

30 September, 2021

Mr. Sarang Khele
A-16, Sanghvi Residency,
Bhigwan Road, Near New Court, Baramati,
Baramati 413102.

Dear Sarang,

Congratulations! Subsequent to the discussions we had with you, we are pleased to extend an offer for you to be a part of ADP. Please find the offer details below:

Position: Process Associate

Grade: G1 L1

Start date: On or Before 05 October, 2021

Compensation: Gross Compensation of INR 225,012 (Rupees Two Lakhs Twenty Five Thousand and Twelve Only) per year including variable performance incentive linked to your performance, performance of your business unit and ADP.

Probation & Notice Period: You will be on probation for a period of six months from the date of your joining. During this period, you will be entitled to all benefits as per ADP's policy & your employment with the Company is terminable by serving a notice of fifteen days on either side. On successful completion of probation period, the notice period would be of sixty days on either side. ADP reserves the right to terminate your employment on the basis of, but not limited to, non-adherence to ADP's Code of Conduct & Ethics and other related policies, non-performance and elimination of the position per ADP's business needs.

Place of work: Your initial place of work will be Pune. However, your services are transferable and you may be assigned, to any location in India or abroad where the Company or any one of its associates or customers, conducts business.

Note: Please find the details of the terms and conditions of this offer attached. The details of which are strictly confidential and should not be shared with anyone.

We wish you a long and successful career with ADP.

Sincerely,



Vipul Singh
(Divisional Vice President & Head of HR)

Associate Signature: _____

Appointment Letter

Date - 18/11/2020

To,

Akshata Namish Limbachhiya,
Pune.

Subject: Appointment for the post of Direct Marketing Executive

Dear Ms. Akshata Limbachhiya,

We are pleased to offer you, the position of Direct Marketing Executive with Aparaa Advisors Private Limited, Pune (referred as the Company hereafter), on the following terms and conditions:

1. Commencement of employment

Your employment will be effective, as of 18th November 2020.

For the first three months, you will be on a probation period. Once the probation period is completed, our Company policies will be applicable to you.

2. Compensation

Your monthly salary will be Rs. 13,000/- per month. Incentive structure for the business done by you will be explained by your reporting manager. The incentive amount gained will be credited to your account after deducting 5% TDS.

3. Place of posting

You will be posted at our office located at Apt no 304, Choice, Dhole Patil Road, Bund Garden, Ghorpadi, Pune-411001.

4. Hours of Work

The normal working days are Monday to Saturday.

Your working hours are 10.00 AM to 6.00 PM.

Register address :- Office no 221, 2nd Floor, East Wing, Arora Towers, MG road, Pune 411001.

Corporate office :- Office no 221, 2nd Floor, East Wing, Arora Towers, MG road, Pune 411001.

Tel :- +91 20 48609736 | Email :- aparaa.advisors@gmail.com

Location :- Pune - Mumbai - Nashik - Nagpur & ROM

Candidate ID: 4769360 /888207,

Date of Joining: 07/29/2021,

Joining Location: Pune,

Designation: Analyst,

Dear Akanksha Vitthal Sakore,

To ensure that you experience a smooth onboarding, we would like to help you with a brief agenda for your day one at Capgemini.

1.	Welcome Address
2.	Verification of master data sheet, which contains your detailed information.
3.	Verification of joining documents*
4.	Receipt of employee handbook and visitor-cum-bus pass
5.	Submission of signed documents
6.	Receipt of hard copy of offer letter
7.	ID cum access card formalities
8.	Bank account opening formalities
9.	Meeting the buddy

Please report by 8:30 am at Pune office, for joining formalities as per the address mentioned below:

Address

Capgemini Technology Services India Limited. A-1, Technology Park,
A-1 Technology Park MIDC,Talwade,Pune, Maharashtra - 412114

Candidate ID: 4769504 /888079,

Date of Joining: 07/29/2021,

Joining Location: Pune,

Designation: Analyst,

Dear Chanchal Pravin Kale,

To ensure that you experience a smooth onboarding, we would like to help you with a brief agenda for your day one at Capgemini.

1.	Welcome Address
2.	Verification of master data sheet, which contains your detailed information.
3.	Verification of joining documents*
4.	Receipt of employee handbook and visitor-cum-bus pass
5.	Submission of signed documents
6.	Receipt of hard copy of offer letter
7.	ID cum access card formalities
8.	Bank account opening formalities
9.	Meeting the buddy

Please report by 8:30 am at Pune office, for joining formalities as per the address mentioned below:

Address

Capgemini Technology Services India Limited. A-1, Technology Park,
A-1 Technology Park MIDC,Talwade,Pune, Maharashtra - 412114

Candidate ID: 4769367 /888121,

Date of Joining: 08/10/2021,

Joining Location: Mumbai,

Designation: Analyst,

Dear Mrunmayi Pithlekar,

To ensure that you experience a smooth onboarding, we would like to help you with a brief agenda for your day one at Capgemini.

1.	Welcome Address
2.	Verification of master data sheet, which contains your detailed information.
3.	Verification of joining documents*
4.	Receipt of employee handbook and visitor-cum-bus pass
5.	Submission of signed documents
6.	Receipt of hard copy of offer letter
7.	ID cum access card formalities
8.	Bank account opening formalities
9.	Meeting the buddy

Please report by 8:30 am at Mumbai office, for joining formalities as per the address mentioned below:

Address

CAPGEMINI Knowledge Park, IT 1 / IT 2, TTC Industrial Area, Thane-Belapur Road,
Airoli, Navi Mumbai, Maharashtra - 400708

Candidate ID: 4769170 /888149,

Date of Joining: 07/29/2021,

Joining Location: Pune,

Designation: Analyst,

Dear Oshin Jain,

To ensure that you experience a smooth onboarding, we would like to help you with a brief agenda for your day one at Capgemini.

1.	Welcome Address
2.	Verification of master data sheet, which contains your detailed information.
3.	Verification of joining documents*
4.	Receipt of employee handbook and visitor-cum-bus pass
5.	Submission of signed documents
6.	Receipt of hard copy of offer letter
7.	ID cum access card formalities
8.	Bank account opening formalities
9.	Meeting the buddy

Please report by 8:30 am at Pune office, for joining formalities as per the address mentioned below:

Address

Capgemini Technology Services India Limited. A-1, Technology Park,
A-1 Technology Park MIDC,Talwade,Pune, Maharashtra - 412114

Candidate ID: 4769587 /888161,

Date of Joining: 07/29/2021,

Joining Location: Pune,

Designation: Analyst,

Dear Pallavi Prakash Sawaikar ,

To ensure that you experience a smooth onboarding, we would like to help you with a brief agenda for your day one at Capgemini.

1.	Welcome Address
2.	Verification of master data sheet, which contains your detailed information.
3.	Verification of joining documents*
4.	Receipt of employee handbook and visitor-cum-bus pass
5.	Submission of signed documents
6.	Receipt of hard copy of offer letter
7.	ID cum access card formalities
8.	Bank account opening formalities
9.	Meeting the buddy

Please report by 8:30 am at Pune office, for joining formalities as per the address mentioned below:

Address

Capgemini Technology Services India Limited. A-1, Technology Park,
A-1 Technology Park MIDC,Talwade,Pune, Maharashtra - 412114

Candidate ID: 4770294 /888187,

Date of Joining: 07/29/2021,

Joining Location: Pune,

Designation: Analyst,

Dear Priti Badal Das,

To ensure that you experience a smooth onboarding, we would like to help you with a brief agenda for your day one at Capgemini.

1.	Welcome Address
2.	Verification of master data sheet, which contains your detailed information.
3.	Verification of joining documents*
4.	Receipt of employee handbook and visitor-cum-bus pass
5.	Submission of signed documents
6.	Receipt of hard copy of offer letter
7.	ID cum access card formalities
8.	Bank account opening formalities
9.	Meeting the buddy

Please report by 8:30 am at Pune office, for joining formalities as per the address mentioned below:

Address

Ground to 14th Floor of Development Block 1, Plot No 14,
Rajiv Gandhi Infotech Park, Phase III, Hinjewadi, Pune, Maharashtra - 411057

Candidate ID: 4770696 /888073,

Date of Joining: 07/29/2021,

Joining Location: Mumbai,

Designation: Analyst,

Dear Saizal Dengre,

To ensure that you experience a smooth onboarding, we would like to help you with a brief agenda for your day one at Capgemini.

1.	Welcome Address
2.	Verification of master data sheet, which contains your detailed information.
3.	Verification of joining documents*
4.	Receipt of employee handbook and visitor-cum-bus pass
5.	Submission of signed documents
6.	Receipt of hard copy of offer letter
7.	ID cum access card formalities
8.	Bank account opening formalities
9.	Meeting the buddy

Please report by 8:30 am at Mumbai office, for joining formalities as per the address mentioned below:

Address

CAPGEMINI Knowledge Park,IT 1 / IT 2, TTC Industrial Area,Thane-Belapur Road,
Airoli Knowledge Park, TTC Industrial Area, MIDC, Navi Mumbai - 400708

Candidate ID: 4768625 /888070,

Date of Joining: 07/29/2021,

Joining Location: Pune,

Designation: Analyst,

Dear Tulsi Bhutada,

To ensure that you experience a smooth onboarding, we would like to help you with a brief agenda for your day one at Capgemini.

1.	Welcome Address
2.	Verification of master data sheet, which contains your detailed information.
3.	Verification of joining documents*
4.	Receipt of employee handbook and visitor-cum-bus pass
5.	Submission of signed documents
6.	Receipt of hard copy of offer letter
7.	ID cum access card formalities
8.	Bank account opening formalities
9.	Meeting the buddy

Please report by 8:30 am at Pune office, for joining formalities as per the address mentioned below:

Address

Ground to 14th Floor of Development Block 1, Plot No 14,
Rajiv Gandhi Infotech Park, Phase III, Hinjewadi, Pune, Maharashtra - 411057

Private & Confidential

Appointment Letter

05-Jun-2021

SHUBHAM SAMPAT KOLEKAR
House no. 6 Shivneri Colony, Bopkhel
Bopkhel
Pune Maharashtra 411031
India

Dear SHUBHAM,

Welcome to CPMSPL!

We are pleased to appoint you on the following terms and conditions.

Designation & Reporting

1. Your designation will be **INSURANCE TRAINEE** at Grade **GRT** and you will report to **NITIN SIRSAT** at our **PUNE** Office in **MAHARASHTRA** , on completion of the joining formalities. Please note that your services are transferable and the Company has the right to assign you at any other location, in India or abroad, at its sole discretion. The Company will not entertain any objection or opposition in this regard. Further, please note that any canvassing with regard to transfer of location or other related matters may result in disciplinary action against you.
2. You are required to conduct yourself in a professional manner and to perform your duties and responsibilities diligently & sincerely and with utmost care & dedication.
3. You will attend the office, except when travelling on business with prior approval of your Reporting Manager, during the working hours as may be determined by the Company from time to time.
4. Your appointment is subject to you being certified medically fit by a practitioner recommended by us, and considering the correctness and genuineness of all declaration/s made by you to our satisfaction.

Cost-to-Company

5. Your Cost-to-Company shall be as per the details given in the Annexure A hereto and you shall keep the same, along with other terms and conditions, confidential.

CHOLA PEOPLE AND MARKETING SERVICES PRIVATE LIMITED

(Formerly known as Chola People Services Private Limited.)

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

Phone No: +91 (0)44 4044 5400 | Fax No: +91 (0)44 4044 5550

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

13 April 2021

SPURTI MUKUND DOSHI
BRIHAN MAHARASHTRA COLLEGE COMMERCE
PUNE

Dear **SPURTI MUKUND DOSHI**

Welcome to the Chola family!

We are extremely delighted to offer you the position of Insurance Trainee at CHOLA PEOPLE AND MARKETING SERVICES PRIVATE LIMITED part of the Murugappa Group.

The duration of the Traineeship will be one year. Your assimilation into our system depends on your enthusiasm to bring your learning into your specified role, your willingness to experiment with your learning and a desire to learn. During this period, we will provide you training exposure to a set of functions within the organisation and also to undertake specific assignments across locations.

Your annual Cost to Company would be Rs. 3.5 Lakhs, details of which are appended in the Annexure - I.

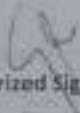
The exact date and place of training and placement will be communicated to you in due course.

Please sign and return the duplicate copy of this letter. Your appointment is subject to your background verification and medical fitness and your successful completion of your Academic Degree in April / May 2021.

Please review the list of mandatory documents related to your identity, address proof and education qualifications provided in the Annexure - If of this document and you are requested to send them to us at the earliest.

We look forward to meeting you soon and trust that your association with the Murugappa Group will be a mutually beneficial one.

Yours faithfully,
For CHOLA PEOPLE AND MARKETING SERVICES PRIVATE LIMITED


Authorized Signatory

ACCEPTANCE OF OFFER

I hereby declare that I accept this Offer Letter


SIGNATURE

Contact:	Landline: -	Mobile: 9822715568
	Email ID: doshispartis@gmail.com	Emergency Contact: Mukund Doshi (Name & Mobile no) 9260307167

CHOLA PEOPLE AND MARKETING SERVICES PRIVATE LIMITED
(Formerly known as Chola People Services Private Limited)
Dare House, 21/50th, NSC Bose Road, Parel, Chennai - 600 006
Phone No: +91 (0)44 4044 5400 | Fax No: +91 (0)44 4044 5500
CIN: L17499TN2016PTL311207 | PAN: AAGECS481J | GSTIN: 33AAGCS481J1Z7

accepted

Private & Confidential

Appointment Letter

18-Jun-2021

TEJAS SHIVAJI LONDHE
Bibwewadi ota
OP SUHAG MANGAL KARYALAYA
Pune Maharashtra 411037
India

Dear TEJAS,

Welcome to CPMSPL!

We are pleased to appoint you on the following terms and conditions.

Designation & Reporting

1. Your designation will be **INSURANCE TRAINEE** at Grade **GRT** and you will report to **AMEETH KULKARNI** at our **PUNE** Office in **MAHARASHTRA**, on completion of the joining formalities. Please note that your services are transferable and the Company has the right to assign you at any other location, in India or abroad, at its sole discretion. The Company will not entertain any objection or opposition in this regard. Further, please note that any canvassing with regard to transfer of location or other related matters may result in disciplinary action against you.
2. You are required to conduct yourself in a professional manner and to perform your duties and responsibilities diligently & sincerely and with utmost care & dedication.
3. You will attend the office, except when travelling on business with prior approval of your Reporting Manager, during the working hours as may be determined by the Company from time to time.
4. Your appointment is subject to you being certified medically fit by a practitioner recommended by us, and considering the correctness and genuineness of all declaration/s made by you to our satisfaction.

Cost-to-Company

5. Your Cost-to-Company shall be as per the details given in the Annexure A hereto and you shall keep the same, along with other terms and conditions, confidential.

CHOLA PEOPLE AND MARKETING SERVICES PRIVATE LIMITED

(Formerly known as Chola People Services Private Limited.)

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

Phone No: +91 (0)44 4044 5400 | Fax No: +91 (0)44 4044 5550

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

Private & Confidential

Appointment Letter

08-Jul-2021

VAIBHAV UTTAM CHAVAN
Sr.No.36, Plot No.12, flat No.09, Sai-Dham Building
Sambhajinagar Road Dhankawadi
Pune Maharashtra 411043
India

Dear VAIBHAV,

Welcome to CPMSPL

We are pleased to appoint you on the following terms and conditions.

Designation & Reporting

1. Your designation will be **INSURANCE TRAINEE** at Grade **GRT** and you will report to **Ganesh Rakshe** at our **PUNE** Office in **MAHARASHTRA**, on completion of the joining formalities. Please note that your services are transferable and the Company has the right to assign you at any other location, in India or abroad, at its sole discretion. The Company will not entertain any objection or opposition in this regard. Further, please note that any canvassing with regard to transfer of location or other related matters may result in disciplinary action against you.
2. You are required to conduct yourself in a professional manner and to perform your duties and responsibilities diligently & sincerely and with utmost care & dedication.
3. You will attend the office, except when travelling on business with prior approval of your Reporting Manager, during the working hours as may be determined by the Company from time to time.
4. Your appointment is subject to you being certified medically fit by a practitioner recommended by us, and considering the correctness and genuineness of all declaration/s made by you to our satisfaction.

Cost-to-Company

5. Your Cost-to-Company shall be as per the details given in the Annexure A hereto and you shall keep the same, along with other terms and conditions, confidential.

CHOLA PEOPLE AND MARKETING SERVICES PRIVATE LIMITED
(Formerly known as Chola People Services Private Limited.)
Date House, B Floor, NSC Bose Road, Parrys, Chennai - 600 001.
Phone No: +91 (0)44 3044 5400 | Fax No: +91 (0)44 3044 5550
CIN: U74997TG2016PTC012007 | PAN: AAGCC584H | GSTIN: 33AAGCC04R1J1Z



07-Jun-2021

Dear Kiran Kutwal,
BCA, Computer Application
Brihan Maharashtra College Of Commerce (Bmcc)

Candidate ID – 15746947

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Trainee**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **251,999/-**. This includes an annual target incentive of INR **12,000/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

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 INR **Rs.284,111/-**. This includes an annual target incentive of INR **12,000/-** as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. 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.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. 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.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.



07-Jun-2021

Dear Padmashree Kulkarni,
BCA, Computer Application
Brihan Maharashtra College Of Commerce (Bmcc)

Candidate ID – 15746928

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Trainee**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **251,999/-**. This includes an annual target incentive of INR **12,000/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

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 INR **Rs.284,111/-**. This includes an annual target incentive of INR **12,000/-** as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. 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.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. 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.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.



Deloitte Consulting India Private Limited

Office Premises bearing no.201, 202, 203, 204, 205 and 206,
Fairmont, Level 2, 2nd Floor, High Street,
Hiranandani Business Park, Powai,
Mumbai Suburban,
Maharashtra – 400076

Tel: +91 022 61137000
www.deloitte.com

Ms. Bhavika Hemant Oberoi
B2-14 ,Bhosale Paradise Society,Ashok Nagar
Rangehill Road,
Pune - 411020

Subject: Offer of Employment

Dear Bhavika Hemant Oberoi:

On behalf of **Deloitte Consulting India Private Limited** (the "Employer" or "Company"), I am pleased to confirm our offer of employment to you as **Associate Analyst** based in **Mumbai**. We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **January 17, 2022**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

As part of your annual compensation, you will receive a Total Salary of **Rs.3,25,008/-** and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10%** of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

As an incentive to join the Company, you are eligible to receive a joining bonus of **Rs.25,000/-** subject to your reporting for full-time employment on **January 17, 2022**. This amount will attract applicable taxes and will be processed as part of your first month's payroll. You will have an obligation to repay the entire amount of your joining bonus if you resign your position or are terminated for cause by the Company within **one year** of your start date.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.



Deloitte Tax Services India Private Limited

Opposite Meenakshi Tech Park, 10th Floor,
Survey No. 41, Gachibowli Village,
Ranga Reddy,
Hyderabad, Telangana – 500032

Tel: +91 040 67621000
www.deloitte.com

Ms. Keerthi Ramesh Achary
Sr.no.49/2/87, Jaymala nagar, lane no.2,
Old sangvi,
Pune - 411027

Subject: Offer of Employment

Dear Keerthi Ramesh Achary:

On behalf of **Deloitte Tax Services India Private Limited** (the "Employer" or "Company"), I am pleased to confirm our offer of employment to you as **Consultant I - Tax** based in **Hyderabad**. As you are aware, the business operations of Deloitte Tax Services India Private Limited ("Employer") are closely aligned with the professional services provided by Deloitte Tax Services LLP. In accordance with the level mapping with U.S., your position as is closely aligned with the position of **Tax Analyst** of the Employer. This title alignment is provided for informational purposes only and does not create any additional benefit, entitlement or obligation with regard to your employment with the Employer. We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **November 15, 2021**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

As part of your annual compensation, you will receive a Total Salary of **Rs.5,50,008/-** and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10%** of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

Your employment with us will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") require their employees to make the necessary representations regarding independence and other matters. Because the Employer is an



Deloitte Consulting India Private Limited

Opposite to Meenakshi Tech park,
4th Floor, Survey No 41, Gachibowli
village,
Ranga Reddy, Hyderabad,
Telangana – 500032

Tel: +91 040 67621000
www.deloitte.com

11/02/2021

Mr. Pushp Rajesh Mittal
G-9 Dhanraj Park, Kalewadi Phata
Wakad,
Pune - 411057

Subject: Offer of Employment

Dear Pushp Rajesh Mittal:

In Process

On behalf of **Deloitte Consulting India Private Limited** (the "Employer" or "Company"), I am pleased to confirm our offer of employment to you as **Associate Analyst** based in **Hyderabad**. We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **January 17, 2022**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

As part of your annual compensation, you will receive a Total Salary of **Rs.3,25,008/-** and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10%** of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

As an incentive to join the Company, you are eligible to receive a joining bonus of **Rs.25,000/-** subject to your reporting for full-time employment on **January 17, 2022**. This amount will attract applicable taxes and will be processed as part of your first month's payroll. You will have an obligation to repay the entire amount of your joining bonus if you resign your position or are terminated for cause by the Company within **one year** of your start date.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

Your employment with us will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from



Deloitte Consulting India Private Limited

Office Premises bearing no.201, 202, 203, 204, 205 and 206,
Fairmont, Level 2, 2nd Floor, High Street,
Hiranandani Business Park, Powai,
Mumbai Suburban,
Maharashtra – 400076

Tel: +91 022 61137000
www.deloitte.com

Mr Sudeep Ratnadeep Baravkar
A-202, Trimurti Apts, Opp. Bharat petrol pump, Hadapsar-Saswad Rd,
Bhekarai Nagar, Phursungi, Pune, 412308,
Pune - 412308

Subject: Offer of Employment

Dear Sudeep Ratnadeep Baravkar:

On behalf of **Deloitte Consulting India Private Limited** (the "Employer" or "Company"), I am pleased to confirm our offer of employment to you as **Associate Analyst** based in **Mumbai**. We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **January 17, 2022**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

As part of your annual compensation, you will receive a Total Salary of **Rs.3,25,008/-** and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10%** of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

As an incentive to join the Company, you are eligible to receive a joining bonus of **Rs.25,000/-** subject to your reporting for full-time employment on **January 17, 2022**. This amount will attract applicable taxes and will be processed as part of your first month's payroll. You will have an obligation to repay the entire amount of your joining bonus if you resign your position or are terminated for cause by the Company within **one year** of your start date.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.



Deloitte Consulting India Private Limited

Building No.5, Tower 1, Block C1, 77
Degree Town Centre,
Survey No.123, 132/2, 133/2, 133/3
and 136/1,
Amani Bellandur Khane Village,
Varthur Hobli,
Bengaluru Rural, Karnataka - 560037

Tel: +91 080 6755 5000/ +91 080
6755 4000
www.deloitte.com

11/10/2021

Mr. Yash Arun Thakkar
B-603 Dhaval Windscapes Society , Sasane Nagar
Hadapsar,
Pune - 411028

Subject: Offer of Employment

Dear Yash Arun Thakkar:

On behalf of **Deloitte Consulting India Private Limited** (the "Employer" or "Company"), I am pleased to confirm our offer of employment to you as **Associate Analyst** based in **Bengaluru**. We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **January 17, 2022**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

As part of your annual compensation, you will receive a Total Salary of **Rs.3,25,008/-** and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10%** of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

As an incentive to join the Company, you are eligible to receive a joining bonus of **Rs.25,000/-** subject to your reporting for full-time employment on **January 17, 2022**. This amount will attract applicable taxes and will be processed as part of your first month's payroll. You will have an obligation to repay the entire amount of your joining bonus if you resign your position or are terminated for cause by the Company within **one year** of your start date.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.



PRIVATE AND CONFIDENTIAL

Date: 24 Feb 2021

Harsh Vardhan Singh

OFFER LETTER

Dear Harsh,

Subsequent to your meetings with Go Digit General Insurance Limited, we are pleased to make an offer of employment on the following terms and conditions:

- 1.1 You shall be appointed to the position of **Executive Trainee - Health** and will be located at **Pune**.
- 1.2 As an employee of the Organisation, your Gross Annual Compensation (Cost to Company) will be **Rs. 350,000/-** (Rupees Three Lac Fifty Thousand Only).
- 1.3 Your Gross Annual Compensation will include a performance-linked variable of **10.00%** subject to achievement of pre-defined targets.
- 1.4 All terms and conditions of your employment, including the code of conduct, will be in accordance with the Company's policies and procedures and the Employment Agreement.
- 1.5 The Trainee Program will be for a period of **1 year** from your date of joining.
- 1.6 Your employment will also be dependent upon completion of your Graduation / Post Graduation as per the training programme.
- 1.7 Your employment with the Company is subject to:
 - (a) The accuracy of the testimonials and information provided by you; and,
 - (b) You being free from any contractual restrictions preventing you from accepting this offer and will return receipt of acceptance of this offer within 5 working days.
- 1.8 At any time, the contract may be terminated by either party by giving 90 days' notice in writing. Go Digit General Insurance reserves the right to payment of salary in lieu of the notice period.
- 1.9 On the day of your joining kindly bring photocopies of your certificates (all education qualifications, address proof, Pan card copy, ID proof, all previous employers' certificates, Form 16, Last employer's salary slip of last 3 months, relieving Letter from last employer), along with four passport size photographs.



PRIVATE AND CONFIDENTIAL

Date: 02 Nov 2020

Jiveeta Suresh Poojary

OFFER LETTER

Dear Jiveeta,

Subsequent to your meetings with Go Digit General Insurance Limited, we are pleased to make an offer of employment on the following terms and conditions:

- 1.1 You shall be appointed to the position of **Executive Trainee-Onboarding Operations** and will be located at **Pune**.
- 1.2 As an employee of the Organisation, your Gross Annual Compensation (Cost to Company) will be **Rs. 350,000/-** (Rupees Three Lac Fifty Thousand Only).
- 1.3 Your Gross Annual Compensation will include a performance-linked variable of **10.00%** subject to achievement of pre-defined targets.
- 1.4 All terms and conditions of your employment, including the code of conduct, will be in accordance with the Company's policies and procedures and the Employment Agreement.
- 1.5 The Trainee Program will be for a period of **1 Year** from your date of joining.
- 1.6 Your employment will also be dependent upon completion of your Graduation / Post Graduation as per the training programme.
- 1.7 Your employment with the Company is subject to:
 - (a) The accuracy of the testimonials and information provided by you; and,
 - (b) You being free from any contractual restrictions preventing you from accepting this offer and will return receipt of acceptance of this offer within 5 working days.
- 1.8 At any time, the contract may be terminated by either party by giving 90 days' notice in writing. Go Digit General Insurance reserves the right to payment of salary in lieu of the notice period.
- 1.9 On the day of your joining kindly bring photocopies of your certificates (all education qualifications, address proof, Pan card copy, ID proof, all previous employers' certificates, Form 16, Last employer's salary slip of last 3 months, relieving Letter from last employer), along with four passport size photographs.



PRIVATE AND CONFIDENTIAL

Date: 02 Nov 2020

Rushikesh Shivaji Waghmode

OFFER LETTER

Dear Rushikesh,

Subsequent to your meetings with Go Digit General Insurance Limited, we are pleased to make an offer of employment on the following terms and conditions:

- 1.1 You shall be appointed to the position of **Executive Trainee-Onboarding Operations** and will be located at **Pune**.
- 1.2 As an employee of the Organisation, your Gross Annual Compensation (Cost to Company) will be **Rs. 350,000/-** (Rupees Three Lac Fifty Thousand Only).
- 1.3 Your Gross Annual Compensation will include a performance-linked variable of **10.00%** subject to achievement of pre-defined targets.
- 1.4 All terms and conditions of your employment, including the code of conduct, will be in accordance with the Company's policies and procedures and the Employment Agreement.
- 1.5 The Trainee Program will be for a period of **1 Year** from your date of joining.
- 1.6 Your employment will also be dependent upon completion of your Graduation / Post Graduation as per the training programme.
- 1.7 Your employment with the Company is subject to:
 - (a) The accuracy of the testimonials and information provided by you; and,
 - (b) You being free from any contractual restrictions preventing you from accepting this offer and will return receipt of acceptance of this offer within 5 working days.
- 1.8 At any time, the contract may be terminated by either party by giving 90 days' notice in writing. Go Digit General Insurance reserves the right to payment of salary in lieu of the notice period.
- 1.9 On the day of your joining kindly bring photocopies of your certificates (all education qualifications, address proof, Pan card copy, ID proof, all previous employers' certificates, Form 16, Last employer's salary slip of last 3 months, relieving Letter from last employer), along with four passport size photographs.



PRIVATE AND CONFIDENTIAL

Date: 24 Feb 2021

Unmesh Shailendra Datar

OFFER LETTER

Dear Unmesh,

Subsequent to your meetings with Go Digit General Insurance Limited, we are pleased to make an offer of employment on the following terms and conditions:

- 1.1 You shall be appointed to the position of **Executive Trainee - Health** and will be located at **Pune**.
- 1.2 As an employee of the Organisation, your Gross Annual Compensation (Cost to Company) will be **Rs. 350,000/-** (Rupees Three Lac Fifty Thousand Only).
- 1.3 Your Gross Annual Compensation will include a performance-linked variable of **10.00%** subject to achievement of pre-defined targets.
- 1.4 All terms and conditions of your employment, including the code of conduct, will be in accordance with the Company's policies and procedures and the Employment Agreement.
- 1.5 The Trainee Program will be for a period of **1 year** from your date of joining.
- 1.6 Your employment will also be dependent upon completion of your Graduation / Post Graduation as per the training programme.
- 1.7 Your employment with the Company is subject to:
 - (a) The accuracy of the testimonials and information provided by you; and,
 - (b) You being free from any contractual restrictions preventing you from accepting this offer and will return receipt of acceptance of this offer within 5 working days.
- 1.8 At any time, the contract may be terminated by either party by giving 90 days' notice in writing. Go Digit General Insurance reserves the right to payment of salary in lieu of the notice period.
- 1.9 On the day of your joining kindly bring photocopies of your certificates (all education qualifications, address proof, Pan card copy, ID proof, all previous employers' certificates, Form 16, Last employer's salary slip of last 3 months, relieving Letter from last employer), along with four passport size photographs.

Name:	Aarti Jha	
Designation:	Trainee - Finance	
Salary Band	SB95	
Compensation Break Up		
Cost to Company p.a.		400,000
Components	Annual	Monthly
Basic Salary		
House Rent Allowance		
Education Allowance		
Bonus / Ex-gratia*		
Flexible Reimbursement Basket (FRB)**		
Retirals		
Gratuity		
Provident Fund (employer's contribution)		
Subtotal Retirals		
Cost to Company p.a.		
<p>* Bonus (if applicable) shall be payable as per Payment of Bonus Act, amount over and above statutory bonus shall be paid as Ex-gratia</p> <p>** Flexible Reimbursement Basket (FRB): The flexible reimbursement basket can be broken down into following components. The break up would undergo change based on individual choice and applicable entitlements as per respective policies. Remainder of FRB (if any) will be termed as "Other Allowance" and will be paid as fixed component through payroll.</p> <ol style="list-style-type: none"> 1. Lease Rental, Fuel & Maintenance and Driver's salary Reimbursement as per lease vehicle policy OR 2. Fuel & Maintenance and Driver's salary Reimbursement as per own vehicle policy OR 3. Transport facility 4. Phone Reimbursement 5. Leave Travel Allowance 6. Professional Development Allowance 7. Uniform Allowance (as applicable) 8. Optional Retirement benefits (Superannuation & NPS) 		
Other Employment Benefits	Core Benefits	Flexible benefits options
Mediclaime Hospitalisation (family Floater, max 5 dependents)	Rs. 4 Lakh p.a. family floater	Upgrade / Downgrade sum insured and dependents as per flex rules either through points or salary deduction
Personal Accident Coverage (only for employee) - Comprehensive coverage	3 times annual CTC	Option to enhance upto 2.5 times CTC as per flex rules either through points or salary deduction
Group Term Life Insurance (only for employee, covering natural death & critical illness)	Rs. 20 Lakh as fixed	Option to enhance upto 2.5 times CTC as per flex rules either through points or salary deduction
Enhanced health check up (self and dependent family members)	NA	Allocate only through unused flex point, paid as taxable reimbursement over and above CTC as per policy
Gym Membership reimbursement (self and dependent family members)	NA	Allocate only through unused flex point, paid as taxable reimbursement over and above CTC as per policy
Meal Coupons	As applicable	As applicable
*Company reserves the right to restructure the salary and allowance components in your compensation without affecting the CTC		

Shiju John
Manager - Human Resource Corporate & Services

Aarti Jha

Name:	Akshay Pawar	
Designation:	Trainee- SCM	
Salary Band	SB95	
Compensation Break Up		
Cost to Company p.a.	400,000	
Components	Annual	Monthly
Basic Salary	██████████	██████████
House Rent Allowance	██████████	██████████
Education Allowance	██████████	██████████
Bonus / Ex-gratia*	██████████	██████████
Flexible Reimbursement Basket (FRB)**	██████████	██████████
Retirals		
Gratuity	██████████	██████████
Provident Fund (employer's contribution)	██████████	██████████
Subtotal Retirals	28,743	2,395
Cost to Company p.a.	400,000	33,333
<p>* Bonus (if applicable) shall be payable as per Payment of Bonus Act, amount over and above statutory bonus shall be paid as Ex-gratia</p> <p>** Flexible Reimbursement Basket (FRB): The flexible reimbursement basket can be broken down into following components. The break up would undergo change based on individual choice and applicable entitlements as per respective policies. Remainder of FRB (if any) will be termed as "Other Allowance" and will be paid as fixed component through payroll.</p> <ol style="list-style-type: none"> 1. Lease Rental, Fuel & Maintenance and Driver's salary Reimbursement as per lease vehicle policy OR 2. Fuel & Maintenance and Driver's salary Reimbursement as per own vehicle policy OR 3. Transport facility 4. Phone Reimbursement 5. Leave Travel Allowance 6. Professional Development Allowance 7. Uniform Allowance (as applicable) 8. Optional Retirement benefits (Superannuation & NPS) 		
Other Employment Benefits	Core Benefits	Flexible benefits options
Mediclaime Hospitalisation (family Floater, max 5 dependents)	Rs. 4 Lakh p.a. family floater	Upgrade / Downgrade sum insured and dependents as per flex rules either through points or salary deduction
Personal Accident Coverage (only for employee) - Comprehensive coverage	3 times annual CTC	Option to enhance upto 2.5 times CTC as per flex rules either through points or salary deduction
Group Term Life Insurance (only for employee, covering natural death & critical illness)	Rs. 20 Lakh as fixed	Option to enhance upto 2.5 times CTC as per flex rules either through points or salary deduction
Enhanced health check up (self and dependent family members)	NA	Allocate only through unused flex point, paid as taxable reimbursement over and above CTC as per policy
Gym Membership reimbursement (self and dependent family members)	NA	Allocate only through unused flex point, paid as taxable reimbursement over and above CTC as per policy
Meal Coupons	As applicable	As applicable
*Company reserves the right to restructure the salary and allowance components in your compensation without affecting the CTC		

Shiju John
Manager-Human Resource Corporate & Services

Akshay Pawar

Name:	Laxmi Singh	
Designation:	Trainee - Finance	
Salary Band	SB95	
Compensation Break Up		
Cost to Company p.a.		400,000
Components	Annual	Monthly
Basic Salary	██████████	██████████
House Rent Allowance	██████████	██████████
Education Allowance	██████████	██████████
Bonus / Ex-gratia*	██████████	██████████
Flexible Reimbursement Basket (FRB)**	██████████	██████████
Retirals		
Gratuity	██████████	██████████
Provident Fund (employer's contribution)	██████████	██████████
Subtotal Retirals	██████████	██████████
Cost to Company p.a.	██████████	██████████
<p>* Bonus (if applicable) shall be payable as per Payment of Bonus Act, amount over and above statutory bonus shall be paid as Ex-gratia</p> <p>** Flexible Reimbursement Basket (FRB): The flexible reimbursement basket can be broken down into following components. The break up would undergo change based on individual choice and applicable entitlements as per respective policies. Remainder of FRB (if any) will be termed as "Other Allowance" and will be paid as fixed component through payroll.</p> <ol style="list-style-type: none"> 1. Lease Rental, Fuel & Maintenance and Driver's salary Reimbursement as per lease vehicle policy OR 2. Fuel & Maintenance and Driver's salary Reimbursement as per own vehicle policy OR 3. Transport facility 4. Phone Reimbursement 5. Leave Travel Allowance 6. Professional Development Allowance 7. Uniform Allowance (as applicable) 8. Optional Retirement benefits (Superannuation & NPS) 		
Other Employment Benefits	Core Benefits	Flexible benefits options
Mediclaime Hospitalisation (family Floater, max 5 dependents)	Rs. 4 Lakh p.a. family floater	Upgrade / Downgrade sum insured and dependents as per flex rules either through points or salary deduction
Personal Accident Coverage (only for employee) - Comprehensive coverage	3 times annual CTC	Option to enhance upto 2.5 times CTC as per flex rules either through points or salary deduction
Group Term Life Insurance (only for employee, covering natural death & critical illness)	Rs. 20 Lakh as fixed	Option to enhance upto 2.5 times CTC as per flex rules either through points or salary deduction
Enhanced health check up (self and dependent family members)	NA	Allocate only through unused flex point, paid as taxable reimbursement over and above CTC as per policy
Gym Membership reimbursement (self and dependent family members)	NA	Allocate only through unused flex point, paid as taxable reimbursement over and above CTC as per policy
Meal Coupons	As applicable	As applicable
*Company reserves the right to restructure the salary and allowance components in your compensation without affecting the CTC		

Shiju John
Manager - Human Resource Corporate & Services

Laxmi Singh



Eaton - Offer of Employment for Trainee-Finance

3 messages

Eaton <TalentAcquisition-DoNotReply@eaton.com>
Reply to: TalentAcquisition-DoNotReply@eaton.com
To: chhatwalnavjyotsingh@gmail.com
Cc: [REDACTED]

Wed, 30 Jun 2021 at 9:01 pm



PERSONAL AND STRICTLY CONFIDENTIAL

June 30, 2021

To,

Navjyot Singh

Appointment Letter

Dear Navjyot Singh,

Please refer to your application and the subsequent interview you have had with us. We are pleased to appoint you as Trainee-Finance in our Company. Please note that your appointment is subject to the terms and conditions contained in this letter and the policies of the Company, in force, and as amended, from time to time.

A) Appointment

Following are the details of your employment:

Designation : Trainee-Finance

Salary Band : 95

Total Salary (Cost To Company) : 400,000

1. This appointment letter is valid upon joining the Company on or before July 5, 2021 after which it shall stand revoked.
2. Your salary, benefits, level/grade/ Band fitment, level of earnings within your group is absolutely personal to you which is purely based on your academic background, experience, potential and competence as assessed by the Company. As such comparison between individual employees is invidious. Such information is strictly confidential to you.
3. At present, you would be posted at Pune. However, your services are liable to be transferred to any other division, activity, geographical location, branch, group company, sister concern or subsidiary of this Company or any of its associates, presently in existence and operational or to be operational in future. In such an eventuality, you will be governed by the terms and conditions and the remunerations as applicable to such new place to which your services may be temporarily or permanently transferred. However, the compensation may be reviewed, subject to the sole discretion of the Company.

Shrinidhi_Shetty_Eaton_Offer Letter for Record Purpose

Shrinidhi Shetty <shrinidhishetty48@gmail.com>

Tue 2021-09-21 23:08

To: nilofar agnihotri <nilofaragnihotri.bmcc@despune.org>

PERSONAL AND STRICTLY CONFIDENTIAL

June 30, 2021

To,

Shrinidhi

Appointment Letter

Dear Shrinidhi,

Please refer to your application and the subsequent interview you have had with us. We are pleased to appoint you as Trainee-Finance in our Company. Please note that your appointment is subject to the terms and conditions contained in this letter and the policies of the Company, in force, and as amended, from time to time.

A) Appointment

Following are the details of your employment:

Designation : Trainee-Finance

Salary Band : 95

Total Salary (Cost To Company) : 400,000

1. This appointment letter is valid upon joining the Company on or before July 5, 2021 after which it shall stand revoked.
2. Your salary, benefits, level/grade/ Band fitment, level of earnings within your group is absolutely personal to you which is purely based on your academic background, experience, potential and competence as assessed by the Company. As such comparison between individual employees is invidious. Such information is strictly confidential to you.
3. At present, you would be posted at Pune. However, your services are liable to be transferred to any other division, activity, geographical location, branch, group company, sister concern or subsidiary of this Company or any of its associates, presently in existence and operational or to be operational in future. In such an eventuality, you will be governed by the terms and conditions and the remunerations as applicable to such new place to which your services may be temporarily or permanently transferred. However, the compensation may be reviewed, subject to the sole discretion of the Company.

B) Responsibility

4. During your employment with the Company, you will be governed by Service Conditions more specifically stated in the Annexure I attached to this letter and other rules and regulations framed by the Management from time to time, which shall be applicable to you, and also by such legal provisions as may be applicable.
5. You are expected to give to the Company your best efforts, attention and commitment. You are explicitly advised to refrain from any such activity, whether for monetary or any other considerations, as may become, in our opinion, a hindrance to your performance.
6. You are, by virtue of employment with this Company, required to do all the work allied, ancillary related or incidental to the main job. Similarly, you may be asked to do any job within your competence depending upon the exigencies of the situation.
7. Your appointment is a full time job and you will not at any time engage, directly or indirectly, in any paid or honorary occupation or business outside the Company without obtaining prior written consent of the Company. You

eClerx

Apprenticeship Offer cum Appointment Letter

Date: August 23, 2021

Ms. Akanksha Sanjay Agarwal
V-18, Flatno.8 Shriram Apt, Indira
Shankar Nagari, Paud Road, Kothrud
Pune 411038

Dear Akanksha,

Congratulations!!!

We are extremely pleased to extend a warm welcome to you from the eClerx family, under the Apprenticeship program (hereinafter referred to as “C1”). Your designation under the Program would be an **Analyst** and functional title as **Apprentice**. We wish you a successful and professionally enriching experience with us.

Please find attached the additional terms and conditions under the Program which is to be treated as an integral part of your Apprenticeship contract (hereinafter referred to as “Contract”). Please return a duly signed duplicate copy of this letter for our records.

Your HR Business Partner will soon reach out to you for an introduction. Should you have any queries or concerns, they will be glad to assist you.

Once again, we welcome you to eClerx. We look forward to a long, fruitful, happy, and exciting association with you

Regards,



Sagar Shetty
– Human Resources



Registered Office:
eClerx Services Ltd.,
[CIN: L72200MH2000PLC125319]
Sonawala Building, 1st Floor, 29 Bank Street, Fort,
Mumbai – 400 023, Maharashtra, India.
Ph: +91 22 6614 8301 | Fax: +91 22 6614 8655
E-mail ID: contact@eclerx.com | www.eClerx.com

Office Address:
eClerx Services Ltd.,
Block No 1, 5th Floor, Quadron Business Park Limited,
Rajiv Gandhi Infotech Park, Plot No: 28, Hinjewadi Phase II,
Pune – 411 057, Maharashtra, India.
Ph: +91 20 4027 7990
www.eClerx.com



Apprenticeship Offer cum Appointment Letter

Date: September 1, 2021

Ms. Payal Ramsumer Mistri
Front Of Sawaraj Palace,
Kinetic Chowk, Ahmednagar
Railway Station Road, 414005

Dear Payal,

Congratulations!!!

We are extremely pleased to extend a warm welcome to you from the eClerx family, under the Apprenticeship program (hereinafter referred to as “**C1**”). Your designation under the Program would be an **Analyst** and functional title as **Apprentice**. We wish you a successful and professionally enriching experience with us.

Please find attached the additional terms and conditions under the Program which is to be treated as an integral part of your Apprenticeship contract (hereinafter referred to as “**Contract**”). Please return a duly signed duplicate copy of this letter for our records.

Your HR Business Partner will soon reach out to you for an introduction. Should you have any queries or concerns, they will be glad to assist you.

Once again, we welcome you to eClerx. We look forward to a long, fruitful, happy, and exciting association with you

Regards,

Sagar Shetty
– Human Resources

17 July 2021

Ms. Aishwarya Gandhi
Flat no: 5, Herambam Bldg, Chintamani nagar -
2, Bibwewadi, Pune, 411037

Your appointment as Analyst in Assurance

Dear Aishwarya,

With reference to your application and the subsequent interview(s) you have had with us, we are pleased to confirm your appointment for the above position in **S R B C & CO LLP** subject to the following terms and conditions.

Please note that this offer letter and your employment with the Firm will only be effective upon your successful completion of the educational qualification set by the Firm for this role ("Educational Qualification"). The Educational Qualification shall be commensurate to or above of the program/course which you are enrolled into, currently with the university. You are required to meet the Educational Qualification and any other condition/s as may be prescribed during the campus placement program by the Firm on or before September 2021

In the event, you have failed to meet the aforesaid prerequisites and obtain the required Educational Qualification on or before September 2021, this offer letter or your employment with the Firm will be terminated with immediate effect, at the sole discretion of the Firm.

1. Job Title

You shall be designated as **Analyst** in Band **6**.

The designation and band are for reference only and do not entitle you to any benefit other than as has been specified in this letter, or intimated to you in writing in respect, thereof. The Management retains the right at all times to change / modify / amend the titles/ designations or to rearrange the band structure, which may impact the above fact.

2. Annual compensation

- a. Your annual compensation including benefits, allowances, and perquisites, if any, payable by the Firm is **INR 3,50,000 per annum (Rupees Three Lakh Fifty Thousand Only)** only). A typical break up is provided as an Illustration in Annexure A to this Agreement.
- b. Besides this you will be eligible for Gratuity as per Payment of Gratuity Act, 1972. You may note that as per the Act provisions there is an upper limit of 20 Lakh.
- c. Your compensation will be subject to income tax as per the provisions of the Income Tax Act, 1961.

3. Date of joining



Ernst & Young LLP
C 401, 4th Floor
Panchshil Tech Park
Near Hotel Fortune Landmark, Yerwada
Pune - 411 006, India
Phone: +91 20 6603 6000
Fax: +91 20 6601 5900

17 July 2021

Mr. Ajay Vitthal More
05/Morewasti,Morewasti, Daund, Pune, 413801

Your appointment as Analyst in Tax and Regulatory Services

Dear Ajay,

With reference to your application and the subsequent interview(s) you have had with us, we are pleased to confirm your appointment for the above position in **Ernst & Young LLP** subject to the following terms and conditions.

Please note that this offer letter and your employment with the Firm will only be effective upon your successful completion of the educational qualification set by the Firm for this role ("Educational Qualification"). The Educational Qualification shall be commensurate to or above of the program/course which you are enrolled into, currently with the university. You are required to meet the Educational Qualification and any other condition/s as may be prescribed during the campus placement program by the Firm on or before September 2021

In the event, you have failed to meet the aforesaid prerequisites and obtain the required Educational Qualification on or before September 2021, this offer letter or your employment with the Firm will be terminated with immediate effect, at the sole discretion of the Firm.

1. Job Title

You shall be designated as **Analyst** in Band **6**.

The designation and band are for reference only and do not entitle you to any benefit other than as has been specified in this letter, or intimated to you in writing in respect, thereof. The Management retains the right at all times to change / modify / amend the titles/ designations or to rearrange the band structure, which may impact the above fact.

2. Annual compensation

- a. Your annual compensation including benefits, allowances, and perquisites, if any, payable by the Firm is **INR 3,50,000 per annum (Rupees Three Lakh Fifty Thousand Only)**. A typical break up is provided as an Illustration in Annexure A to this Agreement.
- b. Besides this you will be eligible for Gratuity as per Payment of Gratuity Act, 1972. You may note that as per the Act provisions there is an upper limit of 20 Lakh.
- c. Your compensation will be subject to income tax as per the provisions of the Income Tax Act, 1961.



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Fax: +91 20 6601 5900

17 July 2021

Ms. Kashish Chadha
4, Pimpri Chinchwad, Pune, 411019

Your appointment as Analyst in Tax and Regulatory Services

Dear Kashish,

With reference to your application and the subsequent interview(s) you have had with us, we are pleased to confirm your appointment for the above position in **Ernst & Young LLP** subject to the following terms and conditions.

Please note that this offer letter and your employment with the Firm will only be effective upon your successful completion of the educational qualification set by the Firm for this role ("Educational Qualification"). The Educational Qualification shall be commensurate to or above of the program/course which you are enrolled into, currently with the university. You are required to meet the Educational Qualification and any other condition/s as may be prescribed during the campus placement program by the Firm on or before September 2021

In the event, you have failed to meet the aforesaid prerequisites and obtain the required Educational Qualification on or before September 2021, this offer letter or your employment with the Firm will be terminated with immediate effect, at the sole discretion of the Firm.

1. Job Title

You shall be designated as **Analyst** in Band **6**.

The designation and band are for reference only and do not entitle you to any benefit other than as has been specified in this letter, or intimated to you in writing in respect, thereof. The Management retains the right at all times to change / modify / amend the titles/ designations or to rearrange the band structure, which may impact the above fact.

2. Annual compensation

- a. Your annual compensation including benefits, allowances, and perquisites, if any, payable by the Firm is **INR 3,50,000 per annum (Rupees Three Lakh Fifty Thousand Only)**. A typical break up is provided as an Illustration in Annexure A to this Agreement.
- b. Besides this you will be eligible for Gratuity as per Payment of Gratuity Act, 1972. You may note that as per the Act provisions there is an upper limit of 20 Lakh.
- c. Your compensation will be subject to income tax as per the provisions of the Income Tax Act, 1961.



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Pune - 411 006, India
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Fax: +91 20 6601 5900

17 July 2021

Ms. Sumedha Gosavi
Flat no. 13, Bldg. no. B1, Siddeshwar
Nagar,,Vishrantwadi, Pune, 411015

Your appointment as Analyst in Tax and Regulatory Services

Dear Sumedha,

With reference to your application and the subsequent interview(s) you have had with us, we are pleased to confirm your appointment for the above position in **Ernst & Young LLP** subject to the following terms and conditions.

Please note that this offer letter and your employment with the Firm will only be effective upon your successful completion of the educational qualification set by the Firm for this role ("Educational Qualification"). The Educational Qualification shall be commensurate to or above of the program/course which you are enrolled into, currently with the university. You are required to meet the Educational Qualification and any other condition/s as may be prescribed during the campus placement program by the Firm on or before September 2021

In the event, you have failed to meet the aforesaid prerequisites and obtain the required Educational Qualification on or before September 2021, this offer letter or your employment with the Firm will be terminated with immediate effect, at the sole discretion of the Firm.

1. Job Title

You shall be designated as **Analyst** in Band **6**.

The designation and band are for reference only and do not entitle you to any benefit other than as has been specified in this letter, or intimated to you in writing in respect, thereof. The Management retains the right at all times to change / modify / amend the titles/ designations or to rearrange the band structure, which may impact the above fact.

2. Annual compensation

- a. Your annual compensation including benefits, allowances, and perquisites, if any, payable by the Firm is **INR 3,50,000 per annum (Rupees Three Lakh Fifty Thousand Only only)**. A typical break up is provided as an Illustration in Annexure A to this Agreement.
- b. Besides this you will be eligible for Gratuity as per Payment of Gratuity Act, 1972. You may note that as per the Act provisions there is an upper limit of 20 Lakh.
- c. Your compensation will be subject to income tax as per the provisions of the Income Tax Act, 1961.

17 July 2021

Ms. Tanya Varshney
B-302, Gini Sanskruti, Hadapsar, Pune, 411028

Your appointment as Analyst in Tax and Regulatory Services

Dear Tanya,

With reference to your application and the subsequent interview(s) you have had with us, we are pleased to confirm your appointment for the above position in Ernst & Young LLP subject to the following terms and conditions.

Please note that this offer letter and your employment with the Firm will only be effective upon your successful completion of the educational qualification set by the Firm for this role ("Educational Qualification"). The Educational Qualification shall be commensurate to or above of the program/course which you are enrolled into, currently with the university. You are required to meet the Educational Qualification and any other condition/s as may be prescribed during the campus placement program by the Firm on or before September 2021

In the event, you have failed to meet the aforesaid prerequisites and obtain the required Educational Qualification on or before September 2021, this offer letter or your employment with the Firm will be terminated with immediate effect, at the sole discretion of the Firm.

1. Job Title

You shall be designated as Analyst in Band 6.

The designation and band are for reference only and do not entitle you to any benefit other than as has been specified in this letter, or intimated to you in writing in respect, thereof. The Management retains the right at all times to change / modify / amend the titles/ designations or to rearrange the band structure, which may impact the above fact.

2. Annual compensation

- a. Your annual compensation including benefits, allowances, and perquisites, if any, payable by the Firm is INR 3,50,000 per annum (Rupees Three Lakh Fifty Thousand Only only). A typical break up is provided as an illustration in Annexure A to this Agreement.
- b. Besides this you will be eligible for Gratuity as per Payment of Gratuity Act, 1972. You may note that as per the Act provisions there is an upper limit of 20 Lakh.
- c. Your compensation will be subject to income tax as per the provisions of the Income Tax Act, 1961.

17 July 2021

Ms. Vaishali Pathak
24, Sansar, Pune, 413104

Your appointment as Analyst in Tax and Regulatory Services

Dear Vaishali,

With reference to your application and the subsequent interview(s) you have had with us, we are pleased to confirm your appointment for the above position in **Ernst & Young LLP** subject to the following terms and conditions.

Please note that this offer letter and your employment with the Firm will only be effective upon your successful completion of the educational qualification set by the Firm for this role ("Educational Qualification"). The Educational Qualification shall be commensurate to or above of the program/course which you are enrolled into, currently with the university. You are required to meet the Educational Qualification and any other condition/s as may be prescribed during the campus placement program by the Firm on or before September 2021

In the event, you have failed to meet the aforesaid prerequisites and obtain the required Educational Qualification on or before September 2021, this offer letter or your employment with the Firm will be terminated with immediate effect, at the sole discretion of the Firm.

1. Job Title

You shall be designated as **Analyst** in Band 6.

The designation and band are for reference only and do not entitle you to any benefit other than as has been specified in this letter, or intimated to you in writing in respect, thereof. The Management retains the right at all times to change / modify / amend the titles/ designations or to rearrange the band structure, which may impact the above fact.

2. Annual compensation

- a. Your annual compensation including benefits, allowances, and perquisites, if any, payable by the Firm is **INR 3,50,000 per annum (Rupees Three Lakh Fifty Thousand Only only)**. A typical break up is provided as an illustration in Annexure A to this Agreement.
- b. Besides this you will be eligible for Gratuity as per Payment of Gratuity Act, 1972. You may note that as per the Act provisions there is an upper limit of 20 Lakh.
- c. Your compensation will be subject to income tax as per the provisions of the Income Tax Act, 1961.

11 May 2021

Mr. Viraj Dnyaneshwar Adsul
Flat number - 68, Karvenagar, Pune, 411052

Your appointment as Analyst in Business Consulting Risk

Dear Viraj,

With reference to your application and the subsequent interview(s) you have had with us, we are pleased to confirm your appointment for the above position in **Ernst & Young LLP** subject to the following terms and conditions. Further, we understand that you have appeared / will be appearing for Final exams. This appointment is subject to you clearing said exams. In case you are unsuccessful this appointment will automatically be void.

1. Job Title

You shall be designated as **Analyst** in Band **6**.

The designation and band are for reference only and do not entitle you to any benefit other than as has been specified in this letter, or intimated to you in writing in respect, thereof. The Management retains the right at all times to change / modify / amend the titles/ designations or to rearrange the band structure, which may impact the above fact.

2. Annual compensation

- a. Your annual compensation including benefits, allowances, and perquisites, if any, payable by the Firm is **INR 3,50,000 per annum (Rupees Three Lakh Fifty Thousand Only)**. A typical break up is provided as an Illustration in Annexure A to this Agreement.
- b. Besides this you will be eligible for Gratuity as per Payment of Gratuity Act, 1972. You may note that as per the Act provisions there is an upper limit of 20 Lakh.
- c. Your compensation will be subject to income tax as per the provisions of the Income Tax Act, 1961.

3. Date of joining

As agreed, you shall join the services of the Firm on **09 August 2021**.

4. Probation

You shall be on probation for a period of (6) months from your date of joining, the period of which may be further extended at the discretion of the Management. After completion of the probation period and subject to your performance your appointment shall be confirmed in writing.



Ernst & Young LLP
C 401, 4th Floor
Panchshil Tech Park
Near Hotel Fortune Landmark, Yerwada
Pune - 411 006, India
Phone: +91 20 6603 6000
Fax: +91 20 6601 5900

17 July 2021

Mr. Vishnu Subhash Naikwadi
5-1-3668, Parijat Housing Society Prakash Nagar,
Latur, 413512

Your appointment as Analyst in Tax and Regulatory Services

Dear Vishnu,

With reference to your application and the subsequent interview(s) you have had with us, we are pleased to confirm your appointment for the above position in **Ernst & Young LLP** subject to the following terms and conditions.

Please note that this offer letter and your employment with the Firm will only be effective upon your successful completion of the educational qualification set by the Firm for this role ("Educational Qualification"). The Educational Qualification shall be commensurate to or above of the program/course which you are enrolled into, currently with the university. You are required to meet the Educational Qualification and any other condition/s as may be prescribed during the campus placement program by the Firm on or before September 2021

In the event, you have failed to meet the aforesaid prerequisites and obtain the required Educational Qualification on or before September 2021, this offer letter or your employment with the Firm will be terminated with immediate effect, at the sole discretion of the Firm.

1. Job Title

You shall be designated as **Analyst** in Band **6**.

The designation and band are for reference only and do not entitle you to any benefit other than as has been specified in this letter, or intimated to you in writing in respect, thereof. The Management retains the right at all times to change / modify / amend the titles/ designations or to rearrange the band structure, which may impact the above fact.

2. Annual compensation

- a. Your annual compensation including benefits, allowances, and perquisites, if any, payable by the Firm is **INR 3,50,000 per annum (Rupees Three Lakh Fifty Thousand Only only)**. A typical break up is provided as an Illustration in Annexure A to this Agreement.
- b. Besides this you will be eligible for Gratuity as per Payment of Gratuity Act, 1972. You may note that as per the Act provisions there is an upper limit of 20 Lakh.
- c. Your compensation will be subject to income tax as per the provisions of the Income Tax Act, 1961.

HR TAD/B/PR-39739/OFP-115/2021-22

08 September 2021

Hearty Welcome!

Dear Dhiraj Prabhakar Bharati ,

It gives us immense pleasure to formally welcome you to be a part of this great institution, which has grown tremendously over the years and looking forward to conquer new heights in the years to come. We are sure that you would definitely want to build an enduring relationship with this institution, which will in turn offer you exciting and challenging career opportunities to grow and develop yourself.

We have made necessary arrangements for your smooth induction into our system. In case you need any clarifications or support from our end, please feel free to contact us at postings@federalbank.co.in.

The details of the offer of appointment made to you are annexed to this letter.

Wishing you all success,

Yours Sincerely,



John P J
Vice President (HR)

To

Mr. Dhiraj Prabhakar Bharati
995/105
Gokhalenagar
Near Veer Baji Prabhu School
Pune, Maharashtra-411016

HR TAD/B/PR-39738/OFP-114/2021-22

08 September 2021

Hearty Welcome!

Dear Rohinee Balasubramanyam ,

It gives us immense pleasure to formally welcome you to be a part of this great institution, which has grown tremendously over the years and looking forward to conquer new heights in the years to come. We are sure that you would definitely want to build an enduring relationship with this institution, which will in turn offer you exciting and challenging career opportunities to grow and develop yourself.

We have made necessary arrangements for your smooth induction into our system. In case you need any clarifications or support from our end, please feel free to contact us at postings@federalbank.co.in.

The details of the offer of appointment made to you are annexed to this letter.

Wishing you all success,

Yours Sincerely,



John P J
Vice President (HR)

To

Ms. Rohinee Balasubramanyam
#6
Konark Chs, Rh-120
Shahunagar, Chinchwad
Pune, Maharashtra-411019

Date: 4th August 2021

To,
Aniket Yadav

Subject: Offer of Employment for the position of Junior Application Analyst

Dear **Aniket**,

FinIQ Consulting India Private Limited is glad to offer you a job as **Junior Application Analyst** based in **Pune**. We trust that your knowledge, skills and experience will be among our most valuable assets.

Following are the basic terms and conditions governing your employment:

- Date of Joining:** 18th August 2021 except if otherwise extended by the Company and communicated to you in writing. All the necessary documents as specified under **Annexure A** are required to be submitted to the HR department before or at the time of your joining.
- Location of Work:** Pune or any other location as communicated by the Company. However, depending upon the Company's requirements, you may be required to travel and/ or be posted temporarily or permanently at other offices/ locations.
- Salary:** Annual gross salary (before any taxes and statutory deductions) of Rs. 360,000/- (Rupees Three Lakh Sixty Thousand Only) payable in monthly installments of Rs. 30,000/-. The break-up details are as follows:
 - o 40% Basic Salary
 - o 20% House Rent Allowance
 - o 04% Conveyance Allowance
 - o 23% Special Allowance
 - o 13% Project Allowance
- Annual Employer PF Contribution:** Based on the prevailing regulatory rules (equivalent to Rs. 17,280 /- based on the current rules).
- Medical Allowance:** Rs. 15,000/- per year (rules apply)
- Leave Travel Assistance:** Rs. 20,000/- for every 2 years (paid only after completion of every 2 years in the organization)
- Annual Leave:** 27 days
- Probation Period:** First three months from the date of joining. During this period, you will be evaluated based on your work ethic, physical fitness, actual performance, discipline as well as compatibility with your peer group. The final decision to confirm your employment will be solely upon Company's discretion. The Company reserves the right to terminate your services without any notice during the Probation Period. Further, you can only avail upto a total of 3 leaves during the probation period.

Date: 4th August 2021

To,
Chirag Disa

Subject: Offer of Employment for the position of Junior Application Analyst

Dear Chirag,

FinIQ Consulting India Private Limited is glad to offer you a job as **Junior Application Analyst** based in **Pune**. We trust that your knowledge, skills and experience will be among our most valuable assets.

Following are the basic terms and conditions governing your employment:

1. **Date of Joining:** 18th August 2021 except if otherwise extended by the Company and communicated to you in writing. All the necessary documents as specified under **Annexure A** are required to be submitted to the HR department before or at the time of your joining.
2. **Location of Work:** Pune or any other location as communicated by the Company. However, depending upon the Company's requirements, you may be required to travel and/ or be posted temporarily or permanently at other offices/ locations.
3. **Salary:** Annual gross salary (before any taxes and statutory deductions) of Rs. 360,000/- (Rupees Three Lakh Sixty Thousand Only) payable in monthly installments of Rs. 30,000/-. The break-up details are as follows:
 - o 40% Basic Salary
 - o 20% House Rent Allowance
 - o 04% Conveyance Allowance
 - o 23% Special Allowance
 - o 13% Project Allowance
4. **Annual Employer PF Contribution:** Based on the prevailing regulatory rules (equivalent to Rs. 17,280 /- based on the current rules).
5. **Medical Allowance:** Rs. 15,000/- per year (rules apply)
6. **Leave Travel Assistance:** Rs. 20,000/- for every 2 years (paid only after completion of every 2 years in the organization)
7. **Annual Leave:** 27 days
8. **Probation Period:** First three months from the date of joining. During this period, you will be evaluated based on your work ethic, physical fitness, actual performance, discipline as well as compatibility with your peer group. The final decision to confirm your employment will be solely upon Company's discretion. The Company reserves the right to terminate your services without any notice during the Probation Period. Further, you can only avail upto a total of 3 leaves during the probation period.

Date: 4th August 2021

To,
Rishabh Singh

Subject: Offer of Employment for the position of Junior Application Analyst

Dear Rishabh,

FinIQ Consulting India Private Limited is glad to offer you a job as **Junior Application Analyst** based in **Pune**. We trust that your knowledge, skills and experience will be among our most valuable assets.

Following are the basic terms and conditions governing your employment:

1. **Date of Joining:** 18th August 2021 except if otherwise extended by the Company and communicated to you in writing. All the necessary documents as specified under **Annexure A** are required to be submitted to the HR department before or at the time of your joining.
2. **Location of Work:** Pune or any other location as communicated by the Company. However, depending upon the Company's requirements, you may be required to travel and/ or be posted temporarily or permanently at other offices/ locations.
3. **Salary:** Annual gross salary (before any taxes and statutory deductions) of Rs. 360,000/- (Rupees Three Lakh Sixty Thousand Only) payable in monthly installments of Rs. 30,000/-. The break-up details are as follows:
 - o 40% Basic Salary
 - o 20% House Rent Allowance
 - o 04% Conveyance Allowance
 - o 23% Special Allowance
 - o 13% Project Allowance
4. **Annual Employer PF Contribution:** Based on the prevailing regulatory rules (equivalent to Rs. 17,280 /- based on the current rules).
5. **Medical Allowance:** Rs. 15,000/- per year (rules apply)
6. **Leave Travel Assistance:** Rs. 20,000/- for every 2 years (paid only after completion of every 2 years in the organization)
7. **Annual Leave:** 27 days
8. **Probation Period:** First three months from the date of joining. During this period, you will be evaluated based on your work ethic, physical fitness, actual performance, discipline as well as compatibility with your peer group. The final decision to confirm your employment will be solely upon Company's discretion. The Company reserves the right to terminate your services without any notice during the Probation Period. Further, you can only avail upto a total of 3 leaves during the probation period.

Date: 4th August 2021

To,
Riya Mishra

Subject: Offer of Employment for the position of Junior Application Analyst

Dear Riya,

FinIQ Consulting India Private Limited is glad to offer you a job as **Junior Application Analyst** based in **Pune**. We trust that your knowledge, skills and experience will be among our most valuable assets.

Following are the basic terms and conditions governing your employment:

1. **Date of Joining:** 18th August 2021 except if otherwise extended by the Company and communicated to you in writing. All the necessary documents as specified under **Annexure A** are required to be submitted to the HR department before or at the time of your joining.
2. **Location of Work:** Pune or any other location as communicated by the Company. However, depending upon the Company's requirements, you may be required to travel and/ or be posted temporarily or permanently at other offices/ locations.
3. **Salary:** Annual gross salary (before any taxes and statutory deductions) of Rs. 360,000/- (Rupees Three Lakh Sixty Thousand Only) payable in monthly installments of Rs. 30,000/-. The break-up details are as follows:
 - o 40% Basic Salary
 - o 20% House Rent Allowance
 - o 04% Conveyance Allowance
 - o 23% Special Allowance
 - o 13% Project Allowance
4. **Annual Employer PF Contribution:** Based on the prevailing regulatory rules (equivalent to Rs. 17,280 /- based on the current rules).
5. **Medical Allowance:** Rs. 15,000/- per year (rules apply)
6. **Leave Travel Assistance:** Rs. 20,000/- for every 2 years (paid only after completion of every 2 years in the organization)
7. **Annual Leave:** 27 days
8. **Probation Period:** First three months from the date of joining. During this period, you will be evaluated based on your work ethic, physical fitness, actual performance, discipline as well as compatibility with your peer group. The final decision to confirm your employment will be solely upon Company's discretion. The Company reserves the right to terminate your services without any notice during the Probation Period. Further, you can only avail upto a total of 3 leaves during the probation period.

Date: 4th August 2021

To,
Shivam Karambali

Subject: Offer of Employment for the position of Junior Application Analyst

Dear **Shivam**,

FinIQ Consulting India Private Limited is glad to offer you a job as **Junior Application Analyst** based in **Pune**. We trust that your knowledge, skills and experience will be among our most valuable assets.

Following are the basic terms and conditions governing your employment:

- Date of Joining:** 18th August 2021 except if otherwise extended by the Company and communicated to you in writing. All the necessary documents as specified under **Annexure A** are required to be submitted to the HR department before or at the time of your joining.
- Location of Work:** Pune or any other location as communicated by the Company. However, depending upon the Company's requirements, you may be required to travel and/ or be posted temporarily or permanently at other offices/ locations.
- Salary:** Annual gross salary (before any taxes and statutory deductions) of Rs. 360,000/- (Rupees Three Lakh Sixty Thousand Only) payable in monthly installments of Rs. 30,000/-. The break-up details are as follows:
 - o 40% Basic Salary
 - o 20% House Rent Allowance
 - o 04% Conveyance Allowance
 - o 23% Special Allowance
 - o 13% Project Allowance
- Annual Employer PF Contribution:** Based on the prevailing regulatory rules (equivalent to Rs. 17,280 /- based on the current rules).
- Medical Allowance:** Rs. 15,000/- per year (rules apply)
- Leave Travel Assistance:** Rs. 20,000/- for every 2 years (paid only after completion of every 2 years in the organization)
- Annual Leave:** 27 days
- Probation Period:** First three months from the date of joining. During this period, you will be evaluated based on your work ethic, physical fitness, actual performance, discipline as well as compatibility with your peer group. The final decision to confirm your employment will be solely upon Company's discretion. The Company reserves the right to terminate your services without any notice during the Probation Period. Further, you can only avail upto a total of 3 leaves during the probation period.

Date: 11-Aug-2021

Mr. / Ms. Nihal Kanojiya

Dear Nihal,

We have pleasure in appointing you as **Process Associate**, in our organization. While you will be initially based at our **Pune Office**, the Company reserves the right to transfer your services or place you in any other capacity or location that it may decide from time to time.

1. Date of joining

Your appointment is effective from the date of joining which shall be as early as possible but not later than **16-Aug-2021**.

2. Salary

Your compensation will be **Rs. Rs.2,39,309/- (Rupees Two Lakhs Thirty Nine Thousand Three Hundred and Nine Only)** per annum, on a **cost to company (CTC)** basis. The breakdown of the CTC will be as specified under various line items as set out in Schedule A. Statutory deductions such as Income Tax, Profession Tax, and Employee Provident Fund would be deducted in line with the prescriptions of the respective Acts. Your compensation is strictly confidential and may not be shared with anyone.

3. Salary review

Your salary will be reviewed as per company policy subsequent to successful completion of probation. Your increment in the grade is discretionary and will be subject to and on the basis of effective performance and results during the year.

4. Performance Based Incentive

Your incentive is calculated at **4%** of your fixed emoluments, i.e. **Rs.8654**, which is a part of your total emoluments as mentioned in **Annexure-I**. This component is linked to your Performance and shall be governed by the Company rules and policy, you are eligible to earn up to **200% of your Performance Incentive**. Your incentive payout will happen monthly.

5. Leave

You will be entitled to leave as per the rules as made applicable to your cadre from time to time. In the first three months from the Date of Joining, you are not eligible for any leave. Violation of leave policy can lead to termination as per Company Policy.

6. Retirement

The retirement age is 58 years.

7. Probation & Confirmation:

You will be on probation for 6 months from the date of commencement of your services. The Company may at its discretion, extend such probationary period subject to your performance. During the Probation Period, your services are terminable by **15 days'** notice by either party. On completion of six months it will be an automatic movement to permanent roles, unless otherwise notified. On confirmation, your employment will be subject to termination on **'30 days'** notice by either party.

8. Other Work

Your position is a **whole time employment** with the Company and you shall devote yourself exclusively to the business of the Company. You will not take up any other work for remuneration (part-time or otherwise) or work in an advisory capacity, or be interested directly or indirectly (except as share-holder or debenture holder) in any other trade or business during the employment with the Company, without permission in writing from a Director of the Company.

Gallagher Service Center LLP

Regd. Office: 401 A,B,C,D,E,F and G, Delta #2, Gigaspace IT Park, Vimanagar, Pune - 411 014, Maharashtra (INDIA) Tel. : +91 20 6625 1700

Brigade Magnum, 1st Floor (Wing-A) & 2nd Floor, International Airport Road, Annruthashil, Kodigehalli Gate, Hebbal, Bengaluru - 560 082, (INDIA) Tel No.: +91 80 4034 3434 / 6191 6000

LLPIN: AAL- 5010 - ('Registered with Limited Liability')

(Formerly known as Gallagher Operations Support Services Private Limited (CIN: U72900PN2006PTC128475) up to February 07, 2017)

Date: 16-Aug-2021

Mr. / Ms. Pranav Jadli

Dear Pranav,

We have pleasure in appointing you as **Process Associate**, in our organization. While you will be initially based at our **Pune Office**, the Company reserves the right to transfer your services or place you in any other capacity or location that it may decide from time to time.

1. Date of joining

Your appointment is effective from the date of joining which shall be as early as possible but not later than **20-Aug-2021**.

2. Salary

Your compensation will be **Rs. Rs.2,39,309/- (Rupees Two Lakhs Thirty Nine Thousand Three Hundred and Nine Only)** per annum, on a **cost to company (CTC)** basis. The breakdown of the CTC will be as specified under various line items as set out in Schedule A. Statutory deductions such as Income Tax, Profession Tax, and Employee Provident Fund would be deducted in line with the prescriptions of the respective Acts. Your compensation is strictly confidential and may not be shared with anyone.

3. Salary review

Your salary will be reviewed as per company policy subsequent to successful completion of probation. Your increment in the grade is discretionary and will be subject to and on the basis of effective performance and results during the year.

4. Performance Based Incentive

Your incentive is calculated at **4%** of your fixed emoluments, i.e. **Rs.8654**, which is a part of your total emoluments as mentioned in **Annexure-I**. This component is linked to your Performance and shall be governed by the Company rules and policy, you are eligible to earn up to **200% of your Performance Incentive**. Your incentive payout will happen monthly.

5. Leave

You will be entitled to leave as per the rules as made applicable to your cadre from time to time. In the first three months from the Date of Joining, you are not eligible for any leave. Violation of leave policy can lead to termination as per Company Policy.

6. Retirement

The retirement age is 58 years.

7. Probation & Confirmation:

You will be on probation for 6 months from the date of commencement of your services. The Company may at its discretion, extend such probationary period subject to your performance. During the Probation Period, your services are terminable by **15 days'** notice by either party. On completion of six months it will be an automatic movement to permanent roles, unless otherwise notified. On confirmation, your employment will be subject to termination on **'30 days'** notice by either party.

8. Other Work

Your position is a **whole time employment** with the Company and you shall devote yourself exclusively to the business of the Company. You will not take up any other work for remuneration (part-time or otherwise) or work in an advisory capacity, or be interested directly or indirectly (except as share-holder or debenture holder) in any other trade or business during the employment with the Company, without permission in writing from a Director of the Company.

Gallagher Service Center LLP

Regd. Office: 401 A,B,C,D,E,F and G, Delta #2, Gigaspace IT Park, Vimanagar, Pune - 411 014, Maharashtra (INDIA) Tel. : +91 20 6625 1700

Brigade Magnum, 1st Floor (Wing-A) & 2nd Floor, International Airport Road, Annruthshali, Kodigehalli Gate, Hebbal, Bengaluru - 560 082, (INDIA) Tel No.: +91 80 4034 3434 / 6191 6000

LLPIN: AAL- 5010 - ('Registered with Limited Liability')

(Formerly known as Gallagher Operations Support Services Private Limited (CIN: U72900PN2006PTC128475) up to February 07, 2017)

Date: 16-Aug-2021

Mr. / Ms. Shrushti Jagtap

Dear Shrushti,

We have pleasure in appointing you as **Process Associate**, in our organization. While you will be initially based at our **Pune Office**, the Company reserves the right to transfer your services or place you in any other capacity or location that it may decide from time to time.

1. Date of joining

Your appointment is effective from the date of joining which shall be as early as possible but not later than **20-Aug-2021**.

2. Salary

Your compensation will be **Rs. Rs.2,39,309/- (Rupees Two Lakhs Thirty Nine Thousand Three Hundred and Nine Only)** per annum, on a **cost to company (CTC)** basis. The breakdown of the CTC will be as specified under various line items as set out in Schedule A. Statutory deductions such as Income Tax, Profession Tax, and Employee Provident Fund would be deducted in line with the prescriptions of the respective Acts. Your compensation is strictly confidential and may not be shared with anyone.

3. Salary review

Your salary will be reviewed as per company policy subsequent to successful completion of probation. Your increment in the grade is discretionary and will be subject to and on the basis of effective performance and results during the year.

4. Performance Based Incentive

Your incentive is calculated at **4%** of your fixed emoluments, i.e. **Rs.8654**, which is a part of your total emoluments as mentioned in **Annexure-I**. This component is linked to your Performance and shall be governed by the Company rules and policy, you are eligible to earn up to **200% of your Performance Incentive**. Your incentive payout will happen monthly.

5. Leave

You will be entitled to leave as per the rules as made applicable to your cadre from time to time. In the first three months from the Date of Joining, you are not eligible for any leave. Violation of leave policy can lead to termination as per Company Policy.

6. Retirement

The retirement age is 58 years.

7. Probation & Confirmation:

You will be on probation for 6 months from the date of commencement of your services. The Company may at its discretion, extend such probationary period subject to your performance. During the Probation Period, your services are terminable by **15 days'** notice by either party. On completion of six months it will be an automatic movement to permanent roles, unless otherwise notified. On confirmation, your employment will be subject to termination on **'30 days'** notice by either party.

8. Other Work

Your position is a **whole time employment** with the Company and you shall devote yourself exclusively to the business of the Company. You will not take up any other work for remuneration (part-time or otherwise) or work in an advisory capacity, or be interested directly or indirectly (except as share-holder or debenture holder) in any other trade or business during the employment with the Company, without permission in writing from a Director of the Company.

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LLPIN: AAL- 5010 - ('Registered with Limited Liability')

(Formerly known as Gallagher Operations Support Services Private Limited (CIN: U72900PN2006PTC128475) up to February 07, 2017)

Date: 16-Aug-2021

Mr. / Ms. Vrushali More

Dear Vrushali,

We have pleasure in appointing you as **Process Associate**, in our organization. While you will be initially based at our **Pune Office**, the Company reserves the right to transfer your services or place you in any other capacity or location that it may decide from time to time.

1. Date of joining

Your appointment is effective from the date of joining which shall be as early as possible but not later than **20-Aug-2021**.

2. Salary

Your compensation will be **Rs. Rs.2,39,309/- (Rupees Two Lakhs Thirty Nine Thousand Three Hundred and Nine Only)** per annum, on a **cost to company (CTC)** basis. The breakdown of the CTC will be as specified under various line items as set out in Schedule A. Statutory deductions such as Income Tax, Profession Tax, and Employee Provident Fund would be deducted in line with the prescriptions of the respective Acts. Your compensation is strictly confidential and may not be shared with anyone.

3. Salary review

Your salary will be reviewed as per company policy subsequent to successful completion of probation. Your increment in the grade is discretionary and will be subject to and on the basis of effective performance and results during the year.

4. Performance Based Incentive

Your incentive is calculated at **4%** of your fixed emoluments, i.e. **Rs.8654**, which is a part of your total emoluments as mentioned in **Annexure-I**. This component is linked to your Performance and shall be governed by the Company rules and policy, you are eligible to earn up to **200% of your Performance Incentive**. Your incentive payout will happen monthly.

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You will be entitled to leave as per the rules as made applicable to your cadre from time to time. In the first three months from the Date of Joining, you are not eligible for any leave. Violation of leave policy can lead to termination as per Company Policy.

6. Retirement

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7. Probation & Confirmation:

You will be on probation for 6 months from the date of commencement of your services. The Company may at its discretion, extend such probationary period subject to your performance. During the Probation Period, your services are terminable by **15 days'** notice by either party. On completion of six months it will be an automatic movement to permanent roles, unless otherwise notified. On confirmation, your employment will be subject to termination on **'30 days'** notice by either party.

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Gallagher Service Center LLP

Regd. Office: 401 A,B,C,D,E,F and G, Delta #2, Gigaspace IT Park, Vimanagar, Pune - 411 014, Maharashtra (INDIA) Tel. : +91 20 6625 1700

Brigade Magnum, 1st Floor (Wing-A) & 2nd Floor, International Airport Road, Annrutshali, Kodigehalli Gate, Hebbal, Bengaluru - 560 082, (INDIA) Tel No.: +91 80 4034 3434 / 6191 6000

LLPIN: AAL- 5010 - ('Registered with Limited Liability')

(Formerly known as Gallagher Operations Support Services Private Limited (CIN: U72900PN2006PTC128475) up to February 07, 2017)

Godrej & Boyce Mfg. Co. Ltd.
Regd. Office: Pirojshanagar,
Vikhroli, Mumbai 400 079, India
Tel: +91-22-6796 1700 / 1800
info@godrej.com
www.godrej.com
CIN U28993MH1932PLC001828

Corporate Personnel & Administration Dept.

Ref: HK/HR/CAMPUS-OFFER'2021-22/TO-134

24th September 2021

Dear Ms. Aditi Dheemate,

Greetings from Godrej!

We are delighted to have you coming on board on with effect from 4th October 2021.

To make your transition smooth in Godrej, we have organised a Virtual Corporate Orientation Program for seven (7) days commencing 4th October 2021.

Your portfolio / assignment and the place of posting will be shared with you through a separate email communication either on the first day or before the end of the virtual orientation program.

To enrich you with knowledge, learning, skills and experience during the traineeship, you will be undergoing a structured Training Program comprising of learning inputs in a phased manner:

Phase 1 (Virtual Platform)

- A. Corporate General Orientation Program
- B. Functional Training

Phase 2: E-modules spread over a month - dates will be communicated later

Phase 3: Training modules of 6 days duration- dates will be communicated later

To make your transition smooth, you will have a Buddy to help and guide you in your initial days.

Please feel free to speak to / write to us for any information that you may need:

Mr. Vishal Makkar [REDACTED]
Mr. Ansuman Panda [REDACTED] **Text**
Ms. Rachna Bhuse [REDACTED]

We look forward to you becoming part of the exciting growth journey at Godrej!

With best wishes,



Harpreet Kaur
Senior Vice President & Head-
Corporate Personnel & Administration

Encl.: Offer Letter



Godrej & Boyce Mfg. Co. Ltd.
Regd. Office: Pirojshanagar,
Vikhroli, Mumbai 400 079, India
Tel: +91-22-6796 1700 / 1800
info@godrej.com
www.godrej.com
CIN U28993MH1932PLC001828

Corporate Personnel & Administration Dept.

Ref: HK/HR/CAMPUS-OFFER'2021-22/TO-136

24th September 2021

Dear Mr. Ritesh Barkale,

Greetings from Godrej!

We are delighted to have you coming on board on with effect from 4th October 2021.

To make your transition smooth in Godrej, we have organised a Virtual Corporate Orientation Program for seven (7) days commencing 4th October 2021.

Your portfolio / assignment and the place of posting will be shared with you through a separate email communication either on the first day or before the end of the virtual orientation program.

To enrich you with knowledge, learning, skills and experience during the traineeship, you will be undergoing a structured Training Program comprising of learning inputs in a phased manner:

Phase 1 (Virtual Platform)

- A. Corporate General Orientation Program
- B. Functional Training

Phase 2: E-modules spread over a month - dates will be communicated later

Phase 3: Training modules of 6 days duration- dates will be communicated later

To make your transition smooth, you will have a Buddy to help and guide you in your initial days.

Please feel free to speak to / write to us for any information that you may need:

Mr. Vishal Makkar

Mr. Ansuman Panda

Ms. Rachna Bhuse

We look forward to you becoming part of the exciting growth journey at Godrej!

With best wishes,



Harpreet Kaur
Senior Vice President & Head-
Corporate Personnel & Administration

Encl.: Offer Letter





HDFC Bank Limited
HDFC Bank House,
Senapati Bapat Marg,
Lower Parel (West),
Mumbai - 400 013.

HDFC Bank Ltd.

March 12, 2021

Applicant No.10368

Name : Srushti Shrikant Ganbote		
Grade : Trainee		
Vertical : RETAIL BRANCH BANKING		
Location : Pune		
Contact No [REDACTED]		
	Per Month (Rs)	Per Annum (Rs)
Base	[REDACTED]	[REDACTED]
Allowance	[REDACTED]	[REDACTED]
Medical	[REDACTED]	[REDACTED]
Conveyance	[REDACTED]	[REDACTED]
Lunch Allowance	[REDACTED]	[REDACTED]
Provident Fund		[REDACTED]
Gross	19,995	2,61,540

Welcome to the HDFC Bank family.

11 Sep 2021

Dear Mohit Yelane,

We are pleased to offer you the position of FINANCIAL SERVICES CONSULTANT in **Level 1** of our Company.

Components	Rs.Per annum
Basic	██████████
Supplementary Allowance	██████████
Flexible Compensation Plan	██████████
Employers Contribution to PF	██████████
Gratuity	██████████
Minimum Statutory bonus	██████████
Total Fixed Pay	2,45,000

The Company reserves the right to conduct background checks including your antecedent, Education and employment. Your continuation in employment will be subject to satisfactory reports being received from all the above mentioned sources.

Please note that this offer is made and is valid subject to your acceptance of the term/conditions of employment with us and may be withdrawn/modified if any information or representation furnished by you is found to be incorrect or if any material information is detected by us to have been suppressed/misrepresented by you or any action on your part is found to be in contravention to the terms and conditions of employment or the Company's Code of Conduct or any Applicable Anti-Bribery Law and the Anti-Corruption and Bribery Policy of the Company. This offer letter may be withdrawn by the Company without assigning any reason whatsoever for such withdrawal. This letter is not to be construed as your letter of appointment, which will be issued separately subject to the conditions mentioned above.

The Company shall have the right to transfer you to any of its departments / offices or depute you to group companies, anywhere in India. In case of deputation to a group Company, the terms and conditions of your employment including gross salary and benefits, etc. as stated in this letter will continue to be applicable.

Offer Letter and Terms of Employment

Date: 30.08.2021

Dear **Amartya Hemant Gharat**,

At the outset, we would like to extend our sincere thanks for exploring career opportunities with KPIT. Further to our discussions, we are delighted to extend you an offer of employment.

This offer is based on your profile, relevant work experience and performance in the selection process.

- Role: **Trainee**
- Designation: **Trainee-Corporate Accounts & Finance**
- Grade: **A Grade**
- Base Location: **PuneHinj-Phase3**

Your Total Target Compensation including all benefits will be INR 271,260.00/- (Two Lakh Seventy One Thousand Two Hundred Sixty) per annum. Annexure A provides a detailed break-up of the compensation package.

You shall be governed by the terms and conditions of service during your employment with KPIT as per existing policies and those that may be amended from time to time.

Kindly confirm your acceptance in writing within 7 days from the date of this offer beyond which this offer is considered null and void. Your offer is subject to a positive background check and in case the background check comes out negative, company reserves the right to terminate your services with immediate effect.

You will be eligible for Gratuity, Mediclaim and Group Personal Accident Insurance benefits as per the company policy. The duly signed appointment letter will be issued to you on the first day of your joining at KPIT only upon submitting your valid testimonials and related joining formalities.

A new assignment, work place and colleagues, await you to jump start to achieve the company's vision of building a global Mobility Organization. Work life at KPIT is all about mobility, enabling our customers by accelerating implementation of next generation mobility technologies. We value fun as an integral part of our culture.

As a token of your acceptance of the above terms and conditions of the offer, please sign the duplicate copy of this letter and indicate the date on which you can begin your employment with us.

Yours Sincerely,

For: KPIT Technologies Limited



Rahul Uplap

Associate Vice President

Global Head - Education & Competency Development (ECoDe)



Date: February 23, 2021

Ref: LTI/HR/Campus/NE1/2021

Name: Ajinkya Girigosavi

College: Brihan Maharashtra College of Commerce (BMCC)

OFFER OF EMPLOYMENT

Dear Ajinkya Girigosavi,

Welcome to LTI (hereinafter referred as the "Company"). Congratulations on successfully completing our initial selection process and being selected as **Associate Trainee**.

During the initial training period of 12 months, your CTC including all benefits will be **Rs.2,63,037/-** as per the details mentioned in '**Annexure-1**'.

You will also be issued a detailed 'Letter of Appointment' at the time of your joining LTI subject to you meeting the eligibility criteria as mentioned in '**Annexure-2**'.

The date of commencement of training and venue for reporting will be intimated to you in advance.

During the training period, you will be continuously appraised and your confirmation is subjected to your performance during this period.

As a part of your transition from campus to corporate world, you may be engaged in various learning and development programs prior to your joining LTI. You are therefore requested to actively participate in such programs and add maximum value to your professional and personal growth.

TERMS AND CONDITIONS

1. **Increments and Promotions**

Your performance and contribution to LTI will be an important consideration for your salary increments, promotions and your career progressions which is subject to Company's policy and guidelines in force.

2. **Overseas Deputation/International Assignment**

It would be to your advantage to possess a valid passport and driving license. In case you do not already have one, you are required to apply for the same at your own expense.

Based on the business requirements and your performance, you may be given an International Assignment subjected to the guidelines defined by the Company.

3. **Documents**

Your offer is subject to you submitting all the mandatory documents at the time of joining, the details of which will be intimated to you prior to your joining LTI. You may also need to submit other such documents as Company deems fit from time to time.

Date: February 23, 2021

Ref: LTI/HR/Campus/NE1/2021

Name: Akash Sawarkar

College: Brihan Maharashtra College of Commerce (BMCC)

OFFER OF EMPLOYMENT

Dear Akash Sawarkar,

Welcome to LTI (hereinafter referred as the "Company"). Congratulations on successfully completing our initial selection process and being selected as **Associate Trainee**.

During the initial training period of 12 months, your CTC including all benefits will be **Rs.2,63,037/-** as per the details mentioned in '**Annexure-1**'.

You will also be issued a detailed 'Letter of Appointment' at the time of your joining LTI subject to you meeting the eligibility criteria as mentioned in '**Annexure-2**'.

The date of commencement of training and venue for reporting will be intimated to you in advance.

During the training period, you will be continuously appraised and your confirmation is subjected to your performance during this period.

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TERMS AND CONDITIONS

1. Increments and Promotions

Your performance and contribution to LTI will be an important consideration for your salary increments, promotions and your career progressions which is subject to Company's policy and guidelines in force.

2. Overseas Deputation/International Assignment

It would be to your advantage to possess a valid passport and driving license. In case you do not already have one, you are required to apply for the same at your own expense.

Based on the business requirements and your performance, you may be given an International Assignment subjected to the guidelines defined by the Company.

3. Documents

Your offer is subject to you submitting all the mandatory documents at the time of joining, the details of which will be intimated to you prior to your joining LTI. You may also need to submit other such documents as Company deems fit from time to time.



Date: February 23, 2021

Ref: LTI/HR/Campus/NE1/2021

Name: Amruta Hinge

College: Brihan Maharashtra College of Commerce (BMCC)

OFFER OF EMPLOYMENT

Dear Amruta Hinge,

Welcome to LTI (hereinafter referred as the "Company"). Congratulations on successfully completing our initial selection process and being selected as **Associate Trainee**.

During the initial training period of 12 months, your CTC including all benefits will be **Rs.2,63,037/-** as per the details mentioned in '**Annexure-1**'.

You will also be issued a detailed 'Letter of Appointment' at the time of your joining LTI subject to you meeting the eligibility criteria as mentioned in '**Annexure-2**'.

The date of commencement of training and venue for reporting will be intimated to you in advance.

During the training period, you will be continuously appraised and your confirmation is subjected to your performance during this period.

As a part of your transition from campus to corporate world, you may be engaged in various learning and development programs prior to your joining LTI. You are therefore requested to actively participate in such programs and add maximum value to your professional and personal growth.

TERMS AND CONDITIONS

1. **Increments and Promotions**

Your performance and contribution to LTI will be an important consideration for your salary increments, promotions and your career progressions which is subject to Company's policy and guidelines in force.

2. **Overseas Deputation/International Assignment**

It would be to your advantage to possess a valid passport and driving license. In case you do not already have one, you are required to apply for the same at your own expense.

Based on the business requirements and your performance, you may be given an International Assignment subjected to the guidelines defined by the Company.

3. **Documents**

Your offer is subject to you submitting all the mandatory documents at the time of joining, the details of which will be intimated to you prior to your joining LTI. You may also need to submit other such documents as Company deems fit from time to time.



Registered Office :
Sara Logistics Services Pvt. Ltd.
501, X'Trium, 291, Andheri Kurla Road,
Next to Holy Family Church,
Chakala, Andheri (East),
Mumbai - 400 093, (India).
T : +91-22-6756 4900
F : +91-22-6756 4911
CIN : U76309MH2005PTC152077
GSTIN : 27AAJCS0078A1ZL

Date: - 02nd August 2021

Ms. Yuga Hemant Taware,
2nd Floor, 45, Parvati Gaon, Near bank of Maharashtra,
Taware Bldg. Pune - 411009.

Dear Ms. Yuga,
Sub: Appointment Letter

We are glad to appoint you in **SARA LOGISTICS SERVICES PVT. LTD.**, located in **Mumbai** as **Junior Executive - Documentation Services**, with effect from **02nd August 2021**.

This is further to our meeting, subsequent discussions and your acceptance of our offer as on 22nd July 2021. Your appointment is subject to your acceptance of terms and conditions mentioned hereafter. The management of SARA LOGISTICS SERVICES PVT. LTD. reserves the right to modify or amend any of these terms and conditions from time to time which shall be notified to you in writing.

1. Remuneration:

You will be paid salary as specified and structured in the Annexure-1, attached herewith.

2. Probation & Confirmation:

You will be on probation for a period of six months and your performance will be reviewed periodically. During this period of probation, the services can be terminated from either side after giving one month notice in writing or salary in lieu there-of. For the purpose of this clause, salary shall mean basic wages. On the expiration of the probation period, any communication to the employee pertaining to his/her confirmation will be intimated in writing by the HR Department. In the absence of any such letter, the employee shall be deemed to continue on probation even on the expiration of the probationary period as aforesaid. On your being confirmed in the permanent employment of the Company, your services may be terminated by the Company by a notice of three months period in writing or three months' pay in lieu of the notice period. If you desire to leave the services of the Company, similarly you are liable to give a written notice of three months or else in lieu of it three months' pay shall be adjusted or recovered from you. The notice period can be reduced by mutual consent.

3. Place of Posting:

Your posting at present is at Mumbai and will attend to the work allotted to you and carry out any other assignments entrusted to you from time to time. You may be transferred/sent on deputation to any of the offices/subsidiaries/associate offices of the company or its client, to anywhere in India or abroad, whether at present existing

Yuga Taware

Date: April 05, 2021

To,

Bhumika Singh,
Pune,

Sub: Consultancy Engagement

Dear Bhumika,

This has reference your proposal dated April 5, 2021 and discussions we have had on April 5, 2021 regarding the subject matter we are pleased to appoint you as our Consultant to comprehensively advise (both orally and in writing) for our Fin HUB NA ITC team in Consumer Insights Team, based out in Pune as an expertise consultancy for our on-going and future project that may be mutually agreed on time to time. The retainerhip arrangement will be effective from April 14, 2021 to October 13, 2021 and you will provide your personal presence all working days of our establishments or field visits , as the case may be.

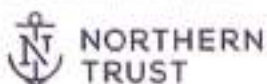
The appointment shall be subject to the below:

1. You shall be paid for the above mentioned period Consultancy fee of Rs. 20000/- (Rupees Twenty Thousand only) Per Month as professional fees. All costs other expenses incurred by you in connection with this performance hereunder shall be borne solely by you except for business expenditure (travel to other cities boarding and lodging expenses and any other business related expenses when on tour etc.) incurred in performance of your duties which would be at actual as per the policy of the Company. You will be required to raise service charge bills for this to us on a monthly basis and we shall pay the same within 15 days of receiving the bill. Service Tax shall be paid separately by the Company.
2. As part of the services you may be required to undertake travel. Incurred expenditure for the projects, assignments that you will be required to undertake as part of the contract can be reimbursed or you can raise an advance from the company for travel, boarding, lodging and which may be adjusted in your final bill. It is expressly agreed between the parties that in case of termination of the contract of retainerhip, the advance so paid by the company may be adjusted against any dues, claims and the company will be entitled to set off the advance payments made against dues or other payments, if the work for which the claims were raised remains incomplete or unfinished or aborted, the company is entitled to adjust the advance

--2.

Regd.Off
Northern Operating Services Pvt. Ltd
7th Floor, RMZ Tower, Campus IC,
Sarajva Atrio Ring Road,
Bangalore, 560 103,
Karnataka, India
Phone : +91 9845 4017 8340
CSI - 0723004, A5005P11048009

SEZ Unit
Northern Operating Services Pvt. Ltd
Tower A, 13th to 16th Floor,
EON Free Zone- II,
EON Kharadi Infrastructure Pvt. Ltd. - SEZ,
Sector No 22/3, Kharadi, Pune - 411 014,
Maharashtra, India
Phone : +91(20)4033200



01-July-2021
Anuradha Dilip Nikam
anunikam7@gmail.com
Building G, Sector B, Flat no.4
Shreevihar, Shreenagari
Behind appughar, Nigdi, Pune, 411044

Dear Anuradha,

We are delighted to offer you employment with Northern Operating Services Private Limited (referred as Northern hereafter) as **Analyst** in our **Hedge Fund Services** Department within the **Corporate and Institutional Services**. Your official title at Northern will be **Non Officer**.

This Employment Agreement sets out the particulars of the terms and conditions of employment between Northern Operating Services Private Limited, Tower A, 13th to 16th Floor, EON Free Zone- II, EON Kharadi Infrastructure Pvt. Ltd. – SEZ, Pune – 411 014 (“Northern”) and Anuradha Dilip Nikam of Building G, Sector B, Flat no.4, Shreevihar, Shreenagari, Behind appughar, Nigdi, Pune, 411044.

Any reference to “this agreement” throughout is reference to the terms and conditions of your employment as set out in this Statement.

1. Conditions

Your employment is conditional on:

- (a) your agreement to and acceptance of this Employment Agreement;
- (b) you providing Northern with a valid Aadhaar number
- (c) your agreement to and acceptance (both in writing and electronically where requested) of the attached Non-Solicitation and Confidentiality Agreement;
- (d) should Northern request it, a medical assessment and report satisfactory to Northern;
- (e) the completion of background screening checks, including criminal records checks, (both prior to the commencement of your employment and on a recurring basis during employment) and receipt of written references to the satisfaction of Northern;
- (f) you providing Northern with satisfactory proof of any relevant qualifications, as may be requested by Northern;



Regd Off:
Northern Operating Services Pvt. Ltd.
2nd Floor, RMZ Ecospace, Campus 1C,
Sarjapur Outer Ring Road
Bangalore, 560 103,
Karnataka, India.
Main - +91 (80) 4017 8500
CIN - U72300KA2005PTC048089

SEZ Unit:
Northern Operating Services Pvt. Ltd.
Tower A, 13th to 16th Floor,
EON Free Zone- II,
EON Kharadi Infrastructure Pvt. Ltd. – SEZ,
Survey No.72/2/1, Kharadi, Pune – 411 014,
Maharashtra, India.
Main - +91(20) 48538200



01-July-2021

Bhaargavi Rajendra Deshmukh
deshmukhbhaargavi@gmail.com
A/1204 Western Avenue
Behind Jaguar Showroom
Shankar kalate Nagar, Wakad, Pune - 411057

Dear Bhaargavi,

We are delighted to offer you employment with Northern Operating Services Private Limited (referred as Northern hereafter) as **Analyst** in our **Hedge Fund Services** Department within the **Corporate and Institutional Services**. Your official title at Northern will be **Non Officer**.

This Employment Agreement sets out the particulars of the terms and conditions of employment between Northern Operating Services Private Limited, Tower A, 13th to 16th Floor, EON Free Zone- II, EON Kharadi Infrastructure Pvt. Ltd. – SEZ, Pune – 411 014 (“Northern”) and Bhaargavi Rajendra Deshmukh of A/1204 Western Avenue, Behind Jaguar Showroom, Shankar kalate Nagar, Wakad, Pune - 411057.

Any reference to “this agreement” throughout is reference to the terms and conditions of your employment as set out in this Statement.

1. Conditions

Your employment is conditional on:

- (a) your agreement to and acceptance of this Employment Agreement;
- (b) you providing Northern with a valid Aadhaar number
- (c) your agreement to and acceptance (both in writing and electronically where requested) of the attached Non-Solicitation and Confidentiality Agreement;
- (d) should Northern request it, a medical assessment and report satisfactory to Northern;
- (e) the completion of background screening checks, including criminal records checks, (both prior to the commencement of your employment and on a recurring basis during employment) and receipt of written references to the satisfaction of Northern;
- (f) you providing Northern with satisfactory proof of any relevant qualifications, as may be requested by Northern;



Regd Off:
Northern Operating Services Pvt. Ltd.
2nd Floor, RMZ Ecospace, Campus 1C,
Sarjapur Outer Ring Road
Bangalore, 560 103,
Karnataka, India.
Main - +91 (80) 4017 8500
CIN – U72300KA2005PTC048089

SEZ Unit:
Northern Operating Services Pvt. Ltd.
Tower A, 13th to 16th Floor,
EON Free Zone- II,
EON Kharadi Infrastructure Pvt. Ltd. – SEZ,
Survey No.72/2/1, Kharadi, Pune – 411 014,
Maharashtra, India.
Main - +91(20) 48538200



Date: 25-February-2021

Letter of Intent

Dear Krutika Khanderao Khedkar,

Further to your job application and subsequent interview with our recruitment panel, we are delighted to offer you employment with **Northern Operating Services Private Limited** ("Northern") as “**Analyst**”, in our **Pune** office. The duties and responsibilities of the position are as outlined in your meeting with the interview panel. This letter of intent is a mutual agreement between Northern and you for employment at Northern. Brief details of your employment terms are outlined below. A detailed offer letter will be sent to you closer to your joining date.

Date Of Joining	Will be Confirmed by HR as appropriate date approaches.
Salary	Your Annual Fixed Pay will be ₹ 265,198 payable monthly in arrears. This will be credited to your bank account on the last working day of each month. The salary break-up is detailed in Annexure
Retrials	You will be entitled to participate in the Northern Provident Fund and Gratuity Scheme as per statutory requirements.
Benefits	You will be entitled to the following discretionary benefits, which may be varied or removed by Northern at any time: <ul style="list-style-type: none">• Northern provides transport to all its employees or a transportation allowance under the Transport Opt out Scheme• Private Health Insurance for self, spouse, children and either of parents or parents in law;• Accident insurance and• Life assurance
Conditional Offer	Your appointment as “ Analyst ” with Northern is conditional upon: <ol style="list-style-type: none">1. You submitting your convocation/graduation certificate and/or course completion certification along with all semester mark sheets within six months from the date of joining Northern; failing to do so may amount to Northern taking corrective action which could lead to you being terminated from Northern2. Background checks on your academic and professional qualifications, current residential address, experience, and any criminal records;



Priyam IT Services Offer Letter

Jyoti Shinde <[REDACTED]>

Sat 2022-07-16 17:16

To: nilofar agnihotri <nilofaragnihotri.bmcc@despune.org>

Priyam IT Services Pvt Ltd

5, Sonamata Apartment, Swaroop Colony, Anand Nagar,
Sinhagad Road, Pune – 411 051. **Tel. No.** 020-2435 4767

E-mail : info@priyamid.co.in

Website

: www.priyamid.co.in

Dear **Jyoti**,

Thank you for your interest in joining Priyam It Services Pvt Ltd . We are pleased to make you an offer of employment with us - please accept our heartiest congratulations.

The salient Terms & Conditions of your appointment with Priyam IT are as follows. You will be issued an Offer letter on the first day of joining.

Your Job title will be: **Digital Marketing Executive**
Your annual salary will be: **Rs.15k / month** .
You will be on probation for **6 (six) months** from your joining.

You are requested to contact the Human Resources Dept. to complete the formalities on your joining day.
Your place of work will be: Pune from office
Date of Joining: **16th Aug 2021**
Reporting Time: **10:00 AM**

Please have scanned a copy of the following documents ready on the day of joining:
All educational/technical certificates beginning with 10th standard
Passport size photograph
PAN card - Mandatory
Latest C.V.
Passport, if available (photocopy of first 2 pages)
Address proof - Voter ID/Passport/Aadhaar Card - Mandatory

Please confirm the acceptance of this offer by replying back to this email by **12 th Aug 2021**.
If we do not receive your acceptance on or before this date, this offer stands withdrawn automatically.

Please feel free to call/email me if you have any questions or concerns.
We look forward to working with you.

Thank you,

Letter of Appointment

Date: 26 Apr 2021

Dear **Dhvani Mehta**

Congratulations! With reference to your application and subsequent interview and selection with us, we are pleased to appoint you as **Trainee- Business Analyst** in our organization on the following terms and conditions. Your joining date is on or before **28th Apr 2021** You will be on Probation Period for 6 months from the date of your joining .

1. Compensation

1.1 Your Total Annual Employment Cost to the Company (CTC) would be **INR 3,00,000 PER ANNUM (INR Three Lakhs per annum only)**.

1.2 Fixed Component is **INR 3,00,000/- Three Lakhs per annum only** refer **Annexure III** for breakup.

Salary will be credited on or before 10th date of every month.

**You will forfeit any variable component if the date of payment of variable amount falls during the notice period.*

2. Employee Benefits

2.1 You will be entitled to a total of 21 days paid leave (includes sick, casual and privilege) and 9 public holidays in a calendar year. All leaves related procedures are governed as per company's leave policy.

2.2 You and your designated members of your family will be covered under the Group Medical Health Insurance scheme. Please refer to the Company Policy for more details.

Annual increment will be depending on your overall performance and company performance during the earlier year and it will not follow as matter of right.

3. Probation

You will be on probation for six months from the date of your joining. You shall be confirmed after successfully completing the probation period. In case your performance is not found up to the mark, the management may be constrained to extend the probation period. At any time during the probation period, the employment can be terminated by either side after serving a notice period of 1 month.

4. Separation

4.1 Upon completion of Probation Period and confirmation as regular employee, your services can be terminated by giving on Two Months' Notice by either side.

4.2 Kindly note that it is mandatory to serve the 2 months' notice period as confirmed employee and 1-month notice period on probation to get the clearance & Exit from the company.

Aug 02,2021

Dwita Chotalia
Pune

Dear Dwita,

Congratulations! Subsequent to the discussions we had with you recently, we are pleased to offer you an appointment in our organization. Please find the details below:

- Position:** Process Associate
- Grade:** G1 L1
- Date of Joining:** **On or Before 01 Sep 2021**
- Compensation:** **Gross Compensation of INR. 300000/-** (Rupees Three Lac Only) per year. (Details are attached)
- Notice Period:** In case of resignation / termination of services, either party will be required to give a two month notice in writing.
- Place of work:** Your initial place of work will be at Pune. However, your services are transferable, and you may be assigned, to any location in India or abroad where the Company or any one of its associates or customers, conducts business.

If you choose to accept this job offer and comply with the terms and existing policies which are modified from time to time. We request you to confirm your acceptance of this offer by signing a copy of this letter, and sending it across to us within 2 days, failing which this offer of employment is liable to be invalid.

Note: Please find the details of the terms & conditions of this offer attached. The details of which are strictly confidential and should not be shared with anyone.

We congratulate you on your appointment and wish you a long and successful career with Sincro Digital Marketing (India) Private Limited.

Sincerely,

Rishi Chhibber
(Sr. Director – Human Resources)

December 9, 2020

Janvi Suryawanshi
Pune

Dear Janvi,

Congratulations! Subsequent to the discussions we had with you recently, we are pleased to offer you an appointment in our organization. Please find the details below:

- Position:** Process Associate
- Grade:** G1 L1
- Date of Joining:** On or Before September 1, 2021
- Compensation:** **Gross Compensation of INR. 2,50,008/-** (INR Two Lakh Fifty Thousand Eight Only) per year. (Details are attached)
- Notice Period:** In case of resignation / termination of services, either party will be required to give a two month notice in writing.
- Place of work:** Your initial place of work will be at **Pune**. However, your services are transferable, and you may be assigned, to any location in India or abroad where the Company or any one of its associates or customers, conducts business.

If you choose to accept this job offer and comply with the terms and existing policies which are modified from time to time. We request you to confirm your acceptance of this offer by signing a copy of this letter, and sending it across to us within 2 days, failing which this offer of employment is liable to be invalid.

Note: Please find the details of the terms & conditions of this offer attached. The details of which are strictly confidential and should not be shared with anyone.

We congratulate you on your appointment and wish you a long and successful career with Sincro Digital Marketing (India) Private Limited.

Sincerely,

Ravi Motwani
(Managing Director)

Worksite Chennai : ETA Technopark - Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalipuram Road, Nevettur Village and Panchayat, Thirupur Panchayat Union, Chengalpattu Taluk, Kanchipuram Dist., Chennai - 603 103, India

Worksite Coimbatore : Module 1-3, 2nd Floor, Tidel Park Coimbatore Limited (TPCL), Civil Aerodrome Post, Coimbatore 641 014, India.

Worksite Pune 1 : Connerzone, Unit 401, 4th Floor In Building 7, Survey No. 144 & 145, Sarvati Ashoka Park, Opposite to Airport Road, Vengalwad, Pune - 411 006, India.

Registered Office : 806, Siddharth, 96, Nehru Place, New Delhi - 110 019, India.

Date: October 31, 2021

Private & Confidential

Abhishek Ramesh Machale

PIMPLE

SAUDAGAR

PUNE

TUSHAR GARDEN PHASE 1 FLAT NO B1,

Pune,

Maharashtra,

India - 411027

Document ID - 21f4576c-12d2-45b7-a3eb-079345071c80

Dear Abhishek,

- With reference to your application and subsequent interview, we are pleased to make you an offer -cum - appointment with **State Street HCL Services (India) Private Limited ("SSHS" or "HCL" or "Company")** as **ANALYST**. You are required to report on November 8, 2021 at 09:00 AM at the address: **Statestreet HCL Services (India) Private Limited, Pune-Magarpatta City SEZ, Twr 7,Wing A&B.**
- Your annual compensation would be **Rs. 210000 per annum** as per Annexure I. However, the structure and components of your Compensation plan may be changed from time to time in line with the Compensation Policy and practices of the Company. In addition to your CTC, you would be eligible for a process allowance of based on the process you are aligned to. Process Allowance will be shown as an annual component in the CTC annexure but the same shall be payable to you on a monthly basis. Process Allowance is payable from the Date of production. In the event of process change, Process Allowance will change accordingly and a new compensation letter to this effect will be issued to you thereafter for your records/reference
- Please note that this **offer is valid till 7 days** subjected to your offer letter acceptance.
- Your offer is subject to you being **medically fit** at the time of joining the Company. For your pre-employment medical check-up, you are required to contact a registered medical practitioner and obtain a Medical Fitness Certificate which needs to be submitted at the time of joining. If you are found medically

Date: November 8, 2021

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Aditya Anil Naik

**Row house no.1 rhythm homes kadam wak wasti
Near innovera high school Loni kalbhor,
Loni Kalbhor,
Maharashtra,
India - 412201**

Document ID - fb651f81-6997-43e2-b949-3c652e1323fd

Dear Aditya,

- With reference to your application and subsequent interview, we are pleased to make you an offer -cum - appointment with **State Street HCL Services (India) Private Limited ("SSHS" or "HCL" or "Company")** as **ANALYST**. You are required to report on November 19, 2021 at 09:00 AM at the address: **Statestreet HCL Services (India) Private Limited, PuneSEZ-Magarpatta City,Tower 7,Wing A&B.**
- Your annual compensation would be **Rs. 210000 per annum** as per Annexure I. However, the structure and components of your Compensation plan may be changed from time to time in line with the Compensation Policy and practices of the Company. In addition to your CTC, you would be eligible for a process allowance of based on the process you are aligned to. Process Allowance will be shown as an annual component in the CTC annexure but the same shall be payable to you on a monthly basis. Process Allowance is payable from the Date of production. In the event of process change, Process Allowance will change accordingly and a new compensation letter to this effect will be issued to you thereafter for your records/reference
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Worksite Chennai	: ETA Technopark -Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalipuram Road, Nevettur Village and Panchayat, Thirupur Panchayat Union, Chengalpattu Taluk, Kanchipuram Dist, Chennai-603 103, India
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Worksite Pune 1	: Connerzone, Unit 401, 4th Floor In Building 7, Survey No. 144 & 145, Sarvati Ashoka Park, Opposite to Airport Road, Vengalwad, Pune -411 006, India.
Registered Office	: 806, Siddharth, 96, Nehru Place, New Delhi - 110 019, India.

Date: October 22, 2021

Private & Confidential

Ajay Fulbhati Chiranjilal

722

1st flor moti heights,

Pune,

Maharashtra,

India - 411002

budhavar

peth

Document ID - 9792a476-7365-4fc3-b70b-ce4e5c343130

Dear Ajay Fulbhati,

- With reference to your application and subsequent interview, we are pleased to make you an offer -cum - appointment with **State Street HCL Services (India) Private Limited ("SSHS" or "HCL" or "Company")** as **ANALYST**. You are required to report on October 27, 2021 at 09:00 AM at the address: **Statestreet HCL Services (India) Private Limited, Pune-Magarpatta City SEZ, Twr 7,Wing A&B.**
- Your annual compensation would be **Rs. 210000 per annum** as per Annexure I. However, the structure and components of your Compensation plan may be changed from time to time in line with the Compensation Policy and practices of the Company. In addition to your CTC, you would be eligible for a process allowance of based on the process you are aligned to. Process Allowance will be shown as an annual component in the CTC annexure but the same shall be payable to you on a monthly basis. Process Allowance is payable from the Date of production. In the event of process change, Process Allowance will change accordingly and a new compensation letter to this effect will be issued to you thereafter for your records/reference
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Worksite Pune 1 : Connerzone, Unit 401, 4th Floor In Building 7, Survey No. 144 & 145, Sarvati Ashoka Park, Opposite to Airport Road, Vengalwad, Pune -411 006, India.

Registered Office : 806, Siddharth, 96, Nehru Place, New Delhi - 110 019, India.

Date: October 22, 2021

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AKASH KUMAR SINGH

**B.M.C.C Boys hostel pune -411001 (SHIVA JI NAGAR)
flats 403 B wing konark krish phase 1 keshav nagar,
Pune,
Maharashtra,
India - 411001**

Document ID - c5df008d-c281-446e-9ce8-c872c1fb800b

Dear AKASH,

- With reference to your application and subsequent interview, we are pleased to make you an offer -cum - appointment with **State Street HCL Services (India) Private Limited ("SSHS" or "HCL" or "Company")** as **ANALYST**. You are required to report on October 27, 2021 at 09:00 AM at the address: **Statestreet HCL Services (India) Private Limited, Pune-Magarpatta City SEZ, Twr 7,Wing A&B.**
- Your annual compensation would be **Rs. 210000 per annum** as per Annexure I. However, the structure and components of your Compensation plan may be changed from time to time in line with the Compensation Policy and practices of the Company. In addition to your CTC, you would be eligible for a process allowance of based on the process you are aligned to. Process Allowance will be shown as an annual component in the CTC annexure but the same shall be payable to you on a monthly basis. Process Allowance is payable from the Date of production. In the event of process change, Process Allowance will change accordingly and a new compensation letter to this effect will be issued to you thereafter for your records/reference
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Registered Office : 806, Siddharth, 96, Nehru Place, New Delhi - 110 019, India.

Date: November 29, 2021

Private & Confidential

Anjali Sanjay Borse

**Bldg no. C3, Flat no. 4, G-Block, MIDC
HDFC Colony, Chinchwad, Pune,
Pune,
Maharashtra,
India - 411019**

Document ID - f2c5c4ff-239a-49f6-83aa-5c15dd3e3102

Dear Anjali,

- With reference to your application and subsequent interview, we are pleased to make you an offer -cum - appointment with **State Street HCL Services (India) Private Limited ("SSHS" or "HCL" or "Company")** as **Analyst**. You are required to report on December 6, 2021 at 09:00 AM at the address: **Statestreet HCL Services (India) Private Limited, Pune-Magarpatta City SEZ, Twr 7,Wing A&B.**
- Your annual compensation would be **Rs. 210000 per annum** as per Annexure I. However, the structure and components of your Compensation plan may be changed from time to time in line with the Compensation Policy and practices of the Company. In addition to your CTC, you would be eligible for a process allowance of based on the process you are aligned to. Process Allowance will be shown as an annual component in the CTC annexure but the same shall be payable to you on a monthly basis. Process Allowance is payable from the Date of production. In the event of process change, Process Allowance will change accordingly and a new compensation letter to this effect will be issued to you thereafter for your records/reference
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Worksite Chennai : ETA Technopark -Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalipuram Road, Newkur Village and Panchayat, Thirupur Panchayat Union, Chengalpattu Taluk, Kanchipuram Dist, Chennai-603 103, India

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Registered Office : 806, Siddharth, 96, Nehru Place, New Delhi - 110 019, India.

Date: October 22, 2021

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Ankita Suresh Garad

Sai Nagari, Lane No. 1
Meenal apartment, Kharadi,
Pune,
Maharashtra,
India - 411014

Document ID - f57fdf35-d5c5-428c-adf8-7ded67053be8

Dear Ankita Suresh,

- With reference to your application and subsequent interview, we are pleased to make you an offer -cum - appointment with **State Street HCL Services (India) Private Limited ("SSHS" or "HCL" or "Company")** as **ANALYST**. You are required to report on October 27, 2021 at 09:00 AM at the address: **Statestreet HCL Services (India) Private Limited, Pune-Magarpatta City SEZ, Twr 7,Wing A&B.**
- Your annual compensation would be **Rs. 210000 per annum** as per Annexure I. However, the structure and components of your Compensation plan may be changed from time to time in line with the Compensation Policy and practices of the Company. In addition to your CTC, you would be eligible for a process allowance of based on the process you are aligned to. Process Allowance will be shown as an annual component in the CTC annexure but the same shall be payable to you on a monthly basis. Process Allowance is payable from the Date of production. In the event of process change, Process Allowance will change accordingly and a new compensation letter to this effect will be issued to you thereafter for your records/reference
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Worksite Pune 1 : Connerzone, Unit 401, 4th Floor In Building 7, Survey No. 144 & 145, Sarma Ashoka Park, Opposite to Airport Road, Vengalwad, Pune -411 006, India.

Registered Office : 806, Siddharth, 96, Nehru Place, New Delhi - 110 019, India.

Date: October 28, 2021

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Anmol Nandkumar Bhintade

AZAD NAGAR WANAWADI LANE NO. 6
58/B NEAR SRPF GRP 2 PUNE,
Pune,
Maharashtra,
India - 411040

Document ID - 73049c1f-1d02-499a-b1b3-cdc68a4abb71

Dear Anmol,

- With reference to your application and subsequent interview, we are pleased to make you an offer -cum - appointment with **State Street HCL Services (India) Private Limited ("SSHS" or "HCL" or "Company")** as **ANALYST**. You are required to report on November 8, 2021 at 09:00 AM at the address: **Statestreet HCL Services (India) Private Limited, PuneSEZ-Magarpatta City,Tower 7,Wing A&B.**
- Your annual compensation would be **Rs. 210000 per annum** as per Annexure I. However, the structure and components of your Compensation plan may be changed from time to time in line with the Compensation Policy and practices of the Company. In addition to your CTC, you would be eligible for a process allowance of based on the process you are aligned to. Process Allowance will be shown as an annual component in the CTC annexure but the same shall be payable to you on a monthly basis. Process Allowance is payable from the Date of production. In the event of process change, Process Allowance will change accordingly and a new compensation letter to this effect will be issued to you thereafter for your records/reference
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Worksite Chennai : ETA Technopark -Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalipuram Road, Newkur Village and Panchayat, Thirupur Panchayat Union, Chengalpattu Taluk, Kanchipuram Dist, Chennai-603 103, India

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Worksite Pune 1 : Connerzone, Unit 401, 4th Floor In Building 7, Survey No. 144 & 145, Sarma Ashoka Park, Opposite to Airport Road, Vengalwad, Pune - 411 006, India.

Registered Office : 806, Siddharth, 96, Nehru Place, New Delhi - 110 019, India.

Date: October 22, 2021

Private & Confidential

Chaitali Yallappa Namde

Sona

hari

bhavan

Sona hari bhavan,

Pune,

Maharashtra,

India - 411019

Document ID - 416f2b4c-5383-41ee-9a75-388b4b1d8264

Dear Chaitali ,

- With reference to your application and subsequent interview, we are pleased to make you an offer -cum - appointment with **State Street HCL Services (India) Private Limited ("SSHS" or "HCL" or "Company")** as **ANALYST**. You are required to report on October 27, 2021 at 09:00 AM at the address: **Statestreet HCL Services (India) Private Limited, PuneSEZ-Magarpatta City,Tower 7,Wing A&B.**
- Your annual compensation would be **Rs. 210000 per annum** as per Annexure I. However, the structure and components of your Compensation plan may be changed from time to time in line with the Compensation Policy and practices of the Company. In addition to your CTC, you would be eligible for a process allowance of based on the process you are aligned to. Process Allowance will be shown as an annual component in the CTC annexure but the same shall be payable to you on a monthly basis. Process Allowance is payable from the Date of production. In the event of process change, Process Allowance will change accordingly and a new compensation letter to this effect will be issued to you thereafter for your records/reference
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Registered Office : 806, Siddharth, 96, Nehru Place, New Delhi - 110 019, India.

Date: October 22, 2021

Private & Confidential

Divya Shivsharan

SR No 24 Subhash Chajed Nagar Bopodi Pune 20.
SR No 24 Subhash Chajed Nagar Bopodi Pune 20.,
Pune,
Maharashtra,
India - 411020

Document ID - ec22a7e6-9c9f-4e05-8779-46933f9290af

Dear Divya,

- With reference to your application and subsequent interview, we are pleased to make you an offer -cum - appointment with **State Street HCL Services (India) Private Limited ("SSHS" or "HCL" or "Company")** as **ANALYST**. You are required to report on October 27, 2021 at 09:00 AM at the address: **Statestreet HCL Services (India) Private Limited, Pune-Magarpatta City SEZ, Twr 7,Wing A&B.**
- Your annual compensation would be **Rs. 210000 per annum** as per Annexure I. However, the structure and components of your Compensation plan may be changed from time to time in line with the Compensation Policy and practices of the Company. In addition to your CTC, you would be eligible for a process allowance of based on the process you are aligned to. Process Allowance will be shown as an annual component in the CTC annexure but the same shall be payable to you on a monthly basis. Process Allowance is payable from the Date of production. In the event of process change, Process Allowance will change accordingly and a new compensation letter to this effect will be issued to you thereafter for your records/reference
- Please note that this **offer is valid till 7 days** subjected to your offer letter acceptance.
- Your offer is subject to you being **medically fit** at the time of joining the Company. For your pre-employment medical check-up, you are required to contact a registered medical practitioner and obtain a Medical Fitness Certificate which needs to be submitted at the time of joining. If you are found medically

Worksite Chennai : ETA Technopark -Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalipuram Road, Newkur Village and Panchayat, Thirupur Panchayat Union, Chengalpattu Taluk, Kanchipuram Dist, Chennai-603 103, India

Worksite Coimbatore : Module 1-3, 2nd Floor, Tidel Park Coimbatore Limited (TPCL), Civil Aerodrome Post, Coimbatore 641 014, India.

Worksite Pune 1 : Connerzone, Unit 401, 4th Floor In Building 7, Survey No. 144 & 145, Sarnal Ashoka Park, Opposite to Airport Road, Vengalwad, Pune - 411 006, India.

Registered Office : 806, Siddharth, 96, Nehru Place, New Delhi - 110 019, India.

Date: October 22, 2021

Private & Confidential

Janhvee Anil Mude

**Gandhi nagar, Arvi road
Near shiv ram mandir, Wardha.,
Wardha,
Maharashtra,
India - 442001**

Document ID - 1c931073-f38e-4c71-98c4-7ab3285ba620

Dear Janhvee Anil,

- With reference to your application and subsequent interview, we are pleased to make you an offer -cum - appointment with **State Street HCL Services (India) Private Limited ("SSHS" or "HCL" or "Company")** as **ANALYST**. You are required to report on October 27, 2021 at 09:00 AM at the address: **Statestreet HCL Services (India) Private Limited, Pune-Magarpatta City SEZ, Twr 7,Wing A&B.**
- Your annual compensation would be **Rs. 210000 per annum** as per Annexure I. However, the structure and components of your Compensation plan may be changed from time to time in line with the Compensation Policy and practices of the Company. In addition to your CTC, you would be eligible for a process allowance of based on the process you are aligned to. Process Allowance will be shown as an annual component in the CTC annexure but the same shall be payable to you on a monthly basis. Process Allowance is payable from the Date of production. In the event of process change, Process Allowance will change accordingly and a new compensation letter to this effect will be issued to you thereafter for your records/reference
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Worksite Chennai : ETA Technopark -Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalipuram Road, Newkur Village and Panchayat, Thirupur Panchayat Union, Chengalpattu Taluk, Kanchipuram Dist, Chennai-603 103, India

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Worksite Pune 1 : Connerzone, Unit 401, 4th Floor In Building 7, Survey No. 144 & 145, Saranai Ashoka Park, Opposite to Airport Road, Vengalwad, Pune - 411 006, India.

Registered Office : 806, Siddharth, 96, Nehru Place, New Delhi - 110 019, India.

Date: October 22, 2021

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Jayesh Nagnath Yadav

Kulswamini nagar, latur
Kulswamini nagar , Latur,
Latur,
Maharashtra,
India - 413512

Document ID - dc0c7808-e24b-47b3-94bb-bce543a352da

Dear Jayesh Nagnath,

- With reference to your application and subsequent interview, we are pleased to make you an offer -cum - appointment with **State Street HCL Services (India) Private Limited ("SSHS" or "HCL" or "Company")** as **ANALYST**. You are required to report on October 27, 2021 at 09:00 AM at the address: **Statestreet HCL Services (India) Private Limited, Pune-Magarpatta City SEZ, Twr 7,Wing A&B.**
- Your annual compensation would be **Rs. 210000 per annum** as per Annexure I. However, the structure and components of your Compensation plan may be changed from time to time in line with the Compensation Policy and practices of the Company. In addition to your CTC, you would be eligible for a process allowance of based on the process you are aligned to. Process Allowance will be shown as an annual component in the CTC annexure but the same shall be payable to you on a monthly basis. Process Allowance is payable from the Date of production. In the event of process change, Process Allowance will change accordingly and a new compensation letter to this effect will be issued to you thereafter for your records/reference
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CIN : U72900DL2012FTC229698

Worksite Chennai : ETA Technopark -Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalipuram Road, Newkur Village and Panchayat, Thirupur Panchayat Union, Chengalpattu Taluk, Kanchipuram Dist, Chennai-603 103, India

Worksite Coimbatore : Module I-3, 2nd Floor, Tidel Park Coimbatore Limited (TPCL), Civil Aerodrome Post, Coimbatore 641 014, India.

Worksite Pune 1 : Connerzone, Unit 401, 4th Floor In Building 7, Survey No. 144 & 145, Sarvati Ashoka Park, Opposite to Airport Road, Vengalwad, Pune -411 006, India.

Registered Office : 806, Siddharth, 96, Nehru Place, New Delhi - 110 019, India.

Date: November 29, 2021

Private & Confidential

Mohammed Khozema Daddy

**301 temple tower , Meeta nagar ,kondhwa
301 temple tower , Meeta nagar ,kondhwa,
Pune,
Maharashtra,
India - 411048**

Document ID - 531de365-a171-4e86-83ac-a69ebf39c0f3

Dear Mohammed,

- With reference to your application and subsequent interview, we are pleased to make you an offer -cum - appointment with **State Street HCL Services (India) Private Limited ("SSHS" or "HCL" or "Company")** as **Analyst**. You are required to report on December 6, 2021 at 09:00 AM at the address: **Statestreet HCL Services (India) Private Limited, PuneSEZ-Magarpatta City,Tower 7,Wing A&B.**
- Your annual compensation would be **Rs. 210000 per annum** as per Annexure I. However, the structure and components of your Compensation plan may be changed from time to time in line with the Compensation Policy and practices of the Company. In addition to your CTC, you would be eligible for a process allowance of based on the process you are aligned to. Process Allowance will be shown as an annual component in the CTC annexure but the same shall be payable to you on a monthly basis. Process Allowance is payable from the Date of production. In the event of process change, Process Allowance will change accordingly and a new compensation letter to this effect will be issued to you thereafter for your records/reference
- Please note that this **offer is valid till 7 days** subjected to your offer letter acceptance.
- Your offer is subject to you being **medically fit** at the time of joining the Company. For your pre-employment medical check-up, you are required to contact a registered medical practitioner and obtain a Medical Fitness Certificate which needs to be submitted at the time of joining. If you are found medically

Date: October 22, 2021

Private & Confidential

Prachi Ravindra Bhoge

**FLAT NO 12, SARVESH APARTMENT,NANA BHALERAO COLONY
BEHIND RADHAKRISHNA MANDIR, TALEGAON DABHADE, PUNE,**

Talegaon Dabhade,

Maharashtra,

India - 410507

Document ID - d6029064-744a-43a2-8ea1-f8c132c03aa0

Dear Prachi Ravindra,

- With reference to your application and subsequent interview, we are pleased to make you an offer -cum - appointment with **State Street HCL Services (India) Private Limited ("SSHS" or "HCL" or "Company")** as **ANALYST**. You are required to report on October 27, 2021 at 09:00 AM at the address: **Statestreet HCL Services (India) Private Limited, Pune-Magarpatta City SEZ, Twr 7,Wing A&B.**
- Your annual compensation would be **Rs. 210000 per annum** as per Annexure I. However, the structure and components of your Compensation plan may be changed from time to time in line with the Compensation Policy and practices of the Company. In addition to your CTC, you would be eligible for a process allowance of based on the process you are aligned to. Process Allowance will be shown as an annual component in the CTC annexure but the same shall be payable to you on a monthly basis. Process Allowance is payable from the Date of production. In the event of process change, Process Allowance will change accordingly and a new compensation letter to this effect will be issued to you thereafter for your records/reference
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Worksite Chennai : ETA Technopark -Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalipuram Road, Newer Village and Panchayat, Thirupur Panchayat Union, Chengalpattu Taluk, Kanchipuram Dist, Chennai-603 103, India

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Worksite Pune 1 : Connerzone, Unit 401, 4th Floor In Building 7, Survey No. 144 & 145, Sarnal Ashoka Path, Opposite to Airport Road, Vengode, Pune -411 006, India.

Registered Office : 806, Siddharth, 96, Nehru Place, New Delhi - 110 019, India.

Date: October 22, 2021

Private & Confidential

Puspita Haldar

**Flat No.9, 2nd floor, Dhanlaxmi Darshan,
Near Shrikrishna society, ChandanNagar, Pune-411014,
Pune,
Maharashtra,
India - 411014**

Document ID - 2bd9d5ca-430b-484f-9afa-425d45d8a230

Dear Puspita,

- With reference to your application and subsequent interview, we are pleased to make you an offer -cum - appointment with **State Street HCL Services (India) Private Limited ("SSHS" or "HCL" or "Company")** as **ANALYST**. You are required to report on October 27, 2021 at 09:00 AM at the address: **Statestreet HCL Services (India) Private Limited, Pune-Magarpatta City SEZ, Twr 7,Wing A&B.**
- Your annual compensation would be **Rs. 210000 per annum** as per Annexure I. However, the structure and components of your Compensation plan may be changed from time to time in line with the Compensation Policy and practices of the Company. In addition to your CTC, you would be eligible for a process allowance of based on the process you are aligned to. Process Allowance will be shown as an annual component in the CTC annexure but the same shall be payable to you on a monthly basis. Process Allowance is payable from the Date of production. In the event of process change, Process Allowance will change accordingly and a new compensation letter to this effect will be issued to you thereafter for your records/reference
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Worksite Chennai	: ETA Technopark -Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalipuram Road, Newkur Village and Panchayat, Thirupur Panchayat Union, Chengalpattu Taluk, Kanchipuram Dist, Chennai-603 103, India
Worksite Coimbatore	: Module 1-3, 2nd Floor, Tidel Park Coimbatore Limited (TPCL), Civil Aerodrome Post, Coimbatore 641 014, India.
Worksite Pune 1	: Connerzone, Unit 401, 4th Floor In Building 7, Survey No. 144 & 145, Sarvati Ashoka Park, Opposite to Airport Road, Vengalwad, Pune -411 006, India.
Registered Office	: 806, Siddharth, 96, Nehru Place, New Delhi - 110 019, India.

Date: October 22, 2021

Private & Confidential

Rahul Gorakh Sangle

**dharati society prabhat road lane no 10 ground
floor deccan pune 4,
Pune,
Maharashtra,
India - 411004**

Document ID - 2ecb60fb-c175-4ffe-8a13-167e16b07edb

Dear Rahul,

- With reference to your application and subsequent interview, we are pleased to make you an offer -cum - appointment with **State Street HCL Services (India) Private Limited ("SSHS" or "HCL" or "Company")** as **ANALYST**. You are required to report on October 27, 2021 at 09:00 AM at the address: **Statestreet HCL Services (India) Private Limited, PuneSEZ-Magarpatta City,Tower 7,Wing A&B.**
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Date: October 22, 2021

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Rushikesh Shashikant Lonare

**Sr.no.23/24,Navin Vasahat, P.M.C colony
Pune-Mumbai Road , Sambhajinagar,Pune,
Pune,
Maharashtra,
India - 411003**

Document ID - 71a1dbb7-c8ae-49f9-b2df-055a2441db42

Dear Rushikesh,

- With reference to your application and subsequent interview, we are pleased to make you an offer -cum - appointment with **State Street HCL Services (India) Private Limited ("SSHS" or "HCL" or "Company")** as **ANALYST**. You are required to report on October 27, 2021 at 09:00 AM at the address: **Statestreet HCL Services (India) Private Limited, Pune-Magarpatta City SEZ, Twr 7,Wing A&B.**
- Your annual compensation would be **Rs. 210000 per annum** as per Annexure I. However, the structure and components of your Compensation plan may be changed from time to time in line with the Compensation Policy and practices of the Company. In addition to your CTC, you would be eligible for a process allowance of based on the process you are aligned to. Process Allowance will be shown as an annual component in the CTC annexure but the same shall be payable to you on a monthly basis. Process Allowance is payable from the Date of production. In the event of process change, Process Allowance will change accordingly and a new compensation letter to this effect will be issued to you thereafter for your records/reference
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Worksite Chennai : ETA Technopark -Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalipuram Road, Newkur Village and Panchayat, Thirupur Panchayat Union, Chengalpattu Taluk, Kanchipuram Dist, Chennai-603 103, India

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Worksite Pune 1 : Connerzone, Unit 401, 4th Floor In Building 7, Survey No. 144 & 145, Sarvati Ashoka Park, Opposite to Airport Road, Vengalwad, Pune -411 006, India.

Registered Office : 806, Siddharth, 96, Nehru Place, New Delhi - 110 019, India.

Date: October 22, 2021

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Sakshi Santosh Satam

**Anandi Bai Niwas, Manisha housing Society
More Wasti, Chikhali,
Pune,
Maharashtra,
India - 412114**

Document ID - 0f943334-4a85-43cc-9cd1-0b1ea7c02600

Dear Sakshi,

- With reference to your application and subsequent interview, we are pleased to make you an offer -cum - appointment with **State Street HCL Services (India) Private Limited ("SSHS" or "HCL" or "Company")** as **ANALYST**. You are required to report on October 27, 2021 at 09:00 AM at the address: **Statestreet HCL Services (India) Private Limited, PuneSEZ-Magarpatta City,Tower 7,Wing A&B.**
- Your annual compensation would be **Rs. 210000 per annum** as per Annexure I. However, the structure and components of your Compensation plan may be changed from time to time in line with the Compensation Policy and practices of the Company. In addition to your CTC, you would be eligible for a process allowance of based on the process you are aligned to. Process Allowance will be shown as an annual component in the CTC annexure but the same shall be payable to you on a monthly basis. Process Allowance is payable from the Date of production. In the event of process change, Process Allowance will change accordingly and a new compensation letter to this effect will be issued to you thereafter for your records/reference
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Date: October 22, 2021

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Sejal Bhaskar Samal

Pune, Maharashtra, India
House No. 5, 2nd Floor, Popular Apartment.,
Pune,
Maharashtra,
India - 411002

Document ID - 40991594-a174-428c-a5fe-6f4d94cdd78e

Dear Sejal,

- With reference to your application and subsequent interview, we are pleased to make you an offer -cum - appointment with **State Street HCL Services (India) Private Limited ("SSHS" or "HCL" or "Company")** as **ANALYST**. You are required to report on October 27, 2021 at 09:00 AM at the address: **Statestreet HCL Services (India) Private Limited, PuneSEZ-Magarpatta City,Tower 7,Wing A&B.**
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Worksite Chennai : ETA Technopark -Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalipuram Road, Newkur Village and Panchayat, Thirupur Panchayat Union, Chengalpattu Taluk, Kanchipuram Dist, Chennai-603 103, India

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Registered Office : 806, Siddharth, 96, Nehru Place, New Delhi - 110 019, India.

Date: November 10, 2021

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Sneha Ashok Salunkhe

**Flat no 10 /3 rd floor chandrakala Apartment ,
Kalashankar, bt kawde road Pune.,
Pune,
Maharashtra,
India - 411001**

Document ID - db900eb6-1179-49e6-bf2f-a7b79b3caca6

Dear Sneha,

- With reference to your application and subsequent interview, we are pleased to make you an offer -cum - appointment with **State Street HCL Services (India) Private Limited ("SSHS" or "HCL" or "Company")** as **ANALYST**. You are required to report on November 16, 2021 at 09:00 AM at the address: **Statestreet HCL Services (India) Private Limited, Pune-Magarpatta City SEZ, Twr 7,Wing A&B.**
- Your annual compensation would be **Rs. 210000 per annum** as per Annexure I. However, the structure and components of your Compensation plan may be changed from time to time in line with the Compensation Policy and practices of the Company. In addition to your CTC, you would be eligible for a process allowance of based on the process you are aligned to. Process Allowance will be shown as an annual component in the CTC annexure but the same shall be payable to you on a monthly basis. Process Allowance is payable from the Date of production. In the event of process change, Process Allowance will change accordingly and a new compensation letter to this effect will be issued to you thereafter for your records/reference
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Date: November 17, 2021

Private & Confidential

Tejaswini Dadaso Bankar

A/P

**Tal- Baramati, Dist-Pune,
Baramati,
Maharashtra,
India - 413102**

Zaragadwadi

Document ID - 79867c4f-422c-4049-83a1-0785cce578d3

Dear Tejaswini,

- With reference to your application and subsequent interview, we are pleased to make you an offer -cum - appointment with **State Street HCL Services (India) Private Limited ("SSHS" or "HCL" or "Company")** as **ANALYST**. You are required to report on November 18, 2021 at 09:00 AM at the address: **Statestreet HCL Services (India) Private Limited, PuneSEZ-Magarpatta City,Tower 7,Wing A&B.**
- Your annual compensation would be **Rs. 210000 per annum** as per Annexure I. However, the structure and components of your Compensation plan may be changed from time to time in line with the Compensation Policy and practices of the Company. In addition to your CTC, you would be eligible for a process allowance of based on the process you are aligned to. Process Allowance will be shown as an annual component in the CTC annexure but the same shall be payable to you on a monthly basis. Process Allowance is payable from the Date of production. In the event of process change, Process Allowance will change accordingly and a new compensation letter to this effect will be issued to you thereafter for your records/reference
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Date: November 1, 2021

Private & Confidential

Utkarsha Rajesh Dawale

**Gandhi nagar, malkapurNear chandak school, malka
Gandhi nagar, malkapurNear chandak school, malka,
Malkapur,
Maharashtra,
India - 443101**

Document ID - f16a4c40-003a-4568-bccb-414c39d5c44b

Dear Utkarsha,

- With reference to your application and subsequent interview, we are pleased to make you an offer -cum - appointment with **State Street HCL Services (India) Private Limited ("SSHS" or "HCL" or "Company")** as **ANALYST**. You are required to report on November 8, 2021 at 09:00 AM at the address: **Statestreet HCL Services (India) Private Limited, Pune-Magarpatta City SEZ, Twr 7,Wing A&B.**
- Your annual compensation would be **Rs. 210000 per annum** as per Annexure I. However, the structure and components of your Compensation plan may be changed from time to time in line with the Compensation Policy and practices of the Company. In addition to your CTC, you would be eligible for a process allowance of based on the process you are aligned to. Process Allowance will be shown as an annual component in the CTC annexure but the same shall be payable to you on a monthly basis. Process Allowance is payable from the Date of production. In the event of process change, Process Allowance will change accordingly and a new compensation letter to this effect will be issued to you thereafter for your records/reference
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Worldwide Chennai	: ETA Technopark –Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalipuram Road, Navalur Village and Panchayati, Thiruppur Panchayat Union, Chengalpattu Taluk, Kanchipuram Dist. Chennai – 603 103, India
Worldwide Coimbatore	: Module 1-3, 2nd Floor, Tidel Park Coimbatore Limited (TPCL), Civil Aerodrome Post, Coimbatore 641 014, India.
Worldwide Pune 1	: Cornerstone, Unit 401, 4th Floor in Building 7, Survey No. 144 & 145, Sector Ashoka Path, Opposite to Airport Road, Vardhe, Pune – 411 058, India.
Registered Office	: 805, Siddhant, 96, Nehru Place, New Delhi – 110 019, India.

Date: March 15, 2022

Private & Confidential

Vaishnavi vishnu garud

Sinhadgad road, Wadgaon budruk, ghulenagar
In front of paunjai mandir , pune-411041,
Pune,
Maharashtra,
India - 411041

Document ID - 3291a013-e33f-4007-9149-725af992197a

Dear Vaishnavi,

- Congratulations! With reference to your application and subsequent interview, we are pleased to make you an offer -cum - appointment with **State Street HCL Services (India) Private Limited ("SSHS" or "HCL" or "Company")** as **Analyst**. You are required to report on March 16, 2022 at 09:00 AM at the address: **Statestreet HCL Services (India) Private Limited, Pune-Magarpatta City SEZ, Twr 7,Wing A&B.**
- Your annual compensation would be **Rs. 210000 per annum** as per Annexure I. However, the structure and components of your Compensation plan may be changed from time to time in line with the Compensation Policy and practices of the Company. In addition to your CTC, you would be eligible for a process allowance of based on the process you are aligned to. Process Allowance will be shown as an annual component in the CTC annexure but the same shall be payable to you on a monthly basis. Process Allowance is payable from the Date of production. In the event of process change, Process Allowance will change accordingly and a new compensation letter to this effect will be issued to you thereafter for your records/reference
- This is a system generated (offer and appointment letter) document. Agreeing to the terms and conditions in the workflow of iTap (Company's web based application) is as good as signing of physical contract form on mutual agreement between you and the Company. It has legal binding as per the law if mutual trust is breached. You are requested to accept the offer within 07 days and mail the confirmation of acceptance to recruiter's email id- ashutoshi@hcl.com , failing which the offer will stand null and void.
- Your employment may be subject to you being declared medically fit by a registered medical practitioner. Company shall request for the same as and when

1

SIGNATURE OF EMPLOYEE:

Worksite Chennai : ETA Technopark -Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalipuram Road, Newkur Village and Panchayat, Thirupur Panchayat Union, Chengalpattu Taluk, Kanchipuram Dist, Chennai-603 103, India

Worksite Coimbatore : Module 1-3, 2nd Floor, Tidel Park Coimbatore Limited (TPCL), Civil Aerodrome Post, Coimbatore 641 014, India.

Worksite Pune 1 : Connerzone, Unit 401, 4th Floor In Building 7, Survey No. 144 & 145, Sarnal Ashoka Park, Opposite to Airport Road, Vengalwad, Pune -411 006, India.

Registered Office : 806, Siddharth, 96, Nehru Place, New Delhi - 110 019, India.

Date: November 5, 2021

Private & Confidential

Yashshree Uttam Anerao

**633/5, 16 No. Bus stop, Belthika Nagar, Thergaon,
Near Sharad Nagari bank, Chinchwad, Pune,
Pune,
Maharashtra,
India - 411033**

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Dear Yashshree,

- With reference to your application and subsequent interview, we are pleased to make you an offer -cum - appointment with **State Street HCL Services (India) Private Limited ("SSHS" or "HCL" or "Company")** as **ANALYST**. You are required to report on November 10, 2021 at 09:00 AM at the address: **Statestreet HCL Services (India) Private Limited, Pune-Magarpatta City SEZ, Twr 7,Wing A&B.**
- Your annual compensation would be **Rs. 210000 per annum** as per Annexure I. However, the structure and components of your Compensation plan may be changed from time to time in line with the Compensation Policy and practices of the Company. In addition to your CTC, you would be eligible for a process allowance of based on the process you are aligned to. Process Allowance will be shown as an annual component in the CTC annexure but the same shall be payable to you on a monthly basis. Process Allowance is payable from the Date of production. In the event of process change, Process Allowance will change accordingly and a new compensation letter to this effect will be issued to you thereafter for your records/reference
- Please note that this **offer is valid till 7 days** subjected to your offer letter acceptance.
- Your offer is subject to you being **medically fit** at the time of joining the Company. For your pre-employment medical check-up, you are required to contact a registered medical practitioner and obtain a Medical Fitness Certificate which needs to be submitted at the time of joining. If you are found medically



Date: 01 Sep 2021

Ms Sae Karambelkar
Indralok App B 3 Link Road
Chinchwad
Pune 411033

Employee No: 2176687
Dear Ms Sae Karambelkar

Appointment Letter

We are pleased to appoint you in our organization as Project Accounting Admin subject to the following terms and conditions:

1. Your contract will commence from 01 Sep 2021 and expire on 31 Aug 2022 during which you will render services to our Client at their premises subject to the terms and conditions of the engagement letter executed by you on 01 Sep 2021 and in accordance to the instructions received by you from us or any other authorized person and will be bound by our rules and regulations.
2. You hereby agree to be liable for the following terms and conditions:
 - i. Fully perform the services, in a professional manner, at the Client's location until the completion of the term of the work assignment.
 - ii. During the term of the work assignment, render services exclusively to the Client and such performance shall not be inconsistent with any obligation you may have to other third parties.
 - iii. Not engage in any conduct which is detrimental to the interest of the Client or TeamLease.
 - iv. Not receive any payments of any nature directly or indirectly from the Client unless agreed to by TeamLease.
 - v. Neither directly nor indirectly offers you for employment with the Client or its affiliates during the period of the work assignment without prior permission of TeamLease.
 - vi. Extend all cooperation to the Client's employees, consultants, representatives, etc, and do all such things as may be necessary and comply with all terms of the Appointment letter so as to effectively undertake the work.
 - vii. Report and be present at the designated location during the working hours mentioned herein and abide by the rules and regulations as required by the Client.
 - viii. Comply with the safety, health and other rules and regulations of TeamLease and the TeamLease Client that you have been made aware of.
 - ix. During the course of your contract, you can be transferred to a location within the territory of India as and when required by TeamLease for executing the services provided herein.
3. Should you be selected to perform the Work Assignment, the nature of your relationship with TeamLease will be that of a Contract of Service for a fixed period. By executing this letter of engagement neither do we offer you employment with TeamLease nor do you become an employee of TeamLease. Upon expiry or termination of the Work Assignment, your employment with TeamLease shall stand terminated forthwith.
4. Except for expiry of a Work Assignment due to completion/expiry of the same or in respect of a Work Assignment of one week or a lesser period of time, either party may terminate this Work Assignment Letter by issuing 30 days notice in writing or payment thereof.
5. Termination of this letter of engagement shall not affect the obligations of the parties that have been incurred prior to such termination and TeamLease shall promptly settle all your dues after making the applicable deductions.
6. You agree to defend, indemnify and hold TeamLease or the Client harmless from any and all claims, damages, liability, attorneys fees and expenses on account of your failure to satisfy any of your obligations under this work assignment letter or for misconduct or for violation of any law or creation of any legal liability by you.
7. Any dispute between you and TeamLease shall be referred to a sole arbitrator appointed by TeamLease. The arbitration shall be conducted in English language, in accordance with the Arbitration and Conciliation Act 1996, at Bangalore, Karnataka, India. This Engagement Letter shall be governed by the laws of India.

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TSL Consulting Pvt. Ltd.
plan • develop • manage

30th May 2021

Rushali Chauhan
RH D1 CTS 297/Aambience Villa,
Rohidaswada Khandala 410301

Subject: Confirmation letter

Dear Rushali,

Your performance with TSL during the past months since your joining on **1st March 2021** has been satisfactory. Your services in your role of **Business Development Specialist** have been confirmed with effect from **30th May 2021**. We are happy to have you in our growing organization.

All the other terms and conditions of your offer letter and employment agreement remain unaltered.

We look forward to your continued dedicated performance.

With best regards,



Dhanashree Jethithor
Human Resources Executive
TSL Consulting Private Limited



7th February, 2021

To,
Omkar Bamane,

Dear Candidate,

Congratulations!

We are pleased to offer you an employment based on your application and subsequent interview with White Elephant Realities LLP. Details of the terms and conditions of offer are as under:

- You will be designated as “Relationship Manager” and will be placed at Baner, Pune
- Your date of commencement of Employment will be on February 8, 2021. Your employment would be subject to the Terms & Conditions, mentioned in your appointment letter, which will be issued to you on your joining.
- You will be reporting to Assistant Manager / Team Leader
- Salary:
 - Your CTC (Cost to the Company) including annual payments, reimbursements and benefits will INR 240,000/- (Two Lakh Forty Thousand only) per annum which enclosed in annexure A
 - The company will deduct appropriate statutory taxes as per statutory rules dues as per applicable labour laws
- You will be on probation for a period of 180 days from the date of joining
- This offer of employment is given to you on the assumption that the information / documents furnished by you are true and correct. In case any information or document provided by you found to be false/forged, this offer of employment shall stand revoked automatically
- Notice Period: 1 month
- This offer is valid till 8th February, 2021

Looking forward to a long and mutually beneficial career with us.

Yours truly,

For White Elephant Realities LLP

I accept the offer as outlined above

HR

Received & Accepted,
Omkar Bamane