any of their branches in India. On your transfer, you will be governed by the company's rules applicable to the establishment to which you are posted.

9. INCREMENTS:

Increments will not be automatic, but will be at the discretion of the Management, and will depend on the individual and Company performance.

10. SERVICE RULES:

a. Other Work

Your whole time and attention should be devoted to the interests of the Company and you shall devote yourself exclusively to the business of the Company. You will not take up any other work for remuneration (part-time or otherwise) or work on advisory capacity or be interested directly or indirectly (except as shareholder or debenture holder) in any other trade or business during the employment with the Company without permission in writing of the Management of the Company.

You will be guided by the Company's policies and procedures which the management may modify or change as it may deem fit from time to time.

b. Secrecy

You will not at any time, while in service, without written consent of the CEO, and thereafter for a period of 2 years from the cessation of your employment, for whatever reason, shall not disclose or divulge or make public, except on legal obligations, any information regarding the Company's affairs, business, plans,

Administration or research carried out whether the same may be confided to you or become know to you in the course of your service or otherwise. Information means and includes without limitation all and any data, know-how, formulae, processes, designs, photographs, drawings, specifications, programmes, samples, trade secrets, intellectual property and all information of whatever description and any other material bearing or incorporating any information concerning or relating to the Company, its assets, properties, plans, processes, finances, methods, operations, market strategy, marketing and pricing information, customer or consumer databases, pricing or other policies, business and business plans, intellectual property, and also includes all documents, agreements, sales charts, cost projections and analyses, pricing models, financial and tax information, business, marketing and operational projections, plans and opportunities, product information, designs, identification of customers, vendors and suppliers, customer, vendor and distribution lists, business records and other books and records relating to or concerning the Company.

You will adhere to the company's Information Security policy.

c. Intellectual Property

All ideas, inventions, design, software and all other intellectual property that may be developed by you or in the development of which you have played any role while you are in employment of the Company will solely and absolutely belong to the Company. You shall not be entitled to claim ownership of any rights on the same. In consideration of your salary, emoluments and other benefits drawn by you so long as you remain an employee of the Company, all your rights, if any, including, without limitation, all rights of creative authorship and other rights whatsoever shall stand assigned to the Company absolutely.

d. Past Records

If any declaration given or furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, in such case you will be liable to removal from service without any notice.

11. NON SOLICITATION

During the term of the employment and thereafter for a period of 2 years from the cessation of your employment, for whatever reason, you shall not in any way directly or indirectly engage, hire or employ in any manner whatsoever, any of the Company's personnel or staff or solicit, entice or in any way induce such employees to associate themselves, whether as employees, consultants, advisors, partners or otherwise, with you or any organization that you may become associated, employed or affiliated, with, after cessation of your employment with the Company.

12. CONSEQUENCES OF BREACH OF TERMS:

Notwithstanding anything contained in Clause 4 and 5 above, should you contravene or breach any of the foregoing terms and conditions of service, the Company will be entitled to terminate your services forthwith, without compensation, notice period or salary in lieu thereof and without prejudice to other legal rights/remedies available to the Company.

The provisions under Clause 11 shall survive the cessation of your employment and shall remain in force for a period of 2 years thereafter.

You are requested to, please sign the duplicate copy of this letter and return it to us, signifying your acceptance of all the term contained here.

We are delighted to have to with us. We take this opportunity to welcome you to Worldline and look forward to your long and happy association with us.

For **WORLDLINE GLOBAL SERVICES PVT. LTD.**



Jose Raj
Senior Vice President and Head – HR



APPOINTMENT LETTER

To,

KM DIPTI KUMRI
Barkhariya Farrukhabad

Dear **KM DIPTI KUMRI**

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 452500/- which includes the following:-

- An annualized base salary of INR 452500/- (including HRA)
- Provident Fund and Gratuity contributions, (As per the applicable provisions)

Tax at the applicable rate shall be deducted at source from your salary.
(Please refer to Annexure "B" for details)

Your anticipated start date will **10/12/2022**. You will be on training for a period of 6 months from the start date of your employment. Your home office would be in **Noida**, India.

In addition to your salary, you will be entitled to:-

- Receive Relocation expenses up to a maximum of amount Rs 10,000, (subject to submission of receipts)
- Participate in the Publicis Sapient's medical and life insurance benefits

The realisation of the above items is subject to the terms set forth in Annexure 'A' under the respective clauses.

You will be required to sign a training agreement on joining Publicis Sapient. Publicis Sapient would be making considerable investment in imparting specialized training to you for meeting the business requirements of the Company. Should you decide to leave Publicis Sapient within 18 months of the **10/12/2022**, You would be required to pay INR 150,000 in accordance with the terms of the training agreement.

TLG India Private Limited
G1, SEZ, Condo Technopark,
Building No. 1, Tower B, Ground - 3rd Floor,
Building No. 2, Tower A, Ground & First Floor,
Building No. 3, Ground & First Floor,
SEZ Sector 21, Village Chandhara,
Gurgaon - 122016 Haryana, India

TEL: +91 (124) 472 4885
FAX: +91 (124) 472 4027

Registered Office: TLG India Private Limited
13th Floor, Liberty Road, Tower A, 35, Sector 16, Gurgaon, Haryana, India
Tel: +91 (124) 472 4885 Fax: +91 (124) 472 4027

www.publicissapient.com

TLG India Private Limited
Cygnus Business Park Private Limited SEZ,
Tower C, 2nd - 4th Floor, Plot No. 7,
Sector 14A, Gurgaon,
Haryana - 122001,
Gurgaon, India

TEL: +91 (124) 472 5885
FAX: +91 (124) 472 5875

TLG India Private Limited
Signature Correlation Success Park,
287D, Building Virgo, Outer Ring Road,
Dandankundi-Cyber, Marathahalli Post,
Bengaluru - 560037 Karnataka, India

TEL: +91 (80) 6131 6000
FAX: +91 (80) 6131 6001

On your first day of employment, please report to our office at **Gurgaon** at **9:00 a.m.** along with the documents. Should there be a change in your start date, it is mandatory for you to communicate the same to us a week in advance as this impacts your experience with Publicis Sapient.

Kindly return a copy of this letter duly counter signed by you, within a week in acceptance of the terms and conditions set out herein. Please refer to the Annexure "A" of this letter for details on the Terms of Employment, which shall apply to your employment. By signing a copy of this letter, you agree to abide by these terms and any other published terms in effect from time to time throughout the period of your employment.

We are looking forward to your joining us. We are sure that you would find life with Publicis Sapient to be motivating and challenging.

Best Regards



Kamal Karwal
GVP, People Strategy | Publicis Sapient



Offer Letter

To,

ABHISHEK RAWAT
NAGLA MASJID LINE
PAR TUNDLA

Dear ABHISHEK RAWAT

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 15/05/2023

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.325100/-

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: 15/05/2023

Name: Nikita Sharma

Address: 422 nai abadi rasalganj aligarh

Dear Nikita 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 15/05/2023 and your package will be **345000/-**.

The role in which you will be working is very important and will require you to deal with important and sensitive information, records and other company matters.

We are excited to have you as a member of our team. We are confident that you will have a successful career with our company.

We'd like to take this opportunity to welcome you to our team.

Kind Regards

Apoorva

Sr. Executive IIR



Zuche Pharmaceuticals Private Limited

Registered Office: 602-D/1B/4, Navkar Parkview Apartment, Flat No. 8, Ward No. 3, Mehrauli, New Delhi-110030, India

Corporate Office: A-216 & A-217, 2nd Floor, Somdatt Chambers-1, Building No. 5, Bhikaji Cama Place, New Delhi-110066, India

Manufacturing Unit: G1-712, RICO Industrial Area, Chopanki, Dist: Akrur, Rajasthan-301019, India

Email: business@zuchepharma.in, business@zuchepharma.com Website: www.zuchepharma.com

Contact Number: +91-11-41662311, +91-8610475070, +91-9873252118 CIN: U52100DL2010PTC206054



Offer: Computer Consultancy
Date: 12/02/2023

DEVESH KUMAR PANDEY
GHAZIPUR ROAD SIDHARI AZAMGARH

Dear DEVESH KUMAR PANDEY

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 358700/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

1

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

415/21-24, Kumbharan Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers ServiceLine: 1800 209 3311 Email: careers@tcs.com



COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of INR **15,000/-** per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be INR **7,500/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of INR **500/-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

4. Personal Allowance

You will be eligible for a monthly personal allowance of INR **17,272/-** per month. This component is subject to review and may change as per TCSL's compensation policy.



PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of INR 4,300/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Performance Bonus

Your Performance Bonus will be INR 3,100/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Performance Bonus is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Performance Bonus.

This payment shall be treated as productivity bonus in lieu of statutory profit bonus.

CITY ALLOWANCE

You will be eligible for a City Allowance of INR 400/- per month. This allowance is fully taxable, is specific to India and linked to your base branch. It is subject to review and will be discontinued while on international assignments.

RETENTION INCENTIVE

You are eligible for Retention Incentive of INR 70,000/- payable to you on an annual basis. This component is in appreciation of continuity of your service in TCSL and will be paid on completion of each year from the introduction of this incentive for a period of 3 years. The Company reserves the right to modify the same in line with the TCS Compensation Policy.

OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependents under the company's Health Insurance Scheme (HIS).

HIS offers the following benefits:

1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to INR 6,000/- per insured person per annum and basic hospitalization expenses up to INR 2,00,000/- per insured person per annum.

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

415/21-24, Kumanan Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers ServiceLine: 1 800 209 3311 Email: careers@tcs.com



i. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for INR **12,00,000/-** as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of INR **250/-** will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.

RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

Withdrawal of Offer

If you fail to accept the offer from TCSL within 15 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn. Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL. We look forward to having you in our global team.

Yours Sincerely,

For TATA Consultancy Services Limited



Girish V. Nandimath
Global Head Talent Acquisition & AIP

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms



To,

MOHD MUJEEB
2684, aheer pada, rajamandli agrn

Dear MOHD MUJEEB

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 12/02/2023

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.345700/-

You shall be on probation for an initial 6 month. You are required the following original documents along with self-attested photocopies of each document at the time of joining for verification to the HR Department.

You are required to submit the following documents at the time of joining-

- Qualification Documents (All MarkSheets from 10th to Last)
- Work Experience Certificates or Relieving Letter of previous Employers*.
- Last 3 month Pay slips of previous employer*.
- Last 6 months bank statement.
- Address Proof (Aadhar Card is preferred)
- Pan Card (Original with Photocopy)
- 3 Photographs

As you are going to be an integral part of the company, we'll try to extend all possible support to you during your tenure.

Looking forward to having you with us and wishing you great success with Welspun

For Village- Chandanvelly, Mandal – Shabad, Shabad Road, Chandanville, Rangareddy – 501503

A handwritten signature in blue ink, appearing to read 'Singh', is written over a light blue horizontal line.

Authorized Signatory



Offer Letter

Date: 15/05/2023

Name: Devansh Sharma

Address: New Indra Nagar Colony Etah Road

Dear Devansh 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 15/05/2023 and your package will be **345000/-**.

The role in which you will be working is very important and will require you to deal with important and sensitive information, records and other company matters.

We are excited to have you as a member of our team. We are confident that you will have a successful career with our company.

We'd like to take this opportunity to welcome you to our team.

Kind Regards

Apoorva

Sr. Executive IIR



Zuche Pharmaceuticals Private Limited

Registered Office: 602-D/1B/4, Navkar Parkview Apartment, Flat No. 8, Ward No. 3, Mehrauli, New Delhi-110030, India

Corporate Office: A-216 & A-217, 2nd Floor, Somdatt Chambers-1, Building No. 5, Bhikaji Cama Place, New Delhi-110066, India

Manufacturing Unit: G1-712, RICO Industrial Area, Chopanki, Dist: Akrur, Rajasthan-301019, India

E-mail: business@zuchepharma.in, business@zuchepharma.com Website: www.zuchepharma.com

Contact Number: +91-11-41662311, +91-8610475070, +91-9873252118 CIN: U52100DL2010PTC206054



S.S. BOTTLING PRIVATE LIMITED

JOB OFFER LETTER

To,

Vinay Kumar
VILL- BAMAULI POST- LUHETA KHURD

On behalf of the entire company, I'd like to say that it brings me great pleasure to formally offer you the designation of **Microbiologist**, **SS Bottling Pvt. Ltd.** at **Gohana, Sonapat**, you will join the organization from **12/02/2023**.

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. 420200/-

You shall be on probation for an initial **6 month**. You are required the following original documents along with self-attested photocopies of each document at the time of joining for verification to the HR Department.

You are required to submit the following documents at the time of joining –

1. Qualification Documents (All Mark Sheets from 10th to Last)
2. Work Experience Certificates or Relieving Letter of previous Employers.
3. Last 3 month Pay slips of previous employer.
4. Last 6 months bank statement.
5. Address Proof (Aadhar Card is preferred)
6. Pan Card (Original with Photo copy)
7. 3 Photographs

As you are going to be an integral part of the company, we'll try to extend all possible support to you during your tenure.

Looking forward to having you with us and wishing you great success with **SS Bottling Pvt. Ltd.**

Kindly Confirm your Acceptance and date of joining.

For **SS Bottling Pvt. Ltd., Gohana, Sonapat.**

Authorized Signatory

Work Place – Khasra No 15/13, 15/14, 15/15(4-0), 15//18/1/1 15//18/1/2 & 15//23/1/1 Village Mehmood Pur,
Tehsil Gohana, Distt. Sonapat, Haryana – 131001 (INDIA)
Regd. Office – 9/53, Kirti Nagar, Indl. Area, New Delhi – 110015 Tel: +91-11-45072942, 25927392 Fax: +91-11-45072943
Corporate Identity Number : **U15549dl2018ptc337847**



S.S. BOTTLING PRIVATE LIMITED

JOB OFFER LETTER

To,

**Arti Singh
262 B SHIVPURI ETAH**

On behalf of the entire company, I'd like to say that it brings me great pleasure to formally offer you the designation of **Microbiologist, SS Bottling Pvt. Ltd.** at **Gohana, Sonapat**, you will join the organization from **12/02/2023**.

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. 420200/-

You shall be on probation for an initial **6 month**. You are required the following original documents along with self-attested photocopies of each document at the time of joining for verification to the HR Department.

You are required to submit the following documents at the time of joining –

1. Qualification Documents (All Mark Sheets from 10th to Last)
2. Work Experience Certificates or Relieving Letter of previous Employers.
3. Last 3 month Pay slips of previous employer.
4. Last 6 months bank statement.
5. Address Proof (Aadhar Card is preferred)
6. Pan Card (Original with Photo copy)
7. 3 Photographs

As you are going to be an integral part of the company, we'll try to extend all possible support to you during your tenure.

Looking forward to having you with us and wishing you great success with **SS Bottling Pvt. Ltd.**

Kindly Confirm your Acceptance and date of joining.

For SS Bottling Pvt. Ltd., Gohana, Sonapat.

Authorized Signatory

Work Place – Khasra No 15/13, 15/14, 15/15(4-0), 15//18/1/1 15//18/1/2 & 15//23/1/1 Village Mehmood Pur,
Tehsil Gohana, Distt. Sonapat, Haryana – 131001 (INDIA)

Regd. Office – 9/53, Kirti Nagar, Indl. Area, New Delhi – 110015 Tel: +91-11-45072942, 25927392 Fax: +91-11-45072943

Corporate Identity Number : U15549dl2018ptc337847



PRIVATE & CONFIDENTIAL

Priya Singh
S/O Mangla Prasad Singh

VILLAGE NAGLA PUNOO
POST ETMADPUR TUNDLA
FIROZABAD

Date: 15/09/2022

TRAINEE ASSOCIATE (Trainee Associate Engineer Network - MID) CONTRACT

Dear Priya 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 290500** 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	Priya Singh	
1.	Position	Trainee Associate (Trainee Associate Engineer Network - MID) reporting to Sneh Deep Jassal (EIN :611638876), Title: Technical Delivery Manager-MBNL, Ph:
2.	Start Date	15/09/2022
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,

**ANANT JAIN
ADHYAPAK NAGAR SIRSAGANJ, FIROZABAD**

Dear ANANT JAIN

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 15/09/2022

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. 312010 (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,

SATYAM SINGH
35 / 65A, LASHIKARPUR, KAMLA NAGAR, AGRA

Dear SATYAM SINGH

On behalf of the BAJAJ AUTO LTD. Company, I'd like to say that it brings me great pleasure to formally offer you the designation of Trainee Executive at Haridwar, Uttarakhand, you will join the organization from 15/09/2022. We welcome you to our company and wish you all the best for your future endeavors.

Your CTC would be Rs. 322450 (P/A)

You shall be on probation for an initial 6 month. You are required the following original documents along with self-attested photocopies of each document at the time of joining for verification to the IIR Department.

You are required to submit the following documents at the time of joining-

- Qualification Documents (All MarkSheets from 10th to Last)
- Work Experience Certificates or Relieving Letter of previous Employers*.
- Last 3 month Pay slips of previous employer*.
- Last 6 months bank statement.
- Address Proof (Aadhar Card is preferred)
- Pan Card (Original with Photocopy)
- 3 Photographs

As you are going to be an integral part of the company, we'll try to extend all possible support to you during your tenure.

Looking forward to having you with us and wishing you great success with Bajaj Auto Ltd.

For BAJAJ AUTO, Haridwar, Uttarakhand

Authorized Signatory



S.S. BOTTLING PRIVATE LIMITED

JOB OFFER LETTER

To,

RUPALI VAISH
H NO 1/421 PRAKASH NAGAR COONY TIKONA NAGLA ALIGARH

On behalf of the entire company, I'd like to say that it brings me great pleasure to formally offer you the designation of **Microbiologist**, **SS Bottling Pvt. Ltd.** at **Gohana, Sonapat**, you will join the organization from **10/12/2022**.

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. 420200/-

You shall be on probation for an initial **6 month**. You are required the following original documents along with self-attested photocopies of each document at the time of joining for verification to the HR Department.

You are required to submit the following documents at the time of joining –

1. Qualification Documents (All Mark Sheets from 10th to Last)
2. Work Experience Certificates or Relieving Letter of previous Employers.
3. Last 3 month Pay slips of previous employer.
4. Last 6 months bank statement.
5. Address Proof (Aadhar Card is preferred)
6. Pan Card (Original with Photo copy)
7. 3 Photographs

As you are going to be an integral part of the company, we'll try to extend all possible support to you during your tenure.

Looking forward to having you with us and wishing you great success with **SS Bottling Pvt. Ltd.**

Kindly Confirm your Acceptance and date of joining.

For **SS Bottling Pvt. Ltd., Gohana, Sonapat.**

Authorized Signatory

Work Place – Khasra No 15/13, 15/14, 15/15(4-0), 15//18/1/1 15//18/1/2 & 15//23/1/1 Village Mehmood Pur,
Tehsil Gohana, Distt. Sonapat, Haryana – 131001 (INDIA)

Regd. Office – 9/53, Kirti Nagar, Indl. Area, New Delhi – 110015 Tel: +91-11-45072942, 25927392 Fax: +91-11-45072943

Corporate Identity Number : **U15549dl2018ptc337847**



PRIVATE & CONFIDENTIAL

KM. KEERTI GOSWAMI
S/O SHYAMVEER GOSWAMI

VIII, Dunde Nagar Post
Kurau Dist Badaun

Date: 10/12/2022

TRAINEE ASSOCIATE (Trainee Associate Engineer Network - MID) CONTRACT

Dear KM. KEERTI GOSWAMI,

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 235410** 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

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**Appendix1 Table of
benefits**

Section Name	KM. KEERTI GOSWAMI	
1.	Position	Trainee Associate (Trainee Associate Engineer Network - MID) reporting to Sneh Deep Jassal (EIN :611638876), Title: Technical Delivery Manager-MBNL, Ph:
2.	Start Date	10/12/2022
3.	Normal Place of Work	7th & 8th Floors, Tower C & D, Building No 14 Sector 24 & 25A, Gurugram 122016, India
3B.	Temporary Place of Work	NA
4.	Stipend	As set out below
5.	Next Stipend Review date	On successful completion of apprenticeship/training
6.	Annual Leave	21
7.	Benefits	Group Medical Insurance Plan: Coverage of INR 6,00,000 for you; your spouse and 2 dependent children, as applicable to be availed as per the due process. Group Personal Accident Plan only for yourself: 5 times of your annual stipend or INR 10,00,000, whichever is higher. Group Term Life Insurance Policy only for yourself: 5 times of your annual stipend or INR 10,00,000, whichever is higher.

Yours sincerely,



Sai Kumar
Senior Manager - Talent Acquisition
For and on behalf of BT Global Business Services Pvt Ltd



PRIVATE & CONFIDENTIAL

Kalyan Singh
S/O Indal Singh

4/13A NAGLA
PRITHVINATH SHAHGANJ

Date: 15/09/2022

TRAINEE ASSOCIATE (Trainee Associate Engineer Network - MID) CONTRACT

Dear Kalyan 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 290500** 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
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Sector 24 & 25 A
DLF Cyber City
Notified SEZ
DLF City
Gurgaon-122002

BT Global Business Services Pvt Ltd
CIN: U74140DL2014PTC268583
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Nehru Place,
New Delhi - 110 019, India
Tel.: +91 11 4781 1111
Fax: +91 11 4103 4438

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**Appendix1 Table of
benefits**

Section Name	Kalyan Singh	
1.	Position	Trainee Associate (Trainee Associate Engineer Network - MID) reporting to Sneh Deep Jassal (EIN :611638876), Title: Technical Delivery Manager-MBNL, Ph:
2.	Start Date	15/09/2022
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



JOB OFFER LETTER

To,

**SHIVANI DIXIT
VILL. POST KHANDAULI PADAV AGRA NEAR JAWAHAR INTER COLLEGE**

Dear SHIVANI DIXIT,

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 15/04/2022.

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: 30/11/2022

Gaurav upadhyay
GALI NO 10 UMA KUNJ K K NAGAR SIKANDRA AGRA

Dear Gaurav upadhyay,

We congratulate you on your selection as "Solution Developer Trainee" at InfoAxon Technologies. We look forward to your contribution in our pursuit of excellence.

InfoAxon is a young company with average age of employees below 30, all of whom share the same hope and aspirations. The culture and atmosphere is informal, conducive to creativity with lot of role to play around. The pressure may be high and the job demanding but we hope you'll find it exciting, stimulating and challenging.

You will be provided a gross remuneration package of INR 450000/- 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 30/11/2022. 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 30/11/2022 evening. This offer is valid till 30/11/2022. Henceforth it will be considered as null and void.

We look forward to your accepting this offer and contributing into creating a global organization.


Yours sincerely,

For InfoAxon Technologies India Pvt. Ltd.

Authorized Signatory

InfoAxon Technologies India Pvt. Ltd.
00th Floor, Tradex Tower,
Plot No 15, Sector 125, Noida-201301
Phone : +91 120 421 5060-73
Website: www.infoaxon.com



Annexure-I Compensation & Benefits	
Name	Gaurav upadhyay
Designation	Solution Developer Trainee
Effective Date	30/11/2022
Location	Noida/Pune/Banglore
Annual Cost To Company	450000/-
For InfoAxon Technologies India Pvt. Ltd.	
	



JOB OFFER LETTER

To,

YASH YADAV
S-55/11 Meenakshi puram karmyogi enclave kamla nagar Agra

Dear YASH YADAV

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 15/04/2022.

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: 30/11/2022

Akash Gupta
NAYAKPURA JAIPUR JAMNAPAR ETAWAH

Dear Akash Gupta,

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 450000/- 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 30/11/2022. 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 30/11/2022 evening. This offer is valid till 30/11/2022. Henceforth it will be considered as null and void.

We look forward to your accepting this offer and contributing into creating a global organization.


Yours sincerely,

For InfoAxon Technologies India Pvt. Ltd.

Authorized Signatory

InfoAxon Technologies India Pvt. Ltd.
00th Floor, Tradex Tower,
Plot No 15, Sector 125, Huda-201301
Phone : +91 120 421 5060-73
Website: www.infoaxon.com



Annexure-I Compensation & Benefits	
Name	Akash Gupta
Designation	Solution Developer Trainee
Effective Date	30/11/2022
Location	Noida/Pune/Banglore
Annual Cost To Company	450000/-
For InfoAxon Technologies India Pvt. Ltd.	
	



APPOINTMENT LETTER

To,

Km Sanjana Bhardwaj
Barkhariya Farrukhabad

Dear **Km Sanjana Bhardwaj**

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 452500/- which includes the following:-

- An annualized base salary of INR 452500/- (including HRA)
- Provident Fund and Gratuity contributions, (As per the applicable provisions)

Tax at the applicable rate shall be deducted at source from your salary.
(Please refer to Annexure "B" for details)

Your anticipated start date will **10/12/2022**. You will be on training for a period of 6 months from the start date of your employment. Your home office would be in **Noida**, India.

In addition to your salary, you will be entitled to:-

- Receive Relocation expenses up to a maximum of amount Rs 10,000, (subject to submission of receipts)
- Participate in the Publicis Sapient's medical and life insurance benefits

The realisation of the above items is subject to the terms set forth in Annexure 'A' under the respective clauses.

You will be required to sign a training agreement on joining Publicis Sapient. Publicis Sapient would be making considerable investment in imparting specialized training to you for meeting the business requirements of the Company. Should you decide to leave Publicis Sapient within 18 months of the **10/12/2022**, You would be required to pay INR 150,000 in accordance with the terms of the training agreement.

TLG India Private Limited
G1, SEZ, Condo Technopark,
Building No. 1, Tower B, Ground - 3rd Floor,
Building No. 2, Tower A, Ground & First Floor,
Building No. 3, Ground & First Floor,
SEZ Sector 21, Village Chandigarh,
Gurgaon - 122016 Haryana, India

TEL: +91 (120) 472 888
FAX: +91 (120) 472 4027

Registered Office: TLG India Private Limited
13th Floor, Liberty Road, Tower A, 35, Sector 16A, Gurgaon, Haryana, India
Tel: +91 (120) 469 3667 Fax: +91 (120) 469 3667 CIN: U11109DL2007PT0015756

www.publicissapient.com

TLG India Private Limited
Cygnus Business Park Private Limited SEZ,
Tower C, 2nd - 4th Floor, Plot No. 7,
Sector 14A, Expressway,
Noida - 201301,
Uttar Pradesh, India

TEL: +91 (120) 472 888
FAX: +91 (120) 472 887

TLG India Private Limited
Signature Correlation Success Park,
267D, Building Virga, Outer Ring Road,
Dandankundi-Cyber, Marathahalli Post,
Bengaluru - 560037 Karnataka, India

TEL: +91 (80) 6131 600
FAX: +91 (80) 6131 601

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,

Rahul Sisodiya
46/1058 PRADEEP RAM BIHAR COLONY MANDI SAMITI KE PASS

Dear Rahul Sisodiya

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 30/11/2022.

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. 254000 (P/A)

You shall be on probation for an initial 6 month. You are required the following original documents along with self-attested photocopies of each document at the time of joining for verification to the IIR Department.

You are required to submit the following documents at the time of joining

- Qualification Documents (All MarkSheets from 10th to Last)
- Work Experience Certificates or Relieving Letter of previous Employers*.
- Last 3 month Pay slips of previous employer*.
- Last 6 months bank statement.
- Address Proof (Aadhar Card is preferred)
- Pan Card (Original with Photocopy)
- 3 Photographs
-

As you are going to be an integral part of the company, we'll try to extend all possible support to you during your tenure.

Looking forward to having you with us and wishing you great success with **Jay Bharat Maruti**

For Jay Bharat Maruti, Sector 18 Gurgaon, Haryana

Authorized Signatory



To,

Kajal Gautam
189 Near I. R regency, gana singh street , Dhauli piyan , 281001

Dear Kajal Gautam

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 30/11/2022

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.358750/-

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 Showa

For Gurgaon, Haryana

Authorized Signatory



To
SANCHIT SINGH
320, Sector - 8, Indira Nagar

Sub: Your offer of Employment in eORIGAMI SOFTWARE PVT LTD

Dear **SANCHIT 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 **10/12/2022**

We wish to share with you the detailed terms and conditions which will govern your employment with eORIGAMI and also Associate related guidelines applicable to all eORIGAMIans including you. All these Terms and Conditions are subject to change based on business requirements and you shall abide by the updated policies. Please note that your appointment is subject to background check /reference check/pre-employment checks as applicable.

eORIGAMI observes a 5-day week with Saturday and Sunday as weekly holidays. The office hours are from 09:00 AM to 06:00 PM, with staggered lunch break of 30 minutes between 12:00 PM and 12:30 PM. Associates are expected to follow the client's working hours and holidays while on deputation to client's site in India/onsite. In the event an Associate fails to register their attendance consecutively for 3 working days, without any prior notice to their immediate manager or concerned HR, eORIGAMI shall initiate appropriate disciplinary action against the Associate as per eORIGAMI policy. eORIGAMI reserves the right to registering a MAN MISSING complaint with the Police Department, in such cases.


(Signature of Associate)

Registered Office Address: No. 07, AASHRAYAA ONYX, 7th Cross Rd, Duo Heights Layout, Devanahalli, Bengaluru, Karnataka - 560068

1. Compensation & Benefits:

You will receive a total compensation of Rs. 450500/- per annum. The compensation package consists of:

2. Position Linked Benefits:

We wish you all the very best and look forward to a long and mutually beneficial association.

Kindly confirm your acceptance of the above conditions by signing and returning the duplicate copy of this letter.

Yours sincerely,
for eORIGAMI Software Private Limited,

YASHWANTH REDDY
President - Operations

I have carefully read and understood the above offer terms including the terms contained in Annexure I and agree that the provisions of this letter and the Annexure I are reasonable and necessary and accept the same irrevocably and unconditionally.

Signature
Name


:Yashwanth Reddy K



OFFER LETTER

To,

**ANKUSH RAJPUT
SAJATI AGRA**

Dear ANKUSH RAJPUT

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 15/04/2022

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. 354120/-

You shall be on probation for an initial 6 month. You are required the following original documents along with self-attested photocopies of each document at the time of joining for verification to the IIR Department.

You are required to submit the following documents at the time of joining-

- Qualification Documents (All Mark-Sheets from 10th to Last)
- Work Experience Certificates or Relieving Letter of previous Employers.
- Last 3 month Pay slips of previous employer*.
- Last 6 months bank statement.
- Address Proof (Aadhar Card is preferred)
- Pan Card (Original with Photocopy)
- 3 Photographs

As you are going to be an integral part of the company, we'll try to extend all possible support to you during your tenure.

Looking forward to having you with us and wishing you great success with P D F

Kindly Confirm your Acceptance and date of Joining.

For P. Dass Forging Private Limited, Rohtak, Haryana

Authorized Signatory



S.S. BOTTLING PRIVATE LIMITED

JOB OFFER LETTER

To,

MANYA SHARMA
VILL NEEM KHERIYA POST R 5 SHIKOHABAD

On behalf of the entire company, I'd like to say that it brings me great pleasure to formally offer you the designation of **Microbiologist**, SS Bottling Pvt. Ltd. at **Gohana, Sonapat**, you will join the organization from **12/02/2023**.

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. 420200/-

You shall be on probation for an initial **6 month**. You are required the following original documents along with self-attested photocopies of each document at the time of joining for verification to the HR Department.

You are required to submit the following documents at the time of joining –

1. Qualification Documents (All Mark Sheets from 10th to Last)
2. Work Experience Certificates or Relieving Letter of previous Employers.
3. Last 3 month Pay slips of previous employer.
4. Last 6 months bank statement.
5. Address Proof (Aadhar Card is preferred)
6. Pan Card (Original with Photo copy)
7. 3 Photographs

As you are going to be an integral part of the company, we'll try to extend all possible support to you during your tenure.

Looking forward to having you with us and wishing you great success with **SS Bottling Pvt. Ltd.**

Kindly Confirm your Acceptance and date of joining.

For **SS Bottling Pvt. Ltd., Gohana, Sonapat.**

Authorized Signatory

Work Place – Khasra No 15/13, 15/14, 15/15(4-0), 15//18/1/1 15//18/1/2 & 15//23/1/1 Village Mehmood Pur,
Tehsil Gohana, Distt. Sonapat, Haryana – 131001 (INDIA)

Regd. Office – 9/53, Kirti Nagar, Indl. Area, New Delhi – 110015 Tel: +91-11-45072942, 25927392 Fax: +91-11-45072943

Corporate Identity Number : **U15549dl2018ptc337847**



JOB OFFER LETTER

To,

Sarika Trivedi
NAGRIYA KAULARA KALAN AGRA

Dear Sarika Trivedi

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 10/12/2022.

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. 458720/-

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



To,

Hamid Iqbal
ward no 1 MALEPUR MANAPUR OR MALEPUR SANT RAVIDAS NAGAR UP

Dear Hamid Iqbal

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 15/09/2022. We welcome you to our company and wish you all the best for your future endeavors.

Your CTC would be Rs. 322450 (P/A)

You shall be on probation for an initial 6 month. You are required the following original documents along with self-attested photocopies of each document at the time of joining for verification to the IIR Department.

You are required to submit the following documents at the time of joining-

- Qualification Documents (All MarkSheets from 10th to Last)
- Work Experience Certificates or Relieving Letter of previous Employers*.
- Last 3 month Pay slips of previous employer*.
- Last 6 months bank statement.
- Address Proof (Aadhar Card is preferred)
- Pan Card (Original with Photocopy)
- 3 Photographs

As you are going to be an integral part of the company, we'll try to extend all possible support to you during your tenure.

Looking forward to having you with us and wishing you great success with Bajaj Auto Ltd.

For BAJAJ AUTO, Haridwar, Uttarakhand

Authorized Signatory



S.S. BOTTLING PRIVATE LIMITED

JOB OFFER LETTER

To,

Anjali Sharma
Rudmuli Rudhmuli Bah 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 **12/02/2023**.

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. 420200/-

You shall be on probation for an initial **6 month**. You are required the following original documents along with self-attested photocopies of each document at the time of joining for verification to the HR Department.

You are required to submit the following documents at the time of joining –

1. Qualification Documents (All Mark Sheets from 10th to Last)
2. Work Experience Certificates or Relieving Letter of previous Employers.
3. Last 3 month Pay slips of previous employer.
4. Last 6 months bank statement.
5. Address Proof (Aadhar Card is preferred)
6. Pan Card (Original with Photo copy)
7. 3 Photographs

As you are going to be an integral part of the company, we'll try to extend all possible support to you during your tenure.

Looking forward to having you with us and wishing you great success with **SS Bottling Pvt. Ltd.**

Kindly Confirm your Acceptance and date of joining.

For SS Bottling Pvt. Ltd., Gohana, Sonipat.

Authorized Signatory

Work Place – Khasra No 15/13, 15/14, 15/15(4-0), 15//18/1/1 15//18/1/2 & 15//23/1/1 Village Mehmood Pur,
Tehsil Gohana, Distt. Sonapat, Haryana – 131001 (INDIA)

Regd. Office – 9/53, Kirti Nagar, Indl. Area, New Delhi – 110015 Tel: +91-11-45072942, 25927392 Fax: +91-11-45072943

Corporate Identity Number : **U15549dl2018ptc337847**



Offer Letter

Date: 30/11/2022

Arpit kumar bairagee
D 30 Alka kunj kamla nagar

Dear Arpit kumar bairagee,

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 450000/- 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 30/11/2022. 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 30/11/2022 evening. This offer is valid till 30/11/2022. 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", "0120-4215960", and "-73".

Authorized Signatory

InfoAxon Technologies India Pvt. Ltd.
00th Floor, Tradex Tower,
Plot No 15, Sector 125, Hsids-201301
Phone : +91 120 421 5060-73
Website: www.infoaxon.com



Annexure-I Compensation & Benefits	
Name	Arpit kumar bairagee
Designation	Solution Developer Trainee
Effective Date	30/11/2022
Location	Noida/Pune/Banglore
Annual Cost To Company	450000/-
For InfoAxon Technologies India Pvt. Ltd.	
	



To,

Akif Shuja
VIII Nagla mattu post khandauli dist Agra

Dear Akif Shuja

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 15/09/2022

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. 312010 (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: 30/11/2022

Abhishek kushwah
Vill Kathar Pandey, Post Mittan Jot, Block Bahadurpur, District Basti, 272302, UP

Dear Abhishek kushwah,

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 450000/- 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 30/11/2022. 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 30/11/2022 evening. This offer is valid till 30/11/2022. Henceforth it will be considered as null and void.

We look forward to your accepting this offer and contributing into creating a global organization.


Yours sincerely,

For InfoAxon Technologies India Pvt. Ltd.

Authorized Signatory

InfoAxon Technologies India Pvt. Ltd.
00th Floor, Tradex Tower,
Plot No 15, Sector 125, Noida-201301
Phone : +91 120 421 5060-73
Website: www.infoaxon.com



Annexure-I Compensation & Benefits	
Name	Abhishek kushwah
Designation	Solution Developer Trainee
Effective Date	30/11/2022
Location	Noida/Pune/Banglore
Annual Cost To Company	450000/-
For InfoAxon Technologies India Pvt. Ltd.	
	



Offer Letter

Date: 15/05/2023

Name: Meetu Chauhan

Address: VILL. AND POST BHIRA KHERI

Dear Meetu Chauhan,

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 15/05/2023 and your package will be **345000/-**.

The role in which you will be working is very important and will require you to deal with important and sensitive information, records and other company matters.

We are excited to have you as a member of our team. We are confident that you will have a successful career with our company.

We'd like to take this opportunity to welcome you to our team.

Kind Regards

Apoorva

Sr. Executive IIR



Zuche Pharmaceuticals Private Limited

Registered Office: 602-D/1B/4, Navkar Parkview Apartment, Flat No. 8, Ward No. 3, Mehrauli, New Delhi-110030, India

Corporate Office: A-216 & A-217, 2nd Floor, Somdatt Chambers-1, Building No. 5, Bhikaji Cama Place, New Delhi-110066, India

Manufacturing Unit: G1-712, RICO Industrial Area, Chopanki, Dist: Akrur, Rajasthan-301019, India

Email: business@zuchepharma.in, business@zuchepharma.com Website: www.zuchepharma.com

Contact Number: +91-11-41662311, +91-8610475070, +91-9873252118 CIN: U52100DL2010PTC206054



Jay Bharat Maruti

To,

Vikash kumar
MIG 42 SWARN JAYANTI NAGAR RAMGHAT ROAD ALIGARH

Dear Vikash 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 30/11/2022.

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. 254000 (P/A)

You shall be on probation for an initial 6 month. You are required the following original documents along with self-attested photocopies of each document at the time of joining for verification to the IIR Department.

You are required to submit the following documents at the time of joining

- Qualification Documents (All MarkSheets from 10th to Last)
- Work Experience Certificates or Relieving Letter of previous Employers*.
- Last 3 month Pay slips of previous employer*.
- Last 6 months bank statement.
- Address Proof (Aadhar Card is preferred)
- Pan Card (Original with Photocopy)
- 3 Photographs
-

As you are going to be an integral part of the company, we'll try to extend all possible support to you during your tenure.

Looking forward to having you with us and wishing you great success with **Jay Bharat Maruti**

For Jay Bharat Maruti, Sector 18 Gurgaon, Haryana

Authorized Signatory



S.S. BOTTLING PRIVATE LIMITED

JOB OFFER LETTER

To,

Shivani Singh
siana sikandra aurangabad 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, Sonapat**, you will join the organization from **12/02/2023**.

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. 420200/-

You shall be on probation for an initial **6 month**. You are required the following original documents along with self-attested photocopies of each document at the time of joining for verification to the HR Department.

You are required to submit the following documents at the time of joining –

1. Qualification Documents (All Mark Sheets from 10th to Last)
2. Work Experience Certificates or Relieving Letter of previous Employers.
3. Last 3 month Pay slips of previous employer.
4. Last 6 months bank statement.
5. Address Proof (Aadhar Card is preferred)
6. Pan Card (Original with Photo copy)
7. 3 Photographs

As you are going to be an integral part of the company, we'll try to extend all possible support to you during your tenure.

Looking forward to having you with us and wishing you great success with **SS Bottling Pvt. Ltd.**

Kindly Confirm your Acceptance and date of joining.

For **SS Bottling Pvt. Ltd., Gohana, Sonapat.**

Authorized Signatory

Work Place – Khasra No 15/13, 15/14, 15/15(4-0), 15//18/1/1 15//18/1/2 & 15//23/1/1 Village Mehmood Pur,
Tehsil Gohana, Distt. Sonapat, Haryana – 131001 (INDIA)

Regd. Office – 9/53, Kirti Nagar, Indl. Area, New Delhi – 110015 Tel: +91-11-45072942, 25927392 Fax: +91-11-45072943

Corporate Identity Number : **U15549dl2018ptc337847**



To,

Hemlata
House no. 638 paschimputi agra

Dear Hemlata

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 30/11/2022

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.358750/-

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 Showa

For Gurgaon, Haryana

Authorized Signatory



PRIVATE & CONFIDENTIAL

Sweety Singh Chauhan
S/O Vijay Prakash Singh Chauhan

Unchagaon etah

Date: 15/09/2022

TRAINEE ASSOCIATE (Trainee Associate Engineer Network - MID) CONTRACT

Dear Sweety Singh Chauhan,

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 290500** 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

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**Appendix1 Table of
benefits**

Section Name	Sweety Singh Chauhan
1. Position	Trainee Associate (Trainee Associate Engineer Network - MID) reporting to Sneh Deep Jassal (EIN :611638876), Title: Technical Delivery Manager-MBNL, Ph:
2. Start Date	15/09/2022
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
RAHUL
52/102T/2 AYODHYA KUNJ ARJUN NAGLA SHAHGANJ AGRA

Sub: Your offer of Employment in eORIGAMI SOFTWARE PVT LTD

Dear **RAHUL**

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 **10/12/2022**

We wish to share with you the detailed terms and conditions which will govern your employment with eORIGAMI and also Associate related guidelines applicable to all eORIGAMIans including you. All these Terms and Conditions are subject to change based on business requirements and you shall abide by the updated policies. Please note that your appointment is subject to background check /reference check/pre-employment checks as applicable.

eORIGAMI observes a 5-day week with Saturday and Sunday as weekly holidays. The office hours are from 09:00 AM to 06:00 PM, with staggered lunch break of 30 minutes between 12:00 PM and 12:30 PM. Associates are expected to follow the client's working hours and holidays while on deputation to client's site in India/onsite. In the event an Associate fails to register their attendance consecutively for 3 working days, without any prior notice to their immediate manager or concerned HR, eORIGAMI shall initiate appropriate disciplinary action against the Associate as per eORIGAMI policy. eORIGAMI reserves the right to registering a MAN MISSING complaint with the Police Department, in such cases.


(Signature of Associate)

Registered Office Address: No. 07, AASHRAYAA ONYX, 7th Cross Rd, Duo Heights Layout, Devanahalli, Bengaluru, Karnataka - 560068

1. Compensation & Benefits:

You will receive a total compensation of Rs. 450500/- per annum. The compensation package consists of:

2. Position Linked Benefits:

We wish you all the very best and look forward to a long and mutually beneficial association.

Kindly confirm your acceptance of the above conditions by signing and returning the duplicate copy of this letter.

Yours sincerely,
for eORIGAMI Software Private Limited,

YASHWANTH REDDY
President - Operations

I have carefully read and understood the above offer terms including the terms contained in Annexure I and agree that the provisions of this letter and the Annexure I are reasonable and necessary and accept the same irrevocably and unconditionally.

Signature
Name


:Yashwanth Reddy K



OFFER LETTER

To,

**AKASH BAGHEL
G-3 NEEL KAMAL APPARTMENT KRISHNA BAGH X-ING KRISHNA
BAGH DAYALBAGH AGRA**

Dear AKASH BAGHEL

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 15/04/2022.

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. 354120/-

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



PRIVATE & CONFIDENTIAL

Jitendra Upadhyay
S/O Brij Mohan Upadhyay

H NO 1/40 TIKONA NAGLA
ROAD SANGAM VIHAR

Date: 15/09/2022

TRAINEE ASSOCIATE (Trainee Associate Engineer Network - MID) CONTRACT

Dear Jitendra 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 290500** 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

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**Appendix1 Table of
benefits**

Section Name	Jitendra Upadhyay
1. Position	Trainee Associate (Trainee Associate Engineer Network - MID) reporting to Sneh Deep Jassal (EIN :611638876), Title: Technical Delivery Manager-MBNL, Ph:
2. Start Date	15/09/2022
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



JOB OFFER LETTER

To,

**SANDEEP KUMAR YADAV
VINAYAK NAGAR BABARPUR SIKANDRA**

Dear SANDEEP KUMAR YADAV

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 15/04/2022.

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,

Ayush Kulshreshtha
VILL KACHANI POST KHAIRATI DISTRICT BASTI

On behalf of the entire company, I'd like to say that it brings me great pleasure to formally offer you the designation of **Microbiologist, SS Bottling Pvt. Ltd.** at **Gohana, Sonapat**, you will join the organization from **12/02/2023**.

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. 420200/-

You shall be on probation for an initial **6 month**. You are required the following original documents along with self-attested photocopies of each document at the time of joining for verification to the HR Department.

You are required to submit the following documents at the time of joining –

1. Qualification Documents (All Mark Sheets from 10th to Last)
2. Work Experience Certificates or Relieving Letter of previous Employers.
3. Last 3 month Pay slips of previous employer.
4. Last 6 months bank statement.
5. Address Proof (Aadhar Card is preferred)
6. Pan Card (Original with Photo copy)
7. 3 Photographs

As you are going to be an integral part of the company, we'll try to extend all possible support to you during your tenure. Looking forward to having you with us and wishing you great success with **SS Bottling Pvt. Ltd.**

Kindly Confirm your Acceptance and date of joining.

For SS Bottling Pvt. Ltd., Gohana, Sonapat.

Authorized Signatory

Work Place – Khasra No 15/13, 15/14, 15/15(4-0), 15//18/1/1 15//18/1/2 & 15//23/1/1 Village Mehmood Pur,
Tehsil Gohana, Distt. Sonapat, Haryana – 131001 (INDIA)
Regd. Office – 9/53, Kirti Nagar, Indl. Area, New Delhi – 110015 Tel: +91-11-45072942, 25927392 Fax: +91-11-45072943
Corporate Identity Number : U15549dl2018ptc337847



PRIVATE & CONFIDENTIAL

PANKAJ KUMAR MAURYA
S/O RAJESH MAURYA

32/20 TAKIYA LAL
MASZID BYE PAS ROAD
BELAN GANJ AGRA

Date: 15/09/2022

TRAINEE ASSOCIATE (Trainee Associate Engineer Network - MID) CONTRACT

Dear PANKAJ KUMAR MAURYA,

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 290500** 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:
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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

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**Appendix1 Table of
benefits**

Section Name	PANKAJ KUMAR MAURYA	
1.	Position	Trainee Associate (Trainee Associate Engineer Network - MID) reporting to Sneh Deep Jassal (EIN :611638876), Title: Technical Delivery Manager-MBNL, Ph:
2.	Start Date	15/09/2022
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,

Manoj Kumar
MOH HAYATNAGAR POST SARAITAREEN DISTT SAMBHAL

Dear **Manoj Kumar**

We are delighted to offer you a position as **Junior Associate, Technology** with Publicis Sapient, a division of TLG India Pvt. Ltd. ("Publicis Sapient").

Publicis Sapient will provide you with a total compensation package that consists of your base salary and statutory retirement benefits.

The Total Cost to Company offered to you is INR 452500/- which includes the following:-

- An annualized base salary of INR 452500/- (including HRA)
- Provident Fund and Gratuity contributions, (As per the applicable provisions)

Tax at the applicable rate shall be deducted at source from your salary.
(Please refer to Annexure "B" for details)

Your anticipated start date will **10/12/2022**. You will be on training for a period of 6 months from the start date of your employment. Your home office would be in **Noida**, India.

In addition to your salary, you will be entitled to:-

- Receive Relocation expenses up to a maximum of amount Rs 10,000, (subject to submission of receipts)
- Participate in the Publicis Sapient's medical and life insurance benefits

The realisation of the above items is subject to the terms set forth in Annexure 'A' under the respective clauses.

You will be required to sign a training agreement on joining Publicis Sapient. Publicis Sapient would be making considerable investment in imparting specialized training to you for meeting the business requirements of the Company. Should you decide to leave Publicis Sapient within 18 months of the **10/12/2022**, You would be required to pay INR 150,000 in accordance with the terms of the training agreement.

TLG India Private Limited
G1, SEZ, Condo Technopark,
Building No. 1, Tower B, Ground - 3rd Floor,
Building No. 2, Tower A, Ground & First Floor,
Building No. 3, Ground & First Floor,
SEZ Sector 21, Village Chandigarh,
Gurgaon - 122016 Haryana, India

Tel: +91 (120) 472 4885
Fax: +91 (120) 472 4027

Registered Office: TLG India Private Limited
13th Floor, Liberty Road, Tower A, 35, Sector 16, Gurgaon, Haryana, India
Tel: +91 (120) 469 3667 Fax: +91 (120) 469 3667 CIN: U11109DL2007PT0015756

www.publicissapient.com

TLG India Private Limited
Cygnus Business Park Private Limited SEZ,
Tower C, 2nd - 4th Floor, Plot No. 7,
Sector 14A, Expressway,
Noida - 201301,
Uttar Pradesh, India

Tel: +91 (120) 472 5885
Fax: +91 (120) 472 5877

TLG India Private Limited
Signature Correlation Success Park,
267D, Building Virga, Outer Ring Road,
Dandankundi-Cyber, Marathahalli Post,
Bengaluru - 560037 Karnataka, India

Tel: +91 (80) 6131 6000
Fax: +91 (80) 6131 6001

On your first day of employment, please report to our office at **Gurgaon** at **9:00 a.m.** along with the documents. Should there be a change in your start date, it is mandatory for you to communicate the same to us a week in advance as this impacts your experience with Publicis Sapient.

Kindly return a copy of this letter duly counter signed by you, within a week in acceptance of the terms and conditions set out herein. Please refer to the Annexure "A" of this letter for details on the Terms of Employment, which shall apply to your employment. By signing a copy of this letter, you agree to abide by these terms and any other published terms in effect from time to time throughout the period of your employment.

We are looking forward to your joining us. We are sure that you would find life with Publicis Sapient to be motivating and challenging.

Best Regards



Kamal Karwal
GVP, People Strategy | Publicis Sapient



S.S. BOTTLING PRIVATE LIMITED

JOB OFFER LETTER

To,

SACHIN YADAV
H NO 1/421 PRAKASH NAGAR COONY TIKONA NAGLA ALIGARH

On behalf of the entire company, I'd like to say that it brings me great pleasure to formally offer you the designation of **Microbiologist, SS Bottling Pvt. Ltd.** at **Gohana, Sonapat**, you will join the organization from **15/09/2022**.

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. 235410/-

You shall be on probation for an initial **6 month**. You are required the following original documents along with self-attested photocopies of each document at the time of joining for verification to the HR Department.

You are required to submit the following documents at the time of joining –

1. Qualification Documents (All Mark Sheets from 10th to Last)
2. Work Experience Certificates or Relieving Letter of previous Employers.
3. Last 3 month Pay slips of previous employer.
4. Last 6 months bank statement.
5. Address Proof (Aadhar Card is preferred)
6. Pan Card (Original with Photo copy)
7. 3 Photographs

As you are going to be an integral part of the company, we'll try to extend all possible support to you during your tenure.

Looking forward to having you with us and wishing you great success with **SS Bottling Pvt. Ltd.**

Kindly Confirm your Acceptance and date of joining.

For **SS Bottling Pvt. Ltd., Gohana, Sonapat.**

Authorized Signatory

Work Place – Khasra No 15/13, 15/14, 15/15(4-0), 15//18/1/1 15//18/1/2 & 15//23/1/1 Village Mehmood Pur,
Tehsil Gohana, Distt. Sonapat, Haryana – 131001 (INDIA)

Regd. Office – 9/53, Kirti Nagar, Indl. Area, New Delhi – 110015 Tel: +91-11-45072942, 25927392 Fax: +91-11-45072943

Corporate Identity Number : **U15549dl2018ptc337847**



OFFER LETTER

Deepak Singh
A 31 jai ram bagh dayal bagh agra

Dear Deepak 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 15/05/2023

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. 412020/-** 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

Nitya Tomar
SUHAG NAGAR FIROZABAD UTTAR PRADESH 283203

Dear Nitya Tomar,

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 15/05/2023

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. 412020/-** 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



S.S. BOTTLING PRIVATE LIMITED

JOB OFFER LETTER

To,

**Anjali Arya
Rudmuli Rudhmuli Bah 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 **12/02/2023**.

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. 420200/-

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



APPOINTMENT LETTER

To,

**Tanu
VILLAGE AND POST
BEWANA DISTT
AMBEDKAR NAGAR**

Dear Tanu,

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 12/02/2023

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



To,

Ashish Kumar
C1, Shyvpuri Colony, Gailana Road, Sikandra, Agra

Dear Ashish 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 12/02/2023

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.345700/-

You shall be on probation for an initial 6 month. You are required the following original documents along with self-attested photocopies of each document at the time of joining for verification to the HR Department.

You are required to submit the following documents at the time of joining-

- Qualification Documents (All MarkSheets from 10th to Last)
- Work Experience Certificates or Relieving Letter of previous Employers*.
- Last 3 month Pay slips of previous employer*.
- Last 6 months bank statement.
- Address Proof (Aadhar Card is preferred)
- Pan Card (Original with Photocopy)
- 3 Photographs

As you are going to be an integral part of the company, we'll try to extend all possible support to you during your tenure.

Looking forward to having you with us and wishing you great success with Welspun

For Village- Chandanvelly, Mandal – Shabad, Shabad Road, Chandanville, Rangareddy – 501503

A handwritten signature in blue ink, appearing to read 'Singh', is written over a light blue horizontal line.

Authorized Signatory



Offer Letter

Date: 15/05/2023

Name: Krishna Tyagi

Address: VILLAGE MITANPUR POST HATHRAS JUNCTION 204102

Dear Krishna Tyagi,

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 15/05/2023 and your package will be **345000/-**.

The role in which you will be working is very important and will require you to deal with important and sensitive information, records and other company matters.

We are excited to have you as a member of our team. We are confident that you will have a successful career with our company.

We'd like to take this opportunity to welcome you to our team.

Kind Regards

Apoorva

Sr. Executive IIR



Zuche Pharmaceuticals Private Limited

Registered Office: 602-D/1B/4, Navkar Parkview Apartment, Flat No. 8, Ward No. 3, Mehrauli, New Delhi-110030, India

Corporate Office: A-216 & A-217, 2nd Floor, Somdatt Chambers-1, Building No. 5, Bhikaji Cama Place, New Delhi-110066, India

Manufacturing Unit: G1-712, RICO Industrial Area, Chopanki, Dist: Alwar, Rajasthan-301019, India

E-mail: business@zuchepharma.in, business@zuchepharma.com Website: www.zuchepharma.com

Contact Number: +91-11-41662311, +91-8610475070, +91-9873252118 CIN: U52100DL2010PTC206054



Offer Letter

To,

Nidhi Chaturvedhi
138 New Adarsh Nagar
Balkeshwar Road Agra

Dear Nidhi Chaturvedhi

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 15/05/2023

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.325100/-

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



S.S. BOTTLING PRIVATE LIMITED

JOB OFFER LETTER

To,

Shruti Gupta
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, Sonapat**, you will join the organization from **12/02/2023**.

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. 420200/-

You shall be on probation for an initial **6 month**. You are required the following original documents along with self-attested photocopies of each document at the time of joining for verification to the HR Department.

You are required to submit the following documents at the time of joining –

1. Qualification Documents (All Mark Sheets from 10th to Last)
2. Work Experience Certificates or Relieving Letter of previous Employers.
3. Last 3 month Pay slips of previous employer.
4. Last 6 months bank statement.
5. Address Proof (Aadhar Card is preferred)
6. Pan Card (Original with Photo copy)
7. 3 Photographs

As you are going to be an integral part of the company, we'll try to extend all possible support to you during your tenure.

Looking forward to having you with us and wishing you great success with **SS Bottling Pvt. Ltd.**

Kindly Confirm your Acceptance and date of joining.

For **SS Bottling Pvt. Ltd., Gohana, Sonapat.**

Authorized Signatory

Work Place – Khasra No 15/13, 15/14, 15/15(4-0), 15//18/1/1 15//18/1/2 & 15//23/1/1 Village Mehmood Pur,
Tehsil Gohana, Distt. Sonapat, Haryana – 131001 (INDIA)

Regd. Office – 9/53, Kirti Nagar, Indl. Area, New Delhi – 110015 Tel: +91-11-45072942, 25927392 Fax: +91-11-45072943

Corporate Identity Number : **U15549dl2018ptc337847**



गेल (इंडिया) लिमिटेड

(भारत सरकार का उपक्रम - महारत्न कंपनी)

GAIL (India) Limited

(A Govt. of India Undertaking - A Maharatna Company)

GAIL/RNC/Apprentice/09/2022

गेल (इंडिया) लिमिटेड
5वाँ तल, पूर्वी ब्लॉक,
मेकॉन प्रधान कार्यालय परिसर,
डोरण्डा, राँची - 834002

GAIL (India) Limited
5th floor, Eastern Block,
MECON Head Office Complex
Doranda, Ranchi- 834002

फोन/PHONE : 0651-2481433

20th Sept 2022

Offer Letter

Dear Ashish Kumar Pal,

We have pleasure in intimating that you have been selected for training as Graduate - Engineering under the Apprentice Act, 1961 in the designated field of Mechanical Eng. on the following terms and conditions.

Period of Apprenticeship	One year from the date of commencement of training
Stipend	INR 22,410/- (Rupees Twenty Two Thousand Four Hundred Ten Only) <i>Consolidated per month as Stipend. No other amount in any form will be paid.</i>
Travelling Allowance	No traveling allowance of any kind is admissible for joining this Apprenticeship training.
Leave	
• Casual Leave	12 days during the training period of one year
• Medical Leave	15 days during the training period on the production of a Medical Certificate from a Registered Medical Practitioner
• Extra Ordinary Leave	10 days during the training period without stipend at the discretion of the GAIL provided no other leave is at credit
Place of Training	GAIL (India) Limited, 03rd Floor, Jeevan Prakash Building, Main Road Bistupur, Jamshedpur, Jharkhand-831001 <i>However, if necessary you may be trained anywhere in India</i>

पंजीकृत कार्यालय :

गेल भवन, 16, भीकाएजी कामा प्लेस,
नई दिल्ली - 110066, इंडिया

REGD. OFFICE :
GAIL BHAWAN, 16 BHIKAJI CAMA PLACE,
NEW DELHI - 110066, INDIA

सीआईएन/CIN

L40200DL1984GOI018976

website : www.gailonline.com



गेल (इंडिया) लिमिटेड

(भारत सरकार का उपक्रम - महारत्न कंपनी)

GAIL (India) Limited

(A Govt. of India Undertaking - A Maharatna Company)

गेल (इंडिया) लिमिटेड
5वाँ तल, पूर्वी ब्लॉक,
मेकॉन प्रधान कार्यालय परिसर,
डोरण्डा, राँची - 834002

GAIL (India) Limited
5th floor, Eastern Block,
MECON Head Office Complex
Doranda, Ranchi- 834002

फोन/PHONE : 0651-2481433

Other terms and conditions applicable to Graduate Engineering Apprentices are as follows:

01. It is hereby stated that the engagement as apprentices will be governed as per the Contract of Apprenticeship Training under the Apprenticeship Act, 1961. On completion of the period of the contract, it will be suo-moto terminated.
02. The engagement as an apprentice trainee of a candidate would be subjected to the acceptance of your Apprenticeship contract by the BOAT.
03. The terms and conditions of engagement of Apprentices in GAIL (India) Limited will be governed by GAIL Apprenticeship Training Scheme read with the Apprentices Act 1961 and Apprenticeship Rules, 1992.
04. You are required to submit a **Medical Fitness Certificate** (Copy Enclosed) issued by the Chief Medical Office / Superintendent of State / Central Public Health Department before engagement.
05. **You are required to report to Shri Gauri Shanker Mishra, GM (CGD), GAIL (India) Limited, 03rd Floor, Jeevan Prakash Building, Main Road Bistupur, Jamshedpur, Jharkahnd-831001 on or before 30th September 2022, for completing engagement formalities with RADT/BOAT and thereafter undergoing one-year Apprenticeship Training as per The Apprentices Act, 1961.**
06. You will be required to submit details of Saving Bank Accounts preferably in SBI/HDFC/ICICI Bank along with a certified Bank Mandate Form (Copy Enclosed) through which the stipend for apprenticeship training will be remitted through E-banking. In case you do not have any Bank Account, you are required to open and submit the bank details for Bank Account Mapping in our System.
07. At the time of reporting, you should bring the following documents for verification and submission
 - a) Original Documents w.r.t. Date of Birth, Qualifications (Passing certificate and Mark sheets) for verification along with one set of self-attested copies.
 - b) Original Schedule Caste/Scheduled Tribe/OBC Certificate, if applicable along with one set of self-attested copies.
 - c) Six (06) recent passport size colored photographs, PAN Card & Aadhaar Card.
 - d) Proof of Identity in Original like Voter Card/ Driving License/ Passport for verification along with self-attested copies.
 - e) Bank Mandate form duly stamped and signed by the concerned Branch Manager of the Bank

पंजीकृत कार्यालय :

गेल भवन, 16, भीकाएजी कामा प्लेस,
नई दिल्ली - 110066, इंडिया

REGD. OFFICE :

GAIL BHAWAN, 16 BHIKAJI CAMA PLACE,
NEW DELHI - 110066, INDIA

सीआईएन/CIN

L40200DL1984GOI018976

website : www.gailonline.com



गेल (इंडिया) लिमिटेड

(भारत सरकार का उपक्रम - महारत्न कंपनी)

GAIL (India) Limited

(A Govt. of India Undertaking - A Maharatna Company)

गेल (इंडिया) लिमिटेड
5वाँ तल, पूर्वी ब्लॉक,
मेकॉन प्रधान कार्यालय परिसर,
डोरण्डा, राँची - 834002

GAIL (India) Limited
5th floor, Eastern Block,
MECON Head Office Complex
Doranda, Ranchi- 834002

फोन/PHONE : 0651-2481433

In case the above terms and conditions are acceptable to you, please return one copy of the offer of apprenticeship duly signed in token of its acceptance immediately in the format provided below to Sh. Arvind Singh, CM (HR) at arvindsingh@gail.co.in and keeping vivek.rana@gail.co.in under CC, further report for training at GAIL (India) Limited, 03rd Floor, Jeevan Prakash Building, Main Road Bistupur, Jamshedpur, Jharkhand-831001 on or before 25.09.2022 failing which the offer of Apprenticeship would stand automatically cancelled without any further intimation to you. If you require any clarifications/information in regard to the above, you may contact Shri Vivek Singh Rana, ET (HR) (vivek.rana@gail.co.in)

Encl: As above

Amit Kispotta
General Manager (HR)
5th Floor, East Block,
MECON Head Office Complex,
Doranda, Ranchi,
Jharkhand – 834002

ACCEPTANCE

I have read the offer of Apprenticeship and the terms and conditions of the Contract of Apprenticeship and accept the same.

Signature of the candidate

Name: _____

Mobile sNo.:

पंजीकृत कार्यालय :

गेल भवन, 16, भीकाएजी कामा प्लेस,
नई दिल्ली - 110066, इंडिया

REGD. OFFICE :
GAIL BHAWAN, 16 BHIKAJI CAMA PLACE,
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