

FIPL/HR/Offer/Campus/19

12 Dec 19

Manan Tank
ADYPU, Pune

Letter of Intent (LOI)

Dear Manan,

Congratulations! We are pleased to inform you that you have been selected to become a part of our esteemed organization and an offer letter would be issued to you as provided in this LOI

Listed below is the summary that would be in the Offer letter:

Position Offered:	Associate Engineer Trainee
Level/ Grade:	A-1
Annual Cost to Company (CTC):	INR 293,174

(INR Two Lacs Ninety-Three Thousand One Hundred and Seven Four Only)

Your **date of joining** will be finalized upon submission of provisional certificate of successful completion of your degree, technology training certificate and standard technology certificate and will be provided in the Offer Letter. Your work location could either be Noida, Pune or Bangalore, depending upon our business requirement. The Offer Letter will detail the terms and conditions of your employment at Fiserv.

Please indicate your acceptance of this LOI by returning the signed copy of this letter to the undersigned. In accepting this LOI, you certify your understanding that our offer to employ will be contingent upon scoring minimum 60% marks or equivalent CGPA 6.0 overall in the course that you are currently pursuing. This LOI is extended based on your technical proficiency, qualification, skills, work related experience that you have declared to possess as per the information or documents furnished by you.

Confidential

Page 1 of 14

This LOI is confidential in nature and the contents of this LOI or any part thereof are to be kept in strict confidence by you.

The acceptance of this LOI does not result in any contract or obligation or liability upon Fiserv. Furthermore, you would be required to enter into service and surety agreement with the organization prior to commencement of employment at Fiserv.

If you have any questions, , please do not hesitate to contact at Sahu.abhishek@fiserv.com

Sincerely,

For Fiserv India Pvt. Ltd.



Prashant Dikshit
Manager

Recruitment



Accepted

LETTER OF INTENT

Dear Shashank,

With reference to our discussion we are pleased to offer you a position of **Associate Software Engineer with 06th January, 2020 as your joining date.** The terms and compensation would be as per the discussion with you at the time of the interview.

You will be issued a detailed offer letter on the date of joining the company.

Please sign a copy of this offer letter as token of your acceptance of the above terms.

Signatures:



(For the Company: Hemant Nagaonkar)

(Shashank Bhardwaj)

Note: This offer is valid subjected to successful completion of your BGC.

LETTER OF INTENT

Dear Shankar,

With reference to our discussion we are pleased to offer you a position of **Associate Software Engineer with 06th January, 2020 as your joining date.** The terms and compensation would be as per the discussion with you at the time of the interview.

You will be issued a detailed offer letter on the date of joining the company.

Please sign a copy of this offer letter as token of your acceptance of the above terms.

Signatures:



(For the Company: Hemant Nagaonkar)

(Shankar Pawar)

Note: This offer is valid subjected to successful completion of your BGC.

LETTER OF INTENT

Dear Nilesh,

With reference to our discussion we are pleased to offer you a position of **Associate Software Engineer with 06th January, 2020 as your joining date.** The terms and compensation would be as per the discussion with you at the time of the interview.

You will be issued a detailed offer letter on the date of joining the company.

Please sign a copy of this offer letter as token of your acceptance of the above terms.

Signatures:



(For the Company: Hemant Nagaonkar)

(Nilesh Tak)

Note: This offer is valid subjected to successful completion of your BGC.

LETTER OF INTENT

Dear Dhaval,

With reference to our discussion we are pleased to offer you a position of **Associate Software Engineer with 06th January, 2020 as your joining date**. The terms and compensation would be as per the discussion with you at the time of the interview.

You will be issued a detailed offer letter on the date of joining the company.

Please sign a copy of this offer letter as token of your acceptance of the above terms.

Signatures:



(For the Company: Hemant Nagaonkar)

(Dhaval Adatia)

Note: This offer is valid subjected to successful completion of your BGC.

LETTER OF INTENT

Dear Karan,

With reference to our discussion we are pleased to offer you a position of **Associate Software Engineer with 06th January, 2020 as your joining date.** The terms and compensation would be as per the discussion with you at the time of the interview.

You will be issued a detailed offer letter on the date of joining the company.

Please sign a copy of this offer letter as token of your acceptance of the above terms.

Signatures:



(For the Company: Hemant Nagaonkar)

(Karan Agarwal)

Note: This offer is valid subjected to successful completion of your BGC.

FIPL/HR/Offer/Campus/19

12 Dec 19

Aditya Saraf

ADYPU, Pune

Letter of Intent (LOI)

Dear Aditya,

Congratulations! We are pleased to inform you that you have been selected to become a part of our esteemed organization and an offer letter would be issued to you as provided in this LOI

Listed below is the summary that would be in the Offer letter:

Position Offered: **Associate Engineer Trainee**

Level/ Grade: **A-1**

Annual Cost to Company (CTC): **INR 293,174**

(INR Two Lacs Ninety-Three Thousand One Hundred and Seven Four Only)

Your **date of joining** will be finalized upon submission of provisional certificate of successful completion of your degree, technology training certificate and standard technology certificate and will be provided in the Offer Letter. Your work location could either be Noida, Pune or Bangalore, depending upon our business requirement. The Offer Letter will detail the terms and conditions of your employment at Fiserv.

Please indicate your acceptance of this LOI by returning the signed copy of this letter to the undersigned. In accepting this LOI, you certify your understanding that our offer to employ will be contingent upon scoring minimum 60% marks or equivalent CGPA 6.0 overall in the course that you are currently pursuing. This LOI is extended based on your technical proficiency, qualification, skills, work related experience that you have declared to possess as per the information or documents furnished by you.

This LOI is confidential in nature and the contents of this LOI or any part thereof are to be kept in strict confidence by you.

The acceptance of this LOI does not result in any contract or obligation or liability upon Fiserv. Furthermore, you would be required to enter into service and surety agreement with the organization prior to commencement of employment at Fiserv.

If you have any questions, , please do not hesitate to contact at Sahu.abhishek@fiserv.com

Sincerely,

For Fiserv India Pvt. Ltd.



Prashant Dikshit

Manager

Accepted

Aditya S

Recruitment



Personal & Confidential

HR/Appt/2020/12

Date: 11-02-2020

To,

Mr. Yanish Sahu,

SUB: Letter of Employment

We would like to congratulate you on being selected for internship with **CloudThat Technologies Private Ltd.** based at **Bangalore**. Your Internship is scheduled to start effective from **18th May 2020** for a period of 6 months. At CloudThat, you will spend internship period in learning Cloud and IOT technologies. During the Internship period, your stipend will be Rs **10,000/-** per month. After the Internship, based on your performance, you will be offered full time employment with a revised salary package of **4.10** Lacs per annum. **Employment Bond:** On joining the Company, you undertook to stay in employment of the Company for a minimum period of 2 years, in consideration of which, the Company is not charging the cost of training from you. In case, for any reason, you leave the services of the Company before the said period of 2 years, then you shall forthwith pay the entire amount of payment made during the internship period (in case of interns) or last 6 months' salary (in case of full time employee) being the indemnification of the cost of training to the Company.

The documents listed in Annexure-B are required to be submitted along with your acceptance of the offer letter within 2 business days of receiving this letter.

For CloudThat Technologies Pvt. Ltd.

Bhavesh Goswami
CEO & Co-Founder

I agree to the terms of employment set forth above.

Signature: _____

Date Accepted: _____

Name: _____

Start Date: _____

CloudThat Technologies Pvt. Ltd.

#668 / B, 17th C Main, Opposite Koramangala Club, 6th Block Koramangala, Bengaluru – 560095.

Office: +91 80 41435640 / 41 | Website: www.cloudthat.in

Annexure A

Sl.No	DOCUMENTS TO BE PROCURED
1.	Copy of passing certificate or equivalent of Graduation exam and/or post-graduation exam, if applicable.
2.	Copy of certificate/diploma of any additional professional qualifications acquired.
3.	Copy of Passport for proof of permanent address, identity and age. If no passport, then copy of Electricity bill and Ration Card/Driving License needs to be given.
4.	Recent Passport size photographs (2 nos.)
5.	Copy of PAN Card (Both the sides). In absence of PAN card, copy of application for PAN card must be given to the organization within one month from joining
6.	Copy of Aadhar Card (Both the sides). In absence of Aadhar card, copy of application for Aadhar card must be given to the organization within one month from joining

19th November, 2019

To,
Mr. Rakesh Kadam,
Tel No.8149925989

Dear Rakesh,

This has reference to the interview and discussion we had with you. We are pleased to appoint you as a "Trainee". You would be on probation for a period of one year. During the first 3.5 months (including training) you would be paid remuneration of Rs.40,000/-.If your performance is found to be very good based on the target assigned to you, your compensation would be revised after 105 days.

Find below your compensation details.

	(Amount in Rupees.)	
	First 3.5 Month	After 4th Month
Basic Salary	: 24,900	29,000
House Rent Allowance	: 12,450	14,500
Transport Reimbursement	: 1,600	1,600
Telephone Reimbursement	: 500	1,000
Special Allowance	: 550	12,400
Performance Incentive (Payable based on the achievement of Monthly targets)	: 25,000	25,000
Performance cum Continuity Bonus (Annual) (Payable based on the achievement of targets for the year and continuity in the organization for at least 1 year)	: 16,667	16,667
Total Per Month	: 81,667	1,00,167
Total Per Annum	: 9,80,000	12,02,000

Regards,
Jaro Toppscholars Private Limited

Sushant Mallya
General Manager – Human Resource

I agree to the above and attached terms & conditions _____ Dated _____



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

Date: December 2, 2019

Ref No: HR/Campus/LO15285621/1

Mansi Sawant
Ajeenkya D Y Patil University, Pune

Letter of Intent ("LOI")

Dear Mansi Sawant,

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

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

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

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

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

Upon joining Capgemini,

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



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

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

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

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

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

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

A handwritten signature in black ink, appearing to read 'Puneet Kumra', written over a light blue horizontal line.

Puneet Kumra
Head - Fresher Hiring



ANNEXURE 1

Mansi Sawant

Associate and A3

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

For & On Behalf of Capgemini

Puneet Kumra
Head - Fresher Hiring

Signature: _____

Candidate Name: Mansi Sawant

Date: _____

Jan. 15, 2020

Anushka Sehrawat
Pune

Dear Anushka,

I am pleased to offer you a contractual position as a Trainee with Fresh Gravity Software Services India Private Limited (the "Company") for 4 months, where you will be joining our rapidly growing India-based team. You will be entitled to a professional fee of INR 15,000 per month (Rupees Fifteen Thousand). Your Contract period will be from Jan. 21, 2020 to May. 29, 2020.

In the meantime, I ask that you please review several important Annexures, which are attached below.

- I. Annexure I is the Company's Terms and Conditions, which provides rules and governs expectations for Contractors of the Company. We ask that you please read them prior to joining the company and let us know if you need help understanding any of them, as they are important to our company culture, and include important legal obligations for both the Company and you as a Contractor.
- II. Annexure II includes the list of documents that are required from every Contractor. We ask that you submit them on the schedule indicated to ensure a smooth and speedy process of growing our team.

The start date of this Contract will be **Jan. 21, 2020**.

Fresh Gravity is a very special company. We'll be even stronger when you join us, and we look forward to a long and mutually rewarding association with you.



Yours sincerely,

Mrs. Dipti Vidwansa

Managing Director (For **Fresh Gravity Software Services India Private Limited**)

Fresh Gravity Software Services India Private Limited

C 408, Teerth Technospace, Survey No.103, Hissa No., 2 to 14, Baner,
Mumbai Bangalore Road, Behind Mercedes Benz Showroom, Pune
411045 INDIA www.freshgravity.com

ANNEXURE I: TERMS AND CONDITIONS OF CONTRACT

Fresh Gravity Software Services India Private Limited (“Company”) has created this set of policies that govern Contract expectations for Contractors at Fresh Gravity. These “Terms and Conditions” are Company policies, and they help ensure that the privileges and responsibilities of Company Contractors are clearly communicated and well understood by everyone on the Fresh Gravity team. These Terms and other Company policies are subject to modification from time to time, upon prior notice to you. Should you ever have a question about our Terms and Conditions, you should feel free to bring them up with your direct supervisor or an appropriate member of the personnel department.

1. **Contract**

All relevant documents itemized on the Annexure checklist are required when you join the Company. Failure to submit documents on schedule may lead to disciplinary action, delays in hiring, and in some cases, termination.

The Company reserves the right to carry out reference verifications or background checks prior to hiring you or during the course of your Contract. Background checks and reference verifications may include reviews of prior Contract and salary, criminal records, and countries you have resided in or worked in, among others.

Your Contract appointment in the Company is based on the information furnished by you. The Company reserves the right to revoke a Contract appointment if at any time it is discovered that the information you furnished is incorrect, documents are inauthentic or missing, or you have withheld, suppressed, misstated, unstated, understated or misrepresented important information.

Depending on the needs of the Company, the Company may assign you to areas or responsibilities which may not align with your core competencies. The Company will make its best efforts to give you reasonable notice at the time of such a change and take into account your personal circumstances where possible.

Notices may be given by you to the Company at its registered office address. Notices may be given by the Company to you at the address listed by you in the official records.

2. **Remuneration & Other Benefits**

You are eligible for professional fees as decided during hiring process and this amount is subject to deduction of appropriate taxes at source.

Provident Fund, Gratuity, encashment of leave and notice pay, salary etc. are not applicable to Contractors.

3. **Work Location**

Your work location will be Pune. The Company may require you to work at other Company locations and at customers’ sites. The Company will make reasonable efforts to give you notice of extensive travel requirements and take into account your personal circumstances where possible.

Your relocation reimbursement or other bonuses, training/certifications if paid, shall be refunded to the Company in the case that you leave the Company prior to completing said Contract period.

4. Confidentiality & Non-Compete

During your Contract with the Company, you shall, at all times, observe secrecy in respect to any and all technical, trade or business data, customers' names, business details or any other information that might come to their knowledge or possession, which according to the Company is confidential and valuable property of the Company. You shall neither disclose nor cause the disclosure of any such data or information in any manner whatsoever.

You shall also be responsible for the protection and furtherance of the Company's best interests at all times, including after they cease to be in the Company's Contract. Your duty to safeguard and protect from disclosure confidential information will survive the termination of your Contract with the Company. Breach of this condition will lead to immediate termination of your Contract with the Company, in addition to any other remedy the Company may have under the law.

All Contractors, whether fulltime or part time, shall comply with the provisions of the Information Security Policies and Procedures of the Company at all times. These policies extend beyond normal working hours, whether inside or outside the office premises. Contractors/Contractors are also expected to classify and manage all data under their control and ownership as per the Company's policies. Failure to conform with the Information Security Policies and Procedures, copying software or other proprietary materials either in use or stored by the Company, and/or non-compliance with legal and contractual requirements pertaining to personal data will be viewed very seriously and will attract strict disciplinary action, in accordance with Company procedures.

For the duration of your Contract with the Company, you are not permitted to undertake other Contract or enter into any other type of Contract association anywhere else, including on a part-time basis, which directly or indirectly competes with the Company's offerings. Failure to adhere to this rule shall result in your termination from the Company without notice, and with no liability on the part of the Company to pay you compensation in lieu of otherwise normal notice. Further, your failure to adhere to this rule shall be deemed as a voluntary termination / resignation by you, and as such, it will be considered a termination / resignation without sufficient required notice from you.

5. Office Equipment Usage and Access Rules

You will always maintain in good condition Company property entrusted to you during the course of your Contract. You shall return all Company property to the Company prior to relinquishment of your charge. Contractors/Contractors who fail to return Company property will have the cost of the missing property be recovered from the Contractor by the Company.

6. Leave Policy

You are entitled to the statutory Bank Holidays. The Company shall provide a list of declared holidays at the beginning of each year.

7. Attendance and Working Hours

Your normal working days are Monday through Friday (self-study on Saturday). You will be required to work for such hours as are necessary for the proper discharge of your duties to the Company.

You are expected to work

not less than 40 hours each week, and if necessary additional hours, depending on your responsibilities and the Company's needs.

You may be required to work on a shift basis. Shifts may be scheduled across twenty-four (24) hours a day, seven (7) days a week and three hundred and sixty-five (365) days a year, subject to applicable laws. The Company may, at any time and in its sole discretion, change the shift schedule and timing upon notice to you.

If you are working from home or connecting remotely, you need to ensure that you have a broad band connection with at least 2 mbps connection or above. We encourage you to have a backup connection in case of any outages. Also, an electricity back up needs to be in place in case of power outages.

8. Termination of Contract

Contract may be terminated by the Company with 1 week of written notice before you complete Contract with the Company. However this contract may be terminated by you with 30 days written notice.

The Company reserves the right to terminate with less notice by tendering the salary equivalent to cover some or all of the relevant specified notice period.

The Company may terminate you immediately, without written notice, and without payment in lieu of notice, where your termination is a result of your misconduct.

In the case that you do not serve your entire notice period, up to and including the last working day agreed upon by management, your exit shall be treated as an unclear exit. In the case of an unclear exit, you forfeit your right to equivalent salary in lieu of the applicable notice period.

Upon acceptance of termination notice, you will immediately hand over all correspondence, specifications, formulae, books, documents, and cost of data, market data, literature, drawings, and other effects before they are relieved. Upon termination, you shall not make or retain any copies of any of these items.

9. Company Reputation

Any acts, of commission or omission, which are detrimental to the business or reputation of the Company (including but not limited to bribery, forgery, fraud, pilfering, theft, abandoning a project, misuse of drugs and alcohol on Company premises, and similarly harmful behaviour) is considered Contractor misconduct. In the case of misconduct, the Company reserves the right to terminate you immediately and without liability for any compensation for the otherwise relevant notice period.

You indemnify and keep indemnified the Company before and after termination for and against all damages, loss, claims, demands, expenses (including legal and professional expenses), costs and liabilities which the Company may at any time incur as a result of any and all breaches by you of the obligations or any other provisions of this Agreement; or arising as a result of any acts or omissions by you during Contract with the Company.

10. Modification and Alteration

Rules of the Company governing all matters specified above and on matters such as designation, emoluments and the structure thereof, working hours, etc. are subject to change without prior notice. The Company's decisions on all such matters shall be final and binding on the Contractor.

Fresh Gravity Software Services India Private Limited

C 408, Teerth Technospace, Survey No.103, Hissa No., 2 to 14, Baner,

Mumbai Bangalore Road, Behind Mercedes Benz Showroom, Pune

411045 INDIA www.freshgravity.com

11. Governing Law and Dispute Resolution

This Agreement shall be subject to and governed by the Indian law. All disputes shall be subject to the jurisdiction of courts in Pune.

Any dispute, controversy or claims arising out of or relating to this Agreement or the breach, termination or invalidity thereof, shall be settled by means of arbitration in accordance with the provisions of the Arbitration and Conciliation Act, 1996. The arbitral tribunal shall be composed of three arbitrators, one arbitrator appointed by the Company, a second arbitrator appointed by you and a third arbitrator to be appointed by such arbitrators. The place of arbitration shall be Pune.

The arbitral procedure shall be conducted in the English language and any award or awards shall be rendered in English. The procedural law of the arbitration shall be Indian law. The arbitral award shall be in writing and, unless all the parties agree otherwise, shall state the reasons upon which it is based. The award shall be final and binding on the parties. The award may include an award of costs, including reasonable attorney's fees and disbursements. Each party shall pay its own costs and expenses incurred in connection with the arbitration proceedings.

I have read, understood and agree to the terms and conditions as set forth in these Terms and Conditions of Contract. I accept the Contract appointment by signing a copy of this letter of appointment as of the day and year written herein below:

Name:

Signature:

Place:

Date:

ANNEXURE II: REQUIRED DOCUMENTS

You are required to share these documents; on the day you join the Company.

1. Pan card
2. Aadhar Card
3. Passport
4. Current address proof (rental agreement is acceptable)
5. Graduation and Post-Graduation final certificate as applicable

Fresh Gravity Software Services India Private Limited

C 408, Teerth Technospace, Survey No.103, Hissa No., 2 to 14, Baner,
Mumbai Bangalore Road, Behind Mercedes Benz Showroom, Pune
411045 INDIA www.freshgravity.com



Personal & Confidential

HR/Appt/2020/13

Date: 11-02-2020

To,

Ms. Pallavi Saha,

SUB: Letter of Employment

We would like to congratulate you on being selected for internship with **CloudThat Technologies Private Ltd.** based at **Bangalore**. Your Internship is scheduled to start effective from **18th May 2020** for a period of 6 months. At CloudThat, you will spend internship period in learning Cloud and IOT technologies. During the Internship period, your stipend will be Rs **10,000/-** per month. After the Internship, based on your performance, you will be offered full time employment with a revised salary package of **4.10** Lacs per annum. **Employment Bond:** On joining the Company, you undertook to stay in employment of the Company for a minimum period of 2 years, in consideration of which, the Company is not charging the cost of training from you. In case, for any reason, you leave the services of the Company before the said period of 2 years, then you shall forthwith pay the entire amount of payment made during the internship period (in case of interns) or last 6 months' salary (in case of full time employee) being the indemnification of the cost of training to the Company.

The documents listed in Annexure-B are required to be submitted along with your acceptance of the offer letter within 2 business days of receiving this letter.

For CloudThat Technologies Pvt. Ltd.

Bhavesh Goswami
CEO & Co-Founder

I agree to the terms of employment set forth above.

Signature: _____

Date Accepted: _____

Name: _____

Start Date: _____

CloudThat Technologies Pvt. Ltd.

#668 / B, 17th C Main, Opposite Koramangala Club, 6th Block Koramangala, Bengaluru – 560095.

Office: +91 80 41435640 / 41 | Website: www.cloudthat.in

Annexure A

Sl.No	DOCUMENTS TO BE PROCURED
1.	Copy of passing certificate or equivalent of Graduation exam and/or post-graduation exam, if applicable.
2.	Copy of certificate/diploma of any additional professional qualifications acquired.
3.	Copy of Passport for proof of permanent address, identity and age. If no passport, then copy of Electricity bill and Ration Card/Driving License needs to be given.
4.	Recent Passport size photographs (2 nos.)
5.	Copy of PAN Card (Both the sides). In absence of PAN card, copy of application for PAN card must be given to the organization within one month from joining
6.	Copy of Aadhar Card (Both the sides). In absence of Aadhar card, copy of application for Aadhar card must be given to the organization within one month from joining

**HELLOSIGN****GET STARTED**

Haygot Services Private Limited
a Toppr Technologies Pvt. Ltd. subsidiary company
CIN No: U74999TG2018PTC125856

Plot no 61, Kavuri Hills Phase 1, Kavuri Hills,
Jubilee Hills, Hyderabad, Telangana – 500033.

OFFER LETTER

To,
Gauransh Nagar,

Wednesday, Dec 11 2019

Haygot Services Private Limited ("Company") is delighted to offer you employment on the following terms:

1. Position and Date of Joining:

Your position in the company will be of an **Academic Consultant (AC)**, after successful completion of training program. You will be intimated of your date of joining at least 15 days in advance. Your date of joining will also be communicated with your Appointment Letter, which will be issued before 31st July, 2020.

2. Reporting and Employment Location:

Your base location will be communicated to you 15 days prior to joining. The Company reserves the right to change your reporting manager or your location, based on business requirements.

3. Compensation:

Your total compensation is divided between a fixed component and revenue-based incentives. The fixed component is **INR 3,00,000** per annum, paid monthly. Post confirmation, your fixed component can increase upto INR 5,00,000 per annum, paid monthly. You can earn revenue-based incentives every week. Please note that the Company's incentive structure and your targets may be amended, based on the business requirements of the Company and the same shall be conveyed to you.

4. Employment Relationship: Training Period and Confirmation

All Academic Consultants undergo a training program. This program starts on the date of your joining and runs for 26 weeks (182 days). During these 26 weeks, you will operate as a **Trainee Academic Consultant**.

Phase 1 – ACT (2 weeks)

This phase consists of 7 days of Class Room Training (CRT) and 7 days of Live Observation and Trial Period. During CRT, you will learn about the company, its product and its sales tools, followed by a qualification test. In the event that you are unsuccessful in clearing the CRT, the Company will terminate your employment immediately, and the Company will not be liable to pay you for the number of days spent in this phase. You will move to Live Observation and Trial Period, and subsequently to Phase 2, once you successfully clear the qualification test at the end of CRT.

Phase 2 – On the Job Training (24 Weeks)

On clearing CRT you will join the field team as an on-job trainee. In the 24 week period, there will be a review at the end of every 4 weeks. The ideal cumulative revenue at the end of each review is 1L, 2.5L, 4.5L, 6L, 8L and 10L respectively. A successful review at the end of OJT period will lead to your confirmation as an **Academic Consultant**. An unsuccessful review may lead to the end of your employment.

Separation during the Training Period

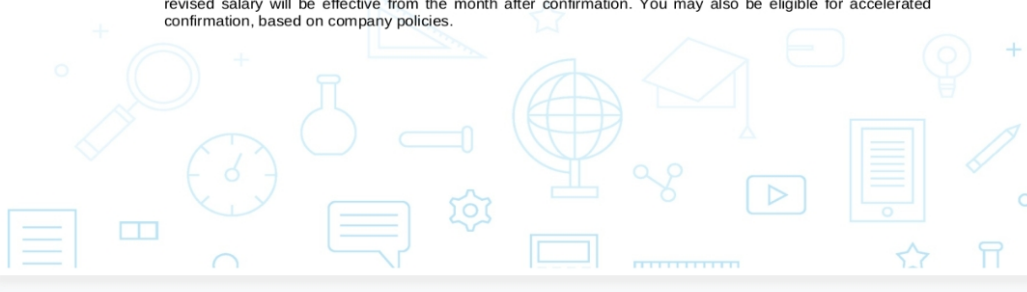
Your employment with the Company is for no specific period of time. During training period each party shall have the right to terminate the employment at any time and for any reason whatsoever, with or without cause, by giving a 7 days' notice in writing.

Incentives during the Training Period

You will accrue incentives as per company policy during the training period. These accrued incentives will be paid out only after successful confirmation as AC, along with the incentive payout cycle for the month in which the confirmation happens. You have to be employed with the Company at the date of payout to receive these incentives.

Confirmation (after the Training Period):

After successful completion of the training Period, your employment with the Company shall be confirmed. Upon confirmation, the fixed component of your salary can increase upto **INR 500,000** per annum, paid monthly. The revised salary will be effective from the month after confirmation. You may also be eligible for accelerated confirmation, based on company policies.

**Separation after Confirmation**

Your employment with the Company is for no specific period of time. Post confirmation, each party shall have the right to terminate the employment at any time and for any reason whatsoever, with or without cause, by giving a 30 days' notice in writing.

The Company reserves its legal right to terminate you immediately in case of deviation or non-adherence to Company's policies and rules as communicated, via this letter and also in other physical or digital documents.

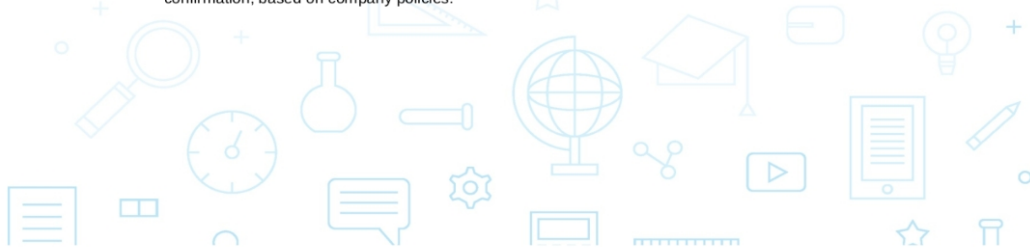




GET STARTED

Confirmation (after the Training Period):

After successful completion of the training Period, your employment with the Company shall be confirmed. Upon confirmation, the fixed component of your salary can increase upto **INR 500,000** per annum, paid monthly. The revised salary will be effective from the month after confirmation. You may also be eligible for accelerated confirmation, based on company policies.



Separation after Confirmation

Your employment with the Company is for no specific period of time. Post confirmation, each party shall have the right to terminate the employment at any time and for any reason whatsoever, with or without cause, by giving a 30 days' notice in writing.

The Company reserves its legal right to terminate you immediately in case of deviation or non-adherence to Company's policies and rules as communicated via this letter and also in other physical or digital documents provided to you pursuant to your signing of this letter. The Company may also terminate you with immediate effect for any dishonest and malicious practices, involvement in criminal act or non-performance for a prolonged period of time.

In case of termination, the Company, at its sole discretion, will recover such amount, as the case may be, in lieu of notice period against the full and final settlement upon your separation. In such case, the company will also not be liable to pay you any pending salary.

5. **BYOD Policy:**
You will be required to carry your own devices (laptops, tablets, phones as per your job requirements). Refer **Bring Your Own Device (BYOD)** policy to check if you are eligible for any reimbursement.
6. **Reimbursement for Expenses:**
You will be reimbursed for reasonable expenses incurred by you in the performance of your duties, in accordance with the Company's Expense Policy.
7. **Absence/Leave:**
Your annual leaves will be as per the Company's Attendance and Leave Policy. Uninformed or unapproved absence from work for a continuous period of 3 days or beyond the period of approved leave, without prior approval of the reporting manager shall result in automatic termination of your employment without any further notice unless the Company waives such requirement.
8. **Indemnity:**
You are required to indemnify and keep indemnified the Company against any and all claims, damages, losses etc., which the Company might suffer, on account of any breach by you of any of the terms of your employment or the terms of any policy of the Company. The Company shall, in addition to any other remedies available by law, be entitled to an injunction restraining you from breaching or otherwise violating any terms of your employment.
9. **Acknowledgement:**
You acknowledge that the duration and scope of the undertakings above are reasonable under the circumstances in which they have been given, and your employment with the Company and the compensation payable under this letter shall be sufficient consideration for the undertakings.
10. **Understanding:**
This letter contains the entire understanding between the parties and supersedes all previous agreements and/or arrangements relating to engagement with the company.
11. **Company policies:**
You shall be bound by any and all policies and procedures of the Company, which may change from time to time. The management of the Company reserves the right to amend and update the policies and procedures of the Company.

We hope that you find the above-mentioned terms acceptable. Kindly indicate your agreement with these terms and accept this offer, by signing and dating the duplicate original of this letter and returning them to the Company. We welcome you to our organization and look forward to your contribution to the growth of the organization and yourself. Sincerely, on behalf of **Haygot Services Private Limited**

Prakhar Srivastava
Associate Vice President- Human Resource
Wednesday, Dec 11 2019

I have read and hereby accept this letter and terms thereof:

Click to sign*
(candidate_signature)



[GET STARTED](#)

Wednesday, Dec 11 2019

I have read and hereby accept this letter and terms thereof:

(candidate_signature)

Annexure

Employee name - Gauransh Nagar
 Designation - Academic Consultant

Compensation structure

Category	Component	Monthly	Yearly
Taxable	Basic	12,500	150,000
	HRA	6,250	75,000
	Children Education Allowance	0	0
	Statutory Bonus	1,041	12,492
	Special Allowance	3,409	40,908
Reimbursements	LTA (1)	0	0
	Professional Training & Development	0	0
	Books & periodicals	0	0
Gross Salary		23,200	278,400
Retirals	PF contribution (employer)	1,800	21,600
	ESIC contribution (employer)	0	0
Base cost to company (CTC)		25,000	300,000
Deductions	PF contribution (employee)	1,800	21,600
	ESIC contribution (employee)	0	0
	Professional Tax (2)	208	2,500
Net Pay before tax		21,192	254,300
Variable sales incentives (3)		60,000	720,000

(1) Tax deduction will be based on documents and bills submission

(2) Can change as per state norms and monthly gross income

(3) Revenue based weekly incentives; current structure is upto 15% of revenue realised in bank. At a target achievement of Rs. 1,00,000 per week, these incentives can amount to Rs. 60,000 p.m. Please note that the company's incentive structure and your targets can change based on business needs



20th February 2020

OFFER LETTER

To,
Ms. Lina Digamber Phadte
LPF – 182, Saidham Co-op Hsg,
Patakar Colony, Porvorim, North Goa - 403521

Dear Ms. Lina,

With reference to your application & subsequent discussions you had with us, i.e. Boston Ivy Healthcare Solutions Pvt. Ltd. (“**Company**”), we are pleased to engage you as a “**Trainee**” and your engagement with the Company will be effective from **1st June 2020** on the basis of the following terms and conditions:

- Your relationship with us shall be of a trainee at our **Mumbai** office. However, during the course of your One-year training period, you may be transferred or required to travel anywhere for training purposes, at the sole discretion of the management.
- You will be entitled to Total CTC of **Rs.315000/-** (Three Lakh Fifteen Thousand Rupees) including variable pay of **Rs.35000/- (Thirty Five Thousand)** with one-year training period.
- From the date of commencement of your association as a trainee with us, you shall be engaged on an exclusive and full-time basis as per the terms mutually agreed between you and us and accordingly you agree not to take any employment/ engagement with any person, firm or body corporate of whatsoever nature, for the reason that costs shall be incurred by the Company towards your induction and training.
- Your duties/responsibilities will be assigned to you by the management of the Company from time-to-time beside your regular duties. You shall be expected to carry out your duties faithfully and diligently, as per the training program.
- In an event you desire to discontinue your training with the Company, you agree to serve a prior written notice of at least 90 days to the Company.
- This Letter shall be subject to the successful completion of the respective course being undertaken by you in your University/ Institution.
- This Letter shall stand cancelled in case of any deviations in qualifications/information/documents as submitted, declared or represented by you, if found by us.

BOSTON IVY HEALTHCARE SOLUTIONS (P) LTD

CIN - U51397MH2013PTC245092

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Administrative Office: A-07, Abhishek Complex 2, Near Haripura Bus Stop, Asarwa, Ahmedabad - 380016, Gujarat, India.

Contact Us: (+91) 22 62513600
Website: www.medikabazaar.com

Email: info@medikabazaar.com

- This Letter and the terms contained herein are confidential in nature and you shall not use or divulge, either directly or indirectly, the above stated confidential information with any other third party.

We hope that you will dedicate all your energy for the betterment and growth of the Company. This Letter is subject to the rules & regulations of the Company. Your association with the Company and the continuance of your association is subject to your being medically and physically fit.

You are also requested to kindly submit the documents as detailed under **Schedule-I** of this Letter required by the management on or before your date of joining.

Please sign the duplicate copy of this Letter and return to us as a token of acceptance within 2 days from the receipt of this Letter failing which this Letter may stand automatically withdrawn.

Thanking You,
for **Boston Ivy Healthcare Solutions Pvt. Ltd. (Medikabazaar)**

Anil Mohanty,
Vice President & Head – Human Resources



Approved and accepted:

I have read the terms of this Letter carefully and I understand and accept the obligations which it imposes upon me without reservation. No promises or representations have been made to me to induce me to sign this Letter and I sign this Letter voluntarily and freely.

SCHEDULE – I

LIST OF DOCUMENTS

1. Updated Resume
2. Duly attested copy for proof of address
3. Five passport size coloured photographs
4. Duly notarised proof of date of birth
5. Duly notarised proof of education and professional qualifications
6. Duly attested copy of experience certificates from previous employers
7. Original relieving letter from last employer
8. Duly attested copy of PAN card
9. Cancelled cheque & RTGS/ NEFT details of bank account

20th February 2020

OFFER LETTER

To,
Ms. Anshu Singh
59 – B, Teliyarganj,
Govindpur, Allahabad - 211004

Dear Ms. Anshu,

With reference to your application & subsequent discussions you had with us, i.e. Boston Ivy Healthcare Solutions Pvt. Ltd. (“**Company**”), we are pleased to engage you as a “**Trainee**” and your engagement with the Company will be effective from **1st June 2020** on the basis of the following terms and conditions:

- Your relationship with us shall be of a trainee at our **Mumbai** office. However, during the course of your One-year training period, you may be transferred or required to travel anywhere for training purposes, at the sole discretion of the management.
- You will be entitled to Total CTC of **Rs.315000/-** (Three Lakh Fifteen Thousand Rupees) including variable pay of **Rs.35000/- (Thirty Five Thousand)** with one-year training period.
- From the date of commencement of your association as a trainee with us, you shall be engaged on an exclusive and full-time basis as per the terms mutually agreed between you and us and accordingly you agree not to take any employment/ engagement with any person, firm or body corporate of whatsoever nature, for the reason that costs shall be incurred by the Company towards your induction and training.
- Your duties/responsibilities will be assigned to you by the management of the Company from time-to-time beside your regular duties. You shall be expected to carry out your duties faithfully and diligently, as per the training program.
- In an event you desire to discontinue your training with the Company, you agree to serve a prior written notice of at least 90 days to the Company.
- This Letter shall be subject to the successful completion of the respective course being undertaken by you in your University/ Institution.
- This Letter shall stand cancelled in case of any deviations in qualifications/information/documents as submitted, declared or represented by you, if found by us.

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You are also requested to kindly submit the documents as detailed under **Schedule-I** of this Letter required by the management on or before your date of joining.

Please sign the duplicate copy of this Letter and return to us as a token of acceptance within 2 days from the receipt of this Letter failing which this Letter may stand automatically withdrawn.

Thanking You,
for **Boston Ivy Healthcare Solutions Pvt. Ltd. (Medikabazaar)**

Anil Mohanty,
Vice President & Head – Human Resources



Approved and accepted:

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4. Duly notarised proof of date of birth
5. Duly notarised proof of education and professional qualifications
6. Duly attested copy of experience certificates from previous employers
7. Original relieving letter from last employer
8. Duly attested copy of PAN card
9. Cancelled cheque & RTGS/ NEFT details of bank account

20th February 2020

OFFER LETTER

To,
Ms. Etisha Shantarak Gurav
Kolhatkar House, Old Prabhadevi Road,
Prabhadevi, Mumbai - 400025

Dear Ms. Etisha,

With reference to your application & subsequent discussions you had with us, i.e. Boston Ivy Healthcare Solutions Pvt. Ltd. (“**Company**”), we are pleased to engage you as a “**Trainee**” and your engagement with the Company will be effective from **1st June 2020** on the basis of the following terms and conditions:

- Your relationship with us shall be of a trainee at our **Mumbai** office. However, during the course of your One-year training period, you may be transferred or required to travel anywhere for training purposes, at the sole discretion of the management.
- You will be entitled to Total CTC of **Rs.315000/-** (Three Lakh Fifteen Thousand Rupees) including variable pay of **Rs.35000/- (Thirty Five Thousand)** with one-year training period.
- From the date of commencement of your association as a trainee with us, you shall be engaged on an exclusive and full-time basis as per the terms mutually agreed between you and us and accordingly you agree not to take any employment/ engagement with any person, firm or body corporate of whatsoever nature, for the reason that costs shall be incurred by the Company towards your induction and training.
- Your duties/responsibilities will be assigned to you by the management of the Company from time-to-time beside your regular duties. You shall be expected to carry out your duties faithfully and diligently, as per the training program.
- In an event you desire to discontinue your training with the Company, you agree to serve a prior written notice of at least 90 days to the Company.
- This Letter shall be subject to the successful completion of the respective course being undertaken by you in your University/ Institution.
- This Letter shall stand cancelled in case of any deviations in qualifications/information/documents as submitted, declared or represented by you, if found by us.

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You are also requested to kindly submit the documents as detailed under **Schedule-I** of this Letter required by the management on or before your date of joining.

Please sign the duplicate copy of this Letter and return to us as a token of acceptance within 2 days from the receipt of this Letter failing which this Letter may stand automatically withdrawn.

Thanking You,
for **Boston Ivy Healthcare Solutions Pvt. Ltd. (Medikabazaar)**

Anil Mohanty,
Vice President & Head – Human Resources



Approved and accepted:

I have read the terms of this Letter carefully and I understand and accept the obligations which it imposes upon me without reservation. No promises or representations have been made to me to induce me to sign this Letter and I sign this Letter voluntarily and freely.

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APPOINTMENT LETTER

Date: 09th September 2020
Employee Code: BIM0042
Name: Minerva Sarma
Designation: Trainee
Location: Mumbai

Dear Minerva,

With reference to your application and subsequent interview with us, i.e. Boston Ivy Healthcare Solutions Private Limited (“Company”), the Company is pleased to appoint you as **Trainee** w.e.f. **01st September 2020** in accordance with the terms and conditions stipulated herein below.

1. CONFIRMATION

- 1.1 Your employment with the Company shall be effective from **01st September 2020** (hereinafter referred to as “**Date of Joining**”) and not later than the said date. Your place of work shall be at Mumbai or as informed by the Company from time to time.
- 1.2 Your employment with the Company is subject to you being medically and physically fit and therefore, you are required to furnish your accurate and up-to-date medical records for the perusal of the Company as and when demanded by the Company. The Company reserves its right to get a medical examination being conducted upon you as per the internal policies of the Company.
- 1.3 After joining the Company, you shall deem to be engaged on an exclusive basis by the Company. During the period of your employment with the Company, you agree not to work directly or indirectly for any other person, company or establishment either with or without remuneration nor will you engage yourself or be interested directly in any trade, business or occupation in any capacity.



2. PROBATION

- 2.1 Your appointment shall be on probation for a period of six months (180 days) from the Date of Joining or for such extended period/periods as the Company shall decide, at its sole discretion. The period of probation can be reduced or extended depending on your performance, at the discretion of the Company.
- 2.2 During this period, if your performance is not found satisfactory, the Company shall be entitled to terminate your service at any time without notice or without assigning any reason for the same. Upon termination of your services, or in the event of your resignation:
 - a. During your probation period, you agree to serve 1-month prior written notice, failing which we reserve the right to recover an amount equivalent to the basic salary for the period, by which the notice period is short for in lieu thereof.
- 2.3 It is agreed by you that unless otherwise informed to you in writing by the Company, your employment may not be considered as confirmed. The Company shall not be bound to give any explanation for not confirming your services.
- 2.4 Absence for a continuous period of ten days without prior written approval of your supervisor (including overstay on leave/training), may lead to disciplinary actions being initiated by the Company.

3. COMPENSATION

- 3.1 The detailed breakup of monthly emoluments is given in Annexure A, attached hereto.
- 3.2 Any increase in your CTC/Compensation in future and future career growth prospects in the Company shall depend entirely on your efficiency, hard work, good conduct and due compliance of the Company's policies and internal regulations which shall be decided at the sole discretion of the Company. In no case, an increase in compensation or career progression can be asked, demanded or deemed granted based on passage of time or automatic as a matter of time by any employee.

4. WORKING HOURS

- 4.1 The working hours of the Company will be as follows or as otherwise modified as per the internal policies of the Company from time to time

5. LEAVE

- 5.1 You will be eligible to the benefit of the Company's leave rules on your confirmation in the Company's service as per the internal policies of the Company.

TERMINATION OF APPOINTMENT

- 5.2 In the event you desire to resign after your employment has been confirmed, you agree & undertake to serve three (03) months prior written notice, failing which we reserve the right to recover an amount equivalent to the basic salary for the period, by which the notice period is short for, in lieu thereof.
- 5.3 Upon termination of your employment with the Company, you shall promptly return all copies of any documentation, materials, records, manuals or any other documented information including any item of the Company such as phone, mobile sim, laptop, cards, etc. provided to you for carrying on your duties including all work products, notes, materials made or compiled by you during the course of your employment.
- 5.4 The Company also reserves the right to terminate your services without any prior notice or compensation in lieu thereof for any of the following reasons:
- a) Any act of misconduct, without being exhaustive and without prejudice to the general meaning of the term “misconduct” in the case of reasonable suspicion of misconduct commission of an act including moral turpitude, any act of indiscipline and inefficiency.
 - b) In case particulars mentioned in your application or unsubstantiated or discussions, papers submitted by you to the Company are found false or any certificates/testimonials or documentary evidences submitted by you are found to be false or incorrect and/or that you have suppressed and/or withheld any information.
 - c) In case you have undertaken any direct/indirect – full time or part time business or work whether for honorarium or remuneration, without prior written permission of the Company.
 - d) If you have participated in any elections of any kind without obtaining prior written permission from the Company.
 - e) If you have indulged in passage of confidential information of the Company, to any third party or otherwise, or have willfully and deliberately violated and breached any policies or internal regulations and conduct guidelines of the Company.
 - f) In case you are involved in any terrorist, anti-national, anti-social activities.
 - g) If you are absent without leave beyond 8 days or remain absent beyond the period of leave originally granted or subsequently extended, beyond 8 days you shall be considered as having voluntarily terminated/abandoned your employment with the Company without any prior notice.

6. CONFIDENTIALITY

- 6.1 You verily agree and confirm by accepting the offer of appointment that the Company's internal information and its various business and operational practices and details including but not limited to the details of the Company's business processes, communications/emails, list and details of customers/clients, technical know-how, financial records, commercial plans, business plans, etc., which comes into your knowledge or information, details or processes is confidential in nature.
- 6.2 You agree to always maintain the highest degree of confidentiality and agree that divulging of any such information or details in part or in whole can cause irreparable loss and injury to the Company. You hereby confirm and acknowledge that fully appreciating the said confidentiality and sensitivities of such information, you will not directly or indirectly share or divulge to any third person during the period of your service and for a period of three years after cessation of your employment with the Company in written form or by word of mouth or otherwise.
- 6.3 You are required to maintain utmost secrecy in respect of project documents, commercial offer, design documents, project cost and estimation, technology, software packages license, Company's policies, Company's patterns and Trade Marks and Company's human assets profile.
- 6.4 Any of our technical or other important information which might come into our possession during the continuation of your service with us shall not be disclosed, divulged or made public by you even thereafter.

7. DUTIES AND OBLIGATIONS

- 7.1 You shall strive hard to promote the interest of the Company and shall not take any activity of any nature whatsoever which is, construed or deemed to be detrimental and prejudicial to the interest and goodwill of the Company.
- 7.2 The Company expects you to work with a high standard of ethical practices, initiative and efficiencies during your employment. You will perform, observe and confirm to such duties, directions and instructions assigned or communicated to you by the Company and those in authority over you.
- 7.3 It is agreed and understood that in certain category of jobs and positions in the Company, including yours, the Company makes or will make substantial investments and expenses to train employees with state-of-art technology and global insight in various aspects of work to be undertaken by the employee which leads to a tremendous value addition to the profile of such employees. Accepting and recognizing such an investments and expenses incurred or to be incurred by the

Company, such employees willfully agree to execute special non-compete and a periodically binding arrangement with the Company.

You may upon accepting such considerations choose to allow the Company to make such an investment upon your accepting such an arrangement. In case you decide to leave the Company, the Company shall be entitled to recover all the direct and indirect expenses incurred by it on your training as explained herein above.

- 7.4 You agree to follow and comply with all the internal regulations, guidelines and policies of the Company as may be framed and circulated due to business exigencies or otherwise. You also accept the obligation to be in full compliance of all statutory laws and regulations for and on behalf of the Company as maybe so expected or desired including the Cyber, IPR and other laws so as to not to in any manner prejudice the rights and interests of the Company.
- 7.5 You will not (except in the normal course of the Company's business) publish any article or statement, deliver any lecture or broadcast or make any communication to the press, including magazine publication relating to the Company's products or to any other matter with which the Company may be concerned, unless you have previously applied to and obtained a prior written permission from the Company for the same.
- 7.6 If, during the course of your employment, you make any discovery, invention, process or improvement, patentable or otherwise, the same shall be, as in being hereby accepted by you, will be deemed to have been so made by you for and on behalf of the Company and such discovery, invention, process or improvement shall legally, and absolutely be considered to have been made by you for the Company and be the sole and absolute property of the Company. If and when required to do so by the Company, you shall at the Company's expense, take out or apply for registration or Copyright, Patent, Licenses or other intellectual property and other legal rights, privileges or protection as maybe so required in respect of any vest and deemed to vest, belong and accrue to the Company alone. You further agree that you shall execute and sign all instruments, acts, deeds and things, which may be required by the Company in registering, assigning, transferring or otherwise vesting the same and all beneficial ownership arising in respect thereof in favor of the Company, group companies, affiliates, subsidiaries and you hereby voluntarily surrender all your rights in respect thereto by your own free will and choice.
- 7.7 You will not enter into any commitments or dealings on behalf of the Company for which you have no express and/or written authority of the Company.
- 7.8 You will be responsible for the safe keeping and return in good condition or order of all the properties of the Company, which may be in your use, custody, care or charge. For any loss, damage or non-return of any property of the Company in your possession and care, the Company will have a right in its sole discretion, to either

take steps to recover the said property of the Company by due process of law or recover the original value of all such materials from you.

- 7.9 You will make available the records of communication exchanged through e-mail or phone, if required, in order to safeguard and protect the confidentiality of the Company's sensitive and confidential information.
- 7.10 The Company shall have a further and additional right to take such other action as it deems proper in the event of our failure to the account for or return such material or property as would be entrusted to you during the course of your employment to you or on your direction.
- 7.11 You agree to use all reasonable endeavors to comply with the timelines for rendering the services and complying with the obligations arising out of this appointment.
- 7.12 You agree to travel for the Company or any group company (both within India and abroad) as may be required for the proper performance of your duties. The Company according to its internal travel policy will reimburse all travel costs deriving from such travel subject to production of all receipts, invoices, bills, etc., of such costs or expenses.
- 7.13 In addition to the terms and conditions set out in this Appointment Letter, your employment shall be governed by the overall Human Resource (HR) Policy of the Company and the rules and regulations framed therein, in accordance with the laws applicable to the Company.
- 7.14 You undertake that you shall not, in any manner whatsoever use the trademark, name, mark or logo of the Company or any abbreviation of the name of the Company for your private advantage or otherwise, except as required for the fulfilment of contractual duties hereunder and then only with the express prior written approval of the Company.
- 7.15 You undertake to neither seek nor accept instructions from any authority external to the Company in connection with the performance of services under this Appointment Letter.

8. POST – EMPLOYMENT OBLIGATIONS

- 8.1 You, by accepting this offer of employment and the terms stated herein, do further agree that you will not join any person, firm or organization directly or indirectly in any manner whatsoever which has a business or operation directly or indirectly in competition with the operation and business of the Company within or outside India for a period of two years after the cessation of your employment with the Company. You do further agree and admit that keeping the sensitivities involved in mind, the

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Company will have full right apart from any other remedy that may be available to the Company under the laws of the land, to seek ex parte injunction order against you and you will not object to the same, should the Company seek to enforce such a right against you in the event of the being a breach or a possibility of a breach by you of this term.

9. NON-SOLICITATION

9.1 You hereby agree and undertake that during the term of your employment with the Company and for a period of twenty four (24) months following the date of termination of your employment, you shall not, directly or indirectly, either as an individual on your own account or as a partner, proprietor, employee, consultant, advisor, principal, agent, contractor, director, member, representative, shareholder, manager, trustee, committee member, office bearer or in a similar capacity or function, do any of the following activity:

- (a) endeavor to entice away from the Company, or solicit employment or consultancy of or advise any of the Company's existing employees or consultant or any person who is associated with the Company, or any vendor, person or organization providing services to or through the Company, to terminate his/ her contract or relationship with the Company; and/or
- (b) contact any of the existing or prospective clients of the Company and/or any person or organization with whom the Company is in advanced stages of exploring a professional or business relationship, to entice such clients or organization away from the Company or to damage in any way their business relationship with the Company or for the provision of substantially the same services provided to such clients by the Company.

10. INDEMNIFICATION

10.1 You hereby agree and assure to save and hold the Company, its directors, officers and other employees harmless from any loss, cost, harm or damage that may be incurred, arising out of or connected with the employment, based on:

- (a) any claim or suit or other legal proceeding by a third party against the Company alleging that you were negligent while performing your services, responsibilities and obligations;
- (b) any act, omission or negligence on your part or due to any breach of the terms of this Appointment Letter by you; and/or
- (c) any loss, damage or prejudice suffered by the Company due to the breach done by you of the terms and conditions of this Appointment Letter or of any laws, bye-laws, rules, regulations and guidelines.

BOSTON IVY HEALTHCARE SOLUTIONS (P) LTD

CIN - U51397MH2013PTC245092

Corporate Office: Technopolis Knowledge Park, Unit No-17, 18, 19 & 21 C Wing, Mahakali Caves Road, Hanuman Nagar, Andheri (E), Mumbai - 93
Administrative Office: A-07, Abhishek Complex 2, Near Haripura Bus Stop, Asarwa, Ahmedabad - 380016, Gujarat, India.

Contact Us: (+91) 22 62513600
Website: www.medikabazaar.com

Email: info@medikabazaar.com

11. GOVERNING LAW AND DISPUTE RESOLUTION

11.1 Your employment with the Company is subject to the laws of India with the Courts of Mumbai having exclusive jurisdiction. All disputes or differences arising out of or in connection with the terms of this Appointment Letter and your employment with the Company shall be referred to a sole arbitrator who shall be appointed by the Company. The arbitration proceedings shall be conducted as per the provisions of the Arbitration and Conciliation Act, 1996, as amended. The seat of arbitration shall be at Mumbai and the language of the arbitration proceedings shall be English only.

12. GENERAL

12.1 You may be selected and sponsored by the Company for familiarization/ training assignments with our technical collaborators or any other institutions/ organizations in India and/or abroad. You will diligently and beneficially take part in the training and such assignments. The cost of such training including the travel fare and related expenses will be borne by the Company subject to any specific arrangements which may be drawn up and executed by the Company and you for such purpose.

12.2 Your retirement age from the Company will be the superannuating age of 60 years. Your age mentioned in the Matriculation/High Secondary Certificate will be deemed to be the conclusive proof of your date of birth.

12.3 You agree that you may to be transferred from one department to another or from one unit to another whether existing at the time of joining or may come into existence at a later stage as indicated to you by the Company from time to time.

All the general rules, practices and policies of the Company are liable to change from time to time. However, you will be expected to abide by any such changes during your employment with the Company.

You are advised to sign a copy of this Appointment Letter as a token of having accepted the terms and conditions of your employment and return the same to the Company.

Thanking You,
for **Boston Ivy Healthcare Solutions Pvt. Ltd. (Medikabazaar)**



Head- People & Culture

BOSTON IVY HEALTHCARE SOLUTIONS (P) LTD

CIN - U51397MH2013PTC245092

Corporate Office: Technopolis Knowledge Park, Unit No-17, 18, 19 & 21 C Wing, Mahakali Caves Road, Hanuman Nagar, Andheri (E), Mumbai - 93
Administrative Office: A-07, Abhishek Complex 2, Near Haripura Bus Stop, Asarwa, Ahmedabad - 380016, Gujarat, India.

Contact Us: (+91) 22 62513600
Website: www.medikabazaar.com

Email: info@medikabazaar.com

Acceptance:

I have read the terms of this Appointment Letter carefully and I understand and accept the obligations which it imposes upon me without reservation. No promises or representations have been made to me to induce me to sign this Appointment Letter. I sign this Appointment Letter voluntarily and freely.

Signature: *Minerva Sarma*

Name: Minerva Sarma

Contact details: 7086012396

Date: 11/09/2020

Place: Guwahati, Assam



Asansol Municipal Corporation
Dr. G.R.Mitra Sarani,Asansol - 713301 Paschim Burdwan, West Bengal
RECEIPT FOR TRADE LICENSE

	YEAR 2021-2022
Certificate No. : 05055Y22000548 Certificate Date : 15/07/2021 Activity No. : LTLN2141711 Commencement Date : 28/04/2021	New Ward : 055 Old Ward : 02 Borough No. : 05 House No. : 0000000 House Type : Tenant Holding : 00 Phone No. : 9932662786

Firm's Name : ELEVEN ELEVEN DEVELOPERS
Trader's Name : AQUIB ALI S/O NAUSAD ALI

Address : 00,G.T.ROAD,GOPALPUR, ASANSOL,Asansol

In respect of under noted Section(s) of the W. B. M. C Act, 2006 for specific purpose as mentioned below against with payment(s) is/are acknowledged subject to usual terms and conditions, where applicable, as printed overleaf.

Valid upto: 31st March 2022 To be renewed annually

Section No.	Particulars Arrear	Fees / Taxes Amount (Rs.)	Purpose
141	Arrear	7590.0	Commission Agent , Contractor & General Order Suppliers (Except Coal, Scrap, Iron Gold, Ferrous & Non-Ferrous etc.) , Promoter or Real Estate , *****
	Amendment Fee		
273	Certificate of Enlistment License Fee for premises (used for non-residential)		
	Miscellaneous Fee		
Total		7590.0	

Amount in words : Seven Thousand Five Hundred Ninety Rupees only

Date : 15/07/2021

Date	Amount	Mode of Payment	Paid By
15/07/2021	7590.00	online	Citizen

LICENSE DEPARTMENT
THE ASANSOL MUNICIPAL CORPORATION

For Commissioner
Asansol Municipal Corporation

~~~ This is a system generated certificate. No signature is required. ~~~  
Plastic carry bags below 50 micron are banned. 2

In low-income neighborhoods, as well as roadside eateries/dhabas/restaurants, etc. promote and give access to LPG and electricity.  
Mandate and link commercial license to clean food.

Use of fire generated by coal or coal product is totally prohibited as per guidelines of CPCB.

**Date:** March 02, 2021

**Letter of Intent**

Dear Jayee,

This letter is in reference to your interview at Orbis Research. We take great pleasure in offering you the position of **Content Writer** in our organization.

We would require you to join on **March 08, 2021**. Once we receive confirm date of joining, we would be glad to provide you with the Offer Letter and confirmation of your employment with us.

Please sign your acceptance to indicate that you have accepted this offer from us. We found you to be most suitable for this post and look forward to working with you.

Acceptance:

I hereby accept the offer.

**Name:**

**Signature:**

**Date:**

**Place:**



# AILOGIX Software Solutions India Pvt. Ltd.

**Date: June 29, 2020**

**Bhavil Nagar  
Indore, M.P.**

**Subject: Employment Letter**

**Dear Bhavil,**

AILOGIX Software Solutions India (P) Ltd. (the "Company"), is pleased to offer you employment as a **"Jr. Sales Executive"** and **you will report to CEO**. Your start date on records will be 29 June 2020.

You will be responsible for Client sales, sales strategy making related activities as per job role requirement assigned by client and the company. As the company matures additional duties and responsibilities will be discussed with you as time progresses.

You will devote your best efforts and entire time during normal business hours to the performance of your duties for the Company. During your employment, you will not engage in any business activities outside those of the Company to the extent that such activities would interfere with or prejudice your obligations to the Company.

**Your beginning fixed annual salary will be INR 1,80,000.00 (INR 1.8Lacs only), payable in accordance with the Company's applicable payroll practices and will be taxable as per Indian government income tax laws.**

The Annual and medical leaves will be as per the Company policy. As a salaried employee, you will be categorized as "exempt," which means you will not be eligible to receive overtime pay. The Company reserves the right to modify your compensation, benefits, work location and job responsibilities, from time to time, as it deems necessary.

Your probation period will be of 3 months from date of joining. During the probation period the "Company" reserves rights to terminate your employment for any reason or no reason by giving written notice of 7 days and there will be no notice period payment.

After completion of probation period, your employment by the Company is at-will and may be terminated by you or the Company for any reason or no reason, by giving a written notice of 15 days or 15 days salary in lieu of. While you are employed with the Company, the rules and procedures contained in the Company's personnel manual, as may be in effect from time to time, will apply to your employment.

As part of such procedures, you will be required to sign an agreement requiring you to assign to the Company certain inventions made by you while employed by the Company and maintain as confidential all the Company's trade secrets. The form of this agreement may be updated from time to time. You acknowledge that this letter super cedes any prior agreements that relate to employment by the Company.

**EWAN BUSINESS SOLUTIONS PVT. LTD.**



**Mr. Viraj Vasant Wadikar**

**Flat B - 1002, Rohan Madhuban 2 Society,**

**Bavdhan, Pune, Maharashtra**

**Subject: Appointment for post of Project Analyst.**

Dear **Mr. Viraj Vasant Wadikar**

We are pleased to offer you, the position of **Project Analyst** with **Ewan Business Solutions Pvt. Ltd** on the following terms and conditions:

### **1. Commencement of Employment**

Your employment will be effective, as of **18<sup>th</sup> January 2021**

### **2. Job Title**

Your job title will be **Project Analyst**, and you will report to **Mr. Soham Shripad Kakade**, Director of the company.

### **3. Salary**

Your salary and other benefits will be as follows:

- First 3 Months of Employment: [REDACTED]
- 4<sup>th</sup> to 6<sup>th</sup> Month of Employment: [REDACTED]
- 7<sup>th</sup> Month onwards of Employment: [REDACTED]

### **4. Place of Posting**

You will be posted at **Pune, Maharashtra**. You may however be required to work at any place of business which the Company has or may later acquire.

## **5. Hours of Work**

The normal working days are **9 am** through **6 pm**. You will be required to work for such hours as necessary for the proper discharge of your duties to the Company. The normal working hours are from **9am** to **6pm, 6** days a week.

## **6. Nature of Duties**

You will perform to the best of your ability all the duties as are inherent in your post and such additional duties as the company may call upon you to perform, from time to time. Your specific duties are set out in Schedule II hereto.

## **7. Company Property**

You will always maintain in good condition Company property, which may be entrusted to you for official use during the course of your employment and shall return all such property to the Company prior to relinquishment of your charge, failing which the cost of the same will be recovered from you by the Company.

## **8. Borrowing/Accepting Gifts**

You will not borrow or accept any money, gift, reward, or compensation for your personal gains from or otherwise place yourself under pecuniary obligation to any person/client with whom you may be having official dealings.

## **9. Termination**

9.1 Your appointment can be terminated by the Company, without any reason, by giving you not less than **2 - Month Prior Notice** in writing or salary in lieu thereof. To this clause, salary shall mean basic salary.

9.2 You may terminate your employment with the Company, without any cause, by giving no less than **2 - Month Prior Notice** or salary for unsaved period, left after adjustment of pending leaves, as on date.

9.3 The Company reserves the right to terminate your employment summarily without any notice period or termination payment, if it has reasonable ground to believe you are guilty of misconduct or negligence, or have committed any fundamental breach of contract or caused any loss to the Company.

9. 4 On the termination of your employment for whatever reason, you will return to the Company all property; documents and paper, both original and copies thereof, including any samples, literature, contracts, records, lists, drawings, blueprints, letters, notes, data and the like; and Confidential Information, in your possession or under your control relating to your employment or to clients' business affairs.

## **10. Confidential Information**

10. 1 During your employment with the Company you will devote your whole time, attention, and skill to the best of your ability for its business. You shall not, directly or indirectly, engage or associate yourself with, be connected with, concerned, employed or engaged in any other business or activities or any other post or work part time or pursue any course of study whatsoever, without the prior permission of the Company.

10.2 You must always maintain the highest degree of confidentiality and keep as confidential the records, documents and other Confidential Information relating to the business of the Company which may be known to you or confided in you by any means and you will use such records, documents and information only in a duly authorized manner in the interest of the Company. For the purposes of this clause 'Confidential Information' means information about the Company's business and that of its customers which is not available to the general public and which may be learnt by you in the course of your employment. This includes, but is not limited to, information relating to the organization, its customer lists, employment policies, personnel, and information about the Company's products, processes including ideas, concepts, projections, technology, manuals, drawing, designs, specifications, and all papers, resumes, records and other documents containing such Confidential Information.

10.3 At no time, will you remove any Confidential Information from the office without permission.

10.4 Your duty to safeguard and not disclose Confidential Information will survive the expiration or termination of this Agreement and/or your employment with the Company.

10.5 Breach of the conditions of this clause will render you liable to summary dismissal under clause above in addition to any other remedy the Company may have against you in law.

### **11. Notices**

Notices may be given by you to the Company at its registered office address. Notices may be given by the Company to you at the address intimated by you in the official records.

### **12. Applicability of Company Policy**

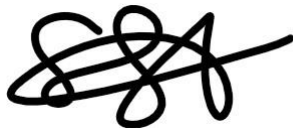
The Company shall be entitled to make policy declarations from time to time pertaining to matters like leave entitlement, maternity leave, employees' benefits, working hours, transfer policies, etc., and may alter the same from time to time at its sole discretion. All such policy decisions of the Company shall be binding on you and shall override this Agreement to that extent.

### **13. Acceptance of our Offer**

Please confirm your acceptance of this Contract of Employment by signing and returning the duplicate copy.

We welcome you and look forward to receiving your acceptance and to working with you.

**Ewan Business Solutions Pvt. Ltd.**



**Director - Mr. Soham Shripad Kakade**

**Date: 15<sup>th</sup> January 2021**



**Mr. Viraj Vasant Wadikar**

**Date: 15<sup>th</sup> January 2021**



IT/Pune/Jan/IT00034

PRIVATE & CONFIDENTIAL

January 29th, 2021

**Yatish Kumavat**

Pune

Dear **Yatish Kumavat**,

Welcome to Appzia Technologies!

Based on your interview discussions, we are pleased to offer you the position of **Trainee - Unity Developer**, in Band 8, Level 3 with Appzia Technologies –Development Division. The gross compensation will be INR 1,44,000 /- (Rupees One Lakh Forty-Four Thousand only) per annum.

The details of the terms and conditions of the offer of employment are detailed in the enclosed annexure. At Appzia Technologies, we believe we have a historic opportunity of building a world class company. We also believe we are very unique in several ways –our ethos that encourages, promotes and rewards empowerment; initiative; flawless execution and leadership. In return, we promise to provide you a platform to grow and fulfil your personal and professional goals. We look for professionals like you who would partner the future growth of the Organization. We are confident that with your skills, competencies and capabilities you would be a valuable addition to the team.

You shall carry out all directions given to you by the Management whether in writing or not you shall carry out the duties of your employment honestly and with all diligence to the best of your skill and ability. Any refusal on your part to carry out such reasonable orders of the Management will amount to insubordination and willful misconduct and will expose you to disciplinary action.

You shall all the times, perform your duties diligently to the best of your knowledge that may be entrusted to you from time to time by the management. The Company may assign any relevant task to you based on your versatility & need of the time to which you shall perform to the satisfaction of the management.

You shall devote the whole of your time and attention to the business of the Company and shall not without the consent of the Company be engaged or interested or concerned, whether directly or indirectly in any other business or occupation of any kind whatsoever. You will maintain the secrecy of confidential company matters which may come to your Knowledge and possession in the course of your knowledge and possession in the course of your services with us. You shall remain faithful to the Company, irrespective of any reason. You will keep all the



records safely entrusted to you during the course of your service with the company & they will remain to be company's property at all times.

Your Subject to as herein provided, the Company will be entitled to determine your employment if you become incapable in the opinion of the Company, of efficiently and properly carrying out the duties allotted to you, whatever may be caused of such incapacity and this employment shall in any event be determinable by either party by giving one calendar months' notice of intention to terminate the employment or one month's gross salary in lieu of the notice period.

During your employment, if you are found guilty of disobedience, indiscipline or indulged in any such activity which are unfavorable to the interest of staff or the organization at large, then in all such cases your services will be terminated without any notice and salary in lieu of notice or otherwise.

During the period of notice you shall not abandon the services unless the Management agrees to relieve you earlier and you will continue to be governed by the rules and regulation of the Company.

You shall be bound at the termination of the employment, however arisen, to return to the Company any of the property to the Company in your possession including correspondence which you may have conducted, whether semi officially or otherwise, in connection with the business of the company or on its behalf

This offer of employment is contingent upon you fulfilling the background verification process and clearing training that the organization will conduct. We look forward to you joining us at our Pune office on February 01st, 2021 at 8am. Please keep your recruiter informed, in case of advancement in the joining date. Please endorse your acceptance by duly signing the duplicate copy of this letter on all sheets at the bottom on the right corner and return to the undersigned before February 01st, 2021.

Yours Sincerely,

**For Appzia Technologies**

A handwritten signature in black ink that reads "Rahul Parab". The signature is written in a cursive style and is underlined.

**Rahul Parab**

**Director**

## Offer letter

**Ref:- IT/Robotics Engineer/2020**

**Date:21/07/2020**

To,

**Mr. Suraj Rajshekhar Ravi,  
Flat no 03, Indraprastha Society,  
Beside Bank of India, Dehuroad,  
Pune 412101.**

**Dear Suraj,**

Subsequent to your interview with us, we are pleased to appoint you as a “**Executive Robotics Engineer**” in our organization from **21<sup>st</sup> July 2020**. Subject to fulfillment of conditions with reference to our offer letter dated **1<sup>st</sup> August 2020**. Please sign duplicate copy of this letter as taken of your acceptance. Hearty congratulations on your selection. We take great pleasure to welcome you in to our team.

Wishing you BEST OF LUCK.

**Regards,**

**For iTrontik Smart System Pvt. Ltd**



**Authorized Signatory**

**iTRONTIKSMARTSYSTEMSPVT.LTD.**

GSTIN NO : 27AAFIC13529N1Z6

Spot -18, Office No. 717, 7th Floor,  
Commercial Complex, Pimple Saudagar,  
Rahatani, Pune - 411017 Maharashtra (India)

[business@itrontik.com](mailto:business@itrontik.com)  
[www.itrontik.com](http://www.itrontik.com)

+91 9890336147

## Appointment Letter

Date: 21/07/2020

Ref: IT/Robotics Engineer/2020

To,

Mr. Suraj Rajshekhar Ravi,  
Flat no 03, Indraprastha Society,  
Beside Bank of India, Dehuroad,  
Pune 412101.

iTrontik Office- Spot-18, Office No. 717, 7<sup>th</sup> Floor, Commercial Complex, Pimple Saudagar Rahatani, Pune-411017 having the business of Development through IT has vacancy of “Executive Robotics Engineer” to be filled in. And Mr. Suraj Rajshekhar Ravi having his

Permanent address: Flat no 03, Indraprastha Society, Beside Bank of India, Dehuroad, Pune 412101

Email: suraj\_ravi97@hotmail.com

Has having the required experience for the post and minimum academic qualification has offered his for above post.

And the company found his experience and education suitable for the post during the personal interview and has offered the post of “Executive Robotics Engineer” in the origination.

Mr. Suraj Rajshekhar Ravi appointed as “Executive Robotics Engineer” will receive salary a sum of Rs. 10,000/-Per Month and probation period is 6 months. For the 6 months from the date of appointment Mr. Suraj Rajshekhar Ravi will receive salary a sum of Rs. 10,000/-Per Month .However Mr. Suraj Rajshekhar Ravi shall report to Pune office, if there is a business requirement. Whenever his performance is good, after 6 months he will receive salary a sum of Rs.15,000/-Per month.

**iTRONTIKSMARTSYSTEMSPVT.LTD.**

GSTIN NO : 27AAFIC13529N1Z6

Spot -18, Office No. 717, 7th Floor,  
Commercial Complex, Pimple Saudagar,  
Rahatani, Pune - 411017 Maharashtra (India)

[business@itrontik.com](mailto:business@itrontik.com)  
[www.itrontik.com](http://www.itrontik.com)

+91 9890336147

## **(b) General Laws**

- a) You are entitling for 18 paid leave and other facilities as per company rules.
- b) You will also be eligible for the facilities as may be declared by the company from time to time.
- c) You will get confirmation letter after reviewing your performance during probation period.
- d) Please note that company reserves its rights to modify or cancel the particulars of this letter if required.

## **Duties:-**

- a) Performing services for the company as assigned by the companies' officers and employees who are designated with authorities to manage and supervise your work.
- b) You will be governed by the rules and regulations of the company framed from time to time.
- c) We will provide you extensive training to enable you to acquire skill set required for carrying out the projects satisfactorily.
- d) Your performance will be reviewed at the end of one year of your joining.
- e) You will be required to provide reports concerning your work activities for time to time as asked by the company.
- f) You will be governed by the rules and regulations applicable to the employee of the company from time to time & you will not engage yourself in any trade, profession of vocation directly or indirectly & whether for gainful purpose or otherwise.
- g) You will be punctual in attending your duties.

## **Relocation and Termination**

- a) Except in case of the termination by the company due to your willful misconduct, or nonperformance, the company will provide you one month Advance notice of Termination of probation period OR CTC of one month in lieu thereof.
- b) For terminating this employment, we will give notice of one month in writing.
- c) You will provide to the company with two month advance notice of your desire to probation period after completion of bond, or salary in lieu thereof to the other party.

### **iTRONTIKSMART SYSTEMS PVT.LTD.**

GSTIN NO : 27AAFCl3529N1Z6

Spot -18, Office No. 717, 7th Floor,  
Commercial Complex, Pimple Saudagar,  
Rahatani, Pune - 411017 Maharashtra (India)

[business@itrontik.com](mailto:business@itrontik.com)  
[www.itrontik.com](http://www.itrontik.com)

+91 9890336147

**Agreement of secrecy:-**

This Secrecy agreement represents the entire agreement of both the parties.

You have to sign the Secrecy agreement at the time of your joining.

Please sign duplicate copy of this letter as a token of your acceptance.

Hearty congratulations on your selection.

We take great pleasure to welcome you in our team.

Wishing you BEST OF LUCK

**Regards,**

**For iTrontik Smart System Pvt. Ltd**



**Authorized Signatory**



## EVELABS TECHNOLOGIES PVT LTD

V V NIVAS, ARCHAL NEDIYARA P O,  
ANCHAL, KOLLAM, KERALA - 691306  
CIN: U72900KL2016PTC046509

+919400908027  
contact@evelabs.co  
www.evelabs.co

**Dear Mr. Mohammed Shafi,**

We're happy to extend this offer of employment for the position of **Application Specialist** at Evelabs Technologies Private Limited.

Please review this summary of terms and conditions for your anticipated employment with us. If you accept this offer, your start date will be **1st February 2021**, or another mutually agreed upon date. The duration of probation will be **3 months** during the period, you are expected to diligently complete all the assignments and tasks delegated to you. During this period a stipend of INR 20,000 will be given.

During the course of Job, you will be assigned to the following activities.

1. Organize and manage customer and employee training classes.
2. Prepare presentations for sessions at lectures, training programs, and fairs.
3. Assist customers with all local, regional, and national trade events for customers.
4. Prepare complementary support training information and provide quick tips, workbook.
5. Administer application and provide technical expertise in the development and execution of all IT systems.
6. Coordinate with departments and prepare technical reports, training materials, and documentations for end users.
7. Assist customers and provide operational and end user support.
8. Organize regular research studies for new technologies and fit them into the organization.
9. Assist Chief of Section and prepare project progress.
10. Coordinate with senior-level analyst and assist end-users and stakeholders to resolve and lay out required information infrastructure.
11. Collaborate with developers and vendors to secure infrastructure being developed for end-user needs and ensure achievement of all business objectives.
12. Assist with system check and quality assurance.
13. Work with aid end-users and provide support to infrastructure facilities and ensure smooth adoption.
14. Provide post-implementation support and on-going support measures.

You are required to observe and uphold all of the Company's privacy policies and procedures as implemented or varied from time to time.

  
1/28/2021

**Vishnu MS**  
**CEO**  
**Evelabs Technologies Private Limited**



## EVELABS TECHNOLOGIES PVT LTD

V V NIVAS, ARCHAL NEDIYARA P O,  
ANCHAL, KOLLAM, KERALA - 691306  
CIN: U72900KL2016PTC046509

+919400908027  
contact@evelabs.co  
www.evelabs.co

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Date: 12/03/2021

Name : Ms. Sneha Agarwal  
Location: Pune  
Offer Code :5979

|                                                                                                                                                                                                                                                                                                                                 |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Dear Sneha,                                                                                                                                                                                                                                                                                                                     |
| Pursuant to your interview, we are pleased to offer you the position of <b>Technical Consultant</b> . Please note that your appointment letter (comprising the "Terms and conditions" of your employment with Paysquare HR Services Private Limited and Annexure) will be given to you post joining the organization.           |
| <b>Your annual CTC will be Rs. 1,84,966/- (One Lakh Eighty Four Thousand Nine Hundred Sixty Six Rupies Only) , (As per the Annexure A attached herewith)</b>                                                                                                                                                                    |
| 1. Your Date of Joining will be <b>15/03/2021</b> your contract of employment shall be valid for a period of <b>11 months</b> from 15/03/2021 and will expire on 14/02/2022.                                                                                                                                                    |
| 2. Your base location will be at the client site in Pune.                                                                                                                                                                                                                                                                       |
| You need to submit the photocopies of the documents as mentioned below on your day of joining by filling up detail joining kit                                                                                                                                                                                                  |
| a. Graduation/Post Graduation/Diploma Certificates                                                                                                                                                                                                                                                                              |
| b. Relieving Letter of previous organization                                                                                                                                                                                                                                                                                    |
| c. Photo Copy of PAN Card                                                                                                                                                                                                                                                                                                       |
| d. Address Proof                                                                                                                                                                                                                                                                                                                |
| e. Photo Copy Adhaar Card (Mandatory)                                                                                                                                                                                                                                                                                           |
| f. 2 Passport sized photographs                                                                                                                                                                                                                                                                                                 |
| If you accept this offer, kindly send in your acknowledgement to us confirming your joining. -<br>Please feel free to get in touch with HR on 020-68198037.<br>You can write to us on <a href="mailto:rexel.staffing@paysquare.com">rexel.staffing@paysquare.com</a><br>We look forward to having you on board.<br>Yours truly, |

*Amruta, m*

Amruta Magar  
Manager Legal -HR Partner

### CONFIRMATION

I confirm that I have accepted the terms and conditions and will join Paysquare HR Services Private Limited latest by **15/03/2021**.

Signature: *Sneha Agarwal* Date: 13-03-21

## Offer Letter

Date: 12/11/2020

Dear **Kunal Jamwal**,

We congratulate you on the successful completion of the Fixed Term Traineeship with us. Upon evaluation of your performance, we would like to offer you the position of Inside Sales Associate - Sales, under Regular Employment w.e.f 16/11/2020.

**The details of your employment will be as follows:-**

Department : Business Development  
Designation : Inside Sales Associate - Sales  
Role Location / Work Location : Byju's - ISA Bangalore  
Date of Joining : 16/11/2020  
Employment Type : Regular

**Compensation Details**

Fixed Compensation : 500000 INR  
Variable Compensation : 300000 INR

The company shall be entitled to deduct, from the above remuneration payable to you, the following contractual, statutory and compulsory deductions:

1. Provident Fund
2. Income tax deducted at source at the rates applicable
3. Employment/Professional Taxes
4. Dues to company including loans and advances
5. Any other applicable statutory deductions

The income Tax liability with regards your salary and perks and will be governed by the tax laws of the country as applicable from time to time.

You will be governed by and agree to abide by the General Terms & Conditions of Service of the Company and the provisions of the company's Code of Conduct, which will be mentioned in detail in the appointment letter, issued on the date of joining.

You are requested to join the services of the Company by no later than **16/11/2020**, failing which you may please consider the offer to be withdrawn.

We take this opportunity to thank you for the interest you have shown in our organization and look forward to welcoming you on-board for a fruitful career with us.

**To accept the offer, kindly sign the document digitally and submit.**

Yours sincerely,

Think & Learn Pvt. Ltd.

Accept Job Offer by signing below

Human Resource

Signature:   
Kunal Jamwal (Nov 12, 2020 12:43 GMT+5.5)

*This is a system generated confirmation letter that does not require an authorized signature.*






# Byjus\_BDA(T) Offer Letter - TNL71828440

Final Audit Report

2020-11-12

|                 |                                              |
|-----------------|----------------------------------------------|
| Created:        | 2020-11-12                                   |
| By:             | Byjus Onboarding (onboarding@byjus.com)      |
| Status:         | Signed                                       |
| Transaction ID: | CBJCHBCAABAANXGE3HQc7oNskeAf3TsDOPyW27HdxmPq |

## "Byjus\_BDA(T) Offer Letter - TNL71828440" History

-  Document created by Byjus Onboarding (onboarding@byjus.com)  
2020-11-12 - 5:05:46 AM GMT- IP address: 106.217.35.128
-  Document emailed to Kunal Jamwal (kunal.jamwal@byjus.com) for signature  
2020-11-12 - 5:05:49 AM GMT
-  Email viewed by Kunal Jamwal (kunal.jamwal@byjus.com)  
2020-11-12 - 7:12:58 AM GMT- IP address: 66.249.84.105
-  Document e-signed by Kunal Jamwal (kunal.jamwal@byjus.com)  
Signature Date: 2020-11-12 - 7:13:41 AM GMT - Time Source: server- IP address: 171.61.207.125
-  Agreement completed.  
2020-11-12 - 7:13:41 AM GMT

**OFFER CUM APPOINTMENT LETTER**

Aishwarya Suresh Bafna  
Bld B3, Punyadham Society, Wadgoanshri, Tempo Chowk  
Pune – 411014  
MH  
IND

Dear Aishwarya,

On behalf of **Amazon Development Centre (India) Private Limited**, a company incorporated under the laws of India, having its registered office at # 26/1, Brigade Gateway, World Trade Centre, 10th Floor, Dr. Rajkumar Road, Malleshwaram (W) Bangalore - 560 055, Karnataka India (hereinafter the "Company" or "Amazon India"), we are very pleased to issue this Offer cum Appointment Letter for the position of **CS Associate at Pune**, India.

Your employment with the Company will be subject to your acceptance of this Offer cum Appointment Letter and the terms and conditions set forth hereinbelow. If you wish to accept employment with the Company, please convey your acceptance in the manner provided for by the Company.. The offer of employment contained in this Offer cum Appointment Letter will expire if you have not accepted the same on or before **2 business days**.

Upon your acceptance of the offer herein, this Offer cum Appointment Letter shall form the employment contract that is a valid and binding agreement of employment between Amazon India and you, and you shall be bound by the terms and conditions stipulated herein below.

**1. Date of Commencement**

Your employment with Amazon India will commence on **05-Aug-2019**.

**2. Probation**

You shall be on probation for a period of 6 months ("Probation Period") from the date of joining. Your performance will be reviewed and evaluated at regular intervals during the Probation Period. Depending on the outcome of such evaluation/s, the Company may, at its sole discretion, either (a) if your performance is found satisfactory, confirm your appointment; or (b) if your performance is found to be unsatisfactory, extend, in writing, the Probation Period by a further



**Offer: Computer Consultancy**  
**Ref: TCSL/DT20184273075/Pune**  
**Date: 02/05/2018**

Ms. Diksha Dilip Kathale  
Choudhary Nagar (Tingre Nagar) Road No. 14,  
Dhanori,  
Pune-411015,  
Maharashtra.  
Tel# 91-9011535174

Dear Diksha Dilip Kathale,

**Sub: Letter of Offer**

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Graduate Trainee** in Grade **YG**. Your gross salary including all benefits will be **₹1,93,158/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, this offer is liable to lapse at the discretion of TCS this offer will be automatically withdrawn.

After you accept this offer you will be issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

**TCS Confidential**  
**TCSL/DT20184273075**

**TATA CONSULTANCY SERVICES**

**Tata Consultancy Services Limited**

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

Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: [www.tcs.com](http://www.tcs.com)

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

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



## **COMPENSATION AND BENEFITS**

### **BASIC SALARY**

You will be eligible for a basic salary of ₹7,100/- per month.

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

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

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

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

Your HRA will be ₹2,840/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

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

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

#### **3. Personal Allowance**

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

#### **4. Food Card**

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



## **PERFORMANCE PAY**

### **Monthly Performance Pay**

You will receive a monthly performance pay of ₹1,500/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

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

## **OTHER BENEFITS**

### **Health Insurance Scheme**

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

HIS offers the following benefits:

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

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

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

#### **2. Higher Hospitalisation**

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

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

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

### **Maternity Leave**

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the

**TCS Confidential**

**TCSL/DT20184273075**

**3**

**TATA CONSULTANCY SERVICES**

**Tata Consultancy Services Limited**

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

Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com

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

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



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

### **Loans**

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

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

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

### **Professional Memberships**

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

## **RETIRALS**

### **Provident Fund**

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

### **Gratuity**

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

## **TERMS AND CONDITIONS**

### **1. Aggregate Percentage Requirements**

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

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



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

## **2. Disclaimer**

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

## **3. Training Period**

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

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

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

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

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

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



#### **4. Working Hours**

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

#### **5. Mobility**

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

#### **6. Compensation Structure / Salary components**

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

#### **7. Increments and Promotions**

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

#### **8. Alternative Occupation / Employment**

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

#### **9. Confidentiality Agreement**

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

#### **10. Service Agreement**

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



## **11. Overseas International Assignment Agreement**

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

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

## **12. Terms and Conditions**

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

## **13. TATA Code of Conduct**

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

## **14. Notice Period**

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

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

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



## 15. Retirement

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

## 16. Pre-employment Medical Certificate

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

## 17. Employment of Non Indian Citizens

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

## 18. Background Check

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

## 19. Submission of Documents

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

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

The original documents will be returned to you after verification.



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

## **20. Initial Training Programme**

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

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

## **21. Letter of Appointment**

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

## **22. Rules and Regulations of the Company**

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

## **23. Compliance to all clauses**

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



**Withdrawal of Offer**

If you fail to accept the offer from TCSL within 48 hours, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

**For TATA Consultancy Services Limited**

**K Ganesan**  
**Global Head Talent Acquisition & AIP**



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



**GROSS SALARY SHEET**

**Annexure 1**

|                       |                             |
|-----------------------|-----------------------------|
| <b>Name</b>           | <b>Diksha Dilip Kathale</b> |
| <b>Designation</b>    | <b>Graduate Trainee</b>     |
| <b>Institute Name</b> | <b>Others</b>               |

Table 1: Compensation Details (All Components in INR)

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

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

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

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

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

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



## Annexure 2

### Regional Offices

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



## Confidentiality and IP Terms and Conditions

### 1. Confidential Information

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

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

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

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

(d) Customer and prospective customer lists, and

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



## **2. Retainer/Consultant's Obligations**

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

## **3. Intellectual Property Rights**

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



#### **4. Prior knowledge**

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

#### **5. Use of third party material**

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

#### **6. Security policies and Guidelines**

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

#### **7. Restriction on Retainer/Consultant's Rights**

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

#### **8. No License**

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



## 9. Equitable Rights

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

## 10. General

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

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

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

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



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

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

## **11. Non-Compete**

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



**Strictly Private and Confidential**

**Reference No: BTPL/1673/2020**

**Date: December 21, 2020**

To

**Mr. Prince Pradhan,**  
Pune, Maharashtra

**Dear Mr. Prince,**

**Subject: Pre-Placement Offer Letter for engagement as an Intern**

Welcome to the **Blazeclan Family!**

We are pleased to make you an offer of full-time employment with **Blazeclan Technologies Private Limited** through this pre-placement offer letter (the "**Pre-Placement Letter**"). This offer is conditional to: a) completion of Internship with the Company to its satisfaction as contemplated in this Pre-Placement Letter; and b) you being able to show that you possess the performance standard and aptitude expected by the Company. The Company reserves the right to withdraw this offer anytime during your Internship.

You expressly agree and acknowledge that you will not have any lean or right on regular employment with the Company, either during the Internship (as defined below) or completion thereof.

This offer is subject to you furnishing the correct information regarding your past service/internship and other records. The Company further reserves its right to conduct background verification check.

Upon fulfilling the conditions above, at the sole discretion of the Company, you may be hired as an employee of the Company and given an appointment letter governing the terms and conditions of your employment.

The further terms and conditions of this Pre-Placement Letter are as follows:

**1. Stipend:**

During the term of your Internship you will be entitled to a fixed monthly stipend of **Rs. 10000/-**. This stipend shall be subject to all the necessary tax and statutory deductions. Apart from the fixed monthly stipend, you shall not be eligible for any other performance incentive, bonus or any other employment benefits from the Company, during Internship.

**2. Term**

Unless otherwise agreed in writing, your Internship with the Company shall commence with effect from **22/12/2020** or such earlier date as agreed between you and the Company and shall by default expire on **21/06/2021** ("**Internship**"). If required, the Company may choose to extend this term at its sole discretion.

Mr. SaivenkataSusmanth Kola  
Matoshri Building, Flat No. 2,  
Sainagari Lane no 8, Tata Garden  
Kharadi, Pune - 411014

Offer for Employment with Softline Services India Pvt. Ltd

Dear SaivenkataSusmanth,

This is with reference to your application for employment and subsequent interviews you have had with us, we are pleased to offer you the position of **Delivery Specialist - Trainee**, reporting to **Delivery Manager**. Your date of joining will be on or before **July 1<sup>st</sup> 2019**.

You will be appointed as a **Trainee** for initial 6 months and during this period your monthly gross will be Rs. [REDACTED]

After 6 months you will be confirmed as a **Delivery Specialist** based on your performance evaluation and your annual Total cost to Company (TCTC) [REDACTED] (Net Pay [REDACTED]) of which Rs. [REDACTED] will be performance linked bonus component paid annually, all subject to standard and statutory deductions. Softline provides a Flexi-pay structure, which enables you to structure your Fixed CTC based on the components provided by Softline, on the date of joining. The breakup of Gross Earnings which includes allowances and perquisites is detailed in the Annexure I.

As a part of Softline Group policy, you have to sign a NDA with Softline and will be binding on you as per the tenure clause of such agreement.

You will be required to join at **Hyderabad** location and report to **Ms. Sumitha Naidu** to complete the joining formalities. Please submit the following documents before the date of joining for our official employment.

- Copies of all Educational and Professional certificates mentioned in the CV
- Copy of Address Proof (e.g. Ration Card, Electricity Bill, Phone Bill, Passport)
- Copies of Appointment, Latest increment / promotion, relieving and experience letters for the current employer
- Last three months' salary slip of current employer
- Three Passport sized photographs
- Copy of PAN Card

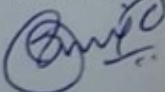
Your offer has been made based on information furnished by you. Any discrepancy found in the copies of documents, certificates or reference check, the company retains the right to revoke the offer of employment.

The appointment letter will be issued to you after completion of all the joining formalities & submission of all the necessary documents.

This offer is valid till **March 15<sup>th</sup> 2019** or on receipt of your acceptance or non-acceptance of this offer whichever is earlier.

We are excited about the challenges and opportunities ahead of us and look forward to you being part of a dynamic team, which leads the company through the path to success. I wish you well and look forward to having you on board. As a token of your acceptance, you are requested to sign the duplicate copy of this letter.

Yours sincerely,



Vinod Nair  
Managing Director - India

[REDACTED SIGNATURE]  
I confirm and accept the same  
SaivenkataSusmanth Kola

Appointment Letter

To,

Fiza Mushtaque Shaikh

Dear Fiza,

Thank you for the interest you have shown in joining our organization. With reference to the interview and discussions you have had with us, we are pleased to offer you a career at Ventes B2B Technologies Pvt. Ltd. We extend to you our heartiest congratulations and a warm welcome to Ventes family.

The terms and conditions of your employment are as below.

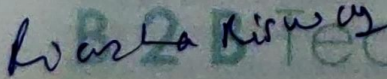
**Designation: Data Research Analyst**

1. Your annual compensation and cost to the company is **Rs. 02,18,400**. This cost to the company includes basic salary and other allowances, the company's contribution to PF should you should elect of PF or are required to do so as per terms of the government EPF Scheme and gratuity as applicable.
2. Your employment with us will be governed by the Terms and Conditions referred in Annexure – A, Declaration of Commitment in Annexure – B, and Confidentiality Agreement in Annexure - C.
3. You are required to join on **12<sup>th</sup> January 2021** and the offer stands withdrawn thereafter, unless the date is extended and communicated to you in written.
4. At the time of the joining, you are requested to submit the copies of the document as per the Document Check List in Annexure – D.

Please confirm your acceptance of this offer in writing on or before **11<sup>th</sup> January 2021** to the undersigned at Ventes B2B Technologies Pvt. Ltd., Office no 203 Siddhivinayak Aurum 2<sup>nd</sup> floor Viman Nagar Pune 411014, India. If you have any queries on any of the above, please contact us at

Your Sincerely

**Ventes B2B Technologies Pvt. Ltd**

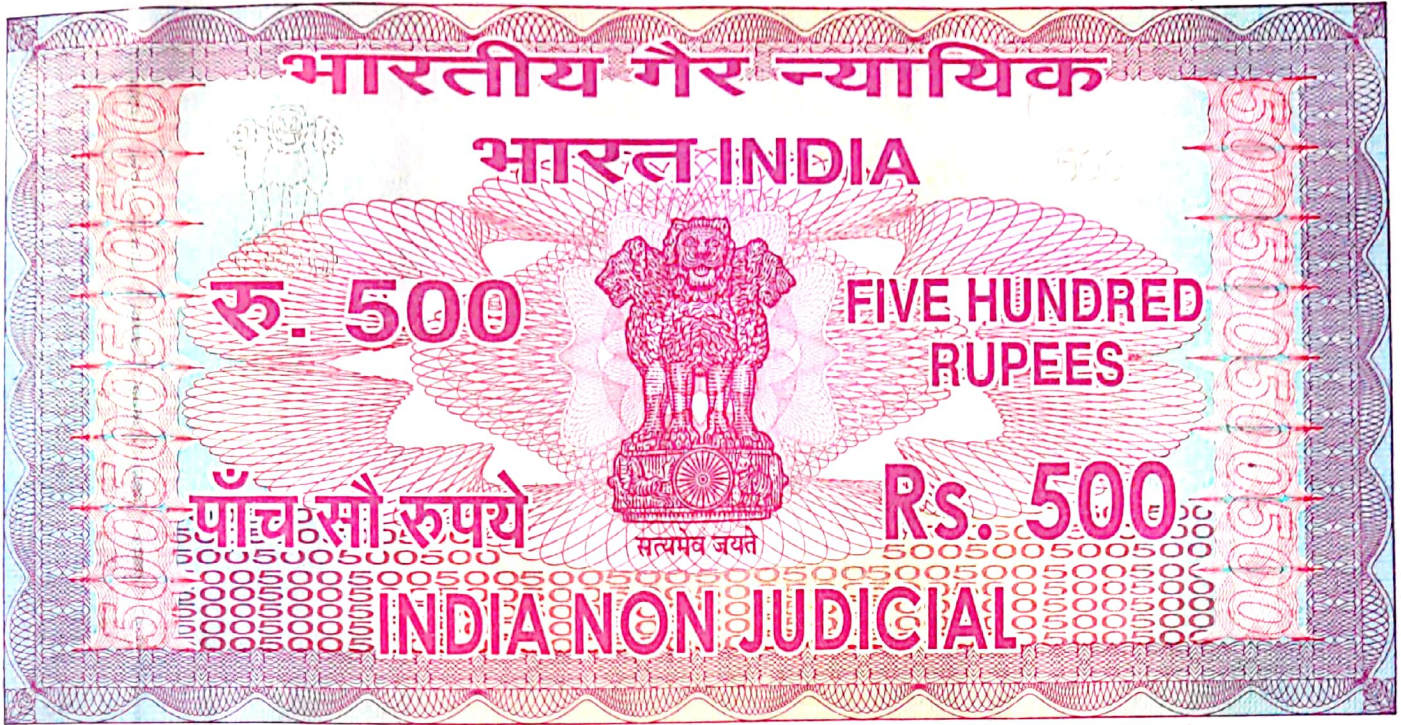


**Riasha Biswas**  
HR Head



Encl:

- Annexure – A (Terms and Conditions)
- Annexure – B (Declaration of Commitment)
- Annexure – C (Confidentiality Agreement)
- Annexure – D (Document Check List)



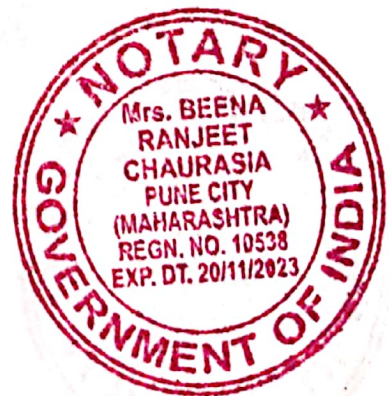
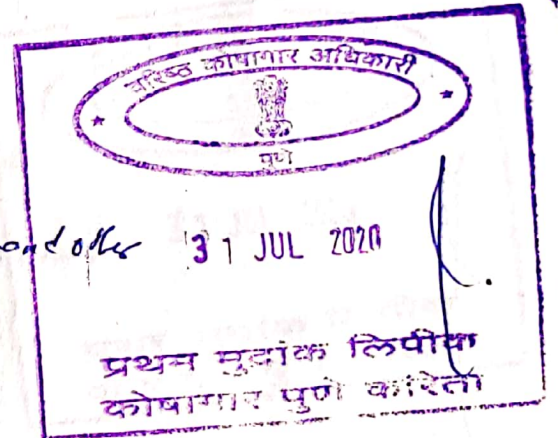
महाराष्ट्र MAHARASHTRA

2020

AW 885608

धनाचा प्रवाह अनुक्रम क्रमांक: LLP Agreement  
 हस्त नोंदणी क्रमांक आहत या हे: \_\_\_\_\_  
 नोंदणी हाणार्त असावयास दुय्यम निवेदक कोषागारचा नाव: \_\_\_\_\_  
 मिळवणीचे धातू: \_\_\_\_\_  
 मोहरदला स्वरूप: \_\_\_\_\_  
 मुद्रांक विकत घेणाऱ्याचे नाव व पत्ता: Mr. Biswarjeet Champaty  
1. Mr. Prashant Prashant Popal and other  
 दुसऱ्या पक्षकाराचे नाव: Lyket Lemr Bu-15  
 हस्त अंतल्यास नाव व पत्ता: 59EE 79 93-2-2020  
 मुद्रांक विक्री नोंद वही अनुक्रमंक: \_\_\_\_\_  
 मुद्रांक विकत घेणाऱ्याची सही: \_\_\_\_\_  
 परवानगीसक मुद्रांक विक्रीसाठी सही व परवाना क्रमांक \_\_\_\_\_  
 तसच मुद्रांक विक्रीचे दिवसाचे पत्ता \_\_\_\_\_

मिलिना श्रीराज बासल  
 रायदला नं. 2284044  
 ५४ शासनांतर्गत मान्यता प्राप्त



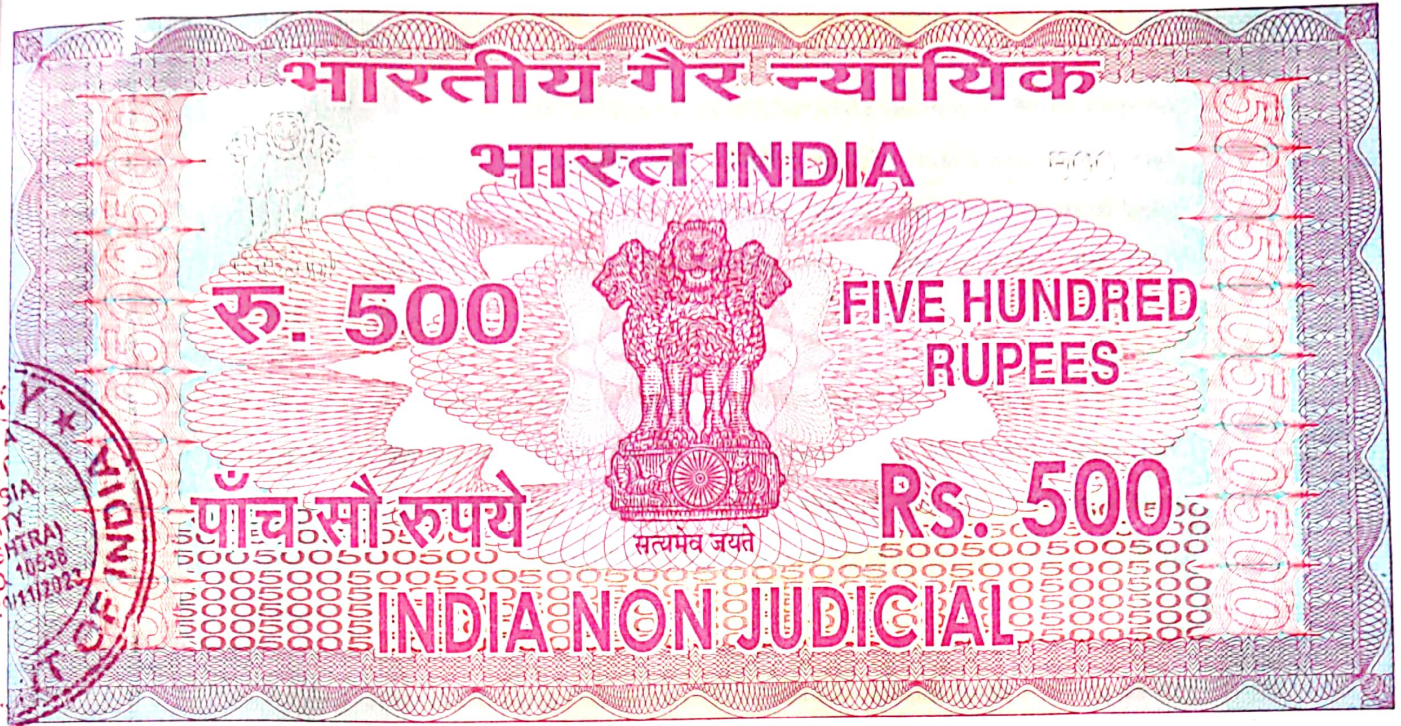
## LLP AGREEMENT

Of

## RIGBETEL LABS LLP

(As per Section 23(4) of the Limited Liability Partnership Act, 2008)

This Agreement of LLP made at Pune this 20<sup>th</sup> Day of Aug. 2020



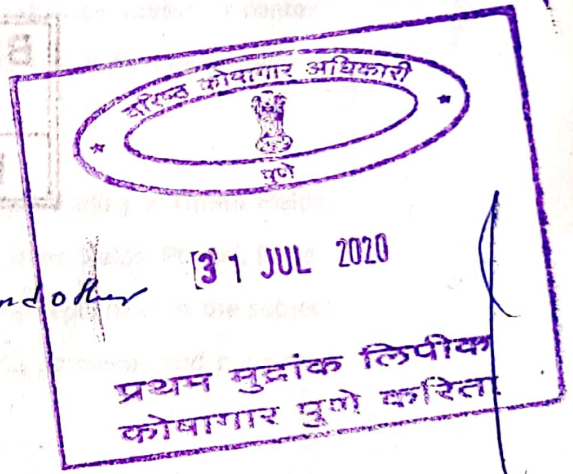
महाराष्ट्र MAHARASHTRA

2020

AW 885609

एखाद्या व्यक्ती अन्वये केल्याकः LLP Agreement  
 हस्त नोंदणी करणार् अर्हत का? .....  
 नोंदणी अर्थात अर्हाततात दुयम निबंधक कोषागाराच नांवः .....  
 मिळवकर्तीचे नावः .....  
 मोवदता स्थळः .....  
 पुढाक दिवत घेणाऱ्याचे नांव व पत्ताः Biswajet Chaudhary  
 दुसऱ्या पक्षकाराच नांवः Branshu Prashant Topke and other  
 हाते असल्यात नांव व पत्ताः 5980 दि-93-2-2020  
 मुद्रांक विज्ञी नोंद घेती अनुक्रमांकः .....  
 मुद्रांक दिवत घेणाऱ्याची सहायः Logh  
 परवानावाचक मुद्रांक दिवतवारी शर्ती व सधतना प्रमाणक  
 नमच मुद्रांक विज्ञीचे लिखाण पत्ता

इमिला श्रीराम भासले  
 परवाना क्र.: 2209024  
 ५ शासनासक नासा यत्न



## LLP AGREEMENT

Of

## RIGBETEL LABS LLP



(As per Section 23(4) of the Limited Liability Partnership Act, 2008)

This Agreement of LLP made at Pune this 20<sup>th</sup> Day of Aug . 2020

1. Mr. Biswajeet Champaty Son of Bijaya Kumar Champaty residing at Budhi Bagicha, In Front Of Womens College, Khordha - 752055, Odisha which expression shall, unless it be repugnant to the subject or context thereof, include their legal heirs, successors, nominees and permitted assignees and hereinafter called the FIRST PARTY, and
2. Mr. Pranshu Prashant Tople Son of Prashant Sudhakar Tople residing at Flat No 8, Anand Nivas, Govind Nagar, Nashik, 422009, Maharashtra which expression shall, unless it be repugnant to the subject or context thereof, include their legal heirs, successors, nominees and permitted assignees and hereinafter called the SECOND PARTY, and
3. Ms. Pallavi Omprakash Saha Daughter of Omprakash Ganesh Saha residing at H2, Girija Shankar Soc, Bodhale Nagar, Pune Road, Dwarka Corner, Nashik - 422011, Maharashtra which expression shall, unless it be repugnant to the subject or context thereof, include their legal heirs, successors, nominees and permitted assignees and hereinafter called the THIRD PARTY, and
4. Mr. Shubham Nandi Son of Dipankar Satyacharan Nandi residing at Green Fields, Green Valley, Ajmera Road, Masulkar Colony, C2/ 12, Green Fields, Pimpri, Pune - 411018, Maharashtra which expression shall, unless it be repugnant to the subject or context thereof, include their legal heirs, successors, nominees and permitted assignees and hereinafter called the FOURTH PARTY

(THE FIRST, SECOND, THIRD AND FOURTH PARTY SHALL BE COLLECTIVELY REFERRED TO AS PARTNERS)

NOW, the FIRST, SECOND, THIRD AND FOURTH Party are interested in forming a Limited Liability Partnership under the Limited Liability Partnership (LLP) Act, 2008 and that they intend to write down the terms and conditions of the said formation and;

IT IS HEREBY AGREED BY AND BETWEEN THE PARTIES HERETO AS FOLLOWS:

1. **LLPIN (Limited Liability Partnership Identification Number):**

The LLPIN is: AAS-8966

2. **Name:**

A Limited Liability Partnership shall be carried on in the name and style of **M/s. RIGBETEL LABS LLP** and hereinafter called as LLP.

3. **Place of Execution:**

Place of Execution of the Agreement is: **Pune**

4. **Date of Commencement:**

The LLP as constituted under this Deed shall be deemed to be have commenced on the **15-07-2020**.

5. **Registered office**

The LLP shall have its registered office at **D Y Patil Knowledge City, Charoli Budruk, Via Lohegaon, Dist -Pune, City - Pune - 412105, Maharashtra** and/or at such other place or places, as shall be agreed to by the majority of the partners from time to time.

**Additional Address for service of documents:**

The LLP, may, in addition to the registered office address, declare any other address as its address for service of documents, under sub-section (2) of section 13. The consent of 3/4<sup>th</sup> majority of partners shall be required for such declaration.

6. Business

The business of the LLP shall be: To carry on the business of software development, software as a service, software development, digital marketing web development, mobile applications, IT enabled services and to engage in technology consulting and advisory services

Capital Contribution:

(i)

| S. No. | Name of the Partner        | Nature of Contribution | Capital Contribution (in Rupees) |
|--------|----------------------------|------------------------|----------------------------------|
| 1.     | Mr. Biswajeet Champaty     | Cash                   | 1,500                            |
| 2.     | Mr. Pranshu Prashant Tople | Cash                   | 1,500                            |
| 3.     | Ms. Pallavi Omprakash Saha | Cash                   | 1,000                            |
| 4.     | Mr. Shubham Nandi          | Cash                   | 1,000                            |
|        | Total                      |                        | 5,000                            |

(ii) The total contribution of the Partners in the LLP shall be Rs. 5,000(Five Thousand) which shall be contributed by the Partners in the above proportions.



The further Contribution, if any, required by the LLP shall be brought by the Partners in their existing capital contribution ratio or at any ratio as agreed and decided by the majority of the Partners.

**8. Net Profit / Loss or Distribution of Profits:**

- The net profits of the LLP arrived at after providing for payment of remuneration to the working Partners or designated Partners and interest to Partners on the loan given by them shall be divided by the Partners in the following ratio:

| S. No. | Name of the Partner        | Profit/Loss Percentage |
|--------|----------------------------|------------------------|
| I.     | Mr. Biswajeet Champaty     | 10%                    |
| II.    | Mr. Pranshu Prashant Tople | 30%                    |
| III.   | Ms. Pallavi Omprakash Saha | 30%                    |
| IV.    | Mr. Shubham Nandi          | 30%                    |

- The losses of the LLP including loss of Capital, if any, shall be borne and paid by the Partners in their Profit sharing ratio.

9. **Designated Partners:**

(i) **Designated Partners on Incorporation of the LLP;**

| S. No. | Name                       | DPIN     |
|--------|----------------------------|----------|
| 1.     | Mr. Biswajeet Champaty     | 08794252 |
| 2.     | Mr. Pranshu Prashant Tople | 08794283 |

(ii) **Acts, things required to be done by a designated partner in respect of the compliance of the provisions of the LLP Act:**

1. Every designated partner to obtain a DPIN (Designated Partner Identification Number).
2. Designated Partners to give at least 30 days prior notice before resigning from the LLP.
3. Prior consent of the Designated Partner is obligatory before becoming a designated partner.
4. Every partner shall cease to be a partner in accordance with the LLP agreement and not otherwise.
5. Resigning partner to file notice of resignation with the Registrar if he/she has reason to believe that LLP would not file the same with Registrar.
6. Every Partner & Designated Partner shall give information asked by Registrar to be produced.

10. **Partners' Powers & Duties:**

(i) **Powers, Duties and Authority of each Partner**

**A. Powers of Partners:**

**Unless otherwise decided, all the Partners hereto shall have the following powers:**

1. The rights, title and interest in all the assets and properties in the said LLP in the proportion of their Contribution to the Capital of the LLP.
2. Shall have access to and rights to inspect and copy Account books of the LLP, unless it is proved detrimental to the functioning of the LLP.
3. Engage or dismiss employee/s of the LLP.
4. Each of the Partner hereto shall be entitled to carry on their own, separate and independent business as hitherto he/she might be doing or he/she may hereafter do as they deem fit and proper and other Partners and the LLP shall have no objection thereto provided that the said Partner has intimated the said fact to the LLP before the start of the independent business and moreover he/she shall not be engaged in any business which is same or similar to the nature of business in which LLP is engaged and shall not directly or indirectly use the name of the LLP to carry on the said independent business.
5. If any Partner shall advance any sum of money to LLP over and above his/her due contribution to Capital, the same shall be a debt due from the LLP to the Partner advancing the same and shall carry simple interest at the rate of 12 (Twelve) % per annum or any other rate as may be decided by the Partners.
6. LLP shall have perpetual succession. So, death, retirement or insolvency of any Partner shall not dissolve the LLP.
7. On retirement of a Partner, the retiring Partner shall be entitled to full payment in respect of all his/her rights, title and interest in the LLP. However, upon insolvency of a Partner his/her rights, title and interest in the LLP shall come to an end. Upon the death of any of the Partners herein any one of his/ her heirs will be admitted as a Partner of the LLP in place of such



deceased Partner. The heirs, executors and administrators of such deceased Partner shall be entitled to and shall be paid the full payment in respect of the right, title and interest of such deceased partner.

8. On the death of any Partner, if his/her heir opts not to become the Partner, the surviving Partners shall have the option to purchase the contribution of the deceased Partner in the LLP.

**B. Duties of Partners:**

**Unless otherwise decided, all the Partners hereto shall have the following duties:**

1. Each Partner shall be just and faithful to the other Partners in all transactions relating to the LLP.
2. Each Partner shall render true accounts and full information of all things affecting the LLP to any Partner.
3. Every Partner shall account to the LLP for any benefit derived by him/her without the consent of the LLP of any transaction concerning the LLP, or for any use by him/her of the property, name or any business connection of the LLP.
4. Punctually pay and discharge the separate debts and engagement and indemnify the other Partners and the LLP assets against the same and all proceedings, costs, claims and demands in respect thereof.
5. Each of the Partners shall give time and attention as may be required for the fulfillment of the objectives of the LLP business and they all shall be the working partners.
6. Designated Partners are responsible for doing all the acts required to be done in accordance with the provisions of the Limited Liability Partnership (LLP) Act 2008.



**C. Authority of Partners:**

1. A Partner may lend money and transact other business with LLP and has the same rights and obligations with respect to loan or other transaction as a person who is not a Partner has.

**(ii) Mutual Rights & Duties of Partners:**

1. Mutual Rights and Duties of the Partners shall be governed by the LLP agreement.
2. Changes in the LLP Agreement from time to time, if any, must be filed with the Registrar of LLP.
3. Agreement in writing made before incorporation of LLP may be binding, if ratified by all the Partners after incorporation.
4. Person may cease to be a Partner in accordance with the LLP agreement, and he/she shall give 30 days prior notice to the LLP.
5. Retiring Partner shall not have any right to interfere in future working of the LLP.
6. Partner shall intimate to the LLP any change in his/her name, address or other details.

**(iii) Mutual Rights & Duties of LLP and Partners:**

1. All Partners will be agents of LLP but not that of other Partners.
2. LLP or other Partners have no liability if a Partner does anything:
  - A. For which he has no authority.
  - B. The person who is dealing with the Partner knows or has reason to believe that the Partner has no authority.



3. LLP shall not be liable to any person, if a Partner does something which is wrongful by exceeding his/her authority and the said Partner shall be personally liable.
4. Obligation of LLP arising out of contract or otherwise shall solely be that of LLP and not that of Partners.
5. No Partner shall be liable directly or indirectly for any wrongful act, deed or omission done by other Partner/s.

**11. Restrictions on Partners' Authority:**

**Unless otherwise decided, no Partner shall:**

1. Without the written consent of majority of Partners, holding Capital of 75% of the total Capital of the LLP, transfer or assign his/her interest or capital contribution in the LLP to any third party other than the existing Partners.
2. Employ any money, goods or effects of the LLP or pledge the credit thereof except in the ordinary course of business and on account of or for the benefit of the LLP.
3. Enter into any bond or become sureties or security with or for any person or do knowingly cause or suffer to be done anything whereby the LLP's property or any part thereof may be seized.
4. Assign, mortgage or charge his/her share in the LLP or any asset or property thereof or make any other person a Partner therein.
5. Engage directly or indirectly in any business directly or indirectly competing with that of the LLP.
6. Lend money or give credit on behalf of the LLP or to have any dealings with any person,



company or firm whom the other Partner/s or the LLP previously in writing have forbidden it to trust or deal with. Any loss incurred through any breach of provisions shall be made good with the LLP by the Partner incurring the same.

7. Compromise or compound or (except upon payment in full) release or discharge any debt due to the LLP except upon the written consent given by all the other Partners.

8. Enter into any bond or become bail or surety for any person or knowingly cause or suffer to be done anything whereby the LLP property may be endangered.

**12. Management & Administration:**

**(i) Acts, matters or things to be done by Partners with the consent of all other Partners:**

Unless otherwise decided, authorizing a Partner to:

1. Engage directly or indirectly in any business competing with that of the LLP.
2. Compromise or compound or (except upon payment in full) release or discharge any debt due to the LLP.
3. Lend money or give credit on behalf of the LLP or to have any dealings with any person, company or firm whom the other Partner/s or the LLP previously in writing have forbidden it to trust or deal with.
4. Assign, mortgage or charge his/her share in the LLP or any asset or property thereof or make any other person a Partner therein.

**(ii) Acts, matters or things to be done with the requisite number or percentage of Partners:**

1. The LLP, may, in addition to the registered office address, declare any other address as its



address for service of documents, under sub-section (2) of section 13. The consent of majority of Partners, individually or collectively holding 75% or more of the Capital of the LLP shall be required for such declaration.

**(iii) Manner of Obtaining Consent:**

1. By Resolution passed in the meeting of the Partners and signed by any two of the Partners.

**(iv) Procedure for calling, holding and conducting meetings:**

1. The meeting of Partners may be called by giving 2 days notice. In case if any urgent meeting is called the notice requirement is to be ratified by all the Partners.
2. The meeting of the Partners may be called by sending 2 days prior notice to all the Partners at their residential address or by email or by fax or in case of urgent meeting the same can be called by telephonic conversation but the notice requirement is to be ratified by all the Partners subsequently.
3. The matter discussed in the LLP meeting shall be decided by a resolution passed by a majority (51% or more share in Capital of LLP) or special majority (75% or more share in Capital of LLP) in votes of the Partners, and for this purpose, each Partner shall have voting rights equal to his/her/its Capital Contribution ratio.
4. The meeting of Partners shall ordinarily be held at the registered office of the LLP or at any other place as per the convenience of special majority of Partners.
5. Subject to and so far as it is permitted by the Law, any meeting of the Partners can be held by participation of the Partners through tele-conferencing, video conferencing where the Partners are at different places, provided that each Partner who participates is able:



- a. To hear each of the other participating Partners or members addressing the meeting; and
  - b. If he/she so wishes, to address all the other members or Partners simultaneously, whether directly, by conference telephone, videophone or by any other form of communications equipment (whether in use when this Agreement is executed or developed subsequently) or by a combination of those methods;
  - c. A meeting held in this way shall be deemed to be taken place where the largest group of participating Members or Partners is assembled or, if no such group is readily identifiable, at the place from where the Chairman of the meeting participates.
6. The LLP may as and when required, decide to record the decisions taken at the meeting of the Partners and maintain a Minutes book which may be kept at the registered office of the LLP or at any other place as may be decided by the Partners from time to time.

13. **Common Seal**

1. The LLP may have a common seal to be affixed on documents as defined by majority of the Partners under the signature of any one of the Partners.

14. **Details of Indemnity:**

1. The LLP shall indemnify and defend its Partners and other officers from and against any and all liability in connection with claims, actions and proceedings (regardless of the outcome), judgment, loss or settlement thereof, whether civil or criminal, arising out of or resulting from their respective performances as Partners and officers of the LLP, except for the gross negligence or willful misconduct of the Partner or officer seeking indemnification.
2. The LLP shall indemnify each Partner in respect of payments made and personal liabilities



incurred by him/her;

- A. in the ordinary and proper conduct of the business of the LLP; or
- B. in or about anything necessarily done for the preservation of the business or property of the LLP.

3. Every Partner shall indemnify the LLP and the other existing Partner/s for any loss caused to it by his/her fraud in the conduct of the business of the LLP.

15.

**Admission, Retirement, Cessation, Expulsion & Resignation of Partners:**

**A. Admission of Partner:**

1. New Partner shall not be introduced without the consent of special majority of Partners, holding Capital of 75% or more, whether held individually or collectively, of the total Capital of the LLP. Such incoming partner shall give his/her/its prior consent to act as Partner of the LLP.
2. The Contribution of the Partner may be tangible, intangible, moveable or immoveable property and the incoming Partner shall bring minimum capital contribution of cash or in kind for value equivalent to Rs. 1,000.

**B. Retirement, Cessation, Expulsion & Resignation:**

1. Partners to give at least 30 days prior notice before resignation.
2. A Partner can be expelled from the LLP by special majority of Partners, holding Capital of 75% or more, whether held individually or collectively, of the total Capital of the LLP.

**16. Rights & Obligations of Partners on Admission, Retirement, Cessation, Expulsion or Resignation:**

1. Cessation in itself does not discharge the Partner from obligation to LLP or any other Partner or



Partners or other persons which he/she incurred while being a Partner.

When a Partner ceases to be a Partner, unless contrary to the LLP Agreement, the ceasing or outgoing Partner or any other person entitled on his/her behalf to his/her share in consequence of death or insolvency of ceasing or outgoing Partner shall be entitled to an amount equal to his/her Capital Contribution (+) percentage of pro-rata share in the Accumulated Profits & Assets (-) percentage of pro-rata share in the Accumulated Losses & Liabilities.

**17. Resolution of Disputes:**

1. All disputes between the Partners or between the Partner and the LLP arising out of the LLP Agreement which cannot be resolved in terms of this Agreement shall be referred for Arbitration as per the provisions of the Arbitration and Conciliation Act, 1996 (26 of 1996) for the time being in force or any other statutory modification or re-enactment thereof.

**18. Duration of LLP:**

1. LLP shall have perpetual succession. So, death, retirement or insolvency of any partner shall not dissolve the LLP.

**19. Voluntary Winding Up:**

1. Voluntary winding up of the LLP shall be as per the provisions of the LLP Act, 2008 and the Rules for the time being in force or any other statutory modification or re-enactment thereof.



20. **Important Provisions:**

1. **Change in registered office address:**

The LLP may change its registered office from one place to another by following the procedure as laid down in the LLP Act, 2008 and/or the Rules for the time being in force or any other statutory modification or re-enactment thereof.

2. **Additional Address for service of documents:**

The LLP, may, in addition to the registered office address, declare any other address as its address for service of documents, under sub-section (2) of section 13. The consent of majority of Partners, individually or collectively holding 75% or more of the Capital of the LLP shall be required for such declaration.

3. **Change in the name of the LLP:**

The limited liability partnership may change its name by following the procedure as laid down in the LLP Act, 2008 and the Rules for the time being in force or any other statutory modification or re-enactment thereof.

4. **Removal of an Auditor:**

The Partners of a LLP may remove an Auditor, if any, from office at any time by following the procedure as laid down in the LLP Act, 2008 and the Rules for the time being in force or any other statutory modification or re-enactment thereof.

20.

**Miscellaneous Provisions:**

1. **Remuneration to Partners**

- a. It is agreed by and in between the Partners that all the working partners will be entitled to remuneration as per the provisions of Section 40(b) of the Income Tax Act, 1961 and

amendments made thereto. And accordingly all the Partners are working Partners, unless otherwise specifically decided by the Partners.

- b. The remuneration payable shall be credited to their respective accounts on ascertainment of Book profits.

**2. Bank Account;**

The Partners shall open a bank account in the name of the LLP and the Account so opened shall be operated by the Partners as may be decided by them from time to time.

**3. Accounting year:**

The accounting year of the LLP shall be from 1<sup>st</sup> April of the year to 31<sup>st</sup> March of subsequent year. The first accounting year shall be from the date of commencement of this LLP till 31<sup>st</sup> March of the subsequent year.

**4. Immovable Properties:**

That the immovable properties purchased by the LLP shall be clear, marketable and free from all encumbrances.

IN WITNESS WHEREOF, this Agreement has been executed by the Parties hereto the day, month and year first hereinabove mentioned.

*Champaty*

Mr. Biswajeet Champaty  
Designated Partner

*Prashant*

Mr. Pranshu Prashant Tople  
Designated Partner

*Pallavi*

Ms. Pallavi Omprakash Saha  
Partner

*Shubham*

Mr. Shubham Nandi  
Partner

WITNESS:

*Ranjit*

1) *Ranjit Uemor*  
S/o Mr. *Kashi Nath Bluwela*  
Age: *43 years*  
Add: *Dhanori Pur-15*  
Occ: *Business*

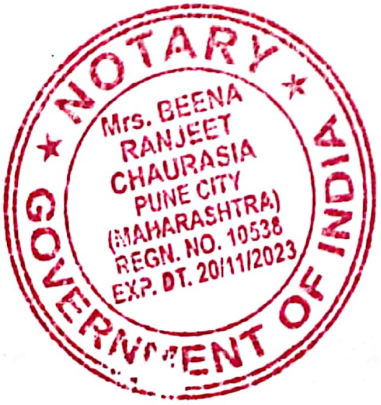
*Yatish*

2) *Yatish Kumavat*  
S/o Mr. *Chhoturam Kumavat*  
Age: *22*  
Add: *Lohegaon, Pune*  
Occ: *freelancer*

**BEFORE ME**

*@Beena*

**Mrs. BEENA RANJEET CHAURASIA  
NOTARY, GOVT. OF INDIA  
PUNE CITY (MAHARASHTRA)  
REGD. NO 10538**



20 AUG 2020





**GOVERNMENT OF INDIA  
MINISTRY OF CORPORATE AFFAIRS**

Central Registration Centre

## **Certificate of Incorporation**

[Pursuant to sub-section (2) of section 7 and sub-section (1) of section 8 of the Companies Act, 2013 (18 of 2013) and rule 18 of the Companies (Incorporation) Rules, 2014]

I hereby certify that SAGEOPUS KNOWLEDGE SOLUTIONS PRIVATE LIMITED is incorporated on this Sixteenth day of November Two thousand nineteen under the Companies Act, 2013 (18 of 2013) and that the company is limited by shares.

The Corporate Identity Number of the company is U80904PN2019PTC187814.

The Permanent Account Number (PAN) of the company is **ABCCS9204Q** \*

The Tax Deduction and Collection Account Number (TAN) of the company is **PNES65955B** \*

Given under my hand at Manesar this Seventeenth day of November Two thousand nineteen .

DS MINISTRY OF  
CORPORATE AFFAIRS 27

Digital Signature Certificate  
Mr. ARVIND KUMAR BUNKAR  
Deputy Registrar Of Companies  
For and on behalf of the Jurisdictional Registrar of Companies  
Registrar of Companies  
Central Registration Centre

Disclaimer: This certificate only evidences incorporation of the company on the basis of documents and declarations of the applicant(s). This certificate is neither a license nor permission to conduct business or solicit deposits or funds from public. Permission of sector regulator is necessary wherever required. Registration status and other details of the company can be verified on [www.mca.gov.in](http://www.mca.gov.in)

Mailing Address as per record available in Registrar of Companies office:

SAGEOPUS KNOWLEDGE SOLUTIONS PRIVATE LIMITED  
1st & 2nd Flr, Sky Loft Creativity Mall,, Opp. Golf Course off Airport  
Rd, Yerwada,, PUNE, Pune, Maharashtra, India, 411006



\* as issued by the Income Tax Department

**Presam Technology Private Limited** is a **MAHARASHTRA** based **private ltd.**

Company Registered at dated 25-FEB-2021 on Ministry of Corporate Affairs(MCA), The Corporate Identification Number (CIN) of Presam Technology Private Limited is **U72900MH2021PTC355935** and registration number is **355935**. It has **been classified as non-govt company and is registered under Registrar of Companies Maharashtra India.**

Authorized share capital of Presam Technology Private Limited is Rs.1500000 and its paid up capital is Rs. 100000. It aspire to serve in **computer and related activities** activities across the India.

Its Annual General Meeting (AGM) was lastly conducted on and as per the records of Ministry of Corporate Affairs (MCA), its balance sheet was last filed