



**OFFER LETTER**

To,

**AFREEN  
Jivdharpur mijhaura**

**Dear AFREEN**

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 02/12/2020

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

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

**Your CTC would be Rs. 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 10<sup>th</sup> to Last)
- Work Experience Certificates or Relieving Letter of previous Employers.
- Last 3 month Pay slips of previous employer\*.
- Last 6 months bank statement.
- Address Proof (Aadhar Card is preferred)
- Pan Card (Original with Photocopy)
- 3 Photographs

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

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

**Kindly Confirm your Acceptance and date of Joining.**

**For P. Dass Forging Private Limited, Rohatak, Haryana**

**Authorized Signatory**



To,

**ABHISHEK KUMAR SHIKHAR**  
siktara etmadpur agra

Dear **ABHISHEK KUMAR SHIKHAR**

On behalf of the BAJAJ AUTO LTD. Company, I'd like to say that it brings me great pleasure to formally offer you the designation of Trainee Executive at Haridwar, Uttarakhand, you will join the organization from 12/11/2020. We welcome you to our company and wish you all the best for your future endeavors.

**Your CTC would be Rs. 125000 (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 10<sup>th</sup> 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

ANKIT PRASAD  
S/O TARKESHWAR PRASAD

a 51 new agra ,agra ,agra

Date: 12/11/2020

**TRAINEE ASSOCIATE (Trainee Associate Engineer Network - MID) CONTRACT**

Dear ANKIT PRASAD,

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

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

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

**1. Commencement Date**

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

1.2 Your Training will be for a period of 12 months from the start date specified in Appendix 1. Your stipend for the term of twelve (12) months is **INR 198000** 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:**  
7<sup>th</sup> to 9<sup>th</sup> Floor, Tower C & D, Building  
No. 14,  
Sector 24 & 25 A  
DLF Cyber City  
Notified SEZ  
DLF City  
Gurugram-122002

**BT Global Business Services Pvt Ltd**  
**CIN: U74140DL2014PTC268583**  
**Registered Office:**  
11<sup>th</sup> 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](http://www.bt.com)



**Appendix1 Table of  
benefits**

Section	Name	ANKIT PRASAD
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	12/11/2020
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 your; 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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ABHA SINGH  
S/O ASHOK KUMAR SINGH

gopalpura shamsabad  
agra

Date: 12/11/2020

**TRAINEE ASSOCIATE (Trainee Associate Engineer Network - MID) CONTRACT**

Dear ABHA 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 198000** 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:**  
7<sup>th</sup> to 9<sup>th</sup> Floor, Tower C & D, Building  
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Notified SEZ  
DLF City  
Gurugram-122002


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**CIN: U74140DL2014PTC268583**  
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**Appendix1 Table of  
benefits**

Section	Name	ABHA 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	12/11/2020
3.	Normal Place of Work	7th & 8th Floors, Tower C & D, Building No 14 Sector 24 & 25A, Gurugram 122016, India
3B.	Temporary Place of Work	NA
4.	Stipend	As set out below
5.	Next Stipend Review date	On successful completion of apprenticeship/training
6.	Annual Leave	21
7.	Benefits	Group Medical Insurance Plan: Coverage of INR 6,00,000 for you; your spouse and 2 dependent children, as applicable to be availed as per the due process. Group Personal Accident Plan only for yourself: 5 times of your annual stipend or INR 10,00,000, whichever is higher. Group Term Life Insurance Policy only for yourself: 5 times of your annual stipend or INR 10,00,000, whichever is higher.

**Yours sincerely,**



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



## Offer Letter

Date 12/11/2020

Dear ANSHIKA GUPTA  
VILL BHARTIYAKA POST BAJNA TEHSIL MANT

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

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

Your date of joining at BYJU'S is 12/11/2020 Your onboarding details will be communicated by BYJU'S Onboarding Team post acceptance of the offer. In case you do not report at your job on or prior to 12/11/2020 the offer shall be deemed to be rejected by you. Please accept this offer in our HR portal so that we can initiate your onboarding process. Once initiated, you will be receiving an email confirmation for the same. In case you do not acknowledge and accept this offer letter on the HR portal within two working days, the offer would stand withdrawn.

### Position Details and Compensation Overview

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

Total Annual Cost to Company : ₹ 214500

Details of bonuses (if any) are mentioned in Annexure A. You are requested to join the services of the Company, 12/11/2020 falling which you may please consider the offer to be withdrawn unless an extension to the date of joining has been mutually agreed in writing. You are requested to signify your acceptance of the terms and conditions by accepting the offer on our HR portal and signing and returning to us the duplicate copy of this letter on your day of Onboarding.

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

Best Regards,



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

Annexure - A



**Compensation  
Details**

<b>Name</b>	ANSHIKA GUPTA
<b>Designation</b>	Student Success Specialist-Student Experience
<b>Date Of Joining</b>	12/11/2020
<b>Annual Cost To Company(CTC)</b>	214500

*\*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.

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

**General Guidelines**

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



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MANOJ KUMAR  
S/O CHARAN SINGH

D-546 EWS KALINDI  
VIHAR 100 FEET ROAD  
AGRA

Date: 12/11/2020

**TRAINEE ASSOCIATE (Trainee Associate Engineer Network - MID) CONTRACT**

Dear MANOJ KUMAR,

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

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

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

**1. Commencement Date**

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

1.2 Your Training will be for a period of 12 months from the start date specified in Appendix 1. Your stipend for the term of twelve (12) months is **INR 198000** 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:**

7<sup>th</sup> to 9<sup>th</sup> Floor, Tower C & D, Building  
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DLF Cyber City  
Notified SEZ  
DLF City  
Gurugram-122002

**BT Global Business Services Pvt Ltd**

**CIN: U74140DL2014PTC268583**

**Registered Office:**

11<sup>th</sup> Floor, Eros Corporate Tower  
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Tel.: +91 11 4781 1111  
Fax: +91 11 4103 4438

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**Appendix1 Table of  
benefits**

Section	Name	MANOJ KUMAR
1.	Position	Trainee Associate (Trainee Associate Engineer Network - MID ) reporting to Sneh Deep Jassal ( EIN :611638876 ), Title: Technical Delivery Manager-MBNL, Ph:
2.	Start Date	12/11/2020
3.	Normal Place of Work	7th & 8th Floors, Tower C & D, Building No 14 Sector 24 & 25A, Gurugram 122016, India
3B.	Temporary Place of Work	NA
4.	Stipend	As set out below
5.	Next Stipend Review date	On successful completion of apprenticeship/training
6.	Annual Leave	21
7.	Benefits	Group Medical Insurance Plan: Coverage of INR 6,00,000 for you; your spouse and 2 dependent children, as applicable to be availed as per the due process. Group Personal Accident Plan only for yourself: 5 times of your annual stipend or INR 10,00,000, whichever is higher. Group Term Life Insurance Policy only for yourself: 5 times of your annual stipend or INR 10,00,000, whichever is higher.

**Yours sincerely,**



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





## Offer Letter

Date 12/11/2020

Dear Ashutosh Mishra  
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 **12/11/2020**. Your onboarding details will be communicated by BYJU'S Onboarding Team post acceptance of the offer. In case you do not report at your job on or prior to **12/11/2020** the offer shall be deemed to be rejected by you. *Please accept this offer in our HR portal so that we can initiate your onboarding process.* Once initiated, you will be receiving an email confirmation for the same. In case you do not acknowledge and accept this offer letter on the HR portal within two working days, the offer would stand withdrawn.

### Position Details and Compensation Overview

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

**Total Annual Cost to Company : ₹ 214500**

Details of bonuses (if any) are mentioned in Annexure A. You are requested to join the services of the Company, 12/11/2020 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**

<b>Name</b>	Ashutosh Mishra
<b>Designation</b>	Student Success Specialist-Student Experience
<b>Date Of Joining</b>	12/11/2020
<b>Annual Cost To Company(CTC)</b>	214500

*\*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.

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

**General Guidelines**

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



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CHETAN MALVIYA  
S/O KAILASH MALVIYA

HOUSE NO 38 IMAMBADA  
FIROZABAD

Date: 12/08/2020

**TRAINEE ASSOCIATE (Trainee Associate Engineer Network - MID) CONTRACT**

Dear CHETAN MALVIYA,

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:**  
7<sup>th</sup> to 9<sup>th</sup> Floor, Tower C & D, Building  
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Sector 24 & 25 A  
DLF Cyber City  
Notified SEZ  
DLF City  
Gurugram-122002

**BT Global Business Services Pvt Ltd**  
**CIN: U74140DL2014PTC268583**  
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11<sup>th</sup> Floor, Eros Corporate Tower  
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Fax: +91 11 4103 4438

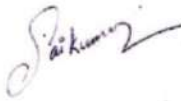
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**Appendix1 Table of  
benefits**

Section	Name	CHETAN MALVIYA
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	12/08/2020
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 your; your spouse and 2 dependent children, as applicable to be availed as per the due process. Group Personal Accident Plan only for yourself: 5 times of your annual stipend or INR 10,00,000, whichever is higher. Group Term Life Insurance Policy only for yourself: 5 times of your annual stipend or INR 10,00,000, whichever is higher.

**Yours sincerely,**



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



## Offer Letter

Date 12/11/2020

Dear Bharat Bharadwaj  
3/53 awas vikas colony radha raman road mainpuri

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

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

Your date of joining at BYJU'S is **12/11/2020**. Your onboarding details will be communicated by BYJU'S Onboarding Team post acceptance of the offer. In case you do not report at your job on or prior to **12/11/2020** the offer shall be deemed to be rejected by you. *Please accept this offer in our HR portal so that we can initiate your onboarding process.* Once initiated, you will be receiving an email confirmation for the same. In case you do not acknowledge and accept this offer letter on the HR portal within two working days, the offer would stand withdrawn.

### Position Details and Compensation Overview

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

**Total Annual Cost to Company : ₹ 214500**

Details of bonuses (if any) are mentioned in Annexure A. You are requested to join the services of the Company, 12/11/2020 falling which you may please consider the offer to be withdrawn unless an extension to the date of joining has been mutually agreed in writing. You are requested to signify your acceptance of the terms and conditions by accepting the offer on our HR portal and signing and returning to us the duplicate copy of this letter on your day of Onboarding.

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

Best Regards,



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

Annexure - A

**Compensation  
Details**

<b>Name</b>	Bharat Bharadwaj
<b>Designation</b>	Student Success Specialist-Student Experience
<b>Date Of Joining</b>	12/11/2020
<b>Annual Cost To Company(CTC)</b>	214500

*\*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.

<b>Allowance</b>	<b>Maximum Amount</b>	<b>Tax Treatment</b>
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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UDAY PRATAP SINGH  
S/O HUKUM SINGH BAGHEL

42A kirti nagar Defence  
Colony Agra Cantt

Date: 12/11/2020

**TRAINEE ASSOCIATE (Trainee Associate Engineer Network - MID) CONTRACT**

Dear UDAY PRATAP 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 198000** 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:**  
7<sup>th</sup> to 9<sup>th</sup> Floor, Tower C & D, Building  
No. 14,  
Sector 24 & 25 A  
DLF Cyber City  
Notified SEZ  
DLF City  
Gurugram-122002

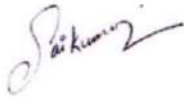
**BT Global Business Services Pvt Ltd**  
**CIN: U74140DL2014PTC268583**  
**Registered Office:**  
11<sup>th</sup> Floor, Eros Corporate Tower  
Opp. International Trade Tower  
Nehru Place,  
New Delhi - 110 019, India  
Tel.: +91 11 4781 1111  
Fax: +91 11 4103 4438

[www.bt.com](http://www.bt.com)

**Appendix1 Table of  
benefits**

Section	Name	UDAY PRATAP 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	12/11/2020
3.	Normal Place of Work	7th & 8th Floors, Tower C & D, Building No 14 Sector 24 & 25A, Gurugram 122016, India
3B.	Temporary Place of Work	NA
4.	Stipend	As set out below
5.	Next Stipend Review date	On successful completion of apprenticeship/training
6.	Annual Leave	21
7.	Benefits	Group Medical Insurance Plan: Coverage of INR 6,00,000 for you; your spouse and 2 dependent children, as applicable to be availed as per the due process. Group Personal Accident Plan only for yourself: 5 times of your annual stipend or INR 10,00,000, whichever is higher. Group Term Life Insurance Policy only for yourself: 5 times of your annual stipend or INR 10,00,000, whichever is higher.

**Yours sincerely,**



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



## Offer Letter

Date 12/11/2020

Dear CHANDAN PRASAD  
H NO 740 SECTOR 8 AVAS VIKAS COLONY SIKANDRA AGRA

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

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

Your date of joining at BYJU'S is **12/11/2020**. Your onboarding details will be communicated by BYJU'S Onboarding Team post acceptance of the offer. In case you do not report at your job on or prior to **12/11/2020** the offer shall be deemed to be rejected by you. *Please accept this offer in our HR portal so that we can initiate your onboarding process.* Once initiated, you will be receiving an email confirmation for the same. In case you do not acknowledge and accept this offer letter on the HR portal within two working days, the offer would stand withdrawn.

### Position Details and Compensation Overview

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

**Total Annual Cost to Company : ₹ 214500**

Details of bonuses (if any) are mentioned in Annexure A. You are requested to join the services of the Company, 12/11/2020 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





## S.S. BOTTLING PRIVATE LIMITED

### JOB OFFER LETTER

To,

**ANURAG YADAV  
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, Sonipat**, you will join the organization from **12/08/2020**.

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

**Your CTC would be Rs. 335400/-**

You shall be on probation for an initial **6 month**. 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 10<sup>th</sup> 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.**

*Sajit Kumar*

**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,

**TRIPURESH SHANKER  
DWIVEDI**  
Indra nagar tyc rambagh  
agra

**Dear TRIPURESH SHANKER DWIVEDI,**

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 12/08/2020

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

**Your CTC would be Rs. 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 10<sup>th</sup> 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**



## S.S. BOTTLING PRIVATE LIMITED

### JOB OFFER LETTER

To,

**AVANEESH SHAKYA**  
**C/262 DURGHA NAGAR UKHARRA ROAD RAJPUR CHUNGI**

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 **12/08/2020**.

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

**Your CTC would be Rs. 335400/-**

You shall be on probation for an initial **6 month**. 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 10<sup>th</sup> to Last)
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4. Last 6 months bank statement.
5. Address Proof (Aadhar Card is preferred)
6. Pan Card (Original with Photo copy)
7. 3 Photographs

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

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

Kindly Confirm your Acceptance and date of Joining.

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

*Sajitumar*

**Authorized Signatory**

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





**APPOINTMENT LETTER**

To,

**AAYUSHI GUPTA**  
Sector-1, House no.  
549, Avas vikas colony

**Dear AAYUSHI GUPTA,**

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 12/08/2020

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

**Your CTC would be Rs. 234570/-**

You shall be on probation for an initial 6 months. You are required to submit 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 10<sup>th</sup> 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**

*Jubanna*

**Authorized Signatory**



## S.S. BOTTLING PRIVATE LIMITED

### JOB OFFER LETTER

To,

**PRADEEP KUMAR**  
village alipur, PO pali razapur ,

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 **12/08/2020**.

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

**Your CTC would be Rs. 335400/-**

You shall be on probation for an initial **6 month**. 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 10<sup>th</sup> to Last)
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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.**

*Sajjan Kumar*

**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,

**SURYANSH SINGH  
15/369, NOORI GATE,  
AGRA - 282002**

**Dear SURYANSH SINGH,**

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 12/08/2020

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

**Your CTC would be Rs. 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-

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- 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**



## S.S. BOTTLING PRIVATE LIMITED

### JOB OFFER LETTER

To,

**RADIKA AGARWAL  
BIJHAMAI POST- BIJHAMAI 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 **12/08/2020**.

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

**Your CTC would be Rs. 335400/-**

You shall be on probation for an initial **6 month**. 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 10<sup>th</sup> to Last)
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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.**

*Sajit Kumar*

**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**



**Compensation  
Details**

<b>Name</b>	CHANDAN PRASAD
<b>Designation</b>	Student Success Specialist-Student Experience
<b>Date Of Joining</b>	12/11/2020
<b>Annual Cost To Company(CTC)</b>	214500

*\*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.

<b>Allowance</b>	<b>Maximum Amount</b>	<b>Tax Treatment</b>
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 12/11/2020

Dear KM ANSHIKA  
732 radha nagar sanjay nagar mathura uttar pradesh

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

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

Your date of joining at BYJU'S is 12/11/2020 Your onboarding details will be communicated by BYJU'S Onboarding Team post acceptance of the offer. In case you do not report at your job on or prior to 12/11/2020 the offer shall be deemed to be rejected by you. Please accept this offer in our HR portal so that we can initiate your onboarding process. Once initiated, you will be receiving an email confirmation for the same. In case you do not acknowledge and accept this offer letter on the HR portal within two working days, the offer would stand withdrawn.

### Position Details and Compensation Overview

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

Total Annual Cost to Company : ₹ 214500

Details of bonuses (if any) are mentioned in Annexure A. You are requested to join the services of the Company, 12/11/2020 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**

<b>Name</b>	KM ANSHIKA
<b>Designation</b>	Student Success Specialist-Student Experience
<b>Date Of Joining</b>	12/11/2020
<b>Annual Cost To Company(CTC)</b>	214500

*\*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.*

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**Annexure - B**

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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
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- 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,

**SHREYA KALRA**  
**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, Sonipat**, you will join the organization from **12/08/2020**.

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

**Your CTC would be Rs. 335400/-**

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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.**

*Sajit Kumar*

**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 12/11/2020

Dear PRATIKSHA SISODIA  
VILLAGE KOTKI POST KOTKI TUNDLA

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

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

Your date of joining at BYJU'S is **12/11/2020**. Your onboarding details will be communicated by BYJU'S Onboarding Team post acceptance of the offer. In case you do not report at your job on or prior to **12/11/2020** the offer shall be deemed to be rejected by you. Please accept this offer in our HR portal so that we can initiate your onboarding process. Once initiated, you will be receiving an email confirmation for the same. In case you do not acknowledge and accept this offer letter on the HR portal within two working days, the offer would stand withdrawn.

### Position Details and Compensation Overview

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

Total Annual Cost to Company : ₹ 214500

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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**

<b>Name</b>	PRATIKSHA SISODIA
<b>Designation</b>	Student Success Specialist-Student Experience
<b>Date Of Joining</b>	12/11/2020
<b>Annual Cost To Company(CTC)</b>	214500

*\*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.

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

**General Guidelines**

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



Offer Letter

Date: 02/12/2020

KM AYUSHI SHARMA  
WARD NO. 12 KHADDA KUSHINAGAR

Dear KM AYUSHI 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 225000/- 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 **02/12/2020**. 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 02/12/2020 evening. This offer is valid till 02/12/2020. 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.  
08<sup>th</sup> Floor, Tradex Tower,  
Plot No 15, Sector 125, Noida-201301  
Phone : +91 120 421 5969-73  
Website: www.infoaxon.com



Annexure-I Compensation & Benefits	
Name	KM AYUSHI SHARMA
Designation	Solution Developer Trainee
Effective Date	02/12/2020
Location	Noida/Pune/Banglore
<b>Annual Cost To Company</b>	<b>225000/-</b>
<b>For InfoAxon Technologies India Pvt. Ltd.</b>	
	





## Offer Letter

Date 12/11/2020

Dear RAVINDRA SINGH  
B-642 TRANS YAMUNA COLONY PHASE 1 BAL VIHAR PARK RAMBAGH AGRA

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

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

Your date of joining at BYJU'S is 12/11/2020 Your onboarding details will be communicated by BYJU'S Onboarding Team post acceptance of the offer. In case you do not report at your job on or prior to 12/11/2020 the offer shall be deemed to be rejected by you. Please accept this offer in our HR portal so that we can initiate your onboarding process. Once initiated, you will be receiving an email confirmation for the same. In case you do not acknowledge and accept this offer letter on the HR portal within two working days, the offer would stand withdrawn.

### Position Details and Compensation Overview

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

Total Annual Cost to Company : ₹ 214500

Details of bonuses (if any) are mentioned in Annexure A. You are requested to join the services of the Company, 12/11/2020falling 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**

<b>Name</b>	RAVINDRA SINGH
<b>Designation</b>	Student Success Specialist-Student Experience
<b>Date Of Joining</b>	12/11/2020
<b>Annual Cost To Company(CTC)</b>	214500

*\*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.

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

**General Guidelines**

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



**Offer Letter**

Date: 02/12/2020

**KM PAYAL JHA  
GANESH COLONY CHANDAUSI**

Dear KM PAYAL JHA,

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 225000/- 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 **02/12/2020**. 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 02/12/2020 evening. This offer is valid till 02/12/2020. 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.

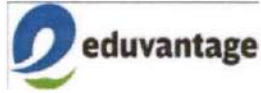
Authorized Signatory

InfoAxon Technologies India Pvt. Ltd.  
08<sup>th</sup> Floor, Tradex Tower,  
Plot No 15, Sector 125, Noida-201301  
Phone : +91 120 421 5869-73  
Website: www.infoaxon.com



Annexure-I Compensation & Benefits	
Name	KM PAYAL JHA
Designation	Solution Developer Trainee
Effective Date	02/12/2020
Location	Noida/Pune/Banglore
<b>Annual Cost To Company</b>	<b>225000/-</b>
<b>For InfoAxon Technologies India Pvt. Ltd.</b>	
	





**MUNJAL  
SHOWA**

To,

**KM. SABNAM  
BHILAWALI KHERAGARH AGRA**

**Dear KM. SABNAM**

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 02/12/2020

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

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

**Your CTC would be Rs.289400/-**

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

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

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

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

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

**For Gurgaon, Haryana**

**Authorized Signatory**



**Offer Letter**

Date: 02/12/2020

**JAI KUMAR**  
14/81 choti athai nhi ki mandi Sadar bhati

Dear **JAI KUMAR**,

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 225000/- 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 **02/12/2020**. 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 02/12/2020 evening. This offer is valid till 02/12/2020. 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.**  
08<sup>th</sup> Floor, Tradex Tower,  
Plot No 15, Sector 125, Noida-201301  
Phone : +91 120 421 5969-73  
Website: www.infoaxon.com



**Annexure-I  
Compensation & Benefits**

Name	JAI KUMAR
Designation	Solution Developer Trainee
Effective Date	02/12/2020
Location	Noida/Pune/Banglore
<b>Annual Cost To Company</b>	<b>225000/-</b>

**For InfoAxon Technologies India Pvt. Ltd.**





**MUNJAL  
SHOWA**

To,

**RINKY SHUKLA  
LIG 73 INDRAPURAM D PARK SHAMSHABAD ROAD AGRA**

**Dear RINKY SHUKLA**

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 02/12/2020

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

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

**Your CTC would be Rs.289400/-**

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

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

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

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

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

**For Gurgaon, Haryana**

**Authorized Signatory**





To  
**KUNDAN CHAUHAN**  
H.No. 3 Gokul Dham colony Kalindi Vihar Agra

**Sub: Your offer of Employment in eORIGAMI SOFTWARE PVT LTD**

Dear **KUNDAN CHAUHAN**

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 **02/12/2020**

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)

**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



**MUNJAL  
SHOWA**

To,

**ANITA RANI  
SAMMUKH NAGAR SIROLI ROAD NAI ABADI AZIZPUR MALPURA AGRA**

**Dear ANITA RANI**

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 02/12/2020

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

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

**Your CTC would be Rs.289400/-**

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

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

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

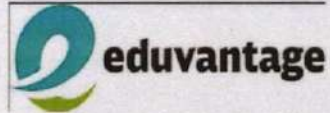
**As you are going to be an integral part of the company, we'll try to extend all possible support to you during your tenure.**

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

**For Gurgaon, Haryana**

**Authorized Signatory**





To,

**ADARSH SINGH**  
siktara etmadpur agra

**Dear ADARSH 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 12/11/2020. We welcome you to our company and wish you all the best for your future endeavors.

**Your CTC would be Rs. 125000 (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 10<sup>th</sup> 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  
**VISHNU SHASHANK GUPTA**  
**VILLAGE POST KAIMTHAL TEHSIL IGLAS**

Sub: Your offer of Employment in eORIGAMI SOFTWARE PVT LTD

Dear **VISHNU SHASHANK GUPTA**

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 **02/12/2020**

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

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

  
(Signature of Associate)

Registered Office Address: No. G7, AASHRAYAA ONYX, 7th Cross Rd, Duo Heights Layout, Devarachikkana Halli, Bengaluru, Karnataka - 560068

**1. Compensation & Benefits:**

You will receive a total compensation of **Rs. 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,

**BUNTY SINGH CHAHAR**  
Haweliya vijaynagar Jhunsi, Allahabad

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 **12/08/2020**.

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

**Your CTC would be Rs. 335400/-**

You shall be on probation for an initial **6 month**. 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 10<sup>th</sup> 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.**

*Sajit Kumar*

**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  
**VIVEK PAL**  
**BILARA BISAWAR**

**Sub: Your offer of Employment in eORIGAMI SOFTWARE PVT LTD**

Dear **VIVEK 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 **02/12/2020**

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

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

  
(Signature of Associate)

Registered Office Address: No. G7, AASHRAYAA ONYX, 7th Cross Rd, Duo Heights Layout, Devagrachikkana 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.

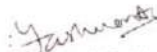
Kindly confirm your acceptance of the above conditions by signing and returning the duplicate copy of this letter.

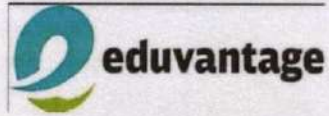
Yours sincerely,  
for eORIGAMI Software Private Limited,

**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



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 12/11/2020. We welcome you to our company and wish you all the best for your future endeavors.

**Your CTC would be Rs. 125000 (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 10<sup>th</sup> 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  
**MEHAK CHAHAR**  
1/1 85A peepal mandi

**Sub: Your offer of Employment in eORIGAMI SOFTWARE PVT LTD**

Dear **MEHAK CHAHAR**

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 **02/12/2020**

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

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

  
(Signature of Associate)

Registered Office Address: No. G7, AASHRAYAA ONYX, 7th Cross Rd, Duo Heights Layout, Devarachikkana Halli, Bengaluru, Karnataka - 560068



**1. Compensation & Benefits:**

You will receive a total compensation of **Rs. 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.

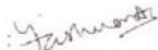
Kindly confirm your acceptance of the above conditions by signing and returning the duplicate copy of this letter.

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,

**NIDHI SHARMA  
VILLAGE AND POST NAHIL KHAS POWAYAN 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, Sonipat**, you will join the organization from **12/08/2020**.

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

**Your CTC would be Rs. 335400/-**

You shall be on probation for an initial **6 month**. 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 10<sup>th</sup> 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.**

*Sanjit Kumar*

**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  
**NIKHIL TIWARI**  
**D-162 CHOTPUR COLONY CHETRAM HOSPITAL SECTOR-63 NOIDA**

**Sub: Your offer of Employment in eORIGAMI SOFTWARE PVT LTD**

Dear **NIKHIL TIWARI**

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 **02/12/2020**

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)

**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,

**SHIVANGI RATHORE**  
VILLAGE PRASAD PUR POST SHIVGARH TEH SORAM DIST PRAYAGRAJ

Dear **SHIVANGI RATHORE**

On behalf of the BAJAJ AUTO LTD. Company, I'd like to say that it brings me great pleasure to formally offer you the designation of Trainee Executive at Haridwar, Uttarakhand, you will join the organization from 12/11/2020. We welcome you to our company and wish you all the best for your future endeavors.

**Your CTC would be Rs. 125000 (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 10<sup>th</sup> 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  
**AJITESH SINGHAL**  
VILLGE NIDILPUR POST DHARAON DISTT CHANDAUJI

Sub: Your offer of Employment in eORIGAMI SOFTWARE PVT LTD

Dear **AJITESH SINGHAL**

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 **02/12/2020**

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)

**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,

**ANUPAM KUMAR SHARMA**  
120g/28 purani abadi 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 **12/08/2020**.

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

**Your CTC would be Rs. 335400/-**

You shall be on probation for an initial **6 month**. 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 10<sup>th</sup> 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.**

*Sanjit Kumar*

**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,

**MOHD RAZAQ**  
lauwabeerpur Nawabganj gonda UP

Dear MOHD RAZAQ

On behalf of the Autoliv Company, I'd like to say that it brings me great pleasure to formally offer you the designation of Trainee Executive at Bangalore office, you will join the organization from 12/11/2020

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

**Your CTC would be Rs. 221500 (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 10<sup>th</sup> 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**



publicis  
sapient

**APPOINTMENT LETTER**

To,

**KANHAIYA LAL**  
mo jamaunwala sasni hathras

Dear **KANHAIYA LAL**

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 **12/08/2020**. 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 **12/08/2020**. You would be required to pay INR 150,000 in accordance with the terms of the training agreement.

TLG India Private Limited  
GIL, SEZ, Candor Techspace,  
Building No. 1, Tower B, Ground - 3rd Floor,  
Building No. 2, Tower A, Ground & First Floor,  
Building No. 5, Ground & First Floor,  
SEZ Sector 21, Village Dundahera,  
Gurgaon - 122016 Haryana, India

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

Registered Office: TLG India Private Limited  
19th Floor, Umi Estate, Tower A, 95, Gopabandhu Kadam Marg, Lower Parel (West), Mumbai-400013.  
Tel: +91 (22) 6804 3600 Fax: +91 (22) 6804 3601 CIN: U74110MH1972FC015798

[www.publicissapient.com](http://www.publicissapient.com)

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

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

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

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

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

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

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

Best Regards



Kamal Karwal  
GVP, People Strategy | Publicis Sapient



To  
**Prajwal Chaudhary**  
30/H28NAGLA DHANI VIJAY NAGAR COLONY AGRA

Sub: Your offer of Employment in eORIGAMI SOFTWARE PVT LTD

Dear Prajwal 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 **02/12/2020**

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

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

  
(Signature of Associate)

Registered Office Address: No. G7, AASHRAYAA ONYX, 7th Cross Rd, Duo Heights Layout, Devarahikkata 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





## S.S. BOTTLING PRIVATE LIMITED

### JOB OFFER LETTER

To,

**RAVENDRA SINGH  
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 **12/08/2020**.

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

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

**Your CTC would be Rs. 335400/-**

You shall be on probation for an initial **6 month**. 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 10<sup>th</sup> to Last)
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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  
**PRIYANKA KATIYAR**  
silokher ,saiyan iradat nagar agra

Sub: Your offer of Employment in eORIGAMI SOFTWARE PVT LTD

Dear **PRIYANKA KATIYAR**

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 **02/12/2020**

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

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(Signature of Associate)

Registered Office Address: No. G7, AASHRAYAA ONYX, 7th Cross Rd, Duo Heights Layout, Devarachikkana Halli, Bengaluru, Karnataka - 560068

**1. Compensation & Benefits:**

You will receive a total compensation of **Rs. 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,

**NEHA SINGH**  
**SAMMUKH NAGAR SIROLI ROAD NAI ABADI AZIZPUR MALPURA AGRA**

Dear **NEHA 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 **12/08/2020**. 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 **12/08/2020**, you would be required to pay INR 150,000 in accordance with the terms of the training agreement.

TLG India Private Limited  
GIL SEZ, Candor Techspace,  
Building No. 1, Tower B, Ground - 3rd Floor,  
Building No. 2, Tower A, Ground & First Floor,  
Building No. 5, Ground & First Floor,  
SEZ Sector 21, Village Dundaheera,  
Gurgaon - 122016 Haryana, India

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

Registered Office: TLG India Private Limited  
15th Floor, Umi Estate, Tower A, 95, Gopalrao Kadam Marg, Lower Parel (West), Mumbai-400013  
Tel: +91 (22) 6804 3600 Fax: +91 (22) 6804 3601 CIN: U7410MH1972FC015798

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Bengaluru - 560037 Karnataka, India

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



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

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

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

Best Regards



Kamal Karwal  
GVP, People Strategy | Publicis Sapient



To  
**Ranjit Singh**  
**SARANGPUR POST FATEHABAD AGRA**

**Sub: Your offer of Employment in eORIGAMI SOFTWARE PVT LTD**

Dear Ranjit Singh

Welcome to eORIGAMI!

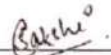
It gives us immense pleasure in inviting you to join eORIGAMI Software Private Limited. ("eORIGAMI" or the "Company") as one of its valuable member. We believe that the growth of an organization is fuelled by the enthusiasm and energy of people who are willing to invest into its future. We therefore 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 **02/12/2020**

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

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

  
(Signature of Associate)

Registered Office Address: No. G7, AASHRAYAA ONYX, 7th Cross Rd, Duo Heights Layout, Devarachikkata 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.

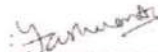
Kindly confirm your acceptance of the above conditions by signing and returning the duplicate copy of this letter.

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



## S.S. BOTTLING PRIVATE LIMITED

### JOB OFFER LETTER

To,

**KHALID BASHIR**

**Bhuedharwa Tola, Ulatahawa, Bhuidharwa, West Champaran, Bihar**

On behalf of the entire company, I'd like to say that it brings me great pleasure to formally offer you the designation of **Microbiologist, SS Bottling Pvt. Ltd.** at **Gohana, Sonipat**, you will join the organization from **12/08/2020**.

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

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

**Your CTC would be Rs. 335400/-**

You shall be on probation for an initial **6 month**. 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 10<sup>th</sup> 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.**

*Sajikumar*

**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  
**Shivam Yadav**  
VILLAGE SUJANPUR POST KHIRIYATTI THANA SIDHPURA

Sub: Your offer of Employment in eORIGAMI SOFTWARE PVT LTD

Dear Shivam 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 **02/12/2020**

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

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(Signature of Associate)

Registered Office Address: No. G7, AASHRAYAA ONYX, 7th Cross Rd, Duo Heights Layout, Devarachikkana Halli, Bengaluru, Karnataka - 560068

**1. Compensation & Benefits:**

You will receive a total compensation of Rs. 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,

**SUJEET KUMAR VERMA  
DEVGANJ, DALEPPUR KAILAI**

**Dear SUJEET KUMAR VERMA**

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 12/08/2020.

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

**Your CTC would be Rs. 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 10<sup>th</sup> 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,

**KM. DIPTI BHADORIYA  
43 OLD EID GAH COLONY NEAR SATSANG BHAWAN AGRA**

**Dear KM. DIPTI BHADORIYA**

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 12/08/2020.

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

**Your CTC would be Rs. 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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**As you are going to be an integral part of the company, we'll 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**



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sapien

**APPOINTMENT LETTER**

To,

**Kajal Bharangar**  
**116/367 ADARSH NAGAR ,RAWATPUR GAON, KANPUR,KANPUR ,Kanpur Nagar, Uttar Pradesh**

Dear **Kajal Bharangar**

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 **12/08/2020** 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 **12/08/2020**. You would be required to pay INR 150,000 in accordance with the terms of the training agreement.

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Tel: +91 (22) 6804 3600 Fax: +91 (22) 6804 3601 CIN: U74109MH1972FTC010798

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Doddarekundi Circle, Marathahalli Post,  
Bengaluru - 560037 Karnataka, India

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

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

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

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

Best Regards



Kamal Karwal  
GVP, People Strategy | Publicis Sapient



**JOB OFFER LETTER**

To,

**SAURABH TRIPATHI**  
494/55 saria hasanganj daliganj lucknow

**Dear SAURABH TRIPATHI**

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 12/08/2020.

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

**Your CTC would be Rs. 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 10<sup>th</sup> 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 Pranav vikas.

**For Pranav Vikas India Pvt. Ltd**

**Authorized Signatory**



## Offer Letter

Date 12/11/2020

Dear NUZHAT NAAZ  
NEAR PRIMARY SCHOOL VILLAGE BAINPUR SIKANDRA AGRA

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

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

Your date of joining at BYJU'S is **12/11/2020**. Your onboarding details will be communicated by BYJU'S Onboarding Team post acceptance of the offer. In case you do not report at your job on or prior to **12/11/2020** the offer shall be deemed to be rejected by you. *Please accept this offer in our HR portal so that we can initiate your onboarding process.* Once initiated, you will be receiving an email confirmation for the same. In case you do not acknowledge and accept this offer letter on the HR portal within two working days, the offer would stand withdrawn.

### Position Details and Compensation Overview

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

**Total Annual Cost to Company : ₹ 214500**

Details of bonuses (if any) are mentioned in Annexure A. You are requested to join the services of the Company, 12/11/2020 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**

<b>Name</b>	NUZHAT NAAZ
<b>Designation</b>	Student Success Specialist-Student Experience
<b>Date Of Joining</b>	12/11/2020
<b>Annual Cost To Company(CTC)</b>	214500

*\*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.

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

**General Guidelines**

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



**APPOINTMENT LETTER**

To,

**GUNJAN BAGHEL**  
H.n.-359/11A ews ,avas vikas colony, sikandra,Agra

Dear **GUNJAN BAGHEL**

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

Publicis Sapiens 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 **12/08/2020**. 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 Sapiens'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 Sapiens. Publicis Sapiens 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 Sapiens within 18 months of the **12/08/2020**. You would be required to pay INR 150,000 in accordance with the terms of the training agreement.

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FAX +91 (80) 6128 0001

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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  
**Kundan Pathak**  
17/131 VINOBA NAGAR GALI NO 4 SADABAD HATHRAS

**Sub: Your offer of Employment in eORIGAMI SOFTWARE PVT LTD**

Dear **Kundan Pathak**

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 **02/12/2020**

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

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

  
(Signature of Associate)

Registered Office Address: No. G7, AASHRAYAA ONYX, 7th Cross Rd, Duo Heights Layout, Devarachikkana 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.

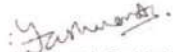
Kindly confirm your acceptance of the above conditions by signing and returning the duplicate copy of this letter.

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



To,

**SHALINI SINGH**  
Vill Ajit Nagar Post Nagla Singhi Tikri Firozabad

Dear **SHALINI SINGH**

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 02/12/2020

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

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

**Your CTC would be Rs.289400/-**

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

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

- Qualification Documents (All MarkSheets from 10<sup>th</sup> 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 12/11/2020

Dear ADITYA GAUR  
9/7 NAMA K KI MANDI BHOGIPURA SHAHGANJ AGRA

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

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

Your date of joining at BYJU'S is **12/11/2020**. Your onboarding details will be communicated by BYJU'S Onboarding Team post

acceptance of the offer. In case you do not report at your job on or prior to **12/11/2020** the offer shall be deemed to be rejected by you. Please accept this offer in our HR portal so that we can initiate your onboarding process. Once initiated, you will be receiving an email confirmation for the same. In case you do not acknowledge and accept this offer letter on the HR portal within two working days, the offer would stand withdrawn.

### Position Details and Compensation Overview

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

**Total Annual Cost to Company : ₹ 214500**

Details of bonuses (if any) are mentioned in Annexure A. You are requested to join the services of the Company, 12/11/2020 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**

<b>Name</b>	ADITYA GAUR
<b>Designation</b>	Student Success Specialist-Student Experience
<b>Date Of Joining</b>	12/11/2020
<b>Annual Cost To Company(CTC)</b>	214500

*\*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.

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

**General Guidelines**

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





To  
**MOHD HAMMAD**  
KAILASH MANDIR Agra

**Sub: Your offer of Employment in eORIGAMI SOFTWARE PVT LTD**

Dear **MOHD HAMMAD**

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 **02/12/2020**

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

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

  
(Signature of Associate)

Registered Office Address: No. G7, AASHRAYAA ONYX, 7th Cross Rd, Duo Heights Layout, Devrachikkana 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



To,

**AMIT KUMAR SINGH**  
pipramai bathras

**Dear AMIT KUMAR SINGH**

On behalf of the WELSPUN Floor Company, I'd like to say that it brings me great pleasure to formally offer you the designation of Trainee Executive at Village- Chandanvelly, Mandal – Shabad, Shabad Road, Chandanville, Rangareddy – 501503. you will join the organization from 05/01/2021

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

**Your CTC would be Rs.321020/-**

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

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

- Qualification Documents (All MarkSheets from 10<sup>th</sup> 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 horizontal line.

**Authorized Signatory**



**Offer: Computer Consultancy**  
**Date: 05/01/2021**

ARATRIKA PANDEY  
A-32 EXTN MOHAN GARDEN UTTAM NAGAR

Dear ARATRIKA 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 320100/-** per annum, as per the terms and conditions set out herein.

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

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

1

**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Limited

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

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

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

TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com





## **COMPENSATION AND BENEFITS**

### **BASIC SALARY**

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

### **BOUQUET OF BENEFITS (BoB)**

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

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

#### **1. House Rent Allowance (HRA)**

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

#### **2. Leave Travel Allowance**

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

#### **3. Food Card**

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

#### **4. Personal Allowance**

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

2

### **TATA CONSULTANCY SERVICES**

**Tata Consultancy Services Limited**

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

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## **PERFORMANCE PAY**

### **Monthly Performance Pay**

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

### **Performance Bonus**

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

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

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

## **CITY ALLOWANCE**

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

## **RETENTION INCENTIVE**

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

## **OTHER BENEFITS**

### **Health Insurance Scheme**

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

HIS offers the following benefits:

#### **1. Basic Cover**

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

## **TATA CONSULTANCY SERVICES**

**Tata Consultancy Services Limited**

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

Tel: 91 44 6616 2322 Fax: 91 44 6616 2555 Website: [www.tcs.com](http://www.tcs.com)

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

TCS Careers Serviceline: 1800 209 3111 Email: [careers@tcs.com](mailto: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**

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**Gratuity**

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

**Withdrawal of Offer**

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

Yours Sincerely,

**For TATA Consultancy Services Limited**



**Girish V. Nandimath**  
**Global Head Talent Acquisition & AIP**

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





**Offer: Computer Consultancy**  
**Date: 05/01/2021**

AAYUSHI BHARDWAJ  
Village-Surtapur Post Kundesar

Dear AAYUSHI BHARDWAJ

**Sub: Letter of Offer**

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

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

Your gross salary including all benefits and Retention Incentive will be **INR 320100/-** per annum, as per the terms and conditions set out herein.

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

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

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## **COMPENSATION AND BENEFITS**

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Tata Consultancy Services Limited

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## **PERFORMANCE PAY**

### **Monthly Performance Pay**

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

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

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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.

3

## **TATA CONSULTANCY SERVICES**

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## **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, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: [www.tcs.com](http://www.tcs.com)

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

TCS Careers Serviceline: 1800 209 3111 Email: [careers@tcs.com](mailto:careers@tcs.com)



**Gratuity**


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

**Withdrawal of Offer**

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

Yours Sincerely,

**For TATA Consultancy Services Limited**



**Girish V. Nandimath**  
**Global Head Talent Acquisition & AIP**

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



**Offer: Computer Consultancy**  
**Date: 05/01/2021**

SHAILY  
Village Vinayakapur Lakhn Mau ,Barnahal

Dear SHAILY

**Sub: Letter of Offer**

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

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

Your gross salary including all benefits and Retention Incentive will be **INR 320100/-** per annum, as per the terms and conditions set out herein.

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

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

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## **COMPENSATION AND BENEFITS**

### **BASIC SALARY**

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

### **BOUQUET OF BENEFITS (BoB)**

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

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

#### **1. House Rent Allowance (HRA)**

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

#### **2. Leave Travel Allowance**

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

#### **3. Food Card**

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

#### **4. Personal Allowance**

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

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## **PERFORMANCE PAY**

### **Monthly Performance Pay**

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

### **Performance Bonus**

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

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

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

## **CITY ALLOWANCE**

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

## **RETENTION INCENTIVE**

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

## **OTHER BENEFITS**

### **Health Insurance Scheme**

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

HIS offers the following benefits:

#### **1. Basic Cover**

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

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

## **2. Higher Hospitalisation**

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

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

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

## **Maternity Leave**

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

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

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

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**For TATA Consultancy Services Limited**



**Girish V. Nandimath**  
**Global Head Talent Acquisition & AIP**

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

**APPOINTMENT LETTER**

**PRASHANT DIXIT**  
**IKRAM NAGAR KIRAOJI AGRA**

Dear **PRASHANT DIXIT**

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 **05/01/2021** 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-176, GF KH NO-1446 BLOCK-H AYA NAGAR EXTENSION PH-6, NEW DELHI

**CIN:** U72900DL2019PTC356018    [www.vorombetech.com](http://www.vorombetech.com)    [info@vorombetech.com](mailto:info@vorombetech.com)



ANNEXURE 'A': COMPENSATION DETAILS

Name: PRASHANT DIXIT  
Designation: PHP Developer  
Date of Joining: 05/01/2021  
Location: Gurgaon

Your remuneration at Vorombetech Solutions Pvt. Ltd.	
<b>Salary Annexure</b>	
Employee Name	2
Designation	Junior PHP Developer
Annual CTC ( INR)	289700

  
\_\_\_\_\_  
Vorombetech Solutions Pvt Ltd

VOROMBE TECH SOLUTIONS PVT. LTD.

Head Office: H-17B, GF KH NO-1446 BLOCK-H AYA NAGAR EXTENSION PH-6, NEW DELHI  
CIN: U72900DL2019PTC356018 [www.vorombetech.com](http://www.vorombetech.com) [info@vorombetech.com](mailto:info@vorombetech.com)





**Offer: Computer Consultancy**  
**Date: 05/01/2021**

SHAILY  
VPO HASANPUR TEH MANT DIST MATHURA UTTAR PRADESH 281205

Dear SHAILY

**Sub: Letter of Offer**

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

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

Your gross salary including all benefits and Retention Incentive will be **INR 320100/-** per annum, as per the terms and conditions set out herein.

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

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

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## **COMPENSATION AND BENEFITS**

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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.

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### **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:

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

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

## **2. Higher Hospitalisation**

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

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

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

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

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## **Loans**

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

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## **RETIRALS**

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**Global Head Talent Acquisition & AIP**

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**Offer: Computer Consultancy**

**Date: 05/01/2021**

RUCHI RAJPUT  
291 MASJID WALI GALI AZAD NAGAR KHANDARI AGRA

Dear RUCHI RAJPUT

**Sub: Letter of Offer**

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

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

Your gross salary including all benefits and Retention Incentive will be INR **320100/-** per annum, as per the terms and conditions set out herein.

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

## **2. Higher Hospitalisation**

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

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

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

## **Maternity Leave**

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

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

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

## **Loans**

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

## **Professional Memberships**

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

## **RETIRALS**

### **Provident Fund**

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

**Gratuity**

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

**Withdrawal of Offer**

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

Yours Sincerely,

**For TATA Consultancy Services Limited**



**Girish V. Nandimath**  
**Global Head Talent Acquisition & AIP**

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



**Offer: Computer Consultancy**

**Date: 05/01/2021**

KUNAL MANGLAM GOYAL  
Village - Chandpur, Post - Daurau, Tehsil - Gabhana, Dist- Aligarh

Dear KUNAL MANGLAM GOYAL

**Sub: Letter of Offer**

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

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

Your gross salary including all benefits and Retention Incentive will be INR **320100/-** per annum, as per the terms and conditions set out herein.

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

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

1

**TATA CONSULTANCY SERVICES**

**Tata Consultancy Services Limited**

415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India  
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## **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.

2

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## **PERFORMANCE PAY**

### **Monthly Performance Pay**

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

### **Performance Bonus**

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

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

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

## **CITY ALLOWANCE**

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

## **RETENTION INCENTIVE**

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

## **OTHER BENEFITS**

### **Health Insurance Scheme**

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

HIS offers the following benefits:

#### **1. Basic Cover**

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



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

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

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You will 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**

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## **RETIRALS**

### **Provident Fund**

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**Gratuity**

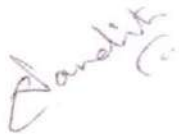
You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

**Withdrawal of Offer**

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Yours Sincerely,

**For TATA Consultancy Services Limited**



**Girish V. Nandimath**  
**Global Head Talent Acquisition & AIP**

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





**Offer: Computer Consultancy**  
**Date: 05/01/2021**

HARSH V GUPTA  
3 Bajrang Nagar Sikandra Agra

Dear HARSH V GUPTA

**Sub: Letter of Offer**

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

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

Your gross salary including all benefits and Retention Incentive will be **INR 320100/-** per annum, as per the terms and conditions set out herein.

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

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

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## **COMPENSATION AND BENEFITS**

### **BASIC SALARY**

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#### **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.

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

#### **3. Food Card**

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

#### **4. Personal Allowance**

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

2

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## **PERFORMANCE PAY**

### **Monthly Performance Pay**

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

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## **OTHER BENEFITS**

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HIS offers the following benefits:

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

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## **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.

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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)**

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4

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**Girish V. Nandimath**  
**Global Head Talent Acquisition & AIP**

Encl: Annexure 1: Benefits and Gross Salary  
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**Offer: Computer Consultancy**  
**Date: 05/01/2021**

ANIKET KUMAR  
40/430 chhota ukharra rajpur chungli agra

Dear ANIKET KUMAR

**Sub: Letter of Offer**

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

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

Your gross salary including all benefits and Retention Incentive will be INR **320100/-** per annum, as per the terms and conditions set out herein.

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Annexure 3: Confidentiality and IP Terms



**Offer: Computer Consultancy**  
**Date: 05/01/2021**

ANANT CHAUDHARY  
46/865 Bansi Dhar Ka Bada Jagdish Pura Bodla Road

Dear ANANT CHAUDHARY

**Sub: Letter of Offer**

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

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

Your gross salary including all benefits and Retention Incentive will be **INR 320100/-** per annum, as per the terms and conditions set out herein.

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

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

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Tata Consultancy Services Limited

415/21-24, Kumaran 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 3111 Email: careers@tcs.com



## **COMPENSATION AND BENEFITS**

### **BASIC SALARY**

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

### **BOUQUET OF BENEFITS (BoB)**

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

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

#### **1. House Rent Allowance (HRA)**

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

#### **2. Leave Travel Allowance**

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

#### **3. Food Card**

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

#### **4. Personal Allowance**

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

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## **PERFORMANCE PAY**

### **Monthly Performance Pay**

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

### **Performance Bonus**

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

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

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

## **CITY ALLOWANCE**

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

## **RETENTION INCENTIVE**

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

## **OTHER BENEFITS**

### **Health Insurance Scheme**

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

HIS offers the following benefits:

#### **1. Basic Cover**

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





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

## **2. Higher Hospitalisation**

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

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

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

## **Maternity Leave**

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

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

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

## **Loans**

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

## **Professional Memberships**

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

## **RETIRALS**

### **Provident Fund**

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

**Gratuity**

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

**Withdrawal of Offer**

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

Yours Sincerely,

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**Girish V. Nandimath**  
**Global Head Talent Acquisition & AIP**

Encl: Annexure 1: Benefits and Gross Salary  
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**Offer: Computer Consultancy**  
**Date: 05/01/2021**

HEMENDRA KUMAR  
Village Raipur post Rahan Kalan Agra

Dear HEMENDRA KUMAR

**Sub: Letter of Offer**

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

Your gross salary including all benefits and Retention Incentive will be INR **320100/-** per annum, as per the terms and conditions set out herein.

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**Gratuity**

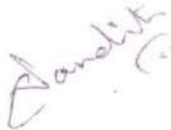
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**Girish V. Nandimath**  
**Global Head Talent Acquisition & AIP**

Encl: Annexure 1: Benefits and Gross Salary  
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**Offer: Computer Consultancy**  
**Date: 05/01/2021**

HARSH GUPTA  
Gram dawanadih Badhalganj Gola Gorakhpur

Dear HARSH GUPTA

**Sub: Letter of Offer**

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

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**Offer: Computer Consultancy**  
**Date: 05/01/2021**

GOVIND RAM  
Vill Kathar Pandey, Post Mittan Jot, Block Bahadurpur, District Basti, 272302, UP

Dear GOVIND RAM

**Sub: Letter of Offer**

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

#### **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.

2

### **TATA CONSULTANCY SERVICES** Tata Consultancy Services Limited

415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India  
Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com  
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021  
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



## **PERFORMANCE PAY**

### **Monthly Performance Pay**

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

### **Performance Bonus**

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

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

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

## **CITY ALLOWANCE**

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

## **RETENTION INCENTIVE**

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

## **OTHER BENEFITS**

### **Health Insurance Scheme**

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

HIS offers the following benefits:

#### **1. Basic Cover**

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





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

## **2. Higher Hospitalisation**

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

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

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

## **Maternity Leave**

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

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

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

## **Loans**

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

## **Professional Memberships**

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

## **RETIRALS**

### **Provident Fund**

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

## **TATA CONSULTANCY SERVICES**

**Tata Consultancy Services Limited**

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

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

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

TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

**Gratuity**

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

**Withdrawal of Offer**

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

Yours Sincerely,

**For TATA Consultancy Services Limited**



**Girish V. Nandimath**  
**Global Head Talent Acquisition & AIP**

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



**Offer: Computer Consultancy**

**Date: 05/01/2021**

ALIMULLAH SIDDIQUE  
VILL-BAS GUMAN SINGH POST-NAGLA BEL BARHAN ETMADPUR AGRA UP 283201

Dear ALIMULLAH SIDDIQUE

**Sub: Letter of Offer**

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

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

Your gross salary including all benefits and Retention Incentive will be **INR 320100/-** per annum, as per the terms and conditions set out herein.

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

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

1

**TATA CONSULTANCY SERVICES**

**Tata Consultancy Services Limited**

415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India  
Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com  
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**Offer Letter**

To,

**NAVEEN SRIVASTAVA  
Type 3, Collectrate Campus,  
Rudrapur, Uttrakhand,  
India, 263153**

**Dear NAVEEN SRIVASTAVA**

On behalf of the WESTERN, Comapany, I'd like to say that it brings me great pleasure to formally offer you the designation of Trainee Executive at Survey No 19/5.21/1.22/1.48/6 Village Tadgam, Tal: Umbergaon Dist: Valsad Gujrat. you will join the organization from 05/01/2021

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

**Your CTC would be Rs.245700/-**

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

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

- Qualification Documents (All MarkSheets from 10<sup>th</sup> 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 WESTERN

**For WESTERN, Survey No 19/5.21/1.22/1.48/6 Village Tadgam, Tal: Umbergaon Dist: Valsad Gujrat.**

Authorized Signatory



### Offer Letter

To,

VANDANA  
mohasanpur.post  
narayanpur,khair aligarh

Dear VANDANA

On behalf of the WESTERN, Comapany, I'd like to say that it brings me great pleasure to formally offer you the designation of Trainee Executive at Survey No 19/5.21/1,22/1,48/6 Village Tadgam, Tal: Umbergaon Dist: Valsad Gujrat, you will join the organization from 05/01/2021

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For WESTERN, Survey No 19/5.21/1,22/1,48/6 Village Tadgam, Tal: Umbergaon Dist: Valsad Gujrat,

Authorized Signatory



**Offer Letter**

To,

**UMER KHAN**  
Vill. raniahawa,post  
raniahawa,deoria

Dear UMER KHAN

On behalf of the WESTERN, Comapany, I'd like to say that it brings me great pleasure to formally offer you the designation of Trainee Executive at Survey No 19/5,21/1,22/1.48/6 Village Tadgam, Tal: Umbergaon Dist: Valsad Gujrat, you will join the organization from 05/01/2021

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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**

To,

**SUNIL KUMAR**  
ward no. 1 indra nagar.  
nagar panchayat chakia,  
chandauli

Dear **SUNIL KUMAR**

On behalf of the WESTERN, Comapany. I'd like to say that it brings me great pleasure to formally offer you the designation of Trainee Executive at Survey No 19/5.21/1,22/1,48/6 Village Tadgam, Tal: Umbergaon Dist: Valsad Gujrat, you will join the organization from 05/01/2021

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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

To,

**SUGAM KUMAR**  
darropur, p.o. aira kalan,  
azamgarh, up

**Dear SUGAM KUMAR**

On behalf of the WESTERN, Company, I'd like to say that it brings me great pleasure to formally offer you the designation of Trainee Executive at Survey No 19/5.21/1,22/1.48/6 Village Tadgam, Tal: Umbergaon Dist: Valsad Gujrat, you will join the organization from 05/01/2021

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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**

To,

**SHIVAM KUMAR**  
Village-Dhundli, Post-  
Azampur, District-Bijnor

Dear SHIVAM KUMAR

On behalf of the WESTERN, Company, I'd like to say that it brings me great pleasure to formally offer you the designation of Trainee Executive at Survey No 19/5.21/1.22/1.48/6 Village Tadgam, Tal: Umbergaon Dist: Valsad Gujrat, you will join the organization from 05/01/2021

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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,

**ANKIT KUMAR SINGH**  
H N 102/2 SURYA NAGAR BODHASHARAM

**Dear ANKIT KUMAR SINGH**

On behalf of the WELSPUN Floor Company, I'd like to say that it brings me great pleasure to formally offer you the designation of Trainee Executive at Village- Chandanvelly, Mandal – Shabad, Shabad Road, Chandanville, Rangareddy – 501503. you will join the organization from 05/01/2021

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

**Your CTC would be Rs.321020/-**

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

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

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**As you are going to be an integral part of the company, we'll 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 'Ankit Singh', is written over a horizontal line.

**Authorized Signatory**



**Offer Letter**

To,

**RAJ BHARTI  
VILLAGE KHAL POST  
GARSHANI TEHSIL  
SADAR AGRA DIST AGRA  
283102**

**Dear RAJ BHARTI**

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 05/01/2021

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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**

To,

**PUSHPENDRA YADAV**  
Vill-shiv po-goi distt-kalmur

**Dear PUSHPENDRA YADAV**

On behalf of the WESTERN, Company, I'd like to say that it brings me great pleasure to formally offer you the designation of Trainee Executive at Survey No 19/5.21/1.22/1.48/6 Village Tadgam, Tal: Umbergaon Dist: Valsad Gujrat, you will join the organization from 05/01/2021

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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**

To,

**PANKAJ GAUTAM**  
villa-hajiipur post hathras  
junction

**Dear PANKAJ GAUTAM**

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 05/01/2021

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For WESTERN, Survey No 19/5.21/1,22/1,48/6 Village Tadgam, Tal: Umbergaon Dist: Valsad Gujrat,

**Authorized Signatory**



**Offer Letter**

To,

**NUSRAT ALVI**  
sec 3 suhag nagar firozabad

**Dear NUSRAT ALVI**

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 05/01/2021

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

**Authorized Signatory**



To,

**AMARNATH**  
53/32 KISHAN garh Idgah colony agra

**Dear AMARNATH**

On behalf of the WELSPUN Floor Comapany, 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 05/01/2021

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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 horizontal line.

**Authorized Signatory**





To,

**RAJAN YADAV**  
JAIL CHOURAHA, NEAR HEAD POST OFFICE, LOHIYA PARK, MAINPURI

Dear **RAJAN YADAV**

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 05/01/2021

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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 horizontal line.

**Authorized Signatory**



To,

**PUSHPENDRA KUMAR**  
25-E ENDRA ENCLAVE BALKESHWAR AGRA

Dear **PUSHPENDRA 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 05/01/2021

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

**Your CTC would be Rs.321020/-**

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

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

- Qualification Documents (All MarkSheets from 10<sup>th</sup> 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**

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**Authorized Signatory**



To,

**PRIYESH MISHRA**  
5 VASUNDHRA ENCLAVE NARHAULI ADUKI MATHURA

**Dear PRIYESH MISHRA**

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 05/01/2021

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

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**Authorized Signatory**





To,

**NAVED AKHTAR**  
26/84, sheer pada, rajamandi agra

**Dear NAVED AKHTAR**

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 05/01/2021

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

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**Authorized Signatory**



To,

**MOHD ANAS**  
9/5 SINDHI COLONY GOKULPURA AGRA

**Dear MOHD ANAS**

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 05/01/2021

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- 3 Photographs

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

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**Authorized Signatory**



To,

**KUMARI PUSTAM YADAV**  
47/235 NAGLA HAVELI GADI BHADORIYA SHAHGANJ AGRA

Dear **KUMARI PUSTAM YADAV**

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 05/01/2021

We welcome you to our company 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.

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

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

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Authorized Signatory





To,

**JYOTI SINGH**  
VILL MALAPUR POST DHATARI TAHASHIL SIRSAGANJ

**Dear JYOTI SINGH**

On behalf of the WELSPUN Floor Company, I'd like to say that it brings me great pleasure to formally offer you the designation of Trainee Executive at Village- Chandanvelly, Mandal – Shabad, Shabad Road, Chandanville, Rangareddy – 501503. you will join the organization from 05/01/2021

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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 'Jyoti Singh', is written over a horizontal line.

**Authorized Signatory**



To,

**DISHA VERMA**  
387, karahal Road, Chhapatti, Mainpuri U.P.

**Dear DISHA VERMA**

On behalf of the WELSPUN Floor Comapany, 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 05/01/2021

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

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**Authorized Signatory**



To,

**DEEPAK KUMAR GAUTAM**  
District Moradabad, Block. Munda panday Village Bheet khera

**Dear DEEPAK KUMAR GAUTAM**

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 05/01/2021

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

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

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**Authorized Signatory**





To,

**ASHISH KUMAR PAL**  
377 LIG SECTOR 10 AVAS VIKAS COLONY SIKANDRA AGRA 282007

**Dear ASHISH KUMAR PAL**

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 05/01/2021

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

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

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**Authorized Signatory**



**Offer: Computer Consultancy**  
**Date: 05/01/2021**

SAGAR MONDAL  
291 MASJID WALI GALI AZAD NAGAR KHANDARI AGRA

Dear SAGAR MONDAL

**Sub: Letter of Offer**

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

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

Your gross salary including all benefits and Retention Incentive will be INR **320100/-** per annum, as per the terms and conditions set out herein.

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

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

1

**TATA CONSULTANCY SERVICES**  
Tata Consultancy Services Limited

415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India  
Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com  
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021  
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



## **COMPENSATION AND BENEFITS**

### **BASIC SALARY**

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

### **BOUQUET OF BENEFITS (BoB)**

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

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

#### **1. House Rent Allowance (HRA)**

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

#### **2. Leave Travel Allowance**

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

#### **3. Food Card**

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

#### **4. Personal Allowance**

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





## **PERFORMANCE PAY**

### **Monthly Performance Pay**

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

### **Performance Bonus**

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

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

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

## **CITY ALLOWANCE**

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

## **RETENTION INCENTIVE**

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

## **OTHER BENEFITS**

### **Health Insurance Scheme**

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

HIS offers the following benefits:

#### **1. Basic Cover**

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



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

## **2. Higher Hospitalisation**

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

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

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

## **Maternity Leave**

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

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

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

## **Loans**

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

## **Professional Memberships**

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

## **RETIRALS**

### **Provident Fund**

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

**Gratuity**

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

**Withdrawal of Offer**

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

Yours Sincerely,

**For TATA Consultancy Services Limited**



**Girish V. Nandimath**  
**Global Head Talent Acquisition & AIP**

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





## S.S. BOTTLING PRIVATE LIMITED

### JOB OFFER LETTER

To,

**GAURI CHAURASIA**

**5/462, Chuharpur near Suraksha Vihar post Banna Devi , 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 **12/08/2020**.

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

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

**Your CTC would be Rs. 335400/-**

You shall be on probation for an initial **6 month**. 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 10<sup>th</sup> to Last)
2. Work Experience Certificates or Relieving Letter of previous Employers.
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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.**

*Sanjiv Kumar*

**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**