

Private & Confidential

OFFER LETTER

To,
K N Radhalakshmi
Padijare Madom, Cherukole P.O
Mavelikara, Alleppey Dist
Kerala

17-MST-007

Date : 11-Jun-2018

Dear K N Radhalakshmi,

Sub : Offer of Employment - Trainee-Data Analytics

Further to our recent meetings and discussions, we are pleased to offer you the position of Trainee-Data Analytics subject to the following terms & conditions.

1. Date of Joining :

Subject to your acceptance of these terms, your employment will commence on or before 16-Aug-2018. On your date of joining employment you should report at Allianz, 2nd Floor, Bhavani, Technopark, Trivandrum, Kerala, India - 695 581. at 9.30 AM.

2. Location :

Your initial employment location will be our office at Technopark, Trivandrum, Kerala. The Company may transfer you to other locations from time to time.

3. Cost to company :

Your total employment Cost to Company (CTC) will be INR 450000 (Rupees Four Lakh Fifty Thousand) per annum. Please refer to Annexure I for details.

You will be eligible to participate in the Company's employee benefit Plans as are generally made available to similarly situated employees of the Company, subject in each case to the terms and conditions of the Plan in question. Full details of these Plans will be provided when you join employment. All amounts payable to you shall be subject to deduction of tax at source as per applicable law from time to time. Deductions will also be made in accordance with other applicable laws and for contributions to employee benefits schemes as may be applicable from time to time (e.g. provident fund, ESI). Your remuneration will be subject to revision as per the Company's compensation policies and guidelines in effect from time to time.

4. Probation :

You will be on probation for a period of 6 months from the date of your joining employment. During your probation, your employment is provisional and subject to successful completion of your probation. During this period, your performance will be reviewed by your line manager and you are expected to demonstrate the technical and functional skills(as applicable) associated with your position together with the core values of the Company including but not limited to, cooperation, teamwork and a positive attitude. Failure to perform as expected may result in the termination of your employment or extension of your probation period for a further period of 3 months. If you successfully complete your probation, you will be deemed to be a permanent employee of the Company and will be communicated to you through formal written communication. Any extension of probation or termination will be communicated to you in writing.

OFFER LETTER**5. Notice Period :**

While you are on probation, you may resign from the services of the Company by giving the Company prior written notice of 30 days or salary in lieu thereof. Once your services with the Company are confirmed, you may resign from the services of the Company by giving the Company prior written notice of 90 days or salary in lieu thereof. However, the Company reserves the right to accept or reject your proposal based on business requirements.

During your probation, you may be discharged from the Company's services at any time with 30 days prior notice or salary in lieu thereof, without assigning any reason. Upon confirmation, the Company may terminate your employment at any time after providing you 90 days advance notice or payment of salary in lieu thereof.

6. Pre - Conditions :

This offer, and should you accept this offer, your continued employment with the Company, are subject to and conditional on the following:

- a) All the facts mentioned in your resume and stated during other discussions with the Company during the interview process being true and correct;
- b) Verification of the original documents listed in Annexure II. (Please bring the originals of these on your date of joining work); and
- c) The Company receiving satisfactory references and/or background check results as the Company may seek in its discretion. The Company may undertake a background and/or verification check prior to or at any time subsequent to your joining employment and may engage the services of a third party agency to undertake the same.

The Company may disclose your personal information to such agency solely for the purpose of undertaking the necessary verification on behalf of the Company.

Please note that in the event the Company is not satisfied with any of these items, the Company reserves the right to withdraw this offer or rescind your employment contract with the Company. If at any time during your employment, any of the facts or documents submitted by you are found to be false, your services are liable to be terminated immediately without any notice or compensation. The Company assures you that any personal data and information collected from you will be used only in connection with this offer and your employment with the Company (should you accept this offer) and shall be protected from unlawful disclosure in accordance with the Information Technology Act, 2000 as amended from time to time.

7. Other Terms and Conditions of Employment :

This is a full time position and you will be required to devote the whole of your time and efforts to your employment with the Company. On joining employment, you will be required to sign and agree to be bound by the standard terms and conditions of employment of the Company. In addition to these terms, your employment will also be governed by all applicable rules, regulations and policies of the company that are in force from time to time.

OFFER LETTER**8. No Conflict :**

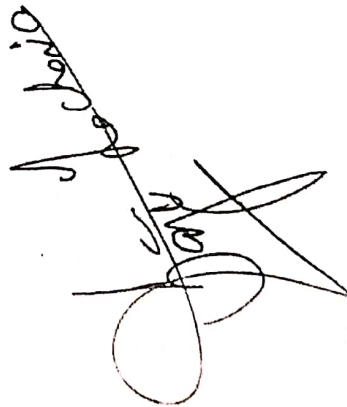
If you accept this offer, you will be confirming that you are not party to any agreement or arrangement which in any way restricts, prohibits or debars you from accepting the offer made by the Company including but not limited to any non-compete, non-disclosure or restrictive agreement or terms and that you will have no continuing obligations or restrictions which will apply to you from the date of commencement of your employment with the Company or if you are so bound, that will honour such covenants and agreements.

This offer will remain open for a period of five working days. If this offer is acceptable to you, please confirm your acceptance in writing via electronic mail to your recruiter on or before 13-Jun-2018. If no such intimation of acceptance is received on or before the said date, this offer shall stand automatically withdrawn.

Should you have any questions with regard to this offer, please do not hesitate to contact Allianz Human Resources Team at HROperations@allianzcornhill.co.in

We hope you will find this offer acceptable and look forward to you joining the Company.

For Allianz India,



Sajj Zacharia
Head of Human Resource

Annexure - I

Name : K N Radhalakshmi
 Grade : G3
 Designation : Trainee-Data Analytics

| Components | Monthly (INR) | Annual (INR) |
|-------------------------|---------------|---------------|
| Base Pay | | |
| Basic | 9630 | 115560 |
| Co's contribution to PF | 1156 | 13867 |
| Gratuity | 463 | 5558 |
| Choice pay | | |
| Food Coupons | 2500 | 30000 |
| LTA | 802 | 9626 |
| Medical Expenses | 1250 | 15000 |
| Transport | 1600 | 19200 |
| HRA | 3852 | 46224 |
| Statutory Bonus* | 583 | 7000 |
| Other allowance | 13878 | 166536 |
| Gross | 35714 | 428571 |
| Variable pay | | |
| Annual Bonus ** | 1786 | 21429 |
| Final CTC | 37500 | 450000 |

*Statutory Bonus will be paid in April

**The Annual Bonus Scheme is paid out at the company's sole discretion based on both the company and individual performance. Only those employees who joined the organization on or before 30th June of a year and continue to be on company rolls on the last day of March in the subsequent year (i.e. the year of payment) are eligible for Bonus.

Employees who have resigned and are serving notice as on the last day of March (in the year of payment) are also not eligible for this bonus scheme. Annual Bonus is usually paid in the month of April.

Increments are paid out in April for the employees who joined on or before 30th September of the previous year and will be at the discretion of the company, based on individual performance as well as company performance, business outlook and other relevant factors.

LETTER OF INTENT

Date: 25/11/17

Full Name: Infant Jeffrey Davis

Dear Infant

Scanned
17-18
15-80-075

With reference to your application and subsequent assessments you had with us, we are pleased to provide you the Letter of Intent (LOI) for a position of **Data Associate** at Amazon Development Center India Pvt. Ltd ("Company").

In case you are offered the position, you would be eligible for a **base compensation of Rs.230,000 (Rupees Two Lakhs Thirty Thousand Only)** per annum. In addition, you will be eligible for benefits as per company policies at the time of joining.

Please note, your appointment in the Company will be confirmed only on executing the detailed offer letter and NDA, which may be issued to you at a later date.

Terms and Conditions: Post Offer and Acceptance

- As per Company Business Requirements, you will be Issued an offer letter with a proposed date of joining within 31st of December 2018.
- The issue of an Offer Letter to you is subject to the Company's future business requirements and will be issued at the sole discretion of Amazon. Upon issue of the Offer Letter, this LOI stand automatically terminated. This LOI shall also be terminated automatically in the event you take up another offer employment (other than with the Company) before issue of the Offer Letter.
- The Company reserves the rights to revise the proposed salary and benefits as per prevailing levels of pay at the time of issue of the Offer Letter and thereafter. The amounts stated herein are only indicative and in no way a binding commitment on the Company's part.
- **Probation**
You shall be on probation for a period of 3 months ("Probation Period") from the date of joining. Your performance will be reviewed and evaluated at regular intervals during the Probation Period. Depending on the outcome of such evaluation/s, the Company may, at its sole discretion, either (a) if your performance is found satisfactory, confirm your appointment; or (b) if your performance is found to be unsatisfactory, extend, in writing, the Probation Period by a further period of 3 more months or terminate your employment with Amazon India with immediate effect and without any advance or prior notice, and with no further liabilities to Amazon India, except for payment of remuneration up to the date of termination of employment.
- **Hours of work**
The normal business hours of the office, at which you work, will apply to you and these will be advised on commencement of employment and when there is a change. You may be required to work in shifts for different work hours or workdays during the week depending on the business or team that you may be working for. Your work may entail rotational shifts or related requirements for respective teams.
- **Place of Work**
You should be aware that the Company and/or its affiliates have offices throughout the world and because of the nature of your duties, the Company has the right to transfer you from one place to another or from one section to another or from one unit to any other unit of the Company, its parent company or to any of its sister concerns, which are either existing or may be set up in future. The decision of the Company in this regard shall be final and binding on you.
- **New Hire Background Investigation**
It is Amazon India's policy to investigate all its new hires. Your employment is conditional upon the information contained in your application form and/or curriculum vitae being true and accurate, including (but not limited to) your educational and professional qualifications, the documents furnished by you being genuine, and upon reference checks to be conducted by Amazon India being successfully completed.
In case you are hired from campus and results for your examination are still awaited, your continued employment with Amazon India will be subject to passing the said examination and completing the course, failing which Amazon India reserves the right to take action including termination of your employment without notice.

Ground, 8th, 9th, 10th & 11th Floors, Orion Building, Bagmane Constellation Business Park Circle,
Outer Ring Road, BANGALORE - 560 037, KARNATAKA, INDIA

Tel : +91 - 80 - 6605 5000

www.amazon.com

CIN : U72200KA2004FTC034233

Please note the following:

- You should not have any active backlogs during the time of the selection process and at the time of offer. In case you have accrued a backlog/backlogs post selection process, you will have to mandatorily clear the backlogs prior to the date of offer. The LOI will stand cancelled if the candidate has backlog/backlogs on the date of offer.
- Candidates who have been provided LOI shall not be eligible to apply for any other position in Amazon during the pendency of the LOI.
- For any queries or questions, please write to us on campus-nontech@amazon.com.
- You are required to return the duplicate copy of this letter duly signed indicating your acceptance of the terms and conditions stated above. Acceptance of this LOI will be construed as a confirmation that you do not have any obligations arising from contract or otherwise in favor of a prior employer or third party, which would impose restrictions on your ability to accept employment with and carry out your Company related functions and duties upon employment, if and once the Offer Letter is issued.

Yours sincerely

For and on behalf of AMAZON DEVELOPMENT CENTER INDIA PVT LTD


Amit Kombi,
Manager, Human Resource

ACCEPTANCE OF LOI

I accept the terms set forth in this letter with the company:



Signature

05/11/17
Date

LETTER OF INTENT

Date: 25/11/17

Full Name: Adrian David . 15-VC-054

Dear Adrian

With reference to your application and subsequent assessments you had with us, we are pleased to provide you the Letter of Intent (LOI) for a position of *Data Associate* at Amazon Development Center India Pvt. Ltd ("Company").

In case you are offered the position, you would be eligible for a base compensation of Rs.230,000 (Rupees Two Lakhs Thirty Thousand Only) per annum. In addition, you will be eligible for benefits as per company policies at the time of joining.

Please note, your appointment in the Company will be confirmed only on executing the detailed offer letter and NDA, which may be issued to you at a later date.

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- **Probation**
You shall be on probation for a period of 3 months ("Probation Period") from the date of joining. Your performance will be reviewed and evaluated at regular intervals during the Probation Period. Depending on the outcome of such evaluation/s, the Company may, at its sole discretion, either (a) if your performance is found satisfactory, confirm your appointment; or (b) if your performance is found to be unsatisfactory, extend, in writing, the Probation Period by a further period of 3 more months or terminate your employment with Amazon India with immediate effect and without any advance or prior notice, and with no further liabilities to Amazon India, except for payment of remuneration up to the date of termination of employment.
- **Hours of work**
The normal business hours of the office, at which you work, will apply to you and these will be advised on commencement of employment and when there is a change. You may be required to work in shifts for different work hours or workdays during the week depending on the business or team that you may be working for. Your work may entail rotational shifts or related requirements for respective teams.
- **Place of Work**
You should be aware that the Company and/or its affiliates have offices throughout the world and because of the nature of your duties, the Company has the right to transfer you from one place to another or from one section to another or from one unit to any other unit of the Company, its parent company or to any of its sister concerns, which are either existing or may be set up in future. The decision of the Company in this regard shall be final and binding on you.
- **New Hire Background Investigation**
It is Amazon India's policy to investigate all its new hires. Your employment is conditional upon the information contained in your application form and/or curriculum vitae being true and accurate, including (but not limited to) your educational and professional qualifications, the documents furnished by you being genuine, and upon reference checks to be conducted by Amazon India being successfully completed. In case you are hired from campus and results for your examination are still awaited, your continued employment with Amazon India will be subject to passing the said examination and completing the course, failing which Amazon India reserves the right to take action including termination of your employment without notice.

Please note the following:

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- Candidates who have been provided LOI shall not be eligible to apply for any other position in Amazon during the pendency of the LOI.
- For any queries or questions, please write to us on campus-nontech@amazon.com.
- You are required to return the duplicate copy of this letter duly signed indicating your acceptance of the terms and conditions stated above. Acceptance of this LOI will be construed as a confirmation that you do not have any obligations arising from contract or otherwise in favor of a prior employer or third party, which would impose restrictions on your ability to accept employment with and carry out your Company related functions and duties upon employment, if and once the Offer Letter is issued.


Yours sincerely

For and on behalf of AMAZON DEVELOPMENT CENTER INDIA PVT LTD


Amit Kombi,
Manager, Human Resource

ACCEPTANCE OF LOI

I accept the terms set forth in this letter with the company:


Signature

25 | 11 | 2017
Date

LETTER OF INTENT

Date: 25/11/17

15-CS-034

Full Name: Vinith Srinivasan

Dear Vinith,

With reference to your application and subsequent assessments you had with us, we are pleased to provide you the Letter of Intent (LOI) for a position of *Data Associate* at Amazon Development Center India Pvt. Ltd ("Company").

In case you are offered the position, you would be eligible for a base compensation of Rs.230,000 (Rupees Two Lakhs Thirty Thousand Only) per annum. In addition, you will be eligible for benefits as per company policies at the time of joining.

Please note, your appointment in the Company will be confirmed only on executing the detailed offer letter and NDA, which may be issued to you at a later date.

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- **Place of Work**
You should be aware that the Company and/or its affiliates have offices throughout the world and because of the nature of your duties, the Company has the right to transfer you from one place to another or from one section to another or from one unit to any other unit of the Company, its parent company or to any of its sister concerns, which are either existing or may be set up in future. The decision of the Company in this regard shall be final and binding on you.
- **New Hire Background Investigation**
It is Amazon India's policy to investigate all its new hires. Your employment is conditional upon the information contained in your application form and/or curriculum vitae being true and accurate, including (but not limited to) your educational and professional qualifications, the documents furnished by you being genuine, and upon reference checks to be conducted by Amazon India being successfully completed.
In case you are hired from campus and results for your examination are still awaited, your continued employment with Amazon India will be subject to passing the said examination and completing the course, failing which Amazon India reserves the right to take action including termination of your employment without notice.

Please note the following:

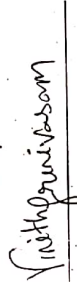
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- For any queries or questions, please write to us on campus-nontech@amazon.com.
- You are required to return the duplicate copy of this letter duly signed indicating your acceptance of the terms and conditions stated above. Acceptance of this LOI will be construed as a confirmation that you do not have any obligations arising from contract or otherwise in favor of a prior employer or third party, which would impose restrictions on your ability to accept employment with and carry out your Company related functions and duties upon employment, if and once the Offer Letter is issued.

Yours sincerely

For and on behalf of AMAZON DEVELOPMENT CENTER INDIA PVT LTD


Amit Kombi,
Manager, Human Resource

ACCEPTANCE OF LOI
I accept the terms set forth in this letter with the company:


Signature

25th Nov '17
Date

LETTER OF INTENT

Date: 25/11/17

Full Name: Velmugan K. Velmugan

15-PH-321

Dear Velmugan

With reference to your application and subsequent assessments you had with us, we are pleased to provide you the Letter of Intent (LOI) for a position of *Data Associate* at Amazon Development Center India Pvt. Ltd ("Company").

In case you are offered the position, you would be eligible for a base compensation of Rs.230,000 (Rupees Two Lakhs Thirty Thousand Only) per annum. In addition, you will be eligible for benefits as per company policies at the time of joining.

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Yours sincerely

For and on behalf of AMAZON DEVELOPMENT CENTER INDIA PVT LTD



Amit Kombi,
Manager, Human Resource

ACCEPTANCE OF LOI

I accept the terms set forth in this letter with the company:



Signature

25/11/17

Date

LETTER OF INTENT

15-PH-352

Date: 25/1/17

Full Name: R. Suresh

Dear Suresh

With reference to your application and subsequent assessments you had with us, we are pleased to provide you the Letter of Intent (LOI) for a position of *Data Associate* at Amazon Development Centre India Pvt. Ltd ("Company").

In case you are offered the position, you would be eligible for a base compensation of Rs.230,000 (Rupees Two Lakhs Thirty Thousand Only) per annum. In addition, you will be eligible for benefits as per company policies at the time of joining.

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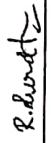
Yours sincerely

For and on behalf of AMAZON DEVELOPMENT CENTER INDIA PVT LTD


Amit Kombi,
Manager, Human Resource

ACCEPTANCE OF LOI

I accept the terms set forth in this letter with the company:


Signature

25-11-17
Date

Ground, 8th, 9th, 10th & 11th Floors, Orion Building, Bagmane Constellation Business Park Circle,
Outer Ring Road, BANGALORE - 560 037, KARNATAKA, INDIA
Tel : +91 - 80 - 6605 5000
www.amazon.com

CIN : U72200KA2004FTC034233

23 Mar 2018

Ms. Dhanalakshmi B
50/1A
School Road
Perambur
Chennai

16-PCO-041

Dear Ms. Dhanalakshmi B

Provisional Offer Letter

We are pleased to offer you the position of **Post Graduate Trainee** in our organization. You will be initially posted at our **Chennai** office.

Your appointment letter will be issued on the date of joining along with terms and conditions of employment. Your services will be considered effective from the date of joining, after you complete and satisfy all verification and joining formalities.

Your salary break up is as follows:

| | Monthly | Annual |
|--------------------------------------|--------------|---------------|
| Cost of Company | Rs.Ps | Rs.Ps |
| Basic Salary | 14770 | 177240 |
| House Rent Allowance | 4730 | 56760 |
| Conveyance | 1600 | 19200 |
| Total | 21100 | 253200 |
| Company Contribution : | | |
| Provident Fund @ 13.16% (As per Act) | 1944 | 23328 |
| Gratuity @ 4 % (As per Act) | 591 | 7092 |
| Bonus (As per Act) | 1400 | 16800 |
| Cost to Company | 25035 | 300420 |

Please sign and return a copy of this letter within three days of receipt as a token of your acceptance.

We welcome you into CAMS.

For Computer Age Management Services Pvt. Ltd.


Jemima Ravithilagan
Head Human Resources and I & FM

Signature :

| | Monthly | Annual |
|--------------------------------------|----------------|---------------|
| Cost of Company | Rs.Ps | Rs.Ps |
| Basic Salary | 14770 | 177240 |
| House Rent Allowance | 4730 | 56760 |
| Conveyance | 1600 | 19200 |
| Total | 21100 | 253200 |
| Company Contribution : | | |
| Provident Fund @ 13.16% (As per Act) | 1944 | 23328 |
| Gratuity @ 4 % (As per Act) | 591 | 7092 |
| Bonus (As per Act) | 1400 | 16800 |
| Cost to Company | 25035 | 300420 |

| Cost of Company | Monthly |
|-----------------------------|----------------|
| | Rs.Ps |
| Basic Salary | 14770 |
| House Rent Allowance | 4730 |
| Conveyance | 1600 |
| Total | 21100 |

| | Monthly | Annual |
|--------------------------------------|----------------|---------------|
| Cost of Company | Rs.Ps | Rs.Ps |
| Basic Salary | 14770 | 177240 |
| House Rent Allowance | 4730 | 56760 |
| Conveyance | 1600 | 19200 |
| Total | 21100 | 253200 |
| Company Contribution : | | |
| Provident Fund @ 13.16% (As per Act) | 1944 | 23328 |
| Gratuity @ 4 % (As per Act) | 591 | 7092 |

23 Mar 2018

Mr. Vijay Praveen X
157/46
Coral Merchant St.
Mannady
Chennai

16-PMT-029

Dear Mr. Vijay Praveen X

Provisional Offer Letter

We are pleased to offer you the position of **Post Graduate Trainee** in our organization. You will be initially posted at our **Chennai** office.

Your appointment letter will be issued on the date of joining along with terms and conditions of employment. Your services will be considered effective from the date of joining, after you complete and satisfy all verification and joining formalities.

Your salary break up is as follows:

| | Monthly | Annual |
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| | Rs.Ps | Rs.Ps |
| Cost of Company | | |
| Basic Salary | 14770 | 177240 |
| House Rent Allowance | 4730 | 56760 |
| Conveyance | 1600 | 19200 |
| Total | 21100 | 253200 |
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| Bonus (As per Act) | 1400 | 16800 |
| Cost to Company | 25035 | 300420 |

Please sign and return a copy of this letter within three days of receipt as a token of your acceptance.

We welcome you into CAMS.

For Computer Age Management Services Pvt. Ltd.


Jemima Ravithilagan
Head Human Resources and I & FM

Signature :

| | Monthly | Annual |
|--------------------------------------|--------------|---------------|
| | Rs.Ps | Rs.Ps |
| Cost of Company | | |
| Basic Salary | 14770 | 177240 |
| House Rent Allowance | 4730 | 56760 |
| Conveyance | 1600 | 19200 |
| Total | 21100 | 253200 |
| Company Contribution : | | |
| Provident Fund @ 13.16% (As per Act) | 1944 | 23328 |
| Gratuity @ 4 % (As per Act) | 591 | 7092 |
| Bonus (As per Act) | 1400 | 16800 |

23 Mar 2018

Ms. Anjana Mariam George
No.7/2
Rajendra Colony
Saligramam
Chennai

16-PEC-009

Dear Ms. Anjana Mariam George

Provisional Offer Letter

We are pleased to offer you the position of **Post Graduate Trainee** in our organization. You will be initially posted at our **Chennai** office.

Your appointment letter will be issued on the date of joining along with terms and conditions of employment. Your services will be considered effective from the date of joining, after you complete and satisfy all verification and joining formalities.

Your salary break up is as follows:

| Cost of Company | Monthly | Annual |
|--------------------------------------|--------------|---------------|
| | Rs.Ps | Rs.Ps |
| Basic Salary | 14770 | 177240 |
| House Rent Allowance | 4730 | 56760 |
| Conveyance | 1600 | 19200 |
| Total | 21100 | 253200 |
| Company Contribution : | | |
| Provident Fund @ 13.16% (As per Act) | 1944 | 23328 |
| Gratuity @ 4 % (As per Act) | 591 | 7092 |
| Bonus (As per Act) | 1400 | 16800 |
| Cost to Company | 25035 | 300420 |

Please sign and return a copy of this letter within three days of receipt as a token of your acceptance.

We welcome you into CAMS.

For Computer Age Management Services Pvt. Ltd.


 Jemima Ravithilagan
 Head Human Resources and I & FM

Signature

23 Mar 2018

Ms. Ruba Rosary A
23/47
Sevenwells Street
Sevenwells
Chennai

16-PMT-015

Dear Ms. Ruba Rosary A

Provisional Offer Letter

We are pleased to offer you the position of **Post Graduate Trainee** in our organization. You will be initially posted at our **Chennai** office.

Your appointment letter will be issued on the date of joining along with terms and conditions of employment. Your services will be considered effective from the date of joining, after you complete and satisfy all verification and joining formalities.

Your salary break up is as follows:

| | Monthly | Annual |
|--------------------------------------|--------------|---------------|
| | Rs.Ps | Rs.Ps |
| Cost of Company | | |
| Basic Salary | 14770 | 177240 |
| House Rent Allowance | 4730 | 56760 |
| Conveyance | 1600 | 19200 |
| Total | 21100 | 253200 |
| Company Contribution : | | |
| Provident Fund @ 13.16% (As per Act) | 1944 | 23328 |
| Gratuity @ 4 % (As per Act) | 591 | 7092 |
| Bonus (As per Act) | 1400 | 16800 |
| Cost to Company | 25035 | 300420 |

Please sign and return a copy of this letter within three days of receipt as a token of your acceptance.

We welcome you into CAMS.

For Computer Age Management Services Pvt. Ltd.


 Jemima Ravithilagan
 Head Human Resources and I & FM

Signature :

23 Mar 2018

Mr. Simon Sebestin S
23112
N.N.Garden 10th Lane
Old Washermenpet
Chennai

16-PCO-036

Dear Mr. Simon Sebestin S

Provisional Offer Letter

We are pleased to offer you the position of **Post Graduate Trainee** in our organization. You will be initially posted at our **Chennai** office.

Your appointment letter will be issued on the date of joining along with terms and conditions of employment. Your services will be considered effective from the date of joining, after you complete and satisfy all verification and joining formalities.

Your salary break up is as follows:

| | Monthly | Annual |
|--------------------------------------|--------------|---------------|
| | Rs.Ps | Rs.Ps |
| Cost of Company | | |
| Basic Salary | 14770 | 177240 |
| House Rent Allowance | 4730 | 56760 |
| Conveyance | 1600 | 19200 |
| Total | 21100 | 253200 |
| Company Contribution : | | |
| Provident Fund @ 13.16% (As per Act) | 1944 | 23328 |
| Gratuity @ 4 % (As per Act) | 591 | 7092 |
| Bonus (As per Act) | 1400 | 16800 |
| Cost to Company | 25035 | 300420 |

Please sign and return a copy of this letter within three days of receipt as a token of your acceptance.

We welcome you into CAMS.

For Computer Age Management Services Pvt. Ltd.


 Jemima Ravithilagan
 Head Human Resources and I & FM

Signature :

31-Jan-2018

Dear Kevin Beno,
B. Sc, Mathematics
Loyola College



15-MT-345

Candidate ID – 11341184

In continuation to our discussions, we are pleased to offer you the role of Graduate Trainee in Cognizant Technology Solutions India Private Limited ("Cognizant").

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of Rs.212,254/-. This includes an annual incentive indication of Rs.12,000/-, as well as Cognizant's contribution of Rs.19,750/- towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in Annexure A.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to Rs.240,982/-. This includes an annual incentive indication of Rs.12,000/-, as well as Cognizant's contribution of Rs.19,750/- towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in Annexure B. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

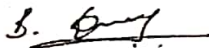
Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note

- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2cognizant.cognizant.com>

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.,



Suresh Bethavandu
Global Head-Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature



Date: 13/02/2018

| Sl. No. | Description | Monthly | Yearly |
|---------|---|---------|----------------|
| 1 | Basic | 6,500 | 78,000 |
| 2 | Company's contribution of PF # | 780 | 9,360 |
| 3 | Advance Statutory Bonus*** | 2,000 | 24,000 |
| 4 | Special Allowance* | 5,206 | 62,472 |
| 5 | Company's Contribution of ESI @ 4.75% of Monthly Gross minus statutory exclusions | 556 | 6,672 |
| 6 | Incentive Indication (per annum)** | | 12,000 |
| | Annual Total Compensation | | 192,504 |
| | Company's contribution towards benefits (Medical, Accident and Life Insurance) | | 16,000 |
| | Gratuity | | 3,750 |
| | Annual Total Remuneration | | 212,254 |

31-Jan-2018

Dear Chendhoo Baskaran,
B. Sc. Physics
Loyola College



15-PH-217

Candidate ID – 11341187

In continuation to our discussions, we are pleased to offer you the role of Graduate Trainee in Cognizant Technology Solutions India Private Limited ("Cognizant").

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of Rs.212,254/-. This includes an annual incentive indication of Rs.12,000/-, as well as Cognizant's contribution of Rs.19,750/- towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in Annexure A.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to Rs.240,982/-. This includes an annual incentive indication of Rs.12,000/-, as well as Cognizant's contribution of Rs.19,750/- towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in Annexure B. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note

- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,



Suresh Bathavandur
Global Head-Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature :

Date:

Annexure A
Name: Chandhoor Baskaran **Designation:** Graduate Trainee

| Sl. No. | Description | Monthly | Yearly |
|---------|---|---------|----------------|
| 1 | Basic | 6,500 | 78,000 |
| 2 | Company's contribution of PF # | 780 | 9,360 |
| 3 | Advance Statutory Bonus** | 2,000 | 24,000 |
| 4 | Special Allowance* | 5,206 | 62,472 |
| 5 | Company's Contribution of ESI @ 4.75% of Monthly Gross minus statutory exclusions | 556 | 6,672 |
| 6 | Incentive Indication (per annum)** | | 12,000 |
| | Annual Total Compensation | | 192,504 |
| | Company's contribution towards benefits (Medical, Accident and Life Insurance) | | 16,000 |
| | Gratuity | | 3,750 |
| | Annual Total Remuneration | | 212,254 |

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group personal accident Insurance coverage
- Group Term Life Insurance Coverage
- Employees' compensation insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act
- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

PF is contributed at 12% of your basic. If you are an International worker, it is contributed at 12% of your monthly gross compensation excluding HR&A.

* **Flexible Benefit Plan:** Your Compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is pro-rated to the duration spent with Cognizant India for a calendar year and will be paid to you only if you are active on Cognizant's payroll on the day the incentive is paid.

*** **Language Premium:** This allowance is applicable only for Japanese, German & French language. It will be paid along with the Apr, July, Oct and Jan payroll for the previous quarter and will be subject to tax deductions as applicable in India. The amount will be pro-rated to the duration spent with Cognizant India and will be paid out on the condition that you continue to use the foreign language skill as required by your role/project/account.

**** **Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant. [Login to https://www.cognizant.com](https://www.cognizant.com) -> Total Rewards App for more details

31-Jan-2018

Dear Kumaran Karuna,
BCA, Computer Applications
Loyola College



15-CA-015

Candidate ID – 11341161

In continuation to our discussions, we are pleased to offer you the role of **Programmer Trainee** in **Cognizant Technology Solutions India Private Limited** ("Cognizant").

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.212,254/-**. This includes an annual incentive indication of **Rs.12,000/-**; as well as Cognizant's contribution of **Rs.19,750/-** towards benefits such as *Medical, Accident, Life Insurance and Gratuity*. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to **Rs.240,982/-**. This includes an annual incentive indication of **Rs.12,000/-**, as well as Cognizant's contribution of **Rs.19,750/-** towards benefits such as *Medical, Accident, Life Insurance and Gratuity*.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer **Annexure B** for more details.

Please note

- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus.cognizant.com>

Yours sincerely,

For **Cognizant Technology Solutions India Pvt. Ltd.**,



Suresh Beihavandu

Global Head-Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: 

Date: 08 / 02 / 18

| Sl. No. | Description | Monthly | Yearly |
|---------|---|---------|----------------|
| 1 | Basic | 6,500 | 78,000 |
| 2 | Company's contribution of PF # | 780 | 9,360 |
| 3 | Advance Statutory Bonus*** | 2,000 | 24,000 |
| 4 | Special Allowance* | 5,206 | 62,472 |
| 5 | Company's Contribution of ESI @ 4.75% of Monthly Gross minus statutory exclusions | 556 | 6,672 |
| 6 | Incentive Indication (per annum)** | | 12,000 |
| | Annual Total Compensation | | 192,504 |
| | Company's contribution towards benefits (Medical, Accident and Life Insurance) | | 16,000 |
| | Gratuity | | 3,750 |
| | Annual Total Remuneration | | 212,254 |

31-Jan-2018

Dear Harshaj Ramamurthy,
BCA, Computer Applications
Loyola College



15-CA-005

Candidate ID – 11341162

In continuation to our discussions, we are pleased to offer you the role of Programmer Trainee in Cognizant Technology Solutions India Private Limited ("Cognizant").

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of Rs.212,254/- . This includes an annual incentive indication of Rs.12,000/- , as well as Cognizant's contribution of Rs.19,750/- towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in Annexure A.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to Rs.240,982/- . This includes an annual incentive indication of Rs.12,000/- , as well as Cognizant's contribution of Rs.19,750/- towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in Annexure B. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIIN while joining the organization. Please refer Annexure B for more details.

Please note

- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,



Suresh Bethovandu
Global Head-Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: 

Date: 08/02/18

| | | | |
|---|---|-------|----------------|
| 3 | Advance Statutory Bonus*** | 2,000 | 24,000 |
| 4 | Special Allowance* | 5,206 | 62,472 |
| 5 | Company's Contribution of ESI @ 4.75% of Monthly Gross minus statutory exclusions | 556 | 6,672 |
| 6 | Incentive Indication (per annum)** | | 12,000 |
| | Annual Total Compensation | | 192,504 |
| | Company's contribution towards benefits (Medical, Accident and Life Insurance) | | 16,000 |
| | Gratuity | | 3,750 |
| | Annual Total Remuneration | | 212,254 |

31-Jan-2018

Dear Jayo Kishore,
BCA, Computer Science
Loyola College



15 - CA - 008

Candidate ID – 11341163

In continuation to our discussions, we are pleased to offer you the role of Programmer Trainee in Cognizant Technology Solutions India Private Limited ("Cognizant").

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of Rs.212,254/-. This includes an annual incentive indication of Rs.12,000/-, as well as Cognizant's contribution of Rs.19,750/- towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in Annexure A.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to Rs.240,982/-. This includes an annual incentive indication of Rs.12,000/-, as well as Cognizant's contribution of Rs.19,750/- towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in Annexure B. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note

- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,

Suresh Bethavandu
Global Head-Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature :

Date:

| Sl. No. | Description | Monthly | Yearly |
|---------|---|---------|----------------|
| 1 | Basic | 6,500 | 78,000 |
| 2 | Company's contribution of PF # | 780 | 9,360 |
| 3 | Advance Statutory Bonus*** | 2,000 | 24,000 |
| 4 | Special Allowance* | 5,206 | 62,472 |
| 5 | Company's Contribution of ESI @ 4.75% of Monthly Gross minus statutory exclusions | 556 | 6,672 |
| 6 | Incentive Indication (per annum)** | | 12,000 |
| | Annual Total Compensation | | 192,504 |
| | Company's contribution towards benefits (Medical, Accident and Life Insurance) | | 15,000 |
| | Gratuity | | 3,750 |
| | Annual Total Remuneration | | 212,254 |

an account of your own also entitled to the full amount of the same.



31-Jan-2018

Dear Rajesh Niggesh,
BCA Computer Science And Application
Loyola College



15-CA-031

Candidate ID - 11341165

In continuation to our discussions, we are pleased to offer you the role of **Programmer Trainee in Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an **Annual Total Remuneration (ATR)** of **Rs.212,254/-**. This includes an annual incentive indication of **Rs.12,000/-**, as well as Cognizant's contribution of **Rs.19,750/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to **Rs.240,982/-**. This includes an annual incentive indication of **Rs.12,000/-**, as well as Cognizant's contribution of **Rs.19,750/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer **Annexure B** for more details.

Please note

- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://careers2.cognizant.com>

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.,

Suresh Behavandru
Global Head-Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature:

Date: 13/2/18

Annexure A

Name: Rajshul Nigosh Designation: Programmer Trainee

| Sl. No. | Description | Monthly | Yearly |
|---------|---|---------|----------------|
| 1 | Basic | 6,500 | 78,000 |
| 2 | Company's contribution of PF # | 780 | 9,360 |
| 3 | Advance Statutory Bonus*** | 2,000 | 24,000 |
| 4 | Special Allowance* | 5,206 | 62,472 |
| 5 | Company's Contribution of ESI (@ 4.75% of Monthly Gross minus statutory exclusions) | 556 | 6,672 |
| 6 | Incentive Indication (per annum)** | | 12,000 |
| | Annual Total Compensation | | 192,504 |
| | Company's contribution towards benefits (Medical, Accident and Life Insurance) | | 16,000 |
| | Gratuity | | 3,750 |
| | Annual Total Remuneration | | 212,254 |

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group personal accident Insurance coverage
- Group Term Life Insurance Coverage
- Employee's compensation insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act
- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefits (Amendment) Act, 2017

PF is contributed at 12% of your basic. If you are an International worker, it is contributed at 12% of your monthly gross compensation excluding HRA.

* **Flexible Benefit Plan:** Your Compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is pro-rated to the duration spent with Cognizant India for a calendar year and will be paid to you only if you are active on Cognizant's payroll on the day the incentive is paid.

*** **Language Premium:** This allowance is applicable only for Japanese, German & French languages. It will be paid along with the Apr, July, Oct and Jan payroll for the previous quarter and will be subject to tax deductions as applicable in India. The amount will be pro-rated to the duration spent with Cognizant India and will be paid out on the condition that you continue to use the foreign language skill as required by your role/project/account.

**** **Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you reneg on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant. [Link to https://www.cognizant.com](https://www.cognizant.com) -> Total Rewards App for more details

31-Jan-2018

Dear Arockia Jesuraj,
B. Sc, Computer Science
Loyola College



15-CS-005

Candidate ID – 11341167

In continuation to our discussions, we are pleased to offer you the role of **Programmer Trainee in Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.212,254/-**. This includes an annual incentive indication of **Rs.12,000/-**, as well as Cognizant's contribution of **Rs.19,750/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in Annexure A.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to **Rs.240,982/-**. This includes an annual incentive indication of **Rs.12,000/-**, as well as Cognizant's contribution of **Rs.19,750/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in Annexure B. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note

- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,



Suresh Bethovandhu
Global Head-Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature : A. Arockia Jesuraj

Date: 12/02/2018

| Sl. No. | Description | Monthly | Yearly |
|---------|---|---------|----------------|
| 1 | Basic | 6,500 | 78,000 |
| 2 | Company's contribution of PF # | 780 | 9,360 |
| 3 | Advance Statutory Bonus*** | 2,000 | 24,000 |
| 4 | Special Allowance* | 5,206 | 62,472 |
| 5 | Company's Contribution of ESI @ 4.75% of Monthly Gross minus statutory exclusions | 556 | 6,672 |
| 6 | Incentive Indication (per annum)** | | 12,000 |
| | Annual Total Compensation | | 192,504 |
| | Company's contribution towards benefits (Medical, Accident and Life Insurance) | | 16,000 |
| | Gratuity | | 3,750 |
| | Annual Total Remuneration | | 212,254 |

31-Jan-2018

Dear Poojien Kumar,
B.Sc. Computer Science
Loyola College

Candidate ID – 11341168



15-CS-014

In continuation to our discussions, we are pleased to offer you the role of Programmer Trainee in Cognizant Technology Solutions India Private Limited ("Cognizant").

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of Rs.212,254/-. This includes an annual incentive indication of Rs.12,000/-, as well as Cognizant's contribution of Rs.19,750/- towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in Annexure A.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to Rs.240,982/-. This includes an annual incentive indication of Rs.12,000/-, as well as Cognizant's contribution of Rs.19,750/- towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in Annexure B. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the IPIN while joining the organization. Please refer Annexure B for more details.

Please note

- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://compss2.cognizant.com/compss2>

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.,



Suresh Beharwal
Global Head- Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: 

Date: 9/2/2018



Annexure A

Name: Provesh Kumar

Designation: Programmer Trainee

Programmer Trainee

| Sl. No. | Description | Monthly | Yearly |
|--|---|---------|----------------|
| 1 | Basic | 6,500 | 78,000 |
| 2 | Company's contribution of PF # | 780 | 9,360 |
| 3 | Advance Statutory Bonus** | 2,000 | 24,000 |
| 4 | Special Allowance* | 5,206 | 62,472 |
| 5 | Company's Contribution of ESI @ 4.75% of Monthly Gross minus statutory exclusions | 556 | 6,672 |
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| Annual Total Compensation | | | 192,504 |
| Company's contribution towards benefits (Medical, Accident and Life Insurance) | | | 16,000 |
| Gratuity | | | 3,750 |
| Annual Total Remuneration | | | 212,254 |

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group personal accident Insurance coverage
- Group Term Life Insurance Coverage
- Employees' compensation insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act
- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

PF is contributed at 12% of your basic. If you are an International worker, it is contributed at 12% of your monthly gross compensation excluding HRA.

* Flexible Benefit Plan: Your Compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

1. Choose from a bouquet of allowance or benefits
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3. Optimize your earnings

** Incentive Indication: Incentive amount may be higher, lower or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is pro-rated to the duration spent with Cognizant India for a calendar year and will be paid to you only if you are active on Cognizant's payroll on the day the incentive is paid.

*** Language Premium: This allowance is applicable only for Japanese, German & French language. It will be paid along with the Apr, July, Oct and Jan payroll for the previous quarter and will be subject to tax deductions as applicable in India. The amount will be pro-rated to the duration spent with Cognizant India and will be paid out on the condition that you continue to use the foreign language skill as required by your role/project/account.

**** Advance Statutory Bonus is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but preserve your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant. Login to <https://mncognizant.cognizant.com> > Total Rewards App for more details

31-Jan-2018

Dear John Divakar Johnson,
B. Sc. Computer Science
Loyola College



15-CS-001

Candidate ID – 11341169

In continuation to our discussions, we are pleased to offer you the role of **Programmer Trainee** in Cognizant Technology Solutions India Private Limited ("Cognizant").

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of Rs.212,254/- . This includes an annual incentive indication of Rs.12,000/-, as well as Cognizant's contribution of Rs.19,750/- towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in Annexure A.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to Rs.240,982/- . This includes an annual incentive indication of Rs.12,000/-, as well as Cognizant's contribution of Rs.19,750/- towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in Annexure B. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the IPIN while joining the organization. Please refer Annexure B for more details.

Please note

- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2.cognizant.com>


Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,



Suresh Behavendu
Global Head-Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: 

Date: 12 | 02 | 2018

| Sl. No. | Description | Monthly | Yearly |
|---------|---|---------|----------------|
| 1 | Basic | 6,500 | 78,000 |
| 2 | Company's contribution of PF # | 780 | 9,360 |
| 3 | Advance Statutory Bonus*** | 2,000 | 24,000 |
| 4 | Special Allowance* | 5,206 | 62,472 |
| 5 | Company's Contribution of ESI @ 4.75% of Monthly Gross minus statutory exclusions | 556 | 6,672 |
| 6 | Incentivo Indication (per annum)** | | 12,000 |
| | Annual Total Compensation | | 192,504 |
| | Company's contribution towards benefits (Medical, Accident and Life Insurance) | | 16,000 |
| | Gratuity | | 3,750 |
| | Annual Total Remuneration | | 212,254 |

31-Jan-2018

Dear Vinoh Kumar Sampath,
B. Sc, Computer Science
Loyola College



15-CS-002

Candidate ID – 11341170

In continuation to our discussions, we are pleased to offer you the role of Programmer Trainee in Cognizant Technology Solutions India Private Limited ("Cognizant").

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of Rs.212,254/- . This includes an annual incentive indication of Rs.12,000/- , as well as Cognizant's contribution of Rs.19,750/- towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in Annexure A.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to Rs.240,982/- . This includes an annual incentive indication of Rs.12,000/- , as well as Cognizant's contribution of Rs.19,750/- towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in Annexure B. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note

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- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,



Suresh Bothavandu
Global Head-Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: 

Date: 15-02-18

| Sl. No. | Description | Monthly | Yearly |
|---------|---|---------|----------------|
| 1 | Basic | 6,500 | 78,000 |
| 2 | Company's contribution of PF # | 780 | 9,360 |
| 3 | Advance Statutory Bonus*** | 2,000 | 24,000 |
| 4 | Special Allowance* | 5,206 | 62,472 |
| 5 | Company's Contribution of ESI @ 4.75% of Monthly Gross minus statutory exclusions | 556 | 6,672 |
| 6 | Incentive Indication (per annum)** | | 12,000 |
| | Annual Total Compensation | | 192,504 |
| | Company's contribution towards benefits (Medical, Accident and Life Insurance) | | 16,000 |
| | Gratuity | | 3,750 |
| | Annual Total Remuneration | | 212,254 |

31-Jan-2018

Dear Ashwin Kumar,
B. Sc, Computer Science
Loyola College



15 - CS - 006

Candidate ID – 11341173

In continuation to our discussions, we are pleased to offer you the role of **Programmer Trainee** in **Cognizant Technology Solutions India Private Limited** ("Cognizant").

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.212,254/-**. This includes an annual incentive indication of **Rs.12,000/-**, as well as Cognizant's contribution of **Rs.19,750/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to **Rs.240,982/-**. This includes an annual incentive indication of **Rs.12,000/-**, as well as Cognizant's contribution of **Rs.19,750/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your **Manager**.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

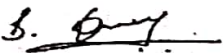
Please note

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- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2cognizant.cognizant.com>

Yours sincerely,


For Cognizant Technology Solutions India Pvt. Ltd.,



Suresh Bethavandu

Global Head-Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: 

Date: 8 - 2 - 2018

| Sl. No. | Description | Monthly | Yearly |
|---------|---|---------|----------------|
| 1 | Basic | 6,500 | 78,000 |
| 2 | Company's contribution of PF # | 780 | 9,360 |
| 3 | Advance Statutory Bonus*** | 2,000 | 24,000 |
| 4 | Special Allowance* | 5,206 | 62,472 |
| 5 | Company's Contribution of ESI @ 4.75% of Monthly Gross minus statutory exclusions | 556 | 6,672 |
| 6 | Incentive Indication (per annum)** | | 12,000 |
| | Annual Total Compensation | | 192,504 |
| | Company's contribution towards benefits (Medical, Accident and Life Insurance) | | 16,000 |
| | Gratuity | | 3,750 |
| | Annual Total Remuneration | | 212,254 |

31-Jan-2018

Dear Gowtham S S,
B Sc, Computer Science
Loyola College



15-CS-008

Candidate ID - 11341174

In continuation to our discussions, we are pleased to offer you the role of Programmer Trainee in Cognizant Technology Solutions India Private Limited ("Cognizant").

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of Rs.212,254/- . This includes an annual incentive indication of Rs.12,000/- , as well as Cognizant's contribution of Rs.19,750/- towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in Annexure A.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to Rs.240,982/- . This includes an annual incentive indication of Rs.12,000/- , as well as Cognizant's contribution of Rs.19,750/- towards benefits such as Medical, Accident, Life Insurance and Gratuity.

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Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note

- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.


We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus.cognizant.com>

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.,



Suresh Bollaiah
Global Head-Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: 

Date: 20/02/18

Annexure A

Name: Govtham S S

Designation: Programmer Trainee

| Sl. No. | Description | Monthly | Yearly |
|---------|---|---------|----------------|
| 1 | Basic | 6,500 | 78,000 |
| 2 | Company's contribution of PF # | 780 | 9,360 |
| 3 | Advance Statutory Bonus*** | 2,000 | 24,000 |
| 4 | Special Allowance* | 5,206 | 62,472 |
| 5 | Company's Contribution of ESI @ 4.75% of Monthly Gross minus statutory exclusions | 556 | 6,672 |
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| | Annual Total Compensation | | 192,504 |
| | Company's contribution towards benefits (Medical, Accident and Life Insurance) | | 16,000 |
| | Gratuity | | 3,750 |
| | Annual Total Remuneration | | 212,254 |

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group personal accident Insurance coverage
- Group Term Life Insurance Coverage
- Employees' compensation insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act
- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

* PF is contributed at 12% of your basic. If you are an International worker, it is contributed at 12% of your monthly gross compensation excluding HRA.

** **Flexible Benefit Plan:** Your Compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

*** **Incentive Indication:** Incentive amount may be higher, lower or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is pro-rated to the duration spent with Cognizant India for a calendar year and will be paid to you only if you are active on Cognizant's payroll on the day the incentive is paid.

**** **Language Premium:** This allowance is applicable only for Japanese, German & French language. It will be paid along with the Apr, July, Oct and Jan payroll for the previous quarter and will be subject to tax deductions as applicable in India. The amount will be pro-rated to the duration spent with Cognizant India and will be paid out on the condition that you continue to use the foreign language skill as required by your role/project/account.

***** **Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant. [Login to https://www.cognizant.com](https://www.cognizant.com) -> Total Rewards App for more details

31-Jan-2018

Dear Sharan Baskaran,
B. Sc, Computer Science
Loyola College



15-CS-157

Candidate ID – 11341175

In continuation to our discussions, we are pleased to offer you the role of Programmer Trainee in Cognizant Technology Solutions India Private Limited ("Cognizant").

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of Rs.212,254/- . This includes an annual incentive indication of Rs.12,000/-, as well as Cognizant's contribution of Rs.19,750/- towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in Annexure A.

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Your appointment will be governed by the terms and conditions of employment presented in Annexure B. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the IIPIN while joining the organization. Please refer Annexure B for more details.

Please note

- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.
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We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,



Suresh Bethavandu

Global Head-Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature :

Date:



Annexure A

Name: Sharan Baskaran

Designation: Program Manager Trainee

| Sl. No. | Description | Monthly | Yearly |
|--|---|---------|----------------|
| 1 | Basic | 6,500 | 78,000 |
| 2 | Company's contribution of PF # | 780 | 9,360 |
| 3 | Advance Statutory Bonus*** | 2,000 | 24,000 |
| 4 | Special Allowance* | 5,206 | 62,472 |
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| Company's contribution towards benefits (Medical, Accident and Life Insurance) | | | 16,000 |
| Gratuity | | | 3,750 |
| Annual Total Remuneration | | | 212,254 |

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
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- Group Term Life Insurance Coverage
- Employees' compensation insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act
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3. Optimize your earnings

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*** Language Premium: This allowance is applicable only for Japanese, German & French language. It will be paid along with the Apr, July, Oct and Jan payroll for the previous quarter and will be subject to tax deductions as applicable in India. The amount will be pro-rated to the duration spent with Cognizant India and will be paid out on the condition that you continue to use the foreign language skill as required by your role/project/account.
**** Advance Statutory Bonus is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and their communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant. Login to <https://mycognizant.cognizant.com> > Total Rewards App for more details

31-Jan-2018

Dear Ashok Kumar,
BCA, Computer Applications
Loyola College



15-CA-012

Candidate ID – 11341177

In continuation to our discussions, we are pleased to offer you the role of **Programmer Trainee** in **Cognizant Technology Solutions India Private Limited** ("Cognizant").

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of Rs.212,254/- . This includes an annual incentive indication of Rs.12,000/-, as well as Cognizant's contribution of Rs.19,750/- towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to Rs.240,987/- . This includes an annual incentive indication of Rs.12,000/-, as well as Cognizant's contribution of Rs.19,750/- towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note

- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,



Suresh Behavandhu
Global Head-Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature : V. Ashok

Date: 08.02.2018

Annexure A
Name: Chendhooth Enakaran

Designation: Graduate Trainee

Graduate Trainee

| Sl. No. | Description | Monthly | Yearly |
|---------|---|---------|----------------|
| 1 | Basic | 6,500 | 78,000 |
| 2 | Company's contribution of PF # | 780 | 9,360 |
| 3 | Advance Statutory Bonus*** | 2,000 | 24,000 |
| 4 | Special Allowance* | 5,206 | 62,472 |
| 5 | Company's Contribution of ESI @ 4.75% of Monthly Gross minus statutory deductions | 556 | 6,672 |
| 6 | Incentive Indication (per annum)** | | 12,000 |
| | Annual Total Compensation | | 172,504 |
| | Company's contribution towards benefits (Medical, Accident and Life Insurance) | | 14,000 |
| | Gratuity | | 3,750 |
| | Annual Total Remuneration | | 212,254 |

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group personal accident insurance coverage
- Group Term Life Insurance Coverage
- Employees' compensation insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act
- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

PF is contributed at 12% of your basic. If you are an International worker, it is contributed at 12% of your monthly gross compensation excluding HRA.

* **Flexible Benefit Plan:** Your Compensation has been structured to ensure that you are adequately empowered to appropriation components of your salary in a manner that suits you the best. This plan will enable you to

1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is pro-rated to the duration spent with Cognizant India for a calendar year and will be paid to you only if you are active on Cognizant's payroll on the day the incentive is paid.

*** **Language Premium:** This allowance is applicable only for Japanese, German & French language. It will be paid along with the Apr, July, Oct and Jan payroll for the previous quarter and will be subject to tax deductions as applicable in India. The amount will be pro-rated to the duration spent with Cognizant India and will be paid out on the condition that you continue to use the foreign language skill as required by your role/project/account.

**** **Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant. [Login to https://www.cognizant.com](https://www.cognizant.com) -> [Join Rewards App](#) for more details

31-Jan-2018

Devi Rashtika R Fernando,
BCA, Computer Applications
Loyola College



15-CA-007

Candidate ID – 11341178

In continuation to our discussions, we are pleased to offer you the role of **Programmer Trainee** in **Cognizant Technology Solutions India Private Limited** ("Cognizant").

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.212,254/-**. This includes an annual incentive indication of **Rs.12,000/-**, as well as Cognizant's contribution of **Rs.19,750/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to **Rs.240,982/-**. This includes an annual incentive indication of **Rs.12,000/-**, as well as Cognizant's contribution of **Rs.19,750/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the TFPN while joining the organization. Please refer Annexure B for more details.

Please note

- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,



Suresh Behavambu

Global Head-Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature :

Date:

Annexure A

Name: Rasindon R Fernando Designation: Programmer Trainee

| Sl. No. | Description | Monthly | Yearly |
|---------|---|---------|----------------|
| 1 | Basic | 6,500 | 78,000 |
| 2 | Company's contribution of PF # | 780 | 9,360 |
| 3 | Advance Statutory Bonus*** | 2,000 | 24,000 |
| 4 | Special Allowance* | 5,206 | 62,472 |
| 5 | Company's Contribution of ESI @ 4.75% of Monthly Gross minus statutory exclusions | 556 | 6,672 |
| 6 | Incentive Indication (per annum)** | | 12,000 |
| | Annual Total Compensation | | 192,504 |
| | Company's contribution towards benefits (Medical, Accident and Life Insurance) | | 16,000 |
| | Gratuity | | 3,750 |
| | Annual Total Remuneration | | 212,254 |

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group personal accident Insurance coverage
- Group Term Life Insurance Coverage
- Employees' compensation insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act
- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

PF is contributed at 12% of your basic. If you are an International worker, it is contributed at 12% of your monthly gross compensation excluding HRA.

* **Flexible Benefit Plan:** Your Compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is pro-rated to the duration spent with Cognizant India for a calendar year and will be paid to you only if you are active on Cognizant's payroll on the day the incentive is paid.

*** **Language Premium:** This allowance is applicable only for Japanese, German & French language. It will be paid along with the Apr, July, Oct and Jan payroll for the previous quarter and will be subject to tax deductions as applicable in India. The amount will be pro-rated to the duration spent with Cognizant India and will be paid out on the condition that you continue to use the foreign language skill as required by your role/project/account.

**** **Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant. Login to <https://onerecognizant.cognizant.com> > Total Rewards App for more details

31-Jan-2018

Dear Anandharam Gnanam,
B. Sc. Computer Science
Loyola College



15-CS-007

Candidate ID – 11341179

In continuation to our discussions, we are pleased to offer you the role of **Programmer Trainee** in **Cognizant Technology Solutions India Private Limited** ("Cognizant").

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.212,254/-**. This includes an annual incentive indication of **Rs.12,000/-**, as well as Cognizant's contribution of **Rs.19,750/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to **Rs.240,982/-**. This includes an annual incentive indication of **Rs.12,000/-**, as well as Cognizant's contribution of **Rs.19,750/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note

- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2.cognizant.com/cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,



Suresh Beethavandu
Global Head-Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: G. Anubhava

Date: 8/02/2018

| Sl. No. | Description | Monthly | Yearly |
|---------|---|---------|----------------|
| 1 | Basic | 6,500 | 78,000 |
| 2 | Company's contribution of PF # | 780 | 9,360 |
| 3 | Advance Statutory Bonus*** | 2,000 | 24,000 |
| 4 | Special Allowance* | 5,206 | 62,472 |
| 5 | Company's Contribution of ESI @ 4.75% of Monthly Gross minus statutory exclusions | 556 | 6,672 |
| 6 | Incentive Indication (per annum)** | | 12,000 |
| | Annual Total Compensation | | 192,504 |
| | Company's contribution towards benefits (Medical, Accident and Life Insurance) | | 16,000 |
| | Gratuity | | 3,750 |
| | Annual Total Remuneration | | 212,254 |

31-Jan-2018

Dear Vishnu Thirupathi,
BCA, Computer Applications
Loyola College



15-CA-003

Candidate ID – 11341180

In continuation to our discussions, we are pleased to offer you the role of Programmer Trainee in Cognizant Technology Solutions India Private Limited ("Cognizant").

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of Rs.212,254/- . This includes an annual incentive indication of Rs.12,000/-, as well as Cognizant's contribution of Rs.19,750/- towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in Annexure A.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to Rs.240,982/- . This includes an annual incentive indication of Rs.12,000/-, as well as Cognizant's contribution of Rs.19,750/- towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in Annexure B. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.


Please note

- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,


Suresh Behavandhu
Global Head- Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature :

Date:

Annexure A

Name: Vishnu Thirupathi Designation: Programmer Trainee

| Sl. No. | Description | Monthly | Yearly |
|---------|---|---------|----------------|
| 1 | Basic | 6,500 | 78,000 |
| 2 | Company's contribution of PF # | 780 | 9,360 |
| 3 | Advance Statutory Bonus** | 2,000 | 24,000 |
| 4 | Special Allowance* | 5,206 | 62,472 |
| 5 | Company's Contribution of ESI @ 4.75% of Monthly Gross minus statutory exclusions | 556 | 6,672 |
| 6 | Incentive Indication (per annum)** | | 12,000 |
| | Annual Total Compensation | | 192,504 |
| | Company's contribution towards benefits (Medical, Accident and Life Insurance) | | 16,000 |
| | Gratuity . | | 3,750 |
| | Annual Total Remuneration | | 212,254 |

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group personal accident Insurance coverage
- Group Term Life Insurance Coverage
- Employees' compensation insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act
- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

PF is contributed at 12% of your basic. If you are an International worker, it is contributed at 12% of your monthly gross compensation excluding HRA.

* **Flexible Benefit Plan:** Your Compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is pro-rated to the duration spent with Cognizant India for a calendar year and will be paid to you only if you are active on Cognizant's payroll on the day the incentive is paid.

*** **Language Premium:** This allowance is applicable only for Japanese, German & French language. It will be paid along with the Apr, July, Oct and Jan payroll for the previous quarter and will be subject to tax deductions as applicable in India. The amount will be pro-rated to the duration spent with Cognizant India and will be paid out on the condition that you continue to use the foreign language skill as required by your role/project/account.

**** **Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant. [Login to https://www.cognizant.com](https://www.cognizant.com) -> Total Rewards App for more details

D. E. Shaw India
Private Limited
(Formerly D. E. Shaw India
Software Private Limited)

Plot No. 573, B & C, Road No. 1
Jubilee Hills, Hyderabad 500 096
Telangana, India

+91 40 6639 0000
+91 40 4015 4284
www.deshawindia.com
CIN: U72200TG1998PTC025388

17-Jan-18

Mt. Animesh Chakraverty
601, Olive Heights
Aakriti Eco City, Bhopal-462039

15-CO-660

Comma
17-18

Dear Animesh:

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

In the event that you accept our offer and join our organisation, you will be paid a gross compensation of ₹600,000 (Rupees Six Lakhs Only) per year. You will be eligible for an annualized variable compensation in an indicative range of ₹100,000 - ₹150,000 (Rupees One Lakh to Rupees One Lakh Fifty Thousand Only) for the year 2018 contingent on you being employed by the organization when the variable compensation is paid out. This amount may be finalized based on the organisation's and your individual performance and is subject to change at the discretion of the organization. Total compensation is ₹700,000 - ₹750,000 (Rupees Seven Lakhs to Rupees Seven Lakhs Fifty Thousand Only) per year. The details of the compensation are attached as Annexure I for your reference.

You will also be eligible for a signing bonus of ₹100,000 (Rupees One Lakh Only) which will be payable along with your first salary.

You will be eligible for an award of ₹500,000 (Rupees Five Lakhs Only) under the organization's applicable Long Term Incentive program. These amounts are payable at the end of each calendar year as detailed in Annexure I of this letter. All payments under this program are contingent on your being employed by the organisation when the award is paid out, and is subject to the terms and conditions of the said 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.

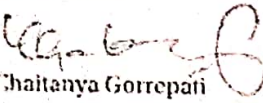
Our offer is contingent on:

- (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 02-Jul-18. Please report at 10:00 hrs. You may be required to work in a different time zone (non-India) depending upon the internal group allocation. Should you accept this offer, in case of termination for any lawful reason/resignation of services; either party will be required to give two months' notice in writing.

Once again, we 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,


Chaitanya Gorrepati
Authorized Signatory

DE Shaw & Co

Accepted

Animesh Chakraverty

2. 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, Leave Travel Assistance, prorated from your date of joining and subject to the internal limits prescribed. Any balance amount after reimbursement under any of the benefits mentioned will be paid as Special Allowance.
3. 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.
4. 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 Capital Department at least 15 days prior to the date of joining.
5. In the event, a newly hired employee, relocated from outside Hyderabad terminates employment within one (1) year from the date of joining, the entire relocation assistance provided to the employee as per point 3 and 4 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.
6. In the event your employment is terminated by us for cause or in case of voluntary resignation within one (1) year from the date of your joining, the entire signing bonus paid to you or such proportion of said bonus as determined by the Company in its sole discretion will be deducted from the Full and Final settlement due to you and shortfall will be payable by you to the Company.
7. Breakfast, Lunch & Evening Snacks are provided to all the employees subject to change as per the organisation's policies.
8. An employee is covered under the Group Personal Accident Insurance Plan up to ₹1Crore or four times of the base salary, whichever is less.
9. An employee is covered under the Group Term Life Insurance Plan up to four times of the base salary.
10. An employee and dependent family members are provided Mediclaim Policy with a hospitalization cover of ₹5 Lakhs for the family.
11. All payments received by you and recoveries by the Company pursuant to your appointment as an employee of the Company shall be subject to any statutory deductions as per applicable laws including but not limited to tax deduction at source.



| | | |
|---|--------|-------------------|
| A. Monthly Salary | | |
| • Basic Salary | 24,570 | |
| • House Rent Allowance (40% of Basic Salary) | 9,828 | |
| • Flexible Benefits | 11,473 | 45,871 |
| B. Standard Benefits | | |
| • Organization Contribution to Provident Fund | 2,948 | |
| • Gratuity | 1,181 | 4,129 |
| Gross Monthly Compensation | | 50,000 |
| Gross Yearly Compensation | | 600,000 |
| C. Variable Compensation | | 100,000 - 150,000 |

Chartered Accountants
Old No: 37, New No: 52, ASV N Ramana Towers,
Venkatanarayana Road, T Nagar
Chennai-600017
Tamil Nadu - India
Tel: +91 (044) 6688 5000

www.deloitte.com

23 April, 2018

Navin Raj

15-60-609

17-18

Contact No.: 8056119068

Subject: Letter of offer and terms of employment

Dear Navin,

Thank you for exploring career opportunities with **Deloitte Haskins & Sells LLP**. You have successfully completed our initial selection process and we are pleased to make you an offer of employment for the position of **Analyst in Executive Grade in Operational Risk** department of **Risk Advisory** Function. This offer is based on your profile and performance in the selection process subject to the following:

1. You are required to join the services of the Organization at the earliest, but in any case not later than **09 July, 2018** or any other date approved by the Organization in writing, failing which this offer shall automatically stand cancelled. Your employment with the Organization shall commence on the date of your joining the Organization and shall be subject to the terms and conditions stated in this letter along with the enclosures.
2. You will have to submit the documents as given in Annexure C on the day of joining.
3. This offer is subject to your successful completion of your Bachelor's degree in first attempt, satisfactory reference check & verification of the information provided by you in your CV & Employment Form and any other forms or documents under which you have provided information to the Organization.

This offer is made to you on the basis of the information and documents that you have furnished to the Organization as on date of offer.

4. The Organization reserves the right to conduct background checks, directly or indirectly at any time, to verify such information and documents that you would provide in support of your age, academic qualifications, previous work experience and relieving letter from your last employer, and other particulars. If any discrepancies are found in such information or documents or if the results of such background checks are found to be unsatisfactory, as determined by the Organization, in its sole discretion, the Organization may withdraw/cancel this offer. However, if at any time post joining it is found that, the Organization is not satisfied with the results of your background check or you have furnished false information or withheld or suppressed any material fact or information, the Organization shall be entitled to forthwith terminate your employment without notice in terms with clause 7 of Annexure B.

**Deloitte
Haskins & Sells LLP**

5. You will be on probation for a period of six months from the date of joining. Your probation period may be extended in writing by three months, if your performance is not considered satisfactory by the Organization. Your employment shall not be deemed confirmed unless given in writing.
6. During the probation period your employment will be terminable by giving one month's notice in writing or salary in lieu thereof, by either side.
7. You will initially be based at the Organization's office at **Chennai**, unless communicated otherwise by the Organization, prior to your joining.
8. Upon joining, your compensation will be as described in Annexure A.
9. Your employment will be governed by the terms and conditions detailed in Annexure B hereto.
10. You shall keep the contents of this offer and the Annexures hereto confidential.
11. You will be governed by the policies of the Organization that are currently in practice and/or as may be implemented in the future, and as may be amended from time to time, and you will abide by the policies therein. The said policies include, but not limited to, the following:
 - a) DTTL Policies Manual (DPM)
 - b) Code of Ethics and Professional Conduct
 - c) Code of Conduct for Prevention of Insider Trading
 - d) Gifts, Entertainment and Hospitality Policy
 - e) Anti-Corruption Policy
 - f) HR Policies etc.

12. You are expected to be familiar with and abide by the policies and procedures as set out in Section 1420 - Independence of DPM, including but not limited to the following:

- a.
 - (i) You will use the Independence Monitoring System (whenever required as per the Independence Policy) and hereby, with the signing of this letter, waive the right to privacy in relation to the use of the Independence Monitoring System, insofar as necessary to allow the system to operate effectively, and to allow inspection and monitoring of the information entered into it, limited to the extent permitted and/or required by local laws.
 - (ii) The Organization as a DTTL member firm is required to comply with external regulatory and/or professional standards. In accordance with the same, as a condition to your joining the organization and continued employment, you are required to complete a representation regarding your understanding of, and compliance with, Independence and other matters, on a periodical basis, the details of which are provided in Section 1420 - Independence Policy of DPM. The representation should be made to the best of your knowledge and ability. It is your responsibility to consult on any matter should you be uncertain or have a question.

The representations made by you will be subject to an audit and may be reviewed by the Organization's representatives and shared with certain third parties. If you are selected for such an audit, you will need to submit certain personal financial records to the employer's internal audit team. Please be assured that the

Organization fully intends to keep all information obtained through the audit process confidential and secure. You hereby give your consent to the Organization to use the information provided by you for such purposes as provided in the policies.

- b. The requirements of certain Independence matters will continue to apply after you ceasing to be an employee in accordance with Independence Policy. In terms of these requirements, you need to obtain approval from the Director of Independence (DOI) before accepting any employment relationship (including Directorships) if the prospective employment relationship (including Directorships) is with an audit client (including related entities of such audit client), till completion of one audit subsequent to the period, when you have rendered professional services to such audit client (including related entities of such audit client) and the report has been filed with the relevant regulatory authorities.

In the event you (i) do not cooperate or comply with the independence requirements, or (ii) do not complete the necessary representations, or (iii) make inaccurate representation(s), you may be subject to disciplinary action, including and up to termination of employment with the Organization.

13. On joining, you will be required to sign an agreement based on the Independence, Non - solicitation and Prevention of Insider Trading policies of the Organization.

14. The following restriction shall continue to apply to you after termination of employment:

To be in compliance with Deloitte India Code of Conduct for Prevention of Insider Trading and the applicable insider trading regulations, you need to refrain from trading in the securities on any listed client entity for which you were part of the engagement team on any Price Sensitive Information related engagement and for which the Closed Window Period continues after the date of you ceasing to be the employee. Closed Window Period is defined in Deloitte India Code of Conduct for Prevention of Insider Trading.

**Deloitte
Haskins & Sells LLP**

15. This offer shall automatically stand withdrawn if we do not receive your acceptance within five (5) working days from the date hereof.

Please acknowledge your acceptance of our offer, as well as having read and understood the terms of service given in the Annexures, by signing and returning the duplicate copy of this letter. We look forward to your joining the Deloitte family and to your valued contribution in taking the Organization to greater heights. We are sure that our working environment will be conducive and will help you to grow professionally as well as personally.

With warm regards,

For **Deloitte Haskins & Sells LLP**



Badari Narayana
Director – Talent

I have read and understood the terms of this letter and all Annexures hereto annexed. I accept this letter of offer and terms of employment, and my tentative date of joining is 09 July, 2018

Name: _____ Date: _____

Signature: _____

| | |
|-------------|------------------|
| Function | Risk Advisory |
| Department | Operational Risk |
| Designation | Analyst |
| Grade | Executive |

| Components | Annual Amount | Paid Monthly |
|-----------------------------|----------------------|----------------------|
| Basic | 170000 | 14166 |
| House Rent Allowance | 68000 | 5666 |
| Conveyance Allowance | 19200 | 1600 |
| Education Allowance | 2400 | 200 |
| Personal Allowance | 33000 | 2750 |
| MONTHLY GROSS * | 292600 | 24382 |
| Food Coupon | 12000 | 1000 |
| Firms Contribution to PF | 20400 | - |
| Total | 325000 | 25382 |
| Claimable Components | Annual Amount | To be Claimed |
| Medical Reimbursement | 15000 | 1250 |
| Total Claimable | 15000 | 1250 |
| Fixed Pay | 340000.00 | |

| | |
|--|---|
| Other Benefits | |
| Gratuity | As per Payment of Gratuity Act |
| Group Mediclaim Insurance Coverage (Clubbable) | Employee and Spouse: Rs. 100000/- each per annum Plus 3 dependent children: Rs. 50000/- each per annum |

01st Sept, 2017

15 - CA - D11

Subject: Offer - Letter

Dear Sridhar R

Congratulations!

We are pleased to offer you a position of an Analyst in Advisory - Risk Advisory Services of Ernst & Young LLP at our Chennai office.

- > Service Line : Advisory - RAS
- > Location : Chennai
- > Designation : Analyst
- > Fixed CTC : Rs 3,50,000/-. (Rupees Three Lac Fifty Thousand only)
- > Date of Joining : To be decided

We understand that you will be appearing in B-Com/BSc/BCA Final exams in April/May 2018. Your selection and this offer is subject to your clearing Final exams that you have attempted in April/May 2018. In case you are unsuccessful in clearing the said exam this offer will automatically lapse.

(Note: - You are required to submit your passing/clearing certificate after you have joined the firm for confirmation of your appointment.)


It is further clarified that post your appointment with the firm you will be not be covered under the current year's PMDP cycle (Performance Management & Development Process) and will be covered only from the next year cycle.

A detailed offer letter will be issued to you on your date of joining. Please sign and return the duplicate copy of this letter, as a token of your acceptance.

We look forward to a long and mutually beneficial association with you.

Thanking You,

Yours sincerely,
for Ernst & Young LLP


Anumeha Sinha
Manager - Human Resource



Ernst & Young LLP
 400 R. 10th Road, 5th Floor
 10th Floor, The A. J. King Center
 Toronto, Ontario M5G 1S4
 India

TEL: 1-81-844-665-8100
 FAX: 1-81-844-335-8120
 E/Y/000

YOUTH OF ASPIRING
 PROFESSIONALS

01 APR 2017

Subject: Offer Letter

15-BC-167

Dear Saarniulla Bos, N
 Congratulations!

We are pleased to offer you a position of an Analyst in TMT - Tax Regulatory Services of Ernst & Young LLP at our Chennai office.

- > Service Line : TMT - Tax
- > Location : Chennai
- > Designation : Analyst
- > Fixed CTC : Rs 3,50,000/- (Rupees Three Lac Fifty Thousand only)
- > Date of Joining : To be decided

We understand that you will be appearing in B-Com/BSc/BCA final exams in April/May 2018. Your selection and this offer is subject to your clearing final exams that you have attempted in April/May 2018. In case you are unsuccessful in clearing the said exam this offer will automatically lapse.

(Note: - You are required to submit your passing/clearing certificate after you have joined the firm for confirmation of your appointment.)

It is further clarified that post your appointment with the firm you will be not be covered under the current year's PMDP cycle (Performance Management & Development Process) and will be covered only from the next year cycle.

A detailed offer letter will be issued to you on your date of joining. Please sign and return the duplicate copy of this letter, as a token of your acceptance.

We look forward to a long and mutually beneficial association with you.

Thanking You,

Yours sincerely,
 for Ernst & Young LLP

Amritha Sinha
 Amritha Sinha
 Manager - Human Resources

01 sept, 2017

Subject: Offer - Letter

15-CO-560

Dear Nisreen Mathew,

Congratulations!

We are pleased to offer you a position of an Analyst in TMT - Tax Regulatory Services of Ernst & Young LLP at our Chennai office.

- > Service Line : TMT - Tax
- > Location : Chennai
- > Designation : Analyst
- > Fixed CTC : Rs 3,50,000/- (Rupees Three Lac Fifty Thousand only)
- > Date of Joining : To be decided

We understand that you will be appearing in B-Com/BSc/BCA Final exams in April/May 2018. Your selection and this offer is subject to your clearing Final exams that you have attempted in April/May 2018. In case you are unsuccessful in clearing the said exam this offer will automatically lapse.

(Note: - You are required to submit your passing/clearing certificate after you have joined the firm for confirmation of your appointment.)

It is further clarified that post your appointment with the firm you will be not be covered under the current year's PMDP cycle (Performance Management & Development Process) and will be covered only from the next year cycle.

A detailed offer letter will be issued to you on your date of joining. Please sign and return the duplicate copy of this letter, as a token of your acceptance.

We look forward to a long and mutually beneficial association with you.

Thanking You,

Yours sincerely,
for Ernst & Young LLP

Arumela Senla
Arumela Senla
Manager – Human Resource



Building a better
working world

Ernst & Young LLP
6th & 7th Floor, V1 Block,
Tidel Park, No. 4, Ramoondi, Sella
Taramani, Chennai-600 113
India

Tel: +91 44 5624 8100
Fax: +91 44 2224 1100
EY.com

Ernst & Young LLP
Member of Ernst & Young Global Limited

01 sept, 2017

15-CO-588

Subject: Offer - Letter

Dear Abdul

Congratulations!

We are pleased to offer you a position of an Analyst in TMT - Tax Regulatory Services of Ernst & Young LLP at our Chennai office.

- > Service Line : TMT - Tax
- > Location : Chennai
- > Designation : Analyst
- > Fixed CTC : Rs 3,50,000/- (Rupees Three Lac Fifty Thousand only)
- > Date of Joining : To be decided

We understand that you will be appearing in B-Com/BSc/BCA Final exams in April/May 2018. Your selection and this offer is subject to your clearing Final exams that you have attempted in April/May 2018. In case you are unsuccessful in clearing the said exam this offer will automatically lapse.

(Note: - You are required to submit your passing/clearing certificate after you have joined the firm for confirmation of your appointment.)


It is further clarified that post your appointment with the firm you will be not be covered under the current year's PMDP cycle (Performance Management & Development Process) and will be covered only from the next year cycle.

A detailed offer letter will be issued to you on your date of joining. Please sign and return the duplicate copy of this letter, as a token of your acceptance.

We look forward to a long and mutually beneficial association with you.

Thanking You,

Yours sincerely,
for Ernst & Young LLP


Anumeha Sinha
Manager - Human Resource

01 Sept, 2017

Subject: Offer - Letter

15-EC-208

2017-18

Dear Pranay,

Congratulations!

We are pleased to offer you a position of an Analyst in TMT - Tax Regulatory Services of Ernst & Young LLP at our Chennai office.

- > Service Line : TMT - Tax
- > Location : Chennai
- > Designation : Analyst
- > Fixed CTC : Rs 3,50,000/- (Rupees Three Lacs & Fifty Thousand only)
- > Date of Joining : To be decided.

We understand that you will be appearing in B-Com/BA/BCA/BSC Final exams in April/May 2017. Your selection and this offer is subject to your clearing Final exams that you have attempted in April/May 2017. In case you are unsuccessful in clearing the said exam this offer will automatically lapse.

(Note:- You are required to submit your passing/clearing certificate after you have joined the firm for confirmation of your appointment.)

It is further clarified that post your appointment with the firm you will be not be covered under the current year's PMDP cycle (Performance Management & Development Process) and will be covered only from the next year cycle.

A detailed offer letter will be issued to you on your date of joining. Please sign and return the duplicate copy of this letter, as a token of your acceptance.

We look forward to a long and mutually beneficial association with you.

Thanking You,

Yours Faithfully
For Ernst & Young LLP.



Anurkha Sinha
Manager - Human Resource

01 Sept, 2017

Subject: Offer - Letter

15 - EC - 217

Dear Prav,

Congratulations!

We are pleased to offer you a position of an Analyst in TMT – Tax Regulatory Services of Ernst & Young LLP at our Chennai office.

- > Service Line : TMT - Tax
- > Location : Chennai
- > Designation : Analyst
- > Fixed CTC : Rs 3,50,000/- (Rupees Three Lacs & Fifty Thousand only)
- > Date of Joining : To be decided

We understand that you will be appearing in B-Com/BA/BCA/BSC Final exams in April/May 2017. Your selection and this offer is subject to your clearing Final exams that you have attempted in April/May 2017. In case you are unsuccessful in clearing the said exam this offer will automatically lapse.

(Note:- You are required to submit your passing/clearing certificate after you have joined the firm for confirmation of your appointment.)

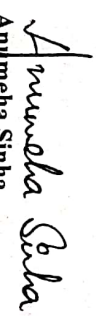
It is further clarified that post your appointment with the firm you will be not be covered under the current year's PMDP cycle (Performance Management & Development Process) and will be covered only from the next year cycle.

A detailed offer letter will be issued to you on your date of joining. Please sign and return the duplicate copy of this letter, as a token of your acceptance.

We look forward to a long and mutually beneficial association with you.

Thanking You,

Yours Faithfully
For Ernst & Young LLP.


Anymeha Sinha
Manager - Human Resource



Building a better
working world

Ernst & Young LLP
6th & 7th Floor, "A" Block
Tidel Park, No. 4, Rajiv Gandhi Salai
Taramani, Chennai-600 113
India

Tel: +91 44 6654 8100
Fax: +91 44 2254 0120
ey.com

YEARS OF EXCELLENCE
IN PROFESSIONAL SERVICES

01 Sept, 2017

Subject: Offer - Letter

/5-EC-317

Dear Vedanth,

Congratulations!

We are pleased to offer you a position of an Analyst in TMT – Tax Regulatory Services of Ernst & Young LLP at our Chennai office.

- > Service Line : TMT - Tax
- > Location : Chennai
- > Designation : Analyst
- > Fixed CTC : Rs 3,50,000/- (Rupees Three Lacs & Fifty Thousand only)
- > Date of Joining : To be decided

We understand that you will be appearing in B-Com/BA/BCA/BSC Final exams in April/May 2017. Your selection and this offer is subject to your clearing Final exams that you have attempted in April/May 2017. In case you are unsuccessful in clearing the said exam this offer will automatically lapse.

(Note:- You are required to submit your passing/clearing certificate after you have joined the firm for confirmation of your appointment.)

It is further clarified that post your appointment with the firm you will be not be covered under the current year's PMDP cycle (Performance Management & Development Process) and will be covered only from the next year cycle.

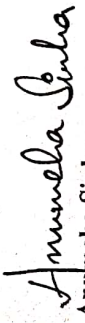
A detailed offer letter will be issued to you on your date of joining. Please sign and return the duplicate copy of this letter, as a token of your acceptance.

We look forward to a long and mutually beneficial association with you.

Thanking You,

Yours Faithfully

For Ernst & Young LLP.


Anumeha Sinha
Manager - Human Resource

01st Sept, 2017

Subject: Offer - Letter

Dear S. Gokul,

15-20-2017

Congratulations!

We are pleased to offer you a position of an Analyst in TMT - Tax Regulatory Services of Ernst & Young LLP at our Chennai office.

- > Service Line : TMT - Tax
- > Location : Chennai
- > Designation : Analyst
- > Fixed CTC : Rs 3,50,000/- (Rupees Three Lac Fifty Thousand only)
- > Date of Joining : To be decided

We understand that you will be appearing in B-Com/BSc/BCA Final exams in April/May 2018. Your selection and this offer is subject to your clearing Final exams that you have attempted in April/May 2018. In case you are unsuccessful in clearing the said exam this offer will automatically lapse.

(Note: - You are required to submit your passing/clearing certificate after you have joined the firm for confirmation of your appointment.)

It is further clarified that post your appointment with the firm you will be not be covered under the current year's PMDP cycle (Performance Management & Development Process) and will be covered only from the next year cycle.

A detailed offer letter will be issued to you on your date of joining. Please sign and return the duplicate copy of this letter, as a token of your acceptance.

We look forward to a long and mutually beneficial association with you.

Thanking You,

Yours sincerely,
for Ernst & Young LLP

For Maki

Anumeha Sinha
Manager - Human Resource

15-CS-057

1st February 2018

To

Naveen M
Phone: +91 9884754609
Email: naveenmani90@gmail.com

Hi Naveen,

Further to the interview you had with us, we are pleased to appoint you as **Management Trainee** in our organization and your Joining Date will be on or before 4th June, 2018.

The terms and conditions governing your training are given below:-

1. You will be on training for a period of 45 to 60 days from your date of joining the organization.
2. A sum of Rs. 10,000/- per month will be paid to you as a stipend during the training period. On successful completion of training program, you will be confirmed in the services of the Company and Your Cost to the company after confirmation will be Rs.2,25,000/-(Rupees Two Lakhs and Twenty Five Thousands Only) per annum. Please refer Annexure for the CTC breakup. The Company will deduct amounts for PF (Provident Fund) and ESI (Employees' State Insurance) from your monthly salary to meet the obligations and as per the rules laid out by the government on these matters.

Apart from your CTC, you will be also eligible for a host of benefits, as detailed below.

Benefit Components:

| Component | Definition | Amount | Other Information |
|--------------------------------------|---|--|---|
| Personal Accident Insurance coverage | Insurance coverage in case of Accidental death of the employee. | INR 5,00,000/- | Cost paid directly by the company to the service provider |
| Hospitalization Insurance coverage | Insurance coverage for employee, spouse and up to 2 children | Sum Assured per family (on a floater basis) INR 1,00,000/- | Cost paid directly by the company to the service provider |
| Gratuity Scheme | You are eligible to participate in the Gratuity Scheme of the Company in accordance with the Company policy in this regard. | Cost paid directly by the company | Applicable after completion of 4.8 years of service at the rate of 15 days Basic Salary for every completed year of service |

3. This offer and your employment with us are contingent upon you successfully completing the courses and learning objectives as scheduled in the training plan, failing which, may lead to termination of your employment immediately without notice.

4. This appointment is subject to you having secured a certificate of completion as declared by our Institution / University. The Company also reserves the right to terminate your services without any notice on grounds of misconduct or breach of the terms and conditions and / or violation of a rule and regulations or standing orders of the Company.

5. On successful completion of training, based on your performance during and at the end of the training period, you will be confirmed in the services of the Company in the appropriate cadre depending on suitable openings.

6. This appointment has been made based on the information furnished in your application for employment and subsequent interviews. If, at any time in future, it comes to light that any of the information is incorrect or any relevant information has been withheld, then your employment is liable to be terminated without notice.

7. By accepting this offer you agree that you:

- Intend to successfully complete the training program and You shall, at all times, diligently and faithfully serve the company and shall devote your whole time and attention exclusively to the business and interests of the company.
- Understand that lack of success at any stage of the training program, or lack of acceptance into a required course due to an inability to meet the minimum entrance requirements will be reason for removal from the position; and
- Will take responsibility for gaining the skills required for the target position, actively participate in the training sessions, discuss and resolve problems with your trainer as they arise.

Kindly sign the copy of this letter indicating your acceptance of the above terms and conditions of this appointment and return the same to us.

We wish you good luck and a very bright career with us.

Sincerely,

For WEALTH INDIA FINANCIAL SERVICES PVT LTD



C R Chandrasekar
Director

I have read, understood and hereby accept the above terms and conditions.

Naveen M

15-UBU-059

1st February 2018

To

Sidhartha Jain

Phone: +91 9171916916

Email: jainsidharth3223@gmail.com

Hi Sidhartha,

Further to the interview you had with us, we are pleased to appoint you as **Management Trainee** in our organization and your Joining Date will be on or before **4th June, 2018**.

The terms and conditions governing your training are given below:-

1. You will be on training for a period of 45 to 60 days from your date of joining the organization.
2. A sum of **Rs. 10,000/-** per month will be paid to you as a stipend during the training period. On successful completion of training program, you will be confirmed in the services of the Company and Your Cost to the company after confirmation will be **Rs.2,25,000/-**(Rupees Two Lakhs and Twenty Five Thousands Only) per annum. Please refer Annexure for the CTC breakup. The Company will deduct amounts for PF (Provident Fund) and ESI (Employees' State Insurance) from your monthly salary to meet the obligations and as per the rules laid out by the government on these matters.

Apart from your CTC, you will be also eligible for a host of benefits, as detailed below.

Benefit Components:

| Component | Definition | Amount | Other Information |
|--------------------------------------|---|--|---|
| Personal Accident Insurance coverage | Insurance coverage in case of Accidental death of the employee. | INR 5,00,000/- | Cost paid directly by the company to the service provider |
| Hospitalization Insurance coverage | Insurance coverage for employee, spouse and up to 2 children You are eligible to participate in the Gratuity Scheme of the Company in accordance with the Company policy in this regard. | Sum Assured per family (on a floater basis) INR 1,00,000/- | Cost paid directly by the company to the service provider |
| Gratuity Scheme | | Cost paid directly by the company | Applicable after completion of 4.8 years of service at the rate of 15 days Basic Salary for every completed year of service |

3. This offer and your employment with us are contingent upon you successfully completing the course and learning objectives as scheduled in the training plan, failing which, may lead to termination of your employment immediately without notice.

4. This appointment is subject to you having secured a certificate of completion as declared by your Institution / University. The Company also reserves the right to terminate your services with thirty days notice on grounds of misconduct or breach of the terms and conditions and / or violation of any rules and regulations or standing orders of the Company.

5. On successful completion of training, based on your performance during and at the end of the training period, you will be confirmed in the services of the Company in the appropriate cadre depending on suitable openings.

6. This appointment has been made based on the information furnished in your application for employment and subsequent interviews. If, at any time in future, it comes to light that any of the information is incorrect or any relevant information has been withheld, then your employment is liable to be terminated without notice.

7. By accepting this offer you agree that you:

- Intend to successfully complete the training program and You shall, at all times, diligently and faithfully serve the company and shall devote your whole time and attention exclusively to the business and interests of the company.
- Understand that lack of success at any stage of the training program, or lack of acceptance into a required course due to an inability to meet the minimum entrance requirements will be reason for removal from the position; and
- Will take responsibility for gaining the skills required for the target position, actively participate in the training sessions, discuss and resolve problems with your trainer as they arise.

Kindly sign the copy of this letter indicating your acceptance of the above terms and conditions of this appointment and return the same to us.

We wish you good luck and a very bright career with us.

Sincerely,

For WEALTH INDIA FINANCIAL SERVICES PVT LTD



C R Chandrasekar
Director

I have read, understood and hereby accept the above terms and conditions.

Sidhartha Jain

15-BC-224

1st February 2018

To

Amarnath P
Phone: +91 9940278775
Email: amarpalan108@gmail.com

Hi Amarnath,

Further to the interview you had with us, we are pleased to appoint you as **Management Trainee** organization and your Joining Date will be on or before 4th June, 2018.

The terms and conditions governing your training are given below:-

1. You will be on training for a period of 45 to 60 days from your date of joining the organization
2. A sum of Rs. 10,000/- per month will be paid to you as a stipend during the training period successful completion of training program, you will be confirmed in the services of the Company. Your Cost to the company after confirmation will be Rs.2,25,000/- (Rupees Two Lakhs and Twen Thousands Only) per annum. Please refer Annexure for the CTC breakup. The Company will amounts for PF (Provident Fund) and ESI (Employees' State Insurance) from your monthly salary to the obligations and as per the rules laid out by the government on these matters.

Apart from your CTC, you will be also eligible for a host of benefits, as detailed below.

Benefit Components:

| Component | Definition | Amount | Other i |
|--------------------------------------|---|--|---------------------------------|
| Personal Accident Insurance coverage | Insurance coverage in case of accidental death of the employee. | INR 5,00,000/- | Cost paid the compa service pri |
| Hospitalization Insurance coverage | Insurance coverage for employee, spouse and up to 2 children | Sum Assured per family (on a floater basis) INR 1,00,000/- | Cost paid the compa service pri |

3. This offer and your employment with us are contingent upon you successfully completing the courses and learning objectives as scheduled in the training plan, failing which, may lead to termination of your employment immediately without notice.

4. This appointment is subject to you having secured a certificate of completion as declared by your Institution / University. The Company also reserves the right to terminate your services without any notice on grounds of misconduct or breach of the terms and conditions and / or violation of any rules and regulations or standing orders of the Company.

5. On successful completion of training, based on your performance during and at the end of the training period, you will be confirmed in the services of the Company in the appropriate cadre depending on suitable openings.

6. This appointment has been made based on the information furnished in your application for employment and subsequent interviews. If, at any time in future, it comes to light that any of the information is incorrect or any relevant information has been withheld, then your employment is liable to be terminated without notice.

7. By accepting this offer you agree that you:

- Intend to successfully complete the training program and You shall, at all times, diligently and faithfully serve the company and shall devote your whole time and attention exclusively to the business and interests of the company.
- Understand that lack of success at any stage of the training program, or lack of acceptance into a required course due to an inability to meet the minimum entrance requirements will be reason for removal from the position; and
- Will take responsibility for gaining the skills required for the target position, actively participate in the training sessions, discuss and resolve problems with your trainer as they arise.

Kindly sign the copy of this letter indicating your acceptance of the above terms and conditions of this appointment and return the same to us.

We wish you good luck and a very bright career with us.

Sincerely,

For WEALTH INDIA FINANCIAL SERVICES PVT LTD



C R Chandrasekar
Director

I have read, understood and hereby accept the above terms and conditions.

Amarnath P

1st February 2018

To

Darren Joel Andrew
Phone: +91 8939116388
Email: darrenandrew35@gmail.com

15-CO-126

Hi Darren,

Further to the interview you had with us, we are pleased to appoint you as **Management Trainee** in our organization and your Joining Date will be on or before 4th June, 2018.

The terms and conditions governing your training are given below:-

1. You will be on training for a period of 45 to 60 days from your date of joining the organization.
2. A sum of Rs. 10,000/- per month will be paid to you as a stipend during the training period. On successful completion of training program, you will be confirmed in the services of the Company and Your Cost to the company after confirmation will be Rs.2,25,000/- (Rupees Two Lakhs and Twenty Five Thousands Only) per annum. Please refer Annexure for the CTC breakup. The Company will deduct amounts for PF (Provident Fund) and ESI (Employees' State Insurance) from your monthly salary to meet the obligations and as per the rules laid out by the government on these matters.

Apart from your CTC, you will be also eligible for a host of benefits, as detailed below.

Benefit Components:

| Component | Definition | Amount | Other Information |
|--------------------------------------|---|--|---|
| Personal Accident Insurance coverage | Insurance coverage in case of Accidental death of the employee. | INR 5,00,000/- | Cost paid directly by the company to the service provider |
| Hospitalization Insurance coverage | Insurance coverage for employee, spouse and up to 2 children | Sum Assured per family (on a floater basis) INR 1,00,000/- | Cost paid directly by the company to the service provider |
| Gratuity Scheme | You are eligible to participate in the Gratuity Scheme of the Company in accordance with the Company policy in this regard. | Cost paid directly by the company | Applicable after completion of 4.8 years of service at the rate of 15 days Basic Salary for every completed year of service |

3. This offer and your employment with us are contingent upon you successfully completing the courses and learning objectives as scheduled in the training plan, failing which, may lead to termination of your employment immediately without notice.

4. This appointment is subject to you having secured a certificate of completion as declared by your Institution / University. The Company also reserves the right to terminate your services with immediate notice on grounds of misconduct or breach of the terms and conditions and / or violation of any rules and regulations or standing orders of the Company.

5. On successful completion of training, based on your performance during and at the end of the training period, you will be confirmed in the services of the Company in the appropriate cadre depending on suitable openings.

6. This appointment has been made based on the information furnished in your application for employment and subsequent interviews. If, at any time in future, it comes to light that any of the information is incorrect or any relevant information has been withheld, then your employment is liable to be terminated without notice.

7. By accepting this offer you agree that you:

- Intend to successfully complete the training program and You shall, at all times, diligently and faithfully serve the company and shall devote your whole time and attention exclusively to the business and interests of the company.
- Understand that lack of success at any stage of the training program, or lack of acceptance into a required course due to an inability to meet the minimum entrance requirements will be reason for removal from the position; and
- Will take responsibility for gaining the skills required for the target position, actively participate in the training sessions, discuss and resolve problems with your trainer as they arise.

Kindly sign the copy of this letter indicating your acceptance of the above terms and conditions of this appointment and return the same to us.

We wish you good luck and a very bright career with us.

Sincerely,

For WEALTH INDIA FINANCIAL SERVICES PVT LTD



C R Chandrasekar
Director

I have read, understood and hereby accept the above terms and conditions.

Darren Joel Andrew

February 23, 2018

Nishant Mishra

Loyola College
Sterling Road, Nungambakkam
Chennai
Tamil Nadu
India
600034

16-UCO-565

Dear Nishant

We are delighted to offer you an internship with Goldman Sachs Services Private Limited ("GSSPL") for a period of 2 months commencing on 7/05/2018 as an "Intern" in the Human Capital Management Division in Bengaluru (the "Internship").

The enclosed Statement of Terms and Conditions of Employment (the "Terms") sets out the particulars of your internship with GSSPL, which will apply to you during your Internship term.

During your Internship, you shall comply with all applicable GSSPL's rules, regulations and policies including such matters as working hours, holidays and GSSPL's security measures.

Offer

Your offer of Internship as set forth herein, and any extension of your Internship with GSSPL is conditional upon:

- Satisfactory results of background checks, reference, criminal, credit, education checks and other necessary checks;
- You 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 GSSPL; and
- Your eligibility to work in India. Under Indian Immigration laws, foreign nationals must have appropriate employment visas before their Internship commences

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 the signed copy of this 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, your Terms and the Verification of Personal Details Authorisation (enclosed as **Annexure A**) by signing this offer letter;
- 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, Terms and Verification of Personal Details Authorisation. If you do not complete the on-line forms before you start your Internship, your first Internship payment will be delayed. **GSSPL's background checks will include verification of the information given on**

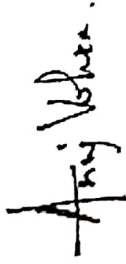
the on-line forms and so it is essential that the information is complete and accurate. The provision of misleading, false or inaccurate information, or the omission of a material fact, may be legitimate cause for the immediate withdrawal of this offer or, once you have started your Internship, for immediate termination of your Internship without notice or Internship payment. In signing this letter, you accept the statements and agree to the authorities given by you as set out in the Verification of Personal Details Authorisation; and

- If you need an employment visa, please contact Rachel Mathew at 080-42946777

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 25, 2018, after which time it will lapse.


If you have any questions about this letter or the Terms, please contact your recruitment co-ordinator.

Yours sincerely,



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

Agreed and Accepted by:



Nishant Mishra

24/03/2018

(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. Please insert your preferred e-mail address for communication here.

Email address: nishantm98@gmail.com

Terms and Conditions

This statement (the "Terms") sets out the terms and conditions of your internship with Goldman Sachs Services Private Limited ("GSSPL") ("Internship"). This statement, together with your offer letter and the non-disclosure agreement, constitutes your contract with GSSPL (the "Contract"). In addition, you will be expected to comply with GSSPL's policies and procedures as notified to you from time to time. These Terms replace and supersede all other agreements, written or oral, with respect to your Internship. GSSPL reserves the right to amend these Terms if necessary to comply with applicable law.

1. Intern: Nishant Mishra

2. Internship

You will be employed as an "Intern" by GSSPL. During your Internship, you shall (unless prevented by ill health or accident or by virtue of absence otherwise authorised by GSSPL) devote your time, attention and abilities to the business of GSSPL. You shall not accept internship (or any other equivalent position) or employment, or any additional office or position, part time or otherwise, with or without remuneration, in any other entity during your Internship Term.

3. Date of Internship

Your Internship with GSSPL will commence on 16/05/2018 and will terminate 2 months later subject to paragraph 8 below ("Internship Term").

4. Compensation

4.1 During your Internship, you will be entitled to a stipend of Rs 360,000 per annum, less tax or other withholdings and applicable deductions as required by law or in accordance with our policy. This constitutes the entire payment due to you from GSSPL on account of your Internship pursuant to these Terms. You understand and acknowledge that you are not an employee of GSSPL for any purpose and that you are not entitled to exercise any rights, or seek any benefits, accruing to the employees of GSSPL.

4.2 You agree as a condition of your Internship that GSSPL shall be entitled, at any time during your Internship, or in any event on termination, to deduct from the amounts due to you any monies due from you to GSSPL, including any deduction relating to leave taken in excess of entitlement or unauthorized leave of absence as at the date of the termination of Internship, applicable taxes, any deduction in respect of costs incurred by GSSPL or the cost of repairing damage to GSSPL's property caused by you (and of recovering the same), etc.

5. Workplace

5.1 During your Internship you will be located at GSSPL's office in Bengaluru.

5.2 GSSPL has adopted a 'business casual' dress policy. In selecting your attire, you should remember that the office is a professional environment and that your appearance should reflect this. You are expected follow this policy and dress appropriately.

5.3 You are expected to work for at least forty (40) hours per week from Monday to Friday, both days inclusive, but you may be required to work additional hours, depending on business needs.

6. Leave of Absence and Holidays

6.1 You will be entitled to twenty (20) days' leave in a calendar year, pro-rated to your Internship Term. Such leave cannot be accrued, carried forward or encashed at the end of your Internship Term. You are expected to intimate your designated manager in advance of your intention to avail of such leave, except in cases where it is not possible for you to provide advance intimation. In such a case, please inform your manager as soon as you are aware of the need to avail the leave and the expected duration of your leave.

6.2 If you are absent due to sickness and provided that you comply with the notification procedures, you may be paid your stipend during the period of your sick leave. Additionally, GSSPL may require you to undergo a medical examination by its nominated doctor or consultant before your return to office. GSSPL may also elect, with your consent, to consult your own doctor.

6.3 In addition, you will be entitled to public holidays on those days which are declared as holidays for GSSPL.

7. Termination of Internship and Notice

7.1 Subject to sub-paragraph 8.2 below, the minimum period of notice that GSSPL will give you to terminate your Internship is one (1) week or at its discretion, payment of stipend in lieu thereof. The minimum period of written notice of termination of the Internship that you are required to give GSSPL is one (1) week.

7.2 Notwithstanding sub-paragraph 8.1, GSSPL reserves the right to terminate your Internship without any notice if it has reasonable grounds to believe that you are in breach of GSSPL's applicable GSSPL's rules,

February 23, 2018

Ashish Jain

Loyola College

Sterling Road, Nungambakkam

Chennai

Tamil Nadu

India

600034

16-OEC-321

Dear Ashish

We are delighted to offer you an internship with Goldman Sachs Services Private Limited ("GSSPL") for a period of 2 months commencing on 7th May 2018 as an "Intern" in the Human Capital Management Division in Bengaluru (the "Internship").

The enclosed Statement of Terms and Conditions of Employment (the "Terms") sets out the particulars of your internship with GSSPL, which will apply to you during your Internship term.

During your Internship, you shall comply with all applicable GSSPL's rules, regulations and policies including such matters as working hours, holidays and GSSPL's security measures.

Offer

Your offer of Internship as set forth herein, and any extension of your Internship with GSSPL is conditional upon:

- Satisfactory results of background checks, reference, criminal, credit, education checks and other necessary checks;
- You 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 GSSPL; and
- Your eligibility to work in India. Under Indian Immigration laws, foreign nationals must have appropriate employment visas before their Internship commences

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 the signed copy of this 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, your Terms and the Verification of Personal Details Authorisation (enclosed as **Annexure A**) by signing this offer letter;
- 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, Terms and Verification of Personal Details Authorisation. If you do not complete the on-line forms before you start your Internship, your first Internship payment will be delayed. **GSSPL's background checks will include verification of the information given on**

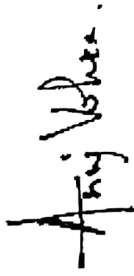
the on-line forms and so it is essential that the information is complete and accurate. The provision of misleading, false or inaccurate information, or the omission of a material fact, may be legitimate cause for the immediate withdrawal of this offer or, once you have started your Internship, for immediate termination of your Internship without notice or Internship payment. In signing this letter, you accept the statements and agree to the authorities given by you as set out in the Verification of Personal Details Authorisation; and

- If you need an employment visa, please contact Rachel Mathew at 080-42946777

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 25, 2018, after which time it will lapse.

If you have any questions about this letter or the Terms, please contact your recruitment co-ordinator.

Yours sincerely,



Anuj Vohra
Vice President
Human Capital Management

For and on behalf of Goldman Sachs Services Private Limited

Agreed and Accepted by:



Ashish Jain

(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. Please insert your preferred e-mail address for communication here.

Email address: jaashu@524@Outlook.com

Terms and Conditions

This statement (the "Terms") sets out the terms and conditions of your internship with Goldman Sachs Services Private Limited ("GSSPL") ("Internship"). This statement, together with your offer letter and the non-disclosure agreement, constitutes your contract with GSSPL (the "Contract"). In addition, you will be expected to comply with GSSPL's policies and procedures as notified to you from time to time. These Terms replace and supersede all other agreements, written or oral, with respect to your Internship. GSSPL reserves the right to amend these Terms if necessary to comply with applicable law.

1. Intern: Ashish Jain

2. Internship

You will be employed as an "Intern" by GSSPL. During your Internship, you shall (unless prevented by ill health or accident or by virtue of absence otherwise authorised by GSSPL) devote your time, attention and abilities to the business of GSSPL. You shall not accept internship (or any other equivalent position) or employment, or any additional office or position, part time or otherwise, with or without remuneration, in any other entity during your Internship Term.

3. Date of Internship

Your Internship with GSSPL will commence on 7th May 2018 and will terminate 2 months later subject to paragraph 8 below ("Internship Term").

4. Compensation

4.1 During your Internship, you will be entitled to a stipend of Rs 360,000 per annum, less tax or other withholdings and applicable deductions as required by law or in accordance with our policy. This constitutes the entire payment due to you from GSSPL on account of your Internship pursuant to these Terms. You understand and acknowledge that you are not an employee of GSSPL for any purpose and that you are not entitled to exercise any rights, or seek any benefits, accruing to the employees of GSSPL.

4.2 You agree as a condition of your Internship that GSSPL shall be entitled, at any time during your Internship, or in any event on termination, to deduct from the amounts due to you any monies due from you to GSSPL, including any deduction relating to leave taken in excess of entitlement or unauthorized leave of absence as at the date of the termination of Internship, applicable taxes, any deduction in respect of costs incurred by GSSPL or the cost of repairing damage to GSSPL's property caused by you (and of recovering the same), etc.

5. Workplace

5.1 During your Internship you will be located at GSSPL's office in Bengaluru.

5.2 GSSPL has adopted a 'business casual' dress policy. In selecting your attire, you should remember that the office is a professional environment and that your appearance should reflect this. You are expected follow this policy and dress appropriately.

5.3 You are expected to work for at least forty (40) hours per week from Monday to Friday, both days inclusive, but you may be required to work additional hours, depending on business needs.

6. Leave of Absence and Holidays

6.1 You will be entitled to twenty (20) days' leave in a calendar year, pro-rated to your Internship Term. Such leave cannot be accrued, carried forward or encashed at the end of your Internship Term. You are expected to intimate your designated manager in advance of your intention to avail of such leave, except in cases where it is not possible for you to provide advance intimation. In such a case, please inform your manager as soon as you are aware of the need to avail the leave and the expected duration of your leave.

6.2 If you are absent due to sickness and provided that you comply with the notification procedures, you may be paid your stipend during the period of your sick leave. Additionally, GSSPL may require you to undergo a medical examination by its nominated doctor or consultant before you return to office. GSSPL may also elect, with your consent, to consult your own doctor.

6.3 In addition, you will be entitled to public holidays on those days which are declared as holidays for GSSPL.

7. Termination of Internship and Notice

7.1 Subject to sub-paragraph 8.2 below, the minimum period of notice that GSSPL will give you to terminate your Internship is one (1) week or at its discretion, payment of stipend in lieu thereof. The minimum period of written notice of termination of the Internship that you are required to give GSSPL is one (1) week.

7.2 Notwithstanding sub-paragraph 8.1, GSSPL reserves the right to terminate your Internship without any notice if it has reasonable grounds to believe that you are in breach of GSSPL's applicable GSSPL's rules,

Date: 1st December, 2017

15-PCA-007

Dear Arockia Raj V,

Based on our recent discussions, we are pleased to offer you an Internship program with Infinira Software Private Ltd (the "Company"). The Internship is a significant experience in the course of your developing into a qualified professional. Therefore we do hope you will use this opportunity to add value mutually to and from the organization.

The details of your internship with the company are as follows:

- Date of Joining: December 9th, 2017
- Duration: Six Months
- Stipend: INR 15,000/- per month

You shall report to Subhash Namboodiri, Director of Engineering. During your internship, you will be required to comply with the Company's rules, regulations and such other practices, systems, procedures and policies that the Company communicates to you, all of which may, from time to time, be added, amended and/or terminated by the Company at its discretion. You will be paid the specified Compensation (less required deductions and withholdings) at the end of each month.

This letter of offer shall not be constructed as creating or evidencing any separate or independent obligation of the Company or any other person or entity to hire or to retain you as its employee, consultant or otherwise for any specified period of time or to assign to you any particular duties or responsibilities. The Company reserves the right to terminate your internship at any time, if it not satisfied with the quality of services rendered by you. Your performance will be reviewed at the end of three months of your internship. You may also terminate your internship upon one (1) week's prior written notice of termination. You shall maintain total secrecy with regard to any confidential information pertaining to the Company and its customers and you shall not divulge it either during the internship or at any point following the internship unless you are authorized to do so in writing by the Company. In exchange for this internship, you agree that all work and Intellectual Property produced during your internship belongs to the Company. Additionally, as a pre-requisite for your internship, you will be required to sign the Company's Non-Disclosure Agreement

("Agreement") on the start date of your Internship, and in the event of any conflict between this letter and the Agreement, the Agreement shall apply.

Wishing you all the very Best!



Ayyappan Ponnann

Managing Director

Infinira Software Private Limited

June 05, 2018

HRD/12425496/18-19

Ms. Mary Griffithe J
No.96/127/1, P.V Koil Street,
Royapuram,
Chennai - 600013
India

16-PST-019

Ph: (91)9884541850

Dear Mary,

Congratulations! We are delighted to make you an offer as **Senior Associate Analyst - Data Science** and your role is **Associate Analyst - Data Science**.

Here are the terms and conditions of our offer:

Joining date

Your scheduled date of employment with us will be **June 11, 2018**.

Location

Your location of employment is **Mysore(SEZ), India** ("Work Location"). You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Your location of final posting shall be communicated to you by the Human Resources Department ("HR") of the Company upon your successful completion of the initial training at the **Mysore** facilities of the Company. For the purpose of clarification, the location of your final posting shall be at the sole discretion of the Company.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Probation and confirmation

You will be on probation for a period of six months from the date of joining us. On successful completion of your probation, you will be confirmed as a permanent employee of Infosys Limited. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - III.

INFOSYS LIMITED

No. 350, Hebbal Electronics City
Hebbagalli
Mysuru 570 027, India
T 91 821 240 4101
F 91 821 240 4200

Corporate Office:

CIN: L85110KA1981PLC013115
4-I, Infosys Avenue
Electronics City, Hosur Road
Bengaluru 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

Leave

You are entitled to Earned Leave, right from your date of joining. You will be eligible for 15 working days of earned leave annually, for the first two years of your tenure with the Company. On completion of two years of service, subject to your confirmation as a permanent employee you will be eligible for 20 working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year. An illustration with other relevant information have been given in the Information Sheet. The Company's Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

Compensation and Benefits

Salary

Your Total Gross Salary will be **INR 50,001** per month. The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I.

Ex - Gratia / Bonus

You will be eligible for an Ex - Gratia/ Bonus payout which is calculated at 20% of the sum of the (Basic Salary and Dearness Allowance) as mentioned in the Compensation Details sheet in Annexure - I of this letter. The mode of payment for Financial Year 18-19 will be as follows:

95% of the bonus amount mentioned in the Compensation Details sheet will be paid out on a monthly basis. The balance amount will be paid out in the end of the financial year.

Basket of Allowances (BOA)

The Basket of Allowances will be paid to you as part of your salary every month. The components are as follows: House Rent Allowance, Leave Travel Allowance, Medical Allowance, Transport Allowance and Children's Education Allowance.

You have the flexibility of changing the amounts under each of the above mentioned heads, within your BOA, according to your preferences and income tax plans.

National Pension Scheme

We offer all our India based employees the option to contribute towards the National Pension Scheme. This is an optional retirement benefit introduced by the Government of India for all its citizens. It enables accumulation of retirement corpus during active employment with add-on tax breaks. Please refer to the Information Sheet in Annexure - III for more details.

ANNEXURE I

| COMPENSATION DETAILS (All figures in INR per month) | | | | |
|---|--|----------|---------------------|--|
| NAME: | Ms. Mary Griffithe J | | | |
| ROLE | Associate Analyst - Data Science | | | |
| ROLE DESIGNATION | Senior Associate Analyst - Data Science | | | |
| 1. MONTHLY COMPONENTS | | | | |
| BASIC SALARY | 15,000 | | | |
| FIXED DEARNESS ALLOWANCE (FDA) | 1,100 | | | |
| BASKET OF ALLOWANCES (HRA, LTA, Medical Allowance, Children's Education Allowance, Transport / Allowance, Miscellaneous Allowance) | 27,948 | | | |
| BONUS / EX-GRATIA (95% of the eligible amount (20% of (Basic + FDA)) being paid out on a monthly basis) | 3,063 | | | |
| MONTHLY GROSS SALARY | 47,131 | | | |
| 2. ANNUAL COMPONENT | | | | |
| BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis) | 161 | | | |
| 3. RETIRAL BENEFITS | | | | |
| PROVIDENT FUND - 12% of (Basic + FDA) | 1,934 | | | |
| GRATUITY - 4.81% of (Basic + FDA) | 775 | | | |
| FIXED GROSS SALARY (1+2+3) | 50,001 | | | |
| 4. TOTAL GROSS SALARY | 50,001 | | | |
| OTHER BENEFITS | | | | |
| Scheme | Eligible Amount in INR | Interest | Monthly Instalments | Margin Money (To be borne by the employee) |
| SOFT LOAN | Thirty Thousand (With Security) ----- Twenty Thousand (Without Security) | @7% | 24 | Nil |
| SALARY LOAN | One Month's Gross Salary/ Fifteen Thousand (whichever is higher) | Nil | 12 | Nil |
| All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfillment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time. | | | | |
| *The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act. | | | | |

ANNEXURE II

NON-COMPETE AGREEMENT

I, _____ do hereby acknowledge and confirm the following:-

(1) I am accepting employment with Infosys Limited ("Infosys"). Now, as per the presents below, I agree to the following terms herein, and acknowledge that this is a material condition of my employment with Infosys Limited.

(2) I am required, on behalf of Infosys, to provide services to, or solicit business from, various clients of Infosys for whom I performed services as a Company employee (each such client hereinafter referred to as a "Customer").

(3) In consideration of the above, I agree that for a period of six (6) months following the termination of my employment with Infosys for any reason, I will not:

a. accept any offer of employment from any Customer, where I had worked in a professional capacity with that Customer in the twelve (12) months immediately preceding the termination of my employment with Infosys;

b. accept any offer of employment from a Named Competitor of Infosys, if my employment with such Named Competitor would involve me having to work with a Customer with whom I had worked in the twelve (12) months immediately preceding the termination of my employment with Infosys.

For the purposes of this Non Compete Agreement, "Named Competitor" shall mean the following entities and their wholly owned subsidiaries:-

- i. Tata Consultancy Services Limited
- ii. Accenture Limited
- iii. International Business Machines Corporation
- iv. Cognizant Technology Solutions Corporation
- v. Wipro Limited

Place :

Employee Signature :

Date :

Employee Name :Ms.Mary Griffithe J

Acknowledged by Infosys Limited:

Welcome to the Inshorts family-Barath

Ads
450000
17-18

15-EL-106

Dear Barath,

We're glad to inform that you've been selected to work at Inshorts, in our English Content Team, as a Proofreader

Your annual CTC will be Rs. 4,50,000.

We allow structuring your salary components to further optimize it for investment and tax planning. The same can be done post joining.

You would be on a probation of three months and will be assessed for meeting the expectations of the job profile. Thereafter, you'll be retained as a permanent employee.

The offer is valid for 48 hours on receipt. Please accept the same by replying to this email.

Please note:-

1. Job description: The proofreaders are responsible for the overall correctness of any short published on the app. They're required to check the content for any kind of error (spelling, grammar or otherwise) and verify all the facts mentioned in the shorts.
2. Since you'll be working in Media industry, please note that we don't provide dedicated off days on Sundays or on gazetted holidays. Your weekly off will be decided on your joining and it can be any day of the week. However, there is a flexible leave policy with ample amount of paid and unpaid leaves throughout the year.
3. There are multiple shifts throughout the day and you'll be allotted one basis our requirement and general need of the company.

Thanks,
Team Inshorts

February 02, 2018

Mr. Varghees
Chennai

16-PEC-007

Dear Varghees,

Congratulations! We are happy to offer you the position of **Management Trainee** in our company, Pickyourtrail. Pickyourtrail is a travel technology company, which aims to change the people experience vacations. We hope that your contribution will enable us to cross many frontiers together.

This Letter of Invitation includes Details of Compensation and Annexure as listed below:

Annexure 1: Terms and Conditions
Annexure 2: Compensation Details

To accept this, offer, please sign and return one copy of this offer letter and annexure and retain the other copy for your records. We request you to keep this offer letter confidential.

In case you do not return the accepted and signed copy of this offer letter within 7 working days, the offer may stand withdrawn. The Company reserves the right to withdraw the offer made to you, before your acceptance, without providing any reasons to you.

The proposed start date of your employment at Pickyourtrail is **21st May 2018 with 3 months probation**. Please confirm the date of joining along with your acceptance.

Welcome to Pickyourtrail Family! We wish you a long and fruitful career ahead.

Yours Sincerely,



Hari Ganapathy & Srinath Shankar
Founder(s) – Pickyourtrail

Acceptance
Name

ANNEXURE 2: Compensation Details

| Compensation Details | Per Month | Per Annum | Remarks |
|--------------------------------------|--------------|---------------|--------------|
| Basic | 2813 | 33750 | 15% of TCC |
| HRA | 1406 | 16875 | 50% of Basic |
| Conveyance | 1600 | 19200 | |
| Medical Reimbursement | 1250 | 15000 | |
| Internet Reimbursement | 1250 | 15000 | |
| Mobile Reimbursement | 1500 | 18000 | |
| Special Allowance | 8256 | 99075 | |
| PF* | 675 | 8100 | |
| Fixed Total | 18750 | 225000 | |
| Total Cash Compensation (TCC) | | 225000 | |

* PF includes both employer and employee contribution

Basic: This is a fixed monthly component of your salary and is taxable. It will not vary every month, and is fixed for a particular period.

HRA: HRA is given to the extent of 50% of your Basic. HRA exemption is applicable as per IT rules on submission of rent receipts.

Conveyance Allowance: This is a taxfree allowance in your salary, and does not warrant the production of any bills. If you choose car reimbursement, then as per the Income Tax Law, transport allowance will be paid as part of car reimbursement

Medical Reimbursement: Medical reimbursement is paid whenever bills will be submitted. Coverage is dependant parents, spouse and children (upto the age of 25yrs)

Mobile Reimbursement: Mobile bills is paid every month and you are entitled to Rs 1500 p.m

Internet Reimbursement: This is paid every month and your entitlement would be Rs 1250 p.m

P.F: Provident fund is inclusive of both employer and employee contribution

Special Allowance: This is the remaining component of your salary not falling under any special heads.

Variable Pay: This is paid out every 3 months (quarterly) basis the sales team target achievement and other agreed OKRs for that period. This salary component will be included in your salary after 3 months probation on top of your CTC. This will vary from 10% to 30% depending on the function that you get into.

All the compensation stated hereunder, shall be payable subject to the applicable tax laws.

Signature: _____

Name: _____

Date: _____

February 02, 2018

Mr. Benyamaen
Chennai

15-EC-070

Dear Benyamen,

Congratulations! We are happy to offer you the position of **Management Trainee** in our company, Pickyourtrail. Pickyourtrail is a travel technology company, which aims to change the people experience vacations. We hope that your contribution will enable us to cross many frontiers together.

This Letter of Invitation includes Details of Compensation and Annexure as listed below:

Annexure 1: Terms and Conditions
Annexure 2: Compensation Details

To accept this, offer, please sign and return one copy of this offer letter and annexure and retain the other copy for your records. We request you to keep this offer letter confidential.

In case you do not return the accepted and signed copy of this offer letter within 7 working days, the offer may stand withdrawn. The Company reserves the right to withdraw the offer made to you, before your acceptance, without providing any reasons to you.

The proposed start date of your employment at Pickyourtrail is **21st May 2018 with 3 months probation**. Please confirm the date of joining along with your acceptance.

Welcome to Pickyourtrail Family! We wish you a long and fruitful career ahead.

Yours Sincerely,



Hari Ganapathy & Srinath Shankar
Founder(s) – Pickyourtrail

Acceptance
Name

ANNEXURE 2: Compensation Details

| Compensation Details | Per Month | Per Annum | Remarks |
|---|--------------|---------------|--------------|
| Basic | 2813 | 33750 | 15% of TCC |
| HRA | 1406 | 16875 | 50% of Basic |
| Conveyance | 1600 | 19200 | |
| Medical Reimbursement | 1250 | 15000 | |
| Internet Reimbursement | 1250 | 15000 | |
| Mobile Reimbursement | 1500 | 18000 | |
| Special Allowance | 8256 | 99075 | |
| PF* | 675 | 8100 | |
| Fixed Total | 18750 | 225000 | |
| Total Cash Compensation (TCC) | | 225000 | |
| * PF includes both employer and employee contribution | | | |

Basic: This is a fixed monthly component of your salary and is taxable. It will not vary every month, and is fixed for a particular period.

HRA: HRA is given to the extent of 50% of your Basic. HRA exemption is applicable as per IT rules on submission of rent receipts.

Conveyance Allowance: This is a taxfree allowance in your salary, and does not warrant the production of any bills. If you choose car reimbursement, then as per the Income Tax Law, transport allowance will be paid as part of car reimbursement

Medical Reimbursement: Medical reimbursement is paid whenever bills will be submitted. Coverage is dependant parents, spouse and children (upto the age of 25yrs)

Mobile Reimbursement: Mobile bills is paid every month and you are entitled to Rs 1500 p.m

Internet Reimbursement: This is paid every month and your entitlement would be Rs 1250 p.m

P.F: Provident fund is inclusive of both employer and employee contribution

Special Allowance: This is the remaining component of your salary not falling under any special heads.

Variable Pay: This is paid out every 3 months (quarterly) basis the sales team target achievement and other agreed OKRs for that period. This salary component will be included in your salary after 3 months probation on top of your CTC. This will vary from 10% to 30% depending on the function that you get into.

All the compensation stated hereunder, shall be payable subject to the applicable tax laws.

Signature: _____

Name: _____

Date: _____



February 02, 2018

Mr. Kevin
Chennai

15-AZ-045

Dear Kevin,

Congratulations! We are happy to offer you the position of **Management Trainee** in our company, Pickyourtrail. Pickyourtrail is a travel technology company, which aims to change the people experience vacations. We hope that your contribution will enable us to cross many frontiers together.

This Letter of Invitation includes Details of Compensation and Annexure as listed below:

Annexure 1: Terms and Conditions
Annexure 2: Compensation Details

To accept this, offer, please sign and return one copy of this offer letter and annexure and retain the other copy for your records. We request you to keep this offer letter confidential.

In case you do not return the accepted and signed copy of this offer letter within 7 working days, the offer may stand withdrawn. The Company reserves the right to withdraw the offer made to you, before your acceptance, without providing any reasons to you.

The proposed start date of your employment at Pickyourtrail is **21st May 2018 with 3 months probation**. Please confirm the date of joining along with your acceptance.

Welcome to Pickyourtrail Family! We wish you a long and fruitful career ahead.

Yours Sincerely,

Hari Ganapathy & Srinath Shankar
Founder(s) – Pickyourtrail

Acceptance
Name

ANNEXURE 2: Compensation Details

| Compensation Details | Per Month | Per Annum | Remarks |
|--------------------------------------|--------------|---------------|--------------|
| Basic | 2813 | 33750 | 15% of TCC |
| HRA | 1406 | 16875 | 50% of Basic |
| Conveyance | 1600 | 19200 | |
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| Internet Reimbursement | 1250 | 15000 | |
| Mobile Reimbursement | 1500 | 18000 | |
| Special Allowance | 8256 | 99075 | |
| PF* | 675 | 8100 | |
| Fixed Total | 18750 | 225000 | |
| Total Cash Compensation (TCC) | | 225000 | |

* PF includes both employer and employee contribution

Basic: This is a fixed monthly component of your salary and is taxable. It will not vary every month, and is fixed for a particular period.

HRA: HRA is given to the extent of 50% of your Basic. HRA exemption is applicable as per IT rules on submission of rent receipts.

Conveyance Allowance: This is a taxfree allowance in your salary, and does not warrant the production of any bills. If you choose car reimbursement, then as per the Income Tax Law, transport allowance will be paid as part of car reimbursement

Medical Reimbursement: Medical reimbursement is paid whenever bills will be submitted. Coverage is dependant parents, spouse and children (upto the age of 25yrs)

Mobile Reimbursement: Mobile bills is paid every month and you are entitled to Rs 1500 p.m

Internet Reimbursement: This is paid every month and your entitlement would be Rs 1250 p.m

P.F: Provident fund is inclusive of both employer and employee contribution

Special Allowance: This is the remaining component of your salary not falling under any special heads.

Variable Pay: This is paid out every 3 months (quarterly) basis the sales team target achievement and other agreed OKRs for that period. This salary component will be included in your salary after 3 months probation on top of your CTC. This will vary from 10% to 30% depending on the function that you get into.

All the compensation stated hereunder, shall be payable subject to the applicable tax laws.

Signature: _____

Name: _____

Date: _____



www.qube cinema.com

November 23, 2017

Ms. Dharani G
1-48-5, II Street, Thirukumaran Nagar
Aruppukkottai - 626 112

15-PCA-022

Dear Ms. Dharani,

We have the pleasure of welcoming you as an Intern with the Interactive Media department of Qube Cinema Technologies Pvt. Ltd (QCT), based at Chennai, on the following terms and conditions:

1. The Term of this Assignment as an Intern is effective November 27, 2017 for a period up to and including February 26, 2018.
2. You will be assigned duties and responsibilities from time to time by Ms. Anuradha Sriram - Development Manager, Software. You will fulfill all your duties and responsibilities entrusted to you to our entire satisfaction.
3. You will be paid an all-inclusive stipend of Rs. 10,000/- per month subject to deduction of applicable taxes, if any.
4. In the event of skill deficiency or your inability to meet the standards expected during the internship period or you do not comply with our policies on business conduct or security as stipulated, your internship with us shall be terminated forthwith.
5. You shall provide copy (ies) of your PAN number, along with the proof of age, address and one passport size photograph for our records. You shall also submit copies of all your certificates related to your educational qualifications (including Management degree/diploma as and when you complete & receive it) together with the originals which will be returned after verification.
6. You will be governed by the rules and regulations contained in the Business Conduct Rules, and the Security Policy of the Company in letter and spirit. You will not conduct yourself in a manner which will be against the provisions contained in the above referred documents, and which will be detrimental to the interests of the organization. Copies of the, Business Conduct Rules, and the Security Policy of the Company, will be provided to you at the time of your joining, which need to be signed and returned to the Company, in acceptance.
7. All information, systems and materials furnished to you by Qube Cinema Technologies Pvt. Ltd., are and shall remain, the property of the Company, and shall be returned intact to the Company upon the termination or cessation of your Internship including any and all software programs developed or the tangible and intangible results achieved by you during your internship with the Company, which shall be the property of the Company.
8. You shall at all times maintain the confidentiality of all the information including trade secrets relating to QCT.
9. Please note that by your taking up an assignment as a Project Trainee in QCT, you shall not be entitled to claim any employment in QCT nor QCT guarantees any employment to you.

If you have any doubts or clarifications, kindly contact our HR Department.

Kindly sign and return the duplicate copy of this letter as a token of your acceptance of the aforesaid terms and conditions.

For Qube Cinema Technologies Pvt Ltd.


Ramya S

Manager - Human Resources



Date 4/12/2017
 Date of Birth 16/11/1997
 Contact Number 9790973766
 15-MT-231

Subject: Letter of Intent

Dear **LOGESH RABURAMAN**

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 Analyst at RBS Services India 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 Services India Pvt. Ltd. is subject to:

- your clearing the Graduation Degree from **SVDA** Chennai 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 Services India 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 **15/12/2017** 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 **15/12/2017**. Should you have any questions relating to the placement, please do not hesitate to contact Kandesh Kumar Kannan (kandesh.kumar.kannan@rbs.com)

We look forward to welcoming you on board!

I am willing to join.
R. Logesh

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


 Charles Rajiv
 Head – Business Delivery Services,
 HR People Services India



Date 4/12/2017

Date of Birth 20/04/1997

Contact Number 8072180174

15-CO-653

Subject: Letter of Intent

Dear ADARSH PAUL

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 Analyst at RBS Services India 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 Services India Pvt. Ltd. is subject to:
▪ your clearing the Graduation Degree from...~~WYDIA...CHENNAI~~ Chennai 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 Services India 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 ~~4th Dec 2017~~ 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 ~~12th Dec 2017~~..... Should you have any questions relating to the placement, please do not hesitate to contact Kandesh Kumar Kannan (kandesh.kumar.kannan@rbs.com)

We look forward to welcoming you on board!

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

Charles J Rajiv
Head - Business Delivery Services,
HR People Services India



Date 6/12/2017

Date of Birth 8/01/1998

Contact Number 7358560361

15-BC-217

Subject: Letter of Intent

Dear ARUN K.

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 Analyst at RBS Services India 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 Services India Pvt. Ltd. is subject to:
▪ your clearing the Graduation Degree from LOYOLA COLLEGE Chennai 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 Services India 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 11/01/2018 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 18/12/2017. Should you have any questions relating to the placement, please do not hesitate to contact Kandesh Kumar Kannan (kandesh.kumar.kannan@rbs.com)

We look forward to welcoming you on board!

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

Charles J Raju
Head - Business Delivery Services,
HR People Services India

*the offer accepted
I have
11/1/2018*



Date 4/12/2017

Date of Birth 25/10/1997

Contact Number 9790086899

15-CS-109

Subject: Letter of Intent

Dear Derek Joseph

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 Analyst at RBS Services India 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 Services India Pvt. Ltd. is subject to:

- your clearing the Graduation Degree from Anna University Chennai 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 Services India 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 14/12/2017 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 14/12/2017. Should you have any questions relating to the placement, please do not hesitate to contact Kandesh Kumar Kannan (kandesh.kumar.kannan@rbs.com)

We look forward to welcoming you on board!

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


Charles Rajiv
Head - Business Delivery Services,
HR People Services India





Date 4/12/2017
Date of Birth 24/04/1998
Contact Number 7299798670

15-CO-228

Subject: Letter of Intent

Dear LATHYANARAYANAN R

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 Analyst at RBS Services India 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 Services India Pvt. Ltd. is subject to:

- your clearing the Graduation Degree from...~~XXXXXX~~ Chennai 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 Services India 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 ...~~XXXXXX~~ 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 ...~~XXXXXX~~. Should you have any questions relating to the placement, please do not hesitate to contact Kandesh Kumar Kannan (kandesh.kumar.kannan@rbs.com)

We look forward to welcoming you on board!

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

Charles Rajiy

Head – Business Delivery Services,
HR People Services India

P. Sathish Kumar



Date 4/12/2017

Date of Birth 11/04/1998

Contact Number 9840586791

15-CO-439

Subject: Letter of Intent

Dear RAMAN SRINIVASAN

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 Analyst at RBS Services India 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 Services India Pvt. Ltd. is subject to:

- your clearing the Graduation Degree from...*LOYOLA COLLEGE* Chennai 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 Services India 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 *04/12/2017* 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 *04/12/2017*. Should you have any questions relating to the placement, please do not hesitate to contact Kandesh Kumar Kanman (kandesh.kumar.kanman@rbs.com)

We look forward to welcoming you on board!

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

[Signature]
Charles Rajiv

Head - Business Delivery Services,
HR People Services India



Date 4/12/2017
 Date of Birth 11/09/1997
 Contact Number 709830024
 15-CO-206

Subject: Letter of Intent

Dear **MUBUN DHAN 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 Analyst at RBS Services India 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 Services India Pvt. Ltd. is subject to:
 - your clearing the Graduation Degree from **ADVA.....PRAGATI Chennai** 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 Services India 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 **4.12.2017** 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 **04.12.2017**. Should you have any questions relating to the placement, please do not hesitate to contact Kandesh Kumar Kannan (kandesh.kumar.kannan@rbs.com)

We look forward to welcoming you on board!

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

Charles J Raju
 Head – Business Delivery Services,
 HR People Services India

S. Mugundhan
 7/12

(S. MUGUNDHAN)



Date 4/12/2017
 Date of Birth 28/01/1998
 Contact Number 9786701137
 15-CD-115

Subject: Letter of Intent

Dear Joyelson 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 Analyst at RBS Services India 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 Services India Pvt. Ltd. is subject to:

- your clearing the Graduation Degree from CCPA College Chennai 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 Services India 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 04/12/2017 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 04/12/2017. Should you have any questions relating to the placement, please do not hesitate to contact Kandesh Kumar Kannan (kandesh.kumar.kannan@rbs.com)

We look forward to welcoming you on board!

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


 Charles J Rajiv
 Head – Business Delivery Services,
 HR People Services India





Date 4/12/2017

Date of Birth 21/03/1998

Contact Number 9962975394

15-BC-163

Subject: Letter of Intent

Dear **ARISHK BAKAR**

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 Analyst at RBS Services India 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 Services India Pvt. Ltd. is subject to your clearing the Graduation Degree from **SCYELA ENGINEERING COLLEGE** Chennai 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 Services India 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 **12/12/2017** 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 **12/12/2017**. Should you have any questions relating to the placement, please do not hesitate to contact Kandesh Kumar Kannan (kandesh.kumar.kannan@rbs.com)

We look forward to welcoming you on board!

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

Charles J Rajiv
Head – Business Delivery Services,
HR People Services India

I Accept

06/12/17



Date 4/12/2017

Date of Birth 4/08/1998

Contact Number 8056067432

15-CO-618

Subject: Letter of Intent

Dear Rohit M

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 Analyst at RBS Services India 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 Services India Pvt. Ltd. is subject to:
• your clearing the Graduation Degree from...~~Anna~~ Anna...~~Chennai~~ Chennai 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 Services India 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 ~~4.12.2017~~ 4.12.2017 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 ~~4.12.2017~~ 4.12.2017. Should you have any questions relating to the placement, please do not hesitate to contact Kandesh Kumar Kannan (kandesh.kumar.kannan@rbs.com)

We look forward to welcoming you on board!

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

Charles J Rajiv
Head – Business Delivery Services,
HR People Services India

06.12.2017



Date 4/12/2017

Date of Birth 30/06/1998

Contact Number 8015992846

15-CO-438

Subject: Letter of Intent

Dear MONICA 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 Analyst at RBS Services India 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 Services India Pvt. Ltd. is subject to:

- your clearing the Graduation Degree from ADYAR A. COLLEGE Chennai 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 Services India 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 15/12/2017 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 15/12/2017. Should you have any questions relating to the placement, please do not hesitate to contact Kandesh Kumar Kannan (kandesh.kumar.kannan@rbs.com)

We look forward to welcoming you on board!

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


Charles J Rajiv
Head – Business Delivery Services,
HR People Services India


6/12/17



Date 4/12/2017

Date of Birth 16/11/1997

Contact Number 9791616882

15-MT-415

Subject: Letter of Intent

Dear **RISHESH KRISHNA CHIRUPPAGHI**

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 Analyst at RBS Services India 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 Services India Pvt. Ltd. is subject to:
• your clearing the Graduation Degree from **DEVA COLLEGE**, Chennai 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 Services India 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.

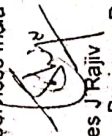
In order for us to conduct your pre-employment screening, please complete the enclosed application form latest by **4th Dec 2017** and send it Nikita Menon (nikita.menon@rbs.com) together with the documents mentioned in the document checklist attached along with this Letter.

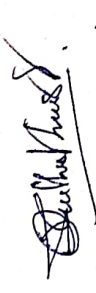
In exceptional circumstances, RBS reserves the right to rescind the offer of employment.

Please acknowledge by signing on the duplicate copy of this letter and returning it to RBS by **4th Dec 2017**. Should you have any questions relating to the placement, please do not hesitate to contact Kandesh Kumar Kannan (kandesh.kumar.kannan@rbs.com)

We look forward to welcoming you on board!

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


Charles J Rajiv
Head – Business Delivery Services,
HR People Services India


(RISHESH KRISHNA)



Date 6/12/2017
 Date of Birth 23/03/1995
 Contact Number 9840578032.

15-CO-667

Subject: Letter of Intent

Dear KNOWSNIK RB

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 Analyst at RBS Services India 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 Services India Pvt. Ltd. is subject to:

- your clearing the Graduation Degree from...~~...~~ Chennai 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 Services India 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 ~~...~~ 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 ~~...~~. Should you have any questions relating to the placement, please do not hesitate to contact Kandesh Kumar Kannan (kandesh.kumar.kannan@rbs.com)

We look forward to welcoming you on board!

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

Charles J. Rajiv
 Head – Business Delivery Services,
 HR People Services India



Date 4/12/2014

Date of Birth 3/07/1997

Contact Number 9841150804

15-BU-115

Subject: Letter of Intent

Dear VISHRUT CHHAJER

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 Analyst at RBS Services India 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 Services India Pvt. Ltd. is subject to:
• your clearing the Graduation Degree from COVA UNIVERSITY Chennai 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 Services India 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 21st MAY 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 18th DEC 2014. Should you have any questions relating to the placement, please do not hesitate to contact Kandesh Kumar Kannan (kandesh.kumar.kannan@rbs.com)

We look forward to welcoming you on board!

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

Charles J Rajiv
Head - Business Delivery Services,
HR People Services India



Date 4/12/2017
 Date of Birth 28/03/1997
 Contact Number 9047893339
 15-MT-241

Subject: Letter of Intent

Dear ANILAR ABBAS

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 Analyst at RBS Services India 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 Services India Pvt. Ltd. is subject to:
 • your clearing the Graduation Degree from ~~COVA~~ ~~COVA~~ Chennai 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 Services India 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 ~~15/12/2017~~ 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 ~~15/12/2017~~ ~~20/12/2017~~. Should you have any questions relating to the placement, please do not hesitate to contact Kandesh Kumar Kannan (kandesh.kumar.kannan@rbs.com)

We look forward to welcoming you on board!

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


 Charles Rajiv
 Head - Business Delivery Services,
 HR People Services India



Date 4/12/2017
 Date of Birth 14/11/1997
 Contact Number 8281132765 15-PH-210

Subject: Letter of Intent

Dear **Deepak Babu**

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 Analyst at RBS Services India 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 Services India Pvt. Ltd. is subject to:
 • your clearing the Graduation Degree from **LOYOLA COLLEGE** Chennai 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 Services India 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 MAY 2018** 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 **15th DEC 2017**. Should you have any questions relating to the placement, please do not hesitate to contact Kandesh Kumar Kannan (kandesh.kumar.kannan@rbs.com)

We look forward to welcoming you on board!

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

Charles J. Raily

Date 4/12/2017

Date of Birth 4/10/1996

Contact Number 9176284006

15-BC-116

Subject: Letter of Intent

Dear TOMS VERDSIKOVE

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 Analyst at RBS Services India 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 Services India Pvt. Ltd. is subject to:

- your clearing the Graduation Degree from...~~LOYOLA~~...~~COLEGE~~ Chennai 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 Services India 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 ...~~4th Dec 2017~~... 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 ...~~12th Dec 2017~~... Should you have any questions relating to the placement, please do not hesitate to contact Kandesh Kumar Kannan (kandesh.kumar.kannan@rbs.com)

We look forward to welcoming you on board!

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

12/12/17

Charles J Rajiv
Head - Business Delivery Services,
HR People Services India

Global Solution Centre

15-CO-549

Dear **MANISH SARVANNAN**,

Thank you for participating in our campus hiring process and we congratulate you on clearing our selection process. We are glad to issue this Letter of Intent to offer employment with Societe Generale Global Solutions Centre (SG GSC).

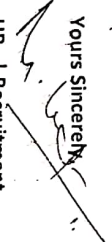
However, offer of employment will be subject to the conditions that you:

- Should get minimum 60% aggregate marks in your Graduation.
- Are flexible to work in any shift / process within SG GSC.
- Will not have any backlogs on completion of the course.
- Are an Indian National at the time of offer of employment.

Your proposed CTC would be INR 2,56,000/-per annum and your work location would be **Bangalore or Chennai**.


Please be informed that this Letter of Intent does not constitute a contract of employment or guarantee you any employment with SG GSC. SG GSC reserves the right to withdraw this Letter of Intent or to modify any terms, without any prior notice, at its sole discretion.

Yours Sincerely,


HR | Recruitment

Societe Generale Global Solution Center Pvt. Ltd.

I agree to the terms and conditions as mentioned above by Societe Generale GSC Pvt. Ltd., and accept the offer proposed.

Candidate Signature : 
Candidate Name : **MANISH S**
College Name : **LOYOLA COLLEGE**
Location : **CHENNAI**
Date : **19/1/17**

Dear SANTHOSH . A

Thank you for participating in our campus hiring process and we congratulate you on clearing our selection process. We are glad to issue this Letter of Intent to offer employment with Societe Generale Global Solutions Centre (SG GSC).

However, offer of employment will be subject to the conditions that you:

- Should get minimum 60% aggregate marks in your Graduation.
- Are flexible to work in any shift / process within SG GSC.
- Will not have any backlogs on completion of the course.
- Are an Indian National at the time of offer of employment.

Your proposed CTC would be **INR 2,56,000/-per annum** and your work location would be **Bangalore or Chennai**.

Please be informed that this Letter of Intent does not constitute a contract of employment or guarantee you any employment with SG GSC. SG GSC reserves the right to withdraw this Letter of Intent or to modify any terms, without any prior notice, at its sole discretion.


Yours Sincerely,



HR | Recruitment

Societe Generale Global Solution Center Pvt. Ltd.

I agree to the terms and conditions as mentioned above by Societe Generale GSC Pvt Ltd., and accept the offer proposed.

Candidate Signature : 

Candidate Name : SANTHOSH . A

College Name : LOYOLA COLLEGE

Location : CHENNAI.

Date : 19-01-2017

15-00-151

Dear
MUTHIAH.SP

Thank you for participating in our campus hiring process and we congratulate you on clearing our selection process. We are glad to issue this Letter of Intent to offer employment with Societe Generale Global Solutions Centre (SG GSC).


However, offer of employment will be subject to the conditions that you:

- Should get minimum 60% aggregate marks in your Graduation.
- Are flexible to work in any shift / process within SG GSC.
- Will not have any backlogs on completion of the course.
- Are an Indian National at the time of offer of employment.

Your proposed CTC would be **INR 2,56,000/-per annum** and your work location would be **Bangalore or Chennai.**

Please be informed that this Letter of Intent does not constitute a contract of employment or guarantee you any employment with SG GSC. SG GSC reserves the right to withdraw this Letter of Intent or to modify any terms, without any prior notice, at its sole discretion.

Yours Sincerely,


HR | Recruitment

Societe Generale Global Solution Center Pvt. Ltd.

I agree to the terms and conditions as mentioned above by Societe Generale GSC Pvt Ltd., and accept the offer proposed.

Candidate Signature : *Muthiah.S.P.*
Candidate Name : SP. MUTHIAH
College Name : LOYOLA COLLEGE
Location : CHENNAI
Date : 19/09/17



Global Solution Centre

15 - CO - 513

Dear SURFESH BABU E R

Thank you for participating in our campus hiring process and we congratulate you on clearing our selection process. We are glad to issue this Letter of Intent to offer employment with Societe Generale Global Solutions Centre (SG GSC).

However, offer of employment will be subject to the conditions that you:

- Should get minimum 60% aggregate marks in your Graduation.
- Are flexible to work in any shift / process within SG GSC.
- Will not have any backlogs on completion of the course.
- Are an Indian National at the time of offer of employment.

Your proposed CTC would be INR 2,56,000/-per annum and your work location would be Bangalore or Chennai.

Please be informed that this Letter of Intent does not constitute a contract of employment or guarantee you any employment with SG GSC. SG GSC reserves the right to withdraw this Letter of Intent or to modify any terms, without any prior notice, at its sole discretion.

Yours Sincerely

HR | Recruitment

Societe Generale Global Solution Center Pvt. Ltd.

I agree to the terms and conditions as mentioned above by Societe Generale GSC Pvt Ltd., and accept the offer proposed.

Candidate Signature : Suresh Babu.
Candidate Name : SURFESH BABU E R.
College Name : LOYOLA COLLEGE
Location : CHENNAI
Date : 14/09/17



March 6, 2018

15-CO-147

Mr. Sabarinathan T,
Chennai.

Dear Sabarinathan,

Thank you for exploring career opportunities with SysCloud Technologies Private Ltd and Congratulations for successfully completing our selection process. We are pleased to make you an offer as Graduate Trainee - Finance and Operations, at its India Operations in Chennai.

This offer letter is only valid if you accept it, and send a signed copy before March 14, 2018. The purpose of this letter is to describe the general terms and conditions of your employment with the Company effective May 2, 2018. In case if you do not join by May 2, 2018, the offer letter stands withdrawn. This date of joining can only be changed upon my approval in writing.

JOB RESPONSIBILITIES

Your primary responsibilities will include but not limited to:

1. Salesforce updation - presales and post sales related to finance including agreement, SOW, PO, invoice, etc
2. Salesforce updation - related to engineering like amount of storage, user, type of account, etc
3. Quickbooks updation - bookkeeping and accounting
4. Marketing related updates in Salesforce- Hubspot, Adwords, GAM, etc.

The position will also include other related duties and responsibilities that may be assigned to you by your supervisors from time to time.

COMPENSATION

Your annualized gross salary including all be benefits would be Rs.3,00,000/- per year is the total cost to the company, and paid in accordance with SysCloud's normal payroll practice, subject to deduction of all applicable taxes. The breakup of the annualized salary is attached separately in Annexure A of this offer letter.

CONDITIONS OF EMPLOYMENT

Your probation period starts from May 2, 2018 for 6 months. Your performance will be monitored during this period, evaluated and upon satisfactory results at the end, Company will decide to change your employment to a permanent position. In the unfortunate event you decide to leave SysCloud, you shall give three month notice. If you leave the employment without giving the requisite notice a sum equivalent to the salary of the notice period shall be deducted from your dues, if any, in the first instance, and that this letter shall be deemed to be an authority for such deduction. Any amount remaining outstanding after the above deductions shall be recovered from you as dues to the company.

Similarly, if in the unlikely event of closure of business or poor performance by employee as reported by SysCloud management and by Customer Management, SysCloud will be forced to terminate this contract and in such instance will pay 1 month salary.

BENEFITS

In addition to your cash compensation, you will be eligible for benefits commensurate with the benefits offered to all other Company employees of a similar status, subject to any applicable restrictions or waiting periods. These benefits will be communicated to you from time to time.



SysCloud's policies and plan documents will govern benefits provided to employees. The benefits described in this letter are provided for informational purposes only. At Company's discretion, policies and benefits may be changed and this letter does not establish any vested rights in benefits. If you have specific benefits questions, please contact me and I will get you the needed information.

EMPLOYMENT ELIGIBILITY

This offer of employment is contingent upon verification of your original education credentials and experience certificates. In addition, this offer is contingent upon satisfactory completion of a reference check.

It is SysCloud's policy not to infringe upon the proprietary information, trade secrets, or confidential information of third parties. In addition, it is SysCloud's policy not to interfere with third parties' contractual or business relations. Therefore, I also write to confirm that you have represented that you are not presently under any contract or agreement with any party that would prevent you from performing the duties assigned by SysCloud, and that you are not subject to or in breach of any agreement, including any agreements concerning trade secrets or confidential information owned by any other party.

Finally, I write to confirm that during the course of your employment, you will not use or disclose any confidential information or trade secrets of any former employer or third party unless authorized in writing by the former employer or third party.

As a condition of your employment, you will be required to sign an Employee Covenants Agreement containing, among other things, non-disclosure, non-solicitation and non-competition provisions when you begin work with SysCloud.

Sabarathnan, SysCloud Technologies Private Ltd is a company that grows and is enriched by the contributions of its employees, and we look forward to your continued enthusiasm. We believe that your employment with Company will be both personally and professionally rewarding.

Very truly yours,

For SysCloud Technologies Private Ltd.,

Smitaa Balaji
General Manager

Accepted:

By: T. Sabarathnan

Name: T. SABARATHNAN

Date: 20/02/2018



| | | |
|---------------------------------|---------------|-----------------|
| Basic Salary | 7,251 | 87,012 |
| HRA | 4,351 | 52,207 |
| Conveyance Allowance | 1,600 | 19,200 |
| Special Allowance | 8,332 | 99,981 |
| Medical Allowance | 1,250 | 15,000 |
| Employer's Contribution to EPFO | 1,800 | 21,600 |
| Staff Welfare * | - | 5,000 |
| TOTAL (CTC) | 24,583 | 3,00,000 |



TIDELL

INNOVATIONS PRIVATE LIMITED

Date: 30/11/2018

15-MT-449

Sub: Letter of Intent

Dear Mr/Ms: **LOKESH . D**

We are pleased to offer you a position in our organization as **Tele Marketing Executive.**

DATE OF JOINING :

You will be paid an annual CTC of INR 96,000 – Incentive. After six months your salary will be revised on the basis of your performance.

Your working hours will be from **9:30AM to 6:30PM**. Your reporting time is **9:15AM**. This offer of employment does not imply any commitment to your continued employment and supersedes any other agreements, written or oral, regard to your employment at **Tidell Innovation.**

Probation Period: 3 Months

Based upon your performance after the probation period you will get **Salary Hike and performance appraisal** will provided.

If you wish to relieve yourself from your assigned responsibilities you will be entitled to serve **ONE** month of notice period to the company. Failure to do so, will withhold you from receiving payments.

Your offer has been made based on information furnished by you. However, if there is a discrepancy in the copies of documents & certificates given by you as a proof of above we retain the rights to review our offer of employment.

We congratulate you on your appointment and wish you long and successful career with us. We are confident that your contribution will take us further in our journey towards becoming world leaders. We assure you of our support for your professional development and growth.

DOCUMENTS TO BE CARRIED:

- ID PROOF
- ADDRESS PROOF
- QUALIFICATION CERTIFICATES
- THREE PHOTO COPIES
- COPY OF LETTER OF INTENT

OFFICE ADDRESS

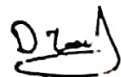
TIDELL INNOVATION,
TEK MEADOWS CAMPUS,
NO:51 TOWER-C GROUND FLOOR,
SHOLINGNALUR,
CHENNAI-119.

TIDELL INNOVATION PRIVATE LIMITED

Authorized Signatory:
HUMAN RESOURCES

I Agree & Accept the above Terms & Conditions

Name: D. LOKESH

Signature: 



TIDELL

INNOVATIONS PRIVATE LIMITED

Date: 30/1/2018

Sub: Letter of Intent

15-MT-413

Dear Mr/Mis: Johnson.y

We are pleased to offer you a position in our organization as **Tele Marketing Executive.**

DATE OF JOINING :

You will be paid an annual CTC of INR 96,000 + Incentive. After six months your salary will be revised on the basis of your performance.

Your working hours will be from **9:30AM to 6:30PM**. Your reporting time is **9:15AM**. This offer of employment does not imply any commitment to your continued employment and supersedes any other agreements, written or oral, regard to your employment at **Tidell Innovation**.

Probation Period: 3 Months

Based upon your performance after the probation period you will get Salary Hike and performance appraisal will provided.

If you wish to relieve yourself from your assigned responsibilities you will be entitled to serve **ONE** month of notice period to the company. Failure to do so, will withhold you from receiving payments.

Your offer has been made based on information furnished by you. However, if there is a discrepancy in the copies of documents & certificates given by you as a proof of above we retain the rights to review our offer of employment.

We congratulate you on your appointment and wish you long and successful career with us. We are confident that your contribution will take us further in our journey towards becoming world leaders. We assure you of our support for your professional development and growth.

DOCUMENTS TO BE CARRIED:

- ID PROOF
- ADDRESS PROOF
- QUALIFICATION CERTIFICATES
- THREE PHOTO COPIES
- COPY OF LETTER OF INTENT

OFFICE ADDRESS

TIDELL INNOVATION,
TEK MEADOWS CAMPUS,
NO:51 TOWER-C GROUND FLOOR,
SHOLINGNALUR,
CHENNAI-119.

TIDELL INNOVATION PRIVATE LIMITED

Authorized Signatory
HUMAN RESOURCES

I Agree & Accept the above Terms & Conditions

Name: Johnson . Y

Signature: Y. Johnson



Date: 30/11/2018

Sub: Letter of Intent 15-CS-013

Dear Mr/Mis: *Godveen part A*

We are pleased to offer you a position in our organization as **Tele Marketing Executive.**

DATE OF JOINING :

You will be paid an annual CTC of INR 96,000 + Incentive. After six months your salary will be revised on the basis of your performance.

Your working hours will be from **9:30AM to 6:30PM**. Your reporting time is **9:15AM**. This offer of employment does not imply any commitment to your continued employment and supersedes any other agreements, written or oral, regard to your employment at **Tidell Innovation**.

Probation Period: 3 Months

Based upon your performance after the probation period you will get Salary Hike and performance appraisal will provided.

If you wish to relieve yourself from your assigned responsibilities you will be entitled to serve **ONE** month of notice period to the company. Failure to do so, will withhold you from receiving payments.

Your offer has been made based on information furnished by you. However, if there is a discrepancy in the copies of documents & certificates given by you as a proof of above we retain the rights to review our offer of employment.

We congratulate you on your appointment and wish you long and successful career with us. We are confident that your contribution will take us further in our journey towards becoming world leaders. We assure you of our support for your professional development and growth.

DOCUMENTS TO BE CARRIED:

- ID PROOF
- ADDRESS PROOF
- QUALIFICATION CERTIFICATES
- THREE PHOTO COPIES
- COPY OF LETTER OF INTENT

OFFICE ADDRESS


TIDELL INNOVATION,
TEK MEADOWS CAMPUS,
NO:51 TOWER-C GROUND FLOOR,
SHOLINGNALUR,
CHENNAI-119.

TIDELL INNOVATION PRIVATE LIMITED

Authorized Signatory
HUMAN RESOURCES

I Agree & Accept the above Terms & Conditions

Name: A. GEDNEEN PAUL

Signature: 

December 9, 2017
Chennai

Employment Offer Letter

To

Raja Gopal K
Student, Loyola College
Chennai

15 - CO - 158

Dear Raja Gopal,

We are pleased to offer you a position of **Research Associate** with effect from August 1, 2018 with our company **TSJ Media Pvt. Ltd.** subject to following Terms and Conditions:-

1. Grade and Salary:-

Your gross salary will be INR 16,500 per month. Upon completion of 12 months (including the initial Probation Period of 3 months), you will be entitled to a minimum bonus of INR 50,000.

2. Location:-

You will be stationed at our Office in Chennai.

3. Reporting:-

Your position will report to the Managing Director until further notice.

4. Leave:-

You will be eligible for leave as per the company's rules.

5. Responsibilities:-

Your position with the company requires that you must effectively perform to ensure results and company's objectives. You need to devote yourself exclusively to the business growth of the company. It is expected that you will not undertake any other paid or unpaid work or be interested directly or indirectly in any other venture without the written permission of the CEO of the company.

You will assume and discharge such responsibility as are commensurate with such position and as the company may entrust to you from time to time. The duties and responsibilities may vary based on the business needs of the company. During your tenure of service, you shall devote your full time, skill, attention to your duties and responsibilities and shall perform them faithfully, diligently and competently. In addition, you shall comply with and be bound by operating policies, procedures and practices of the company in effect from time to time.

TSJ Media Pvt. Ltd., TF-1, Gokul Tower, C.P.Ramaswami Road, Alwarpet, Chennai – 600018

Tel: +91-44-42185180 Email: info@ventureintelligence.in

6. Code of Conduct:-

As part of your employment, you will be given a personal copy of Code of Conduct manual. It outlines the details that pertain to the standard of business behaviour that the company expects from all its employees. It is important for you to fully understand the same and adhere to it both in letter and spirit.

7. Past Record:-

If any information or declaration given/furnished by you to the company proves to be false or if you are found to have willfully suppressed any material information, you will be liable to be removed from the services without any notice or compensation whatsoever.

8. Validity:-

This letter is valid for the period of fourteen working days from the date of this letter and shall lapse automatically unless you confirm your acceptance of the same by signing the duplicate copy in the appropriate place and return it to the company, to reach the undersigned before the expiry of this letter.

9. Travel:-

You may be required to undertake travel on company's work and you will be paid Travel Allowances as per company's Rule.

10. Confidentiality and Conflict of Interest:-

Your appointment will be subject to signing of Confidentiality and Conflict of Interest agreement.

11. Separation/Termination:-

The Management reserves its right to terminate employment contract without assigning any reason on giving 30 (Thirty) days notice or salary for such period in lieu of such notice. You will be entitled to resign your services by giving 30 (Thirty) days notice and you will be relieved with a relieving letter subject to your furnishing declaration that you shall not join any business or organization having identical business interest of the company for a period of 12 (Twelve) months from the date of your being relieved from the services of the company, in order to protect the goodwill and intellectual property values of the company.

14. Reimbursement of Expenses:-

The company shall reimburse you for all reasonable business expenses that you actually incur during the performance of your duties and responsibilities on behalf of the company, subject to prior authorization and approval in accordance with the company's expense reimbursement policy.

Your official starting day will be **July 2, 2018** by which date you will require to submit various documents for our records, as mentioned in the list enclosed.

As much as your association with TSJ Media will be governed by the terms of offer made in this letter, it will be also guided by the core values and beliefs of our organization.

We are confident that you will contribute to the organization and its goals and add value through your roles.

Please sign the duplicate copy of this letter and return it to us as a token of your acceptance.

TSJ Media Pvt. Ltd., TF-1, Gokul Tower, C.P.Ramaswami Road, Alwarpet, Chennai – 600018

Tel: +91-44-42185180 Email: info@ventureintelligence.in

Sincerely

for TSJ Media Pvt. Ltd.



Arun Natarajan
Managing Director

Encl:

1. List of documents
2. Confidentiality Agreement (Annexure 1)
3. Code of Conduct (Annexure 2)

I accept the offer:

Name: Raja Gopal K

Date:

TSJ Media Pvt. Ltd., TF-1, Gokul Tower, C.P.Ramaswami Road, Alwarpet, Chennai – 600018
Tel: +91-44-42185180 Email: info@ventureintelligence.in

December 9, 2017
Chennai

Employment Offer Letter

To

Sai Balaji R
Student, Loyola College
Chennai

15-BC-209

Dear Sai Balaji,

We are pleased to offer you a position of **Research Associate** with effect from August 1, 2018 with our company **TSJ Media Pvt. Ltd.** subject to following Terms and Conditions:-

1. Grade and Salary:-

Your gross salary will be INR 16,500 per month. Upon completion of 12 months (including the initial Probation Period of 3 months), you will be entitled to a minimum bonus of INR 50,000.

2. Location:-

You will be stationed at our Office in Chennai.

3. Reporting:-

Your position will report to the Managing Director until further notice.

4. Leave:-

You will be eligible for leave as per the company's rules.

5. Responsibilities:-

Your position with the company requires that you must effectively perform to ensure results and company's objectives. You need to devote yourself exclusively to the business growth of the company. It is expected that you will not undertake any other paid or unpaid work or be interested directly or indirectly in any other venture without the written permission of the CEO of the company.

You will assume and discharge such responsibility as are commensurate with such position and as the company may entrust to you from time to time. The duties and responsibilities may vary based on the business needs of the company. During your tenure of service, you shall devote your full time, skill, attention to your duties and responsibilities and shall perform them faithfully, diligently and competently. In addition, you shall comply with and be bound by operating policies, procedures and practices of the company in effect from time to time.

6. Code of Conduct:-

As part of your employment, you will be given a personal copy of Code of Conduct manual. It outlines the details that pertain to the standard of business behaviour that the company expects from all its employees. It is important for you to fully understand the same and adhere to it both in letter and spirit.

7. Past Record:-

If any information or declaration given/furnished by you to the company proves to be false or if you are found to have willfully suppressed any material information, you will be liable to be removed from the services without any notice or compensation whatsoever.

8. Validity:-

This letter is valid for the period of fourteen working days from the date of this letter and shall lapse automatically unless you confirm your acceptance of the same by signing the duplicate copy in the appropriate place and return it to the company, to reach the undersigned before the expiry of this letter.

9. Travel:-

You may be required to undertake travel on company's work and you will be paid Travel Allowances as per company's Rule.

10. Confidentiality and Conflict of Interest:-

Your appointment will be subject to signing of Confidentiality and Conflict of Interest agreement.

11. Separation/Termination:-

The Management reserves its right to terminate employment contract without assigning any reason on giving 30 (Thirty) days notice or salary for such period in lieu of such notice. You will be entitled to resign your services by giving 30 (Thirty) days notice and you will be relieved with a relieving letter subject to your furnishing declaration that you shall not join any business or organization having identical business interest of the company for a period of 12 (Twelve) months from the date of your being relieved from the services of the company, in order to protect the goodwill and intellectual property values of the company.

14. Reimbursement of Expenses:-

The company shall reimburse you for all reasonable business expenses that you actually incur during the performance of your duties and responsibilities on behalf of the company, subject to prior authorization and approval in accordance with the company's expense reimbursement policy.

Your official starting day will be **July 2, 2018** by which date you will require to submit various documents for our records, as mentioned in the list enclosed.

As much as your association with TSJ Media will be governed by the terms of offer made in this letter, it will be also guided by the core values and beliefs of our organization.

We are confident that you will contribute to the organization and its goals and add value through your roles.

Please sign the duplicate copy of this letter and return it to us as a token of your acceptance.

Sincerely
for TSJ Media Pvt. Ltd.



Arun Natarajan
Managing Director

Encl:

1. List of documents
2. Confidentiality Agreement (Annexure 1)
3. Code of Conduct (Annexure 2)

I accept the offer:

Name: Sai Balaji R

Date:

TSJ Media Pvt. Ltd., TF-1, Gokul Tower, C.P.Ramaswami Road, Alwarpet, Chennai – 600018
Tel: +91-44-42185180 Email: info@ventureintelligence.in

21-04-2018
CHENNAI

OFFER LETTER

Mr. / Ms. ANTO LUTON RAJ.M,
NO.4, 10TH NEHRU COLONY,
NANGANALLUR,
CHENNAI-600114,
TAMILNADU.

15-00-055

Dear ANTO LUTON RAJ,

This is with reference to the recruitment process we had with you regarding possible employment by our Company.

We are confirming our willingness to offer you the position of "MANAGEMENT TRAINEE-SALE & MARKETING" in the grade "VJL7" level. You will be paid Rs.24000 /-as Net Salary per month. Other allowance, statutory benefits and incentive will be as per company policy. Your initial phase of induction training will be anywhere in Tamilnadu and based on our requirement you will be posted at a suitable location and department anywhere in Tamilnadu.

You will be on probation for a period of 12 months commencing from your date of joining at Fangs Technology. At the end of your probation period your services will be considered for confirmation or your probation may be extended or as per company policy your employment may be terminated, because of your performance or any misconduct in the probation period.

We look forward to working with you and hope that you will find working at Fangs Technology a rewarding experience.

Authorized Signature


Fangs Technology Pvt Ltd

| COMPONENTS | CTC PM | CTC PA |
|-----------------------------|-----------------|---------------|
| BASIC | 15590 | 187080 |
| HRA | 7795 | 93540 |
| CONVEYANCE | 1600 | 19200 |
| EDUCATION | 200 | 2400 |
| MEDICAL REIM ALLOW | 0 | 0 |
| SPECIAL ALLOW | 798 | 9576 |
| TOTAL GROSS (A) | 25983 | 311796 |
| PF | 1972.5 | 23670 |
| ER GROUP ACCIDENT INSURANCE | 54.17 | 650 |
| GRAT | 750 | 9000 |
| TOTAL RETIRALS (B) | 2776.67 | 33320 |
| | | |
| CTC TOT A+B | 28759.67 | 345116 |

Fangs Technology Pvt. Ltd

21-04-2018
CHENNAI

OFFER LETTER

Mr. / Ms. JOE FRANCIS A,
NO.9, KABILAR STREET,
VENKATACHALAM FLATS F-2,
CHENNAI-600114,
TAMILNADU.

15-BC-036

Dear JOE,

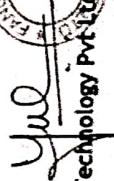
This is with reference to the recruitment process we had with you regarding possible employment by our Company.

We are confirming our willingness to offer you the position of "MANAGEMENT TRAINEE-SALE & MARKETING" in the grade "VJL7" level. You will be paid Rs.24000 /-as Net Salary per month. Other allowance, statutory benefits and incentive will be as per company policy. Your initial phase of induction training will be anywhere in Tamilnadu and based on our requirement you will be posted at a suitable location and department anywhere in Tamilnadu.

You will be on probation for a period of 12 months commencing from your date of joining at Fangs Technology. At the end of your probation period your services will be considered for confirmation or your probation may be extended or as per company policy your employment may be terminated, because of your performance or any misconduct in the probation period.

We look forward to working with you and hope that you will find working at Fangs Technology a rewarding experience.

Authorized Signature


Fangs Technology Pvt Ltd

| | | |
|-----------------------------|-----------------|---------------|
| HRA | 7795 | 93540 |
| CONVEYANCE | 1600 | 19200 |
| EDUCATION | 200 | 2400 |
| MEDICAL REIM ALLOW | 0 | 0 |
| SPECIAL ALLOW | 798 | 9576 |
| TOTAL GROSS (A) | 25983 | 311796 |
| PF | 1972.5 | 23670 |
| ER GROUP ACCIDENT INSURANCE | 54.17 | 650 |
| GRAT | 750 | 9000 |
| TOTAL RETIRALS (B) | 2776.67 | 33320 |
| CTC TOT A+B | 28759.67 | 345116 |
| DEDUCTIONS | | 0 |
| PF | 1800 | 21600 |
| ESI | 0 | 0 |
| PT | 183 | 2196 |
| TOTAL DED | 1983 | 23796 |
| TAKE HOME | 24000 | 288000 |

Fangs Technology Pvt. Ltd

21-04-2018
CHENNAI

OFFER LETTER

Mr. / Ms. SARAN RAJ K,
NO.10, THANDHAI PERIYAR STREET,
ALEX NAGAR B- COLONY,MMC,
CHENNAI-600051,
TAMILNADU.

15-CO-310

Dear SARAN,

This is with reference to the recruitment process we had with you regarding possible employment by our Company.

We are confirming our willingness to offer you the position of "MANAGEMENT TRAINEE-SALE & MARKETING" in the grade "VJL7" level. You will be paid Rs.24000 /-as Net Salary per month. Other allowance, statutory benefits and Incentive will be as per company policy. Your initial phase of induction training will be anywhere in Tamilnadu and based on our requirement you will be posted at a suitable location and department anywhere in Tamilnadu.

You will be on probation for a period of 12 months commencing from your date of joining at Fangs Technology. At the end of your probation period your services will be considered for confirmation or your probation may be extended or as per company policy your employment may be terminated, because of your performance or any misconduct in the probation period.

We look forward to working with you and hope that you will find working at Fangs Technology a rewarding experience.

Authorized Signature



[Handwritten Signature]

Fangs Technology Pvt Ltd.

ANNEXURE - I

EMPLOYEE NAME : SARAN RAJ K
DESIGNATION : MANAGEMENT TRAINEE- SALE & MARKETING

| COMPONENTS | CTC PM | CTC PA |
|-----------------------------|-----------------|---------------|
| BASIC | 15590 | 187080 |
| HRA | 7795 | 93540 |
| CONVEYANCE | 1600 | 19200 |
| EDUCATION | 200 | 2400 |
| MEDICAL REIM ALLOW | 0 | 0 |
| SPECIAL ALLOW | 798 | 9576 |
| TOTAL GROSS (A) | 25983 | 311796 |
| PF | 1972.5 | 23670 |
| ER GROUP ACCIDENT INSURANCE | 54.17 | 650 |
| GRAT | 750 | 9000 |
| TOTAL RETIRALS (B) | 2776.67 | 33320 |
| CTC TOT A+B | 28759.67 | 345116 |
| DEDUCTIONS | | 0 |
| PF | 1800 | 21600 |
| ESI | 0 | 0 |
| PT | 183 | 2196 |
| TOTAL DED | 1983 | 23796 |
| TAKE HOME | 24000 | 288000 |



01-Dec-2017

LETTER FOR INTERNSHIP

Brasilita G
Intern

15-PCA - 006

Dear Brasilita,

I am pleased to confirm your acceptance of an Internship program with ZakApps Software Private Limited. The duration of the Internship program will be from 1 Dec 17 until you complete your graduation. The stipend during your internship will be Rs. 6000.00 (Rupees six thousand) per month.

Your duties and assignments for this position will be shared with you during your orientation with your pertinent supervisor. Your terms of Internship will be as per our company norms and are subject to change anytime with appropriate communication.

We look forward to your valued effort and association with us. If you have any clarification, feel free to contact Human Resources. Please return a signed copy of this letter as a token of your acceptance of the offer.

We look forward to a mutually rewarding relationship.

Sincerely,

ZAKAPPS SOFTWARE PVT. LTD.



Director

Zakir Khan Sabu
Managing Director
ZakApps Software Pvt Ltd

I accept the offer as outlined above.

(Name) Zakir Khan BRASILITA G

Date 01-12-2017



15-PCA - 019

01-Dec-2017

LETTER FOR INTERNSHIP

Keerthana Tina Money
Intern

Dear Keerthana,

I am pleased to confirm your acceptance of an Internship program with ZakApps Software Private Limited. The duration of the Internship program is from 1 Dec 17 until you complete your graduation. The stipend during your internship will be Rs. 6000.00 (Rupees six thousand per month).

Your duties and assignments for this position will be shared with you during your orientation with your pertinent supervisor. Your terms of Internship will be as per our company norms and are subject to change anytime with appropriate communication.

We look forward to your valued effort and association with us. If you have any clarification, feel free to contact Human Resources. Please return a signed copy of this letter as a token of your acceptance of the offer.

We look forward to a mutually rewarding relationship.

Sincerely,

ZAKAPPS SOFTWARE PVT. LTD.

Director

Zakir Khan Sabu
Managing Director
ZakApps Software Pvt Ltd

I accept the offer as outlined above.

(Name) KEERTHANA TINA MONEY

Date 01/12/2017

8th June, 2018

Farhaz Ahammed

15 - CO - 614

Pan Card No. AEIPF9743D

No.29 B Narasimhan Road 2nd Street, T.Nagar Chennai. 600017

Dear Farhaz,

Welcome to Zomato!

We are excited to offer you a full time position as a **Sales Manager** in the **Ad Sales team** at our **Chennai** office. Your starting date will be **18th June, 2018**, subject to satisfactory verification of your credentials and background verification conducted by Zomato at its sole discretion.

In the event you do not have a valid Permanent Account Number Card (PAN card) you should apply for the same at the earliest, failing which, as per the Indian Income Tax Act, 1961, Zomato is required to deduct 20% TDS or such amounts based on the average rate of income-tax at rates in force, whichever is higher, from your compensation.

Principle terms of your employment with Zomato are as follows:

- a) **Compensation:** Your annual compensation will be **INR 5,20,000 (Rupees Five Lakh Twenty Thousand Only)**, subject to tax deductions at source, as applicable by law, which shall be paid to you on a monthly basis on the last date of the month, as per the terms of this Employment Agreement. It is clarified that Zomato reserves the right to deduct all permissible taxes as per applicable laws from your compensation. Further, you hereby authorise Zomato to deduct any amounts from your compensation, which are owed by you to Zomato, including any overpayments, loans or advances outstanding at your end.
- b) **Conduct:**
- (i) You shall perform all duties and responsibilities assigned to you by Zomato from time to time. You will also comply with all reasonable instructions as may be given by Zomato from time to time
 - (ii) You shall not engage in activities that would be unsuitable with your capacity, as a representative of Zomato and you shall not act in any manner that would conflict with the interests of Zomato
 - (iii) You shall ensure that your conduct is in line with Company policies that may be implemented from time to time. Please refer to Appendix A at the end of the agreement for the Code of Conduct you are required to follow at Zomato. Further, while employed with Zomato, you shall not undertake any illegal or unlawful activities
- c) **Exclusivity:** During your employment you will not undertake any other employment/ venture of any nature, whatsoever.
- d) **Working Days:** Your standard work week will be 6 (six) days from 8:30 AM onwards. However, it is clarified that if need arises, working hours or days could be altered on an urgent basis.
- e) **Leaves:** In a calendar year, you are entitled to (i) 15 (fifteen) days of casual leave and 7 (seven) days of sick leave on a pro-rated basis from your start date; or (ii) leaves in accordance with applicable leave policy of Zomato. In case of absence for a period of over 3 (three) days without intimation, the days of absence will be deemed to be unpaid leaves and appropriate action would be initiated. In the event that the sick leaves are for more than 5 (five) days at a stretch, you will be required to provide a medical certificate from a Government authorized local hospital or doctor, with regard to your health.
- f) **Probation Period:** The nature of your employment is Permanent, however you will be on probation for 90 (ninety) days ("Probation Period"). We recommend you do not take leaves during the probation period since they would be deemed to be leaves without pay. Zomato reserves the right to extend your Probation Period at its discretion. Unless your manager or HR informs you otherwise, your position will become permanent at the end of your probation period.

- g) **Travel:** During your employment, you may be expected to travel or work out of an alternate city where Zomato has an office.
- h) **Compliance:** You shall undertake to read and remain in compliance with Zomato's internal policies and procedures (as implemented from time to time) throughout the term of your employment.
- i) **Performance Reviews:** Zomato shall conduct a performance review of your work on an annual basis or within such intervals as may be determined by Zomato from time to time.
- j) **Termination:** During the Probation Period, your services can be terminated at the sole discretion of Zomato without stating cause for such termination. In the event of such termination Zomato will either provide you 1 (one) week notice or payment in lieu thereof (notice pay), subject to completion of exit formalities by you. If the termination is initiated on grounds of ethical misconduct, Zomato reserves the right to hold back the notice pay and/or your salary. Similarly, during the Probation Period you may terminate your services with Zomato by providing 1 (one) week written notice failing which Zomato reserves the right to withhold and/or deduct money equal to your 1 (one) week's pay.
- Post your Probation Period, you or Zomato may terminate your employment by providing one month's written notice or pay in lieu thereof. If the termination is initiated on grounds of ethical misconduct, Zomato reserves the right to hold back the notice pay and/or your salary. Notwithstanding anything to the contrary herein set out Zomato reserves the right to forthwith terminate your employment, at its sole discretion and without pay, where you are in material breach of your employment terms and/ or Zomato internal policies or on grounds of any willful misconduct or misbehavior. In such circumstances, Zomato shall not be liable to pay any compensation to you.
- k) **Confidentiality:** You undertake to perform your service at Zomato with trust and confidence. During your employment you will be privileged with confidential information about Zomato. You agree that you shall not, except as maybe required to perform your duties or by applicable law, disclose to others or use, directly or indirectly any Confidential Information (defined below) and you will use discretion and good faith in what you do disclose that may not be specifically defined as Confidential Information hereunder. "Confidential Information" shall mean any confidential and/ or proprietary information of Zomato disclosed to and/ or obtained by you on behalf of Zomato whether or not in relation to the scope of your employment, either directly or indirectly, in writing or orally or as contained in tangible or fungible form.
- l) **Non-Compete:** During your employment with Zomato and for a period of 6 (six) months thereafter, you shall not seek employment with any organization that is directly or indirectly engaged in same/ similar business activities as Zomato. Further, you yourself shall not, directly or indirectly, enter into business activities that are similar to those undertaken by Zomato.
- m) **Non Solicit:** During your employment with Zomato and for a period of 12 (twelve) months thereafter you shall not (as the case maybe), directly or indirectly (i) entice any employee to leave their employment with Zomato; (ii) solicit them for employment opportunities with third parties; (iii) solicit or entice in any manner, directly or indirectly any customers, agents, vendors, users, clients of Zomato.
- n) **Gratuity:** You shall be entitled to avail gratuity benefits as per the Gratuity Act, 1972 and as per Zomato's Gratuity Policy.
- o) **Full Disclosure:** You will disclose to Zomato in writing, any ongoing contractual obligations prior accepting this employment letter; including but not limited to any professional contracts, employment contracts, governmental engagements with any third party, freelance projects or volunteer work.
- p) **Right to hold personal data:** As a part of the conditions of your employment, you hereby grant Zomato permission to collect, retain and process information about yourself, such as age, sex, and ethnic origin. The information will be used by Zomato to monitor Zomato's compliance with applicable laws and best industry practices in terms of equal opportunities and non-discrimination. Should your personal circumstances change, you must notify Zomato immediately.
- q) **Return of Company Assets:** Upon termination of your employment (however it arises) with Zomato, you are obligated to forthwith return all assets of Zomato within your possession (without any loss or damage), failing which Zomato reserves the right to take appropriate legal action against you and recover the cost for such damage or loss from any pending compensation due to you from Zomato.

r) **Zomato's Proprietary Right:** You agree to promptly and fully inform and disclose to Zomato all inventions, designs, ideas, improvements and discoveries, whether or not completed, that you, working by yourself or with others, made, created, conceived or found during the course of your employment with Zomato, whether or not conceived during regular working hours at Zomato or at Zomato's premises. You agree and acknowledge that Zomato is the sole owner of all inventions, designs, ideas, improvements and discoveries described under this clause and you agree that all such inventions, designs, ideas, improvements and discoveries created by you shall be regarded as having been made under a contract of service and you hereby transfer and assign in favour of Zomato, all rights, title and interest in and to all such inventions, designs, ideas, improvements and discoveries, together with the rights to sublicense or transfer any and all rights assigned hereunder to third parties and you agree that such assignment shall be perpetual, worldwide and royalty free. Notwithstanding the provisions of Section 19(4) of the Copyright Act, 1957, such assignment in so far as it relates to copyrightable material shall not lapse nor the rights transferred therein revert to you, even if Zomato does not exercise the rights under the assignment within a period of one year from the date of assignment. You further acknowledge and agree that you shall waive any right to and shall not raise any objection or claims to the Copyright Board with respect to the assignment, pursuant to Section 19A of the Copyright Act, 1957. You further agree that all applications or requests for patents, trademarks, copyrights or other such protection will be made only in Zomato's name. In addition, you agree to assist Zomato in obtaining patents or such other protections on all such inventions, designs, ideas, rights or other trade protection that may be available to Zomato. You agree to execute all documents and do all things necessary to obtain inventions, designs, ideas, improvements and discoveries. You will rescind your moral rights over the inventions as well.

s) **Notices:** Unless otherwise stated, notices to be given to either parties, shall be in writing and shall be given by hand delivery, or by recognized international courier, mail, electronic mail, telex or facsimile transmission and delivered or transmitted to the Parties at their respective addresses set forth below:

If to Zomato:

Zomato Media Private Limited GF
12A, 94, Meghdoot, Nehru Place,
New Delhi - 110019
Email: hr@zomato.com

If to the Employee:

Farhaz Alhammed
No.29 B Narasimhan Road 2nd Street , T.Nagar Chennai. 600017
Email: farhazahammed97@gmail.com

t) **Dispute Resolution and Governing Law:** Parties shall endeavor to amicably resolve all disputes arising hereunder. Thereafter, parties may refer the matter to arbitration in accordance with the terms of the Arbitration and Conciliation Act, 1996 for proceedings carried out by a court appointed arbitrator. The courts at New Delhi shall have the exclusive jurisdiction to preside on matters arising hereunder.

u) **Survival of Covenants:** All restrictive covenants contained in this employment letter shall survive the termination of your employment at Zomato.

If the foregoing terms and conditions are acceptable to you, please confirm this in writing indicating understanding and acceptance of the terms and conditions in this employment letter, which should be signed by you and returned to us. In the event that any signature is delivered by e-mail delivery of a ".pdf" format data file, such signature shall create a valid and binding obligation of the party executing (or on whose behalf such signature is executed) with the same force and effect as if such ".pdf" signature page were an original thereof.

We are delighted to welcome you to our organization and wish you a great career with us!

For & on behalf of Zomato Media Private Limited

Ashish Kumar

Authorized Signatory

Acceptance:

I have read the principle terms of my employment with Zomato and confirm my acceptance of the aforementioned terms. I hereby also declare that I have fully read and will abide by the Code of Conduct outlined by the company (For detailed Code of Conduct, please refer Appendix A)

Name:

Signature:

Date: