

INNFRACONSOL PVT. LTD.

10th September, 2021

Ms Mrunal Sonone
Ner, District Yavatmal

Dear Mrunal,

Congratulations!

Further to your application for employment with INNFRACONSOL Pvt Ltd, and the subsequent selection process, we are delighted to offer you position of **Quantity Surveyor**.

As a **Quantity Surveyor** we offer you a monthly salary of ₹13,000 /-(Rupees thirteen thousand) including TDS, PF and taxes with an annual cost to company ₹1,56,000/- (One lakh fifty six thousand). This will be applicable just after completion of your training period. Your working hours will be from 10AM to 7PM, Monday to Saturday. The location of your initial reporting will be corporate office of INNFRACONSOL PVT. LTD. and your start date of 30 days training would be Thursday, 16th September 2021. Please report to Mr Sanjay Bonkile, for documentation and orientation.

Once again welcome to INNFRACONSOL. We wish you a long, rewarding and fulfilling career and look forward to your joining.

Regards,
Shreyas Bonkile
Director
INNFRACONSOL PVT. LTD.

INNRA CONSOL PVT. LTD.

10th September, 2021

Ms Sakshi Hande
Amia Vishweshwar,
Chandur Railway,
Amravati, 444904.

Dear Sakshi,

Congratulations!

Further to your application for employment with INNRA CONSOL Pvt Ltd , and the subsequent selection process, we are delighted to offer you position of **Quantity Surveyor**.

As a **Quantity Surveyor** we offer you a monthly salary of ₹13,000 /-(Rupees thirteen thousand) including TDS, PF and taxes with an annual cost to company ₹1,56,000/- (One lakh fifty six thousand). This will be applicable just after completion of your training period. Your working hours will be from 10AM to 7PM, Monday to Saturday. The location of your initial reporting will be corporate office of INNRA CONSOL PVT. LTD. and your start date of 30 days training would be Thursday ,16th September 2021. Please report to Mr Sanjay Bonkile, for documentation and orientation.

Once again welcome to INNRA CONSOL. We wish you a long, rewarding and fulfilling career and look forward to your joining.

Regards,
Shreyas Bonkile
Director
INNRA CONSOL PVT. LTD.

7:18 AM

43% 🔋



Congratulations! You have been selected to be part of Accenture!



donotreprey.indiacampus 6:27 pm
to me



See you soon at Accenture!

Dear Adhitha, Thank you!

You've made it! Congratulations on successfully completing our hiring process.

We are glad to receive our Letter of Intent (LOI) to confirm your selection. You must accept our LOI within 3 days, or it will consider your withdrawal from our process.

Steps to follow for accepting LOI:

- Login to the portal with the Link and Credential provided in the User Credential mail received with this email.
- You will be redirected to the Dashboard Page.
- Click on the My Task tab on the top.
- Select the Task assigned.
- Read and understand the Letter of Intent for no confusion.
- Select the check box and click on submit button for accepting the offer.

For any queries you can login to the below link and go to help section - choose appropriate category to raise your queries.

Link: <http://india.acampus.accenture.com/indiahelp>

Your journey to the world of Accenture has just begun. See you soon!

Regards,

Recruitment Team

Accenture is India.

Please note, that unless a formal employment offer is provided to candidate specifically determining the terms of employment with Accenture, nothing contained in this email or any identified processes for the purpose of candidate's participation in the interview process shall be considered as an offer for employment by Accenture without providing any contract or correspondence mentioned in process documents or mails.

Please be further informed that existence of an offer or offering any employment to a candidate shall be subject to business needs of Accenture or client requirements, more chances of any processes related to campus hiring does not by itself create an offer of employment for the candidate.



2:51

• HD 79%



Accenture Profile Creation and LOI Acceptance

Inbox



donotreply.indiacampus 2:19 PM
to me



ACCENTURE PROFILE CREATION AND DOCUMENT UPLOAD

Dear Inshah Ahmad Khan,

Thank you for your interest in pursuing a career with Accenture.

As the next steps in your recruitment journey with Accenture, please log into your profile and upload the required documents for us to consider your application for further processing. You are required to submit all the documents within two days of receiving this notification.

URL: <https://indiacampus.accenture.com/candidate/#login/accelenture>

Username : shamisha111@gmail.com

Password: 3ZrKZxv

For any queries or assistance, please visit the Help menu or write to us from Help menu - more queries - choose the category - click on write option.

Note:

- Use Firefox or Chrome for the best experience.
- Due to the pandemic we have introduced an option of e-signature in the LOA document in the EAF Link & [Signatures help file](#). Please refer to the link to be able to digitally sign the LOA with ease.

Regards,
Campus Recruitment team
Accenture in India



8:04 PM | 0.0KB/s

📶 📶 📶 🔋



Congratulations! Selected for Cognizant's GenC - Developer



Inbox



Superset 7:41 pm

to me ▾



Dear Aditi Kharbade,

Greetings from Cognizant!

Congratulations on clearing the Cognizant interview for GenC - Developer! We are happy to inform you that you've been selected for the role. Your journey with Cognizant will be full of learning experiences that help you grow as a professional. You will soon receive communication from Cognizant detailing the steps ahead in the process.

The online selection approach has necessitated a few additional verification process steps and we are in the final stage of completing the same before the offer rollout.

We really look forward to you joining Cognizant and contributing to the growth of the company in the years to come.

Stay safe and healthy!

Best Regards
Human Resources- GenC Program
Cognizant





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

Superset ID: 270969

Letter of Intent ("LOI")

Dear Abhijeet Gandodhar,

With reference to your interview conducted by us, we are pleased to inform that you have been shortlisted for the position of **Analyst and A4** 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 accepting this LoI, you will be provided access to the ADAPT (Accelerated Digital Aid for Pre-onboarding Talent) eLearning platform which allows you to learn and master the concepts and skills required to be industry ready. The learning will be a self-paced journey inclusive of assignments, assessments and webinars as deemed appropriate by Capgemini and the successful completion of the same is a prerequisite for joining Capgemini.

It is very essential that you effectively leverage this platform to complete the courses and clear

the assignments and assessments. The progress made by you in this learning journey would not only help you in getting on-boarded on priority but also help you to be trained for advanced skills relevant to your career at Capgemini. We also encourage you to learn beyond the prescribed course curriculum and acquire industry recognized certifications to accelerate your career in this competitive industry.

Upon joining Capgemini,

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

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

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

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

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

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

Thanking you,

Yours Sincerely,

For & On Behalf of Capgemini

Puneet Kumra

Head - Fresher Hiring

ANNEXURE 1

Abhijeet Gandodhar
Analyst and A4

You will be under probation for six (6) months from your date of joining Capgemini. During this period, your all-inclusive annual target compensation (on a cost to company basis) will be **INR 3,00,000/- (Rupees Three Lakh only)**. **Subsequent to your successful completion of training and probation, your all-inclusive annual target compensation (on a cost to company basis) will be revised to INR 3,80,000/- (Rupees Three Lakh and Eighty Thousand only)**. 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



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

Superset ID: 266163

Letter of Intent ("LOI")

Dear Anmol Agrawal,

With reference to your interview conducted by us, we are pleased to inform that you have been shortlisted for the position of **Analyst and A4** 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 accepting this LoI, you will be provided access to the ADAPT (Accelerated Digital Aid for Pre-onboarding Talent) eLearning platform which allows you to learn and master the concepts and skills required to be industry ready. The learning will be a self-paced journey inclusive of assignments, assessments and webinars as deemed appropriate by Capgemini and the successful completion of the same is a prerequisite for joining Capgemini.

It is very essential that you effectively leverage this platform to complete the courses and clear



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www.capgemini.com/in-en

Superset ID: 233771

Letter of Intent ("LOI")

Dear Bisma Sheikh,

With reference to your interview conducted by us, we are pleased to inform that you have been shortlisted for the position of **Analyst and A4** 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 accepting this LoI, you will be provided access to the ADAPT (Accelerated Digital Aid for Pre-onboarding Talent) eLearning platform which allows you to learn and master the concepts and skills required to be industry ready. The learning will be a self-paced journey inclusive of assignments, assessments and webinars as deemed appropriate by Capgemini and the successful completion of the same is a prerequisite for joining Capgemini.

It is very essential that you effectively leverage this platform to complete the courses and clear

Prof. RAM MEGHE INSTITUTE OF TECHNOLOGY & RESEARCH

- UGC Grant Institute, Accredited by National Board of Accreditation
- Recognized by All India Council of Technical Education, New Delhi
- Affiliated to Savitri Ganga Subba University, Anand

Letter of Recommendation

I am pleased to recommend Ms. Prachi Marwar for MS in Computer Science at your university. Being her professor for the last two years, I have observed her to be a good student with immense dedication and commitment towards her curriculum. I have taught her subjects like Web Technology, Software Engineering and also supervised her laboratory work for these subjects. During this time, I have had interaction with Prachi on an academic and personal level.

Prachi has an innovative mind and a keen interest in Mobile & Web Application Development. She has also worked on a project in the same field. She is quick learner and result oriented person. She worked hard in improving her technical skills in Android, UI development and Database Management.

Doing well in academics has not limit her involvement in extracurricular activities. Being an IETE student forum member(SF), she organised events very well. As she is an extrovert natured person, her involvement in such event and interaction with different kind of people was not a surprise.

To conclude, I have no doubt that Prachi excel in the Master's Program in Computer Science and recommend her highly. As her professor, I am always available for any further information you might require.

Yours Truly,


 Name: Suresh D. Thakur
 Designation: Assistant Professor at PRMIT&R (Information Technology)
 Email ID: sdthakur@prmit.ac.in
 Mobile No: +91-9190684387



D Mart[®]

Avenue Supermarts Limited

Anjaneya CHS Ltd., Orchard Avenue, Opp. Hiranandani Foundation School
Powai, Mumbai-400076



JOINING REPORT

Hemant Gajanan Wankhade

(Name)

(Father's Name/Middle Name)

(Surname)

I hereby report for the duty on _____ (date) at _____

(Location of joining) as per the terms and conditions of my offer letter dated _____

I hereby confirm that I am relieved by my earlier Employer on _____

I also confirm herewith that I am resident of _____ and my address is given below:

Local Address (with Ph nos)

Amba Wihar, Atoji
Road, Amravati

Pincode 444605

Phone Number: 7875642242

Date: 30/08/2021

Hemant Wankhade

Signature of Employee

Signature of HR Personnel

Permanent Address (With Ph Nos)

Amba Wihar, Atoji
Road, Near Bhamti
Maharaj Temple,
Amravati

Pincode 444605

FIXED TERM CONTRACT OF EMPLOYMENT

Dear Yash Vijaykumarji Dugad,

We are pleased to offer you employment in our organization as **ECA**, for a fixed period of employment, on the following terms and conditions:

1. Your contract of employment shall be valid from **28 Oct 2021 to 27 Oct 2022** Notwithstanding this, in the event of the project/work for which you are being employed comes to an end before the aforementioned period, this contract shall be co-terminus with the aforementioned Project/work. At the end of the above referred period, the contract will stand terminated automatically without any notice or communication to you, unless they are explicitly extended by us by a letter in writing.
2. Notwithstanding anything above, depending upon the aforementioned project/work, the Company reserves its right to extend your temporary appointment for such period or periods as may be necessary depending upon the exigencies relating to the work for which you are hereby engaged. In that event, the Company shall in writing extend your temporary assignment on the terms as may be indicated in such letter and in the event of your acceptance of such extension of the assignment you shall be governed by such terms and conditions as may be indicated therein.
3. During the period of the fixed contract, your services could be deputed at the sole discretion of the Management to any of our client's company to do work pertaining to or incidental to the client's business.
4. Details of your salary break up with components are as per the enclosure.
5. You will be eligible for leave as per the company policy, during the period of your contract of employment.
6. You will be entitled to all statutory benefits wherever applicable during the fixed period of contract.
7. **The contract shall be terminable by either party giving 30 days notice in writing or salary in lieu of notice, to the other.**

We are consciously endeavoring to build an atmosphere of trust, openness, responsiveness, autonomy, and growth among all members of the CIEL HR family. As a new entrant, we would like you to whole-heartedly contribute to this process.

As a token of your acceptance of the above terms and conditions, you are requested to sign the duplicate copy of this letter and return it to us.

With warm regards,

Yours truly,

For CIEL HR Services Pvt Ltd.



Aditya Narayan Mishra
CEO

I hereby accept the above-mentioned terms and conditions.

Signature:

Date:

DEPUTATIONDear **Yash Vijayanmarji Dugad**,

Further to clause 3 of your letter of employment, we are pleased to advise you that your services are being deputed to Asian Prints with effect from **28 Oct 2021**. The terms and conditions of your deputation will be as follows:

1. You will, with effect from **28 Oct 2021**, be required to work at our client's office premises at any of their locations.
2. During the tenure of the deputation, you will continue to be an employee of CIEL HR.
3. In the day to day functioning or responsibilities, you will receive instructions from Asian Prints and will undertake to abide by any suggestions, etc. given by any assigned person(s).
4. You shall also abide by any training that may be offered to you by Asian Prints.
5. You shall be bound to follow the working hours of Asian Prints.
6. You shall take care not to disclose confidential information/inde secrets, etc that you may come across in the course of your responsibilities to anyone outside our client and use such information only in connection with the service provided to Asian Prints.
7. You shall at no point of time strike any claim or right to claim employment, damage, loss or compensation of any sort whatsoever against our client. This arrangement is purely a contractual agreement between CIEL HR and Asian Prints for the time specified.
8. You shall not engage in any act subversive of discipline in the course of your duties in the property of Asian Prints or outside, and if you were at any indulging in such act's, we reserve the right to initiate disciplinary action as is deemed fit, against you.
9. You shall be responsible for protecting the property of Asian Prints entrusted to you in the due discharge of your duties and shall indemnify Asian Prints when there is a loss of any kind to the said property.
10. On termination of services or resignation, you shall return all intellectual property, confidential & proprietary information, including but not limited to any visiting cards, textual, visual and audio visual content, brand logos / identity, trademarks, pictures, website images, pamphlets, brand books and related electronic files, etc. of the company and / or its clients (collectively referred to as "Client Material") in your custody or control. Please be advised that appropriate legal action may be initiated against you, for any failure to return such Client Material or in case of any misuse or misrepresentation of the same and in case of any breach with respect of this clause.
11. The Company incurs considerable recruitment & onboarding costs and in case if you leave the company without serving at least 20% of your project tenure, then you are liable to pay 10% of the project CTC payable to you, to the company, as liquidated damages. The full and final settlement will be done only after the adjustment of this amount.

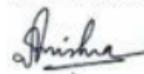
All the other terms and conditions of your employment remain unchanged.

Please sign the duplicate copy of this letter as a token of having read and acknowledged the contents and return it to us.

With warm regards,

Yours truly,

For CIEL HR Services Pvt Ltd.



Aditya Narayan Mishra
CEO

I hereby accept the above-mentioned terms and conditions.

Signature:

Date:

Name	Yash Vijaykumarji Dugad	Location	Akola
Designation	ECA	Employee Code	81886
Father Name	Vijaykumar	DOB	14 Aug 1997
Period Of Employment	28 Oct 2021 to 27 Oct 2022		

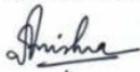
Salary	Monthly CTC	Annual CTC
Basic	15000	180000
House Rent Allowance	3000	36000
Gross Earning	18000	216000
Employer PF	1800	21600
Employer ESI	585	7020
CTC	20385	244620
PF	1800	21600
ESIC	135	1620
Gross Deduction	1935	23220
Net Pay	16065	192780

Professional Tax (PT)deduction as per respective state government norms & Incometax (IT) deduction as per the norms of Incometax department.The statutory payments & deductions as and when applicable.

With warm regards,

Yours truly,

For CIEL HR Services Pvt Ltd.

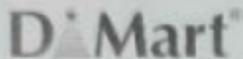


Aditya Narayan Mishra
CEO

I hereby accept the above-mentioned terms and conditions

Signature:

Date:



OFFER LETTER

Date: 13 July 21

Ran Meghe
Amariti

Dear Pratik Sanjayrao Kadiu

Welcome to the DMart family!

On the basis of campus selections, we are happy to offer you the position of **Department Manager (Trainee)** at an annual compensation of **INR 3 Lakhs*** on Cost to Company basis.

We eagerly look forward to having you on board. Your date of joining would be in September 2021 tentatively. Any change would be communicated to you in due course.

You may be placed anywhere in India, your initial place of posting and other details will be communicated in due course before you join the organization.

We wish you a long and successful career with us!

Human Resources
Avenue Supermarts Ltd. (D-Mart)

* This is a provisional offer of employment subject to the following terms:-

1. You should pass/clear all academic examinations/ backlogs before you join DMart. In case your results are not published by your joining date, you would have to submit the same within a maximum period of three months. Continuation of employment post submission of your mark sheet/certificate would be on the basis of you passing the respective examination.
2. You should be declared *Fit for employment* by a medical examination to be arranged by us.
3. All documents submitted by you in support of identity, address, academics are true (subject to verification).

Further details of your joining process will be communicated by our Human Resources team in due course.

ACKNOWLEDGEMENT & ACCEPTANCE

SIGNATURE NAME Pratik Sanjayrao Kadiu DATE 14/07/2021



OFFER LETTER

Date 13 July 21

Ram Meghe

Amravati

Dear Smita Manoj Satpute

Welcome to the DMart family!

On the basis of campus selections, we are happy to offer you the position of **Department Manager (Trainee)** at an annual compensation of **INR 3 Lakhs*** on Cost to Company basis.

We eagerly look forward to having you on board. Your date of joining would be in September 2021 tentatively. Any change would be communicated to you in due course.

You may be placed anywhere in India; your initial place of posting and other details will be communicated in due course before you join the organization.

We wish you a long and successful career with us!

Human Resources
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2. You should be declared *Fit for employment* by a medical examination to be arranged by us.
3. All documents submitted by you in support of identity, address, academics are true (subject to verification).

Further details of your joining process will be communicated by our Human Resources team in due course.

ACKNOWLEDGEMENT & ACCEPTANCE

SIGNATURE: Satpute NAME: Smita Manoj Satpute DATE: 15/07/2021

Letter of Intent

Date: 28 Jun 2021

MR. AKSHAYA NAMDEV SONTAKKE,

Dear Akshaya,

With reference to your application and subsequent interview with us, we are pleased to offer you the position of **DEMAND GENERATION ASSOCIATE** with Multiplier Brand Solutions Pvt Ltd. for our project with **KANSAI NEROLAC PAINTS LTD.**. Your present place of work shall be at **PUNE**.

Your cost to company will be Rs. 20009/- per month which includes all component & contributions made by you and employer. (This includes PF and ESIC contribution of employer and employee, Bonus, P. Tax as per rules of state govt., Conveyance allowance, mobile allowance and any other allowance, if any as per grade).

In addition to this you may also be entitled for the incentives depending upon achievement of your targets. The incentive scheme may vary from month to month that shall be informed to you by the management.

You are required to join Multiplier Brand Solutions Pvt Ltd latest by **30 Jun 2021**, failing which this offer will stand automatically withdrawn.

After engagement in this company, you will not disclose any information relating to the company or its associates to any unauthorised person, firm or company whatsoever, either during the currency of your Agreement and/or any time thereafter. Breach of stipulation will entitle the company to terminate your Agreement immediately without notice and you will be held responsible for any damage which the company may suffer as a result of such disclosures & will be recoverable the same for you.

This LOI does not constitute your employment and in accordance with standard practice of the company. You are requested to treat this LOI as confidential. A separate appointment letter with salary break up and other details will be issued to you on your joining.

You are advised to submit online the below mentioned documents. Also acknowledge online the receipt of this letter.

- The latest copy of your resume/CV.
- Address Proof (Ration Card/ Voter Id Card / Driving License/Passport etc)
- Proof of Qualification
- Copies of PAN Card & Aadhar Card Mandatory
- Passport size photographs
- Proof of experience
- Latest pay Slip and Relieving letter from previous organization
- Bank Proof Documents (Cancel Cheque / Passbook / bank statement etc)

Note: In case you fail to submit the above documents within 2(ths) of working days, this offer letter will stand withdrawn automatically.

Thanking you,

For Multiplier Brand Solutions Pvt Ltd



(Authorized signatory)

Received and Accepted

Joining on



Multiplier Brand Solutions Pvt Ltd
Plot No. 10, Sector 10, Vashi, Mumbai - 401302
Mumbai, Maharashtra
T: 022-2555-1111
E: hr@multiplierbrand.com
www.multiplierbrand.com

Annexure-A (SALARY BREAKUP)

Applicant ID:	72343
Applicant Name:	MR. AKSHAYA NAMDEV SONTAKKE
Applicant Designation:	Demand Generation Associate

Compensation	Rs. MONTHLY
BASIC SALARY	12,380.00
HOUSE RENT ALLOWANCE	4,409.00
STATUTORY BONUS	1,031.00
Sub Total (A)	17,820.00
Other Employer Costs:-	
Contribution to PF @ 12% of Basic	1,486.00
Contribution to PF Admin Charges @ 1% of Basic	124.00
Contribution to ESI @ 3.25% of (A)	579.00
Sub Total (B)	2,189.00
Cost to Company : (A)+(B)	20,009.00
Employee Cont to PF	1,486.00
Employee Cont to ESI	134.00
Employee Cont to P Tax	200.00
Sub Total of deductions (C)	1,820.00
Take Home: (A) - (C)	16,000.00
Performance Linked Incentive*	3,000.00
Sub Total of reimbursement (D)	3,000.00
Toal Cost to Company : (A) + (B) + (D)	23,009.00



OFFER LETTER

Date: 13 July 21

Ram Meghe

Amravati

Dear Aniket Rajesh Ale

Welcome to the DMart family!

On the basis of campus selections, we are happy to offer you the position of **Department Manager (Trainee)** at an annual compensation of **INR 3 Lakhs*** on Cost to Company basis.

We eagerly look forward to having you on board. Your date of joining would be in September 2021 tentatively. Any change would be communicated to you in due course.

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We wish you a long and successful career with us!

Human Resources
Avenue Supermarkets Ltd. (D-Mart)

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2. You should be declared *Fit for employment* by a medical examination to be arranged by us.
3. All documents submitted by you in support of identity, address, academics are true (subject to verification).

Further details of your joining process will be communicated by our Human Resources team in due course.

ACKNOWLEDGEMENT & ACCEPTANCE

SIGNATURE: Ram Meghe NAME: Aniket Rajesh Ale DATE: 14/07/2021

Ref: 805659/1877841/FTC

Date: 09th May, 2021

Shalkh Hanzala Hifzur Rahman
Near New Life Medical, Islami Chowk
Old Town, Badnera - 444107
Phone No: 7030084770

Subject – Fixed Term Contract

Dear Shalkh Hanzala Hifzur Rahman,

It is our pleasure to welcome you to Tech Mahindra Limited.

1. With reference to our discussions, we are pleased to offer you appointment a **Fixed Term Contract** with our Organization at **Hyderabad** for a period of **02 Months** with effect from **10th May, 2021 to 09th July, 2021** on the terms and conditions as specified in this Letter.
2. Your "Annual Total Cash Compensation" will be **Rs. 210000 (Rupees Two Lakhs Ten Thousand Only)**. Please refer **Annexure-A** for details on the compensation and statutory deductions.
3. Your remuneration package is strictly confidential between you and here after, referred as The Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever.
4. Your employment with us will be governed by terms and conditions as specified in **Annexure-B**.
5. The term of your employment shall commence with effect from your date of joining which shall be on **10th May, 2021**, and is effective till **09th July, 2021**. The Offer stands withdrawn thereafter, unless the date is extended and communicated to you in writing.
6. On the date of joining, you are requested to report to **Naresh Kumar G** at 12:00 PM to complete the joining formalities at **Tech Mahindra Limited, SEZ Block, Unit V, Bahadurpally, Hyderabad - 500043**. At the time of joining, you are expected to carry originals of the documents as per **Annexure – D** and submit the copies of the same to the HR Team.
7. Please note that this Offer is subject to your being given a clear background check either at the time of reporting/joining or thereafter depending upon our receipt of the background check report from the agency.
8. Kindly acknowledge acceptance of this Offer of Appointment by signing and returning the 'acceptance copy' to **Naresh Kumar G** latest by **10th May, 2021**.

9. For any clarification / further information on-

- Employment terms and conditions, please get in touch with Offers Team (E-Mail: PS00551100@Techmahindra.com)

For Tech Mahindra Limited



Mukul Sah
Group Function Head (Support) – Human Resource

Encl: **Annexure-A** (Salary Structure), **Annexure-B** (Important / Indicative Terms & Conditions of Employment), **Annexure-C** (Medical Self declaration), **Annexure-D** (Check List of Documents), **Annexure-E** (Confidentiality Agreement), **Annexure F** – Intellectual property Assignment, **Annexure-G** – General Covenant, **Annexure H** – (Code of Conduct and Ethics).

Accepted

Date:

Signature of Candidate:

Annexure – A

Name : Shalikh Hanzala Hifzur Rahman
Title : Associate Customer Support
Band : U1

Components of Total Cost to Company	Rs. (Per Annum)
Basic (@30% of Total Fixed Pay)	60784
HRA (@70% of Basic Pay)	42549
Transport Allowance*	12000
Bonus/Statutory Bonus	12157
Employer's contribution to Provident Fund (@12% of Basic Pay)	7294
Employer's contribution to ESIC (@3.25% of Fixed Pay)	6148
Personal Pay	61681
Total Fixed Pay (Per Annum)	202613
Total Variable Pay (TVP) (Per Annum)**	0
Cost to Company (CTC) -----(A)	202613
Additional Benefits -----(B)	
Insurance Premiums (towards GTL, GMIP and GPAI)	7387
Total Cost to Company (TCC) -----(A) + (B)	210000

Additional Benefits : In addition to the above, you will also be eligible for the below-mentioned benefits -

i) Insurance

a) Group Term Life Insurance Coverage: You would be covered under the existing Group Term Life Insurance scheme of the company applicable to the employees in your respective grades as per the company policy and the same will be paid to the respective nominated beneficiary on the unfortunate death of the employee.

b) Hospitalisation coverage: You would also be enrolled under the existing Medical Insurance scheme of the company applicable to Self, Spouse, 2 children & 2 parents as per policy. Cost of coverage of parents (if opted for) will be borne by you. If enrollment of parents is not opted for, the applicable cover will be for self only OR self + spouse up to 2 children

c) Group Personal Accident Insurance (GPAI) coverage: You would be enrolled under the Company's GPAI scheme of the company applicable to the employees in your respective grades as per the company policy in case of permanent disablement arising out of any unfortunate event of an accident.

iii) *Payment of Bonus : The provisions of Payment of Bonus Act, 1965, as amended from time to time are currently applicable to you.

v) Transport Allowance:
Applicable, only if company transport is not availed

Notes:

The Company reserves the right to amend, modify, rescind / reinstate the above-mentioned schemes partly or completely at any point of time.

**With Best Wishes,
For Tech Mahindra Ltd.**



Mukul Sah
Group Function Head (Support) – Human Resource

Accepted by :

Location :
Date :

The parties stipulate that the venues referenced in this Agreement are convenient.

In the event of any violation of the terms of this clause, I agree that I shall be liable to Tech Mahindra Limited. For liquidated damages in the amount of the gross salary earned by me during the preceding one year from the date of such breach. I acknowledge and agree that said amount constitutes liquidated damages and not a penalty, and that the amount is a reasonable and fair estimate of the actual damages that Tech Mahindra Limited. Would incur upon such breach.

Following the expiration of the one year period described herein, I shall continue to be obligated under the Covenant Against Disclosure in Section 4 so long as such Confidential Information remains proprietary or protectable as confidential or trade secret information.

Executed this day of , 20

Signature

Name of Candidate

For and on Behalf Of
Tech Mahindra Limited



Mukul Sah
Group Function Head (Support)– Human Resource

Ref: 805659/1877841/FTC

Date: 09th May, 2021

Shalikh Hanzala Hifzur Rahman
Near New Life Medical, Islami Chowk
Old Town, Badnera - 444107
Phone No: 7030084770

Subject – Fixed Term Contract

Dear Shalikh Hanzala Hifzur Rahman,

It is our pleasure to welcome you to Tech Mahindra Limited.

1. With reference to our discussions, we are pleased to offer you appointment a **Fixed Term Contract** with our Organization at **Hyderabad** for a period of **02 Months** with effect from **10th May, 2021 to 09th July, 2021** on the terms and conditions as specified in this Letter.
2. Your "Annual Total Cash Compensation" will be **Rs. 210000 (Rupees Two Lakhs Ten Thousand Only)**. Please refer **Annexure-A** for details on the compensation and statutory deductions.
3. Your remuneration package is strictly confidential between you and here after, referred as The Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever.
4. Your employment with us will be governed by terms and conditions as specified in **Annexure-B**.
5. The term of your employment shall commence with effect from your date of joining which shall be on **10th May, 2021**, and is effective till **09th July, 2021**. The Offer stands withdrawn thereafter, unless the date is extended and communicated to you in writing.
6. On the date of joining, you are requested to report to **Naresh Kumar G** at 12:00 PM to complete the joining formalities at **Tech Mahindra Limited, SEZ Block, Unit V, Bahadurpally, Hyderabad - 500043**. At the time of joining, you are expected to carry originals of the documents as per **Annexure – D** and submit the copies of the same to the HR Team.
7. Please note that this Offer is subject to your being given a clear background check either at the time of reporting/joining or thereafter depending upon our receipt of the background check report from the agency.
8. Kindly acknowledge acceptance of this Offer of Appointment by signing and returning the 'acceptance copy' to **Naresh Kumar G** latest by **10th May, 2021**.

9. For any clarification / further information on-

- Employment terms and conditions, please get in touch with Offers Team (E-Mail: PS00551100@Techmahindra.com)

For Tech Mahindra Limited



Mukul Sah
Group Function Head (Support) – Human Resource

Encl: **Annexure-A** (Salary Structure), **Annexure-B** (Important / Indicative Terms & Conditions of Employment), **Annexure-C** (Medical Self declaration), **Annexure-D** (Check List of Documents), **Annexure-E** (Confidentiality Agreement), **Annexure F** – Intellectual property Assignment, **Annexure-G** – General Covenant, **Annexure H** – (Code of Conduct and Ethics).

Accepted

Date:

Signature of Candidate:

Annexure – A

Name : Shalikh Hanzala Hifzur Rahman
Title : Associate Customer Support
Band : U1

Components of Total Cost to Company	Rs. (Per Annum)
Basic (@30% of Total Fixed Pay)	60784
HRA (@70% of Basic Pay)	42549
Transport Allowance*	12000
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b) Hospitalisation coverage: You would also be enrolled under the existing Medical Insurance scheme of the company applicable to Self, Spouse, 2 children & 2 parents as per policy. Cost of coverage of parents (if opted for) will be borne by you. If enrollment of parents is not opted for, the applicable cover will be for self only OR self + spouse up to 2 children

c) Group Personal Accident Insurance (GPAI) coverage: You would be enrolled under the Company's GPAI scheme of the company applicable to the employees in your respective grades as per the company policy in case of permanent disablement arising out of any unfortunate event of an accident.

iii) *Payment of Bonus : The provisions of Payment of Bonus Act, 1965, as amended from time to time are currently applicable to you.

v) Transport Allowance:
Applicable, only if company transport is not availed

Notes:

The Company reserves the right to amend, modify, rescind / reinstate the above-mentioned schemes partly or completely at any point of time.

**With Best Wishes,
For Tech Mahindra Ltd.**



Mukul Sah
Group Function Head (Support) – Human Resource

Accepted by :

Location :
Date :

The parties stipulate that the venues referenced in this Agreement are convenient.

In the event of any violation of the terms of this clause, I agree that I shall be liable to Tech Mahindra Limited. For liquidated damages in the amount of the gross salary earned by me during the preceding one year from the date of such breach. I acknowledge and agree that said amount constitutes liquidated damages and not a penalty, and that the amount is a reasonable and fair estimate of the actual damages that Tech Mahindra Limited. Would incur upon such breach.

Following the expiration of the one year period described herein, I shall continue to be obligated under the Covenant Against Disclosure in Section 4 so long as such Confidential Information remains proprietary or protectable as confidential or trade secret information.

Executed this day of , 20

Signature

Name of Candidate

For and on Behalf Of
Tech Mahindra Limited



Mukul Sah
Group Function Head (Support)– Human Resource

Ref: 805659/1877841/FTC

Date: 09th May, 2021

Shalkh Hanzala Hifzur Rahman
Near New Life Medical, Islami Chowk
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Phone No: 7030084770

Subject – Fixed Term Contract

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3. Your remuneration package is strictly confidential between you and here after, referred as The Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever.
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- Employment terms and conditions, please get in touch with Offers Team (E-Mail: PS00551100@Techmahindra.com)

For Tech Mahindra Limited



Mukul Sah
Group Function Head (Support) – Human Resource

Encl: **Annexure-A** (Salary Structure), **Annexure-B** (Important / Indicative Terms & Conditions of Employment), **Annexure-C** (Medical Self declaration), **Annexure-D** (Check List of Documents), **Annexure-E** (Confidentiality Agreement), **Annexure F** – Intellectual property Assignment, **Annexure-G** – General Covenant, **Annexure H** – (Code of Conduct and Ethics).

Accepted

Date:

Signature of Candidate:

Annexure – A

Name : Shalikh Hanzala Hifzur Rahman
Title : Associate Customer Support
Band : U1

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v) Transport Allowance:
Applicable, only if company transport is not availed

Notes:

The Company reserves the right to amend, modify, rescind / reinstate the above-mentioned schemes partly or completely at any point of time.

**With Best Wishes,
For Tech Mahindra Ltd.**



Mukul Sah
Group Function Head (Support) – Human Resource

Accepted by :

Location :
Date :

The parties stipulate that the venues referenced in this Agreement are convenient.

In the event of any violation of the terms of this clause, I agree that I shall be liable to Tech Mahindra Limited. For liquidated damages in the amount of the gross salary earned by me during the preceding one year from the date of such breach. I acknowledge and agree that said amount constitutes liquidated damages and not a penalty, and that the amount is a reasonable and fair estimate of the actual damages that Tech Mahindra Limited. Would incur upon such breach.

Following the expiration of the one year period described herein, I shall continue to be obligated under the Covenant Against Disclosure in Section 4 so long as such Confidential Information remains proprietary or protectable as confidential or trade secret information.

Executed this day of , 20

Signature

Name of Candidate

For and on Behalf Of
Tech Mahindra Limited



Mukul Sah
Group Function Head (Support)– Human Resource

eClerx

Apprenticeship Offer cum Appointment Letter

Date: September 27, 2021

Mr. Nikhil Rajesh Dahale
Zakir Colony, Walgoan Road,
Amravati, 444601

Dear Nikhil,

Congratulations!!!

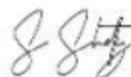
We are extremely pleased to extend a warm welcome to you from the eClerx family, under the Apprenticeship program (hereinafter referred to as "C1"). Your designation under the Program would be an **Analyst** and functional title as **Apprentice**. We wish you a successful and professionally enriching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

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

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

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

Regards,



Sagar Shetty
– Human Resources

Date: September 27, 2021

Dear Nikhil Rajesh Dahale,

Further to your Contract dated **September 27, 2021**, we are pleased to appoint you as **Analyst** under the Apprenticeship program (hereinafter referred to as "C1"). Your training with us will commence on "**September 28, 2021**" and will continue until "**March 28, 2022**".

Apart from the other policies binding upon you during your tenure with the company, the general terms and conditions under the Program are as follows:

1. Work Location

1.1. Your initial work location will be **Pune**. Though you have been engaged for a specific position and location, the Company reserves the right to transfer you, with reasonable notice, to any other location, department, establishment, or branch of the Company / group / affiliates as the Company may deem fit including new locations to be set up in future. You shall be bound by the policies, rules and regulations of the office at the location you are posted in at any given point in time.

1.2. In the event of your voluntary resignation / termination of the Program with the Company from your date of relocation / transfer within a stipulated time period as mandated by the relevant transfer policy, if applicable; you shall be liable to pay to the Company, all the expense incurred towards movement of your household goods, relocation allowance, accommodation cost and all other expenses related to your relocation/transfer including cost incurred by Company on account of your training.

2. Background Verification

2.1. Your appointment as an Analyst under the Program is contingent upon successful verification of all

documents and information provided by you as a part of your joining process.

2.2. The Company reserves the right to end this employment agreement with you with immediate effect and without any liability, should the results of your background investigation be negative. The HR team will contact you as soon as there is any insufficiency / discrepancy identified in your background check process.

2.3. You may be required to undergo tests for substance abuse as and when deemed necessary by the organisation. If the reports of such testing are found to be positive, the organisation withholds the right to initiate suitable action against you, including immediate termination of services.

2.4

3. Remuneration, Benefits & Privileges

Please refer to Annexure I for details on your remuneration and benefits applicable during your training period.

4. Training

4.1 The tenure period, as stated in this Contract, constitutes your training period, the successful completion of which would determine the completion of your duration under this Program.

4.2 Notwithstanding the above mentioned clause, the Company reserves the right to put you under a training program with a different training period, as per the requirement of the specific business, the successful completion of which would determine the completion of your duration under the Program.

4.3 There will be multiple assessments conducted at periodic intervals during your training period. In the event of you being unsuccessful on assessment parameters as defined by the Company during or after the training period, the Company reserves the right to terminate your Contract under the Program with immediate effect, with a 15 days' notice period. Without prejudice to clause no. 4.1 and 4.2 as mentioned above, the Company may, during the period of training, terminate the Contract without any notice or payment in lieu of notice should you be found guilty of violation of any of the Company's policies or breach of Code of Conduct, which may not be conducive to the Company or its reputation.

4.4 After the completion of the aforementioned training period, the Company, at its sole discretion and depending on business requirements, may absorb you on its regular roll, depending upon your assessment parameters and on-the-job performance. The compensation structure that will be applicable in the event you are absorbed on the regular rolls of the Company will be as per Annexure 2.

5. Domain-based Specialized Training

5.1 You may be required to undergo designated specialized trainings, as required under the Program. Such trainings are aimed to present an opportunity to expand your knowledge base, enhance your domain and product expertise, and equip you for effective execution of all your job responsibilities. Some of the specialized trainings will require a commitment of significant investment by eClerx as well as you.

5.2 Further to the above clause, you may be required to enter into a service agreement with the Company

11. Non-Solicitation of Employees and Clients and Non-Compete

11.1. During your tenure with the Company, thereafter immediately following the termination of your contract / end of the Program with the Company for any reason, you shall not:

- a. Undertake and ensure that directly or indirectly solicit, induce, recruit or encourage any of the Company's employees to leave their employment with the Company.
- b. Take away any clients or customers of the Company or attempt to solicit, induce, recruit, encourage or take away clients or customers of the Company.
- c. Join the services or be associated with any former employee of the Company who is undertaking any activity competing with the business of the Company.

12. Jurisdiction

In case of any dispute or difference arising out of or under this contract, resulting into any proceeding before any Authority, Courts etc. in respect of this contract, the same will be subject to the jurisdiction of Mumbai.

13. Applicable Company rules and regulations

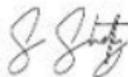
You will be governed by the Company's rules and regulations and practices as enforced from time to time on matters whether specified herein or not, including on matters such as designation, emoluments and the structure thereof, working hours, etc. Company's decisions on all such matters shall be final and binding on you

14. Change in Terms and Conditions of your employment

The Company reserves the right to change the terms and conditions of this letter, which would be intimated to you either through changes in the Company's policies or through an amendment to your Contract, or through other means of communication, which would purport to amend the said terms of your Contract. Your Apprentice appointment is contingent upon successful completion of background check; documents submitted by you will be sent for necessary verification and authentication to the background verification agency. If the terms and conditions offered herein are acceptable to you, please return the acceptance copy to the undersigned, duly affixing your full signature on the last page and initials on the remaining pages.

Yours faithfully,

For eClerx Services Limited



Sagar Shetty
-Human Resources

ANNEXURE I

Stipend and Benefits Applicable During the Contract Period

1. Stipend

Your stipend will be Rs. 16,912 per month for the duration of your training. This stipend is comprehensive and all-inclusive, and hence it shall be deemed to include all the liabilities of the Company.

The Company will deduct taxes or statutory payments from the stipend, as prescribed by the law of this country from time to time.

2. Benefits

3.1 Group Medical Insurance

a. You are eligible for a floater medical insurance cover of INR 100,000.

b. You may also opt for an additional cover for your family, including your spouse, children, and parents / parents-in-law, post your joining the Company. The premium against the additional cover will be communicated to you and will be deducted from your salary.

c. You are covered for an amount of INR 300,000 under the Group Personal Accident Insurance Policy.

3.2 Group Personal Accident Insurance

a. You are covered for an amount of INR 300,000 under the Group Personal Accident Insurance Policy.

b. The policy covers disablement (temporary and permanent both) and death caused due to accidents.

3.3 Transport

The Company offers subsidized transport to all its employees, basis the local transport policy. Should you wish to avail it, an amount of **INR 1400** will be deductible from your fixed stipend every month.

ANNEXURE II**Salary Structure Applicable on Absorption to the Company's Rolls on Successful Completion of the Training Period**

Name: Nikhil Rajesh Dahale

Designation: Analyst

Date of Joining: September 28, 2021

SALARY OFFER BREAK-UP	Amount (INR)	Annual Amount(INR)
Basic Pay	8,456	101,472
House Rent Allowance	423	5,076
Other Allowance	3,766	45,192
Monthly Fixed Compensation	15,445	185,340
Retiral Fund	1,467	17,604
Monthly Total Compensation	16,912	202,944
Annual Total Compensation		202,944
Performance Bonus (Upto)	1,353	16,236
Cost To Company		219,180
Gratuity		4,881
Total Cost To Company		224,061

4. The Company is also pleased to extend the following benefits to you:**4.1 Group Medical Insurance**

- You are eligible for floater medical insurance cover of INR 100,000 which covers yourself
- You may also opt for additional cover for your family including your spouse, children and parents / parents-in-law post your joining the Company. The premium against the additional cover will be communicated to you and will be deducted from your salary

4.2 Group Personal Accident Insurance

- You are covered for an amount of INR 300,000 under the Group Personal Accident Insurance Policy.
- The policy covers disablement (temporary and permanent both) and death caused due to accidents

4.3 Night Shift Allowance

- In case you are required to work in the night shift on account of process or client requirements, you will be eligible to receive Night Shift Allowance
- The amount paid to you will depend on your designation, number of nights shifts worked and all other rules as may be specified by the company policies.



Offered By: Sagar Shetty
Designation: – Human Resources

Accepted by: _____

(Name and Signature)

Date:

Date : 02/12/2021

to
 Ashish Dhanraj Laxmi
 (Code:)

Provisional Offer Letter for Fixed Term Contract

We are pleased to offer you employment in our organisation at Randstad India Pvt. Ltd as **Representative, Client Reporting/Performance**. Your services are being deployed to **BNY MIFILION INTERNATIONAL OPERATIONS INDIA PRIVATE LIMITED** on the following terms and conditions:

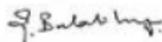
- Your employment will be valid from **06/12/2021 To 05/06/2022**, unless and until it is specifically extended in writing by Randstad India Pvt Ltd.
- Your Salary Gross will be INR 195,660.00 per Annum (as per Annexure 1) and will be paid out based your actual joining date.
- Your employment is subject to completing our onboarding process, which requires you to :
 - a. Complete on the Randstad portal:
 - Employee profile form
 - Statutory Declaration forms like FSSC, PC, Medication etc.
 - b. Upload proofs of your documents:
 - Government mandated ID proof: Aadhar Card and PAN
 - Address Proof (Any one): Voters ID, Passport, Driving License, Ration Card etc.
 - Copy of both educational certificates & Previous employment documents.
 - Bank Details for Salary processing: Copy of cancelled cheque.

Please note that this is only a provisional offer of employment for a fixed term and is not to be construed as an appointment letter. A detailed appointment letter would be issued to you once you fulfill our employment terms and conditions & upon confirmation of joining duty by the manager.

The next step is for you to log into Randstad Direct, our employee portal to accept this offer. You will soon receive an email and SMS on your registered number with a link to the online portal and your OIP to login. A User guide is also available to help you complete formalities on/before your DOJ.

Please get in touch with us for any queries.
 Wishing you the very best!

Yours truly,
For Randstad India Pvt Ltd.



Authorized Signatory
Balakrishnan S
Head - HRSSC

Date : 02/12/2021

To
SUMIT RAMWAN SHETKE
(Code :)

Provisional Offer Letter for Fixed Term Contract

We are pleased to offer you employment in our organization at Randstad India Pvt. Ltd as **Rep. Client Processing**. Your services are being deputized to **BNY MELLON INTERNATIONAL OPERATIONS INDIA PRIVATE LIMITED** on the following terms and conditions:

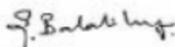
- Your employment will be valid from **05/12/2021 To 05/05/2022** , unless and until it is specifically extended in writing by Randstad India Pvt Ltd.
- Your Salary Gross will be INR 195,660.00 per Annum (as per Annexure 1) and will be paid out basis your actual joining date.
- Your employment is subject to completing our onboarding process, which requires you to :
 - a. Complete on the Randstad portal:
 - Employee profile form
 - Statutory Nomination forms like ESIC, PF, Medidaim etc.
 - b. Upload proofs of your documents:
 - Government mandated ID proof: Aadhar Card and PAN
 - Address Proof (Any one): Voters ID, Passport, Driving License, Ration Card etc.
 - Copy of both Educational certificates & Previous employment documents.
 - Bank Details for Salary processing: Copy of cancelled cheque.

Please note that this is only a provisional offer of employment for a fixed term and is not to be construed as an appointment letter. A detailed appointment letter would be issued to you once you fulfill our employment terms and conditions & upon confirmation of joining duty by the manager.

The next step is for you to log into Randstad Direct, our employee portal to accept this offer. You will soon receive an email and SMS on your registered number with a link to the online portal and your OTP to login. A User guide is also available to help you complete formalities on/before your DOJ.

Please get in touch with us for any queries.
Wishing you the very best!

Yours truly,
For Randstad India Pvt Ltd.



Authorized Signatory
Balakrishnan S
Head - HRSSC

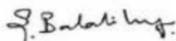
Annexure I: Salary Breakup

Component	Monthly	Yearly
Basic	13,240.00	158,880.00
House Rent Allowance	662.00	7,944.00
Statutory Bonus	1,103.00	13,236.00
Food Allowance	1,300.00	15,600.00
Gross Salary	16,305.00	195,660.00
Employer's Contribution to ESI	530.00	6,360.00
Employer's Contribution to EPF	1,745.00	20,940.00
Insurance	170.00	2,040.00
CTC (Cost to the company)	18,750.00	225,000.00
Employee's Contribution to EPF	1,745.00	20,940.00
Employee's Contribution to ESI	123.00	1,476.00
Net take home = (Gross salary- Total deduction)	14,437.00	173,244.00

* Income tax, Professional tax and LWF as applicable will be deducted.

* All the taxes will be deducted as applicable by law. Your salary is strictly confidential.

For Randstad India Pvt Ltd.



Authorized Signatory
Balakrishnan S
Head - HRSSC



OFFER LETTER

Date: 13 July 21

Ram Meghe

Amravati

Dear Vaibhav Sunil Pavitrakar

Welcome to the DMart family!

On the basis of campus selections, we are happy to offer you the position of **Department Manager (Trainee)** at an annual compensation of **INR 3 Lakhs*** on Cost to Company basis.

We eagerly look forward to having you on board. Your date of joining would be in September 2021 tentatively. Any change would be communicated to you in due course.

You may be placed anywhere in India; your initial place of posting and other details will be communicated in due course before you join the organization.

We wish you a long and successful career with us!

Human Resources
Avenue Supermarts Ltd. (D-Mart)

* This is a provisional offer of employment subject to the following terms-

1. You should pass/clear all academic examinations/ backlogs before you join DMart. In case your results are not published by your joining date, you would have to submit the same within a maximum period of three months. Continuation of employment post submission of your mark sheet/certificate would be on the basis of you passing the respective examination.
2. You should be declared *Fit for employment* by a medical examination to be arranged by us.
3. All documents submitted by you in support of identity, address, academics are true (subject to verification).

Further details of your joining process will be communicated by our Human Resources team in due course.

ACKNOWLEDGEMENT & ACCEPTANCE

SIGNATURE: Ram Meghe NAME: Vaibhav S. Pavitrakar DATE: 15-07-2021



OFFER LETTER

Date: 13 July 21

Ram Meghe

Amravati

Dear Kanchan Ravindra Susutkar

Welcome to the DMart family!

On the basis of campus selections, we are happy to offer you the position of **Department Manager (Trainee)** at an annual compensation of **INR 3 Lakhs*** on Cost to Company basis.

We eagerly look forward to having you on board. Your date of joining would be in September 2021 tentatively. Any change would be communicated to you in due course.

You may be placed anywhere in India; your initial place of posting and other details will be communicated in due course before you join the organization.

We wish you a long and successful career with us!

Human Resources
Avenue Supermarts Ltd. (D-Mart)

* This is a provisional offer of employment subject to the following terms-

1. You should pass/clear all academic examinations/ backlogs before you join DMart. In case your results are not published by your joining date, you would have to submit the same within a maximum period of three months. Continuation of employment post submission of your mark sheet/certificate would be on the basis of you passing the respective examination.
2. You should be declared *Ft for employment* by a medical examination to be arranged by us.
3. All documents submitted by you in support of identity, address, academics are true (subject to verification).

Further details of your joining process will be communicated by our Human Resources team in due course.

ACKNOWLEDGEMENT & ACCEPTANCE

SIGNATURE: R.Susutkar NAME: Kanchan R. Susutkar DATE: 14/07/2021



OFFER LETTER

Date: 13 July 21

Ram Meghe

Amravati

Dear Kanchan Ravindra Susatkar

Welcome to the DMart family!

On the basis of campus selections, we are happy to offer you the position of **Department Manager (Trainee)** at an annual compensation of **INR 3 Lakhs*** on Cost to Company basis.

We eagerly look forward to having you on board. Your date of joining would be in September 2021 tentatively. Any change would be communicated to you in due course.

You may be placed anywhere in India; your initial place of posting and other details will be communicated in due course before you join the organization.

We wish you a long and successful career with us!

Human Resources
Avenue Supermarts Ltd. (D-Mart)

* This is a provisional offer of employment subject to the following terms-

1. You should pass/clear all academic examinations/ backlogs before you join DMart. In case your results are not published by your joining date, you would have to submit the same within a maximum period of three months. Continuation of employment post submission of your mark sheet/certificate would be on the basis of you passing the respective examination.
2. You should be declared *Ft for employment* by a medical examination to be arranged by us.
3. All documents submitted by you in support of identity, address, academics are true (subject to verification).

Further details of your joining process will be communicated by our Human Resources team in due course.

ACKNOWLEDGEMENT & ACCEPTANCE

SIGNATURE: R. Susatkar NAME: Kanchan R. Susatkar DATE: 14/07/2021



Date: 9-Sep-21

Name - Akshay Umbarkar

Subject: Offer Letter

Dear Akshay Umbarkar,

As per our discussion, we are pleased to offer you the position of "Service Provider Associates".

As discussed, the broad terms of this letter of employment offer are set out hereinafter,

- Your employment shall begin from the date of your reporting at the premises of our esteemed Organization "Efinserve Research and Analytics" located at Pune.
- You are requested to report for work at your place of working First Floor, Arcadian Building Plot No.12, Lane 5A, North Main Rd Near Pinnacle Building, Koregaon Park, Pune, on dated
- Your employment with company shall come to an end either upon completion of Fixed Term or on the date when Company's services agreement with its said business client coming to an end whichever is earlier.
- For all reasons you will be deemed an employee of Efinserve Research and Analytics.
- The formal letter of Appointment will be issued immediately after you join the Company.
- You are requested to submit the following documents prior to or at the time of your joining:
 - KYC Documents – Copy of Aadhaar card, PAN card, Passport size photograph
 - Educational documents – Copy of 10th, 12th & Graduation Mark sheet
 - Experience documents – Copy of Experience proof
 - Cancel Cheque Copy or Bank Statement (Existing Saving bank Account, if any)
- Your offer has been made based on the information furnished by you. However, if there is any discrepancy found during the antecedent check conducted by the Company or in the copies of the documents/certificates given by you as a proof in support of the above, the company reserves the right to revoke the offer & your appointment thereafter at any time.
- You are requested to refer page no. 3 of this letter for work related guidelines.
 - Your annual compensation package shall be as per enclosed annexure.
 -



Enclosure: Annexure containing compensation details

Efinserve Research and Analytics	
Name:	
Particulars	Amount (INR)
Basic + DA	11440
HRA	4576
Executive Allowance	1000
Bonus	0
Monthly Gross Salary [A]	17016
Professional Tax	210
Health Insurance	350
Total Employee's Deduction [B]	560
Net Monthly Take Home (A-B)*	16456

The above mentioned salary annexure is exclusive of all Income Tax deductions, if applicable.

Please accept the above stated by signing the duplicate copy of this offer letter and return the same for our record.

We wish you all the best!

Thanking you,

For Company Name

Authorized Signatory

I Confirm and Accept this Offer Letter and Annexure

Nikhil Raut



Date: 9-Sep-21

Name - Akshay Umbarkar

Subject: Offer Letter

Dear Akshay Umbarkar,

As per our discussion, we are pleased to offer you the position of **"Service Provider Associates"**.

As discussed, the broad terms of this letter of employment offer are set out hereinafter,

- Your employment shall begin from the date of your reporting at the premises of our esteemed Organization **"Efinserve Research and Analytics"** located at **Pune**.
- You are requested to report for work at your place of working **First Floor, Arcadian Building Plot No.12, Lane 5A, North Main Rd Near Pinnacle Building, Koregaon Park, Pune, on dated**
- Your employment with company shall come to an end either upon completion of Fixed Term or on the date when Company's services agreement with its said business client coming to an end whichever is earlier.
- For all reasons you will be deemed an employee of **Efinserve Research and Analytics**.
- The formal letter of Appointment will be issued immediately after you join the Company.
- You are requested to submit the following documents prior to or at the time of your joining:
 - KYC Documents – Copy of Aadhaar card, PAN card, Passport size photograph
 - Educational documents – Copy of 10th, 12th & Graduation Mark sheet
 - Experience documents – Copy of Experience proof
 - Cancel Cheque Copy or Bank Statement (Existing Saving bank Account, if any)
- Your offer has been made based on the information furnished by you. However, if there is any discrepancy found during the antecedent check conducted by the Company or in the copies of the documents/certificates given by you as a proof in support of the above, the company reserves the right to revoke the offer & your appointment thereafter at any time.
- You are requested to refer page no. 3 of this letter for work related guidelines.
 - Your annual compensation package shall be as per enclosed annexure.
 -



Enclosure: Annexure containing compensation details

Efinserve Research and Analytics	
Name:	
Particulars	Amount (INR)
Basic + DA	11440
HRA	4576
Executive Allowance	1000
Bonus	0
Monthly Gross Salary [A]	17016
Professional Tax	210
Health Insurance	350
Total Employee's Deduction [B]	560
Net Monthly Take Home (A-B)*	16456

The above mentioned salary annexure is exclusive of all Income Tax deductions, if applicable.

Please accept the above stated by signing the duplicate copy of this offer letter and return the same for our record.

We wish you all the best!

Thanking you,

For Company Name

Authorized Signatory

I Confirm and Accept this Offer Letter and Annexure

Nikhil Raut



Date: 9-Sep-21

Name - Akshay Umbarkar

Subject: Offer Letter

Dear Akshay Umbarkar,

As per our discussion, we are pleased to offer you the position of "**Service Provider Associates**".

As discussed, the broad terms of this letter of employment offer are set out hereinafter,

- Your employment shall begin from the date of your reporting at the premises of our esteemed Organization "**Efinserve Research and Analytics**" located at **Pune**.
- You are requested to report for work at your place of working First Floor, Arcadian Building Plot No.12, Lane 5A, North Main Rd Near Pinnacle Building, Koregaon Park, Pune, on **dated**
- Your employment with company shall come to an end either upon completion of Fixed Term or on the date when Company's services agreement with its said business client coming to an end whichever is earlier.
- For all reasons you will be deemed an employee of **Efinserve Research and Analytics**.
- The formal letter of Appointment will be issued immediately after you join the Company.
- You are requested to submit the following documents prior to or at the time of your joining:
 - KYC Documents – Copy of Aadhaar card, PAN card, Passport size photograph
 - Educational documents – Copy of 10th, 12th & Graduation Mark sheet
 - Experience documents – Copy of Experience proof
 - Cancel Cheque Copy or Bank Statement (Existing Saving bank Account, if any)
- Your offer has been made based on the information furnished by you. However, if there is any discrepancy found during the antecedent check conducted by the Company or in the copies of the documents/certificates given by you as a proof in support of the above, the company reserves the right to revoke the offer & your appointment thereafter at any time.
- You are requested to refer page no. 3 of this letter for work related guidelines.
 - Your annual compensation package shall be as per enclosed annexure.
 -



Enclosure: Annexure containing compensation details

Efinserve Research and Analytics	
Name:	
Particulars	Amount (INR)
Basic + DA	11440
HRA	4576
Executive Allowance	1000
Bonus	0
Monthly Gross Salary [A]	17016
Professional Tax	210
Health Insurance	350
Total Employee's Deduction [B]	560
Net Monthly Take Home (A-B)*	16456

The above mentioned salary annexure is exclusive of all Income Tax deductions, if applicable.

Please accept the above stated by signing the duplicate copy of this offer letter and return the same for our record.

We wish you all the best!

Thanking you,

For Company Name

Authorized Signatory

I Confirm and Accept this Offer Letter and Annexure

Nikhil Raut

Annexure:-

Annexure - Just Dial Ltd Compensation Structure		
Employee Name	Akhay Umbarkar	
Department	Sales	
Grade	G12	
Designation	Certified Internet Consultant	
Effective Date	24-12-2020	
CTC	204000/- per annum	
Pay structure	Monthly	Annual
Fixed Components		
Basic	7140	85680
Hbuse Rent Allowance (HRA)	3570	42840
Attire Allowance	1803	21636
Field Allowance	1475	17700
Salary (C1)	13988	167856
Statutory Components		
Employer PF Contribution	857	10284
Employer ESIC Contribution	455	5460
Benefit's(C2)	1312	15744
Reimbursements		
Sodexo	0	0
Conveyance Reimbursement	0	0
Fuel Reimbursement	0	0
Reimbursements(C3)	0	0
Statutory Bonus	1700	20400
CTC (Total C1+C2+C3 + Statutory Bonus)(a)	17000	204000
Deductions		
Employee PF Contribution	857	10284
Employee ESIC Contribution	105	1260
Total Deductions (b)	962	11544
*Net Take Home (a - b - C2)	14726	176712
Total CTC	17000	204000

*Net Take Home is subject to applicable taxes, deductions, performance policy and company policy intimated to you from time to time.

Yours sincerely,

For Just Dial Limited

Madhulika Singh

Regional Head - Human Resources

24-12-2020

Akshay Umbarkar
Pune

Subject: LETTER OF OFFER

Dear Akshay,

We thank you for your interest in discussing an opportunity to be part of **Just Dial Ltd.**

Based on the discussions with you, we are pleased to offer you to the position of **Certified Internet Consultant**. You will be on probation for a period of six months from your date of joining which will be on or before **24-12-2020**.

The annual compensation calculated on Cost to Company will be **INR 204000/-** which is detailed in the Annexure. The payments of monthly remuneration, incentive are subject to you achieving Performance Levels in accordance with performance policy and company policy which will be intimated to you from time to time.

Your place of posting will be **Amravati**.

It may be noted that the Company reserves the right to withdraw / postpone / cancel the Offer / joining at its sole discretion for any reason, which is beyond its reasonable control.

As a part of your joining formalities, a complete verification of your identity documents and your background would be done. On successful submission and verification of your documents and background checks, you shall be issued a Letter of Appointment from the company.

In case any of the verifications turns out to be negative at any point of time, your appointment with the organization shall be terminated with immediate effect.

For the Offer to be valid you are requested to confirm your acceptance of the Offer by clicking on the Offer link which has been emailed to you & also sent on your registered mobile number. After the electronic acceptance of the Offer letter, Company may ask you to submit the duly signed hard copy of the letter to Just Dial's office.

We look forward to your joining the **JUST DIAL** Team and wish you a long and fulfilling career with the organization.

For Just Dial Limited



Madhulika Singh

Regional Head - Human Resources

Date: 19th October 2021

Dear Kashuri Kashkar

SUBJECT: OFFER CUM EMPLOYMENT LETTER

With reference to your application and the subsequent discussions with you, we are pleased to offer you an appointment at H&R HR Solutions Pvt Ltd ("Company") on the following terms:

1. DESIGNATION

You will be designated as **Recruitment Executive**

2. PERIOD OF EMPLOYMENT

Your employment will commence on or before **19th October 2021**, and will continue on an on going basis, until terminated by either party, with prior notice to the other as per termination and resignation clause of this letter together with all its annexures and as mutually amended by the parties from time to time ("**Employment Letter**").

3. HOURS AND PLACE OF WORK

You shall be based in our **Pune Office** but may be required to serve the Company in any place within or outside India, as required. You will be required to work such hours as may reasonably be expected of you and as is consistent with an appointment of this nature.

4. SALARY

- A. The gross salary will be **Rs.1,80,000 PA**. A detailed break up of your compensation is attached as Annexure – A to this Employment Letter.
- B. You hereby authorize the Company to deduct from your salary (including any salary, leave pay, sick pay and pay in lieu of notice period) all debts or sums owed by you to the Company, its subsidiaries or associate companies, including any outstanding advances.

5. TERMINATION OR RESIGNATION FROM SERVICE

- A. The employment can, subject to the policies of the Company and the terms and conditions of this Employment Letter, be terminated by either party by serving **30 days** of written notice to the other party.
- B. The Company reserves the right to accept/ reject the notice pay in lieu of notice period mentioned hereinabove. The Company reserves the absolute right to terminate your services, at any time, without assigning any reason whatsoever by giving you notice in writing or pay in lieu of notice period.
- C. The Company reserves the right, at its discretion and at any time during the notice period to announce to its employees, clients, suppliers and customers of the Company of your termination/ resignation. However, you expressly agree hereby not to make any announcement of your termination/ resignation unless the same has been formally intimated to you or accepted by the Company in writing, as the case may be.

6. INCENTIVE/ BONUS

You will be eligible to participate in the Company's incentive/ Bonus program. The payment under this program depends on your performance, the Company's performance and other parameters as the Company may decide, from time to time. Please note that there is no minimum payment under this program. Payment of this amount is subject to your being in the Company's employment and also subject to your not having resigned or serving your notice period.

7. EXCLUSIVE EMPLOYMENT

While employed by the Company, you will not be an employee of, or be engaged in any other capacity by, any other company or organization other than the Company, for remuneration and/ or otherwise, whether full time or part time, without the prior written permission from the Company.

8. NON-COMPETE AND NON-SOLICITATION

A. You hereby agree and undertake that during the period of employment with the Company including any notice period even though the Company may have paid salary to you in lieu of the notice period and 12 months post separation with the company you shall not:

- (i) Attempt to directly, indirectly or in any other manner whatsoever, whether for profit or otherwise, solicit or persuade any Person who is a client/ customer of the Company to cease doing business with the Company, or to reduce the amount of business which any such client/ customer has customarily done or might propose doing with the Company, whether or not the relationship between the Company and such client/ customer was originally established in whole or in part through your efforts;
- (ii) Recruit, solicit, train or assist any other Person to engage in soliciting, selling or providing services in competition with business of the Company;
- (iii) Solicit business, be employed, provide consultancy, offer services or induce other employees of the Company to be employed with any other entity carrying out any business similar to and/ or in competition with that of the Company;
- (iv) Employ or attempt to employ or assist anyone else to employ any Person who is in the employment of the Company at the time of the alleged prohibited conduct, or was in the employment of the Company at any time in the preceding twelve (12) months.

9. COMPANY'S IMAGE

You will be always alive to the duties and responsibilities attached to your employment and you shall conduct yourself accordingly and protect and project the image of the Company.

10. FALSE RECORDS

If any document or information furnished by you to the Company is false or if you are, at any time, found to have suppressed any material information, you will be liable for termination without notice.

Further, this appointment is subject to us receiving satisfactory reports, based on verifications and reference checks done by us.

If the appointment on the above terms and conditions is acceptable to you, you are requested to confirm your acceptance on the above terms and condition by returning one copy of this letter duly signed by you.

Welcome to **H&B HR solutions Pvt Ltd** and wish you a very successful career with us.

For **H&B HR solutions Pvt Ltd**



Authorized Signatory

Detailed Salary Structure

Annexure - A

Date : 19th October 2021Name : Kasturi Kashikar
Designation : Recruitment Executive

Name of Employee	Kasturi Kashikar	
	Monthly	Yearly
BASIC	6,000	72,000
House Rental Allowance	3,000	36,000
Other Allowance	3,128	37,536
Statutory Bonus	1,200	14,400
Monthly Fixed Salary (Gross)	13,328	1,59,936
Employer PF Contribution	1,239	14,872
Employer ESIC Contribution	433	5,198
Monthly Cost to Company	15,001	1,80,006

The Indicative Performance Pay amount as per the current performance pay policy may vary depending upon the performance of individual and of the company. The management reserves the rights to amend policy at any point of time. The Company will pay this amount to the employee only if not resigned or cessation of employment has not taken place as on the date of payment.

*The exact sum of all elements may mismatch up to Rs.10/-.

Other Details / Benefits:

1. Provident fund will be provided as per the provisions of the Employees' Provident Funds and Miscellaneous Provisions Act, 1952
2. LSC will be provided as per the provisions of the employee's state insurance corporation Act, 1948.
3. In the event there is any enhancement in the total emoluments to be paid to you on account of change in any statute (Central Government or State Government) or notification, then the said enhanced payment will be adjusted from the total CTC payable to you as shown herewithabove. In such a case the company will have the right to restructure your emoluments within the specific CTC.

I have fully read and understood the terms of this Employment Letter, I accept the same on the above terms and conditions, and as appointed, I agree to abide by the rules and regulation of the company and will be joining on 19th October 2021.

Name and Signature, confirming acceptance of the above terms and conditions

Signature: _____

Name : _____

Date : _____

Komal Shyam Wasnik

Emp ID : 12121

Base Location : Pune

Sub: CONTRACT OF EMPLOYMENT

Dear Komal Shyam Wasnik,

Welcome to Moglix.

We are pleased to appoint you with **Mogli Labs (India) Private Limited** ("Moglix" or "Company"), in the Customer Success Department, at 'Go' Grade and designated as Executive. Your compensation is indicated in the Compensation & Benefits table attached as **Annexure 1**. This appointment is subject to the terms and conditions contained hereunder which together with the policies and guidelines of the Company in relation to business conduct and others, shall form your Contract of Employment ("Contract").

Throughout this contract, "Company and its Affiliates" refers to Moglix as well as any subsidiary, sister-concern, associate company, or joint venture etc.

On behalf of the Company, I wish you every success in your role and trust that our relationship will be long and mutually rewarding.

1. APPOINTMENT AND ASSOCIATION

- 1.1.** Your employment shall commence with effect from 02-09-2021 ("Date of Joining").
- 1.2.** You shall work closely with your assigned Reporting Manager(s) and functional / cross-functional teams for delivering the role and responsibilities for which you have been hired.



MOGLI LABS (INDIA) PRIVATE LIMITED

Registered Office:

M/6 & 1st Floor, A-83,
Business Centre CNR Industrial Area,
Oldoi Ph-4, Koro Dabra 411030

Office Address:

S/9a(5000) Corporate Park, Tower B, 3rd Floor,
Sector 125, Koldi- 201303, Uttar Pradesh, India.

CIN: U73300DL2015FTC279850

www.business.moglix.com,
www.moglix.com
human.capital@moglix.com