



Offer: BUSINESS PROCESS SERVICES
Ref: TCSL/DT20174068597/Pune/BPS/BTN
Date: 20/08/2018

Ms. Pratiksha Dadasaheb Solanke
Babhalgaon Naka Ring Road
Near Gramin Police Station
Latur-413512
Maharashtra
Tel# -

Dear Ms. Pratiksha Dadasaheb Solanke,

Sub: Letter of Offer and Terms of Traineeship

Thank you for exploring training opportunities with Tata Consultancy Services Limited . You have successfully completed our initial selection process and we are pleased to make you an offer as "Trainee BPS" for a period of 12 months. During this period you will be paid a stipend of Rs. **16,000/-** per month. You will be engaged as a Trainee / Apprentice under the model / certified Standing Orders (as the case may be) applicable to you.

Kindly confirm your acceptance of this traineeship by proposing your date of joining and signing Annexure 1. If not accepted within 7 days of receipt, this offer is liable to lapse at the discretion of the Company. You may handover your acceptance letter to the HR Officer/ Induction Officer at any of our offices.

After you accept this letter of traineeship and clear the medical check-up, and background check you will be given a letter of appointment as a trainee indicating the details of your joining date and initial place of posting after completing joining formalities as per company policy.

TCSL Confidential

TATA CONSULTANCY SERVICES

1

TCS House Raveline Street Mumbai 400 001 India
Tel 91 22 6778 9999 Fax 91 22 6778 9000. e-mail corporate.office@tcs.com, website www.tcs.com
Registered Office 9th Floor Nirmal Building Nariman Point Mumbai 400 021.

Strictly Private and Confidential

Date: 25th April 2019

Bhakti Kankal

New Kankal Cloth Store, New Cloth Line, Latur - 413512

(bhaktikankal123@gmail.com)

Mobile - 9158485460

Dear Bhakti,

Based on our recent discussion with you, we are pleased to extend an offer to join **ORIANGE** (VACUBE IT Services Pvt. Ltd.), referred to as ORIANGE or Company here after, at our Latur office in India as per the below terms and conditions:

Role – Software Developer

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Annexure III for Terms of Employment

The attached 'Terms of Employment' will govern your employment with **ORIANGE**. You are required to carefully read and understand these Terms of Employment as a part of accepting this offer. As further detailed in the Terms of Employment, this offer and your employment with **ORIANGE** is subject to satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Upon joining the Company, an **ORIANGE** specific training program will be conducted on the specific skill set assigned to you.

Your employment with **ORIANGE** is subject to your successful completion of this training as mentioned above. If you are unable to complete the **ORIANGE** specific training program successfully, your services with the Company shall be terminated as per the Terms of Employment clause 10.

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

You are required to join office on **1st May 2019**. Your working hours must cover 9 hrs and 30 mins daily or an average monthly. Working hours and timings may vary based upon the needs of the times. If we do not see you in the office on time on the day of joining, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this offer letter and Terms of Employment.

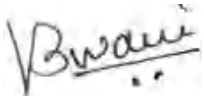
Your role and responsibilities will be to –

1. Develop software as per norms defined or requirements shared.
2. Prepare documentation as desired
3. Ensure timely completion of software
4. Ensure no or negligible errors in testing phase
5. Ensure no or negligible errors at post implementation phase
6. Learn the skills that the project or assignment demands
7. Support team members as and when needed
8. Propose enhancements to the existing product or service

In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to admin@oriance.in

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,



(Varsha Swami)
Director – ORIANGE (VA³ IT Services Pvt. Ltd.)

ACKNOWLEDGED AND AGREED:

(Bhakti Kankal)



Rahul Athawale <rahulathawale007@gmail.com>

Job Vacancies - Android/PHP Developer

Varsha Swami <Varsha@oriange.in>

To: Rahul Athawale <rahulathawale007@gmail.com>

Thu, Dec 20, 2018 at 12:56 PM

Dear Rahul,

As per the test conducted on other day, following candidates have been shortlisted –

1. Kankal Bhakti
2. Toshniwal Gauri
3. Talekar Rukmini
4. Dake Ashish

As discussed other day, please let me know how many of them seriously interested in joining and accordingly we will issue an offer letter.

Also let us know the earliest possible joining date for them.

Varsha S.

+91 9545114055

Director - ORANGE

VACube IT Services Pvt. Ltd.

From: Varsha Swami**Sent:** 11 December 2018 19:43**To:** Rahul Athawale <rahulathawale007@gmail.com>**Subject:** RE: Job Vacancies - Android/PHP Developer

[Quoted text hidden]

[Quoted text hidden]

Strictly Private and Confidential

Date: 25th April 2019

Rukmin Talekar

Wanwada, Ta. Ausa, Dist. Latur - 413512

(rukmintalekar47@gmail.com)

Mobile - 7058177067

Dear Rukmin,

Based on our recent discussion with you, we are pleased to extend an offer to join **ORIANGE** (VACUBE IT Services Pvt. Ltd.), referred to as ORIANGE or Company here after, at our Latur office in India as per the below terms and conditions:

Role – Software Developer

Please refer to:

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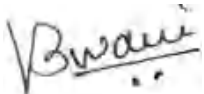
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Yours sincerely,



(Varsha Swami)
Director – ORIANGE (VA³ IT Services Pvt. Ltd.)

ACKNOWLEDGED AND AGREED:

(Rukmin Talekar)

Strictly Private and Confidential

Date: 25th April 2019

Ashish Dake

Golden Residency, Kathwate Nagar, New Renapur Naka, Latur - 413512

(dakeashish1997@gmail.com)

Mobile - 8149940153

Dear Ashish,

Based on our recent discussion with you, we are pleased to extend an offer to join **ORIANGE** (VACUBE IT Services Pvt. Ltd.), referred to as ORIANGE or Company here after, at our Latur office in India as per the below terms and conditions:

Role – Software Developer

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Corporate Office:

ORIANGE – VACUBE IT SERVICES PVT. LTD.
Kirti Chambers, Barshi Road,
Latur, Maharashtra – 413 531

Hyderabad Office:

ORIANGE – VACUBE IT SERVICES PVT. LTD.
P3 Towers, Vithal Rao Nagar, Madhapur
Hyderabad, Telangana – 500 081

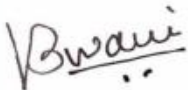
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7. Support team members as and when needed
8. Propose enhancements to the existing product or service

In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to admin@oriente.in

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,



(Varsha Swami)

Director – ORIANGE (VA³ IT Services Pvt. Ltd.)

ACKNOWLEDGED AND AGREED:

(Ashish Dake)

Corporate Office:

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Kirti Chambers, Barshi Road,
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Hyderabad Office:

ORIANGE – VACUBE IT SERVICES PVT. LTD.
P3 Towers, Vithal Rao Nagar, Madhapur
Hyderabad, Telangana – 500 081

PROGRESSIVE CIVIL CONSTRUCTION CO. (P) LTD.

428, Vardhaman Market, Plot No. 75, Sector 17, Vashi, Navi Mumbai - 400 703.

Telefax : (022) 2788 2021 / 2788 2022

E-mail : info@progressivegalaxy.com Website : www.progressivegalaxy.com

September 29, 2018

The Training & Placement Officer,
Rajarshi Shahu College,
Latur.

Kind Attn: Mr. Rahul Athawale

Dear Sir,

SELECTION OF CANDIDATES IN CAMPUS INTERVIEW GRADUATES IN COMMERCE FACULTY

We thank you for the courtesy extended to us during the campus interview held on 25th September, 2018 at Rajarshi Shahu College, Latur. It was a difficult task for us to select the candidates as almost all were found equally competent in their field.

However, as we cannot accommodate all the candidates, we have shortlisted following candidates in 1st Round:

- | | |
|---------------------------------|-------------------------------|
| 1) Mr. Salauddin Mahebub Sayyad | 2) Mr. Chandrakant M. Gudale |
| 3) Mr. Adiraj M. Waldode | 4) Mr. Anirudha B. Pangaonkar |
| 5) Mr. Sadanand N. Birajdar | |

We, therefore, request you to depute the above candidates for Second & Final Round of Interview at our Registered Office in Vashi, Navi Mumbai, 2018 at 11.00 a.m. on Monday, the 8th October, 2018.

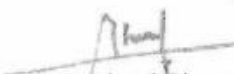
The final list of selected candidates will be communicated to you. It is expected that in future, the candidates who are finally selected should not attend any other campus interview at your college.

It may be noted one side normal travelling train fare along with food expenses will be borne by us.

Thanking you,

Yours faithfully,

For Progressive Civil Construction Co. (P) Ltd.,


Authorised Signatory



Provisional Offer : BUSINESS PROCESS SERVICES

Ref: TCSL/DT20195079480/Pune/BPS/BTN

Date:16/04/2019

Dear Ms. Simran Manoharlal Chandani,

Sub: Letter of Provisional Offer and Terms of Employment.

Thank you for exploring opportunities with Tata Consultancy Services Limited. You have successfully completed our initial selection process and we are pleased to make you a provisional offer of Traineeship.

You have been selected for a twelve month traineeship program at grade BPOS. You will receive a fixed monthly stipend during your internship. Your stipend amount will be decided on the basis of your joining location and the process in which you will get allocation. The same will be communicated to you along with the detailed offer letter.

Kindly confirm your acceptance on the traineeship offered by signing Annexure 1. If not accepted within 30 days of receipt, this offer of traineeship is liable to lapse at the discretion of the Company.

This is a provisional offer of traineeship and should not be construed as an Offer of Employment from TCSL. A detailed offer of traineeship will follow within 7 days from completion of documentation formalities and your aforesaid acceptance on this provisional offer. The Offer of traineeship will be made to you provided this - opportunity continues to be available with TCS.

Your traineeship with TCS is subject to your being declared medically fit and retaining that fitness during the tenure in the company and your Background / Reference check being favourable and acceptable to the Company.

On joining and successful completion of all Joining formalities including the background verification, you will be issued a Letter of Appointment by TCSL.

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time.

TCS Confidential

TATA CONSULTANCY SERVICES

1

TCS House Raveline Street Mumbai 400 001 India

Tel 91 22 6778 9999 Fax 91 22 6778 9000, e-mail corporate.office@tcs.com, website www.tcs.com

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



Provisional Offer : BUSINESS PROCESS SERVICES

Ref: TCSL/DT20195043161/Pune/BPS/BTN

Date:16/04/2019

Dear Mr. Azhrobin Chandpasha Shaikh,

Sub: Letter of Provisional Offer and Terms of Employment.

Thank you for exploring opportunities with Tata Consultancy Services Limited. You have successfully completed our initial selection process and we are pleased to make you a provisional offer of Traineeship.

You have been selected for a twelve month traineeship program at grade BPOS. You will receive a fixed monthly stipend during your internship. Your stipend amount will be decided on the basis of joining location and the process in which you will get allocation. The same will be communicated to you along with the detailed offer letter.

Kindly confirm your acceptance on the traineeship offered by signing Annexure 1. If not accepted within 30 days of receipt, this offer of traineeship is liable to lapse at the discretion of the Company.

This is a provisional offer of traineeship and should not be construed as an Offer of Employment from TCSL. A detailed offer of traineeship will follow within 7 days from completion of all documentation formalities and your aforesaid acceptance on this provisional offer. The Offer of traineeship will be made to you provided this - opportunity continues to be available with TCSL.

Your traineeship with TCS is subject to your being declared medically fit and retaining that fitness during the tenure in the company and your Background / Reference check being favourable and acceptable to the Company.

On joining and successful completion of all Joining formalities including the back ground verification, you will be issued a Letter of Appointment by TCSL.

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time.

TCS Confidential

TATA CONSULTANCY SERVICES

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



Provisional Offer : BUSINESS PROCESS SERVICES

Ref: TCSL/DT20195071284/Pune/BPS/BTN

Date:16/04/2019

Dear Ms. Priyanka Dattatraya Dhumal,

Sub: Letter of Provisional Offer and Terms of Employment.

Thank you for exploring opportunities with Tata Consultancy Services Limited. You have successfully completed our initial selection process and we are pleased to make you a provisional offer of Traineeship.

You have been selected for a twelve month traineeship program at grade BPOS. You will receive a fixed monthly stipend during your internship. Your stipend amount will be decided on the basis of joining location and the process in which you will get allocation. The same will be communicated to you along with the detailed offer letter.

Kindly confirm your acceptance on the traineeship offered by signing Annexure 1. If not accepted within 30 days of receipt, this offer of traineeship is liable to lapse at the discretion of the Company.

This is a provisional offer of traineeship and should not be construed as an Offer of Employment from TCSL. A detailed offer of traineeship will follow within 7 days from completion of all documentation formalities and your aforesaid acceptance on this provisional offer. The Offer of traineeship will be made to you provided this - opportunity continues to be available with TCSL.

Your traineeship with TCS is subject to your being declared medically fit and retaining that fitness during the tenure in the company and your Background / Reference check being favourable and acceptable to the Company.

On joining and successful completion of all Joining formalities including the back ground verification, you will be issued a Letter of Appointment by TCSL.

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time.

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



Provisional Offer : BUSINESS PROCESS SERVICES
Ref: TCSL/DT20195068374/Pune/BPS/BTN
Date:16/04/2019

Dear Ms. Nikita Vishwambhar Ingole,

Sub: Letter of Provisional Offer and Terms of Employment.

Thank you for exploring opportunities with Tata Consultancy Services Limited. You have successfully completed our initial selection process and we are pleased to make you a provisional offer of Traineeship.

You have been selected for a twelve month traineeship program at grade BPOS. You will receive a fixed monthly stipend during your internship. Your stipend amount will be decided on the basis of joining location and the process in which you will get allocation. The same will be communicated to you along with the detailed offer letter.

Kindly confirm your acceptance on the traineeship offered by signing Annexure 1. If not accepted within 30 days of receipt, this offer of traineeship is liable to lapse at the discretion of the Company.

This is a provisional offer of traineeship and should not be construed as an Offer of Employment from TCSL. A detailed offer of traineeship will follow within 7 days from completion of all documentation formalities and your aforesaid acceptance on this provisional offer. The Offer of traineeship will be made to you provided this - opportunity continues to be available with TCSL.

Your traineeship with TCS is subject to your being declared medically fit and retaining that fitness during the tenure in the company and your Background / Reference check being favourable and acceptable to the Company.

On joining and successful completion of all Joining formalities including the back ground verification, you will be issued a Letter of Appointment by TCSL.

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time.

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



Provisional Offer : BUSINESS PROCESS SERVICES

Ref: TCSL/DT20195104919/Pune/BPS/BTN

Date:16/04/2019

Dear Ms. Maheshwari Mahadev Hingmire,

Sub: Letter of Provisional Offer and Terms of Employment.

Thank you for exploring opportunities with Tata Consultancy Services Limited. You have successfully completed our initial selection process and we are pleased to make you a provisional offer of Traineeship.

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



Provisional Offer : BUSINESS PROCESS SERVICES

Ref: TCSL/DT20195104347/Pune/BPS/BTN

Date:16/04/2019

Dear Ms. Vaishnavi Govind Gojamgunde,

Sub: Letter of Provisional Offer and Terms of Employment.

Thank you for exploring opportunities with Tata Consultancy Services Limited. You have successfully completed our initial selection process and we are pleased to make you a provisional offer of Traineeship.

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Provisional Offer : BUSINESS PROCESS SERVICES

Ref: TCSL/DT20195103890/Pune/BPS/BTN

Date:15/03/2019

Dear Mr. Vaishnav Ratanrao Garad,

Sub: Letter of Provisional Offer and Terms of Employment.

Thank you for exploring opportunities with Tata Consultancy Services Limited. You have successfully completed our initial selection process and we are pleased to make you a provisional offer of Traineeship.

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Provisional Offer : BUSINESS PROCESS SERVICES

Ref: TCSL/DT20195104051/Pune/BPS/BTN

Date:19/03/2019

Dear Ms. Neha Vyankatro Kendre,

Sub: Letter of Provisional Offer and Terms of Employment.

Thank you for exploring opportunities with Tata Consultancy Services Limited. You have successfully completed our initial selection process and we are pleased to make you a provisional offer of Traineeship.

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Provisional Offer : BUSINESS PROCESS SERVICES

Ref: TCSL/DT20195104046/Pune/BPS/BTN

Date:20/03/2019

Dear Ms. Priya Balaji Gangthade,

Sub: Letter of Provisional Offer and Terms of Employment.

Thank you for exploring opportunities with Tata Consultancy Services Limited. You have successfully completed our initial selection process and we are pleased to make you a provisional offer of Traineeship.

You have been selected for a twelve month traineeship program at grade BPOS. You will receive a fixed monthly stipend during your internship. Your stipend amount will be decided on the basis of joining location and the process in which you will get allocation. The same will be communicated to you along with the detailed offer letter.

Kindly confirm your acceptance on the traineeship offered by signing Annexure 1. If not accepted within 30 days of receipt, this offer of traineeship is liable to lapse at the discretion of the Company.

This is a provisional offer of traineeship and should not be construed as an Offer of Employment from TCSL. A detailed offer of traineeship will follow within 7 days from completion of all documentation formalities and your aforesaid acceptance on this provisional offer. The Offer of traineeship will be made to you provided this - opportunity continues to be available with TCSL.

Your traineeship with TCS is subject to your being declared medically fit and retaining that fitness during the tenure in the company and your Background / Reference check being favourable and acceptable to the Company.

On joining and successful completion of all Joining formalities including the back ground verification, you will be issued a Letter of Appointment by TCSL.

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time.



Provisional Offer : BUSINESS PROCESS SERVICES

Ref: TCSL/DT20185005228/Pune/BPS/BTN

Date:19/03/2019

Dear Ms. Sneha Shivraj Bawage,

Sub: Letter of Provisional Offer and Terms of Employment.

Thank you for exploring opportunities with Tata Consultancy Services Limited. You have successfully completed our initial selection process and we are pleased to make you a provisional offer of Traineeship.

You have been selected for a twelve month traineeship program at grade BPOS. You will receive a fixed monthly stipend during your internship. Your stipend amount will be decided on the basis of joining location and the process in which you will get allocation. The same will be communicated to you along with the detailed offer letter.

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Your traineeship with TCS is subject to your being declared medically fit and retaining that fitness during the tenure in the company and your Background / Reference check being favourable and acceptable to the Company.

On joining and successful completion of all Joining formalities including the back ground verification, you will be issued a Letter of Appointment by TCSL.

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time.

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TATA CONSULTANCY SERVICES

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TCS House Raveline Street Mumbai 400 001 India

Tel 91 22 6778 9999 Fax 91 22 6778 9000, e-mail corporate.office@tcs.com, website www.tcs.com

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



Provisional Offer : BUSINESS PROCESS SERVICES

Ref: TCSL/DT20195104037/Pune/BPS/BTN

Date:19/03/2019

Dear Ms. Priya Minanath Uphade,

Sub: Letter of Provisional Offer and Terms of Employment.

Thank you for exploring opportunities with Tata Consultancy Services Limited. You have successfully completed our initial selection process and we are pleased to make you a provisional offer of Traineeship.

You have been selected for a twelve month traineeship program at grade BPOS. You will receive a fixed monthly stipend during your internship. Your stipend amount will be decided on the basis of joining location and the process in which you will get allocation. The same will be communicated to you along with the detailed offer letter.

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



Provisional Offer : BUSINESS PROCESS SERVICES

Ref: TCSL/DT20195104626/Pune/BPS/BTN

Date:20/03/2019

Dear Ms. Swapnali Valchand Kaspate,

Sub: Letter of Provisional Offer and Terms of Employment.

Thank you for exploring opportunities with Tata Consultancy Services Limited. You have successfully completed our initial selection process and we are pleased to make you a provisional offer of Traineeship.

You have been selected for a twelve month traineeship program at grade BPOS. You will receive a fixed monthly stipend during your internship. Your stipend amount will be decided on the basis of joining location and the process in which you will get allocation. The same will be communicated to you along with the detailed offer letter.

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Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time.

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



Provisional Offer : BUSINESS PROCESS SERVICES

Ref: TCSL/DT20195103926/Pune/BPS/BTN

Date:15/03/2019

Dear Mr. Siddheshwar Chandrakant Bhosale,

Sub: Letter of Provisional Offer and Terms of Employment.

Thank you for exploring opportunities with Tata Consultancy Services Limited. You have successfully completed our initial selection process and we are pleased to make you a provisional offer of Traineeship.

You have been selected for a twelve month traineeship program at grade BPOS. You will receive a fixed monthly stipend during your internship. Your stipend amount will be decided on the basis of joining location and the process in which you will get allocation. The same will be communicated to you along with the detailed offer letter.

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



Provisional Offer : BUSINESS PROCESS SERVICES
Ref: TCSL/DT20195103888/Pune/BPS/BTN
Date: 15/03/2019

Dear Mr. Viki Vajinath Kawde,

Sub: Letter of Provisional Offer and Terms of Employment.

Thank you for exploring opportunities with Tata Consultancy Services Limited. You have successfully completed our initial selection process and we are pleased to make you a provisional offer of Traineeship.

You have been selected for a twelve month traineeship program at grade BPOS. You will receive a fixed monthly stipend during your internship. Your stipend amount will be decided on the basis of joining location and the process in which you will get allocation. The same will be communicated to you along with the detailed offer letter.

Kindly confirm your acceptance on the traineeship offered by signing Annexure 1. If not accepted within 30 days of receipt, this offer of traineeship is liable to lapse at the discretion of the Company.

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Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time.



Provisional Offer : BUSINESS PROCESS SERVICES

Ref: TCSL/DT20195104055/Pune/BPS/BTN

Date:20/03/2019

Dear Ms. Shilpa Manik Anjanikar,

Sub: Letter of Provisional Offer and Terms of Employment.

Thank you for exploring opportunities with Tata Consultancy Services Limited. You have successfully completed our initial selection process and we are pleased to make you a provisional offer of Traineeship.

You have been selected for a twelve month traineeship program at grade BPOS. You will receive a fixed monthly stipend during your internship. Your stipend amount will be decided on the basis of joining location and the process in which you will get allocation. The same will be communicated to you along with the detailed offer letter.

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



Provisional Offer : BUSINESS PROCESS SERVICES

Ref: TCSL/DT20195103913/Pune/BPS/BTN

Date:19/03/2019

Dear Mr. Onkar Janardhan Magar,

Sub: Letter of Provisional Offer and Terms of Employment.

Thank you for exploring opportunities with Tata Consultancy Services Limited. You have successfully completed our initial selection process and we are pleased to make you a provisional offer of Traineeship.

You have been selected for a twelve month traineeship program at grade BPOS. You will receive a fixed monthly stipend during your internship. Your stipend amount will be decided on the basis of joining location and the process in which you will get allocation. The same will be communicated to you along with the detailed offer letter.

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



Provisional Offer : BUSINESS PROCESS SERVICES

Ref: TCSL/DT20195104125/Pune/BPS/BTN

Date:19/03/2019

Dear Ms. Jyoti Balaji Waghmare,

Sub: Letter of Provisional Offer and Terms of Employment.

Thank you for exploring opportunities with Tata Consultancy Services Limited. You have successfully completed our initial selection process and we are pleased to make you a provisional offer of Traineeship.

You have been selected for a twelve month traineeship program at grade BPOS. You will receive a fixed monthly stipend during your internship. Your stipend amount will be decided on the basis of joining location and the process in which you will get allocation. The same will be communicated to you along with the detailed offer letter.

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



Provisional Offer : BUSINESS PROCESS SERVICES

Ref: TCSL/DT20195104333/Pune/BPS/BTN

Date:20/03/2019

Dear Ms. Ankita Namdev Bajgire,

Sub: Letter of Provisional Offer and Terms of Employment.

Thank you for exploring opportunities with Tata Consultancy Services Limited. You have successfully completed our initial selection process and we are pleased to make you a provisional offer of Traineeship.

You have been selected for a twelve month traineeship program at grade BPOS. You will receive a fixed monthly stipend during your internship. Your stipend amount will be decided on the basis of joining location and the process in which you will get allocation. The same will be communicated to you along with the detailed offer letter.

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Your traineeship with TCS is subject to your being declared medically fit and retaining that fitness during the tenure in the company and your Background / Reference check being favourable and acceptable to the Company.

On joining and successful completion of all Joining formalities including the back ground verification, you will be issued a Letter of Appointment by TCSL.

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time.

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



Provisional Offer : BUSINESS PROCESS SERVICES

Ref: TCSL/DT20195103991/Pune/BPS/BTN

Date:16/04/2019

Dear Ms. Nikita Shriniwas Somvanshi,

Sub: Letter of Provisional Offer and Terms of Employment.

Thank you for exploring opportunities with Tata Consultancy Services Limited. You have successfully completed our initial selection process and we are pleased to make you a provisional offer of Traineeship.

You have been selected for a twelve month traineeship program at grade BPOS. You will receive fixed monthly stipend during your internship. Your stipend amount will be decided on the basis of joining location and the process in which you will get allocation. The same will be communicated to you along with the detailed offer letter.

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Your traineeship with TCS is subject to your being declared medically fit and retaining that fitness during the tenure in the company and your Background / Reference check being favourable and acceptable to the Company.

On joining and successful completion of all Joining formalities including the background verification, you will be issued a Letter of Appointment by TCSL.

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time.

TCS Confidential

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



Provisional Offer : BUSINESS PROCESS SERVICES

Ref: TCSL/DT20195103972/Pune/BPS/BTN

Date:16/04/2019

Dear Ms. Padmavati Tukaram Tigile,

Sub: Letter of Provisional Offer and Terms of Employment.

Thank you for exploring opportunities with Tata Consultancy Services Limited. You have successfully completed our initial selection process and we are pleased to make you a provisional offer of Traineeship.

You have been selected for a twelve month traineeship program at grade BPOS. You will receive a fixed monthly stipend during your internship. Your stipend amount will be decided on the basis of joining location and the process in which you will get allocation. The same will be communicated to you along with the detailed offer letter.

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



Provisional Offer : BUSINESS PROCESS SERVICES
Ref: TCSL/DT20195068418/Pune/BPS/BTN
Date:16/04/2019

Dear Mr. Suraj Devidas Ghotkar,

Sub: Letter of Provisional Offer and Terms of Employment.

Thank you for exploring opportunities with Tata Consultancy Services Limited. You have successfully completed our initial selection process and we are pleased to make you a provisional offer of Traineeship.

You have been selected for a twelve month traineeship program at grade BPOS. You will receive a fixed monthly stipend during your internship. Your stipend amount will be decided on the basis of joining location and the process in which you will get allocation. The same will be communicated to you along with the detailed offer letter.

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



Provisional Offer : BUSINESS PROCESS SERVICES

Ref: TCSL/DT20195071713/Pune/BPS/BTN

Date:16/04/2019

Dear Ms. Vishakha Ashok Mandole,

Sub: Letter of Provisional Offer and Terms of Employment.

Thank you for exploring opportunities with Tata Consultancy Services Limited. You have successfully completed our initial selection process and we are pleased to make you a provisional offer of Traineeship.

You have been selected for a twelve month traineeship program at grade BPOS. You will receive a fixed monthly stipend during your internship. Your stipend amount will be decided on the basis of joining location and the process in which you will get allocation. The same will be communicated to you along with the detailed offer letter.

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TCS Confidential

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TCS House, Pashanpada Street, Vashi, 400 001 India

Tel: +91 22 078 7460 Fax: 91 22 97 43 11 11 E-mail: general@tcs.com website www.tcs.com

Registered Office: 9th Floor, Tidel Park Building, Nariman Point, Mumbai 400 021



Provisional Offer : BUSINESS PROCESS SERVICES

Ref: TCSL/DT20195103935/Pune/BPS/BTN

Date: 16/04/2019

Dear Ms. Sonal Shivaji Kendale,

Sub: Letter of Provisional Offer and Terms of Employment.

Thank you for exploring opportunities with Tata Consultancy Services Limited. You have successfully completed our initial selection process and we are pleased to make you a provisional offer of Traineeship.

You have been selected for a twelve month traineeship program at grade BPOS. You will receive a fixed monthly stipend during your internship. Your stipend amount will be decided on the basis of joining location and the process in which you will get allocation. The same will be communicated to you along with the detailed offer letter.

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



Provisional Offer : BUSINESS PROCESS SERVICES

Ref: TCSL/DT20195079510/Pune/BPS/BTN

Date:16/04/2019

Dear Ms. Madhavi Mahesh Borphale,

Sub: Letter of Provisional Offer and Terms of Employment.

Thank you for exploring opportunities with Tata Consultancy Services Limited. You have successfully completed our initial selection process and we are pleased to make you a provisional offer of Traineeship.

You have been selected for a twelve month traineeship program at grade BPOS. You will receive a fixed monthly stipend during your internship. Your stipend amount will be decided on the basis of joining location and the process in which you will get allocation. The same will be communicated to you along with the detailed offer letter.

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



Provisional Offer : BUSINESS PROCESS SERVICES
Ref: TCSL/DT20195059119/Pune/BPS/BTN
Date:16/04/2019

Dear Mr. Nikhil Prafullakumar Khandelwal,

Sub: Letter of Provisional Offer and Terms of Employment.

Thank you for exploring opportunities with Tata Consultancy Services Limited. You have successfully completed our initial selection process and we are pleased to make you a provisional offer of Traineeship.

You have been selected for a twelve month traineeship program at grade BPOS. You will receive a fixed monthly stipend during your internship. Your stipend amount will be decided on the basis of joining location and the process in which you will get allocation. The same will be communicated to you along with the detailed offer letter.

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Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time.

TCS Confidential

TATA CONSULTANCY SERVICES

1

TCS House Raveline Street Mumbai 400 001 India
Tel 91 22 6778 9999 Fax 91 22 6778 9000. e-mail corporate.office@tcs.com, website www.tcs.com
Registered Office 9th Floor Nirmal Building Nariman Point Mumbai 400 021.



Provisional Offer : BUSINESS PROCESS SERVICES
Ref: TCSL/DT20195055764/Pune/BPS/BTN
Date:16/04/2019

Dear Ms. Suchita Ravikumar Gattani,

Sub: Letter of Provisional Offer and Terms of Employment.

Thank you for exploring opportunities with Tata Consultancy Services Limited. You have successfully completed our initial selection process and we are pleased to make you a provisional offer of Traineeship.

You have been selected for a twelve month traineeship program at grade BPOS. You will receive a fixed monthly stipend during your internship. Your stipend amount will be decided on the basis of joining location and the process in which you will get allocation. The same will be communicated to you along with the detailed offer letter.

Kindly confirm your acceptance on the traineeship offered by signing Annexure 1. If not accepted within 30 days of receipt, this offer of traineeship is liable to lapse at the discretion of the Company.

This is a provisional offer of traineeship and should not be construed as an Offer of Employment from TCSL. A detailed offer of traineeship will follow within 7 days from completion of all documentation formalities and your aforesaid acceptance on this provisional offer. The Offer of traineeship will be made to you provided this - opportunity continues to be available with TCSL.

Your traineeship with TCS is subject to your being declared medically fit and retaining that fitness during the tenure in the company and your Background / Reference check being favourable and acceptable to the Company.

On joining and successful completion of all Joining formalities including the back ground verification, you will be issued a Letter of Appointment by TCSL.

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time.

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



Provisional Offer : BUSINESS PROCESS SERVICES

Ref: TCSL/DT20195055799/Pune/BPS/BTN

Date:16/04/2019

Dear Ms. Shivani Satish Kawthekar,

Sub: Letter of Provisional Offer and Terms of Employment.

Thank you for exploring opportunities with Tata Consultancy Services Limited. You have successfully completed our initial selection process and we are pleased to make you a provisional offer of Traineeship.

You have been selected for a twelve month traineeship program at grade BPOS. You will receive a fixed monthly stipend during your internship. Your stipend amount will be decided on the basis of joining location and the process in which you will get allocation. The same will be communicated to you along with the detailed offer letter.

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TCS Confidential

TATA CONSULTANCY SERVICES



Provisional Offer : BUSINESS PROCESS SERVICES
Ref: TCSL/DT20195104373/Pune/BPS/BTN
Date:19/03/2019

Dear Ms. Aishwarya Waman Kulkarni,

Sub: Letter of Provisional Offer and Terms of Employment.

Thank you for exploring opportunities with Tata Consultancy Services Limited. You have successfully completed our initial selection process and we are pleased to make you a provisional offer of Traineeship.

You have been selected for a twelve month traineeship program at grade BPOS. You will receive a fixed monthly stipend during your internship. Your stipend amount will be decided on the basis of joining location and the process in which you will get allocation. The same will be communicated to you along with the detailed offer letter.

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Provisional Offer : BUSINESS PROCESS SERVICES

Ref: TCSL/DT20195104045/Pune/BPS/BTN

Date:19/03/2019

Dear Ms. Apeksha Sandeep Kawthekar,

Sub: Letter of Provisional Offer and Terms of Employment.

Thank you for exploring opportunities with Tata Consultancy Services Limited. You have successfully completed our initial selection process and we are pleased to make you a provisional offer of Traineeship.

You have been selected for a twelve month traineeship program at grade BPOS. You will receive a fixed monthly stipend during your internship. Your stipend amount will be decided on the basis of joining location and the process in which you will get allocation. The same will be communicated to you along with the detailed offer letter.

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



Provisional Offer : BUSINESS PROCESS SERVICES

Ref: TCSL/DT20195075639/Pune/BPS/BTN

Date:16/04/2019

Dear Ms. Mayuri Surendra Thorat,

Sub: Letter of Provisional Offer and Terms of Employment.

Thank you for exploring opportunities with Tata Consultancy Services Limited. You have successfully completed our initial selection process and we are pleased to make you a provisional offer of Traineeship.

You have been selected for a twelve month traineeship program at grade BPOS. You will receive a fixed monthly stipend during your internship. Your stipend amount will be decided on the basis of joining location and the process in which you will get allocation. The same will be communicated to you along with the detailed offer letter.

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TCS Confidential

TATA CONSULTANCY SERVICES

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Provisional Offer : BUSINESS PROCESS SERVICES

Ref: TCSL/DT20195059197/Pune/BPS/BTN

Date:16/04/2019

Dear Ms. Afrin Nijam Shaikh,

Sub: Letter of Provisional Offer and Terms of Employment.

Thank you for exploring opportunities with Tata Consultancy Services Limited. You have successfully completed our initial selection process and we are pleased to make you a provisional offer of Traineeship.

You have been selected for a twelve month traineeship program at grade BPOS. You will receive a fixed monthly stipend during your internship. Your stipend amount will be decided on the basis of joining location and the process in which you will get allocation. The same will be communicated to you along with the detailed offer letter.

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TCS House Raveline Street Mumbai 400 001 India

Tel 91 22 6778 9999 Fax 91 22 6778 9000, e-mail corporate.office@tcs.com, website www.tcs.com

Registered Office: 9th Floor Narmal Building Narman Point Mumbai 400 021.

Date: 15-05-2019

LETTER OF INTENT

Dear Bharat Kisan Varte

Further to your interview with us, we are pleased to offer you the position of Medical Coder Trainee.

Your Monthly CTC will be of : Rs 11,309

Your Monthly Gross will be of : Rs 10,704

Your Monthly Net will be : Rs 9,183

In Addition, you will have an Earning potential of;

- Min. Rs 0 and max. Rs 5000 as a performance incentive based on your floor performance with respect to the set parameters.
- Skill allowance of Rs 2000 will be eligible post training and after completing 3 months in the skill
- Certification allowance of Rs 3000 will be eligible post clearing the certification for CPC-A

You will be initially posted at First floor, Building No. 1, Golden IT Business Park, Plot No. E-26/27, MIDC, Chikalthana, Aurangabad - 431210. You are requested to report on _____.

A formal letter of appointment will be issued to you at the time of your joining which will contain the detailed break up of your compensation along with the standard terms and conditions of your employment. The organization reserves the right to send your joining documents for background verification through a third party and the offer will remain valid subject to background verification clearance.

GeBBS promotes learning and certification. You need to undergo CPC certification within one year of joining. You can avail the training and support provided by GeBBS in clearing the certification post signing an undertaking and training agreement for a period of one year.

You are also requested to bring the following documents at the time of joining to ensure smooth completion of your joining formalities:

1. Certificates - Mark Sheets of SSC / HSC / Diploma / Graduation / Post Graduation (as applicable)
2. Relieving letter / Experience certificate from previous employer(s)
3. Last 3 month's pay slip / salary certificate from current employer
4. Address proof (Passport / Electricity Bill / Ration Card / Voter ID / Lease Agreement)
5. Photo ID Proof (Passport / Pan Card / Voter ID)
6. 5 passport size recent colour photographs

Please sign and return a copy of this letter as a token of your acceptance. We look forward to building a very long term relationship with you. Welcome to the winning team of GeBBS.

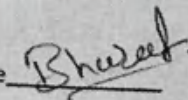
Thanking You,

For GeBBS Healthcare Solutions Pvt. Ltd.



Amit Nainani
Director - HR (Recruitments)

Candidate Signature



Registered Office

"Mindspace", Building No. 3, 1st Office Level, Thane - Belapur Road,
Airoli, Navi Mumbai 400 078

Tel: +91-22-39487300
www.gebbs.com



जा.क्र.पोआ/कक्ष ९(१)/पोभ/१६६८ /२०१९

कक्ष ९ (कनिष्ठ आस्थापना)

पोलीस आयुक्त, बृहन्मुंबई

यांचे कार्यालय, मुंबई.

दिनांक : २४/०५/२०१९

2086
27/5/2019

प्रति,
श्रीमती. रंगसागर बालाजी गिजे,
छाती क्र. 31077

विषय :- मुंबई पोलीस शिपाई भरती २०१८
पोलीस शिपाई पदावर तात्पुरती निवड झाल्याबाबत.
संदर्भ :- पोलीस भरती २०१८ जाहिरात दि. ०५/०२/२०१८

मुंबई पोलीस शिपाई भरती २०१८ च्या तात्पुरत्या अंतिम निवड यादीत आपली म.पि.-क या प्रवर्गातून निवड झालेली आहे. आपली सदरहू निवड मूळ प्रमाणपत्र/कागदपत्रांची अंतिम पडताळणी, वैद्यकिय चाचणी अहवाल, चारित्र्य व पूर्व चारित्र्य पडताळणी अहवाल इत्यादि भरती निकषांच्या अटी व शर्तीच्या पुर्ततेच्या अधीन राहून तात्पुरती निवड करण्यात आली आहे. तसेच याबाबत आपण पुर्तता न केल्यास आपली निवड/उमेदवारी कोणत्याही टप्प्यावर रद्द करण्यात येईल.

२. आपली दिनांक ०६/०८/२०१८ रोजी आपली वैद्यकिय चाचणी घेण्यात आली. या वैद्यकिय चाचणीमध्ये आपण तात्पुरते अपात्र ठरला होता. तदनंतर पोलीस शल्य चिकित्सक, नागपाडा पोलीस रूग्णालय, मुंबई यांच्याकडे दिनांक २३/०४/२०१९ रोजी झालेल्या फेर वैद्यकिय चाचणीमध्ये आपण पात्र ठरला आहात. त्यामुळे आपणांस पोलीस शिपाई पदासाठी केवळ वैद्यकियदृष्ट्या पात्र समजण्यात येत आहे.

३. आपणांस यासोबत चारित्र्य व पूर्व चारित्र्य पडताळणीबाबत साक्षांकन नमुना (Attestation Form) देण्यात येत आहे. सदर साक्षांकन नमुना पूर्णपणे भरून त्यामधील पृष्ठ क्रमांक ४ वरील ओळखप्रमाणपत्रावर, फक्त त्यामध्येच नमूद केलेल्या कोणत्याही एका व्यक्तीची / अधिकाऱ्याची सही घेवून हा साक्षांकन नमुना ३ दिवसांत 'मध्यवर्ती भरती कक्ष, नायगाव, मुंबई-१४' कार्यालयात विहित नमुन्यात प्रत्यक्ष आणून द्यावा. साक्षांकन नमुन्यातील माहितीच्या पडताळणीनंतर आपल्या विरुद्ध कोणत्याही आक्षेपार्ह नोंदी आढळून न आल्यास, आपणांस या कार्यालयात व्यक्तीशः बोलवून आवश्यक विहित प्रक्रिया अनुसरून व प्रशासकीय बाबी विचारात घेतल्यानंतर नियुक्तीपत्र देण्यात येईल.

४. उमेदवाराची निवड त्याने सादर केलेली जात प्रमाणपत्र, नॉन क्रिमीलेअर प्रमाणपत्र व समांतर आरक्षणाबाबतची प्रमाणपत्र/पडताळणी अहवाल व इतर कागदपत्रे/प्रमाणपत्रे संबंधित सक्षम प्राधिकाराच्या पडताळणीमध्ये अपात्र ठरल्यास निवड तात्काळ रद्द करण्यात येईल. तसेच सदरहू प्रमाणपत्राबाबत शहानीशा पडताळणी कोणत्याही टप्प्यावर करण्यात येईल

५. तसेच नमूद करण्यात येते की, ३० टक्के महिला समांतर आरक्षणाचा लाभ घेवून निवड झालेल्या खुल्या प्रवर्गातील महिला उमेदवारांनी महिला व बालविकास विभाग शासन निर्णय क्रमांक सकीर्ण २०१७/प्र.क्र. /१९१/१७/कार्या-२ दिनांक १५ डिसेंबर २०१७ मधील मुद्दा क्र. ३ नुसार दि. २५/०५/२००९ च्या शासन निर्णयामधील तरतुद क्रमांक २(अ)४ च्या संदर्भात दिलेल्या स्पष्टीकरणानुसार संबंधित महिला उमेदवाराने सदर शासन निर्णयातील परिशिष्ट २ मधील अर्जांन्वये नॉन क्रिमीलेअर प्रमाणपत्र मिळण्याकरीता जी माहिती / कागदपत्रे तहसिलदार कार्यालयास सादर केलेली आहेत ती सर्व कागदपत्रे संबंधित तहसिलदार यांनी साक्षांकित/नक्कल प्रत केलेले ०२ संच संबंधित तहसिलदार कार्यालयाकडून प्राप्त करून घेणे अनिवार्य आहे व सदरचे संच साक्षांकन नमुना जमा करतेवेळी आपल्या ऑनलाईन अर्जाच्या प्रतीसह 'मध्यवर्ती भरती कक्ष, नायगाव, मुंबई -१४' येथे न चुकता दिलेल्या विहित मुदतीत सादर करावेत. सदरची सादर केलेली कागदपत्रे/नॉन क्रिमीलेअर प्रमाणपत्र संबंधित विभागीय उप आयुक्त, महिला व बालविकास विभाग यांच्याकडे पडताळणीसाठी पाठविण्यात येतील. त्याबाबतचा पडताळणी अहवाल प्राप्त झाल्यानंतरच संबंधित उमेदवारास नियुक्ती देण्यात येईल. उमेदवाराने कागदपत्रे प्रमाणपत्रे दिलेल्या विहित मुदतीत सादर न केल्यास नियुक्तीसाठी स्वारस्य नसल्याचे समजून निवड तात्काळ रद्द करण्यात येईल.

६. ज्या उमेदवारांविरुद्ध आक्षेपार्ह नोंदी आढळून येतील त्यांची प्रकरणे शासन निर्णयानुसार गटित केलेल्या उच्चस्तरितय समितीसमोर सादर करण्यात येतील. अशा उमेदवारांचे प्रकरणी संबंधीतांकडून आदेश प्राप्त झाल्यानंतर योग्य ती कार्यवाही करण्यात येईल.

७. तसेच नमूद करण्यात येते की, ज्यावेळी नियुक्ती देणेसाठी बोलविण्यात येईल तेव्हा नियुक्तीपत्र स्विकारण्यापूर्वी आपणास खालील नमुन्यातील हमीपत्रे परिपूर्ण भरून द्यावी, यांची नोंद घ्यावी. सदरची सर्व हमीपत्रे मुंबई पोलीस दलाच्या www.mumbaipolice.maharashtra.gov.in संकेतस्थळावरून डाऊनलोड करून उपलब्ध करून प्रिंट घेण्यात यावीत.

ITAC
Placement office
27/5/19

Date: 19/3/19

Mr./Ms. Nikita V. Ingole

Location: Latur

Provisional Offer Letter to Join Chola Insurance Academy

Dear

Congratulations!

We are glad to inform that you have been selected for the Chola Insurance Academy Program. This program would be conducted through Manipal Global Education Services for a **"Post Graduate Diploma in General Insurance."**

The terms and conditions of this program will be communicated to you based on your enrollment.

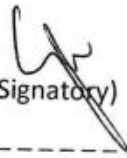
Please ensure that all documents (duly attested) as stated in Annexure A are submitted by you at our nearest Regional Office along with the Demand Draft of Rs 5000/- in favor of 'Manipal Global Education Services Private Limited' payable at Bengaluru. This is to be paid towards registration fee for the Program, within 3 days from receipt of this letter. This amount will be adjusted from the total fee payable for this course.

Upon successful completion of this program, you will be eligible for an employment as **Assistant Branch Manager**, with a CTC of Rs. 3,00,000/- per annum.

The admission is subject to medical fitness & background check to be conducted by us at our discretion at any point of time during the tenure of the program.

We look forward to your admission to the Chola Insurance Academy and a fruitful career with us.

Sincerely,


(Authorized Signatory)

I have read the letter and accept the same.

Name: _____

Signature: _____

Date: _____

CHOLA PEOPLE SERVICES PRIVATE LIMITED

Dare House, II Floor, NSC Bose Road, Parrys, Chennai - 600 001.

Phone No: +91 (0)44 3044 5400 / 3045 5401 | Fax No: +91 (0)44 3044 5550

CIN: U74999TN2016PTC111207 | PAN: AAGCC5481J | GSTIN: 33AAGCC5481J1ZJ

Date: 19/3/19.
Mr./Ms. Makarand C. Aghav.
Location: Latur

Provisional Offer Letter to Join Chola Insurance Academy

Dear

Congratulations!

We are glad to inform that you have been selected for the Chola Insurance Academy Program. This program would be conducted through Manipal Global Education Services for a "Post Graduate Diploma in General Insurance."

The terms and conditions of this program will be communicated to you based on your enrollment.

Please ensure that all documents (duly attested) as stated in Annexure A are submitted by you at our nearest Regional Office along with the Demand Draft of Rs 5000/- in favor of 'Manipal Global Education Services Private Limited' payable at Bengaluru. This is to be paid towards registration fee for the Program, within 3 days from receipt of this letter. This amount will be adjusted from the total fee payable for this course.

Upon successful completion of this program, you will be eligible for an employment as Assistant Branch Manager, with a CTC of Rs. 3,00,000/- per annum.

The admission is subject to medical fitness & background check to be conducted by us at our discretion at any point of time during the tenure of the program.

We look forward to your admission to the Chola Insurance Academy and a fruitful career with us.

Sincerely,

(Authorized Signatory)

I have read the letter and accept the same.

Name: _____

Signature: _____

Date: _____



Capgemini Technology Services India Limited
(Formerly known as IGATE Global Solutions Limited)
IT 1, IT 2, Airoli MIDC, Thane - Belapur Road,
Navi Mumbai - 400708, Maharashtra, India.
Tel: +91 22 7144 4283 | Fax: +91 22 7141 2121
www.capgemini.com/in-en

Date: April 1, 2019

Ref No: HR/Campus/LO201972115/1

Ashish Prabhakar Dake
RAJARSHI SHAHU MAHAVIDYALAYA (AUTONOMOUS), LATUR

Letter of Intent ("LOI")

Dear Ashish Prabhakar Dake,

With reference to your interview conducted by us at **PCCOE & Ravet**, we are pleased to inform that you have been shortlisted for the position of **Associate** and **A3** with **Capgemini Technology Services India Limited.**, (hereinafter referred to as "Capgemini").

In this regard, we are proposing compensation package and benefits, the details of which are set forth in **Annexure 1** to this letter.

The final Employment Offer Letter shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree/ diploma and the minimum passing percentage/ grade/ rank/ class as determined by Capgemini.

The location of your initial reporting and training and the date of your joining would be communicated to you in due course of time post successful completion of your final semester degree/diploma examination.

The date of joining and the location of posting will be purely based on business requirements of Capgemini. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting during the course of your training and employment with Capgemini.

Upon accepting this LoI, you will be provided access to the PROPEL (Pre-Onboarding Platform for Engagement and Learning) eLearning platform which allows you to learn and master the concepts and skills required to be industry ready. The learning will be a self-paced journey inclusive of assignments, assessments and webinars as deemed appropriate by Capgemini.

It is very essential that you effectively leverage this platform to complete the courses and clear the assignments and assessments. This will help you prepare effectively for the technical trainings you will be imparted upon joining.



Upon joining Capgemini,

1. You are expected to enter into an employment agreement with Capgemini which shall contain details including the scope, terms and conditions of your employment and the contractual obligation with Capgemini.
2. You will be on probation for a period of six months from your date of joining and subject to satisfactory performance your employment will be confirmed (vide written confirmation) at the end of six months.
3. During your probation you may be required to undergo classroom trainings for such duration as deemed necessary by Capgemini and your performance will be evaluated periodically during such training period.

Capgemini reserves the right to decide the continuance of your further training and your employment depending on your performance in its opinion.

The terms of this Letter of Intent shall remain confidential and are not to be disclosed to any third party.

You may note that this letter should neither be construed as an offer of employment from Capgemini nor should it in any manner confirm our intent to make you an offer of employment. We may, at any time, at our discretion, revoke this Letter of Intent.

We would request you to go through the above terms, and let us know if they are acceptable to you, within seven days of the issuance of this letter.

We look forward to hearing from you. Should you have any query, please do not hesitate to contact fresherhiring.in@capgemini.com

Thanking you,
Yours Sincerely,
For & On Behalf of Capgemini

Puneet Kumra
Head - Fresher Hiring

ANNEXURE 1

Ashish Prabhakar Dake

Associate and A3

Your all-inclusive annual target compensation (on a cost to company basis) will be **INR 2,50,000/- (Rupees Two Lakhs Fifty Thousand only)** which would comprise your salary, applicable statutory benefits, bonus, if any, and/or any incentives as applicable to you. Your compensation shall be paid on a monthly basis, in arrears. The Company shall deduct tax at source at the time of making payment.

For & On Behalf of Capgemini



Puneet Kumra
Head - Fresher Hiring

Signature: Ashish

Candidate Name: Ashish Prabhakar Dake

Date: 04/04/2019



Capgemini Technology Services India Limited
(Formerly known as IGATE Global Solutions Limited)
IT 1, IT 2, Airoli MIDC, Thane - Belapur Road,
Navi Mumbai - 400708, Maharashtra, India.
Tel: +91 22 7144 4283 | Fax: +91 22 7141 2121
www.capgemini.com/in-en

Date: April 1, 2019

Ref No: HR/Campus/LO201972116/1

Manisha Raosaheb Madje
RAJARSHI SHAHU COLLEGE, LATUR

Letter of Intent ("LOI")

Dear Manisha Raosaheb Madje,

With reference to your interview conducted by us at **PCCOE & Ravet**, we are pleased to inform that you have been shortlisted for the position of **Associate** and **A3** with **Capgemini Technology Services India Limited.**, (hereinafter referred to as "Capgemini").

In this regard, we are proposing compensation package and benefits, the details of which are set forth in **Annexure 1** to this letter.

The final Employment Offer Letter shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree/ diploma and the minimum passing percentage/ grade/ rank/ class as determined by Capgemini.

The location of your initial reporting and training and the date of your joining would be communicated to you in due course of time post successful completion of your final semester degree/diploma examination.

The date of joining and the location of posting will be purely based on business requirements of Capgemini. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting during the course of your training and employment with Capgemini.

Upon accepting this LoI, you will be provided access to the PROPEL (Pre-Onboarding Platform for Engagement and Learning) eLearning platform which allows you to learn and master the concepts and skills required to be industry ready. The learning will be a self-paced journey inclusive of assignments, assessments and webinars as deemed appropriate by Capgemini.

It is very essential that you effectively leverage this platform to complete the courses and clear the assignments and assessments. This will help you prepare effectively for the technical trainings you will be imparted upon joining.



Upon joining Capgemini,

1. You are expected to enter into an employment agreement with Capgemini which shall contain details including the scope, terms and conditions of your employment and the contractual obligation with Capgemini.
2. You will be on probation for a period of six months from your date of joining and subject to satisfactory performance your employment will be confirmed (vide written confirmation) at the end of six months.
3. During your probation you may be required to undergo classroom trainings for such duration as deemed necessary by Capgemini and your performance will be evaluated periodically during such training period.

Capgemini reserves the right to decide the continuance of your further training and your employment depending on your performance in its opinion.

The terms of this Letter of Intent shall remain confidential and are not to be disclosed to any third party.

You may note that this letter should neither be construed as an offer of employment from Capgemini nor should it in any manner confirm our intent to make you an offer of employment. We may, at any time, at our discretion, revoke this Letter of Intent.

We would request you to go through the above terms, and let us know if they are acceptable to you, within seven days of the issuance of this letter.

We look forward to hearing from you. Should you have any query, please do not hesitate to contact fresherhiring.in@capgemini.com

Thanking you,
Yours Sincerely,
For & On Behalf of Capgemini

Puneet Kumra
Head - Fresher Hiring

ANNEXURE 1

Manisha Raosaheb Madje

Associate and A3

Your all-inclusive annual target compensation (on a cost to company basis) will be **INR 2,50,000/- (Rupees Two Lakhs Fifty Thousand only)** which would comprise your salary, applicable statutory benefits, bonus, if any, and/or any incentives as applicable to you. Your compensation shall be paid on a monthly basis, in arrears. The Company shall deduct tax at source at the time of making payment.

For & On Behalf of Capgemini



Puneet Kumra
Head - Fresher Hiring

Signature: Manisha Madje

Candidate Name: Manisha Raosaheb Madje

Date: 4 - 4 - 2019



Offer: Computer Consultancy
Ref: TCSL/DT20184294506/Pune
Date: 25/02/2019

Mr. Ashish Prabhakar Dake
303, Golden Residency, Kathwate Nagar, Ambajogai Road,
New Renapur Naka,
Latur-413512,
Maharashtra.
Tel# -

Dear Ashish Prabhakar Dake,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Graduate Trainee** in Grade **YG**. Your gross salary including all benefits will be **₹ 1,93,158/-** 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 48 hours, this offer is liable to lapse at the discretion of TCS this offer will be automatically withdrawn.

After you accept this offer you will be issued a joining letter indicating the details of your joining date and initial place of posting. 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.

TCS Confidential
TCSL/DT20184294506

1

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Niyati Tiara, Ground Floor, S.No 103/A/1/129, CT5 1995, Nagar Road, Yerwada, Pune 411 006 India

Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 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 ` 7,100/- 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 ` 2,840/- 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. Personal Allowance

You will be eligible for a monthly personal allowance of of ` 1,400/- per month. This component is subject to review and may change as per TCSL's compensation policy.

4. 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 ` 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.



PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ` 1,500/-. 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.

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

OTHER BENEFITS

Health Insurance Scheme

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

HIS offers the following benefits:

1. Basic Cover

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

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TCSL/DT20184294506

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Niyati Tiara, Ground Floor, S.No 103/A/1/129, CT5 1995, Nagar Road, Yerwada, Pune 411 006 India

Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 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



benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Loans

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

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 ₹ 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.

Professional Memberships

You will be eligible for reimbursement of expense-s 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.

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 50% or above in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and Graduation examination which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility. It is mandatory to pass in all the subjects mentioned in the mark sheet in class Xth and class XIIth by securing minimum passing marks in the first attempt itself as specified by the respective board of examinations.

As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.



It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. Disclaimer

Candidates who have applied to TCSL and who have not been successful in clearing the TCSL selection process are not eligible to re-apply to TCSL within six months from the date on which the candidate had attended such selection Test and/or Interview. In case you are found to have re-applied to TCSL within six months of previous unsuccessful attempt, the management reserves the right to revoke/withdraw the offer/appointment, without prejudice to its other rights.

3. Training Period

Continuous Learning is a way of life in TCSL and forms a critical part of your employment with TCSL. On joining TCSL, you will be given the opportunity to undergo our Initial Learning program (ILP). This formal learning will add value to you as a professional and help you to excel in your career.

Formal assessments will be carried out during your learning period. The weighted average of these evaluations will be a major component of your first appraisal.

If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

You may please note that in the event of your performance during the ILP falling short of the required standard, TCSL reserves the right to either extend your ILP or terminate your services. You will be confirmed at the end of twelve months from the date of joining TCSL. This confirmation will be communicated to you in writing.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 10 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of ILP trainees without any further intimation/separate communication to you.



4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹ 50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.



11. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed. In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

12. Terms and Conditions

The above terms and conditions of employment are specific to your employment in India and there can be changes to the said terms and conditions in case of deputation on international assignments during the course of your employment.

13. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

14. Notice Period

In an event if the traineeship is discontinued/terminated no notice or payment in lieu thereof shall be payable by TCSL. Upon Confirmation, during your tenure with TCSL, either you or TCSL can terminate the appointment by giving 90 calendar days' written notice or three months' basic salary in lieu of the notice. If your services, behavior and/ or performance are not found satisfactory at any point in time during your employment, TCSL may terminate your services by giving notice as mentioned herein above.

You will be liable to pay TCSL ₹ 50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

If you are covered under International Assignment Agreement, either you or TCSL can terminate the traineeship/appointment by giving 90 calendar days written notice as set out in the Separation Policy of TCSL. TCSL reserves the right if it is in the interest of the business and current assignment, to ask you to complete your notice period.



15. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

16. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

17. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

18. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

19. Submission of Documents

At the time of your joining, photocopy of the following documents should be submitted.

- Permanent Account Number (PAN) Card
You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary.
- Standard X and XII mark sheets equivalent
- Diploma certificate and mark sheets of all semesters
- Degree certificate and mark sheets for all semesters
- Birth Certificate / Proof of Age
- Work permit and/or any other documentation as prescribed by Government of India
- Passport
- 6 photographs
- Medical Certificate
- An affidavit/notarised undertaking stating:
 - *There is no criminal offence registered/pending against you
 - *There is no disciplinary case pending against you in the university
 - *If you were employed, a formal release letter from your previous employer

The original documents will be returned to you after verification.



Please note that failure to produce the prescribed set of documents before completion of your Initial Learning Program would entitle TCSL to withdraw this offer letter.

20. Initial Training Programme

On joining TCSL, you will be given the benefit of formal and on the job training (Initial Learning Programme) at our offices, as identified, for such period as TCSL may decide. The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

21. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

22. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

23. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

**Withdrawal of Offer**

If you fail to accept the offer from TCSL within 48 hours, 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

K Ganesan
Global Head Talent Acquisition & AIP



[Click here](#) or use a QR code scanner from your mobile to validate the offer letter

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



GROSS SALARY SHEET

Annexure 1

Name	Ashish Prabhakar Dake
Designation	Graduate Trainee
Institute Name	Rajarshi Shahu Mahavidyalaya Latur

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	7,100	85,200
Bouquet Of Benefits #	5,332	63,980
2) Performance Pay		
Monthly Performance Pay	1,500	18,000
3) Annual Components/Retirals		
Health Insurance***	NA	4,000
Provident Fund	852	10,224
Gratuity	341	4,098
ESI Contribution##		7,656
Total of Annual Components & Retirals	1,194	18,322
Retention Incentive	NA	0
TOTAL GROSS	15,126	1,93,158

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

##Contribution towards Employees' State Insurance borne by TCS.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	2,840	34,080
Leave Travel Assistance	592	7,100
Food Card	500	6,000
Personal Allowance	1,400	16,800
GROSS BOUQUET OF BENEFITS	5,332	63,980

TCS Confidential

TCSL/DT20184294506

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Niyati Tiara, Ground Floor, S.No 103/A/1/129, CT5 1995, Nagar Road, Yerwada, Pune 411 006 India

Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 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



Annexure 2

Regional Offices

Ahmedabad Lead -Talent Acquisition Tata Consultancy Services Infocity, Info Tower 1, 5 th Floor, Airport Road, Gandhinagar - 382 009 Tel: 079 - 66712600 Fax: 079 - 66712601	Bangalore Lead -Talent Acquisition Tata Consultancy Services VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore – 560 066 Tel: 080 – 67247000 Fax: 080 - 28410114
Chennai Lead- Talent Acquisition Tata Consultancy Services 415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai - 600 119, Tamil Nadu, India Tel: 044 - 66162222/62194/62195 Fax: 044 - 66162555	Delhi Lead-Talent Acquisition Tata Consultancy Services 5 th Floor, PTI Building, 4, Parliament Street, New Delhi - 110 001 Tel: 011 - 66506555 Fax: 011 - 23311735
Hyderabad Lead-Talent Acquisition Tata Consultancy Services Deccan Park, No. 1 software Units Layout, Madhapur, Hyderabad - 500 081 Tel: 040 - 66672000 Fax: 040 - 66672222	Kolkata Lead-Talent Acquisition TATA Consultancy Services ODC 1-K-1, Gitanjali Park, IT/ITES SEZ, Plot- IIF / 3. Action Area - II, New Town, Kolkata - 700 156, West Bengal. Tel: 033 - 6653 0000 Fax : 033 - 6653 0003
Lucknow Lead -Talent Acquisition Tata Consultancy Services 1\1, Vibhuti Khand, Gomti Nagar, Lucknow - 226 010 Tel: 0522 - 6661001 Fax: 0522 - 6661001	Mumbai Lead-Talent Acquisition Tata Consultancy Services Yantra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pokhran Road No. 2, Thane(West), 400601 Tel: 022 - 67782000/2222 Fax: 022 - 67782190
Pune Lead-Talent Acquisition Tata Consultancy Services Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune - 411 006 Tel: 020 – 66087777 Fax: 020 - 66087107	Thiruvananthapuram Lead - Talent Acquisition Tata Consultancy Services Peepul Park, Technopark Campus Karyavattom p.o. Thiruvananthapuram - 695 581. Tel - 0471- 2519400 Fax - 0471- 2519499



Annexure 3

Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Retainer/Consultant and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Retainer/Consultant in the course of or in connection with or arising out of the Retainer/Consultant's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Retainer/Consultant in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Retainer/Consultant.



2. Retainer/Consultant's Obligations

Retainer/Consultant agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. The Retainer/Consultant agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of Retainer/Consultant-ship, the Retainer/Consultant agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

The Retainer/Consultant agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Retainer/Consultant shall have no right title or claim of any nature whatsoever in the Confidential Information. The Retainer/Consultant shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and the Retainer/Consultant hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests the Retainer/Consultant may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, the Retainer/Consultant shall execute from time to time, during or after the termination of his or her Retainer/Consultant-ship, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but the Retainer/Consultant shall co-ordinate in filing and / or prosecuting any such applications. The Retainer/Consultant hereby expressly waives any "artist's rights" or "moral rights", which the Retainer/Consultant might otherwise have in such intellectual property rights.



4. Prior knowledge

The Retainer/Consultant acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. The Retainer/Consultant further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

The Retainer/Consultant expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines

The Retainer/Consultant agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Restriction on Retainer/Consultant's Rights

The Retainer/Consultant agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her engagement with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

8. No License

TCS and the Retainer/Consultant agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Retainer/Consultant of the Confidential Information.



9. Equitable Rights

The Retainer/Consultant acknowledges that any Confidential Information that comes into the possession and / or knowledge of the Retainer/Consultant is of a unique, highly confidential and proprietary nature. It is further acknowledged by the Retainer/Consultant that the disclosure, distribution, dissemination and / or release by the Retainer/Consultant of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by the Retainer/Consultant will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

10. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. The Retainer/Consultant confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by the Retainer/Consultant or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay or omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.



(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of the Retainer/Consultant in terms of this Confidentiality clause shall continue during the term of or in the course of the Retainer/Consultant-ship of the Retainer/Consultant with TCS and shall continue thereafter in perpetuity.

11. Non-Compete

The Retainer/Consultant acknowledges that he/she is required on behalf of TCS to provide service to, or solicit business from various clients of the TCS (each such client herein after referred to as Customer). The Retainer/Consultant agrees that for a period of 6 (Six) months following the expiry or early termination of his/her Retainer/Consultant-ship with the TCS for any reason, will not accept any offer of employment / Retainer / Consultant-ship from any Client or Competitor of TCS, where he/she had worked in a professional capacity with Client projects during the course of his / her Retainer / Consultant-ship with TCS.

Offer of Employment

04th March 2019

Pooja Apsingekar

Hatte Nagar Road No 3, Latur -413513.

Email: pooja.apsingekar15@gmail.com

Mobile: +91- 7350940990

Dear Pooja,

Sub: Appointment with our firm as Software Engineer Trainee.

Please refer to your conversation with the client **Sagitec** and **Executive81**

At **Executive81 HR Solutions Pvt. Ltd.** our mission is to engage with young and enthusiastic professionals who display the energy and drive to meet the exciting demands of our high-quality clients.

Following from the above, we are pleased to offer you the position of **Software Engineer Trainee (outsourced on a 12 months Contract to Hire arrangement, to Sagitec Solutions Pvt Ltd. Pune)** reporting to the undersigned, with our firm with effect **from the date 6th May, 2019** which would be guided by the following terms & conditions –

- 1) You would be on client probation for a period of **one month** during which period your suitability for the offered role would be closely scrutinized by the client and hence the firm reserves the right to terminate your services during this period.
- 2) Your salary would be **Rs. 2,40,006/-** per annum. Please provide us a list of your tax-exempt investments to assess the TDS impact on your salary. We are a tax compliant organization and conform to the IT Act both in letter and spirit. If TDS is deducted, we shall issue a Form 16 to you by April of the following year to facilitate your IT returns.

- 3) You would be expected to undertake any activity that the firm's partners think fit in the pursuit of your professional development and the firm's imperatives. You would be expected to support our client's development / implementation / support activities for their clients anywhere in the globe. But for the first six months, you would be dedicated to **Sagitec Solutions Pvt. Ltd** at their premises to-be shared prior to joining but could move to another destination over time. Also at the end of 12 months, based on your performance you will be hired by the client.
- 4) The firm's primary expectation of you during the client probation period is for you to grasp the fundamentals of the business and the clients operating processes. We also expect you to align yourself to the cultural ethos and business model of our client which specifically now is **Sagitec Solutions Pvt. Ltd**. You would report to whoever is your nominated leader within **Sagitec Solutions Pvt Ltd**.
- 5) Your working hours would be as set out by **Sagitec Solutions Pvt Ltd**. management.
- 6) The holiday schedule will correspond to that of **Sagitec Solutions Pvt. Ltd**.
- 7) In addition to the stipulated holidays, you would also be entitled to the following holiday plan **once your services are confirmed** at the end of 6 months (Executive81 HR Solutions Pvt Ltd. Probation) – # **12 days'** casual leave and **12 days'** sick leave (to be substantiated with a medical practitioner's certificate) on an annual basis. Prior intimation of 72 hours is required for proceeding on casual leave.

Note: During first 12 months, you would be entitled to 1 paid leave per month.

Please note that the firm does not have a provision for leave encashment as we believe in work life balance and expect our employees to utilize their leave.

- 1) **All the information that you access during the discharge of your duties with the firm / client is proprietary and confidential in nature. We have rigid non-disclosure agreements in place with our clients who prohibit any partner or employee of the firm to disseminate the same to anyone outside the firm.**
- 2) The terms of disengagement from the firm are as follow –

During the first 12 months –Employee has to give one-month notice and company can terminate the contract with immediate effect on the grounds of non-performance and disciplinary action.

On confirmation of service – Six weeks' notice or more from either party Please note that an employee's services could be terminated without any notice whatsoever, should he/she be found culpable of the following acts of misdemeanor –

Unbecoming conduct with clients or candidates

Insubordinate conduct with colleagues, internal and external.

Charge sheeting by the law enforcement authorities

Any other acts of misconduct/immoral act that the firm may consider gross in nature.

- 3) A set of Key Performance Indicators specific to **Sagitec Solutions Pvt Ltd.** appear in **Annexure A** & policies of **Executive81 HR Solutions Pvt Ltd.** which are applicable to you are in **Annexure C**. Please ensure total compliance.
- 4) **Executive81 HR Solutions Pvt Ltd.** is recognized for some rare professional virtues which, in the main, are integrity, courtesy and promptitude in reacting to client demands. We expect the same of our team members.
- 5) Welcome to **Executive81 HR Solutions Pvt. Ltd.** and we expect you to take away as much from the association as we would expect you to contribute.

Please sign on a copy of this letter to accept this offer of appointment.

Welcome to Executive81 HR Solutions Pvt Ltd.

Thanks & regards,



Rushikesh Patil

Director

Executive81 HR Solutions Pvt Ltd

ANNEXURE A

Key Performance Indicators specific to Sagitec Solutions Pvt Ltd. assignment: -

- 1) Conformity with Sagitec Solutions Pvt Ltd. working hours/days
- 2) Maintaining the standards of workplace discipline set out by Sagitec Solutions Pvt Ltd.
- 3) Utmost courtesy to be displayed in interactions with peers, seniors and other consultants.
- 4) Compliance with Sagitec Solutions Pvt Ltd. attire code.
- 5) Ability to function under pressure without losing one's composure
- 6) Meeting deadlines is a mandatory requirement
- 7) Generate frequent reports as and when asked for
- 8) Willingness to take urgent phone calls even outside of business hours
- 9) Function as Executive81 HR Solutions Pvt Ltd. "brand ambassador" within Sagitec Solutions Pvt Ltd. by setting the highest standards of professionalism, integrity & performance.

ANNEXURE B

Designation: Executive – Software Engineer Trainee

Location: Pune

Component	Monthly	Annual
Component - A		
Basic	8832	105983
HRA	3850	46204
Medical Allowance	1766	21192
Conveyance Allowance	1766	21192
Special Allowance	1,770	21,236
Gross Earning (A)	17,984	2,15,808
Component - B		
Provident Fund	1060	12718
Professional Tax	200	2400
ESIC	315	3777
<i>Total (B)</i>	1575	18895
NET Earnings (A - B)	16,409	1,96,913
Component - C		
Employer Provident Fund	1162	13947
Employer ESIC	854	10251
Insurance	0	0
<i>Total (C)</i>	2017	24198
Total CTC (A + C)	20,001	2,40,006

I confirm and accept the above.

[Pooja Apsingekar]

ANNEXURE C

The following are the current policies applicable to you. In case there are modifications and introduction of new policies it will be communicated to you.

1. After your acceptance of offer, you will receive an email about location & person you need to report on the date of joining. If not received with-in 24 hrs from the date of offer acceptance by you, please write to vaibhavs@executive81.com.
2. On joining please make sure to write to vaibhavs@executive81.com from your official ID, which will be newly created by our client, about your joining and new contact numbers & address changes (usually applicable in relocation cases).
3. We provide you a new ICICI salary account with-in 15 days of joining. In case the ICICI representative does not contact you with-in that time email the same to vaibhavs@executive81.com & do call us as a follow-up at 9767676707.
4. On the last working day of every month you will get a mail from vaibhavs@executive81.com asking for timesheets of that month. The sample timesheet will be attached & you need to send a mail to your reporting manager with the duly filled timesheet, marking the id vaibhavs@executive81.com. Please request your managers to do reply-all and write "Approved" if all is well.
5. Your timesheets should reach us latest by 3rd of every month. This is required to process your salaries. The pay slips will be mailed to you by 4th / 5th and the salaries will be deposited 10th of every month. Please note in case you have joined after 15th of any month then the salary will be carried forward and paid along with the next month salary.
6. In case any candidate is forced to leave by the client due to performance reasons, then they will receive only 50% of the full and final settlement amount.
7. In case an employee absconds or leaves without serving the notice period agreed, then Executive81 HR Solutions Pvt Ltd. management reserves the right to hold the pay outstanding. Also, the verification check will be termed negative from our end in future BGV's.
8. In case your performance was satisfactory in the probation / contract period then you will be on-boarding the client / given permanent employment from our end as will be agreed.
9. On relieving from our service, you may collect the experience cum relieving letter & we will be glad to re-hire you in future based on your performance.
10. In case you work on Saturday's, you will be eligible for comp-offs based on the approval of your reporting manager at our client place.

Offer of Employment

04th March 2019

Poonam Pandhare

Ganga Niwas, Opposite Vodafone Tower
Barshi Road, Murud Akola, Latur - 413511.

Email: poonamgpandhare1198@gmail.com

Mobile: +91- 7620455659

Dear Poonam,

Sub: Appointment with our firm as Software Engineer Trainee.

Please refer to your conversation with the client **Sagitec** and **Executive81**

At **Executive81 HR Solutions Pvt. Ltd.** our mission is to engage with young and enthusiastic professionals who display the energy and drive to meet the exciting demands of our high-quality clients.

Following from the above, we are pleased to offer you the position of **Software Engineer Trainee (outsourced on a 12 months Contract to Hire arrangement, to Sagitec Solutions Pvt Ltd. Pune)** reporting to the undersigned, with our firm with effect **from the date 6th May, 2019** which would be guided by the following terms & conditions –

- 1) You would be on client probation for a period of **one month** during which period your suitability for the offered role would be closely scrutinized by the client and hence the firm reserves the right to terminate your services during this period.
- 2) Your salary would be **Rs. 2,40,006/-** per annum. Please provide us a list of your tax-exempt investments to assess the TDS impact on your salary. We are a tax compliant organization and conform to the IT Act both in letter and spirit. If TDS is deducted, we shall issue a Form 16 to you by April of the following year to facilitate your IT returns.

- 3) You would be expected to undertake any activity that the firm's partners think fit in the pursuit of your professional development and the firm's imperatives. You would be expected to support our client's development / implementation / support activities for their clients anywhere in the globe. But for the first six months, you would be dedicated to **Sagitec Solutions Pvt. Ltd** at their premises to-be shared prior to joining but could move to another destination over time. Also at the end of 12 months, based on your performance you will be hired by the client.
- 4) The firm's primary expectation of you during the client probation period is for you to grasp the fundamentals of the business and the clients operating processes. We also expect you to align yourself to the cultural ethos and business model of our client which specifically now is **Sagitec Solutions Pvt. Ltd**. You would report to whoever is your nominated leader within **Sagitec Solutions Pvt Ltd**.
- 5) Your working hours would be as set out by **Sagitec Solutions Pvt Ltd**. management.
- 6) The holiday schedule will correspond to that of **Sagitec Solutions Pvt. Ltd**.
- 7) In addition to the stipulated holidays, you would also be entitled to the following holiday plan **once your services are confirmed** at the end of 6 months (Executive81 HR Solutions Pvt Ltd. Probation) – # **12 days'** casual leave and **12 days'** sick leave (to be substantiated with a medical practitioner's certificate) on an annual basis. Prior intimation of 72 hours is required for proceeding on casual leave.

Note: During first 12 months, you would be entitled to 1 paid leave per month.

Please note that the firm does not have a provision for leave encashment as we believe in work life balance and expect our employees to utilize their leave.

- 1) **All the information that you access during the discharge of your duties with the firm / client is proprietary and confidential in nature. We have rigid non-disclosure agreements in place with our clients who prohibit any partner or employee of the firm to disseminate the same to anyone outside the firm.**
- 2) The terms of disengagement from the firm are as follow –

During the first 12 months –Employee has to give one-month notice and company can terminate the contract with immediate effect on the grounds of non-performance and disciplinary action.

On confirmation of service – Six weeks' notice or more from either party Please note that an employee's services could be terminated without any notice whatsoever, should he/she be found culpable of the following acts of misdemeanor –

Unbecoming conduct with clients or candidates

Insubordinate conduct with colleagues, internal and external.

Charge sheeting by the law enforcement authorities

Any other acts of misconduct/immoral act that the firm may consider gross in nature.

- 3) A set of Key Performance Indicators specific to **Sagitec Solutions Pvt Ltd.** appear in **Annexure A** & policies of **Executive81 HR Solutions Pvt Ltd.** which are applicable to you are in **Annexure C**. Please ensure total compliance.
- 4) **Executive81 HR Solutions Pvt Ltd.** is recognized for some rare professional virtues which, in the main, are integrity, courtesy and promptitude in reacting to client demands. We expect the same of our team members.
- 5) Welcome to **Executive81 HR Solutions Pvt. Ltd.** and we expect you to take away as much from the association as we would expect you to contribute.

Please sign on a copy of this letter to accept this offer of appointment.

Welcome to Executive81 HR Solutions Pvt Ltd.

Thanks & regards,



Rushikesh Patil

Director

Executive81 HR Solutions Pvt Ltd

ANNEXURE A

Key Performance Indicators specific to Sagitec Solutions Pvt Ltd. assignment: -

- 1) Conformity with Sagitec Solutions Pvt Ltd. working hours/days
- 2) Maintaining the standards of workplace discipline set out by Sagitec Solutions Pvt Ltd.
- 3) Utmost courtesy to be displayed in interactions with peers, seniors and other consultants.
- 4) Compliance with Sagitec Solutions Pvt Ltd. attire code.
- 5) Ability to function under pressure without losing one's composure
- 6) Meeting deadlines is a mandatory requirement
- 7) Generate frequent reports as and when asked for
- 8) Willingness to take urgent phone calls even outside of business hours
- 9) Function as Executive81 HR Solutions Pvt Ltd. "brand ambassador" within Sagitec Solutions Pvt Ltd. by setting the highest standards of professionalism, integrity & performance.

ANNEXURE B

Designation: Executive – Software Engineer Trainee

Location: Pune

Component	Monthly	Annual
Component - A		
Basic	8832	105983
HRA	3850	46204
Medical Allowance	1766	21192
Conveyance Allowance	1766	21192
Special Allowance	1,770	21,236
Gross Earning (A)	17,984	2,15,808
Component - B		
Provident Fund	1060	12718
Professional Tax	200	2400
ESIC	315	3777
<i>Total (B)</i>	1575	18895
NET Earnings (A - B)	16,409	1,96,913
Component - C		
Employer Provident Fund	1162	13947
Employer ESIC	854	10251
Insurance	0	0
<i>Total (C)</i>	2017	24198
Total CTC (A + C)	20,001	2,40,006

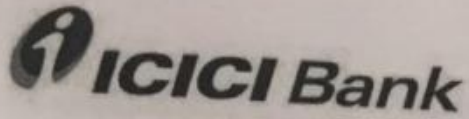
I confirm and accept the above.

[Poonam Pandhare]

ANNEXURE C

The following are the current policies applicable to you. In case there are modifications and introduction of new policies it will be communicated to you.

1. After your acceptance of offer, you will receive an email about location & person you need to report on the date of joining. If not received with-in 24 hrs from the date of offer acceptance by you, please write to vaibhavs@executive81.com.
2. On joining please make sure to write to vaibhavs@executive81.com from your official ID, which will be newly created by our client, about your joining and new contact numbers & address changes (usually applicable in relocation cases).
3. We provide you a new ICICI salary account with-in 15 days of joining. In case the ICICI representative does not contact you with-in that time email the same to vaibhavs@executive81.com & do call us as a follow-up at 9767676707.
4. On the last working day of every month you will get a mail from vaibhavs@executive81.com asking for timesheets of that month. The sample timesheet will be attached & you need to send a mail to your reporting manager with the duly filled timesheet, marking the id vaibhavs@executive81.com. Please request your managers to do reply-all and write "Approved" if all is well.
5. Your timesheets should reach us latest by 3rd of every month. This is required to process your salaries. The pay slips will be mailed to you by 4th / 5th and the salaries will be deposited 10th of every month. Please note in case you have joined after 15th of any month then the salary will be carried forward and paid along with the next month salary.
6. In case any candidate is forced to leave by the client due to performance reasons, then they will receive only 50% of the full and final settlement amount.
7. In case an employee absconds or leaves without serving the notice period agreed, then Executive81 HR Solutions Pvt Ltd. management reserves the right to hold the pay outstanding. Also, the verification check will be termed negative from our end in future BGV's.
8. In case your performance was satisfactory in the probation / contract period then you will be on-boarding the client / given permanent employment from our end as will be agreed.
9. On relieving from our service, you may collect the experience cum relieving letter & we will be glad to re-hire you in future based on your performance.
10. In case you work on Saturday's, you will be eligible for comp-offs based on the approval of your reporting manager at our client place.



PRIVATE AND CONFIDENTIAL

Reference No. - 1383786803
Applicant ID - 3622460

30-Oct-2018

Yash Sharma

Dear Yash,

We take great pleasure in extending an offer to you for being a part of ICICI Bank. You will be placed in Branch Banking at H.N.HOSPITAL_BR. Your internship would take place at H.N.HOSPITAL_BR. Please note that your appointment is subject to your successful completion of the Post Graduate Diploma in Banking Operations (PGDBO) with IFBI.

The following are the terms and conditions of the appointment.

Commencement/Term:

- You shall be required to join our Bank on 31-Oct-2018 initially as a Trainee.
- You will be required to complete the on-the-job training for a period of three months immediately on joining.
- On successful completion of the three months' on-the-job training, you will be placed in the grade of Senior Officer in the Bank.
- In the event of your not successfully completing the on-the-job training as per assessment of the Bank, this offer of appointment to place you in the grade of Senior Officer shall stand withdrawn.
- After completion of on-the-job training, you will be on probation for a period of one year or such extended period as may be decided by the Bank based on your performance during the probation period.
- On satisfactory completion of your probation you will be confirmed, in the services of the Bank in writing.

Remuneration:

(a) During Training Period

- You will be paid an all inclusive lump sum stipend of Rs.7,600/- (Rupees Seven Thousand Six Hundred only) per month.

(b) On successful completion of on-the-job training period as an Senior Officer.

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel. (91-22) 2653 1414
Fax. (91-22) 2653 1122
Website www.icicibank.com

Regd. Office : "Landmark",
Race Course Circle,
Vadodara 390007, India.

Read and accepted
1st Nov 2018

Reference No. - 1383786803

Yash Sharma

- Your Base Salary will be Rs. 76,200/- (Rupees Seventy-Six Thousand and Two Hundred only) per annum.
- You will eligible for the Performance Linked Retention Pay, as per the policy of the Bank. Please note that there is no guaranteed performance bonus, subject to however provisions of the Payment of Bonus Act 1965, wherever applicable. Bonus/variable pay (including payment deferred for subsequent payouts) would be payable to an employee only if the employee on the day of payout is on the rolls of the bank and he/she has not resigned and/or is serving notice period.

Supplementary Allowances:

- You will be eligible for a Supplementary Allowance of Rs. 1,38,000/- (Rupees One Lakh Thirty-Eight Thousand only) per annum. Supplementary allowance will include – HRA, Additional HRA, Conveyance / Travel Allowance, LTA, Medical Reimbursement, Canteen and any other allowance. All the components of supplementary allowance are subject to limits and rules prescribed by Income tax act and policies of the bank.
- The composition of supplementary allowance can be decided once in a year. The unexercised amount of the supplementary allowance will be paid to the employee subject to deduction of tax at source.

Superannuation Allowances:

- You will be eligible for a Superannuation Allowance of Rs. 11,430/- (Rupees Eleven Thousand Four Hundred and Thirty only) per annum.

Benefits:

- Comprehensive Mediclaim Coverage for you and your immediate family up to Rs. 400,000/- (Rupees Four Lakh only) per annum. Your immediate family includes yourself, your spouse and dependent children.
- You will also be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity in accordance with the statutory requirements and/or, as per Bank policy.
- The salary and perquisites including supplementary allowance are subject to limits and rules prescribed by the Income Tax Act / Rules and policies of the Company.
- Maternity leave benefits as defined under the Maternity Benefit (Amendment) Act, 2017 are offered to eligible women employees by the Bank. Details of all types of leaves including the Maternity leave benefits offered to employees and eligibility criteria for availing such benefits are notified by the Bank under "Employee Benefit Policies" available on the Bank's intranet which will be accessible upon joining the Bank.

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel. (91-22) 2653 1414
Fax. (91-22) 2653 1122
Website www.icicibank.com

Regd. Office : "Landmark",
Race Course Circle,
Vadodra 390007. India.

Read and accepted
1st Nov 2018
[Signature]

Reference No. - 1383786803

Yash Sharma

Other Terms and Conditions of Service:

- **Professional Ethics & Confidentiality:** While you are in the services of the Bank, you are not permitted to carry on any business or profession or enter, for any part of your time, in any capacity, the services of, or be employed by or engaged with any other firm, company or person. You will devote your whole time and attention to your office work to promote the interest of the Bank. You will not divulge details like your compensation structure (CTC), performance rating, performance bonus amount, increment, etc. and will not divulge to any person or utilize any of the Bank's secrets or other related information (which you may possess by reason of your association with the Bank) with any external agencies, press etc. outside the Bank. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.
- **IT Security Practice & Procedures:** While you are in the services of the Bank, you will adhere to the IT Security Practice & Procedures as prescribed by ICICI Bank. Any instance/s of violation or any attempted violation of the aforesaid IT Security Practices and Procedures on your part shall result in disciplinary action.
- **Notice Period:** In case you decide to leave the Bank's services during probation period, you will be required to give forty-five days' notice. The Bank in its sole discretion can decide to waive off/reduce the notice period depending upon the exigencies. In such case, you would be required to pay to the Bank the gross salary for the notice period so reduced/waived off.

In case you decide to leave the Bank's services after confirmation, you will be required to give ninety days' notice. The Bank in its sole discretion can decide to waive off/reduce the notice period depending upon the exigencies. In such case, you would be required to pay to the Bank the gross salary for the notice period so reduced/waived off.

After confirmation, your services would be liable to be terminated by the Bank, by giving ninety days' notice or on payment of ninety days' gross salary in lieu of the notice period.

- **Transfer:** The Bank shall have the right to transfer you to any of its offices or ICICI group companies in India and abroad.
- **Joining Competitor:** In the event of termination of your services by the Bank or your resignation from the services of the Bank, you shall not join any Banking or Financial Services Company for a period of six months from the date of resignation/termination.

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Regd. Office : "Landmark",
Race Course Circle,
Vadodara 390007, India.

Read and accepted
11/11/18
[Signature]

Reference No. - 1383786803

Yash Sharma

- Please note that during the course of your services with the Bank or in the event of cessation of your services in future, due to any reason whatsoever, you shall, for a period of six months from the date of such cessation, directly or indirectly, either on your own accord or on behalf or in conjunction with any other person/s, firm or company refrain/desist from canvassing or soliciting or attempting to or inducing any employee(s)/business associate(s) to leave their current employment with the Bank/Group Companies/Business Partners to join the services of your new employer/firm/company or any other competitor of the Bank/Group Companies/Business Partners. Any act in contravention of the above provision shall entail initiation of appropriate action as deemed fit by the Bank.
- Please note that during the course of your services with the Bank you cannot be a member of any anti-social/national outfits or of any outfit which is declared as banned by the Government. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.
- Please note that while joining the services of the Bank and during the course of your services with the Bank, you would be required to notify the Bank immediately with details of civil or criminal case/s instituted against you in any Court of Law or any complaint/show cause notice /prosecution with/by any Police Station or by any statutory authority, as also you will notify any outcome of such complaint like filing of Chargesheet /Arrest/Conviction/Acquittal/Discharge. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.
- Bank expects resolution of issue/s relating to your employment, if any, within the framework internally, at all times during your service period and even after cessation of service due to any reason whatsoever. As such please note that any attempt to bring any outside influence - directly or indirectly - upon any authority to further your interest/s in respect of matters pertaining to your services with the Bank would amount to breach of employment contract leading to initiation of appropriate action.
- Please note that during the course of your services with the Bank, you will not take part in any demonstration/agitation against the Bank and its official/s for or on behalf of any external bodies/political outfits- either as a member or as a sympathizer. Any act in contravention of the above would be treated as prejudicial to the interest and reputation of the Bank leading to initiation of appropriate action.

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Regd. Office : "Landmark",
Race Course Circle,
Vadodara 390007, India.

Read and accepted
11/11/18
[Signature]

Reference No. - 1383786803

Yash Sharma

- **Termination of Employment:** Your services with the Bank are liable to be terminated:
 - Without assigning any reason and without giving any notice during probation period
 - At any time during your services with the Bank in the event of:
 - a) Any breach of the conditions mentioned in this letter on your part
 - b) Any incorrect information furnished by you like:
 - Mismatch in your previous employment data even for a day
 - Mismatch in your previous pay slip
 - Fake qualification certificates etc; and
 - c) Suppression of any material information by you.
 - d) Any breach of the Rules and Regulations of the Bank as applicable/may be made applicable to you from time to time.
- **General:**
 - Your appointment and continuation in employment are subject to you being found medically fit by a Bank appointed doctor, reference checks, qualifications and past employment details and successful completion of your course-graduation/post-graduation and submission certificates/ marksheets at the time of joining.
 - You will be bound by the Rules and Regulations of the Bank.
 - You will keep us informed of any change in your residential address.

If you are agreeable to the above-mentioned terms and conditions, please intimate your acceptance to us by returning a copy of this letter, duly signed by you, within seven days of receipt. In case no confirmation is received within the above-mentioned period the appointment letter shall be deemed to have been withdrawn.

Yours sincerely,
Vemuri Sai Sowmya
HR MANAGER

I have read all the terms and conditions of the offer and would like to confirm my acceptance.

Signature of Applicant

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

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Website www.icicibank.com

Regd. Office : "Landmark",
Race Course Circle,
Vadodara 390007, India.

Read and accepted
11/11/18
[Signature]

Remuneration Details

Name : Yash Sharma

Position : **Trainee**

Group : RETAIL BANKING GROUP

	IFBI Trainee	
	Monthly	Quarterly
Basic	3500	10,500
Allowances	4100	12,300
PF	420	1260
Total	8,020	24,060

** This total amount is subject to PF and Professional Tax Deductions

Date: 30-Oct-2018

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel. (91-22) 2653 1414
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Website www.icicibank.com

Regd. Office : "Landmark",
Race Course Circle,
Vadodara 390007, India.

Read and accepted
11/11/18
[Signature]

Remuneration Details

Name: Yash Sharma

Position: Senior Officer

Group: RETAIL BANKING GROUP

Senior Officer		
	Monthly	Annual
Basic	6350	76200
Supplementary Allowance*	11500	138000
Superannuation Allowance **	953	11430
Total	18803	225630
Retirals		
Retirals (PF, Gratuity) ***	1291	15491
Total CTC	20093	241121
Performance Linked Retention Pay#	1583	19000
Total (incl PLRP)	21676	260121

* Supplementary allowance will include HRA, Additional HRA, Conveyance / Travel allowance, LTA, Medical, Canteen and any other allowance

*** Company contribution towards PF is 12% and Gratuity is 8.33%

Please Note:- The payment of Bonus act, 1965, will be applicable to you and you will be covered by section 17(b) of the act. With reference to the act, you will be entitled to a **minimum Statutory Bonus of Rs 16800/- per annum**, which will be adjusted against the incentives that you would earn for the year.

#Please note that there is no guaranteed performance bonus, subject to however provisions of the payment of Bonus Act 1965, wherever applicable.

Date : 30-Oct-2018

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Regd. Office : "Landmark",
Race Course Circle,
Vadodra 390007, India.

Read and Accepted
11/11/18
Sharma

PRIVATE AND CONFIDENTIAL

Reference No. - 1383786702
Applicant ID - 3621601

31-Oct-2018

Juhi Chavan

Dear Juhi,

We take great pleasure in extending an offer to you for being a part of ICICI Bank. You will be placed in COG - CASH MANAGEMENT SERVICES at MUMBAI -ANDHERI (E)_CHANDIVALI. Your internship would take place at MUMBAI -ANDHERI (E)_CHANDIVALI. Please note that your appointment is subject to your successful completion of the Post Graduate Diploma in Banking Operations (PGDBO) with IFBI.

The following are the terms and conditions of the appointment.

Commencement/Term:

- You shall be required to join our Bank on 01-Nov-2018 initially as a Trainee.
- You will be required to complete the on-the-job training for a period of three months immediately on joining.
- On successful completion of the three months' on-the-job training, you will be placed in the grade of Senior Officer in the Bank.
- In the event of your not successfully completing the on-the-job training as per assessment of the Bank, this offer of appointment to place you in the grade of Senior Officer shall stand withdrawn.
- After completion of on-the-job training, you will be on probation for a period of one year or such extended period as may be decided by the Bank based on your performance during the probation period.
- On satisfactory completion of your probation you will be confirmed, in the services of the Bank in writing.

Remuneration:

(a) During Training Period

- You will be paid an all inclusive lump sum stipend of Rs.7,600/- (Rupees Seven Thousand Six Hundred only) per month.

(b) On successful completion of on-the-job training period as an Senior Officer.

Reference No. - 1383786702

Juhi Chavan

- Your Base Salary will be Rs. 76,200/- (Rupees Seventy-Six Thousand and Two Hundred only) per annum.
- You will be eligible for the Performance Linked Retention Pay, as per the policy of the Bank. Please note that there is no guaranteed performance bonus, subject to however provisions of the Payment of Bonus Act 1965, wherever applicable. Bonus/variable pay (including payment deferred for subsequent payouts) would be payable to an employee only if the employee on the day of payout is on the rolls of the bank and he/she has not resigned and/or is serving notice period.

Supplementary Allowances:

- You will be eligible for a Supplementary Allowance of Rs. 1,38,000/- (Rupees One Lakh Thirty-Eight Thousand only) per annum. Supplementary allowance will include – HRA, Additional HRA, Conveyance / Travel Allowance, LTA, Medical Reimbursement, Canteen and any other allowance. All the components of supplementary allowance are subject to limits and rules prescribed by Income tax act and policies of the bank.
- The composition of supplementary allowance can be decided once in a year. The unexercised amount of the supplementary allowance will be paid to the employee subject to deduction of tax at source.

Superannuation Allowances:

- You will be eligible for a Superannuation Allowance of Rs. 11,430/- (Rupees Eleven Thousand Four Hundred and Thirty only) per annum.

Benefits:

- Comprehensive Mediclaim Coverage for you and your immediate family up to Rs. 400,000/- (Rupees Four Lakh only) per annum. Your immediate family includes yourself, your spouse and dependent children.
- You will also be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity in accordance with the statutory requirements and/or, as per Bank policy.
- The salary and perquisites including supplementary allowance are subject to limits and rules prescribed by the Income Tax Act / Rules and policies of the Company.
- Maternity leave benefits as defined under the Maternity Benefit (Amendment) Act, 2017 are offered to eligible women employees by the Bank. Details of all types of leaves including the Maternity leave benefits offered to employees and eligibility criteria for availing such benefits are notified by the Bank under "Employee Benefit Policies" available on the Bank's intranet which will be accessible upon joining the Bank.

Reference No. - 1383786702

Juhi Chavan

Other Terms and Conditions of Service:

- **Professional Ethics & Confidentiality:** While you are in the services of the Bank, you are not permitted to carry on any business or profession or enter, for any part of your time, in any capacity, the services of, or be employed by or engaged with any other firm, company or person. You will devote your whole time and attention to your office work to promote the interest of the Bank. You will not divulge details like your compensation structure (CTC), performance rating, performance bonus amount, increment, etc. and will not divulge to any person or utilize any of the Bank's secrets or other related information (which you may possess by reason of your association with the Bank) with any external agencies, press etc. outside the Bank. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.
- **IT Security Practice & Procedures:** While you are in the services of the Bank, you will adhere to the IT Security Practice & Procedures as prescribed by ICICI Bank. Any instance/s of violation or any attempted violation of the aforesaid IT Security Practices and Procedures on your part shall result in disciplinary action.
- **Notice Period:** In case you decide to leave the Bank's services during probation period, you will be required to give forty-five days' notice. The Bank in its sole discretion can decide to waive off/reduce the notice period depending upon the exigencies. In such case, you would be required to pay to the Bank the gross salary for the notice period so reduced/waived off.

In case you decide to leave the Bank's services after confirmation, you will be required to give ninety days' notice. The Bank in its sole discretion can decide to waive off/reduce the notice period depending upon the exigencies. In such case, you would be required to pay to the Bank the gross salary for the notice period so reduced/waived off.

After confirmation, your services would be liable to be terminated by the Bank, by giving ninety days' notice or on payment of ninety days' gross salary in lieu of the notice period.

- **Transfer:** The Bank shall have the right to transfer you to any of its offices or ICICI group companies in India and abroad.
- **Joining Competitor:** In the event of termination of your services by the Bank or your resignation from the services of the Bank, you shall not join any Banking or Financial Services Company for a period of six months from the date of resignation/termination.

ICICI Bank Limited

ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel. (91-22) 2653 1414
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Website www.icicibank.com

Regd. Office : "Landmark",
Race Course Circle,
Vadodara 390007, India.

Reference No. - 1383786702

Juhi Chavan

- Please note that during the course of your services with the Bank or in the event of cessation of your services in future, due to any reason whatsoever, you shall, for a period of six months from the date of such cessation, directly or indirectly, either on your own accord or on behalf or in conjunction with any other person/s, firm or company refrain/desist from canvassing or soliciting or attempting to or inducing any employee(s)/business associate(s) to leave their current employment with the Bank/Group Companies/Business Partners to join the services of your new employer/firm/company or any other competitor of the Bank/Group Companies/Business Partners. Any act in contravention of the above provision shall entail initiation of appropriate action as deemed fit by the Bank.
- Please note that during the course of your services with the Bank you cannot be a member of any anti-social/national outfits or of any outfit which is declared as banned by the Government. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.
- Please note that while joining the services of the Bank and during the course of your services with the Bank, you would be required to notify the Bank immediately with details of civil or criminal case/s instituted against you in any Court of Law or any complaint/show cause notice /prosecution with/by any Police Station or by any statutory authority, as also you will notify any outcome of such complaint like filing of Chargesheet /Arrest/Conviction/Acquittal/Discharge. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.
- Bank expects resolution of issue/s relating to your employment, if any, within the framework internally, at all times during your service period and even after cessation of service due to any reason whatsoever. As such please note that any attempt to bring any outside influence - directly or indirectly - upon any authority to further your interest/s in respect of matters pertaining to your services with the Bank would amount to breach of employment contract leading to initiation of appropriate action.
- Please note that during the course of your services with the Bank, you will not take part in any demonstration/agitation against the Bank and its official/s for or on behalf of any external bodies/political outfits- either as a member or as a sympathizer. Any act in contravention of the above would be treated as prejudicial to the interest and reputation of the Bank leading to initiation of appropriate action.

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Race Course Circle,
Vadodara 390007. India.

Reference No. - 1383786702

Juhi Chavan

- **Termination of Employment:** Your services with the Bank are liable to be terminated:
 - Without assigning any reason and without giving any notice during probation period
 - At any time during your services with the Bank in the event of:
 - a) Any breach of the conditions mentioned in this letter on your part
 - b) Any incorrect information furnished by you like:
 - Mismatch in your previous employment data even for a day
 - Mismatch in your previous pay slip
 - Fake qualification certificates etc; and
 - c) Suppression of any material information by you.
 - d) Any breach of the Rules and Regulations of the Bank as applicable/may be made applicable to you from time to time.
- **General:**
 - Your appointment and continuation in employment are subject to you being found medically fit by a Bank appointed doctor, reference checks, qualifications and past employment details and successful completion of your course-graduation/post-graduation and submission certificates/ marksheets at the time of joining.
 - You will be bound by the Rules and Regulations of the Bank.
 - You will keep us informed of any change in your residential address.

If you are agreeable to the above-mentioned terms and conditions, please intimate your acceptance to us by returning a copy of this letter, duly signed by you, within seven days of receipt. In case no confirmation is received within the above-mentioned period the appointment letter shall be deemed to have been withdrawn.

Yours sincerely,
Vemuri Sai Sowmya
HR MANAGER

Digitally signed by VEMURI SAI SOWMYA
Date: 2018.10.31 16:54:36 +05:30
Reason: Offer Letter
Location: MUmbai

I have read all the terms and conditions of the offer and would like to confirm my acceptance.

Signature of Applicant

Remuneration Details

Name : Juhi Chavan

Position : **Trainee**

Group : OPERATIONS GROUP

	IFBI Trainee	
	Monthly	Quarterly
Basic	3500	10,500
Allowances	4100	12,300
PF	420	1260
Total	8,020	24,060
** This total amount is subject to PF and Professional Tax Deductions		

Date: 31-Oct-2018

Digitally signed by VEMURI SAI
SOWMYA
Date: 2018.10.31 16:54:36 +05:30
Reason: Offer LEtter
Location: Mumbai

ICICI Bank Limited

ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel. (91-22) 2653 1414
Fax. (91-22) 2653 1122
Website www.icicibank.com

Regd. Office : "Landmark",
Race Course Circle,
Vadodara 390007. India.

Remuneration Details

Name: Juhi Chavan

Position: Senior Officer

Group: OPERATIONS GROUP

Senior Officer		
	Monthly	Annual
Basic	6350	76200
Supplementary Allowance*	11500	138000
Superannuation Allowance **	953	11430
Total	18803	225630
Retirals		
Retirals (PF, Gratuity) ***	1291	15491
Total CTC	20093	241121
Performance Linked Retention Pay#	1583	19000
Total (incl PLRP)	21676	260121

* Supplementary allowance will include HRA, Additional HRA, Conveyance / Travel allowance, LTA, Medical, Canteen and any other allowance

*** Company contribution towards PF is 12% and Gratuity is 8.33%

Please Note:- The payment of Bonus act, 1965, will be applicable to you and you will be covered by section 17(b) of the act. With reference to the act, you will be entitled to a **minimum Statutory Bonus of Rs 16800/- per annum**, which will be adjusted against the incentives that you would earn for the year.

#Please note that there is no guaranteed performance bonus, subject to however provisions of the payment of Bonus Act 1965, wherever applicable.

Date : 31-Oct-2018

Digitally signed by VEMURI SAI SOWMYA

Date: 2018.10.31 16:54:36 +05:30

Reason: Offer Letter

Location: Mumbai

ICICI Bank Limited

ICICI Bank Towers
Bandra-Kurla Complex
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Regd. Office : "Landmark",
Race Course Circle,
Vadodara 390007. India.



PRIVATE AND CONFIDENTIAL

Reference No. - 1383783000
Applicant ID - 3621977

22-Oct-2018

Nirav Nayak

Dear Nirav,

We take great pleasure in extending an offer to you for being a part of ICICI Bank. You will be placed in LOCAL ASSETS OPERATIONS at THANE-LEXINGTON TW HIRANANDANI. Your internship would take place at THANE-LEXINGTON TW HIRANANDANI. Please note that your appointment is subject to your successful completion of the Post Graduate Diploma in Banking Operations (PGDBO) with IFBI.

The following are the terms and conditions of the appointment.

Commencement/Term:

- You shall be required to join our Bank on 25-Oct-2018 initially as a Trainee.
- You will be required to complete the on-the-job training for a period of three months immediately on joining.
- On successful completion of the three months' on-the-job training, you will be placed in the grade of Senior Officer in the Bank.
- In the event of your not successfully completing the on-the-job training as per assessment of the Bank, this offer of appointment to place you in the grade of Senior Officer shall stand withdrawn.
- After completion of on-the-job training, you will be on probation for a period of one year or such extended period as may be decided by the Bank based on your performance during the probation period.
- On satisfactory completion of your probation you will be confirmed, in the services of the Bank in writing.

Remuneration:

(a) During Training Period

- You will be paid an all-inclusive lump sum stipend of Rs.7,600/- (Rupees Seven Thousand Six Hundred only) per month.

(b) On successful completion of on-the-job training period as Senior Officer.

ICICI Bank Limited
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Mumbai 400 051, India.

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Website www.icicibank.com

Regd. Office : "Landmark",
Race Course Circle,
Vadodra 390007, India.

Read & Accepted
24/10/18
[Signature]

Reference No. - 1383783000**Nirav Nayak**

- Your Base Salary will be Rs. 76,200/- (Rupees Seventy-Six Thousand and Two Hundred only) per annum.
- You will eligible for the Performance Linked Retention Pay, as per the policy of the Bank. Please note that there is no guaranteed performance bonus, subject to however provisions of the Payment of Bonus Act 1965, wherever applicable. Bonus/variable pay (including payment deferred for subsequent payouts) would be payable to an employee only if the employee on the day of payout is on the rolls of the bank and he/she has not resigned and/or is serving notice period.

Supplementary Allowances:

- You will be eligible for a Supplementary Allowance of Rs. 1,26,000/- (Rupees One Lakh Twenty Six Thousand only) per annum. Supplementary allowance will include – HRA, Additional HRA, Conveyance / Travel Allowance, Telephone Reimbursement, LTA, Medical Reimbursement, Canteen and any other allowance. All the components of supplementary allowance are subject to limits and rules prescribed by Income tax act and policies of the bank.
- The composition of supplementary allowance can be decided once in a year. The unexercised amount of the supplementary allowance will be paid to the employee subject to deduction of tax at source.

Superannuation Allowances:

- You will be eligible for a Superannuation Allowance of Rs. 11,430/- (Rupees Eleven Thousand Four Hundred and Thirty only) per annum.

Benefits:

- Comprehensive Mediciam Coverage for you and your immediate family up to Rs. 400,000/- (Rupees Four Lakh only) per annum. Your immediate family includes yourself, your spouse and dependent children.
- You will also be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity in accordance with the statutory requirements and/or, as per Bank policy.
- The salary and perquisites including supplementary allowance are subject to limits and rules prescribed by the Income Tax Act / Rules and policies of the company.
- Maternity leave benefits as defined under the Maternity Benefit (Amendment) Act, 2017 are offered to eligible women employees by the Bank. Details of all types of leaves including the Maternity leave benefits offered to employees and eligibility criteria for availing such benefits are notified by the Bank under "Employee Benefit Policies" available on the Bank's intranet which will be accessible upon joining the Bank.

Read & Accepted
29/10/18
NBnayak

Reference No. - 1383783000

Nirav Nayak

Other Terms and Conditions of Service:

- **Professional Ethics & Confidentiality:** While you are in the services of the Bank, you are not permitted to carry on any business or profession or enter, for any part of your time, in any capacity, the services of, or be employed by or engaged with any other firm, company or person. You will devote your whole time and attention to your office work to promote the interest of the Bank. You will not divulge details like your compensation structure (CTC), performance rating, performance bonus amount, increment, etc. and will not divulge to any person or utilize any of the Bank's secrets or other related information (which you may possess by reason of your association with the Bank) with any external agencies, press etc. outside the Bank. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.
- **IT Security Practice & Procedures:** While you are in the services of the Bank, you will adhere to the IT Security Practice & Procedures as prescribed by ICICI Bank. Any instance/s of violation or any attempted violation of the aforesaid IT Security Practices and Procedures on your part shall result in disciplinary action.
- **Notice Period:** In case you decide to leave the Bank's services during probation period, you will be required to give forty-five days' notice. The Bank in its sole discretion can decide to waive off/reduce the notice period depending upon the exigencies. In such case, you would be required to pay to the Bank the gross salary for the notice period so reduced/waived off.

In case you decide to leave the Bank's services after confirmation, you will be required to give ninety days' notice. The Bank in its sole discretion can decide to waive off/reduce the notice period depending upon the exigencies. In such case, you would be required to pay to the Bank the gross salary for the notice period so reduced/waived off.

After confirmation, your services would be liable to be terminated by the Bank, by giving ninety days' notice or on payment of ninety days' gross salary in lieu of the notice period.

- **Transfer:** The Bank shall have the right to transfer you to any of its offices or ICICI group companies in India and abroad.
- **Joining Competitor:** In the event of termination of your services by the Bank or your resignation from the services of the Bank, you shall not join any Banking or Financial Services Company for a period of six months from the date of resignation/termination.

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Vadodra 390007, India.

Read & Accepted
29/10/18
Rhimes

Reference No. - 1383783000**Nirav Nayak**

- Please note that during the course of your services with the Bank or in the event of cessation of your services in future, due to any reason whatsoever, you shall, for a period of six months from the date of such cessation, directly or indirectly, either on your own accord or on behalf or in conjunction with any other person/s, firm or company refrain/desist from canvassing or soliciting or attempting to or inducing any employee(s)/business associate(s) to leave their current employment with the Bank/Group Companies/Business Partners to join the services of your new employer/firm/company or any other competitor of the Bank/Group Companies/Business Partners. Any act in contravention of the above provision shall entail initiation of appropriate action as deemed fit by the Bank.
- Please note that during the course of your services with the Bank you cannot be a member of any anti-social/national outfits or of any outfit which is declared as banned by the Government. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.
- Please note that while joining the services of the Bank and during the course of your services with the Bank, you would be required to notify the Bank immediately with details of civil or criminal case/s instituted against you in any Court of Law or any complaint/show cause notice /prosecution with/by any Police Station or by any statutory authority, as also you will notify any outcome of such complaint like filing of Chargesheet /Arrest/Conviction/Acquittal/Discharge. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.
- Bank expects resolution of issue/s relating to your employment, if any, within the framework internally, at all times during your service period and even after cessation of service due to any reason whatsoever. As such please note that any attempt to bring any outside influence - directly or indirectly - upon any authority to further your interest/s in respect of matters pertaining to your services with the Bank would amount to breach of employment contract leading to initiation of appropriate action.
- Please note that during the course of your services with the Bank, you will not take part in any demonstration/agitation against the Bank and its official/s for or on behalf of any external bodies/political outfits- either as a member or as a sympathizer. Any act in contravention of the above would be treated as prejudicial to the interest and reputation of the Bank leading to initiation of appropriate action.

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel. (91-22) 2653 1414
Fax. (91-22) 2653 1122
Website www.icicibank.com

Regd. Office : "Landmark",
Race Course Circle,
Vadodra 390007, India.

Read & Accepted
29/10/18
[Signature]

Reference No. - 1383783000

Nirav Nayak

- **Termination of Employment:** Your services with the Bank are liable to be terminated:
 - Without assigning any reason and without giving any notice during probation period
 - At any time during your services with the Bank in the event of:
 - a) Any breach of the conditions mentioned in this letter on your part
 - b) Any incorrect information furnished by you like:
 - Mismatch in your previous employment data even for a day
 - Mismatch in your previous pay slip
 - Fake qualification certificates etc; and
 - c) Suppression of any material information by you.
 - d) Any breach of the Rules and Regulations of the Bank as applicable/may be made applicable to you from time to time.
- **General:**
 - Your appointment and continuation in employment are subject to you being found medically fit by a Bank appointed doctor, reference checks, qualifications and past employment details and successful completion of your course-graduation/post-graduation and submission certificates/ marksheets at the time of joining.
 - You will be bound by the Rules and Regulations of the Bank.
 - You will keep us informed of any change in your residential address.

If you are agreeable to the above-mentioned terms and conditions, please intimate your acceptance to us by returning a copy of this letter, duly signed by you, within seven days of receipt. In case no confirmation is received within the above-mentioned period the appointment letter shall be deemed to have been withdrawn.

Yours sincerely,
Vemuri Sai Sowmya
HR MANAGER

Digitally signed by VEMURI SAI SOWMYA
Date: 2018.10.22 17:38:30 +05:30
Reason: Offer Letter
Location: Mumbai

I have read all the terms and conditions of the offer and would like to confirm my acceptance.

Signature of Applicant

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel. (91-22) 2653 1414
Fax. (91-22) 2653 1122
Website www.icicibank.com

Regd. Office : "Landmark",
Race Course Circle,
Vadodara 390007, India.

Read & Accepted
22/10/18
[Signature]

Remuneration Details

Name : Nirav Nayak

Position : **Trainee**

Group : OPERATIONS GROUP

	IFBI Trainee	
	Monthly	Quarterly
Basic	3500	10,500
Allowances	4,100	12,300
PF	420	1260
Total	8,020	24,060

**** This total amount is subject to PF and Professional Tax Deductions**

Date: 22-Oct-2018

Digitally signed by VEMURI SAI
SOWMYA
Date: 2018.10.22 17:38:30 +05:30
Reason: Offer Letter
Location: Mumbai

Read & Accepted
29/10/18
[Signature]

*****Details*****

Name: Nirav Nayak

Position: **Senior Officer**

Group: OPERATIONS GROUP

Senior Officer		
	Monthly	Annual
Basic	6350	76200
Supplementary Allowance*	10500	126000
Superannuation Allowance **	953	11430
Total	17803	213630
Retirals		
Retirals (PF, Gratuity) ***	1291	15491
Total CTC	19093	229121
Performance Linked Retention Pay#	1583	19000
Total (incl PLRP)	20676	248121

* Supplementary allowance will include HRA, Additional HRA, Conveyance / Travel allowance, LTA, Medical, Canteen and any other allowance

*** Company contribution towards PF is 12% and Gratuity is 8.33%

Please Note:- The payment of Bonus act, 1965, will be applicable to you and you will be covered by section 17(b) of the act. With reference to the act, you will be entitled to a **minimum Statutory Bonus of Rs 16800/- per annum**, which will be adjusted against the incentives that you would earn for the year.

#Please note that there is no guaranteed performance bonus, subject to however provisions of the payment of Bonus Act 1965, wherever applicable.

Date : 22-Oct-2018

Digitally signed by VEMURI SAI SOWMYA

Date: 2018.10.22 17:38:30 +05:30

Reason: Offer Letter

Location: Mumbai

Read & Accepted
29/10/18
Rbroyer

ICICI Bank Limited
 ICICI Bank Towers
 Bandra-Kurla Complex
 Mumbai 400 051, India.

Tel. (91-22) 2653 1414
 Fax. (91-22) 2653 1122
 Website www.icicibank.com

Regd. Office : "Landmark",
 Race Course Circle,
 Vadodra 390007, India.

Reference No. - 1383789597

Applicant ID - 3621566

22-Oct-2018

Pooja Tiwari

Dear Pooja,

We take great pleasure in extending an offer to you for being a part of ICICI Bank. You will be placed in Branch Banking at KALYAN-DOMBOLI - P333 _BR. Your internship would take place at KALYAN-DOMBOLI - P333 _BR. Please note that your appointment is subject to your successful completion of the Post Graduate Diploma in Banking Operations (PGDBO) with IFBI.

The following are the terms and conditions of the appointment.

Commencement/Term:

- You shall be required to join our Bank on 25-Oct-2018 initially as a Trainee.
- You will be required to complete the on-the-job training for a period of three months immediately on joining.
- On successful completion of the three months' on-the-job training, you will be placed in the grade of Senior Officer in the Bank.
- In the event of your not successfully completing the on-the-job training as per assessment of the Bank, this offer of appointment to place you in the grade of Senior Officer shall stand withdrawn.
- After completion of on-the-job training, you will be on probation for a period of one year or such extended period as may be decided by the Bank based on your performance during the probation period.
- On satisfactory completion of your probation you will be confirmed, in the services of the Bank in writing.

Remuneration:**(a) During Training Period**

- You will be paid an all-inclusive lump sum stipend of Rs.7,600/- (Rupees Seven Thousand Six Hundred only) per month.

(b) On successful completion of on-the-job training period as Senior Officer.

ICICI Bank Limited
ICICI Bank Towers
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Website www.icicibank.com

Regd. Office : "Landmark",
Race Course Circle,
Vadodra 390007, India.

Read and accepted

30-10-18

Pooja Tiwari

Reference No. - 1383789597

Pooja Tiwari

- Your Base Salary will be Rs. 76,200/- (Rupees Seventy-Six Thousand and Two Hundred only) per annum.
- You will eligible for the Performance Linked Retention Pay, as per the policy of the Bank. Please note that there is no guaranteed performance bonus, subject to however provisions of the Payment of Bonus Act 1965, wherever applicable. Bonus/variable pay (including payment deferred for subsequent payouts) would be payable to an employee only if the employee on the day of payout is on the rolls of the bank and he/she has not resigned and/or is serving notice period.

Supplementary Allowances:

- You will be eligible for a Supplementary Allowance of Rs. 1,26,000/- (Rupees One Lakh Twenty-Six Thousand only) per annum. Supplementary allowance will include – HRA, Additional HRA, Conveyance / Travel Allowance, Telephone Reimbursement, LTA, Medical Reimbursement, Canteen and any other allowance. All the components of supplementary allowance are subject to limits and rules prescribed by Income tax act and policies of the bank.
- The composition of supplementary allowance can be decided once in a year. The unexercised amount of the supplementary allowance will be paid to the employee subject to deduction of tax at source.

Superannuation Allowances:

- You will be eligible for a Superannuation Allowance of Rs. 11,430/- (Rupees Eleven Thousand Four Hundred and Thirty only) per annum.

Benefits:

- Comprehensive Mediclaim Coverage for you and your immediate family up to Rs. 400,000/- (Rupees Four Lakh only) per annum. Your immediate family includes yourself, your spouse and dependent children.
- You will also be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity in accordance with the statutory requirements and/or, as per Bank policy.
- The salary and perquisites including supplementary allowance are subject to limits and rules prescribed by the Income Tax Act / Rules and policies of the company.
- Maternity leave benefits as defined under the Maternity Benefit (Amendment) Act, 2017 are offered to eligible women employees by the Bank. Details of all types of leaves including the Maternity leave benefits offered to employees and eligibility criteria for availing such benefits are notified by the Bank under "Employee Benefit Policies" available on the Bank's intranet which will be accessible upon joining the Bank.

ICICI Bank Limited
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Bandra-Kurla Complex
Mumbai 400 051, India.

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Regd. Office : "Landmark",
Race Course Circle,
Vadodra 390007, India.

Read and accepted
30-10-18
Pooja

Reference No. - 1383789597

Pooja Tiwari

Other Terms and Conditions of Service:

- **Professional Ethics & Confidentiality:** While you are in the services of the Bank, you are not permitted to carry on any business or profession or enter, for any part of your time, in any capacity, the services of, or be employed by or engaged with any other firm, company or person. You will devote your whole time and attention to your office work to promote the interest of the Bank. You will not divulge details like your compensation structure (CTC), performance rating, performance bonus amount, increment, etc. and will not divulge to any person or utilize any of the Bank's secrets or other related information (which you may possess by reason of your association with the Bank) with any external agencies, press etc. outside the Bank. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.
- **IT Security Practice & Procedures:** While you are in the services of the Bank, you will adhere to the IT Security Practice & Procedures as prescribed by ICICI Bank. Any instance/s of violation or any attempted violation of the aforesaid IT Security Practices and Procedures on your part shall result in disciplinary action.
- **Notice Period:** In case you decide to leave the Bank's services during probation period, you will be required to give forty-five days' notice. The Bank in its sole discretion can decide to waive off/reduce the notice period depending upon the exigencies. In such case, you would be required to pay to the Bank the gross salary for the notice period so reduced/waived off.

In case you decide to leave the Bank's services after confirmation, you will be required to give ninety days' notice. The Bank in its sole discretion can decide to waive off/reduce the notice period depending upon the exigencies. In such case, you would be required to pay to the Bank the gross salary for the notice period so reduced/waived off.

After confirmation, your services would be liable to be terminated by the Bank, by giving ninety days' notice or on payment of ninety days' gross salary in lieu of the notice period.
- **Transfer:** The Bank shall have the right to transfer you to any of its offices or ICICI group companies in India and abroad.
- **Joining Competitor:** In the event of termination of your services by the Bank or your resignation from the services of the Bank, you shall not join any Banking or Financial Services Company for a period of six months from the date of resignation/termination.

ICICI Bank Limited
ICICI Bank Towers,
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Fax, (91-22) 2653 1122
Website www.icicibank.com

Regd. Office : "Landmark",
Race Course Circle,
Vadodra 390007, India.

Read and accepted

30-10-18

Ajit

Reference No. - 1383789597

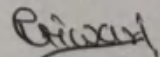
Pooja Tiwari

- Please note that during the course of your services with the Bank or in the event of cessation of your services in future, due to any reason whatsoever, you shall, for a period of six months from the date of such cessation, directly or indirectly, either on your own accord or on behalf or in conjunction with any other person/s, firm or company refrain/desist from canvassing or soliciting or attempting to or inducing any employee(s)/business associate(s) to leave their current employment with the Bank/Group Companies/Business Partners to join the services of your new employer/firm/company or any other competitor of the Bank/Group Companies/Business Partners. Any act in contravention of the above provision shall entail initiation of appropriate action as deemed fit by the Bank.
- Please note that during the course of your services with the Bank you cannot be a member of any anti-social/national outfits or of any outfit which is declared as banned by the Government. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.
- Please note that while joining the services of the Bank and during the course of your services with the Bank, you would be required to notify the Bank immediately with details of civil or criminal case/s instituted against you in any Court of Law or any complaint/show cause notice /prosecution with/by any Police Station or by any statutory authority, as also you will notify any outcome of such complaint like filing of Chargesheet /Arrest/Conviction/Acquittal/Discharge. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.
- Bank expects resolution of issue/s relating to your employment, if any, within the framework internally, at all times during your service period and even after cessation of service due to any reason whatsoever. As such please note that any attempt to bring any outside influence - directly or indirectly - upon any authority to further your interest/s in respect of matters pertaining to your services with the Bank would amount to breach of employment contract leading to initiation of appropriate action.
- Please note that during the course of your services with the Bank, you will not take part in any demonstration/agitation against the Bank and its official/s for or on behalf of any external bodies/political outfits- either as a member or as a sympathizer. Any act in contravention of the above would be treated as prejudicial to the interest and reputation of the Bank leading to initiation of appropriate action.

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Website www.icicibank.com

Regd. Office : "Landmark",
Race Course Circle,
Vadodra 390007, India.

Read and accepted
30-10-18


Reference No. - 1383789597

Pooja Tiwari

- **Termination of Employment:** Your services with the Bank are liable to be terminated:
 - Without assigning any reason and without giving any notice during probation period
 - At any time during your services with the Bank in the event of:
 - a) Any breach of the conditions mentioned in this letter on your part
 - b) Any incorrect information furnished by you like:
 - Mismatch in your previous employment data even for a day
 - Mismatch in your previous pay slip
 - Fake qualification certificates etc; and
 - c) Suppression of any material information by you.
 - d) Any breach of the Rules and Regulations of the Bank as applicable/may be made applicable to you from time to time.
- **General:**
 - Your appointment and continuation in employment are subject to you being found medically fit by a Bank appointed doctor, reference checks, qualifications and past employment details and successful completion of your course-graduation/post-graduation and submission certificates/ marksheets at the time of joining.
 - You will be bound by the Rules and Regulations of the Bank.
 - You will keep us informed of any change in your residential address.

If you are agreeable to the above-mentioned terms and conditions, please intimate your acceptance to us by returning a copy of this letter, duly signed by you, within seven days of receipt. In case no confirmation is received within the above-mentioned period the appointment letter shall be deemed to have been withdrawn.

Yours sincerely,
Vemuri Sai Sowmya
HR MANAGER

Digitally signed by VEMURI SAI SOWMYA
Date: 2018.10.22 17:41:15 +05:30
Reason: Offer Letter
Location: Mumbai

I have read all the terms and conditions of the offer and would like to confirm my acceptance.

Signature of Applicant

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel. (91-22) 2653 1414
Fax. (91-22) 2653 1122
Website www.icicibank.com

Regd. Office: "Landmark",
Race Course Circle,
Vadodra 390007, India.

Read and accepted
30-10-18
Pooja Tiwari

Remuneration Details

Name : Pooja Tiwari

Position : **Trainee**

Group : RETAIL BANKING GROUP

	IFBI Trainee	
	Monthly	Quarterly
Basic	3500	10,500
Allowances	4,100	12,300
PF	420	1260
Total	8,020	24,060

**** This total amount is subject to PF and Professional Tax Deductions**

Date: 22-Oct-2018

Digitally signed by VEMURI SAI

SOWMYA

Date: 2018.10.22 17:41:15 +05:30

Reason: Offer Letter

Location: Mumbai

ICICI Bank LimitedICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.Tel. (91-22) 2653 1414
Fax. (91-22) 2653 1122
Website www.icicibank.comRegd. Office : "Landmark",
Race Course Circle,
Vadodra 390007, India.

Read and accepted
30-10-18
Pooja

Remuneration Details

Name: Pooja Tiwari

Position: **Senior Officer**

Group: RETAIL BANKING GROUP

Senior Officer		
	Monthly	Annual
Basic	6350	76200
Supplementary Allowance*	10500	126000
Superannuation Allowance **	953	11430
Total	17803	213630
Retirals		
Retirals (PF, Gratuity) ***	1291	15491
Total CTC	19093	229121
Performance Linked Retention Pay#	1583	19000
Total (incl PLRP)	20676	248121

* Supplementary allowance will include HRA, Additional HRA, Conveyance / Travel allowance, LTA, Medical, Canteen and any other allowance

*** Company contribution towards PF is 12% and Gratuity is 8.33%

Please Note:- The payment of Bonus act, 1965, will be applicable to you and you will be covered by section 17(b) of the act. With reference to the act, you will be entitled to a **minimum Statutory Bonus of Rs 16800/- per annum**, which will be adjusted against the incentives that you would earn for the year.

#Please note that there is no guaranteed performance bonus, subject to however provisions of the payment of Bonus Act 1965, wherever applicable.

Date : 22-Oct-2018

Digitally signed by VEMURI SAI SOWMYA

Date: 2018.10.22 17:41:15 +05:30

Reason: Offer Letter

Location: Mumbai

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel. (91-22) 2653 1414
Fax. (91-22) 2653 1122
Website www.icicibank.com

Regd. Office : "Landmark",
Race Course Circle,
Vadodra 390007, India.

Read and accepted

30-10-18

P. Tiwari



PRIVATE AND CONFIDENTIAL

Reference No. - 1383789586
Applicant ID - 3593914

23-Oct-2018

Rukaiya Shaikh

Dear Rukaiya,

We take great pleasure in extending an offer to you for being a part of ICICI Bank. You will be placed in Branch Banking at MUM -ANDHERI (E) CHANDIWALI_BR. Your internship would take place at MUM -ANDHERI (E) CHANDIWALI_BR. Please note that your appointment is subject to your successful completion of the Post Graduate Diploma in Banking Operations (PGDBO) with IFBI.

The following are the terms and conditions of the appointment.

Commencement/Term:

- You shall be required to join our Bank on 25-Oct-2018 initially as a Trainee.
- You will be required to complete the on-the-job training for a period of three months immediately on joining.
- On successful completion of the three months' on-the-job training, you will be placed in the grade of Senior Officer in the Bank.
- In the event of your not successfully completing the on-the-job training as per assessment of the Bank, this offer of appointment to place you in the grade of Senior Officer shall stand withdrawn.
- After completion of on-the-job training, you will be on probation for a period of one year or such extended period as may be decided by the Bank based on your performance during the probation period.
- On satisfactory completion of your probation you will be confirmed, in the services of the Bank in writing.

Remuneration:

(a) During Training Period

- You will be paid an all inclusive lump sum stipend of Rs.7,600/- (Rupees Seven Thousand Six Hundred only) per month.

(b) On successful completion of on-the-job training period as an Senior Officer.

Read & accepted
24/10/18
Shaikh

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel. (91-22) 2653 1414
Fax. (91-22) 2653 1122
Website www.icicibank.com

Regd. Office : "Landmark",
Race Course Circle,
Vadodara 390007, India.

Reference No. - 1383789586

Rukaiya Shaikh

- Your Base Salary will be Rs. 76,200/- (Rupees Seventy-Six Thousand and Two Hundred only) per annum.
- You will eligible for the Performance Linked Retention Pay, as per the policy of the Bank. Please note that there is no guaranteed performance bonus, subject to however provisions of the Payment of Bonus Act 1965, wherever applicable. Bonus/variable pay (including payment deferred for subsequent payouts) would be payable to an employee only if the employee on the day of payout is on the rolls of the bank and he/she has not resigned and/or is serving notice period.

Supplementary Allowances:

- You will be eligible for a Supplementary Allowance of Rs. 1,38,000/- (Rupees One Lakh Thirty-Eight Thousand only) per annum. Supplementary allowance will include – HRA, Additional HRA, Conveyance / Travel Allowance, LTA, Medical Reimbursement, Canteen and any other allowance. All the components of supplementary allowance are subject to limits and rules prescribed by Income tax act and policies of the bank.
- The composition of supplementary allowance can be decided once in a year. The unexercised amount of the supplementary allowance will be paid to the employee subject to deduction of tax at source.

Superannuation Allowances:

- You will be eligible for a Superannuation Allowance of Rs. 11,430/- (Rupees Eleven Thousand Four Hundred and Thirty only) per annum.

Benefits:

- Comprehensive Mediciam Coverage for you and your immediate family up to Rs. 400,000/- (Rupees Four Lakh only) per annum. Your immediate family includes yourself, your spouse and dependent children.
- You will also be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity in accordance with the statutory requirements and/or, as per Bank policy.
- The salary and perquisites including supplementary allowance are subject to limits and rules prescribed by the Income Tax Act / Rules and policies of the Company.
- Maternity leave benefits as defined under the Maternity Benefit (Amendment) Act, 2017 are offered to eligible women employees by the Bank. Details of all types of leaves including the Maternity leave benefits offered to employees and eligibility criteria for availing such benefits are notified by the Bank under "Employee Benefit Policies" available on the Bank's intranet which will be accessible upon joining the Bank.

Read & accepted
24/10/18
Shaikh

: 3 :

Reference No. - 1383789586

Rukaiya Shaikh

Other Terms and Conditions of Service:

- **Professional Ethics & Confidentiality:** While you are in the services of the Bank, you are not permitted to carry on any business or profession or enter, for any part of your time, in any capacity, the services of, or be employed by or engaged with any other firm, company or person. You will devote your whole time and attention to your office work to promote the interest of the Bank. You will not divulge details like your compensation structure (CTC), performance rating, performance bonus amount, increment, etc. and will not divulge to any person or utilize any of the Bank's secrets or other related information (which you may possess by reason of your association with the Bank) with any external agencies, press etc. outside the Bank. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.
- **IT Security Practice & Procedures:** While you are in the services of the Bank, you will adhere to the IT Security Practice & Procedures as prescribed by ICICI Bank. Any instance/s of violation or any attempted violation of the aforesaid IT Security Practices and Procedures on your part shall result in disciplinary action.
- **Notice Period:** In case you decide to leave the Bank's services during probation period, you will be required to give forty-five days' notice. The Bank in its sole discretion can decide to waive off/reduce the notice period depending upon the exigencies. In such case, you would be required to pay to the Bank the gross salary for the notice period so reduced/waived off.

In case you decide to leave the Bank's services after confirmation, you will be required to give ninety days' notice. The Bank in its sole discretion can decide to waive off/reduce the notice period depending upon the exigencies. In such case, you would be required to pay to the Bank the gross salary for the notice period so reduced/waived off.

After confirmation, your services would be liable to be terminated by the Bank, by giving ninety days' notice or on payment of ninety days' gross salary in lieu of the notice period.

- **Transfer:** The Bank shall have the right to transfer you to any of its offices or ICICI group companies in India and abroad.
- **Joining Competitor:** In the event of termination of your services by the Bank or your resignation from the services of the Bank, you shall not join any Banking or Financial Services Company for a period of six months from the date of resignation/termination.

Read & accepted
24/10/18
Shauhin

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel. (91-22) 2653 1414
Fax. (91-22) 2653 1122
Website www.icicibank.com

Regd. Office : "Landmark",
Race Course Circle,
Vadodra 390007, India.

Reference No. - 1383789586

Rukaiya Shaikh

- Please note that during the course of your services with the Bank or in the event of cessation of your services in future, due to any reason whatsoever, you shall, for a period of six months from the date of such cessation, directly or indirectly, either on your own accord or on behalf or in conjunction with any other person/s, firm or company refrain/desist from canvassing or soliciting or attempting to or inducing any employee(s)/business associate(s) to leave their current employment with the Bank/Group Companies/Business Partners to join the services of your new employer/firm/company or any other competitor of the Bank/Group Companies/Business Partners. Any act in contravention of the above provision shall entail initiation of appropriate action as deemed fit by the Bank.
- Please note that during the course of your services with the Bank you cannot be a member of any anti-social/national outfits or of any outfit which is declared as banned by the Government. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.
- Please note that while joining the services of the Bank and during the course of your services with the Bank, you would be required to notify the Bank immediately with details of civil or criminal case/s instituted against you in any Court of Law or any complaint/show cause notice /prosecution with/by any Police Station or by any statutory authority, as also you will notify any outcome of such complaint like filing of Chargesheet /Arrest/Conviction/Acquittal/Discharge. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.
- Bank expects resolution of issue/s relating to your employment, if any, within the framework internally, at all times during your service period and even after cessation of service due to any reason whatsoever. As such please note that any attempt to bring any outside influence - directly or indirectly - upon any authority to further your interest/s in respect of matters pertaining to your services with the Bank would amount to breach of employment contract leading to initiation of appropriate action.
- Please note that during the course of your services with the Bank, you will not take part in any demonstration/agitation against the Bank and its official/s for or on behalf of any external bodies/political outfits- either as a member or as a sympathizer. Any act in contravention of the above would be treated as prejudicial to the interest and reputation of the Bank leading to initiation of appropriate action.

Read & accepted
24/10/18
Rukaiya

Reference No. - 1383789586

Rukaiya Shaikh

- **Termination of Employment:** Your services with the Bank are liable to be terminated:
 - Without assigning any reason and without giving any notice during probation period
 - At any time during your services with the Bank in the event of:
 - a) Any breach of the conditions mentioned in this letter on your part
 - b) Any incorrect information furnished by you like:
 - Mismatch in your previous employment data even for a day
 - Mismatch in your previous pay slip
 - Fake qualification certificates etc; and
 - c) Suppression of any material information by you.
 - d) Any breach of the Rules and Regulations of the Bank as applicable/may be made applicable to you from time to time.
- **General:**
 - Your appointment and continuation in employment are subject to you being found medically fit by a Bank appointed doctor, reference checks, qualifications and past employment details and successful completion of your course-graduation/post-graduation and submission certificates/ marksheets at the time of joining.
 - You will be bound by the Rules and Regulations of the Bank.
 - You will keep us informed of any change in your residential address.

If you are agreeable to the above-mentioned terms and conditions, please intimate your acceptance to us by returning a copy of this letter, duly signed by you, within seven days of receipt. In case no confirmation is received within the above-mentioned period the appointment letter shall be deemed to have been withdrawn.

Yours sincerely,
Vemuri Sai Sowmya
HR MANAGER

Digitally signed by VEMURI SAI SOWMYA
Date: 2018.10.23 18:01:58 +05:30
Reason: Offer Letter
Location: Mumbai

I have read all the terms and conditions of the offer and would like to confirm my acceptance.

Signature of Applicant

*Read & accepted
24/10/18
Rukaiya*

ICICI Bank Limited

ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel. (91-22) 2653 1414
Fax. (91-22) 2653 1122
Website www.icicibank.com

Regd. Office : "Landmark",
Race Course Circle,
Vadodara 390007, India.

Remuneration Details

Name : Rukaiya Shaikh

Position : **Trainee**

Group : RETAIL BANKING GROUP

	IFBI Trainee	
	Monthly	Quarterly
Basic	3500	10,500
Allowances	4100	12,300
PF	420	1260
Total	8,020	24,060
** This total amount is subject to PF and Professional Tax Deductions		

Date: 23-Oct-2018

Digitally signed by VEMURI SAI
SOWMYA

Date: 2018.10.23 18:01:59 +05:30

Reason: Offer Letter

Location: Mumbai

Read & accepted.
24/10/18
Shailen

ICICI Bank LimitedICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.Tel. (91-22) 2653 1414
Fax. (91-22) 2653 1122
Website www.icicibank.comRegd. Office : "Landmark",
Race Course Circle,
Vadodara 390007. India.

Remuneration Details

Name: Rukaiya Shaikh

Position: Senior Officer

Group: RETAIL BANKING GROUP

Senior Officer		
	Monthly	Annual
Basic	6350	76200
Supplementary Allowance*	11500	138000
Superannuation Allowance **	953	11430
Total	18803	225630
Retirals		
Retirals (PF, Gratuity) ***	1291	15491
Total CTC	20093	241121
Performance Linked Retention Pay#	1583	19000
Total (incl PLRP)	21676	260121

* Supplementary allowance will include HRA, Additional HRA, Conveyance / Travel allowance, LTA, Medical, Canteen and any other allowance

*** Company contribution towards PF is 12% and Gratuity is 8.33%

Please Note:- The payment of Bonus act, 1965, will be applicable to you and you will be covered by section 17(b) of the act. With reference to the act, you will be entitled to a **minimum Statutory Bonus of Rs 16800/- per annum**, which will be adjusted against the incentives that you would earn for the year.

#Please note that there is no guaranteed performance bonus, subject to however provisions of the payment of Bonus Act 1965, wherever applicable.

Date : 23-Oct-2018

Digitally signed by VEMURI SAI SOWMYA

Date: 2018.10.23 18:01:59 +05:30

Reason: Offer Letter

Location: Mumbai

Read & accepted
24/10/18
Shaikh

ICICI Bank Limited

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Bandra-Kurla Complex
Mumbai 400 051, India.

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Website www.icicibank.com

Regd. Office : "Landmark",
Race Course Circle,
Vadodara 390007, India.



PRIVATE AND CONFIDENTIAL

Reference No. - 1383772953

Applicant ID - 3588635

20-Sep-2018

Samruddhi Shrikrishna GANDHI

Dear Samruddhi Shrikrishna,

We take great pleasure in extending an offer to you for being a part of ICICI Bank. You will be placed in Branch Banking at MUM - DADAR (E) AMBEDKAR RD_BR. Your internship would take place at MUM - DADAR (E) AMBEDKAR RD_BR. Please note that your appointment is subject to your successful completion of the Post Graduate Diploma in Banking Operations (PGDBO) with IFBI.

The following are the terms and conditions of the appointment.

Commencement/Term:

- You shall be required to join our Bank on 17-Sep-2018 initially as a Trainee.
- You will be required to complete the on-the-job training for a period of three months immediately on joining.
- On successful completion of the three months' on-the-job training, you will be placed in the grade of Senior Officer in the Bank.
- In the event of your not successfully completing the on-the-job training as per assessment of the Bank, this offer of appointment to place you in the grade of Senior Officer shall stand withdrawn.
- After completion of on-the-job training, you will be on probation for a period of one year or such extended period as may be decided by the Bank based on your performance during the probation period.
- On satisfactory completion of your probation you will be confirmed, in the services of the Bank in writing.

Remuneration:

(a) During Training Period

- You will be paid an all inclusive lump sum stipend of Rs.7,600/- (Rupees Seven Thousand Six Hundred only) per month.

(b) On successful completion of on-the-job training period as an Senior Officer.

ICICI Bank Limited
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Regd. Office : "Landmark",
Race Course Circle,
Vadodra 390007, India.

Read & Accepted
Bullu
20/09/2018

Reference No. - 1383772953**Samruddhi Shrikrishna GANDHI**

- Your Base Salary will be Rs. 76,200/- (Rupees Seventy-Six Thousand and Two Hundred only) per annum.
- You will eligible for the Performance Linked Retention Pay, as per the policy of the Bank. Please note that there is no guaranteed performance bonus, subject to however provisions of the Payment of Bonus Act 1965, wherever applicable. Bonus/variable pay (including payment deferred for subsequent payouts) would be payable to an employee only if the employee on the day of payout is on the rolls of the bank and he/she has not resigned and/or is serving notice period.

Supplementary Allowances:

- You will be eligible for a Supplementary Allowance of Rs. 1,38,000/- (Rupees One Lakh Thirty-Eight Thousand only) per annum. Supplementary allowance will include – HRA, Additional HRA, Conveyance / Travel Allowance, LTA, Medical Reimbursement, Canteen and any other allowance. All the components of supplementary allowance are subject to limits and rules prescribed by Income tax act and policies of the bank.
- The composition of supplementary allowance can be decided once in a year. The unexercised amount of the supplementary allowance will be paid to the employee subject to deduction of tax at source.

Superannuation Allowances:

- You will be eligible for a Superannuation Allowance of Rs. 11,430/- (Rupees Eleven Thousand Four Hundred and Thirty only) per annum.

Benefits:

- Comprehensive Mediclaim Coverage for you and your immediate family up to Rs. 400,000/- (Rupees Four Lakh only) per annum. Your immediate family includes yourself, your spouse and dependent children.
- You will also be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity in accordance with the statutory requirements and/or, as per Bank policy.
- The salary and perquisites including supplementary allowance are subject to limits and rules prescribed by the Income Tax Act / Rules and policies of the Company.
- Maternity leave benefits as defined under the Maternity Benefit (Amendment) Act, 2017 are offered to eligible women employees by the Bank. Details of all types of leaves including the Maternity leave benefits offered to employees and eligibility criteria for availing such benefits are notified by the Bank under "Employee Benefit Policies" available on the Bank's intranet which will be accessible upon joining the Bank.

ICICI Bank Limited
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Website www.icicibank.com

Regd. Office : "Landmark",
Race Course Circle,
Vadodra 390007, India.

Read & Accepted
Pankaj
20/09/2018

Reference No. - 1383772953

Samruddhi Shrikrishna GANDHI

Other Terms and Conditions of Service:

- **Professional Ethics & Confidentiality:** While you are in the services of the Bank, you are not permitted to carry on any business or profession or enter, for any part of your time, in any capacity, the services of, or be employed by or engaged with any other firm, company or person. You will devote your whole time and attention to your office work to promote the interest of the Bank. You will not divulge details like your compensation structure (CTC), performance rating, performance bonus amount, increment, etc. and will not divulge to any person or utilize any of the Bank's secrets or other related information (which you may possess by reason of your association with the Bank) with any external agencies, press etc. outside the Bank. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.
- **IT Security Practice & Procedures:** While you are in the services of the Bank, you will adhere to the IT Security Practice & Procedures as prescribed by ICICI Bank. Any instance/s of violation or any attempted violation of the aforesaid IT Security Practices and Procedures on your part shall result in disciplinary action.
- **Notice Period:** In case you decide to leave the Bank's services during probation period, you will be required to give forty-five days' notice. The Bank in its sole discretion can decide to waive off/reduce the notice period depending upon the exigencies. In such case, you would be required to pay to the Bank the gross salary for the notice period so reduced/waived off.

In case you decide to leave the Bank's services after confirmation, you will be required to give ninety days' notice. The Bank in its sole discretion can decide to waive off/reduce the notice period depending upon the exigencies. In such case, you would be required to pay to the Bank the gross salary for the notice period so reduced/waived off.

After confirmation, your services would be liable to be terminated by the Bank, by giving ninety days' notice or on payment of ninety days' gross salary in lieu of the notice period.

- **Transfer:** The Bank shall have the right to transfer you to any of its offices or ICICI group companies in India and abroad.
- **Joining Competitor:** In the event of termination of your services by the Bank or your resignation from the services of the Bank, you shall not join any Banking or Financial Services Company for a period of six months from the date of resignation/termination.

ICICI Bank Limited
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Regd. Office : "Landmark",
Race Course Circle,
Vadodra 390007, India.

Read & Accepted
Benuhi
20/09/2018

Reference No. - 1383772953
Samruddhi Shrikrishna GANDHI

- Please note that during the course of your services with the Bank or in the event of cessation of your services in future, due to any reason whatsoever, you shall, for a period of six months from the date of such cessation, directly or indirectly, either on your own accord or on behalf or in conjunction with any other person/s, firm or company refrain/desist from canvassing or soliciting or attempting to or inducing any employee(s)/business associate(s) to leave their current employment with the Bank/Group Companies/Business Partners to join the services of your new employer/firm/company or any other competitor of the Bank/Group Companies/Business Partners. Any act in contravention of the above provision shall entail initiation of appropriate action as deemed fit by the Bank.
- Please note that during the course of your services with the Bank you cannot be a member of any anti-social/national outfits or of any outfit which is declared as banned by the Government. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.
- Please note that while joining the services of the Bank and during the course of your services with the Bank, you would be required to notify the Bank immediately with details of civil or criminal case/s instituted against you in any Court of Law or any complaint/show cause notice /prosecution with/by any Police Station or by any statutory authority, as also you will notify any outcome of such complaint like filing of Chargesheet /Arrest/Conviction/Acquittal/Discharge. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.
- Bank expects resolution of issue/s relating to your employment, if any, within the framework internally, at all times during your service period and even after cessation of service due to any reason whatsoever. As such please note that any attempt to bring any outside influence - directly or indirectly - upon any authority to further your interest/s in respect of matters pertaining to your services with the Bank would amount to breach of employment contract leading to initiation of appropriate action.
- Please note that during the course of your services with the Bank, you will not take part in any demonstration/agitation against the Bank and its official/s for or on behalf of any external bodies/political outfits- either as a member or as a sympathizer. Any act in contravention of the above would be treated as prejudicial to the interest and reputation of the Bank leading to initiation of appropriate action.

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Regd. Office : "Landmark",
Race Course Circle,
Vadodra 390007, India.

Read & Accepted
Burhi
20/09/2018

Reference No. - 1383772953
Samruddhi Shrikrishna GANDHI

- **Termination of Employment:** Your services with the Bank are liable to be terminated:
 - Without assigning any reason and without giving any notice during probation period
 - At any time during your services with the Bank in the event of:
 - a) Any breach of the conditions mentioned in this letter on your part
 - b) Any incorrect information furnished by you like:
 - Mismatch in your previous employment data even for a day
 - Mismatch in your previous pay slip
 - Fake qualification certificates etc; and
 - c) Suppression of any material information by you.
 - d) Any breach of the Rules and Regulations of the Bank as applicable/may be made applicable to you from time to time.
- **General:**
 - Your appointment and continuation in employment are subject to you being found medically fit by a Bank appointed doctor, reference checks, qualifications and past employment details and successful completion of your course-graduation/post-graduation and submission certificates/ marksheets at the time of joining.
 - You will be bound by the Rules and Regulations of the Bank.
 - You will keep us informed of any change in your residential address.

If you are agreeable to the above-mentioned terms and conditions, please intimate your acceptance to us by returning a copy of this letter, duly signed by you, within seven days of receipt. In case no confirmation is received within the above-mentioned period the appointment letter shall be deemed to have been withdrawn.

Yours sincerely,
Satvik Sharma
HR MANAGER

Digitally signed by SATVIK SHARMA
Date: 2018.09.20 12:11:26 +05:30
Reason: Offer Letter
Location: MUMBAI

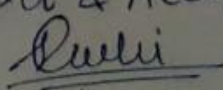
I have read all the terms and conditions of the offer and would like to confirm my acceptance.

Signature of Applicant

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel. (91-22) 2853 1414
Fax. (91-22) 2853 1122
Website www.icicibank.com

Regd. Office : "Landmark",
Race Course Circle,
Vadodra 390007, India.

Read & Accepted

20/09/2018

Remuneration Details

Name : Samruddhi Shrikrishna GANDHI

Position : Trainee

Group : RETAIL BANKING GROUP

	IFBI Trainee	
	Monthly	Quarterly
Basic	3500	10,500
Allowances	4100	12,300
PF	420	1260
Total	8,020	24,060

** This total amount is subject to PF and Professional Tax Deductions

Date: 20-Sep-2018

Digitally signed by SATVIK SHARMA
Date: 2018.09.20 12:11:26 +05:30
Reason: Offer Letter
Location: Mumbai

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex,
Mumbai 400 061, India.

Tel. (91-22) 2853 1414
Fax. (91-22) 2853 1122
Website www.icicibank.com

Regd. Office : "Landmark",
Race Course Circle,
Vadodra 390007, India.

Read & Accepted
Pulli
20/09/2018

Regeneration Details

Name: Samruddhi Shrikrishna GANDHI

Position: Senior Officer

Group: RETAIL BANKING GROUP

Senior Officer		
	Monthly	Annual
Basic	6350	76200
Supplementary Allowance*	11500	138000
Superannuation Allowance **	953	11430
Total	18803	225630
Retirals		
Retirals (PF, Gratuity) ***	1291	15491
Total CTC	20093	241121
Performance Linked Retention Pay#	1583	19000
Total (incl PLRP)	21676	260121

* Supplementary allowance will include HRA, Additional HRA, Conveyance / Travel allowance, LTA, Medical, Canteen and any other allowance

*** Company contribution towards PF is 12% and Gratuity is 8.33%

Please Note:- The payment of Bonus act, 1965, will be applicable to you and you will be covered by section 17(b) of the act. With reference to the act, you will be entitled to a minimum Statutory Bonus of Rs 16800/- per annum, which will be adjusted against the incentives that you would earn for the year.

#Please note that there is no guaranteed performance bonus, subject to however provisions of the payment of Bonus Act 1965, wherever applicable.

Date : 20-Sep-2018

Digitally signed by SATVIK SHARMA

Date: 2018.09.20 12:11:26 +05:30

Reason: Offer Letter

Location: Mumbai

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Read & Accepted
Pulvi
20/09/2018