

March 03, 2015

Arun Prasath K

12 BC 007

LETTER OF INTENT

Dear Arun Prasath,

With reference to the discussion we have had during the campus interview, we are pleased to shortlist you for a position in GIL Shared Services Centre as **Jr.Process Associate** for our **Financial Shared Service Centre (FSSC)** in **Grade L4-C**.

Your base location would be Chennai, subject to change as and when required by the company. We look forward to having you on board on or before **15th June 2015 at 10.30am** at our Chennai office at the below mentioned address.

Office Address

GIL Shared Services Pvt. Ltd,
Ground Floor, Block B & C
No. 184-187, Temple Steps, Little Mount,
Saidapet, Chennai.

Your offer letter of intent is subject to the following criteria:

- 1) You should have passed all the subjects in your final semester with min. 60% of marks.
- 2) You will be required to sign a service bond of 18 Months with effect from your DOJ.
- 3) You may have to work in the night shifts based on the positions availability.
- 4) You should report on the above mentioned date and time at our office.

In case of non-compliance of the above criteria, this letter of intent becomes null and void. On the DOJ, you will be issued an appointment letter.

Your total cost to the company (CTC) will be **Rs. 1,80,000 per annum**. The enclosed Annexure 1 would give you the breakup of your CTC. You will be issued a detailed appointment letter with specific terms and conditions of employment on joining and submission of relevant documents.

At the time of joining, please produce the following documents:

1. Letter of intent
2. Five Passport size color photographs
3. One Passport size color photograph of spouse & children (ESI), if applicable
4. Marks cards and certificates.**
5. ID & Address proof for bank formalities.**

**** For Verification Purpose all Original documents should be brought on the date of Joining.**

This offer letter is subject to the information and personal data supplied by you in your application being accurate.

We would appreciate your returning the duplicate copy of this offer letter with the annexure duly signed by you as a token of your acceptance.

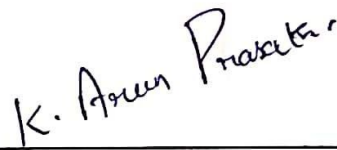
Looking forward to have you as part of our team for a mutually beneficial association.

Thanking you,

Yours truly,
For **GIL Shared Services Pvt. Ltd.**



Sudhakar Oruganti
Director – FSSC



Arun Prasath K

March 03, 2015

Sathish Balaji R

12 BC 004

LETTER OF INTENT

Dear Sathish,

With reference to the discussion we have had during the campus interview, we are pleased to shortlist you for a position in GIL Shared Services Centre as **Jr.Process Associate** for our **Financial Shared Service Centre (FSSC)** in **Grade L4-C**.

Your base location would be Chennai, subject to change as and when required by the company. We look forward to having you on board on or before **15th June 2015** at **10.30am** at our Chennai office at the below mentioned address.

Office Address

GIL Shared Services Pvt. Ltd,
Ground Floor, Block B & C
No. 184-187, Temple Steps, Little Mount,
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We would appreciate your returning the duplicate copy of this offer letter with the annexure duly signed by you as a token of your acceptance.

Looking forward to have you as part of our team for a mutually beneficial association.

Thanking you,

Yours truly,
For **GIL Shared Services Pvt. Ltd.**

A handwritten signature in black ink, appearing to read "Sudhakar Oruganti", written over a horizontal line.

Sudhakar Oruganti
Director – FSSC

A handwritten signature in black ink, appearing to read "R. Sathish", written over a horizontal line.

Sathish Balaji R



antony alexander <antonysalex@gmail.com>

dates for project reviews & clarification on their work nature

Bejoylin P <Bejoylin_P@apollohospitals.com>

Tue, Mar 3, 2015 at 4:38 PM

To: antony alexander <antonysalex@gmail.com>

Cc: Showri Reddy <Showri_R@apollohospitals.com>, Antony Shabir Kumar <cjshabir@gmail.com>,
"novakishore.110@gmail.com" <novakishore.110@gmail.com>, Premnath P

<premnath_p@apollohospitals.com>, Mohan L <mohan_l@apollohospitals.com>

12 PCA - 13

GUNAPA REDDY KISHORE - 12 PCA

Dear Prof. Alex,

This to inform you that, Mr. Antony and Mr. Reddy will be relieved from work on the below mentioned dates and timings.

As you aware, we have recruited them as a job interns till then internship period get over i.e 08-07-2015.

Once this period gets over, we will consider them as an on roll employee of Apollo Group of Hospitals as per the agreed compensation i.e. Rs. 15,000/- (Monthly).

At present, they both are working on the major project called You-R-HR - Human Capital Implementation at Apollo Group of Hospitals and they both are performing really Excellent.

If this performance continues throughout the internship period, we will consider them 100% for employment at Apollo. If not, it will be decided upon the management decision.

Regards

Bejoylin P

Executive - Corporate Human Resources

Apollo Hospitals Enterprise Limited

Ali Towers, Ground Floor, | No.55, Greams Road | Chennai - 600 006 |

E-Mail: bejoylin_p@apollohospitals.com | Mobile: 9884080892 | Landline: 044-28296170 |



From: antony alexander [mailto:antonysalex@gmail.com]

Sent: 03 March 2015 14:26

To: Bejoylin P

Cc: Showri Reddy; Antony Shabir Kumar; novakishore.110@gmail.com

Subject: dates for project reviews & clarification on their work nature

[Quoted text hidden]

HR/ Praveen Kumar/Oct-2014

6th Oct 2014

Mr. S. Praveen Kumar
Loyola College,
Chennai

Dear Mr. S. Praveen Kumar

Sub: Offer for the position of Functional Consultant - Trainee

Pursuant to the interview held on the above-mentioned subject, we are pleased to offer you the position of Functional Consultant – Trainee in our organization.

The terms of the offer are as follows:

- Your CTC will be Rs 1,50,000/- PA. It includes PF, Health Insurance coverage and Personal Accident Insurance benefits.
- Probation: Your appointment shall be on probation for a period of six months from the date of you reporting for duty. Upon completion of probation satisfactorily, we shall issue a letter of confirmation.
- Your appointment will be governed by the rules and regulations of the company and those that may change from time to time. On formal resignation from services, you shall have to serve a notice period of 30 days.
- Your compensation is highly confidential and if needed, you may discuss it with your Manager only.
- You are expected to pass all subjects by the time you complete your course and a submit a copy of your Transfer Certificate and Provisional Mark Sheet, at the time of you reporting for duty.
- A detailed appointment letter with all terms and conditions shall be issued to you on the day of you reporting for duty.
- You are expected to join on 1st of June 2015 or earlier as and when you've completed your academic obligations and meet the above criteria
- You are expected to give us a confirmation of your joining by end of Jan 2015.

Break up of your salary indicating monthly and annual components are shown herewith:

Monthly Compensation Details		
S. No.	Details	Compensation
1	Basic	6,000
2	HRA	2,400
3	Conveyance Allowance	800
4	Medical Allowance	1,250
5	Special Allowance	791
6	Monthly Gross Salary	11,241
7	PF Employer Contribution	944
8	Monthly CTC	12,185
	Annual Component	
9	Medical & Personal Accident Insurance	3,788
10	Annual CTC	1,50,008

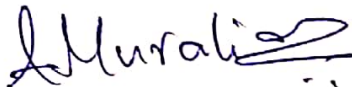
- Note:
1. Rs. 944/- will be deducted from your salary as Employee Contribution to Provident Fund
 2. ESI @ 1.75% will be deducted from your Salary.
 3. TDS Will be applicable as per Income Tax Act.
 4. Medical Insurance amount may vary with employee age and service provider

You are also requested to bring along with you the following:

- 1) S.S.L.C, H.S.C, U.G and P.G certificates (Originals for verification) with copy
- 2) Four passport size photographs (Colour)
- 3) Proof of address
- 4) Relieving order (Not Applicable for Freshers).
- 5) Passport

Regards,

For CETAS Information Technology Pvt. Ltd.,



Muralidharan. A
Director

I would join on _____

Signature _____

Cetas Information Technology Pvt. Ltd.

Phase 2, No.21 & 22, 9th Cross Street, 'Wood Creek County', St. Thomas Mount, Chennai - 600 016. India. Ph : +91 44 4285 0231
Email: info@cetastech.com website : www.cetastech.com

HR/ Paul John/Oct-2014

6th Oct 2014

Mr. Paul John
Loyola College,
Chennai

Dear Mr. Paul John

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The terms of the offer are as follows:

- Your CTC will be Rs 1,50,000/- PA. It includes PF, Health Insurance coverage and Personal Accident Insurance benefits.
- Probation: Your appointment shall be on probation for a period of six months from the date of you reporting for duty. Upon completion of probation satisfactorily, we shall issue a letter of confirmation.
- Your appointment will be governed by the rules and regulations of the company and those that may change from time to time. On formal resignation from services, you shall have to serve a notice period of 30 days.
- Your compensation is highly confidential and if needed, you may discuss it with your Manager only.
- You are expected to pass all subjects by the time you complete your course and submit a copy of your Transfer Certificate and Provisional Mark Sheet, at the time of you reporting for duty.
- A detailed appointment letter with all terms and conditions shall be issued to you on the day of you reporting for duty.
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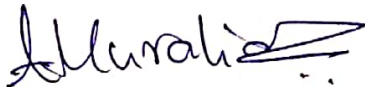
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- 3) Proof of address
- 4) Passport

Regards,

For CETAS Information Technology Pvt. Ltd.,



Muralidharan. A
Director

I would join on _____

Signature _____

Cetas Information Technology Pvt. Ltd.

Phase 2, No.21 & 22, 9th Cross Street, 'Wood Creek County', St. Thomas Mount, Chennai - 600 016. India. Ph : +91 44 4285 0231
Email: info@cetastech.com website : www.cetastech.com

D. E. Shaw India
Software Private Limited

Sanali Infopark
8-2-120/113, Road No. 2
Banjara Hills, Hyderabad 500 034
Telangana, India

+91 40 6639 0000
FAX +91 40 4016 4284
www.deshawindia.com
CIN: U72200TG1996PTC025388

28-July-2014

Mr. Anshruth Rangarajan
No.2, Anandapuram, Mylapore
Ahimsa, Chennai, 600004

Dear Aashruth:

It is a sincere pleasure to make this formal offer for the position of Associate in our organisation.

In the event that you accept our offer and join our organisation, you will be paid a gross compensation of ₹460,000 (Rupees Four Lakhs Sixty Thousand Only) per year. You will be eligible to receive an annualized variable pay of ₹30,000-₹100,000 (Rupees Thirty Thousand to Rupees One Lakh Only) for the year 2015 contingent on your being employed by the company when the variable pay is paid out. Total compensation is ₹490,000-₹560,000 (Rupees Four Lakhs Ninety Thousand to Rupees Five Lakhs Sixty Thousand Only) per year. The details of the compensation are attached for your reference.

You will be eligible for an award of ₹200,000 (Rupees Two Lakhs Only) under the firm's 'Long Term Incentive' program. These amounts are payable in four equal instalments at the end of each calendar year; the first payment being due in December 2015. All payments, under this program, are contingent on your being employed by the company when the award is paid out, and is subject to the terms and conditions of the program

You are required to confirm your acceptance of the employment offer within three (3) days of receipt of this letter by signing the copy of this letter enclosed. This offer of employment is liable to be invalid in case we do not receive your acceptance of offer in writing within the stipulated time.

Our offer is contingent on:

- (i) the successful completion of your background checks and verification of your credentials, testimonials, successful completion of all requirements of the graduation course, reference checks, and other particulars mentioned by you in your application at the time of your appointment; and
- (ii) your acceptance of the terms of the organisation's employment agreement and policies existing and modified from time to time.

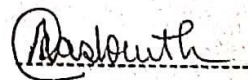
You will be required to join the organisation on or before 18-May-2015. You will be posted at our Hyderabad Office and may be required to work in a different time zone (non-India) depending upon the internal group allocation. Please report at 10:00 hrs. at our office. In case of termination/resignation of services, either party will be required to give a one month notice in writing.

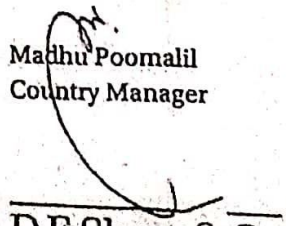
Once again, let me express our unanimous excitement at the prospect of your joining the organisation. We look forward to the prospect of a long and mutually rewarding professional relationship.

Best Wishes,

Accepted

Madhu Poomalil
Country Manager


Anshruth Rangarajan


DE Shaw & Co

Details of Compensation

Name : Aashruth Rangarajan
Position : Associate

	₹	₹
A. Monthly Salary		
• Basic Salary	18,840	
• House Rent Allowance (40% of Basic Salary)	7,536	
• Flexible Benefits	8,790	35,166
B. Standard Benefits		
• Company Contribution to Provident Fund	2,261	
• Gratuity	906	3,167
Gross Monthly Compensation		38,333
Gross Yearly Compensation		460,000
C. Variable Pay		30,000-100,000
Total Compensation		490,000~560,000

Note:

1. Under the Flexible Benefits, an employee is eligible to claim Income Tax benefits for all the actual expenses under Conveyance Allowance, Medical Expenses, Leave Travel Assistance, subject to the internal limits prescribed. Any balance amount after reimbursement under any of the benefits mentioned will be paid as Special Allowance.
2. In case of an employee joining from outside Hyderabad, relocation assistance will be provided as follows:
 - Reimbursement of actual travel expense for economy class air fare for employee.
 - Reimbursement of actual expense for shifting of personal effects subject to a maximum amount of ₹25,000.
3. An employee joining from outside Hyderabad may avail the company-paid accommodation for two weeks. To avail the facility, employee's requirement for such accommodation and travel plans need to be informed to the Human Resources Department at least 15 days prior to the date of joining.

CAR

4. In the event, a newly hired employee, relocated from outside Hyderabad terminates employment within 1 year from the date of joining, the entire relocation assistance provided to the employee as per point 2 and 3 above will be recovered in full. The recovery will be made from the employee's final settlement dues. Any shortfall must be repaid by the employee.
5. Lunch facility is provided to all the employees.
6. An employee is covered under the Group Personal Accident Insurance Plan up to ₹1Crore or four times of the base salary, whichever is less.
7. An employee is covered under the Group Term Life Insurance Plan up four times of the base salary.
8. An employee and dependent family members are provided Mediclaim Policy with a hospitalization cover of ₹5 Lakhs for the family.

For any queries or clarifications please contact Sumit Joshi (Sumit.Joshi@deshaw.com)

CAR

D. E. Shaw India
Software Private Limited

Sarali Infopark
8-2-120/113, Road No. 2
Banjara Hills, Hyderabad 500 034
Telangana, India

+91 40 6639 0000
FAX +91 40 4016 4284
www.deshawindia.com
CIN: U72200TG1998PTC025388

29-Jul-14

Mr. Harsh Sharad Shah
B-4, Adeshwar Apts, No: 3
Audiappa ST Purusaiwalkam,
Chennai - 84

Dear Harsh:

It is a sincere pleasure to make this formal offer for the position of Associate in our organisation.

In the event that you accept our offer and join our organisation, you will be paid a gross compensation of ₹460,000 (Rupees Four Lakhs Sixty Thousand Only) per year. You will be eligible to receive an annualized variable pay of ₹30,000-₹100,000 (Rupees Thirty Thousand to Rupees One Lakh Only) for the year 2015 contingent on your being employed by the company when the variable pay is paid out. Total compensation is ₹490,000-₹560,000 (Rupees Four Lakhs Ninety Thousand to Rupees Five Lakhs Sixty Thousand Only) per year. The details of the compensation are attached for your reference.

You will be eligible for an award of ₹200,000 (Rupees Two Lakhs Only) under the firm's 'Long Term Incentive' program. These amounts are payable in four equal instalments at the end of each calendar year, the first payment being due in December 2015. All payments, under this program, are contingent on your being employed by the company when the award is paid out, and is subject to the terms and conditions of the program

You are required to confirm your acceptance of the employment offer within three (3) days of receipt of this letter by signing the copy of this letter enclosed. This offer of employment is liable to be invalid in case we do not receive your acceptance of offer in writing within the stipulated time.

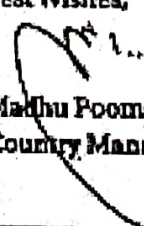
Our offer is contingent on:

- (i) the successful completion of your background checks and verification of your credentials, testimonials, successful completion of all requirements of the graduation course, reference checks, and other particulars mentioned by you in your application at the time of your appointment; and
- (ii) your acceptance of the terms of the organisation's employment agreement and policies existing and modified from time to time.

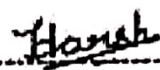
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Once again, let me express our unanimous excitement at the prospect of your joining the organisation. We look forward to the prospect of a long and mutually rewarding professional relationship.

Best Wishes,


Madhu Poomalli
Country Manager

Accepted


Harsh Sharad Shah


D E Shaw & Co

Details of Compensation

Name : Harsh Sharad Shah

Position : Associate

	₹	₹
A. Monthly Salary		
• Basic Salary	18,840	
• House Rent Allowance (40% of Basic Salary)	7,536	
• Flexible Benefits	8,790	35,166
B. Standard Benefits		
• Company Contribution to Provident Fund	2,261	
• Gratuity	908	3,167
Gross Monthly Compensation		38,333
Gross Yearly Compensation		460,000
C. Variable Pay		30,000-100,000
Total Compensation		490,000-560,000

Note:

1. Under the Flexible Benefits, an employee is eligible to claim Income Tax benefits for all the actual expenses under Conveyance Allowance, Medical Expenses, Leave Travel Assistance, subject to the internal limits prescribed. Any balance amount after reimbursement under any of the benefits mentioned will be paid as Special Allowance.
2. In case of an employee joining from outside Hyderabad, relocation assistance will be provided as follows:
 - Reimbursement of actual travel expense for economy class air fare for employee.
 - Reimbursement of actual expense for shifting of personal effects subject to a maximum amount of ₹25,000.
3. An employee joining from outside Hyderabad may avail the company-paid accommodation for two weeks. To avail the facility, employee's requirement for such accommodation and travel plans need to be informed to the Human Resources Department at least 15 days prior to the date of joining.

DE Shaw & Co

Harsh

4. Lunch facility is provided to all the employees.
5. An employee is covered under the Group Personal Accident Insurance Plan up to ₹1 Crore or four times of the base salary, whichever is less.
6. An employee is covered under the Group Term Life Insurance Plan up to four times of the base salary.
7. An employee and dependent family members are provided Mediclaim Policy with a hospitalization cover of ₹5 Lakhs for the family.

For any queries or clarifications please contact the Sumit Joshi (Sumit.Joshi@deshaw.com)

Sumit Joshi

☺

28-July-2014

Mr. Shreyas Shivakumar
T2 VNS Ashok Apartments
9A New Beach Road, Chennai - 600041

Dear Shreyas:

It is a sincere pleasure to make this formal offer for the position of Associate in our organisation.

In the event that you accept our offer and join our organisation, you will be paid a gross compensation of ₹460,000 (Rupees Four Lakhs Sixty Thousand Only) per year. You will be eligible to receive an annualized variable pay of ₹30,000-₹100,000 (Rupees Thirty Thousand to Rupees One Lakh Only) for the year 2015 contingent on your being employed by the company when the variable pay is paid out. Total compensation is ₹490,000-₹560,000 (Rupees Four Lakhs Ninety Thousand to Rupees Five Lakhs Sixty Thousand Only) per year. The details of the compensation are attached for your reference.

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
Our offer is contingent on:

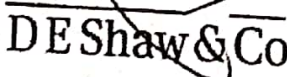
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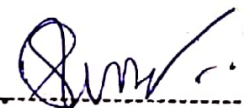
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Madhu Poomalil
Country Manager


DE Shaw & Co

Accepted


Shreyas Shivakumar

Details of Compensation

Name : Arjun Swami
Position : Associate

	₹	₹
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For any queries or clarifications please contact Sumit Joshi (Sumit.Joshi@deshaw.com)

C

D. E. Shaw India
Software Private Limited

Sanali Infopark
8-2-120/113, Road No. 2
Banjara Hills, Hyderabad 500 034
Telangana, India

+91 40 6639 0000
FAX +91 40 4016 4284
www.deshawindia.com
CIN: U72200TG1996PTC025388

28-July-2014

Mr. Arjun Swami
1-C Akshaya Apartments
#10 Krishnaswamy Avenue
Mylapore, Chennai - 600004

Dear Arjun Swami:

It is a sincere pleasure to make this formal offer for the position of Associate in our organisation.

In the event that you accept our offer and join our organisation, you will be paid a gross compensation of ₹460,000 (Rupees Four Lakhs Sixty Thousand Only) per year. You will be eligible to receive an annualized variable pay of ₹30,000-₹100,000 (Rupees Thirty Thousand to Rupees One Lakh Only) for the year 2015 contingent on your being employed by the company when the variable pay is paid out. Total compensation is ₹490,000-₹560,000 (Rupees Four Lakhs Ninety Thousand to Rupees Five Lakhs Sixty Thousand Only) per year. The details of the compensation are attached for your reference.

You will be eligible for an award of ₹200,000 (Rupees Two Lakhs Only) under the firm's 'Long Term Incentive' program. These amounts are payable in four equal instalments at the end of each calendar year; the first payment being due in December 2015. All payments, under this program, are contingent on your being employed by the company when the award is paid out, and is subject to the terms and conditions of the program.

You are required to confirm your acceptance of the employment offer within three (3) days of receipt of this letter by signing the copy of this letter enclosed. This offer of employment is liable to be invalid in case we do not receive your acceptance of offer in writing within the stipulated time.

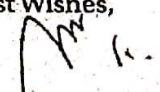
Our offer is contingent on:

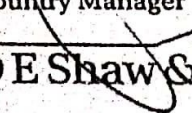
- (i) the successful completion of your background checks and verification of your credentials, testimonials, successful completion of all requirements of the graduation course, reference checks, and other particulars mentioned by you in your application at the time of your appointment; and
- (ii) your acceptance of the terms of the organisation's employment agreement and policies existing and modified from time to time.

You will be required to join the organisation on or before 18-May-2015. You will be posted at our Hyderabad Office and may be required to work in a different time zone (non-India) depending upon the internal group allocation. Please report at 10:00 hrs. at our office. In case of termination/resignation of services, either party will be required to give a one month notice in writing.

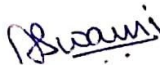
Once again, let me express our unanimous excitement at the prospect of your joining the organisation. We look forward to the prospect of a long and mutually rewarding professional relationship.

Best Wishes,


Madhu Poomalil
Country Manager


D E Shaw & Co

Accepted



Arjun Swami

Details of Compensation

Name : Shreyas Shivakumar
Position : Associate

	₹	₹
A. Monthly Salary		
• Basic Salary	18,840	
• House Rent Allowance (40% of Basic Salary)	7,536	
• Flexible Benefits	8,790	35,166
B. Standard Benefits		
• Company Contribution to Provident Fund	2,261	
• Gratuity	906	3,167
Gross Monthly Compensation		38,333
Gross Yearly Compensation		460,000
C. Variable Pay		30,000-100,000
Total Compensation		490,000~560,000

Note:

1. Under the Flexible Benefits, an employee is eligible to claim Income Tax benefits for all the actual expenses under Conveyance Allowance, Medical Expenses, Leave Travel Assistance, subject to the internal limits prescribed. Any balance amount after reimbursement under any of the benefits mentioned will be paid as Special Allowance.
2. In case of an employee joining from outside Hyderabad, relocation assistance will be provided as follows:
 - Reimbursement of actual travel expense for economy class air fare for employee.
 - Reimbursement of actual expense for shifting of personal effects subject to a maximum amount of ₹25,000.
3. An employee joining from outside Hyderabad may avail the company-paid accommodation for two weeks. To avail the facility, employee's requirement for such accommodation and travel plans need to be informed to the Human Resources Department at least 15 days prior to the date of joining.

4. In the event, a newly hired employee, relocated from outside Hyderabad terminates employment within 1 year from the date of joining, the entire relocation assistance provided to the employee as per point 2 and 3 above will be recovered in full. The recovery will be made from the employee's final settlement dues. Any shortfall must be repaid by the employee.
5. Lunch facility is provided to all the employees.
6. An employee is covered under the Group Personal Accident Insurance Plan up to ₹1Crore or four times of the base salary, whichever is less.
7. An employee is covered under the Group Term Life Insurance Plan up four times of the base salary.
8. An employee and dependent family members are provided Mediclaim Policy with a hospitalization cover of ₹5 Lakhs for the family.

For any queries or clarifications please contact Sumit Joshi (Sumit.Joshi@deshaw.com)

CAS

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Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Date: January 8, 2015

Mr. Mohit H Kothari — 121 CO 321
26, Perumal Koll Garden Street,
Roop Vatika, Sowcarpet,
Chennai - 600 079

Contact No: 9840024062
Email id: lifetrustattitude@gmail.com

Dear Mohit,

Subject: Letter of intent

Please refer to the campus selection process and the subsequent interviews that you had with us. We are pleased to extend a letter of intent subject to the following terms and conditions:

- 1. Date of joining:**
Your date of joining the company will be communicated to you at a later stage.
- 2. Position:**
You will be offered the position of an Assurance - Associate in the company.
- 3. Annual compensation:**
You shall be paid an annual compensation of Rs.280000 per annum (cost to company).
- 4. Graduation:**
You are required to successfully complete your BCOM Exams by July, 2015.

Please note that a detailed offer letter would be issued to you post the communication to you on your date of joining the company.

Looking forward to a mutually beneficial association.

Thanking you,

Yours faithfully,
for Ernst & Young LLP
Global Shared Services Division


Authorized Signatory
Rashid ul Kareem

I hereby accept the offer and terms and conditions set forth above.

Signed: Mohit H.

Date: 17/3/15

Name: Mohit H. Kothari



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Fax: +91 080 6681 3334
ey.com

Date: January 8, 2015

Mr. Surya Kumar Thamburaj
5/230, Vivekanadr Street,
Thasildar Nagar,
Madurai - 625 020

12 CO 555

Contact No: 8754898876
Email id: sk21294@gmail.com

Dear Surya,

Subject: Letter of Intent

Please refer to the campus selection process and the subsequent interviews that you had with us. We are pleased to extend a letter of intent subject to the following terms and conditions:

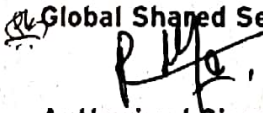
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You are required to successfully complete your **BCOM Exams by July, 2015.**

Please note that a detailed offer letter would be issued to you post the communication to you on your date of joining the company.

Looking forward to a mutually beneficial association.

Thanking you.

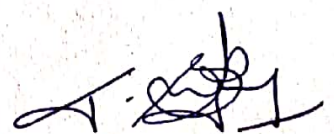
Yours faithfully,
for Ernst & Young LLP
Global Shared Services Division


Authorized Signatory
Rashid ul Kareem

I hereby accept the offer and terms and conditions set forth above.

Signed: _____ Date: _____

Name: _____





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Fax: +91 080 6681 3334
ey.com

Date: January 8, 2015

Mr. Ketan Harish Chotal *12 CO 632*
No.7, I Floor, Kannadasan Street,
Kamaraj Nagar,
Pondicherry - 605 011

Contact No: 9894749494
Email id: ketanhhchotal@gmail.com

Dear Ketan,

Subject: Letter of intent

Please refer to the campus selection process and the subsequent interviews that you had with us. We are pleased to extend a letter of intent subject to the following terms and conditions:

- 1. Date of joining:**
Your date of joining the company will be communicated to you at a later stage.
- 2. Position:**
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You are required to successfully complete your BCOM Exams by July, 2015.

Please note that a detailed offer letter would be issued to you post the communication to you on your date of joining the company.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,
for Ernst & Young LLP
Global Shared Services Division

[Signature]
Authorized Signatory
Rashid ul Kareem

I hereby accept the offer and terms and conditions set forth above.

Signed: *Ketan* Date: 5.3.15

Name: Ketan Harish Chotali



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ey.com

Date: January 8, 2015

Mr. Meganandham Thirunavukkarasu
No.1/683 A, Ambedkar Street,
Perumbakam,
Chennai - 600 100

12 C O 252

Contact No: 9710037830
Email id: megaanand555@gmail.com

Dear Meganandham,

Subject: Letter of Intent

Please refer to the campus selection process and the subsequent interviews that you had with us. We are pleased to extend a letter of intent subject to the following terms and conditions:

- 1. Date of joining:**
Your date of joining the company will be communicated to you at a later stage.
- 2. Position:**
You will be offered the position of an **Assurance - Associate** in the company.
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- 4. Graduation:**
You are required to successfully complete your **BCOM Exams by July, 2015.**

Please note that a detailed offer letter would be issued to you post the communication to you on your date of joining the company.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,
for Ernst & Young LLP
Global Shared Services Division


Authorized Signatory
Rashid ui Kareem

I hereby accept the offer and terms and conditions set forth above.

Signed: 

Date: 9/3/15

Name: MEGANANDHAM.



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Old Madras Road
Benniganahalli
K R Puram
Bangalore 560 016 - India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Date: January 8, 2015

Mr. Bemn Basll Benny *1200660*
Flat No: 503, Anand Block,
Chitra Avenue, Choolaimedu,
Chennai - 600 034

Contact No: 9940110480
Email id: bemnbenny94@gmail.com

Dear Bemn,

Subject: Letter of Intent

Please refer to the campus selection process and the subsequent interviews that you had with us. We are pleased to extend a letter of intent subject to the following terms and conditions:

- 1. Date of joining:**
Your date of joining the company will be communicated to you at a later stage.
- 2. Position:**
You will be offered the position of an Assurance - Associate in the company.
- 3. Annual compensation:**
You shall be paid an annual compensation of Rs.280000 per annum (cost to company).
- 4. Graduation:**
You are required to successfully complete your BCOM Exams by July, 2015.

Please note that a detailed offer letter would be issued to you post the communication to you on your date of joining the company.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,
for Ernst & Young LLP
Global Shared Services Division

Rashid ul Kareem
Authorized Signatory
Rashid ul Kareem

I hereby accept the offer and terms and conditions set forth above.

Signed: _____

Date: _____

Name: _____

Bemn
03/03/15



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ey.com

Date: February 17, 2015

Ms. Krithi V N

13 PEC 029

No.2, Sri Ram Nagar,
South Street, Alwarpet,
Chennai - 600018

Contact No: 9884822154

Email id: vnkriti92@gmail.com

Dear Krithi,

Subject: Letter of Intent

Please refer to the campus selection process and the subsequent interviews that you had with us. We are pleased to extend a letter of intent subject to the following terms and conditions:

- 1. Date of joining:**
Your date of joining the company will be communicated to you at a later stage.
- 2. Position:**
You will be offered the position of an **EMS -Associate** in the company.
- 3. Annual compensation:**
You shall be paid an annual compensation of Rs.300000 per annum (cost to company).
- 4. Graduation:**
You are required to successfully complete your **MA Exams** by **July, 2015**.

Please note that a detailed offer letter would be issued to you post the communication to you on your date of joining the company.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,
for Ernst & Young LLP
Global Shared Services Division


Authorized Signatory
Rashid ul Kareem

I hereby accept the offer and terms and conditions set forth above.

Signed:  _____

Date: 23/2/2015

Name: V.N.KRITHI



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ey.com

Date: February 17, 2015

Mr. Rahul Kucherla V *12 COLDU*
No.33, Arunachalam Street,
Purasawalkam,
Chennai - 600007

Contact No: 9042306243
Email Id: rahulkucherla1@gmail.com

Dear Rahul,

Subject: Letter of Intent

Please refer to the campus selection process and the subsequent interviews that you had with us. We are pleased to extend a letter of intent subject to the following terms and conditions:

- 1. Date of joining:**
Your date of joining the company will be communicated to you at a later stage.
- 2. Position:**
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- 4. Graduation:**
You are required to successfully complete your BA Exams by July, 2015.

Please note that a detailed offer letter would be issued to you post the communication to you on your date of joining the company.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,
for Ernst & Young LLP
Global Shared Services Division

RK
Authorized Signatory
Rashid ul Kareem

I hereby accept the offer and terms and conditions set forth above.

Signed: *Rahul Kucherla V*

Date: *27-02-2015*

Name: RAHUL KUCHERLA



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Fax: +91 080 6681 3334

ey.com

Date: February 13, 2015

Ms.Neha R *13 PEC 012*
M-106/8, 29th Cross Street,
Besant Nagar,
Chennai - 600090

Contact No: 9176241980
Email id: neharamakrishnan91@gmail.com

Dear Neha,

Subject: Letter of Intent

Please refer to the campus selection process and the subsequent interviews that you had with us. We are pleased to extend a letter of intent subject to the following terms and conditions:

- 1. Date of joining:**
Your date of joining the company will be communicated to you at a later stage.
- 2. Position:**
You will be offered the position of an **Tax - Tax Analyst** in the company.
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You shall be paid an annual compensation of Rs.300000 per annum (cost to company).
- 4. Graduation:**
You are required to successfully complete your **MA Exams by July, 2015.**

Please note that a detailed offer letter would be issued to you post the communication to you on your date of joining the company.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,
for Ernst & Young LLP
Global Shared Services Division

Rashid
Authorized Signatory
Rashid ul Kareem

I hereby accept the offer and terms and conditions set forth above.

Signed: Neha R.

Date: 26/02/2015

Name: NEHA RAMAKRISHNAN



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Date: February 13, 2015

Ms. Anupriya George *13 PEC 009*
Deep Niwas,
Nehru Colony, Mach Gaon,
Mount Abu,
Rajasthan - 307501

Contact No: 9962615061
Email id: anugeo92@gmail.com

Dear Anupriya,

Subject: Letter of intent

Please refer to the campus selection process and the subsequent interviews that you had with us. We are pleased to extend a letter of intent subject to the following terms and conditions:

- 1. Date of joining:**
Your date of joining the company will be communicated to you at a later stage.
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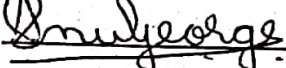
Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,
for Ernst & Young LLP
Global Shared Services Division


Authorized Signatory
Rashid ul Kareem

I hereby accept the offer and terms and conditions set forth above.

Signed:  Date: 25/02/2015

Name: ANUPRIYA GEORGE



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Fax: +91 080 6681 3334
ey.com

Date: February 13, 2015

Ms. Philomina Priyadarshini R
5, Lakshmi Apartments,
Zackaria Colony, 4th Street,
Kodambakkam,
Chennai - 600094

13 PEC 007

Contact No: 9677182956
Email id: philo0996@gmail.com

Dear Philomina,

Subject: Letter of Intent

Please refer to the campus selection process and the subsequent interviews that you had with us. We are pleased to extend a letter of intent subject to the following terms and conditions:

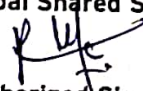
- 1. Date of joining:**
Your date of joining the company will be communicated to you at a later stage.
- 2. Position:**
You will be offered the position of an **Tax - Tax Analyst** in the company.
- 3. Annual compensation:**
You shall be paid an annual compensation of **Rs.280000** per annum (cost to company).
- 4. Graduation:**
You are required to successfully complete your **BCOM Exams by July, 2015.**

Please note that a detailed offer letter would be issued to you post the communication to you on your date of joining the company.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,
for Ernst & Young LLP
Global Shared Services Division


Authorized Signatory
Rashid ul Kareem

I hereby accept the offer and terms and conditions set forth above.

Signed: _____ Date: _____

Name: _____



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ey.com

Date: February 13, 2015

Ms. Ritu P *13 PEC 028*
No.16,7th Street,
Thrunagar,
Chennai - 600026

Contact No: 9840990278
Email Id: bluefalry.ritu@gmail.com

Dear Ritu,

Subject: Letter of Intent

Please refer to the campus selection process and the subsequent interviews that you had with us. We are pleased to extend a letter of intent subject to the following terms and conditions:

- 1. Date of joining:**
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Please note that a detailed offer letter would be issued to you post the communication to you on your date of joining the company.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,
for Ernst & Young LLP
Global Shared Services Division

[Signature]
Authorized Signatory
Rashid ul Kareem

I hereby accept the offer and terms and conditions set forth above.

Signed: *[Signature]*

Date: 04/03/15

Name: P. RITU



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Fax: +91 080 6681 3334
ey.com

Date: February 13, 2015

Mr. Vishnu Pillai R *12 EC 201*
R.No 325, Block 7, Loyola College Hostel,
Nungambakkam,
Chennai - 600034

Contact No: 9940698968
Email id: pillaivishnu@yahoo.co.in

Dear Vishnu,

Subject: Letter of Intent

Please refer to the campus selection process and the subsequent interviews that you had with us. We are pleased to extend a letter of intent subject to the following terms and conditions:

- 1. Date of joining:**
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Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,
for Ernst & Young LLP
Global Shared Services Division

Rashid
Authorized Signatory
Rashid ul Kareem

I hereby accept the offer and terms and conditions set forth above.

Signed: *[Signature]*

Date: *27/02/15*

Name: *R. VISHNU PILLAI*



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Tower C, 4th Floor

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Fax: +91 080 6681 3334

ey.com

Date: February 13, 2015

Mr. Mehul Kaushik *12 EC 240*
No.825, Mangal Ram Apartments,
Door No.C-11,
Poonamallee High Road, Kilpauk,
Chennai - 600010

Contact No: 9566060828
Email id: mehulkaushik.94@gmail.com

Dear Mehul,

Subject: Letter of intent

Please refer to the campus selection process and the subsequent interviews that you had with us. We are pleased to extend a letter of intent subject to the following terms and conditions:

- 1. Date of joining:**
Your date of joining the company will be communicated to you at a later stage.
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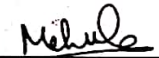
Thanking you.

Yours faithfully,
for Ernst & Young LLP

J.B. Global Shared Services Division


Authorized Signatory
Rashid ul Kareem

I hereby accept the offer and terms and conditions set forth above.

Signed: 

Date: 27/2/2015

Name: MEHUL KAUSHIK



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Old Madras Road
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Fax: +91 080 6681 3334
ey.com

Date: February 13, 2015

Mr. Antony Anil Jacob 12 CO 349
17/20, Siraj Street,
Ayyavanaidu Colony,
Aminjikaral,
Chennai - 600029

Contact No: 9600019263
Email id: antony_aniljacob@yahoo.co.in

Dear Antony,

Subject: Letter of Intent

Please refer to the campus selection process and the subsequent interviews that you had with us. We are pleased to extend a letter of intent subject to the following terms and conditions:

- 1. Date of joining:**
Your date of joining the company will be communicated to you at a later stage.
- 2. Position:**
You will be offered the position of an Tax - Tax Analyst in the company.
- 3. Annual compensation:**
You shall be paid an annual compensation of Rs.280000 per annum (cost to company).
- 4. Graduation:**
You are required to successfully complete your BCOM Exams by July, 2015.

Please note that a detailed offer letter would be issued to you post the communication to you on your date of joining the company.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,
for Ernst & Young LLP
Global Shared Services Division

J.S.

Authorized Signatory
Rashid ul Kareem

I hereby accept the offer and terms and conditions set forth above.

Signed: 

Date: 2/3/2015

Name: ANTHONY ANIL JACOB

Date: February 9, 2015

Mr. Balajee N *12 CO 310*
Flat 'A', Block 'A',
Acuir Mari Gold Apartments,
No.22 Morrison 5th St. Alandur,
Chennai - 600016

Contact No: 9791051694
Email id: balajee1908@gmail.com

Dear Balajee,

Subject: Letter of intent

Please refer to the campus selection process and the subsequent interviews that you had with us. We are pleased to extend a letter of intent subject to the following terms and conditions:

- 1. Date of joining:**
Your date of joining the company will be communicated to you at a later stage.
- 2. Position:**
You will be offered the position of an **Tax - Tax Analyst** in the company.
- 3. Annual compensation:**
You shall be paid an annual compensation of **Rs.280000** per annum (cost to company).
- 4. Graduation:**
You are required to successfully complete your **BCOM Exams by July, 2015.**

Please note that a detailed offer letter would be issued to you post the communication to you on your date of joining the company.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,
for Ernst & Young LLP
Global Shared Services Division

Rashid
Authorized Signatory
Rashid ul Kareem

I hereby accept the offer and terms and conditions set forth above.

Signed: *Balajee N*

Date: 05/03/15

Name: Balajee N



Building a better
working world

Ernst & Young LLP

Global Shared Services
RMZ Infinity
Tower C, 4th Floor
Old Madras Road
Benniganahalli
K R Puram
Bangalore 560 016 - India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Date: February 9, 2015

Ms. Deepthy Raby R C
No.3/46 AKA Nagar,
Oragadam, Ambattur,
Chennai - 600053

18 PCO 017

Contact No: 7299108340
Email id: deepthyraby92@gmail.com

Dear Deepthy,

Subject: Letter of Intent

Please refer to the campus selection process and the subsequent interviews that you had with us. We are pleased to extend a letter of intent subject to the following terms and conditions:


- 1. Date of joining:**
Your date of joining the company will be communicated to you at a later stage.
- 2. Position:**
You will be offered the position of an **Tax - Tax Analyst** in the company.
- 3. Annual compensation:**
You shall be paid an annual compensation of **Rs.300000** per annum (cost to company).
- 4. Graduation:**
You are required to successfully complete your **MCOM Exams** by **July, 2015**.

Please note that a detailed offer letter would be issued to you post the communication to you on your date of joining the company.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,
for Ernst & Young LLP
Global Shared Services Division


Authorized Signatory
Rashid ul Kareem

I hereby accept the offer and terms and conditions set forth above.

Signed: Deepthy Raby R C
2/3/15

Date: 02/03/15

Name: R.C. DEEPTHY RABY



Building a better
working world

Ernst & Young LLP
Global Shared Services
RMZ Infinity
Tower C, 4th Floor
Old Madras Road
Benniganahalli
K R Puram
Bangalore 560 016 - India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Date: February 13, 2015

Ms. Philomina Priyadharshini R *13 PCO 007*
5, Lakshmi Apartments,
Zackaria Colony, 4th Street,
Kodambakkam,
Chennai - 600094

Contact No: 9677182956
Email Id: philo0996@gmail.com

Dear Philomina,

Subject: Letter of intent

Please refer to the campus selection process and the subsequent interviews that you had with us. We are pleased to extend a letter of intent subject to the following terms and conditions:

- 1. Date of joining:**
Your date of joining the company will be communicated to you at a later stage.
- 2. Position:**
You will be offered the position of an **Tax - Tax Analyst** in the company.
- 3. Annual compensation:**
You shall be paid an annual compensation of **Rs.280000** per annum (cost to company).
- 4. Graduation:**
You are required to successfully complete your **BCOM Exams** by **July, 2015**.

Please note that a detailed offer letter would be issued to you post the communication to you on your date of joining the company.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,
for Ernst & Young LLP
Global Shared Services Division

Rashid ul Kareem
Authorized Signatory
Rashid ul Kareem

I hereby accept the offer and terms and conditions set forth above.

Signed: _____ Date: _____
Name: _____



Building a better
working world

Ernst & Young LLP
Global Shared Services
RMZ Infinity
Tower C, 4th Floor
Old Madras Road
Benniganahalli
K R Puram
Bangalore 560 016 - India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Date: February 13, 2015

Mr. Umesh P *1257035*
130/150, MS Koil Street,
Royapuram,
Chennai - 600013

Contact No: 9566201331
Email id: umeshpunmiya@gmail.com

Dear Umesh,

Subject: Letter of intent

Please refer to the campus selection process and the subsequent interviews that you had with us. We are pleased to extend a letter of intent subject to the following terms and conditions:

- 1. Date of joining:**
Your date of joining the company will be communicated to you at a later stage.
- 2. Position:**
You will be offered the position of an Tax - Tax Analyst in the company.
- 3. Annual compensation:**
You shall be paid an annual compensation of Rs.280000 per annum (cost to company).
- 4. Graduation:**
You are required to successfully complete your BSC Exams by July, 2015.

Please note that a detailed offer letter would be issued to you post the communication to you on your date of joining the company.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,
for Ernst & Young LLP

Global Shared Services Division

R. H. K.
Authorized Signatory
Rashid ul Kareem

I hereby accept the offer and terms and conditions set forth above.

Signed: *Umesh P.*

Date: 27/2/15

Name: Umesh P.

8th January '15

HR/GBS/OFF/15/10922

Beena Monisha, **12-PCA - 04**
No.30, Gangai Amman Koil Street,
Royapettah, Chennai - 600014.

Dear Beena,

We refer to the discussions you had with us and are pleased to offer you a position in the Global Business Services as Associate Software Engineer in Grade 23. Your base location would be Chennai, subject to change as deemed by the company. We look forward to having you on board on 6th July 2015 at 8.30am at our Chennai office. The address is:

Flextronics Technologies India Pvt. Ltd,
Global Business Services,
7th Floor, Campus II,
RMZ Millennia Business Park,
No. 143, Dr. MGR Road, Kandanchavadi,
Chennai – 600096.

Your total cost to the company will be INR 3,25,000/- per annum. The enclosed annexure 1 would give you the breakup of your CTC. This offer is valid subject to your clearing the Reference check. As discussed, you will be issued a detailed appointment letter once you provide the course completion/ provisional certificate from the college on or before 1st August 2015.

You would be reporting to Chakkararajan Rangarajan - Senior Manager on the date of joining; reporting is subject to change post joining, if required.

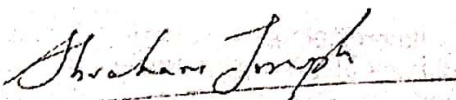
Please bring along the original & 2 copies of the below documents with you on your date of joining:

1. Print out of this Offer letter.
2. Six passport size photographs (Formal Attire)
3. All original marks cards and certificates.
4. Relieving letter from all previously worked companies
5. Pay slips of the last 6 months from your current organization.
6. Details of your passport, pan card, driving license.
7. Bank Statements of Salary Accounts for the last 6 months from your current organization.

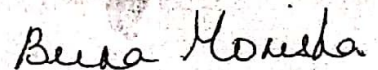
We would appreciate your returning the duplicate copy of this offer letter with the annexure duly signed by you as a token of your acceptance. We look forward to having you on board with us at the earliest.

Thanking you,

Yours faithfully,
For Flextronics Technologies (I) Pvt. Ltd.
Global Business Services



Abraham Joseph
HRBP GBS Centers & GSS (India)



8th January'15

HR/GBS/OFF/15/10926

Christopher Sam T, 12-PCA-10
No.25A/11, 1st Main Road, Krishnapuram Extension,
Ambattur, Chennai – 60053.

Dear Christopher,

We refer to the discussions you had with us and are pleased to offer you a position in the Global Business Services as Associate Software Engineer in Grade 23. Your base location would be Chennai, subject to change as deemed by the company. We look forward to having you on board on 6th July 2015 at 8.30am at our Chennai office. The address is:

Flextronics Technologies India Pvt. Ltd,
Global Business Services,
7th Floor, Campus II,
RMZ Millennia Business Park,
No. 143, Dr. MGR Road, Kandanchavadi,
Chennai – 600096.

Your total cost to the company will be INR 3,25,000/- per annum. The enclosed annexure 1 would give you the breakup of your CTC. This offer is valid subject to your clearing the Reference check. As discussed, you will be issued a detailed appointment letter once you provide the course completion/ provisional certificate from the college on or before 1st August 2015.

You would be reporting to Chakkararajan Rangarajan - Senior Manager on the date of joining; reporting is subject to change post joining, if required.

Please bring along the original & 2 copies of the below documents with you on your date of joining:

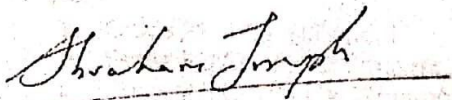
1. Print out of this Offer letter.
2. Six passport size photographs (Formal Attire)
3. All original marks cards and certificates.
4. Relieving letter from all previously worked companies
5. Pay slips of the last 6 months from your current organization.
6. Details of your passport, pan card, driving license.
7. Bank Statements of Salary Accounts for the last 6 months from your current organization.

We would appreciate your returning the duplicate copy of this offer letter with the annexure duly signed by you as a token of your acceptance. We look forward to having you on board with us at the earliest.

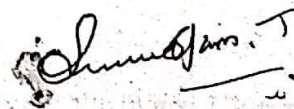
Thanking you,

Yours faithfully,

For Flextronics Technologies (I) Pvt. Ltd.
Global Business Services



Abraham Joseph
HRBP GBS Centers & GSS (India)



8th January'15

HR/GBS/OFF/15/10923

12-PCA-12
Julian A,
No.132, Center Street, N Gengapattu (Post& Vill),
Thandarai(Via), Thiruvannamalai (Dt) – 606804.

Dear Julian,

We refer to the discussions you had with us and are pleased to offer you a position in the Global Business Services as Associate Software Engineer in Grade 23. Your base location would be Chennai, subject to change as deemed by the company. We look forward to having you on board on 6th July 2015 at 8.30am at our Chennai office. The address is:

Flextronics Technologies India Pvt. Ltd,
Global Business Services,
7th Floor, Campus II,
RMZ Millennia Business Park,
No. 143, Dr. MGR Road, Kandanchavadi,
Chennai – 600096.

Your total cost to the company will be **INR 3,25,000/- per annum**. The enclosed annexure 1 would give you the breakup of your CTC. This offer is valid subject to your clearing the Reference check. As discussed, you will be issued a detailed appointment letter once you provide the course completion/ provisional certificate from the college on or before 1st August 2015.

You would be reporting to **Chakkararajan Rangarajan - Senior Manager** on the date of joining; reporting is subject to change post joining, if required.

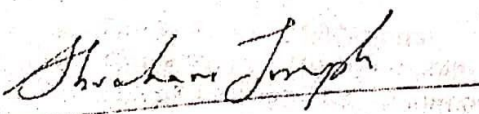
Please bring along the original & 2 copies of the below documents with you on your date of joining:

1. Print out of this Offer letter.
2. Six passport size photographs (Formal Attire)
3. All original marks cards and certificates.
4. Relieving letter from all previously worked companies
5. Pay slips of the last 6 months from your current organization.
6. Details of your passport, pan card, driving license.
7. Bank Statements of Salary Accounts for the last 6 months from your current organization.


We would appreciate your returning the duplicate copy of this offer letter with the annexure duly signed by you as a token of your acceptance. We look forward to having you on board with us at the earliest.

Thanking you,

Yours faithfully,
For Flextronics Technologies (I) Pvt. Ltd.
Global Business Services



Abraham Joseph
HRBP GBS Centers & GSS (India)



8th January '15

HR/GBS/OFF/15/10927

Antony Steffi Mona, **12 PCA - 14**
No.19, Vallalpari Nagar, 7th Street, Pallikaranai,
Chennai - 600100.

Dear Antony Steffi,

We refer to the discussions you had with us and are pleased to offer you a position in the Global Business Services as Associate Software Engineer in Grade 23. Your base location would be Chennai, subject to change as deemed by the company. We look forward to having you on board on 6th July 2015 at 8.30am at our Chennai office. The address is:

Flextronics Technologies India Pvt. Ltd,
Global Business Services,
7th Floor, Campus II,
RMZ Millennia Business Park,
No. 143, Dr. MGR Road, Kandanchavadi,
Chennai - 600096.

Your total cost to the company will be INR 3,25,000/- per annum. The enclosed annexure 1 would give you the breakup of your CTC. This offer is valid subject to your clearing the Reference check. As discussed, you will be issued a detailed appointment letter once you provide the course completion/ provisional certificate from the college on or before 1st August 2015.

You would be reporting to Chakkararajan Rangarajan - Senior Manager on the date of joining; reporting is subject to change post joining, if required.

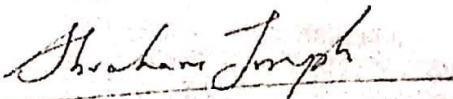
Please bring along the original & 2 copies of the below documents with you on your date of joining:

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2. Six passport size photographs (Formal Attire)
3. All original marks cards and certificates.
4. Relieving letter from all previously worked companies
5. Pay slips of the last 6 months from your current organization.
6. Details of your passport, pan card, driving license.
7. Bank Statements of Salary Accounts for the last 6 months from your current organization.

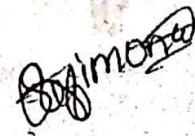
We would appreciate your returning the duplicate copy of this offer letter with the annexure duly signed by you as a token of your acceptance. We look forward to having you on board with us at the earliest.

Thanking you,

Yours faithfully,
For Flextronics Technologies (I) Pvt. Ltd.
Global Business Services



Abraham Joseph
HRBP GBS Centers & GSS (India)



8th January '15

HR/GBS/OFF/15/10925

Anand E, 12-PCA-21
No.49/2, 4th Lane, Bricklin Road, Otteri,
Chennai – 600012.

Dear Anand,

We refer to the discussions you had with us and are pleased to offer you a position in the Global Business Services as Associate Software Engineer in Grade 23. Your base location would be Chennai, subject to change as deemed by the company. We look forward to having you on board on 6th July 2015 at 8.30am at our Chennai office. The address is:

Flextronics Technologies India Pvt. Ltd,
Global Business Services,
7th Floor, Campus II,
RMZ Millennia Business Park,
No. 143, Dr. MGR Road, Kandanchavadi,
Chennai – 600096.

Your total cost to the company will be INR 3,25,000/- per annum. The enclosed annexure 1 would give you the breakup of your CTC. This offer is valid subject to your clearing the Reference check. As discussed, you will be issued a detailed appointment letter once you provide the course completion/ provisional certificate from the college on or before 1st August 2015.

You would be reporting to Chakkararajan Rangarajan - Senior Manager on the date of joining; reporting is subject to change post joining, if required.

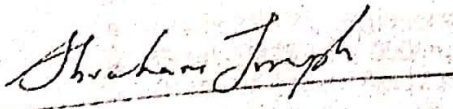
Please bring along the original & 2 copies of the below documents with you on your date of joining:

1. Print out of this Offer letter.
2. Six passport size photographs (Formal Attire)
3. All original marks cards and certificates.
4. Relieving letter from all previously worked companies
5. Pay slips of the last 6 months from your current organization.
6. Details of your passport, pan card, driving license.
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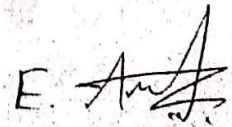
We would appreciate your returning the duplicate copy of this offer letter with the annexure duly signed by you as a token of your acceptance. We look forward to having you on board with us at the earliest.

Thanking you,

Yours faithfully,
For Flextronics Technologies (I) Pvt. Ltd.
Global Business Services



Abraham Joseph
HRBP GBS Centers & GSS (India)



8th January'15

HR/GBS/OFF/15/10924

Samson Devadas D, *12 PCA -27*
Plot No.43, Kalaingar Street, Thiru Nagar,
Anakaputhur, Chennai – 600070.

Dear Samson,

We refer to the discussions you had with us and are pleased to offer you a position in the Global Business Services as Associate Software Engineer in Grade 23. Your base location would be Chennai, subject to change as deemed by the company. We look forward to having you on board on 6th July 2015 at 8.30am at our Chennai office. The address is:

Flextronics Technologies India Pvt. Ltd,
Global Business Services,
7th Floor, Campus II,
RMZ Millennia Business Park,
No. 143, Dr. MGR Road, Kandanchavadi,
Chennai – 600096.

Your total cost to the company will be **INR 3,25,000/- per annum**. The enclosed annexure 1 would give you the breakup of your CTC. This offer is valid subject to your clearing the Reference check. As discussed, you will be issued a detailed appointment letter once you provide the course completion/ provisional certificate from the college on or before 1st August 2015.

You would be reporting to Chakkararajan Rangarajan - Senior Manager on the date of joining; reporting is subject to change post joining, if required.

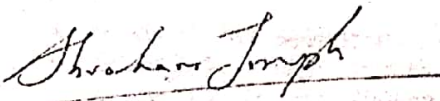
Please bring along the original & 2 copies of the below documents with you on your date of joining:

1. Print out of this Offer letter.
2. Six passport size photographs (Formal Attire)
3. All original marks cards and certificates.
4. Relieving letter from all previously worked companies
5. Pay slips of the last 6 months from your current organization.
6. Details of your passport, pan card, driving license.
7. Bank Statements of Salary Accounts for the last 6 months from your current organization.

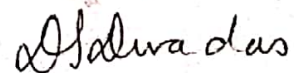
We would appreciate your returning the duplicate copy of this offer letter with the annexure duly signed by you as a token of your acceptance. We look forward to having you on board with us at the earliest.

Thanking you,

Yours faithfully,
For Flextronics Technologies (I) Pvt. Ltd.
Global Business Services



Abraham Joseph
HRBP GBS Centers & GSS (India)



February 9, 2015

Prabjot Singh
Loyola College
Sterling Road, Nungambakkam
Chennai
Tamil Nadu
India
600034

Dear Prabjot

We are delighted to offer you employment with Goldman Sachs Services Private Limited ("GSSPL" or "the firm") as an Analyst in the Operations Division in Bangalore.

The enclosed Statement of Terms and Conditions of Employment ("your Statement") sets out the particulars of your employment with the firm, which will apply to you upon joining.

You will be expected to comply with the policies and procedures as outlined in the India Employee Handbook.

Conditions of Employment

Your offer of employment with GSSPL and after the commencement of your employment, your continuing employment with GSSPL is conditional upon:

- satisfactory results of a pre and post-employment background checks, reference, criminal, credit, education checks and other necessary checks
- your not being subject to any obligation, whether under a contract of employment or otherwise, which would in any way restrict your ability to undertake or perform your duties with the firm
- your eligibility to work in India. Under Indian Immigration laws, foreign nationals must have appropriate employment visas before their employment commences
- your obtaining any relevant registration, qualification or licences, within 12 months of the commencement of your employment with the firm
- satisfactory completion of the probationary period
- in circumstances where your previous employer has an office in India, your providing the firm with a relieving letter from your previous employer, within 2 weeks of the commencement of your employment
- you agree that you will cooperate fully with the Firm (and its respective counsel, if applicable) in connection with any client matter, inquiry, investigation, administrative proceeding, litigation or dispute relating to any matter relating to the Firm in which the Firm believes you were involved or of which you have knowledge. These obligations survive the termination of your employment
- for candidates who were referred to Goldman Sachs by a government official or by an employee of a client or prospective client of Goldman Sachs, or who have a close personal or financial connection to such individuals, the Firm's offer of employment is conditional on resolution of any actual or perceived conflict of interest. In some instances, this will include a confirmation from the applicable client, prospective client or government entity that it is aware of the referral or relationship

In due course you will be required to complete an employment health questionnaire.

Immigration

When you accept this offer, please confirm whether you will need to obtain an employment visa. If you are an Indian national, for administrative purposes it would be useful if you could provide a copy of the first page of your passport and any other relevant stamped pages with your signed offer letter.

We will assist you in applying for an employment visa, although we cannot guarantee the outcome of the application.

Accepting this offer

We hope that you will accept our offer, in which case please do the following:

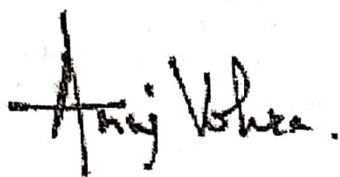
- signify your acceptance of this offer by signing this offer letter, your Statement and the enclosed Verification of Employee Details Authorisation
- insert your start date in section 3.1 of your Statement. If you do not know your start date, we will assume that your employment with the firm will start when your employment with your current employer comes to an end, unless you tell us otherwise
- complete on-line forms. Details as to how to access the appropriate website will be sent to you upon receipt of your signed offer letter, Statement and Verification of Employee Details Authorisation. If you do not complete the on-line forms before you join us, your first salary payment will be delayed. **The firm's background checks will include verification of the information given on the on-line forms and so it is essential that the information is complete and accurate.** The provision of misleading, false or inaccurate information, or the omission of a material fact, may be legitimate cause for the immediate withdrawal of this offer of employment or, once you have joined the firm, for disciplinary action up to and including dismissal. In signing this offer letter, you accept the statements and agree to the authorities given by you as set out in the Verification of Employee Details Authorisation
- if you need an employment visa, please contact Sneha Bald at 080 - 41423242

[This space intentionally left blank. Signature required on the following page.]

Once you have completed and signed all these documents, please return them to Human Capital Management in the envelope provided. This offer is valid until March 9, 2015, after which time it will lapse.

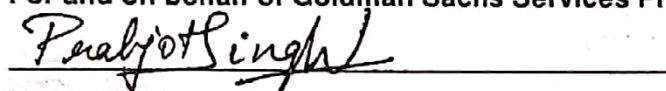
We look forward to your joining the firm.

Yours sincerely,



Anuj Vohra
Vice President
Human Capital Management

For and on behalf of Goldman Sachs Services Private Limited



Prabjot Singh

4, March, 2015
(Date)

Are you legally authorized to work in India? Yes []; No [];

Will you now or in the future require sponsorship for employment visa status? Yes []; No [];

Before you commence employment we would prefer to correspond with you via e-mail. If you have a private e-mail address or a work e-mail that you are happy to use, please put it here.

Email address: prabjotwin@yahoo.in

February 9, 2015

Kaveen Bafna
Loyola College
Sterling Road, Nungambakkam
Chennai
Tamil Nadu
India
600034

Dear Kaveen

We are delighted to offer you employment with Goldman Sachs Services Private Limited ("GSSPL" or "the firm") as an Analyst in the Operations Division in Bangalore.

The enclosed Statement of Terms and Conditions of Employment ("your Statement") sets out the particulars of your employment with the firm, which will apply to you upon joining.

You will be expected to comply with the policies and procedures as outlined in the India Employee Handbook.

Conditions of Employment

Your offer of employment with GSSPL and after the commencement of your employment, your continuing employment with GSSPL is conditional upon:

- satisfactory results of a pre and post-employment background checks, reference, criminal, credit, education checks and other necessary checks
- your not being subject to any obligation, whether under a contract of employment or otherwise, which would in any way restrict your ability to undertake or perform your duties with the firm
- your eligibility to work in India. Under Indian Immigration laws, foreign nationals must have appropriate employment visas before their employment commences
- your obtaining any relevant registration, qualification or licences, within 12 months of the commencement of your employment with the firm
- satisfactory completion of the probationary period
- in circumstances where your previous employer has an office in India, your providing the firm with a relieving letter from your previous employer, within 2 weeks of the commencement of your employment
- you agree that you will cooperate fully with the Firm (and its respective counsel, if applicable) in connection with any client matter, inquiry, investigation, administrative proceeding, litigation or dispute relating to any matter relating to the Firm in which the Firm believes you were involved or of which you have knowledge. These obligations survive the termination of your employment
- for candidates who were referred to Goldman Sachs by a government official or by an employee of a client or prospective client of Goldman Sachs, or who have a close personal or financial connection to such individuals, the Firm's offer of employment is conditional on resolution of any actual or perceived conflict of interest. In some instances, this will include a confirmation from the applicable client, prospective client or government entity that it is aware of the referral or relationship

In due course you will be required to complete an employment health questionnaire.

Immigration

When you accept this offer, please confirm whether you will need to obtain an employment visa. If you are an Indian national, for administrative purposes it would be useful if you could provide a copy of the first page of your passport and any other relevant stamped pages with your signed offer letter.

We will assist you in applying for an employment visa, although we cannot guarantee the outcome of the application.

Accepting this offer

We hope that you will accept our offer, in which case please do the following:

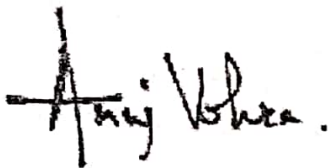
- signify your acceptance of this offer by signing this offer letter, your Statement and the enclosed Verification of Employee Details Authorisation
- insert your start date in section 3.1 of your Statement. If you do not know your start date, we will assume that your employment with the firm will start when your employment with your current employer comes to an end, unless you tell us otherwise
- complete on-line forms. Details as to how to access the appropriate website will be sent to you upon receipt of your signed offer letter, Statement and Verification of Employee Details Authorisation. If you do not complete the on-line forms before you join us, your first salary payment will be delayed. **The firm's background checks will include verification of the information given on the on-line forms and so it is essential that the information is complete and accurate.** The provision of misleading, false or inaccurate information, or the omission of a material fact, may be legitimate cause for the immediate withdrawal of this offer of employment or, once you have joined the firm, for disciplinary action up to and including dismissal. In signing this offer letter, you accept the statements and agree to the authorities given by you as set out in the Verification of Employee Details Authorisation
- if you need an employment visa, please contact Sneha Baid at 080 - 41423242

[This space intentionally left blank. Signature required on the following page.]

Once you have completed and signed all these documents, please return them to Human Capital Management in the envelope provided. This offer is valid until March 9, 2015, after which time it will lapse.

We look forward to your joining the firm.

Yours sincerely,



Anuj Vohra
Vice President
Human Capital Management

For and on behalf of Goldman Sachs Services Private Limited



Kaveen Bafna

3/3/15
(Date)

Are you legally authorized to work in India? Yes ; No ;

Will you now or in the future require sponsorship for employment visa status? Yes ; No ;

Before you commence employment we would prefer to correspond with you via e-mail. If you have a private e-mail address or a work e-mail that you are happy to use, please put it here.

Email address: kaveenbafna@gmail.com

February 9, 2015

Rohan Mohanty
Loyola College
Sterling Road, Nungambakkam
Chennai
Tamil Nadu
India
600034

Dear Rohan

We are delighted to offer you employment with Goldman Sachs Services Private Limited ("GSSPL" or "the firm") as an Analyst in the Operations Division in Bangalore.

The enclosed Statement of Terms and Conditions of Employment ("your Statement") sets out the particulars of your employment with the firm, which will apply to you upon joining.

You will be expected to comply with the policies and procedures as outlined in the India Employee Handbook.

Conditions of Employment

Your offer of employment with GSSPL and after the commencement of your employment, your continuing employment with GSSPL is conditional upon:

- satisfactory results of a pre and post-employment background checks, reference, criminal, credit, education checks and other necessary checks
- your not being subject to any obligation, whether under a contract of employment or otherwise, which would in any way restrict your ability to undertake or perform your duties with the firm
- your eligibility to work in India. Under Indian Immigration laws, foreign nationals must have appropriate employment visas before their employment commences
- your obtaining any relevant registration, qualification or licences, within 12 months of the commencement of your employment with the firm
- satisfactory completion of the probationary period
- in circumstances where your previous employer has an office in India, your providing the firm with a relieving letter from your previous employer, within 2 weeks of the commencement of your employment
- you agree that you will cooperate fully with the Firm (and its respective counsel, if applicable) in connection with any client matter, inquiry, investigation, administrative proceeding, litigation or dispute relating to any matter relating to the Firm in which the Firm believes you were involved or of which you have knowledge. These obligations survive the termination of your employment
- for candidates who were referred to Goldman Sachs by a government official or by an employee of a client or prospective client of Goldman Sachs, or who have a close personal or financial connection to such individuals, the Firm's offer of employment is conditional on resolution of any actual or perceived conflict of interest. In some instances, this will include a confirmation from the applicable client, prospective client or government entity that it is aware of the referral or relationship

Gold
P
In due course you will be required to complete an employment health questionnaire.

Immigration

When you accept this offer, please confirm whether you will need to obtain an employment visa. If you are an Indian national, for administrative purposes it would be useful if you could provide a copy of the first page of your passport and any other relevant stamped pages with your signed offer letter.

We will assist you in applying for an employment visa, although we cannot guarantee the outcome of the application.

Accepting this offer

We hope that you will accept our offer, in which case please do the following:

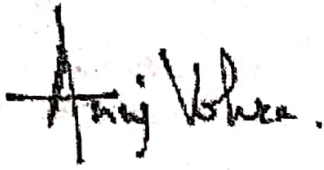
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- complete on-line forms. Details as to how to access the appropriate website will be sent to you upon receipt of your signed offer letter, Statement and Verification of Employee Details Authorisation. If you do not complete the on-line forms before you join us, your first salary payment will be delayed. **The firm's background checks will include verification of the information given on the on-line forms and so it is essential that the information is complete and accurate.** The provision of misleading, false or inaccurate information, or the omission of a material fact, may be legitimate cause for the immediate withdrawal of this offer of employment or, once you have joined the firm, for disciplinary action up to and including dismissal. In signing this offer letter, you accept the statements and agree to the authorities given by you as set out in the Verification of Employee Details Authorisation
- if you need an employment visa, please contact Sneha Baid at 080 - 41423242

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Once you have completed and signed all these documents, please return them to Human Capital Management in the envelope provided. This offer is valid until March 9, 2015, after which time it will lapse.

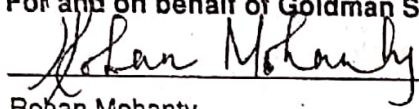
We look forward to your joining the firm.

Yours sincerely,



Anuj Vohra
Vice President
Human Capital Management

For and on behalf of Goldman Sachs Services Private Limited



Rohan Mohanty

27/02/2015
(Date)

Are you legally authorized to work in India? Yes ; No ;

Will you now or in the future require sponsorship for employment visa status? Yes ; No .

Before you commence employment we would prefer to correspond with you via e-mail. If you have a private e-mail address or a work e-mail that you are happy to use, please put it here.

Email address: rohan.mohanty7@gmail.com

February 9, 2015

Aswin George
Loyola College
Sterling Road, Nungambakkam
Chennai
Tamil Nadu
India
600034

Dear Aswin

We are delighted to offer you employment with Goldman Sachs Services Private Limited ("GSSPL" or "the firm") as an Analyst in the Operations Division in Bangalore.

The enclosed Statement of Terms and Conditions of Employment ("your Statement") sets out the particulars of your employment with the firm, which will apply to you upon joining.

You will be expected to comply with the policies and procedures as outlined in the India Employee Handbook.

Conditions of Employment

Your offer of employment with GSSPL and after the commencement of your employment, your continuing employment with GSSPL is conditional upon:

- satisfactory results of a pre and post-employment background checks, reference, criminal, credit, education checks and other necessary checks
- your not being subject to any obligation, whether under a contract of employment or otherwise, which would in any way restrict your ability to undertake or perform your duties with the firm
- your eligibility to work in India. Under Indian Immigration laws, foreign nationals must have appropriate employment visas before their employment commences
- your obtaining any relevant registration, qualification or licences, within 12 months of the commencement of your employment with the firm
- satisfactory completion of the probationary period
- in circumstances where your previous employer has an office in India, your providing the firm with a relieving letter from your previous employer, within 2 weeks of the commencement of your employment
- you agree that you will cooperate fully with the Firm (and its respective counsel, if applicable) in connection with any client matter, inquiry, investigation, administrative proceeding, litigation or dispute relating to any matter relating to the Firm in which the Firm believes you were involved or of which you have knowledge. These obligations survive the termination of your employment
- for candidates who were referred to Goldman Sachs by a government official or by an employee of a client or prospective client of Goldman Sachs, or who have a close personal or financial connection to such individuals, the Firm's offer of employment is conditional on resolution of any actual or perceived conflict of interest. In some instances, this will include a confirmation from the applicable client, prospective client or government entity that it is aware of the referral or relationship

In due course you will be required to complete an employment health questionnaire.

Immigration

When you accept this offer, please confirm whether you will need to obtain an employment visa. If you are an Indian national, for administrative purposes it would be useful if you could provide a copy of the first page of your passport and any other relevant stamped pages with your signed offer letter.

We will assist you in applying for an employment visa, although we cannot guarantee the outcome of the application.

Accepting this offer

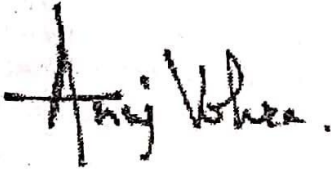
We hope that you will accept our offer, in which case please do the following:

- signify your acceptance of this offer by signing this offer letter, your Statement and the enclosed Verification of Employee Details Authorisation
- insert your start date in section 3.1 of your Statement. If you do not know your start date, we will assume that your employment with the firm will start when your employment with your current employer comes to an end, unless you tell us otherwise
- complete on-line forms. Details as to how to access the appropriate website will be sent to you upon receipt of your signed offer letter, Statement and Verification of Employee Details Authorisation. If you do not complete the on-line forms before you join us, your first salary payment will be delayed. **The firm's background checks will include verification of the information given on the on-line forms and so it is essential that the information is complete and accurate.** The provision of misleading, false or inaccurate information, or the omission of a material fact, may be legitimate cause for the immediate withdrawal of this offer of employment or, once you have joined the firm, for disciplinary action up to and including dismissal. In signing this offer letter, you accept the statements and agree to the authorities given by you as set out in the Verification of Employee Details Authorisation
- if you need an employment visa, please contact Sneha Bald at 080 - 41423242

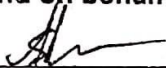
[This space intentionally left blank. Signature required on the following page.]

Once you have completed and signed all these documents, please return them to Human Capital Management in the envelope provided. This offer is valid until March 9, 2015, after which time it will lapse.
We look forward to your joining the firm.

Yours sincerely,



Anuj Vohra
Vice President
Human Capital Management
For and on behalf of Goldman Sachs Services Private Limited



Aswin George

23/2/2015

(Date)

Are you legally authorized to work in India? Yes []; No [];

Will you now or in the future require sponsorship for employment visa status? Yes []; No [];

Before you commence employment we would prefer to correspond with you via e-mail. If you have a private e-mail address or a work e-mail that you are happy to use, please put it here.

Email address: night4@gmail.com

February 9, 2015

Summit Agarwal
Loyola College
Sterling Road, Nungambakkam
Chennai
Tamil Nadu
India
600034

Dear Summit

We are delighted to offer you employment with Goldman Sachs Services Private Limited ("GSSPL" or "the firm") as an Analyst in the Operations Division in Bangalore.

The enclosed Statement of Terms and Conditions of Employment ("your Statement") sets out the particulars of your employment with the firm, which will apply to you upon joining.

You will be expected to comply with the policies and procedures as outlined in the India Employee Handbook.

Conditions of Employment

Your offer of employment with GSSPL and after the commencement of your employment, your continuing employment with GSSPL is conditional upon:

- satisfactory results of a pre and post-employment background checks, reference, criminal, credit, education checks and other necessary checks
- your not being subject to any obligation, whether under a contract of employment or otherwise, which would in any way restrict your ability to undertake or perform your duties with the firm
- your eligibility to work in India. Under Indian Immigration laws, foreign nationals must have appropriate employment visas before their employment commences
- your obtaining any relevant registration, qualification or licences, within 12 months of the commencement of your employment with the firm
- satisfactory completion of the probationary period
- in circumstances where your previous employer has an office in India, your providing the firm with a relieving letter from your previous employer, within 2 weeks of the commencement of your employment
- you agree that you will cooperate fully with the Firm (and its respective counsel, if applicable) in connection with any client matter, inquiry, investigation, administrative proceeding, litigation or dispute relating to any matter relating to the Firm in which the Firm believes you were involved or of which you have knowledge. These obligations survive the termination of your employment
- for candidates who were referred to Goldman Sachs by a government official or by an employee of a client or prospective client of Goldman Sachs, or who have a close personal or financial connection to such individuals, the Firm's offer of employment is conditional on resolution of any actual or perceived conflict of interest. In some instances, this will include a confirmation from the applicable client, prospective client or government entity that it is aware of the referral or relationship

In due course you will be required to complete an employment health questionnaire.

Immigration

When you accept this offer, please confirm whether you will need to obtain an employment visa. If you are an Indian national, for administrative purposes it would be useful if you could provide a copy of the first page of your passport and any other relevant stamped pages with your signed offer letter.

We will assist you in applying for an employment visa, although we cannot guarantee the outcome of the application.

Accepting this offer

We hope that you will accept our offer, in which case please do the following:

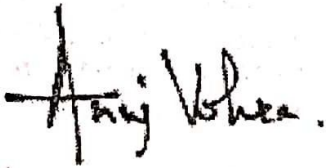
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- if you need an employment visa, please contact Sneha Baid at 080 - 41423242

[This space intentionally left blank. Signature required on the following page.]

Once you have completed and signed all these documents, please return them to Human Capital Management in the envelope provided. This offer is valid until March 9, 2015, after which time it will lapse.

We look forward to your joining the firm.

Yours sincerely,



Anuj Vohra
Vice President
Human Capital Management
For and on behalf of Goldman Sachs Services Private Limited

Summit Agarwal

(Date)

Are you legally authorized to work in India? Yes []; No [];

Will you now or in the future require sponsorship for employment visa status? Yes []; No [];

Before you commence employment we would prefer to correspond with you via e-mail. If you have a private e-mail address or a work e-mail that you are happy to use, please put it here.

Email address: _____

February 9, 2015

Kumar Shreyans
Loyola College
Sterling Road, Nungambakkam
Chennai
Tamil Nadu
India
600034

Dear Kumar

We are delighted to offer you employment with Goldman Sachs Services Private Limited ("GSSPL" or "the firm") as an Analyst in the Operations Division in Bangalore.

The enclosed Statement of Terms and Conditions of Employment ("your Statement") sets out the particulars of your employment with the firm, which will apply to you upon joining.

You will be expected to comply with the policies and procedures as outlined in the India Employee Handbook.

Conditions of Employment

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- your not being subject to any obligation, whether under a contract of employment or otherwise, which would in any way restrict your ability to undertake or perform your duties with the firm
- your eligibility to work in India. Under Indian Immigration laws, foreign nationals must have appropriate employment visas before their employment commences
- your obtaining any relevant registration, qualification or licences, within 12 months of the commencement of your employment with the firm
- satisfactory completion of the probationary period
- in circumstances where your previous employer has an office in India, your providing the firm with a relieving letter from your previous employer, within 2 weeks of the commencement of your employment
- you agree that you will cooperate fully with the Firm (and its respective counsel, if applicable) in connection with any client matter, inquiry, investigation, administrative proceeding, litigation or dispute relating to any matter relating to the Firm in which the Firm believes you were involved or of which you have knowledge. These obligations survive the termination of your employment
- for candidates who were referred to Goldman Sachs by a government official or by an employee of a client or prospective client of Goldman Sachs, or who have a close personal or financial connection to such individuals, the Firm's offer of employment is conditional on resolution of any actual or perceived conflict of interest. In some instances, this will include a confirmation from the applicable client, prospective client or government entity that it is aware of the referral or relationship

In due course you will be required to complete an employment health questionnaire.

Immigration

When you accept this offer, please confirm whether you will need to obtain an employment visa. If you are an Indian national, for administrative purposes it would be useful if you could provide a copy of the first page of your passport and any other relevant stamped pages with your signed offer letter.

We will assist you in applying for an employment visa, although we cannot guarantee the outcome of the application.

Accepting this offer

We hope that you will accept our offer, in which case please do the following:

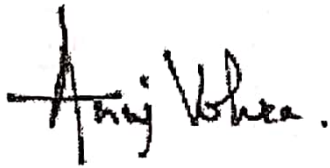
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- complete on-line forms. Details as to how to access the appropriate website will be sent to you upon receipt of your signed offer letter, Statement and Verification of Employee Details Authorisation. If you do not complete the on-line forms before you join us, your first salary payment will be delayed. **The firm's background checks will include verification of the information given on the on-line forms and so it is essential that the information is complete and accurate.** The provision of misleading, false or inaccurate information, or the omission of a material fact, may be legitimate cause for the immediate withdrawal of this offer of employment or, once you have joined the firm, for disciplinary action up to and including dismissal. In signing this offer letter, you accept the statements and agree to the authorities given by you as set out in the Verification of Employee Details Authorisation
- if you need an employment visa, please contact Sneha Baid at 080 - 41423242

[This space intentionally left blank. Signature required on the following page.]

Once you have completed and signed all these documents, please return them to Human Capital Management in the envelope provided. This offer is valid until March 9, 2015, after which time it will lapse.

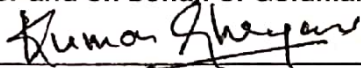
We look forward to your joining the firm.

Yours sincerely,



Anuj Vohra
Vice President
Human Capital Management

For and on behalf of Goldman Sachs Services Private Limited



Kumar Shreyans

01.03.2015

(Date)

Are you legally authorized to work in India? Yes ; No [];

Will you now or in the future require sponsorship for employment visa status? Yes []; No .

Before you commence employment we would prefer to correspond with you via e-mail. If you have a private e-mail address or a work e-mail that you are happy to use, please put it here.

Email address: ksreyans94@gmail.com

03 March, 2015

Mr. Varun Kumar

H.no: 2-125, Kadavendi (post),
Devarupulla(man), Warangal (dist),
Telangana- 506 302

Dear Varun,

We are extremely pleased to welcome you to LatentView Analytics as an Analyst subsequent to the discussions we had with you.

You will be paid an Annual Total Compensation of ₹ 4, 50, 000/- per annum including a target annual incentive of ₹ 45, 000/. This amount may vary based on your performance and LatentView's business performance and it would be reviewed as part of the annual business performance review cycle at the end of the financial year.

Your appointment would be subject to the standard terms and conditions of employment and the rules and regulations of the Company from time to time.

Please sign and return a duplicate copy of this offer letter along with your likely date of joining, as an indication of your acceptance of this offer.

We look forward to a mutually fruitful association and wish you a satisfying career with LatentView,

Sincerely,
For LatentView Analytics Pvt. Ltd.,



Mahesh Babu
Senior Executive – Talent Acquisition

LatentView Analytics Pvt. Ltd.

Unit 6, 7, 8, 5th Floor, Neville Tower, Ramanujan IT City SEZ, Rajiv Gandhi Salai (OMR), Taramani, Chennai - 600 113, India
+91 44 4344 1700 Phone | +91 44 4344 1701 Fax | www.latentview.com

Annexure - A

CTC Components	Per Month Monthly	Per Annum
Basic	15000	180000
HRA	7500	90000
Special Allowance	5400	64800
Conveyance	800	9600
Food Coupons	2000	24000
Medical Reimbursement*	1250	15000
Total (A)	31950	383400
Annual		
Incentive Indication**	3750	45000
Total (B)	3750	45000
Retiral		
PF Employer Contribution	1800	21600
Annual Total Comp (A+B)	37500	450000

* Medical Reimbursement is paid on a monthly basis subject to a limit of 15,000/annum. At the end of financial year, on submission of medical bills tax exemption will be provided.

** The incentive amount is an indicative amount and may vary depending on your performance and the Company's performance. It will be paid subject to your being present on company rolls as of 31st March 2016

Note 1 - You are covered under Group Medical Insurance Policy wherein you and your family are eligible for INR 4 Lakhs coverage per annum. Family refers to self, spouse and two children.

Note 2 - You are also covered under Group Personal Accident Insurance and Term Life Insurance for INR 5 Lakhs each.

Note 3 - Over and above your CTC, the Company contributes 4.8% of your Annual Basic towards Gratuity payable as per the Gratuity Act, 1972

Inessa

Accepted

01/09/2015

Date of Joining

03 March, 2015

Mr. Tejal MK
11-4-636/1,
No.410, Apex Apts, Opp.Income Tax Towers,
Proff.Elyas Burny Road, A C Guards,
Hyderabad,
Andhra Pradesh

Dear Tejal,

We are extremely pleased to welcome you to LatentView Analytics as an **Analyst** subsequent to the discussions we had with you.

You will be paid an Annual Total Compensation of ₹ 4, 50, 000/- per annum including a target annual incentive of ₹ 45, 000/-. This amount may vary based on your performance and LatentView's business performance and it would be reviewed as part of the annual business performance review cycle at the end of the financial year.

Your appointment would be subject to the standard terms and conditions of employment and the rules and regulations of the Company from time to time.

Please sign and return a duplicate copy of this offer letter along with your likely date of joining, as an indication of your acceptance of this offer.

We look forward to a mutually fruitful association and wish you a satisfying career with LatentView,

Sincerely,
For LatentView Analytics Pvt. Ltd.,



Mahesh Babu
Senior Executive – Talent Acquisition

LatentView Analytics Pvt. Ltd.

Unit 6, 7, 8, 5th Floor, Neville Tower, Ramanujan IT City SEZ, Rajiv Gandhi Salai (OMR), Taramani, Chennai - 600 113, India
+91 44 4344 1700 Phone | +91 44 4344 1701 Fax | www.LatentView.com

Annexure – A

CTC Components	Per Month Monthly	Per Annum
Basic	15000	180000
HRA	7500	90000
Special Allowance	5400	64800
Conveyance	800	9600
Food Coupons	2000	24000
Medical Reimbursement*	1250	15000
Total (A)	31950	383400
Annual		
Incentive Indication**	3750	45000
Total (B)	3750	45000
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Annual Total Comp (A+B)	37500	450000

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Note 3 - Over and above your CTC, the Company contributes 4.8% of your Annual Basic towards Gratuity payable as per the Gratuity Act, 1972

H. C. Raj

Accepted

04.05.2015

Date of Joining

February 23, 2015

Ms. Treesa Joy
Kizhakkethalackal (H),
Mannarakyam P.O,
Ponkunnam,
Kottayam Dist - 686 506,
Kerala

Dear Treesa,

We are extremely pleased to welcome you to LatentView Analytics as an **Analyst** subsequent to the discussions we had with you.

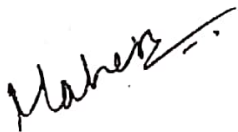
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Your appointment would be subject to the standard terms and conditions of employment and the rules and regulations of the Company from time to time.

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We look forward to a mutually fruitful association and wish you a satisfying career with LatentView,

Sincerely,
For LatentView Analytics Pvt. Ltd.,



Mahesh Babu
Senior Executive - Talent Acquisition

LatentView Analytics Pvt. Ltd.

Unit 6, 7, 8, 5th Floor, Neville Tower, Ramanujan IT City SEZ, Rajiv Gandhi Salai (OMR), Taramani, Chennai - 600 113, India
+91 44 4344 1700 Phone | +91 44 4344 1701 Fax | www.LatentView.com

Annexure - A

CTC Components	Per Month Monthly	Per Annum
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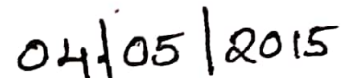
Note 1 - You are covered under Group Medical Insurance Policy wherein you and your family are eligible for INR 4 Lakhs coverage per annum. Family refers to self, spouse and two children.

Note 2 - You are also covered under Group Personal Accident Insurance and Term Life Insurance for INR 5 Lakhs each.

Note 3 - Over and above your CTC, the Company contributes 4.8% of your Annual Basic towards Gratuity payable as per the Gratuity Act, 1972



Accepted



Date of Joining

03 March, 2015

Mr. Shivaprakash Suresh

Plot no. 14,
2nd street,
Thendral nagar west,
Thirumullaivoyal,
Chennai – 600 062

Dear Shivaprakash,

We are extremely pleased to welcome you to LatentView Analytics as an Analyst subsequent to the discussions we had with you.

You will be paid an Annual Total Compensation of ₹ 4, 50, 000/- per annum including a target annual incentive of ₹ 45, 000/. This amount may vary based on your performance and LatentView's business performance and it would be reviewed as part of the annual business performance review cycle at the end of the financial year.

Your appointment would be subject to the standard terms and conditions of employment and the rules and regulations of the Company from time to time.

Please sign and return a duplicate copy of this offer letter along with your likely date of joining, as an indication of your acceptance of this offer.

We look forward to a mutually fruitful association and wish you a satisfying career with LatentView,

Sincerely,
For LatentView Analytics Pvt. Ltd.,



Mahesh Babu
Senior Executive – Talent Acquisition

LatentView Analytics Pvt. Ltd.

Unit 6, 7, 8, 5th Floor, Neville Tower, Ramanujan IT City SEZ, Rajiv Gandhi Salai (OMR), Taramani, Chennai - 600 113, India
+91 44 4344 1700 Phone | +91 44 4344 1701 Fax | www.LatentView.com

Annexure - A

CTC Components	Per Month Monthly	Per Annum
Basic	15000	180000
HRA	7500	90000
Special Allowance	5400	64800
Conveyance	800	9600
Food Coupons	2000	24000
Medical Reimbursement*	1250	15000
Total (A)	31950	383400
Annual		
Incentive Indication**	3750	45000
Total (B)	3750	45000
Retiral		
PF Employer Contribution	1800	21600
Annual Total Comp (A+B)	37500	450000

* Medical Reimbursement is paid on a monthly basis subject to a limit of 15,000/annum. At the end of financial year, on submission of medical bills tax exemption will be provided.

** The incentive amount is an indicative amount and may vary depending on your performance and the Company's performance. It will be paid subject to your being present on company rolls as of 31st March 2016

Note 1 - You are covered under Group Medical Insurance Policy wherein you and your family are eligible for INR 4 Lakhs coverage per annum. Family refers to self, spouse and two children.

Note 2 - You are also covered under Group Personal Accident Insurance and Term Life Insurance for INR 5 Lakhs each.

Note 3 - Over and above your CTC, the Company contributes 4.8% of your Annual Basic towards Gratuity payable as per the Gratuity Act, 1972



Accepted

04.05.2015

Date of Joining



22nd Feb, 2015

To:
Ms. Helen A
Sub: JOB OFFER LETTER

Dear Ms. Helen A,

Meccademia Education Institute is pleased to offer you a job as a "Mathematics Faculty", to be based in UAE. You will be an integral part of the MECCADEMIA team ensuring her success in all her endeavors. We trust that your knowledge, skills and experience will be among our most valuable assets. Your tentative joining date will be End of May, 2015. We would like to take you through the conditions for employment:

1. Timings:

The office working hours will be from 1.00 p.m. to 10.00 p.m. with 30 mins lunch break in between.

2. Holidays

You will have one weekly off on Wednesday apart from Government holidays (HR will provide you with the list). You are also entitled for a paid annual leave of 25 days.

3. Salary

You will be entitled for a monthly salary of AED 4000/- paid by your choice of cheque or direct deposit.

4. Probation

You will work under a probation period of 3 months. In the event of termination of the Employment during the probationary period, you will not be entitled to receive any end of service benefits or other compensation whatsoever.

5. Air Ticket

You will be provided with a return air ticket to the nearest place of your residence, once a year.

6. Visa and Employment

The Employment Visa and the resident visa cost will be borne by Meccademia, subject to employee's completion of contract duration. Employee will also be provided with a one-way ticket to join the organization while joining for the first time.

By signing and dating this letter below, I, accept the job offer of Mathematics Faculty by MECCADEMIA EDUCATION INSTITUTE.

Signature: _____

Ms. Helen A

Date: _____

Signature

Mr. Subramanian Krishnamoorthy

Date: 22nd Feb, 2015.



22nd Feb, 2015

To:

Ms. Anitta

Sub: JOB OFFER LETTER

Dear Ms. Anitta,

Meccademia Education Institute is pleased to offer you a Job as a "Mathematics Faculty", to be based in UAE. You will be an integral part of the MECCADEMIA team ensuring her success in all her endeavors. We trust that your knowledge, skills and experience will be among our most valuable assets. **Your tentative joining date will be End of May, 2015.** We would like to take you through the conditions for employment:

1. Timings:

The office working hours will be from 1.00 p.m. to 10.00 p.m. with 30 mins lunch break in between.

2. Holidays

You will have one weekly off on Wednesday apart from Government holidays (HR will provide you with the list). You are also entitled for a paid annual leave of 25 days.

3. Salary

You will be entitled for a monthly salary of AED 4000/- paid by your choice of cheque or direct deposit.

4. Probation

You will work under a probation period of 3 months. In the event of termination of the Employment during the probationary period, you will not be entitled to receive any end of service benefits or other compensation whatsoever.

5. Air Ticket

You will be provided with a return air ticket to the nearest place of your residence, once a year.

6. Visa and Employment

The Employment Visa and the resident visa cost will be borne by Meccademia, subject to employee's completion of contract duration. Employee will also be provided with a one-way ticket to join the organization while joining for the first time.

By signing and dating this letter below, I, accept the job offer of Mathematics Faculty by MECCADEMIA EDUCATION INSTITUTE.

Signature: _____

Ms. Anitta

Date: _____

Signature

Mr. Subramanian Krishnamoorthy

Date: 22nd Feb, 2015.



22nd Feb, 2015

To:
Mr. Arulanand
Sub: JOB OFFER LETTER

Dear Mr. Arulanand,

Meccademia Education Institute is pleased to offer you a job as a "Mathematics Faculty", to be based in UAE. You will be an integral part of the MECCADEMIA team ensuring her success in all her endeavors. We trust that your knowledge, skills and experience will be among our most valuable assets. **Your tentative joining date will be End of May, 2015.** We would like to take you through the conditions for employment:

1. Timings:

The office working hours will be from 1.00 p.m. to 10.00 p.m. with 30 mins lunch break in between.

2. Holidays

You will have one weekly off on Wednesday apart from Government holidays (HR will provide you with the list). You are also entitled for a paid annual leave of 25 days.

3. Salary

You will be entitled for a monthly salary of **AED 4000/-** paid by your choice of cheque or direct deposit.

4. Probation

You will work under a probation period of 3 months. In the event of termination of the Employment during the probationary period, you will not be entitled to receive any end of service benefits or other compensation whatsoever.

5. Air Ticket

You will be provided with a return air ticket to the nearest place of your residence, once a year.

6. Visa and Employment

The Employment Visa and the resident visa cost will be borne by Meccademia, subject to employee's completion of contract duration. Employee will also be provided with a one-way ticket to join the organization while joining for the first time.

By signing and dating this letter below, I, accept the job offer of **Mathematics Faculty** by MECCADEMIA EDUCATION INSTITUTE.

Signature: _____

_____ Signature

Mr. Arulanand

Mr. Subramanian Krishnamoorthy

Date: _____

Date: 22nd Feb, 2015.



22nd Feb, 2015

To:
Mr. Pandi Chelvan
Sub: JOB OFFER LETTER

Dear Mr. Pandi Chelvan,

Meccademia Education Institute is pleased to offer you a job as a "Mathematics Faculty", to be based in UAE. You will be an integral part of the MECCADEMIA team ensuring her success in all her endeavors. We trust that your knowledge, skills and experience will be among our most valuable assets. **Your tentative joining date will be End of May, 2015.** We would like to take you through the conditions for employment:

1. Timings:

The office working hours will be from 1.00 p.m. to 10.00 p.m. with 30 mins lunch break in between.

2. Holidays

You will have one weekly off on Wednesday apart from Government holidays (HR will provide you with the list). You are also entitled for a paid annual leave of 25 days.

3. Salary

You will be entitled for a monthly salary of **AED 4000/-** paid by your choice of cheque or direct deposit.

4. Probation

You will work under a probation period of 3 months. In the event of termination of the Employment during the probationary period, you will not be entitled to receive any end of service benefits or other compensation whatsoever.

5. Air Ticket

You will be provided with a return air ticket to the nearest place of your residence, once a year.

6. Visa and Employment

The Employment Visa and the resident visa cost will be borne by Meccademia, subject to employee's completion of contract duration. Employee will also be provided with a one-way ticket to join the organization while joining for the first time.

By signing and dating this letter below, I, accept the job offer of **Mathematics Faculty** by MECCADEMIA EDUCATION INSTITUTE.

Signature: _____

Signature

Mr. Pandi Chelvan

Mr. Subramanian Krishnamoorthy

Date: _____

Date: **22nd Feb, 2015.**



22nd Feb, 2015

To:
Ms. Atchayaa
Sub: JOB OFFER LETTER

Dear Ms. Atchayaa,

Meccademia Education Institute is pleased to offer you a job as a "Mathematics Faculty", to be based in UAE. You will be an integral part of the MECCADEMIA team ensuring her success in all her endeavors. We trust that your knowledge, skills and experience will be among our most valuable assets. Your tentative joining date will be End of May, 2015. We would like to take you through the conditions for employment:

1. Timings:

The office working hours will be from 1.00 p.m. to 10.00 p.m. with 30 mins lunch break in between.

2. Holidays

You will have one weekly off on Wednesday apart from Government holidays (HR will provide you with the list). You are also entitled for a paid annual leave of 25 days.

3. Salary

You will be entitled for a monthly salary of AED 4000/- paid by your choice of cheque or direct deposit.

4. Probation

You will work under a probation period of 3 months. In the event of termination of the Employment during the probationary period, you will not be entitled to receive any end of service benefits or other compensation whatsoever.

5. Air Ticket

You will be provided with a return air ticket to the nearest place of your residence, once a year.

6. Visa and Employment

The Employment Visa and the resident visa cost will be borne by Meccademia, subject to employee's completion of contract duration. Employee will also be provided with a one-way ticket to join the organization while joining for the first time.

By signing and dating this letter below, I, accept the job offer of **Mathematics Faculty** by MECCADEMIA EDUCATION INSTITUTE.

Signature: _____

_____ Signature

Ms. Atchayaa

Mr. Subramanian Krishnamoorthy

Date: _____

Date: 22nd Feb, 2015.



22nd Feb, 2015

To:

Ms. Albira Jerome D

Sub: JOB OFFER LETTER

Dear Ms. Albira Jerome D,

Meccademia Education Institute is pleased to offer you a job as a "Biology Faculty", to be based in UAE. You will be an integral part of the MECCADEMIA team ensuring her success in all her endeavors. We trust that your knowledge, skills and experience will be among our most valuable assets. Your tentative joining date will be End of May, 2015. We would like to take you through the conditions for employment:

1. Timings:

The office working hours will be from 1.00 p.m. to 10.00 p.m. with 30 mins lunch break in between.

2. Holidays

You will have one weekly off on Wednesday apart from Government holidays (HR will provide you with the list). You are also entitled for a paid annual leave of 25 days.

3. Salary

You will be entitled for a monthly salary of AED 4000/- paid by your choice of cheque or direct deposit.

4. Probation

You will work under a probation period of 3 months. In the event of termination of the Employment during the probationary period, you will not be entitled to receive any end of service benefits or other compensation whatsoever.

5. Air Ticket

You will be provided with a return air ticket to the nearest place of your residence, once a year.

6. Visa and Employment

The Employment Visa and the resident visa cost will be borne by Meccademia, subject to employee's completion of contract duration. Employee will also be provided with a one-way ticket to join the organization while joining for the first time.

By signing and dating this letter below, I, accept the job offer of **Biology Faculty** by MECCADEMIA EDUCATION INSTITUTE.

Signature: _____

Ms. Albira Jerome D

Date: _____

Signature _____

Mr. Subramanian Krishnamoorthy

Date: 22nd Feb, 2015.



22nd Feb, 2015

To:

Ms. Sanjana Bhandari

Sub: JOB OFFER LETTER

Dear Ms. Sanjana Bhandari,

Meccademia Education Institute is pleased to offer you a job as a "Biology Faculty", to be based in UAE. You will be an integral part of the MECCADEMIA team ensuring her success in all her endeavors. We trust that your knowledge, skills and experience will be among our most valuable assets. Your tentative joining date will be End of May, 2015. We would like to take you through the conditions for employment:

1. Timings:

The office working hours will be from 1.00 p.m. to 10.00 p.m. with 30 mins lunch break in between.

2. Holidays

You will have one weekly off on Wednesday apart from Government holidays (HR will provide you with the list). You are also entitled for a paid annual leave of 25 days.

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4. Probation

You will work under a probation period of 3 months. In the event of termination of the Employment during the probationary period, you will not be entitled to receive any end of service benefits or other compensation whatsoever.

5. Air Ticket

You will be provided with a return air ticket to the nearest place of your residence, once a year.

6. Visa and Employment

The Employment Visa and the resident visa cost will be borne by Meccademia, subject to employee's completion of contract duration. Employee will also be provided with a one-way ticket to join the organization while joining for the first time.

By signing and dating this letter below, I, accept the job offer of **Biology Faculty** by MECCADEMIA EDUCATION INSTITUTE.

Signature: _____

Ms. Sanjana Bhandari

Date: _____

Signature

Mr. Subramanian Krishnamoorthy

Date: 22nd Feb, 2015.



22nd Feb, 2015

To:

Ms. Manu Chithra

Sub: JOB OFFER LETTER

Dear Ms. Manu Chithra,

Meccademia Education Institute is pleased to offer you a job as a "Biology Faculty", to be based in UAE. You will be an integral part of the MECCADEMIA team ensuring her success in all her endeavors. We trust that your knowledge, skills and experience will be among our most valuable assets. Your tentative joining date will be End of May, 2015. We would like to take you through the conditions for employment:

1. Timings:

The office working hours will be from 1.00 p.m. to 10.00 p.m. with 30 mins lunch break in between.

2. Holidays

You will have one weekly off on Wednesday apart from Government holidays (HR will provide you with the list). You are also entitled for a paid annual leave of 25 days.

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5. Air Ticket

You will be provided with a return air ticket to the nearest place of your residence, once a year.

6. Visa and Employment

The Employment Visa and the resident visa cost will be borne by Meccademia, subject to employee's completion of contract duration. Employee will also be provided with a one-way ticket to join the organization while joining for the first time.

By signing and dating this letter below, I, accept the job offer of **Biology Faculty** by MECCADEMIA EDUCATION INSTITUTE.

Signature: _____

Ms. Manu Chithra

Date: _____

Mr. Subramanian Krishnamoorthy

Date: 22nd Feb, 2015.

Signature



22nd Feb, 2015

To:

Mr. Deepak Kumar

Sub: JOB OFFER LETTER

Dear Mr. Deepak Kumar,

Meccademia Education Institute is pleased to offer you a job as a "Biology Faculty", to be based in UAE. You will be an integral part of the MECCADEMIA team ensuring her success in all her endeavors. We trust that your knowledge, skills and experience will be among our most valuable assets. Your tentative joining date will be End of May, 2015. We would like to take you through the conditions for employment:

1. Timings:

The office working hours will be from 1.00 p.m. to 10.00 p.m. with 30 mins lunch break in between.

2. Holidays

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4. Probation

You will work under a probation period of 3 months. In the event of termination of the Employment during the probationary period, you will not be entitled to receive any end of service benefits or other compensation whatsoever.

5. Air Ticket

You will be provided with a return air ticket to the nearest place of your residence, once a year.

6. Visa and Employment

The Employment Visa and the resident visa cost will be borne by Meccademia, subject to employee's completion of contract duration. Employee will also be provided with a one-way ticket to join the organization while joining for the first time.

By signing and dating this letter below, I, accept the job offer of **Biology Faculty** by MECCADEMIA EDUCATION INSTITUTE.

Signature: _____

Mr. Deepak Kumar

Date: _____

Mr. Subramanian Krishnamoorthy

Date: 22nd Feb, 2015.



22nd Feb, 2015

To:
Mr. Palani Velu
Sub: JOB OFFER LETTER

Dear Mr. Palani Velu,

Meccademia Education Institute is pleased to offer you a job as a "Chemistry Faculty", to be based in UAE. You will be an integral part of the MECCADEMIA team ensuring her success in all her endeavors. We trust that your knowledge, skills and experience will be among our most valuable assets. **Your tentative joining date will be End of May, 2015.** We would like to take you through the conditions for employment:

1. Timings:

The office working hours will be from 1.00 p.m. to 10.00 p.m. with 30 mins lunch break in between.

2. Holidays

You will have one weekly off on Wednesday apart from Government holidays (HR will provide you with the list). You are also entitled for a paid annual leave of 25 days.

3. Salary

You will be entitled for a monthly salary of **AED 4000/-** paid by your choice of cheque or direct deposit.

4. Probation

You will work under a probation period of 3 months. In the event of termination of the Employment during the probationary period, you will not be entitled to receive any end of service benefits or other compensation whatsoever.

5. Air Ticket

You will be provided with a return air ticket to the nearest place of your residence, once a year.

6. Visa and Employment

The Employment Visa and the resident visa cost will be borne by Meccademia, subject to employee's completion of contract duration. Employee will also be provided with a one-way ticket to join the organization while joining for the first time.

By signing and dating this letter below, I, accept the job offer of **Chemistry Faculty** by MECCADEMIA EDUCATION INSTITUTE.

Signature: _____

Mr. Palani Velu

Date: _____

Mr. Subramanian Krishnamoorthy

Date: 22nd Feb, 2015.

NIT/HR/IN-OFF/ 2015

Date: 10-Mar-2015

Name: *Kartik Narayanan*

Address: *Flat - k, Sardambal apt.,
New No.36 Old no:30, Kirupa Sankari Street,
West Mambalam, Chennai - 600033.*

Re: Letter of Offer

Dear *Kartik,*

Further to the campus recruitment that we had in your college, we are pleased to offer you employment in our organization subject to meeting the following criteria.

- You will be required to attend and complete Internship program successfully. We will communicate the internship date and training calendar shortly
- Meeting the expected Performance standard in Internship Program.
- Successful completion of your Undergraduate degree without any arrears.

Before joining, you will be required to undergo a pre-employment medical exam by a doctor appointed by the Company and this offer is subject to your being medically fit for employment with us.

On completion of the above, you will be given formal appointment letter. You will be designated as 'Trainee'.

You will be paid an annual CTC of Rs. 172861 per annum (One Lakh Seventy Two Thousand Eight Hundred and Sixty One Rupees) including Provident Fund and ESI as per the governing statutory norms.

Your tentative month of Joining will be on or before **May - June'2015**. However exact date will be intimated to you.

At the time of joining we would request you to furnish two references and submit two copies of the following documents:

- Photographs (Seven passport size)
- All educational certificates including mark sheets in full
- Proof of ID
- Proof of Address
- Blood group with Medical fitness approved by our authorized hospital.

Please acknowledge the copy of this letter as an acceptance of the above offer. Your signature will confirm the remuneration/ retainer-ship fee agreed upon and other terms of this Offer Letter.

Please note that a detailed appointment letter shall be issued at the time of joining the company.

The terms of this Letter of Offer are confidential in nature and shall not be divulged by any mode of communication to any other person or organization etc., prior to your date of joining, during your employment with the Company or thereafter.

Best wishes,

Yours Sincerely,

For NTrust Infotech Private Limited,



**Indra Kumar.T,
Head - HR**

Accepted the Terms of offer

NTrust

NTrust Infotech Private Limited
Cafeteria Towers, 3rd Floor
Sri Laxmi Church Road
Vyasabre, Chennai - 600 004
Tel: 044-2467 0192 Fax: 044-4210 9019
Email: hr@ntrustinfotech.com
Website: www.ntrustinfotech.com
CIN: U72200TN2003PTC051318

NIT/HR/IN-OFF/ 2015

Date: 10-Mar-2015

Name: Joseph Pradeep. Z

Address: 194/1, Annai Theresa street,
Alapakkam, Chengalpetu.

Re: Letter of Offer

Dear Joseph,

Further to the campus recruitment that we had in your college, we are pleased to offer you employment in our organization subject to meeting the following criteria.

- You will be required to attend and complete Internship program successfully. We will communicate the internship date and training calendar shortly
- Meeting the expected Performance standard in Internship Program.
- Successful completion of your Undergraduate degree without any arrears.

Before joining, you will be required to undergo a pre-employment medical exam by a doctor appointed by the Company and this offer is subject to your being medically fit for employment with us.

On completion of the above, you will be given formal appointment letter. You will be designated as 'Trainee'.

You will be paid an annual CTC of Rs. 172861 per annum (One Lakh Seventy Two Thousand Eight Hundred and Sixty One Rupees) including Provident Fund and ESI as per the governing statutory norms.

Your tentative month of Joining will be on or before **May – June'2015**. However exact date will be intimated to you.

At the time of joining we would request you to furnish two references and submit two copies of the following documents:

- Photographs (Seven passport size)
- All educational certificates including mark sheets in full
- Proof of ID
- Proof of Address
- Blood group with Medical fitness approved by our authorized hospital.

NTrust

Please acknowledge the copy of this letter as an acceptance of the above offer. Your signature will confirm the remuneration/ retainer-ship fee agreed upon and other terms of this Offer Letter.


Please note that a detailed appointment letter shall be issued at the time of joining the company.

The terms of this Letter of Offer are confidential in nature and shall not be divulged by any mode of communication to any other person or organization etc., prior to your date of joining, during your employment with the Company or thereafter.

Best wishes,

Yours Sincerely,

For NTrust Infotech Private Limited,



**Indra Kumar.T,
Head - HR**

Accepted the Terms of offer

NIT/HR/IN-OFF/ 2015

Date: 10-Mar-2015

Name: S. Manikandan - 1200635

Address: Plot no: 7, Nehru street,
89, Veppampatu, Tiruvallur - 602024

Re: Letter of Offer

Dear Manikandan,

Further to the campus recruitment that we had in your college, we are pleased to offer you employment in our organization subject to meeting the following criteria.

- You will be required to attend and complete Internship program successfully. We will communicate the internship date and training calendar shortly
- Meeting the expected Performance standard in Internship Program.
- Successful completion of your Undergraduate degree without any arrears.

Before joining, you will be required to undergo a pre-employment medical exam by a doctor appointed by the Company and this offer is subject to your being medically fit for employment with us.

On completion of the above, you will be given formal appointment letter. You will be designated as 'Trainee'.

You will be paid an annual CTC of Rs. 172861 per annum (One Lakh Seventy Two Thousand Eight Hundred and Sixty One Rupees) including Provident Fund and ESI as per the governing statutory norms.

Your tentative month of Joining will be on or before **May – June'2015**. However exact date will be intimated to you.

At the time of joining we would request you to furnish two references and submit two copies of the following documents:

- Photographs (Seven passport size)
- All educational certificates including mark sheets in full
- Proof of ID
- Proof of Address
- Blood group with Medical fitness approved by our authorized hospital.

Please acknowledge the copy of this letter as an acceptance of the above offer. Your signature will confirm the remuneration/ retainer-ship fee agreed upon and other terms of this Offer Letter.


Please note that a detailed appointment letter shall be issued at the time of joining the company.

The terms of this Letter of Offer are confidential in nature and shall not be divulged by any mode of communication to any other person or organization etc., prior to your date of joining, during your employment with the Company or thereafter.

Best wishes,

Yours Sincerely,

For NTrust Infotech Private Limited,



Indra Kumar.T,
Head - HR



Accepted the Terms of offer

Date 9th Feb 2015
Date of Birth 30th April 1995
Contact Number 9962720236

Subject: Letter of Intent

Dear Aravind Raju, 12 CO 354

Congratulations on taking your first steps towards a successful and rewarding career with RBS! Following your successful completion of our assessment process, I am pleased to inform you that we intend to offer you the role of PROCESS ASSOCIATE at RBS Business Services Pvt. Ltd.

From day one, you'll be part of a great team, working with your colleagues to support our banking businesses across the globe. Together, you'll be responsible to deliver a high quality service through your work. Our world-class Learning and Development Centre will equip you with all the skills you'll need to excel in your role.

The employment contract will be sent to you in due course, which would contain the full terms and conditions of employment and the salary details in the form of an annexure.

Please note that your employment with RBS Business Services Pvt. Ltd. is subject to:

- your clearing the Post Graduation/Graduation Degree from LOYOLA COLLEGE successfully and presenting the mark sheet and certificate/provisional certificate to that effect
- the satisfactory completion of pre-employment screening.

This employment offer with RBS Business Services Pvt. Ltd. shall stand withdrawn if any of the above conditions are not met and RBS shall not be responsible for any liability arising thereof.

In order for us to conduct your pre-employment screening, please complete the enclosed application form latest by 15th April 2015 and send it Nikita Menon (nikita.menon@rbs.com) together with the documents mentioned in the document checklist attached along with this Letter.

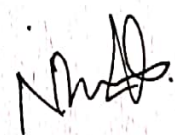
In exceptional circumstances, RBS reserves the right to rescind the offer of employment.

Please acknowledge by signing on the duplicate copy of this letter and returning it to RBS by 19th Feb 2015 Should you have any questions relating to the placement, please do not hesitate to contact Poonima Mohanty (Poonima.mohanty@rbs.com)

We look forward to welcoming you on board!

Best Regards,
For & on behalf of
RBS Business Services Pvt. Ltd.


Nisha Charles
Senior Manager - Resourcing India



STRICTLY PRIVATE & CONFIDENTIAL

Date 9th Feb 2015

Date of Birth 27th April 1995

Contact Number 8122889274

Subject: Letter of Intent

Dear Devick Stephen Raj. A, 12 CO 634

Congratulations on taking your first steps towards a successful and rewarding career with RBS! Following your successful completion of our assessment process, I am pleased to inform you that we intend to offer you the role of PROCESS ASSOCIATE at RBS Business Services Pvt. Ltd.

From day one, you'll be part of a great team, working with your colleagues to support our banking businesses across the globe. Together, you'll be responsible to deliver a high quality service through your work. Our world-class Learning and Development Centre will equip you with all the skills you'll need to excel in your role.

The employment contract will be sent to you in due course, which would contain the full terms and conditions of employment and the salary details in the form of an annexure.

Please note that your employment with RBS Business Services Pvt. Ltd. is subject to:

- your clearing the Post Graduation/Graduation Degree from LOYOLA COLLEGE successfully and presenting the mark sheet and certificate/provisional certificate to that effect
- the satisfactory completion of pre-employment screening.

This employment offer with RBS Business Services Pvt. Ltd. shall stand withdrawn if any of the above conditions are not met and RBS shall not be responsible for any liability arising thereof.

In order for us to conduct your pre-employment screening, please complete the enclosed application form latest by 15th April 2015 and send it Nikita Menon (nikita.menon@rbs.com) together with the documents mentioned in the document checklist attached along with this Letter.

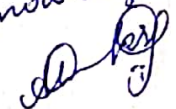
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We look forward to welcoming you on board!

Best Regards,
For & on behalf of
RBS Business Services Pvt. Ltd.


Nisha Charles
Senior Manager - Resourcing India

Acknowledged


STRICTLY PRIVATE & CONFIDENTIAL

Aon Hewitt

Best
Employers
2.0

India
2013

RBS Business Services Private Limited was formerly known as ABN AMRO Central Enterprise Services Private Limited.

Regd. Office: Empire Complex, 414, Senapati Bapat Marg, Lower Parel (W), Mumbai 400013.

Telephone: +91 22 6664 7000. Facsimile: +91 22 6664 7890. Corporate Identity Number - U72900MH2001PTC133558

Date 9th Feb 2015

Date of Birth 15th Nov 1993

Contact Number 8870055002

Subject: Letter of Intent

Dear Ashwath Rajasingham, 12 C0652

Congratulations on taking your first steps towards a successful and rewarding career with RBS! Following your successful completion of our assessment process, I am pleased to inform you that we intend to offer you the role of Process Associate at RBS Business Services Pvt. Ltd.

From day one, you'll be part of a great team, working with your colleagues to support our banking businesses across the globe. Together, you'll be responsible to deliver a high quality service through your work. Our world-class Learning and Development Centre will equip you with all the skills you'll need to excel in your role.

The employment contract will be sent to you in due course, which would contain the full terms and conditions of employment and the salary details in the form of an annexure.

Please note that your employment with RBS Business Services Pvt. Ltd. is subject to:

- your clearing the Post Graduation/Graduation Degree from loyala College successfully and presenting the mark sheet and certificate/provisional certificate to that effect
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We look forward to welcoming you on board!

Best Regards,
For & on behalf of
RBS Business Services Pvt. Ltd.


Nisha Charles
Senior Manager - Resourcing India

STRICTLY PRIVATE & CONFIDENTIAL

Acknowledged.
Ashwath

Aon Hewitt

Best
Employers
2.0

India
2013

Date 9th Feb 2015
Date of Birth 21st Jan 1992
Contact Number 7299108340

Subject: Letter of Intent

Dear Deepthy Raby, 13 PCO 013

Congratulations on taking your first steps towards a successful and rewarding career with RBS! Following your successful completion of our assessment process, I am pleased to inform you that we intend to offer you the role of Process Associate at RBS Business Services Pvt. Ltd.

From day one, you'll be part of a great team, working with your colleagues to support our banking businesses across the globe. Together, you'll be responsible to deliver a high quality service through your work. Our world-class Learning and Development Centre will equip you with all the skills you'll need to excel in your role.

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We look forward to welcoming you on board!

Best Regards,
For & on behalf of
RBS Business Services Pvt. Ltd.


Nisha Charles
Senior Manager - Resourcing India

STRICTLY PRIVATE & CONFIDENTIAL



Date 9th Feb 2015

Date of Birth 16th Feb 1995

Contact Number 9176531218

Subject: Letter of Intent

Dear Karthik. G, 12 CO 319

Congratulations on taking your first steps towards a successful and rewarding career with RBS! Following your successful completion of our assessment process, I am pleased to inform you that we intend to offer you the role of PROCESS ASSOCIATE at RBS Business Services Pvt. Ltd.

From day one, you'll be part of a great team, working with your colleagues to support our banking businesses across the globe. Together, you'll be responsible to deliver a high quality service through your work. Our world-class Learning and Development Centre will equip you with all the skills you'll need to excel in your role.

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Best Regards,
For & on behalf of
RBS Business Services Pvt. Ltd.


Nisha Charles
Senior Manager - Resourcing India


[KARTHIK.G]

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Regd. Office: Empire Complex, 414, Senapati Bapat Marg, Lower Parel (W), Mumbai 400013.

Telephone: +91 22 6664 7000. Facsimile: +91 22 6664 7890. Corporate Identity Number - U72900MH2001PTC133558



RBS Business Services Pvt. Ltd.,
8th Floor, Olympia Technology Park,
Altius Block, Plot No.1,
SIDCO Industrial Estate, Gulindy,
Chennai - 600 032.
Telephone : +91 44 4397 5000
Email: info.rbsbspl@rbs.com
www.rbs.com

Date 9th Feb 2015

Date of Birth 7th April 1995

Contact Number 9940301960

Subject: Letter of Intent

Dear Santhana Gopalakrishnan, *IN CO AIR*

Congratulations on taking your first steps towards a successful and rewarding career with RBS! Following your successful completion of our assessment process, I am pleased to inform you that we intend to offer you the role of *PROCESS ASSOCIATE* at RBS Business Services Pvt. Ltd.

From day one, you'll be part of a great team, working with your colleagues to support our banking businesses across the globe. Together, you'll be responsible to deliver a high quality service through your work. Our world-class Learning and Development Centre will equip you with all the skills you'll need to excel in your role.

The employment contract will be sent to you in due course, which would contain the full terms and conditions of employment and the salary details in the form of an annexure.

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We look forward to welcoming you on board!

Best Regards,
For & on behalf of
RBS Business Services Pvt. Ltd.

Nisha Charles
Nisha Charles
Senior Manager - Resourcing India

STRICTLY PRIVATE & CONFIDENTIAL

Aon Hewitt
Best
Employers
2.0

Date 9th Feb 2015
Date of Birth 19th Aug 1994
Contact Number 9791051694

Subject: Letter of Intent

Dear Balajee N, 12 CO 310

Congratulations on taking your first steps towards a successful and rewarding career with RBS! Following your successful completion of our assessment process, I am pleased to inform you that we intend to offer you the role of PROCESS ASSOCIATE at RBS Business Services Pvt. Ltd.

From day one, you'll be part of a great team, working with your colleagues to support our banking businesses across the globe. Together, you'll be responsible to deliver a high quality service through your work. Our world-class Learning and Development Centre will equip you with all the skills you'll need to excel in your role.

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We look forward to welcoming you on board!

Best Regards,
For & on behalf of
RBS Business Services Pvt. Ltd.


Nisha Charles
Senior Manager - Resourcing India

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RBS Business Services Pvt. Ltd.,
8th Floor, Olympia Technology Park,
Altius Block, Plot No.1,
SIDCO Industrial Estate, Guindy,
Chennai - 600 032.
Telephone : +91 44 4397 5000
Email: info.rbsbspl@rbs.com
www.rbs.com

Date 9th Feb 2015

Date of Birth 25th June 1994

Contact Number 7299011197

Subject: Letter of Intent

Dear Aarathi Sri Selvam, 12 FR 010

Congratulations on taking your first steps towards a successful and rewarding career with RBS! Following your successful completion of our assessment process, I am pleased to inform you that we intend to offer you the role of PROCESS ASSOCIATE at RBS Business Services Pvt. Ltd.

From day one, you'll be part of a great team, working with your colleagues to support our banking businesses across the globe. Together, you'll be responsible to deliver a high quality service through your work. Our world-class Learning and Development Centre will equip you with all the skills you'll need to excel in your role.

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Best Regards,
For & on behalf of
RBS Business Services Pvt. Ltd.


Nisha Charles
Senior Manager - Resourcing India

Aarathi Sri Selvam

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Aon Hewitt
Best
Employers
2.0

Date 9th Feb 2015

Date of Birth 20th March 1995

Contact Number 9566198174

Subject: Letter of Intent

Dear Yashwant. N, 12 CO 447

Congratulations on taking your first steps towards a successful and rewarding career with RBS! Following your successful completion of our assessment process, I am pleased to inform you that we intend to offer you the role of PROCESS ASSOCIATE at RBS Business Services Pvt. Ltd.

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Best Regards,
For & on behalf of
RBS Business Services Pvt. Ltd.


Nisha Charles
Senior Manager - Resourcing India

STRICTLY PRIVATE & CONFIDENTIAL

Date 9th Feb 2015
Date of Birth 6th Oct 1994
Contact Number 9597337217

Subject: Letter of Intent

Dear Simad Ahmed.S,

Congratulations on taking your first steps towards a successful and rewarding career with RBS! Following your successful completion of our assessment process, I am pleased to inform you that we intend to offer you the role of PROCESS ASSOCIATE at RBS Business Services Pvt. Ltd.

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We look forward to welcoming you on board!

Best Regards,
For & on behalf of
RBS Business Services Pvt. Ltd.


Nisha Charles
Senior Manager - Resourcing India

STRICTLY PRIVATE & CONFIDENTIAL

RBS Business Services Private Limited was formerly known as ABN AMRO Central Enterprise Services Private Limited.

Regd. Office: Empire Complex, 414, Senapati Bapat Marg, Lower Parel (W), Mumbai 400013.

Telephone: +91 22 6684 7000. Facsimile: +91 22 6684 7890. Corporate Identity Number - U72900MH2001PTC133558



Date 9th Feb 2015
Date of Birth 26th April 1995
Contact Number 9940076048

Subject: Letter of Intent

Dear Vaikhunth.K, IN CO 540

Congratulations on taking your first steps towards a successful and rewarding career with RBS! Following your successful completion of our assessment process, I am pleased to inform you that we intend to offer you the role of ...PROCESS... ASSOCIATE..... at RBS Business Services Pvt. Ltd.

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Best Regards,
For & on behalf of
RBS Business Services Pvt. Ltd.


Nisha Charles
Senior Manager - Resourcing India


19/02/2015

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Telephone: +91 22 6664 7000. Facsimile: +91 22 6664 7890. Corporate Identity Number - U72900MH2001PTC133558

Aon Hewitt

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Employers
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India
2013

Date 9th Feb 2015

Date of Birth 27th June 1993

Contact Number 9381789194

Subject: Letter of Intent

Dear Yuseidhem Yashum. 12 MT 241

Congratulations on taking your first steps towards a successful and rewarding career with RBS! Following your successful completion of our assessment process, I am pleased to inform you that we intend to offer you the role of PROCESS ASSOCIATE at RBS Business Services Pvt. Ltd.

From day one, you'll be part of a great team, working with your colleagues to support our banking businesses across the globe. Together, you'll be responsible to deliver a high quality service through your work. Our world-class Learning and Development Centre will equip you with all the skills you'll need to excel in your role.

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Best Regards,
For & on behalf of
RBS Business Services Pvt. Ltd.


Nisha Charles
Senior Manager - Resourcing India

(Yashum)

STRICTLY PRIVATE & CONFIDENTIAL

Date 9th Feb 2015

Date of Birth 21st Nov 1994

Contact Number 9677072959

Subject: Letter of Intent

Dear Mani Shankar B. 12 BC 016

Congratulations on taking your first steps towards a successful and rewarding career with RBS! Following your successful completion of our assessment process, I am pleased to inform you that we intend to offer you the role of PROCESS ASSOCIATE at RBS Business Services Pvt. Ltd.

From day one, you'll be part of a great team, working with your colleagues to support our banking businesses across the globe. Together, you'll be responsible to deliver a high quality service through your work. Our world-class Learning and Development Centre will equip you with all the skills you'll need to excel in your role.

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Best Regards,
For & on behalf of
RBS Business Services Pvt. Ltd.


Nisha Charles
Senior Manager - Resourcing India

B. Mani Shankar

STRICTLY PRIVATE & CONFIDENTIAL

Date 9th Feb 2015

Date of Birth 2nd March 1995

Contact Number 8939654945

Subject: Letter of Intent

Dear Vishal Sridhar, 12 EC 309

Congratulations on taking your first steps towards a successful and rewarding career with RBS! Following your successful completion of our assessment process, I am pleased to inform you that we intend to offer you the role of PROCESS ASSOCIATE at RBS Business Services Pvt. Ltd.

From day one, you'll be part of a great team, working with your colleagues to support our banking businesses across the globe. Together, you'll be responsible to deliver a high quality service through your work. Our world-class Learning and Development Centre will equip you with all the skills you'll need to excel in your role.

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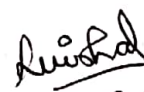
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We look forward to welcoming you on board!

Best Regards,
For & on behalf of
RBS Business Services Pvt. Ltd.


Nisha Charles
Senior Manager - Resourcing India


12-EC-309

STRICTLY PRIVATE & CONFIDENTIAL



Date 9th Feb 2015
Date of Birth 30th March 1994
Contact Number 7299898410

Subject: Letter of Intent

Dear Sridhar. S, 12 CH 004

Congratulations on taking your first steps towards a successful and rewarding career with RBS! Following your successful completion of our assessment process, I am pleased to inform you that we intend to offer you the role of PROCESS ASSOCIATE at RBS Business Services Pvt. Ltd.

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Best Regards,
For & on behalf of
RBS Business Services Pvt. Ltd.


Nisha Charles
Senior Manager - Resourcing India


12/2/15

STRICTLY PRIVATE & CONFIDENTIAL

Date 9th Feb 2015

Date of Birth 26th Sept 1994

Contact Number 9042218221

Subject: Letter of Intent

Dear Vishal V 12 CO 623

Congratulations on taking your first steps towards a successful and rewarding career with RBS! Following your successful completion of our assessment process, I am pleased to inform you that we intend to offer you the role of PROCESS ASSOCIATE at RBS Business Services Pvt. Ltd.

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- the satisfactory completion of pre-employment screening.

This employment offer with RBS Business Services Pvt. Ltd. shall stand withdrawn if any of the above conditions are not met and RBS shall not be responsible for any liability arising thereof.

In order for us to conduct your pre-employment screening, please complete the enclosed application form latest by 15th April 2015 and send it Nikita Menon (nikita.menon@rbs.com) together with the documents mentioned in the document checklist attached along with this Letter.

In exceptional circumstances, RBS reserves the right to rescind the offer of employment.

Please acknowledge by signing on the duplicate copy of this letter and returning it to RBS by 19th Feb 2015. Should you have any questions relating to the placement, please do not hesitate to contact Poornima Mohanty (Poornima.mohanty@rbs.com)

We look forward to welcoming you on board!

Best Regards,
For & on behalf of
RBS Business Services Pvt. Ltd.


Nisha Charles
Senior Manager - Resourcing India



STRICTLY PRIVATE & CONFIDENTIAL

Aon Hewitt

Best
Employers
2.0

India
2013

Date 9th Feb 2015

Date of Birth 14th Feb 1995

Contact Number 9442587100

Subject: Letter of Intent

Dear Thillai Kumar.V.S 12 BC 049

Congratulations on taking your first steps towards a successful and rewarding career with RBS! Following your successful completion of our assessment process, I am pleased to inform you that we intend to offer you the role of PROCESS ASSOCIATE at RBS Business Services Pvt. Ltd.

From day one, you'll be part of a great team, working with your colleagues to support our banking businesses across the globe. Together, you'll be responsible to deliver a high quality service through your work. Our world-class Learning and Development Centre will equip you with all the skills you'll need to excel in your role.

The employment contract will be sent to you in due course, which would contain the full terms and conditions of employment and the salary details in the form of an annexure.

Please note that your employment with RBS Business Services Pvt. Ltd. is subject to:

- your clearing the Post Graduation/Graduation Degree from LOYOLA COLLEGE successfully and presenting the mark sheet and certificate/provisional certificate to that effect
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We look forward to welcoming you on board!

Best Regards,
For & on behalf of
RBS Business Services Pvt. Ltd.


Nisha Charles
Senior Manager - Resourcing India

V.S. Thillai Kumar

STRICTLY PRIVATE & CONFIDENTIAL

Date 9th Feb 2015

Date of Birth 11th Aug 1991

Contact Number 9790832279

Subject: Letter of Intent

Dear Khongalu Dukru, 13 PCO 23

Congratulations on taking your first steps towards a successful and rewarding career with RBS! Following your successful completion of our assessment process, I am pleased to inform you that we intend to offer you the role of PROCESS ASSOCIATE at RBS Business Services Pvt. Ltd.

From day one, you'll be part of a great team, working with your colleagues to support our banking businesses across the globe. Together, you'll be responsible to deliver a high quality service through your work. Our world-class Learning and Development Centre will equip you with all the skills you'll need to excel in your role.

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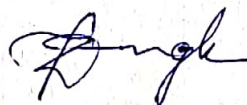
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We look forward to welcoming you on board!

Best Regards,
For & on behalf of
RBS Business Services Pvt. Ltd.


Nisha Charles
Senior Manager - Resourcing India



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Aon Hewitt

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Employers
2.0

India

Date 9th Feb 2015

Date of Birth 27th Sept 1994

Contact Number 9994077991

Subject: Letter of Intent

Dear Aravind. S, 12 CO 634

Congratulations on taking your first steps towards a successful and rewarding career with RBS! Following your successful completion of our assessment process, I am pleased to inform you that we intend to offer you the role of PROCESS ASSOCIATE at RBS Business Services Pvt. Ltd.

From day one, you'll be part of a great team, working with your colleagues to support our banking businesses across the globe. Together, you'll be responsible to deliver a high quality service through your work. Our world-class Learning and Development Centre will equip you with all the skills you'll need to excel in your role.

The employment contract will be sent to you in due course, which would contain the full terms and conditions of employment and the salary details in the form of an annexure.

Please note that your employment with RBS Business Services Pvt. Ltd. is subject to:

- your clearing the Post Graduation/Graduation Degree from LOYOLA COLLEGE successfully and presenting the mark sheet and certificate/provisional certificate to that effect
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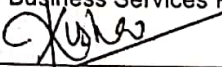
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We look forward to welcoming you on board!

Best Regards,
For & on behalf of
RBS Business Services Pvt. Ltd.



Nisha Charles
Senior Manager - Resourcing India


Aravind

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India
2013



RBS Business Services Pvt. Ltd.,
8th Floor, Olympia Technology Park,
Altius Block, Plot No.1,
SIDCO Industrial Estate, Guindy,
Chennai - 600 032.
Telephone : +91 44 4397 5000
Email: info.rbsbspl@rbs.com
www.rbs.com

Date 9th Feb 2015
Date of Birth 1th Sept 1994
Contact Number 9490902327

Subject: Letter of Intent

Dear Dilip Kumar S, 1200120

Congratulations on taking your first steps towards a successful and rewarding career with RBS! Following your successful completion of our assessment process, I am pleased to inform you that we intend to offer you the role of ...PROCESS... ASSOCIATE... at RBS Business Services Pvt. Ltd.

From day one, you'll be part of a great team, working with your colleagues to support our banking businesses across the globe. Together, you'll be responsible to deliver a high quality service through your work. Our world-class Learning and Development Centre will equip you with all the skills you'll need to excel in your role.

The employment contract will be sent to you in due course, which would contain the full terms and conditions of employment and the salary details in the form of an annexure.

Please note that your employment with RBS Business Services Pvt. Ltd. is subject to:

- your clearing the Post Graduation/Graduation Degree from ...MOTOLA... COLLEGE... successfully and presenting the mark sheet and certificate/provisional certificate to that effect
- the satisfactory completion of pre-employment screening.

This employment offer with RBS Business Services Pvt. Ltd. shall stand withdrawn if any of the above conditions are not met and RBS shall not be responsible for any liability arising thereof.

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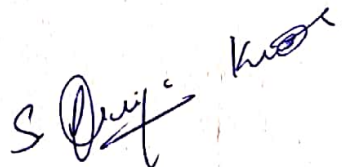
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We look forward to welcoming you on board!

Best Regards,
For & on behalf of
RBS Business Services Pvt. Ltd.


Nisha Charles
Senior Manager - Resourcing India



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Employers
2.0

India
2013

Date 9th Feb 2015
Date of Birth 2nd Aug 1994
Contact Number 9840585791

Subject: Letter of Intent

Dear Immanuel Iggi Amalraj. A, 12 CO 001

Congratulations on taking your first steps towards a successful and rewarding career with RBS! Following your successful completion of our assessment process, I am pleased to inform you that we intend to offer you the role of PROCESSES ASSOCIATE at RBS Business Services Pvt. Ltd.

From day one, you'll be part of a great team, working with your colleagues to support our banking businesses across the globe. Together, you'll be responsible to deliver a high quality service through your work. Our world-class Learning and Development Centre will equip you with all the skills you'll need to excel in your role.

The employment contract will be sent to you in due course, which would contain the full terms and conditions of employment and the salary details in the form of an annexure.

Please note that your employment with RBS Business Services Pvt. Ltd. is subject to:

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We look forward to welcoming you on board!

Best Regards,
For & on behalf of
RBS Business Services Pvt. Ltd.


Nisha Charles
Senior Manager - Resourcing India



STRICTLY PRIVATE & CONFIDENTIAL

Date 9th Feb 2015

Date of Birth 17th Jan 1995

Contact Number 9176879869

Subject: Letter of Intent

Dear Gowtham Raj Kumar, C, 12 CO 135

Congratulations on taking your first steps towards a successful and rewarding career with RBS! Following your successful completion of our assessment process, I am pleased to inform you that we intend to offer you the role of Process Associate at RBS Business Services Pvt. Ltd.

From day one, you'll be part of a great team, working with your colleagues to support our banking businesses across the globe. Together, you'll be responsible to deliver a high quality service through your work. Our world-class Learning and Development Centre will equip you with all the skills you'll need to excel in your role.

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We look forward to welcoming you on board!

Best Regards,
For & on behalf of
RBS Business Services Pvt. Ltd.


Nisha Charles
Senior Manager - Resourcing India



STRICTLY PRIVATE & CONFIDENTIAL

RBS Business Services Private Limited was formerly known as ABN AMRO Central Enterprise Services Private Limited.

Regd. Office: Empire Complex, 414, Senapati Bapat Marg, Lower Parel (W), Mumbai 400013.

Telephone: +91 22 6664 7000. Facsimile: +91 22 6664 7890. Corporate Identity Number - U72900MH2001PTC133558

Aon Hewitt

Best
Employers
2.0

India
2013



Verity Knowledge Solutions Pvt. Ltd.
Office Floor 1, Building # 14
Raheja Mind space, Hitech City, Madhapur
Hyderabad – 500081

Tel: +91-40- 44608700;
Fax: +91-40- 44608799
Website: www.verity.co.in
Email: hr@verity.co.in

Verity Knowledge Solutions Pvt. Ltd.

PRIVATE & CONFIDENTIAL

16th January, 2015

Dear Ivan Arokiaraj David,

Following our recent discussions, we are pleased to offer you employment with Verity Knowledge Solutions Private Limited ("Verity" or the "Company") under the following terms and conditions, subject to receipt of satisfactory responses to our reference enquiries and your pre-employment health screening.

The nature of the Company's business demands that you are flexible with your approach to work to serve the best interests of our clients. Accordingly, you will be expected to undertake such other duties that may reasonably be allocated to you to take into account the changing needs of the Company's business and your role within it. In this letter, the term "Verity" means any branch, subsidiary or affiliate of the Company.

1 Title & Reporting

Your title will be **Analyst in IBD Department**, and you will report to the Manager of the business or such other executive as may be nominated from time to time.

2 Place of Work

You will be based at the Company's offices in Hyderabad. You may be required to work elsewhere within Verity if so required. If Verity should ask you to transfer to another country, India would be regarded as your home location and any such transfer would be subject to your agreement.

3 Date of Commencement

Contingent upon our receipt of satisfactory responses to our reference enquiries and your pre-employment screening, your employment will commence on **8th June 2015** or an alternate date mutually agreed by you and the Company.

4 Notice Period

For the purpose of this Clause and for all other policies of Verity, you shall be deemed to be at Level 2. Resignation is a voluntary separation initiated by the employee. All employees are required to give notice in writing in accordance with their offer letter/employment contract.

Resignation by Employee:

- Level 1 to 4 employees, a 1 month working notice period will be required to be served by the employee, in the event the employee wants to terminate his employment/resign from the Company.
- Level 5 to 8 employees, 2 months working notice period will be required to be served to enable smooth transition, in the event the employee wants to terminate his/her employment/resign from the Company.
- Level 9 and above employees, 3 months working notice period will be required to be served to enable smooth transition, in the event the employee wants to terminate his/her employment/resign from the Company.

The employee should ensure effective knowledge transfer during this period. This will be classified as a "Mandatory period of notice" and shall be decided by his Line Manager based on timelines required for the effective operations of the Company. His date of relieving shall therefore be mutually decided by him and his Line Manager based on business requirements. The said date of release shall not be unreasonably withheld provided the Employee is able to handover charge satisfactorily within the stipulated notice period. At the sole discretion of management, one month of the notice period may be bought out at the rate of gross pay for that period.

If an employee fails to serve the contractual notice, he/she shall be liable to pay the Company a compensation equal to the employee's gross salary for the period of notice required to be served by him/her. The payment of such compensation may be waived by the Head of the Business or Head of HR. For this purpose, a notice given by an employee shall be deemed to be proper only if he/she remains in duty during the period of notice. In the event any legal, regulatory, audit enquiry or suspension is pending against an Employee, the Company may not accept his resignation, pending such inquiry.

Termination by Verity:

During the first six months of the employee's employment, Verity may terminate the services of a:

- Level 1 to 4 employee, by giving 15 days notice or 15 days gross pay in lieu thereof
- Level 5 and above employee, by giving one month's notice or one month's gross pay in lieu thereof

Post the completion of the initial six months of an employee's employment as aforementioned, Verity may terminate the services of:

- Level 1 to 4 employee, by giving 1 month notice or 1 month gross pay in lieu thereof
- Level 5 to 8 employee, by giving two month's notice or two month's gross pay in lieu thereof
- Level 9 and above employee, by giving three month's notice or three month's gross pay in lieu thereof

Notwithstanding anything contained herein to the contrary; Verity shall have the right to terminate an employee employed prior to the announcement of his/her graduation/post-graduation examination results, if, he/she fails to qualify/attain the required pass percentage in such graduation/post-graduation examination. For the avoidance of doubt, such termination shall be without notice and with immediate effect.

Verity may refuse to accept the resignation of an employee on the following grounds:

1. If disciplinary proceedings have been instituted against or are proposed to be instituted against the employee;
2. If the employee is under an obligation to serve Verity for a specified period which has not yet expired;
3. The employee owes Verity any sums of money; or
4. for any other sufficient grounds to be recorded in writing and communicated to the employee.

5 Liquidated Damages

For candidates whose notice period is bought out by Verity

In the event of:

a) Yourself leaving, abandoning or resigning from the services of the Company

Or

b) Your services being terminated by the Company for non performance, breach of any of the terms & conditions of your service or for any other reason whatsoever, during a period of 12 (Twelve) months from the date of joining, you will be liable to pay back to the Company all the additional Expenses incurred by the Company on you including additional liquidated damages of Rs.____/- (Rupees ___ Only) which represents a genuine and conservative estimate of damages that would reasonably be caused to the business of the Company on account of your leaving the services of the Company.

6 Duties and Hours of Work

The nature and demands of the off shoring industry are such that our clients and the market in which we operate determine employee working hours/shifts. There will be specific guidelines for individual functions/processes within the framework of the prevailing labour legislation. It is a condition of employment that an employee will work shifts if this is required. The minimum working hours for an employee per work week is 45 hours or depending on the business requirements.

7 Total Employment Cost

Your total employment cost is **Rs 6,08,000/-** per annum. (Attached annexure gives the break-up.) It is the policy of the Company that total employment cost is reviewed bi-annually.

8 Compliance Induction

To provide you with a better understanding of the Company's compliance policy, you will be invited to attend a Compliance Induction Training Session shortly after the commencement of your Employment.

9 Discretionary Performance Incentive Scheme

You will be eligible to participate in Verity's Performance Incentive Scheme as per the terms and conditions of the relevant Policy and/or separate Agreement. No payment of any incentive will be made if you are not in employment with the Company at the date of payment or if either you have resigned or the Company has served notice of termination on or before that date.

10 Tax Payment

As to any remuneration provided to you by the Company, the Company will withhold any and all taxes and imposts required by law. You will be solely responsible for any applicable taxes and imposts as required by law.

11 Benefits

You are eligible for the benefits granted by the Company to its employee in India in accordance with the terms and conditions as set out in the Employee Handbook (as amended from time to time).

12 Holidays

You shall be entitled to holidays and sick leave in accordance with the Leave Policy of the Company as provided in the Employee Handbook.

13 External Employment, Appointments and Outside Interests

You will not be permitted to undertake business activities or other work where it is considered to be incompatible with the Company's interests. Although the Company has no desire to restrict your external activities unreasonably, it must protect its own interests and those of all its employees.

If you wish to take up part-time employment with another employer or pursue outside business interests whilst still remaining in the Company's employment, you must request permission in writing (giving full

details) from the Line Manager or Human Resources Department. The request will be investigated and, following a discussion with you, your Line Manager and Compliance, you will be informed of the Company's decision in writing. In the event that permission is refused, the decision of the Company will be final.

The Company operates an approval procedure for any external appointment or outside interests. The Line Manager or Human Resources Department must be informed, in the first instance, if you require any such approval.

14 Employment and Personal Information

From time to time throughout the course of your employment with the Company (which includes all its subsidiaries in India), or its authorised agent/s, the Company may request from you the voluntary provision of data/information relating to you for the purposes of the Company's administration and management of its employees and its businesses and for compliance with applicable procedures, laws and regulations. These purposes include but are not limited to, manpower planning, provision of compensation, benefits, and payroll, performance appraisals, personnel appointment announcements inside and outside Verity, compensation and benefits or other personnel related surveys, government statistics or returns or any form of governmental data request for any reason, insurance requirements, reference checks by the Company or any other person, avoidance of existing or potential conflicts of interests, requirements of regulatory or governmental authorities located inside or outside India and review of employment decisions by the Company.

You are aware that if you choose not to provide the aforesaid data/information to the Company, or its authorised agent, you may be denied benefits, promotions, transfers and/or employment or continued employment as a result of your decision.

You further agree, consent to and authorize the Company to hold, process, disclose or transfer, in or outside of India, any data/information held by Verity relating to you to any member of Verity, any internal or external consultants, professional or other advisers of Verity, any compensation or benefits or any other third party service providers or agents, providing services for or at the request of Verity, any regulatory or governmental authorities or authorized bodies having jurisdiction over Verity, any persons or bodies where the Company is required to do so by law or where the interests of Verity or public interest require disclosure, any actual or proposed assignee or successor of any part of Verity, or any person with your express or implied consent and any other person to achieve the aforementioned purposes.

15 Non-solicitation of Customers/Staff

During the twelve months following termination of your employment with the Company, you shall not, directly or indirectly, either on your own account or in conjunction with any person or legal entity, recruit, solicit, induce, interfere with, or attempt to recruit, solicit, induce or endeavour to entice away from the Company:

- a) any person, firm or company for whom or which the Company (including its subsidiaries) either performed or actively solicited work or business during the period of 12 months prior to the date of the termination of your employment with the Company and with whom or which you have had dealings during the course of your employment,
- Or
- b) Any person who is employed by the Company at the time of termination of your employment and with whom you have had contact or supervised during the course of your employment.
You agree to indemnify the Company for any damages incurred or suffered as a result of your breach thereof.

16 Confidentiality, Intellectual Property and Inventions

The operations of the Company involve almost all employees having knowledge of or access to the Company's commercially sensitive or secret information. You must always maintain highest degree of secrecy and keep confidential the records, documents and any such information relating to the business of

the Company, which may be known to you or confided in you by any means in course of your employment with the Company. It is the responsibility and obligation of all employees to maintain the highest professional standards to ensure that this information is properly and professionally handled to protect the Company's commercial interests and to ensure compliance with regulatory and legal requirements. Failure to follow these principles will jeopardise the Company's reputation and business.

In addition to and without altering the legal obligations you already have to keep information confidential, you undertake (except for the purpose of properly performing your duties for the Company or unless required to do so by law or any regulatory or investigative authority or unless authorised to do so by your line manager or senior officer) either during the course of your employment or after it has ended, whether deliberately or otherwise, not to disclose or communicate any information that is confidential or belongs to the Company.

You should assume that all information that is made available to you in the course of your employment with the Company that is not already obviously in public knowledge is confidential.

Confidential information must not be used to trade on your own account or for trading by other persons such as family and friends. If you use information in this way you may be subject to criminal penalties and you are likely to be barred from further employment in the securities or futures industry.

Before the end of your employment with the Company you must return to the Company all confidential information without retaining it in any form. All other documents, data, manuals, security keys and other items that are the Company's property and in your possession or under your control, should also be returned at this time.

All intellectual property developed or created by you or with your assistance during your employment with the Company or at any time thereafter, unless otherwise agreed by the Parties, in the context of the business of Verity or related activities are the property of Verity and such rights or interest in any such property or information, if any, that you may have are prescribed by the law.

You agree that you will at the request and expense of the Company:

- give and supply all such information and assistance that may be reasonably necessary to enable the Company to use this intellectual property to its best advantage and
- Execute all documents that may be necessary or desirable for obtaining patent or any other Intellectual Property Rights, or other appropriate protection for this intellectual property in such parts of the world as may be specified by the Company.

You should be aware that you may not for any purpose whatsoever use any such intellectual property in any way other than in the direct interest of the Company unless you obtain proper written permission from the Company.

In this letter "intellectual property" includes but is not limited to patents, patent applications, trade names, trademarks, service marks, copyright, design rights, inventions, improvements to procedures, innovations, trade secrets, writings and other confidential information. Any breach of the responsibilities and obligation set out in this letter may constitute misconduct and may result in summary dismissal.

17 Laws to be applied

The terms of this employment contract are exclusively based on and subject to Indian laws. Any legal disputes arising from this employment contract will be settled in conformity with Laws of India and shall be subject to the exclusive jurisdiction of the Courts in Hyderabad/Secunderabad/Rangareddy.

18 Company Regulations

You shall faithfully perform the duties assigned to you by the Company and shall fully comply with all the Company's rules, regulations and such other practices, systems, procedures which shall be communicated to you and which may be framed, amended, modified or omitted by the Company from time to time.

You will also be governed by the statutory laws enacted by the Central or State Government or local authorities, as may be applicable to you from time to time.

19 Severability

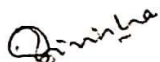
If any term or provision in this contract shall be held to be unenforceable, in whole or in part, such term or provision shall to that extent be deemed not to form part of this letter but the validity and enforceability of the remainder of this contract shall not be affected.

The Company's Employee Handbook forms an integral part of the terms and conditions of this contract. You hereby acknowledge that the contents of the Employee Handbook are subject to any future changes at the discretion of the Company.

By signing this letter, you confirm that you have no criminal convictions and are not the subject of any investigation that may lead to a criminal conviction in India or elsewhere (other than for summary motoring offences). Furthermore, you have not been reprimanded or otherwise disciplined nor are currently being investigated by any regulatory or professional body in India and elsewhere. Any failure to disclose such matters may give rise to grounds for instant dismissal.

We look forward to welcoming you to Verity and wish you a successful career with the Company.

Yours sincerely,
For Verity Knowledge Solutions Private Limited,




Sirisha Dasari
Chief Operating Officer

Received and accepted

Name: *Evan Arkiargj David*

Date: *06/02/15*

Signature: 

Annexure: Total Employment Cost

Details	Figures in INR
Basic	2,00,000
House Rent Allowances	80,000
Conveyance	9,600
Special Allowance	1,88,800
Provident Fund	21,600
Fixed Salary	5,00,000
Additional Benefits	1,08,000
Performance Incentive	-
CTC	6,08,000

1. Gratuity:

You will be entitled for gratuity as per the Gratuity Act.

2. Subsidized meals & Transportation Facility:

You will be eligible for subsidized meals and transportation facility as per the Company policy.

3. Insurance Benefits:

You will be eligible for medical Insurance and Life Insurance cover as per the Company policy.

For Verity Knowledge Solutions Private Limited

Sirisha

Sirisha Dasari
Chief Operating Officer

Received and accepted

Name: *Ivan Arokiasag David*

Date: *16/02/15*

Signature: *[Handwritten Signature]*



Verity Knowledge Solutions Pvt. Ltd.
Office Floor 1, Building # 14
Raheja Mind space, Hitech City, Madhapur
Hyderabad – 500081

Tel: +91-40- 44608700;
Fax: +91-40- 44608799
Website: www.verity.co.in
Email: hr@verity.co.in

Verity Knowledge Solutions Pvt. Ltd.

PRIVATE & CONFIDENTIAL

16th January, 2015

Dear Rohit Dugad R,

Following our recent discussions, we are pleased to offer you employment with Verity Knowledge Solutions Private Limited ("Verity" or the "Company") under the following terms and conditions, subject to receipt of satisfactory responses to our reference enquiries and your pre-employment health screening.

The nature of the Company's business demands that you are flexible with your approach to work to serve the best interests of our clients. Accordingly, you will be expected to undertake such other duties that may reasonably be allocated to you to take into account the changing needs of the Company's business and your role within it. In this letter, the term "Verity" means any branch, subsidiary or affiliate of the Company.

1 Title & Reporting

Your title will be **Analyst in IBD Department**, and you will report to the Manager of the business or such other executive as may be nominated from time to time.

2 Place of Work

You will be based at the Company's offices in Hyderabad. You may be required to work elsewhere within Verity if so required. If Verity should ask you to transfer to another country, India would be regarded as your home location and any such transfer would be subject to your agreement.

3 Date of Commencement

Contingent upon our receipt of satisfactory responses to our reference enquiries and your pre-employment screening, your employment will commence on **8th June 2015** or an alternate date mutually agreed by you and the Company.

4 Notice Period

For the purpose of this Clause and for all other policies of Verity, you shall be deemed to be at Level 2. Resignation is a voluntary separation initiated by the employee. All employees are required to give notice in writing in accordance with their offer letter/employment contract.

Resignation by Employee:

- Level 1 to 4 employees, a 1 month working notice period will be required to be served by the employee, in the event the employee wants to terminate his employment/resign from the Company.
- Level 5 to 8 employees, 2 months working notice period will be required to be served to enable smooth transition, in the event the employee wants to terminate his/her employment/resign from the Company.
- Level 9 and above employees, 3 months working notice period will be required to be served to enable smooth transition, in the event the employee wants to terminate his/her employment/resign from the Company.

The employee should ensure effective knowledge transfer during this period. This will be classified as a "Mandatory period of notice" and shall be decided by his Line Manager based on timelines required for the effective operations of the Company. His date of relieving shall therefore be mutually decided by him and his Line Manager based on business requirements. The said date of release shall not be unreasonably withheld provided the Employee is able to handover charge satisfactorily within the stipulated notice period. At the sole discretion of management, one month of the notice period may be bought out at the rate of gross pay for that period.

If an employee fails to serve the contractual notice, he/she shall be liable to pay the Company a compensation equal to the employee's gross salary for the period of notice required to be served by him/her. The payment of such compensation may be waived by the Head of the Business or Head of HR. For this purpose, a notice given by an employee shall be deemed to be proper only if he/she remains in duty during the period of notice. In the event any legal, regulatory, audit enquiry or suspension is pending against an Employee, the Company may not accept his resignation, pending such inquiry.

Termination by Verity:

During the first six months of the employee's employment, Verity may terminate the services of a:

- Level 1 to 4 employee, by giving 15 days notice or 15 days gross pay in lieu thereof
- Level 5 and above employee, by giving one month's notice or one month's gross pay in lieu thereof

Post the completion of the initial six months of an employee's employment as aforementioned, Verity may terminate the services of:

- Level 1 to 4 employee, by giving 1 month notice or 1 month gross pay in lieu thereof
- Level 5 to 8 employee, by giving two month's notice or two month's gross pay in lieu thereof
- Level 9 and above employee, by giving three month's notice or three month's gross pay in lieu thereof

Notwithstanding anything contained herein to the contrary; Verity shall have the right to terminate an employee employed prior to the announcement of his/her graduation/post-graduation examination results, if, he/she fails to qualify/attain the required pass percentage in such graduation/post-graduation examination. For the avoidance of doubt, such termination shall be without notice and with immediate effect.

Verity may refuse to accept the resignation of an employee on the following grounds:

1. If disciplinary proceedings have been instituted against or are proposed to be instituted against the employee;
2. If the employee is under an obligation to serve Verity for a specified period which has not yet expired;
3. The employee owes Verity any sums of money; or
4. for any other sufficient grounds to be recorded in writing and communicated to the employee.

5 Liquidated Damages

For candidates whose notice period is bought out by Verity

In the event of:

a) Yourself leaving, abandoning or resigning from the services of the Company

Or

b) Your services being terminated by the Company for non performance, breach of any of the terms & conditions of your service or for any other reason whatsoever, during a period of 12 (Twelve) months from the date of joining, you will be liable to pay back to the Company all the additional Expenses incurred by the Company on you including additional liquidated damages of Rs. /- (Rupees Only) which represents a genuine and conservative estimate of damages that would reasonably be caused to the business of the Company on account of your leaving the services of the Company.

6 Duties and Hours of Work

The nature and demands of the off shoring industry are such that our clients and the market in which we operate determine employee working hours/shifts. There will be specific guidelines for individual functions/processes within the framework of the prevailing labour legislation. It is a condition of employment that an employee will work shifts if this is required. The minimum working hours for an employee per work week is 45 hours or depending on the business requirements.

7 Total Employment Cost

Your total employment cost is **Rs 6,08,000/-** per annum. (Attached annexure gives the break-up.) It is the policy of the Company that total employment cost is reviewed bi-annually.

8 Compliance Induction

To provide you with a better understanding of the Company's compliance policy, you will be invited to attend a Compliance Induction Training Session shortly after the commencement of your Employment.

9 Discretionary Performance Incentive Scheme

You will be eligible to participate in Verity's Performance Incentive Scheme as per the terms and conditions of the relevant Policy and/or separate Agreement. No payment of any incentive will be made if you are not in employment with the Company at the date of payment or if either you have resigned or the Company has served notice of termination on or before that date.

10 Tax Payment

As to any remuneration provided to you by the Company, the Company will withhold any and all taxes and imposts required by law. You will be solely responsible for any applicable taxes and imposts as required by law.

11 Benefits

You are eligible for the benefits granted by the Company to its employee in India in accordance with the terms and conditions as set out in the Employee Handbook (as amended from time to time).

12 Holidays

You shall be entitled to holidays and sick leave in accordance with the Leave Policy of the Company as provided in the Employee Handbook.

13 External Employment, Appointments and Outside Interests

You will not be permitted to undertake business activities or other work where it is considered to be incompatible with the Company's interests. Although the Company has no desire to restrict your external activities unreasonably, it must protect its own interests and those of all its employees.

If you wish to take up part-time employment with another employer or pursue outside business interests whilst still remaining in the Company's employment, you must request permission in writing (giving full

details) from the Line Manager or Human Resources Department. The request will be investigated and, following a discussion with you, your Line Manager and Compliance, you will be informed of the Company's decision in writing. In the event that permission is refused, the decision of the Company will be final.

The Company operates an approval procedure for any external appointment or outside interests. The Line Manager or Human Resources Department must be informed, in the first instance, if you require any such approval.

14 Employment and Personal Information

From time to time throughout the course of your employment with the Company (which includes all its subsidiaries in India), or its authorised agent/s, the Company may request from you the voluntary provision of data/information relating to you for the purposes of the Company's administration and management of its employees and its businesses and for compliance with applicable procedures, laws and regulations. These purposes include but are not limited to, manpower planning, provision of compensation, benefits, and payroll, performance appraisals, personnel appointment announcements inside and outside Verity, compensation and benefits or other personnel related surveys, government statistics or returns or any form of governmental data request for any reason, insurance requirements, reference checks by the Company or any other person, avoidance of existing or potential conflicts of interests, requirements of regulatory or governmental authorities located inside or outside India and review of employment decisions by the Company.

You are aware that if you choose not to provide the aforesaid data/information to the Company, or its authorised agent, you may be denied benefits, promotions, transfers and/or employment or continued employment as a result of your decision.

You further agree, consent to and authorize the Company to hold, process, disclose or transfer, in or outside of India, any data/information held by Verity relating to you to any member of Verity, any internal or external consultants, professional or other advisers of Verity, any compensation or benefits or any other third party service providers or agents, providing services for or at the request of Verity, any regulatory or governmental authorities or authorized bodies having jurisdiction over Verity, any persons or bodies where the Company is required to do so by law or where the interests of Verity or public interest require disclosure, any actual or proposed assignee or successor of any part of Verity, or any person with your express or implied consent and any other person to achieve the aforementioned purposes.

15 Non-solicitation of Customers/Staff

During the twelve months following termination of your employment with the Company, you shall not, directly or indirectly, either on your own account or in conjunction with any person or legal entity, recruit, solicit, induce, interfere with, or attempt to recruit, solicit, induce or endeavour to entice away from the Company:

- a) any person, firm or company for whom or which the Company (including its subsidiaries) either performed or actively solicited work or business during the period of 12 months prior to the date of the termination of your employment with the Company and with whom or which you have had dealings during the course of your employment,
- Or
- b) Any person who is employed by the Company at the time of termination of your employment and with whom you have had contact or supervised during the course of your employment.
You agree to indemnify the Company for any damages incurred or suffered as a result of your breach thereof.

16 Confidentiality, Intellectual Property and Inventions

The operations of the Company involve almost all employees having knowledge of or access to the Company's commercially sensitive or secret information. You must always maintain highest degree of secrecy and keep confidential the records, documents and any such information relating to the business of

the Company, which may be known to you or confided in you by any means in course of your employment with the Company. It is the responsibility and obligation of all employees to maintain the highest professional standards to ensure that this information is properly and professionally handled to protect the Company's commercial interests and to ensure compliance with regulatory and legal requirements. Failure to follow these principles will jeopardise the Company's reputation and business.

In addition to and without altering the legal obligations you already have to keep information confidential, you undertake (except for the purpose of properly performing your duties for the Company or unless required to do so by law or any regulatory or investigative authority or unless authorised to do so by your line manager or senior officer) either during the course of your employment or after it has ended, whether deliberately or otherwise, not to disclose or communicate any information that is confidential or belongs to the Company.

You should assume that all information that is made available to you in the course of your employment with the Company that is not already obviously in public knowledge is confidential.

Confidential information must not be used to trade on your own account or for trading by other persons such as family and friends. If you use information in this way you may be subject to criminal penalties and you are likely to be barred from further employment in the securities or futures industry.

Before the end of your employment with the Company you must return to the Company all confidential information without retaining it in any form. All other documents, data, manuals, security keys and other items that are the Company's property and in your possession or under your control, should also be returned at this time.

All intellectual property developed or created by you or with your assistance during your employment with the Company or at any time thereafter, unless otherwise agreed by the Parties, in the context of the business of Verity or related activities are the property of Verity and such rights or interest in any such property or information, if any, that you may have are prescribed by the law.

You agree that you will at the request and expense of the Company:

- give and supply all such information and assistance that may be reasonably necessary to enable the Company to use this intellectual property to its best advantage and
- Execute all documents that may be necessary or desirable for obtaining patent or any other Intellectual Property Rights, or other appropriate protection for this intellectual property in such parts of the world as may be specified by the Company.

You should be aware that you may not for any purpose whatsoever use any such intellectual property in any way other than in the direct interest of the Company unless you obtain proper written permission from the Company.

In this letter "intellectual property" includes but is not limited to patents, patent applications, trade names, trademarks, service marks, copyright, design rights, inventions, improvements to procedures, innovations, trade secrets, writings and other confidential information. Any breach of the responsibilities and obligation set out in this letter may constitute misconduct and may result in summary dismissal.

17 Laws to be applied

The terms of this employment contract are exclusively based on and subject to Indian laws. Any legal disputes arising from this employment contract will be settled in conformity with Laws of India and shall be subject to the exclusive jurisdiction of the Courts in Hyderabad/Secunderabad/Rangareddy.

18 Company Regulations

You shall faithfully perform the duties assigned to you by the Company and shall fully comply with all the Company's rules, regulations and such other practices, systems, procedures which shall be communicated to you and which may be framed, amended, modified or omitted by the Company from time to time.

You will also be governed by the statutory laws enacted by the Central or State Government or local authorities, as may be applicable to you from time to time.

19 Severability

If any term or provision in this contract shall be held to be unenforceable, in whole or in part, such term or provision shall to that extent be deemed not to form part of this letter but the validity And enforceability of the remainder of this contract shall not be affected.

The Company's Employee Handbook forms an integral part of the terms and conditions of this contract. You hereby acknowledge that the contents of the Employee Handbook are subject to any future changes at the discretion of the Company.

By signing this letter, you confirm that you have no criminal convictions and are not the subject of any investigation that may lead to a criminal conviction in India or elsewhere (other than for summary motoring offences). Furthermore, you have not been reprimanded or otherwise disciplined nor are currently being investigated by any regulatory or professional body in India and elsewhere. Any failure to disclose such matters may give rise to grounds for instant dismissal.

We look forward to welcoming you to Verity and wish you a successful career with the Company.

Yours sincerely,
For Verity Knowledge Solutions Private Limited,




Sirisha Dasari
Chief Operating Officer

Received and accepted

Name: Rohit. R

Date: 16th Feb 2015

Signature: 

Annexure: Total Employment Cost

Details	Figures in INR
Basic	2,00,000
House Rent Allowances	80,000
Conveyance	9,600
Special Allowance	1,88,800
Provident Fund	21,600
Fixed Salary	5,00,000
Additional Benefits	1,08,000
Performance Incentive	-
CTC	6,08,000

1. Gratuity:

You will be entitled for gratuity as per the Gratuity Act.

2. Subsidized meals & Transportation Facility:

You will be eligible for subsidized meals and transportation facility as per the Company policy.

3. Insurance Benefits:

You will be eligible for medical Insurance and Life Insurance cover as per the Company policy.

For Verity Knowledge Solutions Private Limited

Sirisha

Sirisha Dasari
Chief Operating Officer

Received and accepted

Name: *Rohit.R*

Date: *16th Feb 2015*

Signature: *Rohit.R*



Verity Knowledge Solutions Pvt. Ltd.
Office Floor 1, Building # 14
Raheja Mind space, Hitech City, Madhapur
Hyderabad – 500081

Tel: +91-40- 44608700;
Fax: +91-40- 44608799
Website: www.verity.co.in
Email: hr@verity.co.in

Verity Knowledge Solutions Pvt. Ltd.

PRIVATE & CONFIDENTIAL

16th January, 2015

Dear Varun Chintalapati,

Following our recent discussions, we are pleased to offer you employment with Verity Knowledge Solutions Private Limited ("Verity" or the "Company") under the following terms and conditions, subject to receipt of satisfactory responses to our reference enquiries and your pre-employment health screening.

The nature of the Company's business demands that you are flexible with your approach to work to serve the best interests of our clients. Accordingly, you will be expected to undertake such other duties that may reasonably be allocated to you to take into account the changing needs of the Company's business and your role within it. In this letter, the term "Verity" means any branch, subsidiary or affiliate of the Company.

1 Title & Reporting

Your title will be **Analyst in IBD Department**, and you will report to the Manager of the business or such other executive as may be nominated from time to time.

2 Place of Work

You will be based at the Company's offices in Hyderabad. You may be required to work elsewhere within Verity if so required. If Verity should ask you to transfer to another country, India would be regarded as your home location and any such transfer would be subject to your agreement.

3 Date of Commencement

Contingent upon our receipt of satisfactory responses to our reference enquiries and your pre-employment screening, your employment will commence on **8th June 2015** or an alternate date mutually agreed by you and the Company.

4 Notice Period

For the purpose of this Clause and for all other policies of Verity, you shall be deemed to be at Level 2. Resignation is a voluntary separation initiated by the employee. All employees are required to give notice in writing in accordance with their offer letter/employment contract.

Resignation by Employee:

- Level 1 to 4 employees, a 1 month working notice period will be required to be served by the employee, in the event the employee wants to terminate his employment/resign from the Company.
- Level 5 to 8 employees, 2 months working notice period will be required to be served to enable smooth transition, in the event the employee wants to terminate his/her employment/resign from the Company.
- Level 9 and above employees, 3 months working notice period will be required to be served to enable smooth transition, in the event the employee wants to terminate his/her employment/resign from the Company.

The employee should ensure effective knowledge transfer during this period. This will be classified as a "Mandatory period of notice" and shall be decided by his Line Manager based on timelines required for the effective operations of the Company. His date of relieving shall therefore be mutually decided by him and his Line Manager based on business requirements. The said date of release shall not be unreasonably withheld provided the Employee is able to handover charge satisfactorily within the stipulated notice period. At the sole discretion of management, one month of the notice period may be bought out at the rate of gross pay for that period.

If an employee fails to serve the contractual notice, he/she shall be liable to pay the Company a compensation equal to the employee's gross salary for the period of notice required to be served by him/her. The payment of such compensation may be waived by the Head of the Business or Head of HR. For this purpose, a notice given by an employee shall be deemed to be proper only if he/she remains in duty during the period of notice. In the event any legal, regulatory, audit enquiry or suspension is pending against an Employee, the Company may not accept his resignation, pending such inquiry.

Termination by Verity:

During the first six months of the employee's employment, Verity may terminate the services of a:

- Level 1 to 4 employee, by giving 15 days notice or 15 days gross pay in lieu thereof
- Level 5 and above employee, by giving one month's notice or one month's gross pay in lieu thereof

Post the completion of the initial six months of an employee's employment as aforementioned, Verity may terminate the services of:

- Level 1 to 4 employee, by giving 1 month notice or 1 month gross pay in lieu thereof
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- Level 9 and above employee, by giving three month's notice or three month's gross pay in lieu thereof

Notwithstanding anything contained herein to the contrary; Verity shall have the right to terminate an employee employed prior to the announcement of his/her graduation/post-graduation examination results, if, he/she fails to qualify/attain the required pass percentage in such graduation/post-graduation examination. For the avoidance of doubt, such termination shall be without notice and with immediate effect.

Verity may refuse to accept the resignation of an employee on the following grounds:

1. If disciplinary proceedings have been instituted against or are proposed to be instituted against the employee;
2. If the employee is under an obligation to serve Verity for a specified period which has not yet expired;
3. The employee owes Verity any sums of money; or
4. for any other sufficient grounds to be recorded in writing and communicated to the employee.

5 Liquidated Damages

For candidates whose notice period is bought out by Verity

In the event of:

a) Yourself leaving, abandoning or resigning from the services of the Company

Or

b) Your services being terminated by the Company for non performance, breach of any of the terms & conditions of your service or for any other reason whatsoever, during a period of 12 (Twelve) months from the date of joining, you will be liable to pay back to the Company all the additional Expenses incurred by the Company on you including additional liquidated damages of Rs. ____/- (Rupees ____ Only) which represents a genuine and conservative estimate of damages that would reasonably be caused to the business of the Company on account of your leaving the services of the Company.

6 Duties and Hours of Work

The nature and demands of the off shoring industry are such that our clients and the market in which we operate determine employee working hours/shifts. There will be specific guidelines for individual functions/processes within the framework of the prevailing labour legislation. It is a condition of employment that an employee will work shifts if this is required. The minimum working hours for an employee per work week is 45 hours or depending on the business requirements.

7 Total Employment Cost

Your total employment cost is **Rs 6,08,000/-** per annum. (Attached annexure gives the break-up.) It is the policy of the Company that total employment cost is reviewed bi-annually.

8 Compliance Induction

To provide you with a better understanding of the Company's compliance policy, you will be invited to attend a Compliance Induction Training Session shortly after the commencement of your Employment.

9 Discretionary Performance Incentive Scheme

You will be eligible to participate in Verity's Performance Incentive Scheme as per the terms and conditions of the relevant Policy and/or separate Agreement. No payment of any incentive will be made if you are not in employment with the Company at the date of payment or if either you have resigned or the Company has served notice of termination on or before that date.

10 Tax Payment

As to any remuneration provided to you by the Company, the Company will withhold any and all taxes and imposts required by law. You will be solely responsible for any applicable taxes and imposts as required by law.

11 Benefits

You are eligible for the benefits granted by the Company to its employee in India in accordance with the terms and conditions as set out in the Employee Handbook (as amended from time to time).

12 Holidays

You shall be entitled to holidays and sick leave in accordance with the Leave Policy of the Company as provided in the Employee Handbook.

13 External Employment, Appointments and Outside Interests

You will not be permitted to undertake business activities or other work where it is considered to be incompatible with the Company's interests. Although the Company has no desire to restrict your external activities unreasonably, it must protect its own interests and those of all its employees.

If you wish to take up part-time employment with another employer or pursue outside business interests whilst still remaining in the Company's employment, you must request permission in writing (giving full

details) from the Line Manager or Human Resources Department. The request will be investigated and, following a discussion with you, your Line Manager and Compliance, you will be informed of the Company's decision in writing. In the event that permission is refused, the decision of the Company will be final.

The Company operates an approval procedure for any external appointment or outside interests. The Line Manager or Human Resources Department must be informed, in the first instance, if you require any such approval.

14 Employment and Personal Information

From time to time throughout the course of your employment with the Company (which includes all its subsidiaries in India), or its authorised agent/s, the Company may request from you the voluntary provision of data/information relating to you for the purposes of the Company's administration and management of its employees and its businesses and for compliance with applicable procedures, laws and regulations. These purposes include but are not limited to, manpower planning, provision of compensation, benefits, and payroll, performance appraisals, personnel appointment announcements inside and outside Verity, compensation and benefits or other personnel related surveys, government statistics or returns or any form of governmental data request for any reason, insurance requirements, reference checks by the Company or any other person, avoidance of existing or potential conflicts of interests, requirements of regulatory or governmental authorities located inside or outside India and review of employment decisions by the Company.

You are aware that if you choose not to provide the aforesaid data/information to the Company, or its authorised agent, you may be denied benefits, promotions, transfers and/or employment or continued employment as a result of your decision.

You further agree, consent to and authorize the Company to hold, process, disclose or transfer, in or outside of India, any data/information held by Verity relating to you to any member of Verity, any internal or external consultants, professional or other advisers of Verity, any compensation or benefits or any other third party service providers or agents, providing services for or at the request of Verity, any regulatory or governmental authorities or authorized bodies having jurisdiction over Verity, any persons or bodies where the Company is required to do so by law or where the interests of Verity or public interest require disclosure, any actual or proposed assignee or successor of any part of Verity, or any person with your express or implied consent and any other person to achieve the aforementioned purposes.

15 Non-solicitation of Customers/Staff

During the twelve months following termination of your employment with the Company, you shall not, directly or indirectly, either on your own account or in conjunction with any person or legal entity, recruit, solicit, induce, interfere with, or attempt to recruit, solicit, induce or endeavour to entice away from the Company:

- a) any person, firm or company for whom or which the Company (including its subsidiaries) either performed or actively solicited work or business during the period of 12 months prior to the date of the termination of your employment with the Company and with whom or which you have had dealings during the course of your employment,
- Or
- b) Any person who is employed by the Company at the time of termination of your employment and with whom you have had contact or supervised during the course of your employment.
You agree to indemnify the Company for any damages incurred or suffered as a result of your breach thereof.

16 Confidentiality, Intellectual Property and Inventions

The operations of the Company involve almost all employees having knowledge of or access to the Company's commercially sensitive or secret information. You must always maintain highest degree of secrecy and keep confidential the records, documents and any such information relating to the business of

the Company, which may be known to you or confided in you by any means in course of your employment with the Company. It is the responsibility and obligation of all employees to maintain the highest professional standards to ensure that this information is properly and professionally handled to protect the Company's commercial interests and to ensure compliance with regulatory and legal requirements. Failure to follow these principles will jeopardise the Company's reputation and business.

In addition to and without altering the legal obligations you already have to keep information confidential, you undertake (except for the purpose of properly performing your duties for the Company or unless required to do so by law or any regulatory or investigative authority or unless authorised to do so by your line manager or senior officer) either during the course of your employment or after it has ended, whether deliberately or otherwise, not to disclose or communicate any information that is confidential or belongs to the Company.

You should assume that all information that is made available to you in the course of your employment with the Company that is not already obviously in public knowledge is confidential.

Confidential information must not be used to trade on your own account or for trading by other persons such as family and friends. If you use information in this way you may be subject to criminal penalties and you are likely to be barred from further employment in the securities or futures industry.

Before the end of your employment with the Company you must return to the Company all confidential information without retaining it in any form. All other documents, data, manuals, security keys and other items that are the Company's property and in your possession or under your control, should also be returned at this time.

All intellectual property developed or created by you or with your assistance during your employment with the Company or at any time thereafter, unless otherwise agreed by the Parties, in the context of the business of Verity or related activities are the property of Verity and such rights or interest in any such property or information, if any, that you may have are prescribed by the law.

You agree that you will at the request and expense of the Company:

- give and supply all such information and assistance that may be reasonably necessary to enable the Company to use this intellectual property to its best advantage and
- Execute all documents that may be necessary or desirable for obtaining patent or any other Intellectual Property Rights, or other appropriate protection for this intellectual property in such parts of the world as may be specified by the Company.

You should be aware that you may not for any purpose whatsoever use any such intellectual property in any way other than in the direct interest of the Company unless you obtain proper written permission from the Company.

In this letter "intellectual property" includes but is not limited to patents, patent applications, trade names, trademarks, service marks, copyright, design rights, inventions, improvements to procedures, innovations, trade secrets, writings and other confidential information. Any breach of the responsibilities and obligation set out in this letter may constitute misconduct and may result in summary dismissal.

17 Laws to be applied

The terms of this employment contract are exclusively based on and subject to Indian laws. Any legal disputes arising from this employment contract will be settled in conformity with Laws of India and shall be subject to the exclusive jurisdiction of the Courts in Hyderabad/Secunderabad/Rangareddy.

18 Company Regulations

You shall faithfully perform the duties assigned to you by the Company and shall fully comply with all the Company's rules, regulations and such other practices, systems, procedures which shall be communicated to you and which may be framed, amended, modified or omitted by the Company from time to time.

You will also be governed by the statutory laws enacted by the Central or State Government or local authorities, as may be applicable to you from time to time.

19 Severability


If any term or provision in this contract shall be held to be unenforceable, in whole or in part, such term or provision shall to that extent be deemed not to form part of this letter but the validity And enforceability of the remainder of this contract shall not be affected.

The Company's Employee Handbook forms an integral part of the terms and conditions of this contract. You hereby acknowledge that the contents of the Employee Handbook are subject to any future changes at the discretion of the Company.

By signing this letter, you confirm that you have no criminal convictions and are not the subject of any investigation that may lead to a criminal conviction in India or elsewhere (other than for summary motoring offences). Furthermore, you have not been reprimanded or otherwise disciplined nor are currently being investigated by any regulatory or professional body in India and elsewhere. Any failure to disclose such matters may give rise to grounds for instant dismissal.

We look forward to welcoming you to Verity and wish you a successful career with the Company.

Yours sincerely,
For Verity Knowledge Solutions Private Limited,




Sirisha Dasari
Chief Operating Officer

Received and accepted

Name: Varun Chintalapati

Date: 12.02.2015

Signature: 

Annexure: Total Employment Cost

Details	Figures in INR
Basic	2,00,000
House Rent Allowances	80,000
Conveyance	9,600
Special Allowance	1,88,800
Provident Fund	21,600
Fixed Salary	5,00,000
Additional Benefits	1,08,000
Performance Incentive	-
CTC	6,08,000

1. Gratuity:

You will be entitled for gratuity as per the Gratuity Act.

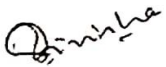
2. Subsidized meals & Transportation Facility:

You will be eligible for subsidized meals and transportation facility as per the Company policy.

3. Insurance Benefits:

You will be eligible for medical Insurance and Life Insurance cover as per the Company policy.

For Verity Knowledge Solutions Private Limited

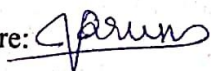


Sirisha Dasari
Chief Operating Officer

Received and accepted

Name: Varun Chintalapati

Date: 12.02.2015

Signature: 



APPOINTMENT LETTER

February 13, 2015

Ms. Karpagam Rajeswara
No. 4/233, 6th Street,
Sakthinagar, Kattur,
Trichy-620019
Tamil Nadu

12-PCA-23

Dear Karpagam Rajeswara,

Welcome to Wipro Limited ('Wipro') and congratulations on your appointment as **Project Engineer**.

1. Appointment Details:

- a. The date of appointment is effective from the date of joining.
- b. You will be on Probation for a period of 1 year from the date of the appointment. On completion of the probationary period, your appointment will be confirmed and communicated to you in writing. Unless confirmation is communicated in writing, the probation period is deemed extended.
- c. The retirement age is 58 years.
- d. You agree to be transferred in such capacity as Wipro may from time to time determine to any other location, department, function, establishment, or branch of Wipro or subsidiary, associate or affiliate of Wipro. In such case you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. We provide support to our global customers through various Wipro locations in India to suit customer time including on 24x7 basis. You agree to operate from any of these locations and in any of the shifts, including night shift, as may be decided by Wipro keeping in mind business needs and deliverables to customers.
- f. This letter of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by Wipro for your role.

2. Compensation:

You will be eligible for:

- a. Compensation and benefits in accordance with Annexure III titled Salary Offer Sheet. (Please refer Page -8).
- b. Quarterly Performance Linked Compensation (QPLC) - The details of this component are listed in Annexure-V (Please refer Page -11). The QPLC program may be changed or modified in part or full thereof from time to time, at the sole discretion of the management.
- c. Other compensation and benefits in accordance with Wipro policy as modified and intimated to you from time to time.

Your compensation will be reviewed periodically as per Wipro policy.

Ref No: MCAGIS8450019677585904

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