



Bharat Shikshan Prasarak Mandal Latur

JAIKRANTI COLLEGE OF COMP.SCI. & MGMT.STUDIES

Katraj-Dattanagar Road, Katraj, Pune-46. ☎ 020-24317168.

Recognized by Govt Of Maharashtra & Affiliated to Maharashtra
State Board Of Secondary & Higher Secondary Education .

IDENTITY CARD

2022-2024



Bhalerao Pratik Dilip

CLASS : M.sc (CS)

DOB : 24/01/2001

ADDRESS: At. Post Inamgaon Tal
Shirur



:

8080554537

- A 1 -

E-mail: principal@jaikraanticollege.com

PRINCIPAL



Suryadatta Education Foundation's
SURYADATTA COLLEGE
OF MANAGEMENT INFORMATION RESEARCH & TECHNOLOGY
(SCMIRT)

S. No. 342, Bavdhan, Pune - 411 021
Tel. 020 - 67901300, 08956932419



HOLKAR RUSHIKESH

Course : M.Sc. CS

Batch : 2022-24



Jayawant Shikshan Prasark Mandal's
JSPM NARHE TECHNICAL CAMPUS

S. No. 12/2/2 and 14/9 Narhe, Taluka - Haveli, Pune
Ph. : 020-2460 8700, Web : www.jspmntc.edu.in

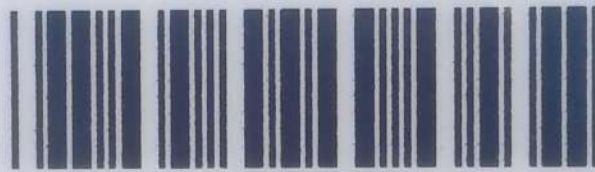


Name : ..Ketan Mohan Jadhav

Course : M. C. A.

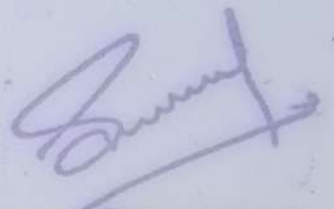
Reg. Date: 2022-11-16

Validity : 2024-08-30



9462

Student Sign.


Director

S.S.P MANDAL'S

CHANDMAL TARACHAND BORA COLLEGE



● ARTS ● COMMERCE ● SCIENCE

NAAC RE-ACCREDITED: B++ GRADE

BEST COLLEGE AWARD:2014-15



Name : JAGDALE MADHVI SURESH

Class : M.COM II

Roll. No.: 7934

Div: A

Bl.Gr

Permanent Address:

AP BABHULSAR BK

TAL SHIRUR DIST PUNE 412
211

Contact No.: 8767480744

Principal

DBT FIST & DBT STAR SPONSORED

Shirur, Tal: Shirur, Dist-Pune Ph.No. 02138 222301

Email: ctborainfo68@gmail.com Website: www.ctboracollege.edu.in



P.D.E.A.'s
**ANNASAHEB MAGAR
MAHAVIDYALAYA**
Hadapsar, Pune - 411028.



2022-2023

Jagdale Pavan Pandurang
M.COM (PART - I)



2 0 2 2 2 3 2 5 8 7 0


Principal



Rayat Shikshan Santha's
S. M. JOSHI COLLEGE

Hadapsar, Pune - 411 028, Ph. No. : (020) 26999001

Email - smjoshicollege@gmail.com

2022-2023



Name : MONIKA BAPURAO CHUDHARI
Class : MA Economics-First Year
D.O.B. : 11-07-2000
Con. No. : 9834927091
Student ID : 20229649



Principal's Sign



Bharat Shikshan Prasarak Mandal Latour

JAIKRANTI COLLEGE OF COMP.SCI. & MGMT.STUDIES

Katraj-Dattanagar Road, Katraj, Pune-46. ☎ 020-24317168.

Recognized by Govt. Of Maharashtra & Affiliated to Maharashtra
State Board Of Secondary & Higher Secondary Education.

IDENTITY CARD

2022-2024



Pharate Nikita Navnath

CLASS : M.sc (CS)

DOB : 13/03/2001

ADDRESS: A\ P Mandavgaon
Pharate Tal Shirur Dist
Pune



: 9595783560

[Signature]

E-mail: -principal@jaikraanticollege.com

PRINCIPAL

SINHGAD TECHNICAL EDUCATION SOCIETY, PUNE



FEES RECEIPT

Sinhgad Institute of Management
44/1, Vadgaon(Bk.), Off Sinhgad Road,
Pune-411041

Phone No. : 020-24356592

Email : siomaccounts@sinhgad.edu

Date : 14-11-2022

Receipt No.: ASIM/22230001978

Student Id : 2223/ASIM/06235
Received From : Sarode Swapnil Dhanadatta
Mothers Name : Manisha

Course : MCA
Class : MCA I
Branch : MCA
Division : MCA I-A

Description	Amount (Rs)
ELIGIBILITY FEES / 2223	650.00
Student Insurance / 2223	25.00
SPPU Pro-Rata Fees / 2223	2,495.00
CREDIT BASE COURSE FEE / 2223	200.00
Caution Money Deposit / 2223	5,000.00
Medical Fees / 2223	60.00
Total	8,430.00

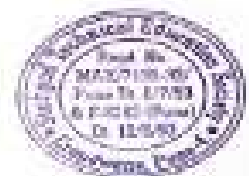
Mode of Payment : Cash

Amounts in Words : INR Eight Thousand Four Hundred Thirty Only

Instrument No. :

Bank Name :

Branch :



Date : 14-11-2022

* This is a computer generated receipt, no signature is required



Guru Krupa
CREATIVE EDUCATIONAL FOUNDATION'S
SWARAJ COLLEGE OF COMMERCE
 (Affiliated to Savitribai Phule Pune University, Recognised by Govt. of Maharashtra)
 मान्यता क्रमांक : PU/PN/C/495/2019
 Gurudatta Society, Behind Khushboo Hotel, Pune-Satara Rpad, Balaji Nagar,
 Dhankawadi, Pune 411043, Ph : 020-24367972 9011557700



No : 4395

FEE RECEIPT

Date : 18/7/23

Received from Shelar Ganesh Dadasu

Course : MCS Year : By Full Payment : ☐ Part Payment : ☒
(New Admission)

Particular's	Amount in Rs.
Tution Fees	4000/-
University Fees	
Registration Fees	
Laboretory Charges	
Computer Lab Charges	
Library Charges	
S.D.P. / E.C.A.	
Other's	
Amount in Rs.	4000/-

Rs. in words Four Thousand RS only.

Payment Mode : Bank Transfer Date : 18/7/23

Bank Name : Bar

(Signature)
 Authorised Signatory



Bharat Shikshan Prasarak Mandal Latur

JAIKRANTI COLLEGE OF COMP.SCI. & MGMT.STUDIES

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Recognized by Govt. Of Maharashtra & Affiliated to Maharashtra
State Board Of Secondary & Higher Secondary Education.

IDENTITY CARD

2022-2024



Shelar Rutuja Vijay

CLASS : M.sc (CS)

DOB : 26/05/2001

ADDRESS: A\ P Vadgaon Rasai Tal
Shirur Dist Pune



: 8080995074

E-mail: principal@jaikranticollege.com

PRINCIPAL



**G.H. RAISONI COLLEGE OF ARTS,
COMMERCE AND SCIENCE**

Gat No. 1200, Domkhel Rd, Wagholi, Haveli, PUNE
www.ghrcacs.raisoni.net 9604787185



Name : **Shinde Prashant Ashok**

DOB : **28/10/2000**

Blood Gr. : **AB+**

Dept. : **MSC COMPUTER SCIENCE**

Desig. : **STUDENT**

Address : **SHRIGOANDA FACTORY, SHRIGOANDA**

Emergency : **7057429073**



22A0007MSCP1034

Engineering

Management

Law

Schools

Other Courses

NAGPUR PUNE

RAISONI
GROUP OF INSTITUTIONS

ESTD 1983

CHANDMAL TARACHAND BORA COLLEGE

ARTS COMMERCE SCIENCE

NAAC RE-ACCREDITED: B++ GRADE

BEST COLLEGE AWARD: 2014-15



Name : SONAVANE BHANUDAS
MANOHAR

Class : M.COM II

Roll. No. : 7935 **Div:** A **Bl.Gr** O+

Permanent Address:

A/P- VADGAON RASAI

TAL- SHIRUR DIST PUNE

VADGAON RASAI

Contact No.: 9579339379

Principal

DST FIST & DBT STAR SPONSORED

Shirur, Tal: Shirur, Dist-Pune Ph.No. 02138 222301

Email: ctborainfo68@gmail.com Website: www.ctboracollege.edu.in

Pune District Education Association's
Mahatma Phule Institute of Management

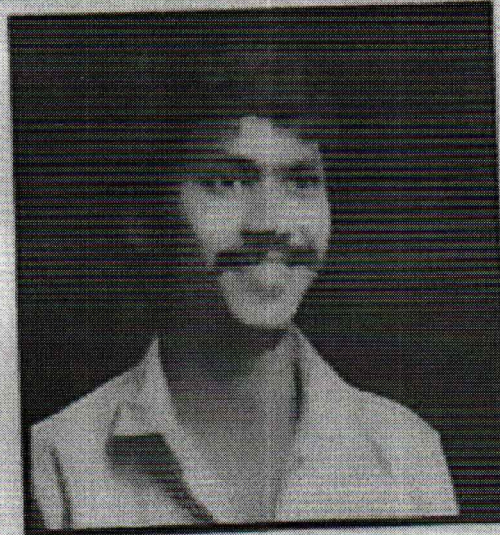


& Computer Studies
Hadapsar, Pune - 411028.

Tel.No.:(020)26992611,
26993020

www.pdeampim.org

Identity Card 2022-23




Librarian


Director

Bhalerao Suraj Anil
F.Y.MBA

Address - A/P Inamgaon Shirur Pur
-412210

Mobile : 9096791294

Birth Date : 04-Jan-1999



2 0 2 2 2 3 4 3 0

S.S.P MANDAL'S
CHANDMAL TARACHAND BORA COLLEGE



●ARTS ●COMMERCE ●SCIENCE

NAAC RE-ACCREDITED: B++ GRADE

BEST COLLEGE AWARD:2014-15



Students ID Card 2021-22

Name : GADILKAR PRALHAD
PRAKASH

Class : M.A.ENGLISH-I

Roll. No.: 7058 **Div:** A **Bl.Gr** AB+

Permanent Address:

A/P- VADGAON RASAI

TAL- SHIRUR DIST- PUNE

VADGAON RASAI

(K Ma Gule)

Contact No.: 9527484360

Principal

DST FIST & DBT STAR SPONSORED

Shirur, Tal: Shirur, Dist-Pune Ph.No. 02138 222301

Email: ctboracollege@gmail.com Website: www.ctboracollege.edu.in

Pune District Education Association's
Prof. Ramkrishna More College, Akurdi

Akurdi Pradhikaran, Pune - 411044 (MH.) India
 Ph.no. 02027650276 Email ID: rmacscollege@yahoo.co.in
 ID No. PU/PN/ASC/01/1992 NAAC Grade -A+(3.46)

FEE RECEIPT

Receipt No : BDF/2023-2024/3877

Enrollment No. : 20232421934

Name : JADHAV SNEHA SURYAKANT

Mode Of Payment : Cash

Dated : 11/08/2023

Roll No. : 22

Class : M.Sc (COMPUTER
APPLICATION) PART - I (Div: A)

Fee Category : SC/ST

CCF	1,100.00
GRAHAK BHANDAR	25.00
E-CHARGES	150.00
colleage exam fee	100.00
Total Amount	1,375.00

Total Payable fees	1,375.00
Total Fees Paid	1,375.00
Total Outstanding Fees	0.00

Amount In Words : One Thousand Three Hundred and Seventy-Five Rupees Only



20232421934



Cashier : (TAPKIR MANISHA)

S.S.P MANDAL'S

CHANDMAL TARACHAND BORA COLLEGE

● ARTS ● COMMERCE ● SCIENCE

NAAC RE-ACCREDITED: B++ GRADE

BEST COLLEGE AWARD: 2014-15



Name : LATE KALYANI DATTATRAY

Class : M.COM II

Roll. No. : 7929

Div: A

Bl.Gr O+

Permanent Address:

A/P - INAMGAON, TAL -
SHIRUR, DIST - PUNE
INAMGAON

Contact No.: 8390836033

Principal

DST FIST & DBT STAR SPONSORED

Shirur, Tal: Shirur, Dist-Pune Ph.No. 02138 222301

Email: ctborainfo68@gmail.com Website: www.ctboracollege.edu.in

Student Copy

18872

BHARATI VIDYAPEETH
DEEMED UNIVERSITY, PUNE 411 030.
EXAMINATION SECTION

Remittance of Fees

Date : 09/02/2023

Name : MANE VINAYAK PRAMOD

PRN : 2228101016

Constituent Unit: CDOE

Course : M.B.A. (CBCS 2020 COURSE)

Course Part : Sem-I

Branch : -

Year : WINTER-2022

SR.	Particulars	Amount (Rs.)
1	Examination Fee	4,440.00
2	Passing Certificate Fee	0.00
3	Backlog Fee	0.00
4	CAP Fee	100.00
5	Late Fee	0.00
6	Superlate Fee	0.00
7	Statement of Marks Fee	100.00
8	Dissertation Fee	0.00
9	Other Fee	0.00
	Total	4,640.00

Amount in Words: Four Thousand Six
Hundred Forty Only

TE

Accountant

Seal of the Bank

(Note : Fees once paid will not be refunded)



JSIMR
Wings for Success

**Jayawantrao Sawant Institute
of Management & Research, Hadapsar, Pune**



2021-2023

Nandkhile Pritam Pratap

Address :

A/P Ganegaon, Tal - Shirur,
Dist - Pune - 412211

Contact No. : 9657132378

Date of Birth : 15-08-1999

Blood Group : A+Ve

Nandkhile

Student Sign

Karade

Dr. Manohar Karade
Director, JSIMR

S.S.P MANDAL'S

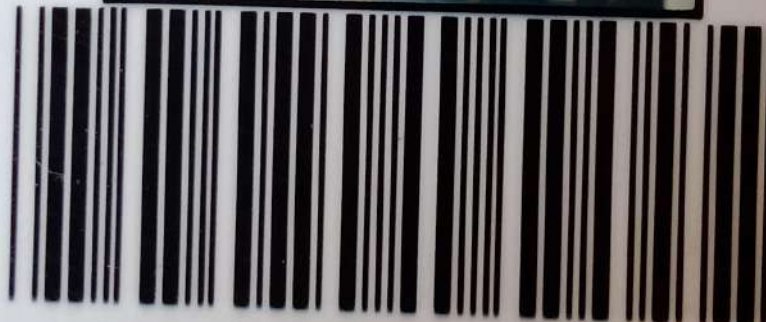
CHANDMAL TARACHAND BORA COLLEGE



● ARTS ● COMMERCE ● SCIENCE

NAAC RE-ACCREDITED: B++ GRADE

BEST COLLEGE AWARD: 2014-15



Name : SHELAR KANCHAN
BABASAHEB

Class : M.COM II

Roll. No.: 7932

Div: A

Bl.Gr B+

Permanent Address:

A/P-VADGAON RASAI

TAL-SHIRUR DIST-PUNE

A/P-VADGAON RASAI

Principal

Contact No.: 9529850693

DST FIST & DBT STAR SPONSORED

Shirur, Tal: Shirur, Dist-Pune Ph.No. 02138 222301

Email: ctborainfo68@gmail.com Website: www.ctboracollege.edu.in



200601136

SAVITRIBAI PHULE PUNE UNIVERSITYAdmission for **CAMPUS COMMON ENTRANCE PLATFORM(CCEP)**

Students Basic Details			
Full Name	JADHAV JYOTI SANJAY		
Mother Name	MANDA		
Date of Birth	08/02/1999	Gender	Female
		Category	OBC
Nationality	INDIAN	Domicile	Maharashtra
		Blood Group	A+
Address	A/P GANEGAON DUMALA		
State	MAHARASHTRA	District	PUNE
		Taluka	SHIRUR
Pincode	412211	Mobile	9604846565
		Email	jadhavjyoti0802@gmail.com
Parent's Mobile No	9146526565	Aadhaar Card No	634862882381
		Apply For Hostel	Yes
Non-Creamy Layer	Yes - Available		
Physical Handicapped	No	Migrant stud. from Jammu and Kashmir	No
Participated In Sports / Cultural Competition	No	Is Children Of Defense Personal / Ex Servicemen	No
Is Minority	No		



Jadhav

Admission Details	
Department Name	Department Of Marathi
Course Name	M.A. Marathi
Admission For	2020-2021

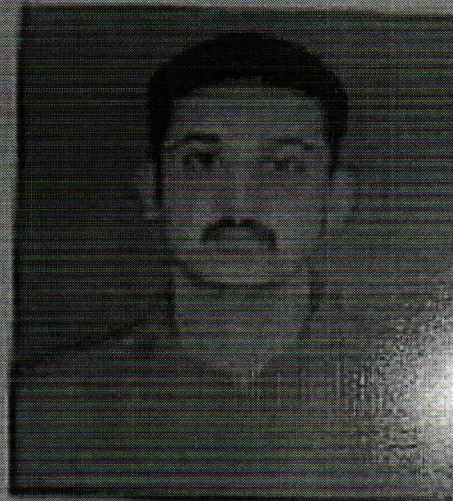


PROGRESSIVE EDUCATION SOCIETY'S
**MODERN COLLEGE OF
ARTS, SCIENCE & COMMERCE
(AUTONOMOUS)**

SHIVAJINAGAR, PUNE 411005

Original ID

S
T
U
D
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N
T




Principal

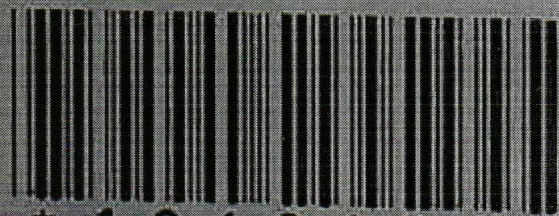
Year 2019-20

Name : JAGTAP PRADIP KANTILAL

Class : M.A.I MARATHI

Roll No. : 1960101

Div. : A



* 1 9 6 0 1 0 1 *

College Contact Details :

Tel: 020-2553 5102 / 2553 5927

www.moderncollegepune.edu.in



parikram

Revolution in Education

Hon. Shri. Babanrao Pachpute Vichardhara Trust

Group of Institutions, Institute of Management

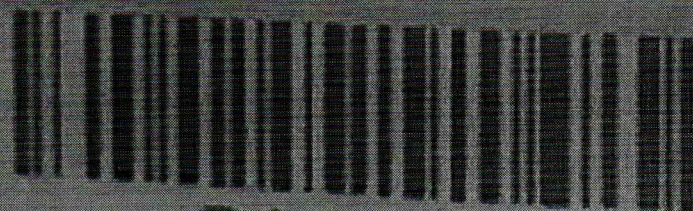
Kashti, Tal-Shrigonda, Dist-Ahmadnagar

Parikram-A Village For Global Welfare

www.parikram.edu.in



KAMBLE SONALI TULSHIRAO



213062

MBA



Vidya Pratishthan's

Art, Science and Commerce College

Vidyanagar, Baramati, Dist. Pune

Contact: 91 - 02112-239166

Website: vps.accollege.edu.in



NAGAWADE HARSHADA VIJAY

Class : MSC. COMP - I

DOB : 27/07/1997

Mobile No.: 9561749482

Blood Grp :



Dr. Bharat Shinde
Principal

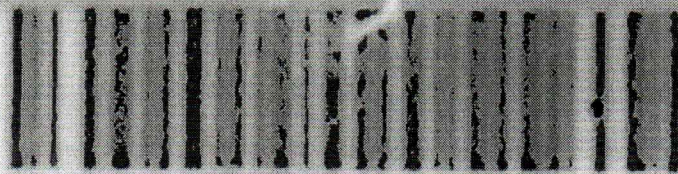
परिवर्तन

Revolution in Education

Hon. Shri. Baburao Patilpule Vaidharbha Trust's
Group of Institutions, Institute of Management
Kashid, Tal-Shilgonda, Dist-Ahmednagar
Parikrama - A Village For Global Welfare
www.parikrama.edu.in



PASALKAR HERAMB SADASHIV



223120

MBA

Application Id : MB22120297

Birthdate : 7/26/1995

Blood Group : B+

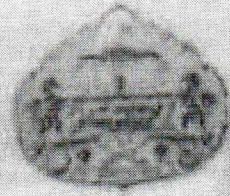
Contact No : 9421909272

Address : AP- PASALKAR

NAGAR LINGALI RO

Principal

- Student must carry I-Card while entering the campus.
- Student is responsible for use of I-Card which is not transferable.
- If found this card please return to administrative of the college.



SHRI SATTAKRUPA SHAIKSHANIK &
SHRI GRAMVIKAS PRATISTHAN'S

SEIENBA INSTITUTE OF MANAGEMENT SCIENCE

A.P. Chaugan, Tal- Shrigonda, Dist- Ahmednagar. Pin-413728

...to Savitribai Phule Pune University Pune)

STUDENT IDENTITY CARD



Name : Suraj Rajendra Sawant

Academic Year : 2021-2022

Department : MBA

Address : A/P : Padmawati Nagar

Dound

DOB : 27/06/1994

Mob No : 8087762455

Book Ke

College of Management Studies (CMS)
Chennai, Tamil Nadu, India

1701

Shri Dattakrupa Shaikshnik & Krushi Gramvikas Prathishthan's

Saikrupa Institute of Management Science (M.B.A.)

Ghargaon, Tal. Shrigonda, Dist. A'nagar. - 413 728.

BONAFIDE CERTIFICATE

This is to certify that Mr/Miss. Shelar
Biyanka Subhash..... is/was a bonafide student of
this college studying in Std. MBA-I Div. A
during the year 2021 - 2022

He / She is SC..... by Caste.

His / Her date of Birth according to our Register is
(in words 01/10/1999.....)

He / She bears a good moral character.

Date : 29 / 12 / 2021



[Signature]

DIRECTOR

Saikrupa Institute of Management Science (MBA)
Ghargaon, Tal. Shrigonda, Dist. Ahmednagar

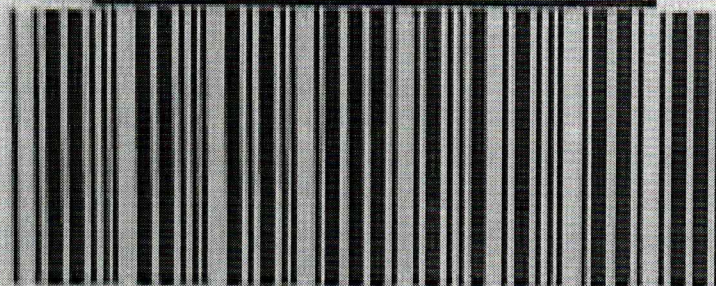
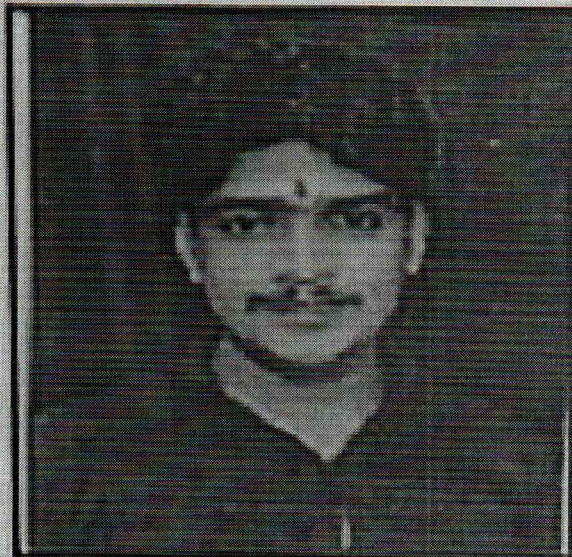
S.S.P MANDAL'S

CHANDMAL TARACHAND BORA COLLEGE

● ARTS ● COMMERCE ● SCIENCE

NAAC RE-ACCREDITED: B++ GRADE

BEST COLLEGE AWARD: 2014-15



Name : SONAVANE TEJAS
BALASAHEB

Class : M.A. HISTORY-I

Roll. No. : 7153 **Div:** A **Bl.Gr**

Permanent Address:

AP VADGAON RASAI

TAL. SHIRUR DIST PUNE

VADGAON RASAI

(Signature)

Contact No.: 7588359696

Principal

DSY FIST & DDT STAR SPONSORED

Shirur, Tal: Shirur, Dist-Pune Ph.No. 02138 222301

Email: ctborainfo68@gmail.com Website: www.ctboracollege.edu.in



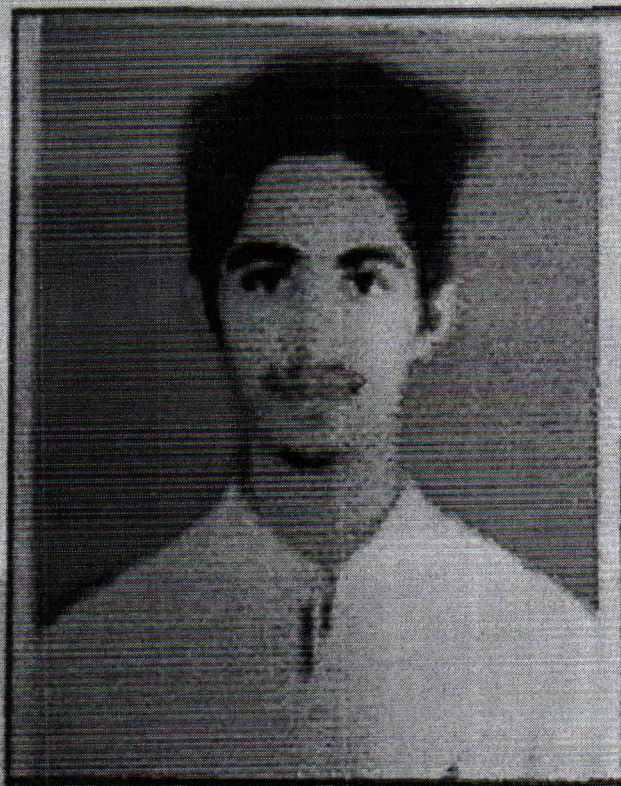
Parikrama

Revolution in Education

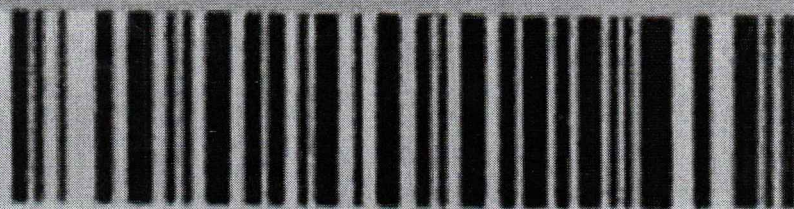
**Hon. Shri. Babanrao Pachpute Vichardhara Trust's
Group of Institutions, Institute of Management**

**Kashti, Tal-Shrigonda, Dist-Ahmednagar
Parikrama-A Village For Global Welfare**

www.parikrama.edu.in



SUDGE ROHIT RAVINDRA



213117

MBA

Application Id : MB21128798

Birthdate : 03-06-1998

Blood Group : O⁺

Contact No : 9561344465

Address : DATTANAGAR

**COPALWADI ROAD DAUND
413801**

Principal

Student must carry I-Card while entering the campus.

Student is responsible for use of I-Card which is not transferable.

If found this card please return to administrative of the college.





Shri Wagheshwar Gramvikas Pratishthan's
Pharate Patil Group of Institute

Mandavgan Pharata, Tal : Shirur, Dist : Pune. 412211



Name : Abhimanyu Arjun Ingle

Designation : Clerk

Date Of Birth : 20/03/1993

Mo.No : 8379089393



Shri Wagheshwar Gramvikas Pratishthan's

SHRI VASANTRAO PHARATE PATIL ARTS COMMERCE & SCIENCE

Mandavgan Pharata, Tal : Shirur, Dist : Pune. 412211



Name : Bulakhe Anil Khandu

Designation : Peon

D.O.B. : 02/07/1999

Date of Joining : 17/10/2017

Mobile No. : 9011740303

Principal

शिवाजीराव मुलीक
९४२१०१८३९०

दिनेश पवार
९१६८८२५७९०
७८७५५२७५१५



राजे
रिफायनरी



७२९, रविवार पेठ,
संत नामदेव चौक,
दिगंबर जैन मंदिरा समोर,
पुणे ४११००२-

**KRANTI
ENTERPRISES
12-MAY-2022**



KR10002137

**PRAVIN
AHER**



**Shri Wagheswar Gramvikas Pratishthan's
Pharate Patil Group Of Institute**

Mandavgan Pharata, Tal : Shirur, Dist : Pune-412/44



Name : Sagar Popat Kudale

Designation : Clerk

Date Of Birth : 18/06/1991

Mobile No : 9730408811



Shri Wagheshwar Gramvikas Pratishthan's
SHRI VASANTRAO PHARATE PATIL ARTS COMMERCE & SCIENCET
Mandavgan Pharata, Tal : Shirur, Dist : Pune. 412211



Name : Sakunde Sagar Bhausaheb

Designation : Peon

D.O.B. : 03/05/1994

Date of Joining : 2015

Mobile No. : 9623942533

Principal

SANGUINE

SUPPLY CHAIN SOLUTIONS LLP



Name : Ashwin Thota

Designation : Pickup

Emp Code : SSC-5613

Location : Trends

Address :- A409, SVS SILVERWOOD RAMAGONDANAHALLI
WHITEFIELD, BANGALORE, KARNATAKA 560066

Email :- info@sanguinescs.com

Contact :- +91 6350318610

EXL



Pallavi Nimbalkar

Employee ID: 205205

Blood Group: AB+ve

exl Service.Com (I) Pvt. Ltd
GF & FF, Cyber City (Tower 1)
Magarpatta City, Hadapsar,
Pune- 411 013 (MH), India.
Phone no.+91 20 26824949

Excell Autovista Pvt Ltd



Pramod Ankush Kedari
P00545

Gender

Male

Blood Group

O+

Department

Showroom Sales

Designation

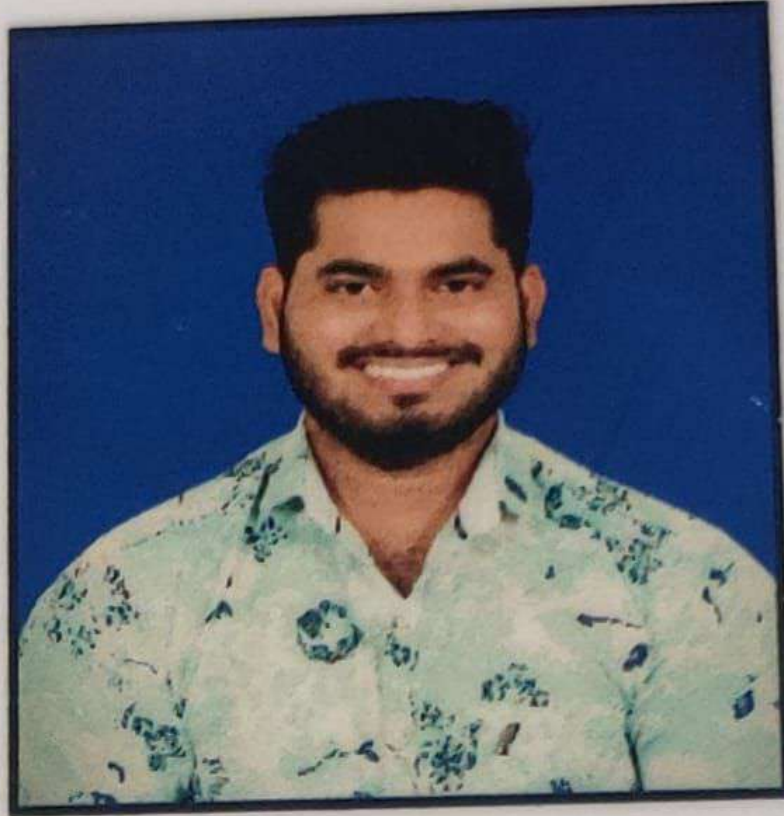
**Back office
Executive**

257 SV Road, Bandra (W) Mumbai Mumbai 400050

67743777



Bajaj Allianz Staffing Solutions Limited



Name : Rohit Avinash Gaikwad

Emp Code : BG35065

BL. group : B +ve

Location : Pune

**Deputed to Bajaj Allianz General Insurance
Company Ltd., On contract basis**

A handwritten signature in black ink, appearing to be a stylized 'R' or 'P' followed by a horizontal line.

Issusing Authority

Excell Autovista Pvt Ltd



Mangesh Mahadev Shinde
M0535

Gender
Male

Blood Group
NA

Department
SHOWROOM SALES

Designation
DSE

257 SV Road, Bandra (W) Mumbai Mumbai 400050

67743777



IT Services & Solutions
DESIGN. INSTALL. MAINTAIN.



Pranesh Sonawane

**Designation :- Desktop Support
Engineer**

Emp. Code :- SS994

Chairman's Signature:

Personal Details

Residential Address:

Karve Nagar Pune -411052

Mobile : +91 9096680317

Date of Birth : 05-05-2001

Blood Group : AB+

Date of Join : 15th July 2023

Email : - spranesh48@gmail.com

Office Address :

118/4, "Shreenath Plaza",
Dnyaneshwar Paduka Chowk,
F.C Road, Shivajinagar, Pune-5

info@shrosystems.com

www.shrosystems.com

25532244, 25531863, 30225051

 **CONCENTRIX**TM



Umer

UMER ILIYAS SHAIKH





VIKRANTA DESAI

Assistant Manager

ID No : 457

Blood : O+

PH : + 91 80078 73604



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ना. वि. सु. ब्यूरो



B. C. A. S.

A E P No.: GOA 2022/13375

Valid From: 10.12.2022 To: 09.01.2023

Airport/s : GOA AIRPORT

Terminal/s : ALL TERMINALS

Name : VINAYAK MANE

Orgn. : AIASL

Desig. : CSE



Holder's Signature

मुख्य सुरक्षा अधिकारी
CHIEF SECURITY OFFICER

मु. वि. प्रा., गांवा. / A. A. / Goa

Signature of Issuing Authority

Dear **Rakshanda,**

Sub: Appointment Letter dated 1st day of April 2022 ("Appointment Letter")

We, **InterGlobe Aviation Limited ("Company")**, are pleased to appoint you as **Officer - Security** in the role of **Security in Airport Operations & Customer Services** department of the Company with effect from **April 05, 2022** or such other date notified in writing to you by the Company ("Joining Date") at **Pune** on the following terms and conditions:

1. Compensation

- (i) With effect from the Joining Date, your annual cost to the Company is set out in **Annexure** to this Appointment Letter. The payments made to you under this Appointment Letter shall be subject to withholding of taxes as applicable under the laws of India. Further, you shall be liable to pay income tax and all other applicable taxes due and payable on all amounts received by you from the Company. You are required to share the details and copies of valid Indian Permanent Account Number ("**PAN**") card issued by the Income-tax Department of the Government of India and Aadhar Card, with the Company for the purposes of appointment and making payments to you in terms of this Appointment Letter.
- (ii) As per the provisions of the Income-tax Act, 1961, (as amended from time to time) ("**Income Tax Act**"), it shall be your obligation to furnish to the Company, a copy of your valid PAN card issued by the Income-tax Department of the Government of India, in order to enable the Company to release payments to be made to you hereunder, failing which the Company shall have the right to deduct withholding tax at the rates as applicable under the Income Tax Act.

2. Leave Entitlement

Your leave entitlement during your employment with the Company, shall be as per applicable policies of the Company.

Probation and Confirmation

- (i) With effect from the Joining Date, you shall be on probation for a period of six (6) months with the Company, which may be extended for such further period as the Company deems fit. You shall continue to be on probation until such time that a letter of confirmation is issued to you by the Company.
- (ii) During the probation period, the Company shall have the right to terminate your employment immediately by serving you with a written notice, without assigning any reasons. In the event of such termination, the Company shall have no further liability towards you, save and except for any amount due and payable to you until such date of termination in accordance with this Appointment Letter.

Priyanka.Mehndiratta

04.04.2022 17:02

InterGlobe Aviation Limited

Office: Upper Ground Floor, Thapar House, Gate No. 2, Western Wing, 124 Janpath, New Delhi -

Phone: M +91 9650098905, F + 91 11 43513200 Email: corporate@goindigo.in

Location: Level 1, Tower C, Global Business Park, MG Road, Gurgaon - 122 002, Haryana, India. T +91

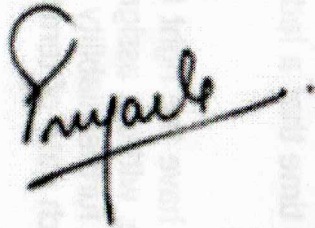
F + 91 124 406 8536 CIN no.: L62100DL2004PLC129768

goindigo.in

You are requested to sign and return a copy of this Appointment Letter to the Company as a token of your acceptance of the above terms and conditions.

Yours faithfully,

For and behalf of,
InterGlobe Aviation Limited



Priyanka Mehndiratta
Director - HR (AOCS)

Agreed and Accepted

I have carefully reviewed and considered the aforesaid contents including the terms and conditions contained herein and have fully understood, acknowledge and agree with the same. I have signed this Appointment Letter on my own free will, without any force, coercion or undue influence by any person.

Rakshanda Suresh Bhalerao:
Date:

Date: 8 May 2023

LETTER OF RECOMMENDATION

TO WHOMSOEVER IT MAY CONCERN

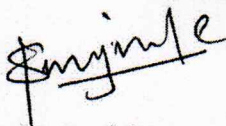
I am pleased to pen this letter to recommend Mr. Rushikesh Shashikant Bhosale, who aspires to peruse a master's program at your prestigious university. Rushikesh is currently working in SevenMind Technology as a Web Application Developer (Angular Developer) from November 2021. As his supervisor, I got plenty of opportunities to interact with him and evaluate his performance and I am writing this letter extending my support for his candidature and believe he is an ideal candidate to pursue a master's in your reputed university.

Rushikesh is responsible for the development of single page web application using an AngularJS framework designed for web, desktop, and mobile platforms. Rushikesh is one of the senior team members who always helps to the new joiners to understand the workflow of the project. He has good technical and communication skills and is always ready to take up new challenges and his commitment and dedication to the work are highly remarkable.

It is my great pleasure to recommend Mr. Rushikesh Bhosale for master's course at your esteemed University. And I can vouch for his technical skills, work ethics and professionalism.

I wish him all the best for his future endeavor.

Sincerely,



Sachin Jundale
Project Manager

Email - sachin.jundale@sevenmind.in



Sevenmind Technology LLP

Corporate Office: 04th Floor, 403, Ashtvinayak, Vinayak Colony, Kirti Classic Rd, Lakshmi Chauk, Near Rajiv Gandhi InfoTech Park, Phase -1, Hinjewadi, Pune 411 058, India

Phone: 9665044698 , 9665044598 **Email:** info@sevenmind.in **Web:** www.Sevenmind.in



UFD DELIVERY SOLUTIONS PRIVATE LIMITED

D-105, 1st Floor, 7 Avenues, Balewadi Road, Pune,
Maharashtra, 411045

02/05/2023

Appraisal Letter – CONFIDENTIAL

Dear Akshay Tukaram Chougule,

Employee ID: 37

UFD DELIVERY SOLUTIONS PRIVATE LIMITED has and continues to move forward because of your hard work and contributions. UFD DELIVERY SOLUTIONS PRIVATE LIMITED, as always, stays committed to its people first approach and puts you and your contributions at the forefront.

In continuation to that thought and philosophy, we are taking this opportunity to congratulate and recognise you for your contributions and thank you for all your efforts.

In recognition of your performance and contributions to UFD DELIVERY SOLUTIONS PRIVATE LIMITED, we are delighted to promote you to MIS Executive and revise your Cost to Company to INR 192000, effective from 1 April 2023. The breakdown of your CTC is mentioned in Annexure A.

We wish you tremendous success in the coming years and look forward to your long-term association and contributions to UFD DELIVERY SOLUTIONS PRIVATE LIMITED.

Best,

Saurabh Agnihotri
CEO

Annexure A

This is your expected monthly salary structure.

Salary Component	Amount
Basic Salary	8,000
HRA	4,000
Special Allowance	2,400
LTA	1,600
Total	16,000

Note: You will receive salary, and all other benefits forming part of your remuneration package subject to, and after, deduction of TDS, PF, ESI and professional taxes in accordance with applicable law.



YOGESH DARADE

EMP. ID : 1551



ETECH
IT Solutions

A Subsidiary of Everest Technologies USA

ETech IT Solutions LLP



**ADITYA BIRLA
CAPITAL**



Saurabh Anil Gavali

Employee No. 583644

[Signature]

Issuing Authority

Appointment Letter

To,

Atul Pandurang Dhavle
294, Sakharai Road, Shelarvadi, Vadgaon Rasai,
Ta. - Shirur, Dist - Pune, 412211

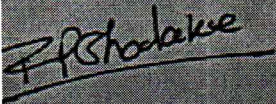
Dear, Mr. Atul Pandurang Dhavle

We refer to your application and the subsequent discussion cum interview on 15/06/2021. We are pleased to appoint you in our organisation with effect from 01/07/2021 for the post of Store Incharge In Store Department.

Your gross salary will be 20000 rs per Month

You have to follow the rules & regulations as given by the company. You are not supposed to divulge any information of the company or its management during service period or after completion of service.

For Poly Proton Technoplast



Authorised Signature

Acceptance from Employee

I confirm the contents of the letter as correct and accept confirm my acceptance of the same.



Signature of Employee

Ranjana MDC.



HR-SSC/Offer/22-23/292084

13-Apr-2022

Kiran Gaikwad
Pune

Dear Kiran,

We are pleased to offer you the position of **Customer Service Executive - Telecom Network Operations and Maintenance** at **B2-1** band. Your base location will be Pune-Dighi with effect from your joining date i.e. **02-May-2022**. In case you need to alter the joining date request you to contact your recruiter immediately and your new joining date will be updated in the Company records. You shall be able to self-generate the appointment letter post your joining (for original / new joining date).

The other terms and conditions of your employment shall be as per enclosed annexure(s) that form part of this offer letter.

Mandatory Requirements:

- Ensure to return a digital copy of this letter as an acceptance of the offer within 2 working days of receipt of the offer letter release it will automatically stand withdrawn in absence of completion of the following within the Offer Period.
- You will soon receive a notification from the onboarding system once you accept the offer to complete mandatory documentation online
- This offer of appointment is conditional to positive clearance of background and reference check. You will receive notification email with a link directly from our background screening partner to complete few details on their portal and upload documents.
- Ensure you complete your online Onboarding formalities within 2 days of the onboarding welcome notification received else your joining will get deferred.

Induction Process – As part of your joining activity you need to complete the Induction Program. You will be getting Induction invite from Global Onboarding team with the details schedule prior to your joining date.

Your point of contact for any recruitment related queries will be "Noopur Trivedi". You can drop an e-mail at "Noopur.trivedi@tatacommunications.com".

We take this opportunity to welcome you to Tata Communications Transformation Services Limited and invite you to participate in the enriching experience of building a world-class organization.

TATA COMMUNICATIONS

Tata Communications Transformation Services Limited
Regd. Office : Plot No.C-21 & C-36, G-Block, Bandra-Kurla Complex, Mumbai 400098
Tel 91 22 66592000 Fax 91 22 66395162 email: askhr@tatacommunications.com
CIN No. U93090MH2006PLC165063 web site : tatacommunications-ts.com



Your annualized compensation package will be INR 522000. Please find below a detailed breakup of your compensation.

Compensation Break-up	Annual Amount (INR)
Basic	216000
Annual Allowances	227880
Provident Fund	25920
Annual Bonus Plan	52200

In view of the New Wage Code announced by the government, the compensation structure is likely to change in FY22. When the final rules are notified by the government, some of the items within OTE might increase/ decrease accordingly.

The compensation being offered to you relates to the specific job position you are being offered in this letter. Please note that if, during the course of your employment with Tata Communications, you are offered and accept a different job role through the internal job transfer program or otherwise, the compensation associated with that job role may be different in amount and/or structure. You will be advised of any such difference at the time you are offered any other job role within Tata Communications.

Gratuity: You are entitled to Gratuity Benefit which shall be payable upon separation as per the applicable provisions under the Payment of Gratuity Act (1972). The annual contribution towards gratuity benefit is not shown in compensation break-up.

Annual Bonus Plan: You will be entitled for Annual Bonus Plan, as applicable. The eligibility and other guidelines as per the plan will apply to you. The applicability of a plan may change with any change in your role in the Company. You will have access to the plan document after your joining.

Depending upon the applicable plan, the actual amount payable may vary, based on your performance and other parameters. This amount includes the bonus payable under the provisions of the Payment of Bonus Act, 1965, as amended, wherever applicable.

Flexible Compensation Component: You have an option to choose the component from the defined list of benefits as per your requirement (subject to income tax and other applicable laws). Flexible compensation can be allocated under the following heads:

- Children's Education and Hostel Expense
- House Rent Allowance
- Sodexo Meal Vouchers
- Leave Travel Assistance
- Vehicle Running Expenses
- Professional Development Reimbursement
- National Pension Contributions
- Special Residual Allowance (SRA): Any amount lying unallocated from the flexible allowance after distribution across the components specified above will be paid as Special Residual Allowance.

Declaration of Flexible Compensation Components: In case date of joining falls between 1st - 15th of the month, salary will be processed in same month and employee will have the option to allocate Flexible compensation components during the period 5th -10th of the next month, and if the date of joining falls between 16th - 31st of a month, salary would be processed in the next month's payroll cycle and employee will have the option to declare Flexible components during the period 5th - 10th of the subsequent month after their salary is processed.

By accepting this offer letter, you also accept and agree to work in shifts, as per the requirement of the Organization/Projects, which will be intimated to you on time to time basis, during your employment with company.



Annexure I
Terms and conditions

1. Your grade/band and designation will be as per details mentioned in this letter. However, it may be noted that designations, job grades/bands could change from time to time depending on Company requirements and in accordance with HR policies.
2. The Company may transfer you across function / location / affiliates as per its business requirements. You may be required to work on matters pertaining to the Company and /or its affiliates, as decided and communicated by the Company from time to time.
3. As per guidelines from the Government of India, it is mandatory for an organization to maintain KYC documents of all its employees including the new joiners for statutory compliances. Hence you are requested to provide a copy of your valid Aadhar card to Tata Communications at the time of Onboarding. Please note, it is mandatory for personal details as per Aadhar card (like name, date of birth (DD/MM/YYYY) & gender) to match with earlier UAN. In case this is your first employment, please ensure you possess a valid Aadhar card. Also, please ensure all the details mentioned on the Aadhar Card are correct. If there is any mismatch in Aadhar details, please share the corrected copy of Aadhar Card.
4. Your probation period will be for period of 6 months or such longer period as may be extended by the Company in its sole discretion, based on your conduct and performance. You will be duly notified of any such extension. In the absence of such notification from the Company within 30 days from the end of such 6 months period, you will be deemed to be confirmed.
5. You shall be governed by the Company's policies, rules and regulations as applicable from time to time and shall carry out the roles and responsibilities assigned to you by the Company and /or its affiliates. We expect that you will not engage yourself in any other trade, profession or vocation, directly or indirectly, part time or full time, whether for gainful purpose or otherwise. You agree that, during the course of employment with the Company, you will not engage yourself in any other trade, profession or vocation, directly or indirectly, part time or full time, whether for gainful purpose or otherwise. You shall not be entitled to assign your duties, responsibilities and obligations under this offer letter to any other person.
6. In the course of your employment, you would be privy to Confidential Information (as defined below), which may have been entrusted or other-wise become known to you. All Confidential Information is deemed to be the property of the Company and /or its affiliates or their respective licensors (as the case may be). Any Confidential Information must not be disclosed during or any time after this employment to any third party without prior written consent of the Company. During and after the course of your employment, you shall not remove from the Company's premises, any documents, records, files, papers, correspondence, computer printouts, computer programs, computer software, microfilm, or other similar documents containing Confidential Information, including copies thereof, whether prepared by you or others, except as required in the performance of your duties, and in such cases, you shall promptly return such items to the Company. After the course of your employment with the Company or at any time as required by the Company, all such items including summaries or copies thereof, then in your possession, shall be returned to the Company immediately. You hereby agree that the return of such items shall be a condition precedent to you receiving, upon termination of your employment or at any time thereafter, any compensation or other amounts due to you from



the Company. By accepting this offer, you also undertake to indemnify the Company and its affiliates from any loss or damage arising from any breach of these terms and conditions by you.

For the purposes of this offer letter, 'Confidential Information' includes, without limitation: (a) the contents of this offer letter; (b) any financial, business, planning, operations, services, potential services, products or potential products, including business plans, budgets and projections of the Company or its affiliates; (c) technical information, know-how, software specifications, information technology, infrastructure and intellectual property of the Company or its affiliates; (d) purchasing, marketing, sales, personnel or supplier data or other information of the Company or its affiliates; (e) any papers, data, records, processes, methods, techniques, systems, models, samples, devices, equipment, compilations, invoices, customer lists, research reports or documents of the Company or its affiliates; (f) any confidential information or trade secrets of any third party provided to the Company or its affiliates in confidence or subject to restrictions or limitations on use or disclosure; and (g) any other sensitive and commercially valuable information of the Company or its affiliates.

7. Your joining will be subject to successful clearance of background verification to our satisfaction. The background verification will include but not limited to Education and prior employments. Your current employment verification will start after your joining. Further, your employment with Tata Communications is subject to successful clearance of background verification to our satisfaction. You hereby give your consent to the Company to undertake background checks either on its own or through its authorized representatives to verify the contents of your application, including previous employment and academic qualifications, and for the said purpose you hereby consent and authorize the Company to disclose the contents of your application to the aforesaid persons. You agree to undergo and comply with certain intervening process compliances as required by the Company prior to your date of joining the Company failing which the Company reserves the right to terminate and or withdraw this offer letter.

In case any information or details provided by you is found to be untrue or incorrect or your background check not being positive to the Company's satisfaction, or in the event that any of your actions result in a violation of the Code (defined below), this letter (along with any supplementary letters or documents in relation thereto) and or your services (as applicable) will be liable to termination with immediate effect (without any notice or payment in lieu thereof).

8. On your joining you will be handed over a copy of the Company's Code of Conduct ('Code') and you will be required to sign your acceptance of the same.
9. (a) The Company may terminate this appointment by giving you 45 day's notice or basic monthly salary in lieu of the said notice period.

(b) You may terminate this appointment by giving one month's notice or basic monthly salary (along with the GST (as applicable) thereon) in lieu of the said notice period during the probation period; or following confirmation 45 day's notice or basic salary in lieu of the short fall in notice period, along with the service tax, as applicable thereon, provided you have served at least 1 month notice in case of the latter;

Upon the termination of your employment with the Company, or at the request of the Company any time prior to termination, you shall return to the Company, or destroy, as may be directed by the Company, all Company property and documents, including notes, memoranda, correspondence and other documents containing any Confidential Information, Inventions (as defined below) and



intellectual property rights, on whatever media and wherever located. You shall not retain copies of any Confidential Information, Inventions or other material without the Company's prior written consent.

You shall not, at any time after the termination of your employment, present or hold yourself out as being in any way connected with or interested in the Company or in the business of the Company, or directly or indirectly make, publish or otherwise communicate any derogatory or defamatory statements whether in writing or otherwise concerning the Company or any of its directors, employees, officers, shareholders, agents, consultants or advisors.

10. Other Benefits:

Group Mediciclaim Policy: An employee would be covered under group Mediciclaim policy from his/her date of joining. It includes employee, his/her spouse, 2 dependent children up to 25 years of age. Further, you may opt to cover parents and/or parent in-laws for which applicable premium rates shall be borne by you. Please refer to the company's Group Health Insurance Policy for more details.

You acknowledge and agree that your (a) acceptance to the Code; and (b) successful completion of various mandatory training courses allocated to you by the Company from time to time during the tenure of your employment; both to the satisfaction of the Company, are material conditions amongst other terms of your employment with the Company. Therefore, payment of your eligible variable pay/bonus/incentives (if any) shall be subject to your compliance with conditions mentioned in (a) and (b) above. Company may, in its discretion, withhold such payment until and unless you comply with such material conditions of your employment to the Company's satisfaction.

The benefits mentioned above are governed by the Company policies, rules and regulations and it can be amended, altered and modified from time to time. You agree to keep your remuneration details confidential and not disclose them to any person without the prior written consent of the Company.

11. Relocation: In the event of your separation from the services of the company within 12 months if any relocation expenses paid will be recovered as part of the full and final settlement.

12. Intellectual Property 1. You hereby recognize and agree that all ideas, processes, methods, know-how, inventions, enhancements, plans, writings, work results and other developments or improvements (the 'Inventions') conceived of by you, alone or with others, during the term of your employment with the Company, whether or not during working hours, shall be the sole and exclusive property of the Company. You further agree that you shall promptly disclose all Inventions to the Company. You hereby waive and assign to the Company without charge all present and future rights that you have or may have in those Inventions, including without limitation any patents, copyrights, trademarks, industrial property rights, the right to be named and other intellectual property rights or applications in respect thereof. At the request of, and without charge to, the Company, you shall do all things deemed by the Company to be reasonably necessary to perfect title to the Inventions in favour of the Company and to assist in obtaining for the Company such patents, copyrights, trademarks or other protection as may be available under applicable law and deemed desirable by the Company, including but not limited to executing and signing any and all relevant applications, deeds of assignments or other instruments. In addition, you shall make it possible for the Company and its successors and assignees to receive the full and exclusive usage and advantages of the working results.



2. You are obliged to prepare a reasonable documentation of your Inventions, whether they are patentable or protectable by copyright, and you are obliged to keep them updated. Such documentation shall be made accessible at any time to the Company, and the property therein is to be transferred to the Company. pursuant to clause 12.1
3. In respect of the fulfilment of the obligations or any other activity in connection with the transfer of rights under or in connection with this agreement, you shall not receive any further remuneration other or in addition to what is stipulated under this letter and appraisal (if any) during the employment relationship. Only such costs will be reimbursed or paid, as the case may be, that were incurred at the demand of the Company.
4. Any utilization of Inventions shall be deemed to be compensated by way of payment of remuneration to you as stipulated under this letter. You shall not be entitled to any special inventor's bonus/payouts.
5. You further covenant with the Company that you shall not, at any time after termination of your employment with the Company, use or procure the use in any manner whatsoever of any registered or unregistered trademarks, service marks, trade designs, logos or other devices of the Company and/or its affiliates used prior to or as of the date of termination of your employment by the Company, or deceptively similar to or liable to be confused with such trademarks, service marks, trade designs, logos or other devices of the Company and/or its affiliates.
13. **Taxation:** It shall be your responsibility to meet all requirements under the income tax laws, including tax compliance and filing of tax returns, whether payable in India or elsewhere, which may result from your remuneration. The Company shall be entitled to deduct applicable taxes at source from your salary, in accordance with prevailing laws of India.
14. **Governing Law and Jurisdiction:** This agreement is governed by and construed in accordance with the laws of India and is subject to the jurisdiction of the Courts at Mumbai.
15. **Foreign Nationals**
 1. In case you are not an Indian national and, under any law, are required to obtain applicable visa / work permit / authorisation or permission from appropriate government authorities to work in India, you are required to ensure all such permissions are obtained before commencement of employment with Tata Communications or its affiliates.
 2. You are also required to ensure all future correspondence and permissions for continued stay and employment in the country as per the governing law are complied with at all times. If required, Tata Communications shall be at liberty to demand copies / originals of such permission and you shall be under obligation to provide the same.
 3. It is made clear that possessing valid work permit / authorisation at all times of your employment is an inherent requirement of your employment with Tata Communications and/or its affiliates. Any time after the execution of this Offer, if it is found that you do not have required work permit / visa, Tata Communications India and/or its affiliates shall terminate your employment, without notice, with immediate effect, without any liability towards you.
 4. In case of any change in your nationality during the course of your employment you shall be under obligation to notify the same to the company, and the said change in your nationality may lead to revision in employment conditions including but not limited to compensation.
16. If any time during your employment you owe any amount to Tata Communications or its affiliates, Tata Communications and/or its affiliates has the right to deduct from your pay/salary any sums which you may owe, including without limitation, any over-payments or loans made to you by Tata Communications and/or its affiliates or any demand raised by any judicial authority.



17. All applicable statutory elements/components/ deductions (e.g. PF & other statutory components) may vary due to the changes/amendments made time to time by the Appropriate Government. Such amount shall be adjusted/deducted from your monthly/periodic payouts and may impact the net take home accordingly.

18. Non-Solicitation

You acknowledge that Tata Communications will be expending considerable time and resources in training you to enable and perform your roles and responsibilities for the benefit of the organization and any breach of the terms hereinafter contained would result in loss to Tata Communications or its group companies (in India or otherwise).

You hereby covenant and agree that during the Term and for a period of [6 (Six) months] succeeding it, you shall not, directly or indirectly: (a) offer to hire, hire or recruit or attempt to offer to hire, hire or recruit any officer, director, employee, consultant or individual associated with Tata Communications or encourage any of them to terminate their relationship with Tata Communications;

(b) unless required under applicable law, disclose to any third party the names, backgrounds or arrangements with any client/ customer or any employees of Tata Communications or otherwise identify them as potential candidates for employment.

Yours Sincerely,

DocuSigned by:
Aman Gupta
B1277F3B68EC4B2...

Aman Gupta, Associate Vice President – HR

I ACCEPT THIS OFFER OF EMPLOYMENT

Signature: *Kiran Gaikwad* Date: 4/13/2022
16E41715397C4DB...



Annexure II
Onboarding Logistics

Welcome to Tata Communications!

We are pleased to have you on board with us and hope that this association will be a mutually enjoyable and enriching one.

As a part of the joining formalities, you will be required to complete a set of documentation on the Onboarding system. Below mentioned tasks are mandatory to be completed, which will help us to initiate your onboarding and background check formalities which will be performed by an external agency empaneled for this purpose. As a joining process, its mandatory for your background screening to be completed, as mentioned in clause 7 of this letter, before your date of joining or else it might get deferred.

Tasks and list of details required to be completed at onboarding stage

Task	Documents/details required to complete the task
Personal Information	Details of national id, emergency contact details, dependent information, and other personal information
Policy Completion	E-signing of company policies documents
Compliance Forms	E-signing of compliance forms
Badge Photo	Scanned Copy of Passport size color Photograph (White background only)

We have a tie up with HDFC Bank, ICICI Bank, AXIS and Citibank for direct credit of salaries. In-case you do not have an account in any of these banks, we will provide you necessary assistance post your joining for opening an account in any of these banks.

Best Regards,
Onboarding Team



Vaccination Update

COVID 19 pandemic has impacted almost every aspect of life including the way we work, global economies, interaction with our loved ones, etc.

With continuous efforts made by the health care industry, the vaccines are made available to us in the country. It has become of utmost priority for us to get ourselves vaccinated to ensure the safety of ourselves and everyone around us to stop the spread of the virus.

In this connection, you may be asked to provide the vaccination status of yourself and your dependents during the completion of your onboarding formalities.

If you are not vaccinated yet, you may continue the efforts of getting vaccinated from available resources near you – the Government or from a private institute. The company will reimburse the vaccination cost upon provision of necessary supporting documents post joining.

You can also get vaccinated at any nearby vaccination drive taking place in your city when conducted by the company as per the standard HR Policy.

We strongly urge each one of us to take the necessary precautions, stay safe, act responsibly, avoid non-essential travel, take preventive measures, and adhere to the prescribed regulations shared by the government, always - even after receiving the vaccine.



Welcome to TATA Communications

Guidelines for background verification process & onboarding tasks

We would like to introduce you to our Global screening partner who will assist and perform background screening for you on behalf of Tata Communication as an integral part of onboarding formalities.

As part of your onboarding, you will be getting links from the onboarding tool to complete your documentation and onboarding formalities along with which your data will be shared with the screening partner to initiate your background screening process. Request you to follow and complete the details mentioned in the notifications from the onboarding tool accordingly.

Documents to be kept handy during onboarding process

Education check: Degree copies or Final year Mark sheet

Employment check: Reliving letter or Service certificate or Experience letter. Contact details of pervious employers.

Criminal Check: 5 years of complete address history

Address Check: 5 years of complete address history

ID check: Valid passport, National id (Pan Card & Aadhar card)

The screening partner would co-ordinate with you directly in case of any additional requirements. Please take some time to carefully update the details that are required to process the verification.

We would request you to accelerate the process from your end to ensure quick completion of the onboarding formalities. In case of any query / clarification, while updating / uploading information, the applicant can reach out to Global Onboarding Team.

Kind regards,
Global Onboarding Team
GlobalOnboarding@tatacommunications.com

Certificate Of Completion

Envelope Id: 6EB73EF98895453EB84F797C3D83BBA7

Status: Completed

Subject: Offer Letter - Tata Communications

Source Envelope:

Document Pages: 10

Signatures: 1

Envelope Originator:

Certificate Pages: 5

Initials: 0

Globalonboarding

AutoNav: Enabled

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Enveloped Stamping: Enabled

Mumbai, MH 400021

Time Zone: (UTC-08:00) Pacific Time (US & Canada)

globalonboarding@tatacommunications.com

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Record Tracking

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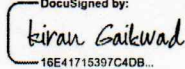
Signer Events

Kiran Gaikwad

gaikwadkiran069@gmail.com

Security Level: Email, Account Authentication
(None)**Signature**

DocuSigned by:



16E41715397C4DB...

Timestamp

Sent: 4/13/2022 12:14:35 AM

Viewed: 4/13/2022 1:24:06 AM

Signed: 4/13/2022 1:42:22 AM

Signature Adoption: Pre-selected Style

Signed by link sent to gaikwadkiran069@gmail.com

Using IP Address: 110.227.17.22

Signed using mobile

Electronic Record and Signature Disclosure:

Accepted: 4/13/2022 1:24:06 AM

ID: bc9871b8-7050-4871-8987-b622a53ed192

In Person Signer Events**Signature****Timestamp****Editor Delivery Events****Status****Timestamp****Agent Delivery Events****Status****Timestamp****Intermediary Delivery Events****Status****Timestamp****Certified Delivery Events****Status****Timestamp****Carbon Copy Events****Status****Timestamp**

Recruiter

Noopur.trivedi@tatacommunications.com

Security Level: Email, Account Authentication
(None)**COPIED**

Sent: 4/13/2022 1:42:23 AM

Electronic Record and Signature Disclosure:

Not Offered via DocuSign

Witness Events**Signature****Timestamp****Notary Events****Signature****Timestamp****Envelope Summary Events****Status****Timestamps**

Envelope Sent

Hashed/Encrypted

4/13/2022 12:14:35 AM

Certified Delivered

Security Checked

4/13/2022 1:24:06 AM

Signing Complete

Security Checked

4/13/2022 1:42:22 AM

Completed

Security Checked

4/13/2022 1:42:23 AM

Payment Events	Status	Timestamps
Electronic Record and Signature Disclosure		

ELECTRONIC RECORD AND SIGNATURE DISCLOSURE

From time to time, Tata Communications HR (we, us or Company) may be required by law to provide to you certain written notices or disclosures. Described below are the terms and conditions for providing to you such notices and disclosures electronically through the DocuSign system. Please read the information below carefully and thoroughly, and if you can access this information electronically to your satisfaction and agree to this Electronic Record and Signature Disclosure (ERSD), please confirm your agreement by selecting the check-box next to 'I agree to use electronic records and signatures' before clicking 'CONTINUE' within the DocuSign system.

Getting paper copies

At any time, you may request from us a paper copy of any record provided or made available electronically to you by us. You will have the ability to download and print documents we send to you through the DocuSign system during and immediately after the signing session and, if you elect to create a DocuSign account, you may access the documents for a limited period of time (usually 30 days) after such documents are first sent to you. After such time, if you wish for us to send you paper copies of any such documents from our office to you, you will be charged a \$0.00 per-page fee. You may request delivery of such paper copies from us by following the procedure described below.

Withdrawing your consent

If you decide to receive notices and disclosures from us electronically, you may at any time change your mind and tell us that thereafter you want to receive required notices and disclosures only in paper format. How you must inform us of your decision to receive future notices and disclosure in paper format and withdraw your consent to receive notices and disclosures electronically is described below.

Consequences of changing your mind

If you elect to receive required notices and disclosures only in paper format, it will slow the speed at which we can complete certain steps in transactions with you and delivering services to you because we will need first to send the required notices or disclosures to you in paper format, and then wait until we receive back from you your acknowledgment of your receipt of such paper notices or disclosures. Further, you will no longer be able to use the DocuSign system to receive required notices and consents electronically from us or to sign electronically documents from us.

All notices and disclosures will be sent to you electronically

Unless you tell us otherwise in accordance with the procedures described herein, we will provide electronically to you through the DocuSign system all required notices, disclosures, authorizations, acknowledgements, and other documents that are required to be provided or made available to you during the course of our relationship with you. To reduce the chance of you inadvertently not receiving any notice or disclosure, we prefer to provide all of the required notices and disclosures to you by the same method and to the same address that you have given us. Thus, you can receive all the disclosures and notices electronically or in paper format through the paper mail delivery system. If you do not agree with this process, please let us know as described below. Please also see the paragraph immediately above that describes the consequences of your electing not to receive delivery of the notices and disclosures electronically from us.

How to contact Tata Communications HR:

You may contact us to let us know of your changes as to how we may contact you electronically, to request paper copies of certain information from us, and to withdraw your prior consent to receive notices and disclosures electronically as follows:

To contact us by email send messages to: AskHR@tatacommunications.com

To advise Tata Communications HR of your new email address

To let us know of a change in your email address where we should send notices and disclosures electronically to you, you must send an email message to us at AskHR@tatacommunications.com and in the body of such request you must state: your previous email address, your new email address. We do not require any other information from you to change your email address.

If you created a DocuSign account, you may update it with your new email address through your account preferences.

To request paper copies from Tata Communications HR

To request delivery from us of paper copies of the notices and disclosures previously provided by us to you electronically, you must send us an email to AskHR@tatacommunications.com and in the body of such request you must state your email address, full name, mailing address, and telephone number. We will bill you for any fees at that time, if any.

To withdraw your consent with Tata Communications HR

To inform us that you no longer wish to receive future notices and disclosures in electronic format you may:

i. decline to sign a document from within your signing session, and on the subsequent page, select the check-box indicating you wish to withdraw your consent, or you may;

ii. send us an email to AskHR@tatacommunications.com and in the body of such request you must state your email, full name, mailing address, and telephone number. We do not need any other information from you to withdraw consent.. The consequences of your withdrawing consent for online documents will be that transactions may take a longer time to process..

Required hardware and software

The minimum system requirements for using the DocuSign system may change over time. The current system requirements are found here: <https://support.docusign.com/guides/signer-guide-signing-system-requirements>.

Acknowledging your access and consent to receive and sign documents electronically

To confirm to us that you can access this information electronically, which will be similar to other electronic notices and disclosures that we will provide to you, please confirm that you have read this ERSD, and (i) that you are able to print on paper or electronically save this ERSD for your future reference and access; or (ii) that you are able to email this ERSD to an email address where you will be able to print on paper or save it for your future reference and access. Further, if you consent to receiving notices and disclosures exclusively in electronic format as described herein, then select the check-box next to 'I agree to use electronic records and signatures' before clicking 'CONTINUE' within the DocuSign system.

By selecting the check-box next to 'I agree to use electronic records and signatures', you confirm that:

- You can access and read this Electronic Record and Signature Disclosure; and
- You can print on paper this Electronic Record and Signature Disclosure, or save or send this Electronic Record and Disclosure to a location where you can print it, for future reference and access; and
- Until or unless you notify Tata Communications HR as described above, you consent to receive exclusively through electronic means all notices, disclosures, authorizations, acknowledgements, and other documents that are required to be provided or made available to you by Tata Communications HR during the course of your relationship with Tata Communications HR.

29-SEP-2022



AS10002803

**MANOJ
GAIKWAD**

APTARA

Ref. ATPL/HR/PA /FPG/ C01143

Date: 28 July, 2021

Somnath Bhagwan Gaikwad
Pune

Subject: Professional Consultancy Agreement.

Dear Somnath,

In pursuance to our discussions, and as agreed we are pleased to offer you a work assignment as a **Professional Consultant** in Aptara Technologies Pvt. Ltd. on the following terms and conditions.

Terms of Contract:

As a specialist you shall advise and provide your specialized services as **Trainee HTML Programmer** and the assignments whatever may be given to you from time to time.

1. Your professional agreement will commence on **28th July'2021** which shall automatically come to an end on **27th Jan '2022** during this period, you shall be paid a consolidated monthly Professional Fees of **Rs. 12000/- CTC** per month

Place of Work: Pune

Nature of Work: HTML Programmer

2. TDS will be applicable on your invoice amount as per the income tax rule.
3. You shall act in the interests of the Company and if found otherwise shall be treated as material breach of this agreement and shall be thus be liable to be terminated without giving any advance notice.
4. **You have specifically agreed as under:**
You will not undertake any work that in any way competes with the assignment/business of the Company.
5. **Non-Disclosure:**
It is specifically and particularly drawn to your attention and it is accepted by you unequivocally that in as much as your services may be deputed from time to time to work on assignments outside India with Foreign clients, it is essential that you understand that the company is signing Non Disclosure Agreements with its customers on behalf of all employees/ Associates of the Company. You further understand the seriousness of consequences of disclosure of any information like client names, project details etc, intentionally or otherwise, to anyone including Persons in the industry in India or abroad. It is therefore mandatory to abide by the Non Disclosure Stipulations as any violation could invite fatal consequences to the Company.

Aptara Technologies Private Limited

New Delhi: B-2/88, Safdarjung Enclave, New Delhi -110029 | India | Phone: 011-26712908

Noida: Plot No.37, Block A, Sector -60, Gautam Budh Nagar, Noida, Uttar Pradesh Pincode - 201301 | Ph: 120-7192525

Registered Office: F No. A/16, Garnet Residency, S No. 9/13+14+15, Wanawadi, Pune, MH-411040 | India

Phone: 020 - 65005623 | Email: aptarapune@aptaracorp.com | CIN No: U74999PN2010PTC150688

APTARA

January 20, 2023

To,
Mr Somnath Bhagwan Gaikwad
Senior HTML Programmer
Employee No. : P02826

Confirmation Letter

Dear Somnath,

After a thorough evaluation of your performance, we are glad to inform you that you have been confirmed in the capacity of "Senior HTML Programmer" with our Organization with effect from **February 1, 2023**.

The terms and conditions of your Employment will continue to remain the same.

We wish you the very best and hope that you continuously strive to better your performance so that your career with us shall be rewarding and successful.

For Aptara New Media Pvt. Ltd.

Yuvraj Kololagi

Yuvraj Kololagi (Jan 25, 2023 01:21 GMT+5.5)

Yuvraj Kololagi
General Manager-Human Resources

Somnath Gaikwad

Somnath Gaikwad (Jan 27, 2023 21:05 GMT+5.5)

(I Accept)

Mr Somnath Bhagwan Gaikwad

Aptara New Media Private Limited (SEZ Unit)
Registered Office: 0-100, First Floor Sector 12, Noida 201 301 U.P. | India
Works: SEZ Building - 4A, 1st Floor, The Manjri Stud Farms Pvt. Ltd, SP Infocity, S. No. 209.
Pune Saswad Road, Next to Satypuram Society, Phursungi, Pune – 412 308 | India
CIN No. U74900UP2010PTC041146 | Phone: 020 – 6672 8000 | Email: HR.Pune@aptaracorp.com

www.aptaracorp.com



Savitribai Phule Pune University

(formerly University of Pune)



We, the Chancellor, the Vice Chancellor and the Members of the Management Council and the Academic Council of the Savitribai Phule Pune University, certify that
Gaikwad Vaibhav Kausaram, Mother's Name : Chhaya
of J.L.P.'s Law College, Pune having been examined and found duly qualified for the degree of
Bachelor of Laws (Three Year Course)
and placed in the **First Class** in **April 2022**. The said degree has been conferred on him. In testimony whereof is set the seal of the said University.

सावित्रीबाई फुले पुणे विद्यापीठ

(पूर्वीचे पुणे विद्यापीठ)

आम्ही, सावित्रीबाई फुले पुणे विद्यापीठाचे कुलपती, कुलगुरु आणि व्यवस्थापन परिषद व विद्या परिषद सदस्य, प्रमाणित करितो की,

गायकवाड वैभव हौसेराम, आईचे नाव: छाया

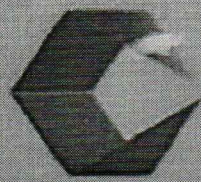
हे आय.एल.एस.चे विधी महाविद्यालय, पुणे येथुन **प्रथम श्रेणीत एप्रिल २०२२ मध्ये**

विधी स्नातक (तीन वर्षीय)

पदवी परीक्षा उत्तीर्ण झाल्याबद्दल त्यांना ही पदवी प्रदान करण्यात येत आहे. याची साक्ष म्हणून विद्यापीठाची अधिकृत मुद्रा येथे अंकित करण्यात येत आहे.

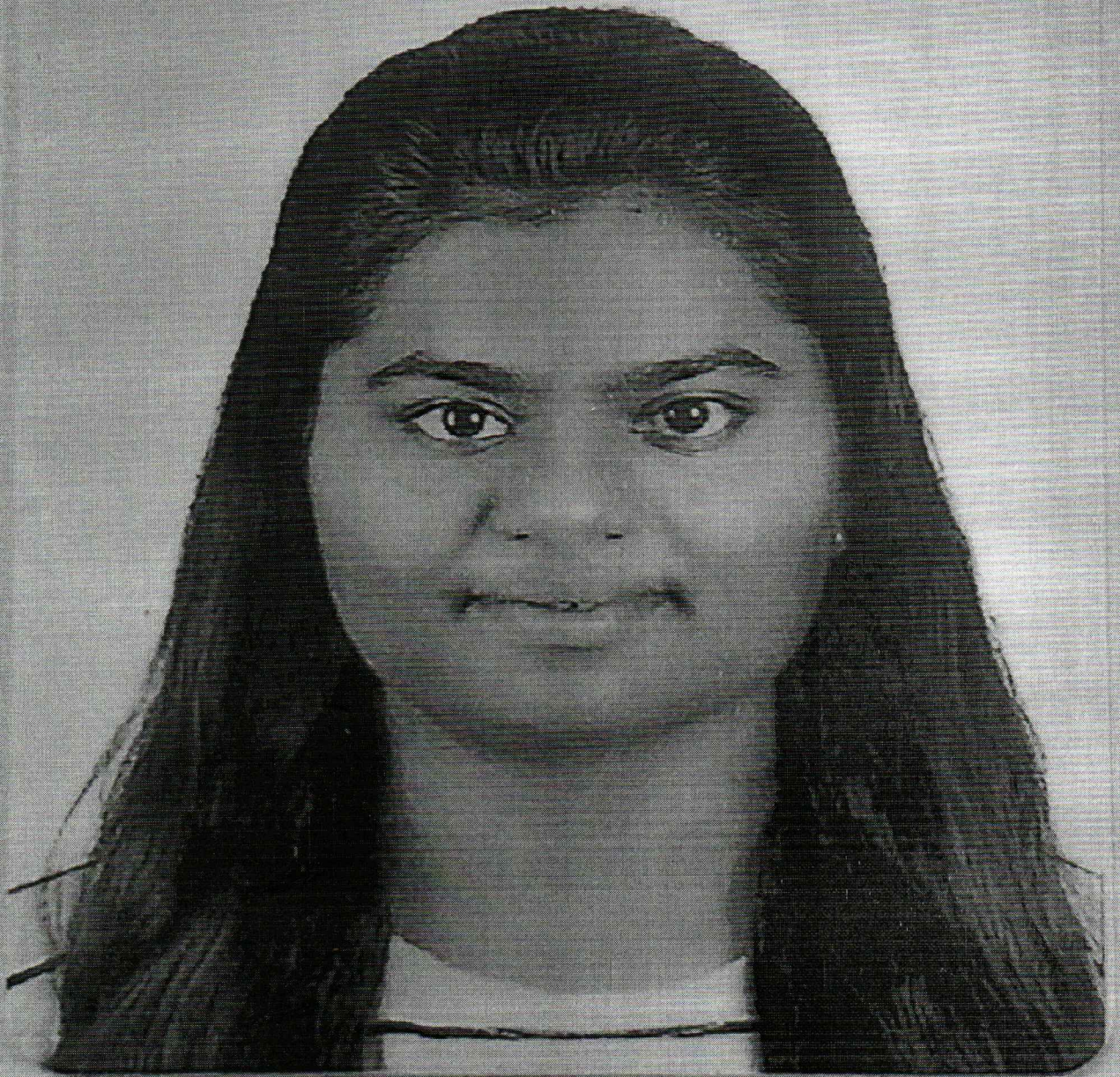
Vice Chancellor

122th Convocation (Summer)
LW22-02727



cognizant

Sarika
Jagtap





DirectCore/RH8957533/275814/Pune/December/V2

PRIVATE AND CONFIDENTIAL

December 15, 2021

Snehal Jare

Maharashtra Pune

India .

Dear Snehal Jare,

Welcome to Mphasis. It gives me great pleasure to invite you to join the family of Mphasis.

We are pleased to offer you the position of a Trainee Associate Software Eng, in **Band 5** and **Level 1** with our organisation. The gross compensation will be **INR2,50,000/-** (Two Lakhs Fifty Thousand **rupees only**) per annum.

You are required to sign a training bond and agreement for **INR 1,00,000/-(Rupees One Lakh Only)** for a period of 24 months. This bond is applicable from your date of joining the company. The bond for the complete amount of **INR 1,00,000/-(Rupees One Lakh Only)** would be recovered if you resigned within 24 months.

Upon successful graduation from The Mphasis Learning Academy by securing minimum marks in various training modules and completion of 3 months in Mphasis:

- Your gross compensation will be revised to **INR 3,25,000/- (Rupees Three Lakhs Twenty-Five Thousand Only)** per annum
- This salary change will be effective from the subsequent month after completion of 3 months from your date of joining

Mphasis is defined by a strong and intrinsic culture that sets us apart. Our DNA, while evolving through various transformations, has still fundamentally been driven by the same core values. **Customer centricity** has been one such tenet that influences every Mphasian. We strive to understand our customer's need, staying ahead of the curve to deliver best-in-class service. Equally crucial, is our **outcome focus**, wherein our eyes stay on the end result without compromising on our quality, ethics and people. We draw our greatest strength from our people. Hence, **empowering** our workforce has gone hand-in-hand with greater accountability, thereby creating responsible citizens of the world. As we redefine what business success means in the changing landscape, we believe in inculcating the spirit of **experimentation** so that established systems and ways of doing things are constantly tested, questioned and disrupted. Imagination,

Contact Us:

T : +91 080 6750 1000

F : +91 080 6695 9943

E : investor.relations@mphasis.com

www.mphasis.com

Mphasis Limited

Registered Office:

Bagmane World Technology Centre,
Marathahalli Outer Ring Road, Doddanakundi Village,
Mahadevapura, Bangalore 560 048, India

CIN: L3007KA1992PLC025294



innovation and the ability to take risks are fundamental characteristics that make us shatter boundaries.

These shared values and beliefs are the influencers of everyday work culture at Mphasis that has eventually built our ethos. It is what integrates us across technologies, platforms and geographies. We are proud of it and we eagerly welcome you to the Mphasis way of life.

This offer of employment is contingent upon you fulfilling the background verification process that the organization will conduct.

We look forward to you joining us on December 17, 2021 at Pune. The reporting time is **10:00 AM**. You endorse your acceptance by duly signing the duplicate copy of this letter on all sheets at the bottom right corner and return to the undersigned by either mailing it or handing it over to us on the date of your joining.

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ANNEXURE - 1

Name	Snehal Jare
Band	Band 5
Level	Level 1
Title	Trainee Associate Software Eng
Salary Component	Amount (in Rs./Month)
Basic	8,333
House Rent Allowance	4,467
Leave Travel Allowance	NA
Special Allowance	2,083
Ex-Gratia / Bonus*	3,200
Total Fixed Cash	18,083
Variable Pay**	1,042
Employer Provident Fund	1,250
Mediclaim Insurance Premium	458
Target Cost to Company	20,833
Target Cost to Company (per annum)	2,50,000

Note:

* As per Statutory regulations, if your covered under Payment of Bonus act, this component will be paid as "Bonus" if not will be paid as "Ex- Gratia".

** Variable Pay will be payable on Quarterly basis. Amount shown is payable on 100% Target achievement. The company and unit/function performance achievement against the target measured quarterly shall determine the payout under the Variable Pay Plan. Note: Variable Pay is governed by the provisions of Variable Pay Plan (available on Mphasis Intranet) and the same will be reviewed from time to time.

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ANNEXURE - 2

TERMS OF EMPLOYMENT

Your employment at Mphasis Limited. ("The Company") will be governed by the Company's policies as modified from time to time. Copy of the present policy will be made available to you on your joining the Company. In particular and without prejudice to the foregoing statement, some of the more significant terms and conditions that govern your employment, subject to modifications from time to time, are detailed below.

1) Hours of Work

- 1.1. A working day shall comprise of nine hours.
- 1.2. You may be required to work on a shift basis. Shifts may be scheduled across 24 hours a day, 7 days a week and 365 a year, subject to applicable laws. The shift timings may change from time to time which you would be notified of in advance.
- 1.3. At times you may be required to work beyond 8 working hours.
- 1.4. Employees at the client site shall follow the working hours as applicable at client site.

2) Place of Employment

- 2.1. During your employment with the company, you will be liable to be transferred or deputed to any of the offices, departments of the Company or its Associates, Subsidiaries or Group Companies, whether in India or abroad.
- 2.2. In the event of transfer or deputation of your services your salary and other benefits will be determined in accordance with the Company's policies prevalent at that time.

3) Travel

You may be required to travel, whether in India or overseas, in connection with office work at short notice.

4) Salary and Benefits

- 4.1. Mphasis reviews employee compensation periodically and you may be eligible for salary increase based on review. However, any salary increase shall be at Company's sole and absolute discretion which is dependent on Organization's as well as Individual performance.
- 4.2. In addition to salary, you shall also be entitled to receive other benefits as applicable under the Company policy. The Company shall, in its sole discretion, be entitled to amend, vary, and modify any of the terms and conditions of the policy with regard to the benefits that are offered to you.
- 4.3. The term 'financial year' denotes the period starting from 1st November to 31st of October of the following calendar year

5) Relocation

You are eligible for relocation expenses reimbursement as per the company policy. In the event of your separation within 12 months of joining Mphasis, this amount has to be paid back to the company.

6) Group Insurance, Provident Fund and Gratuity

- 6.1. From the month following the month of joining, the Company will provide you coverage under the following Policies at no cost to you up to the date of cessation of employment:
 - 6.1.1. Group Mediciam Policy (for all employees)

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CIN: L3007KA1992PLC025294

6.1.2. Group Gratuity- scheme (all employees)

7) Leave Entitlement Policy

As per the Company's existing Leave policy you will be entitled to twenty four working days of Privilege leave annually which is calculated at 2 days' for every month of completed service. This is an earned leave and included any other form of casual or medical leave.

8) Termination

8.1. Your employment with the Company is subject to termination on:

8.1.1. month's prior notice by either side

8.2. The Company reserves the right to, at its sole discretion, substitute the notice period by paying you salary in lieu of the notice period.

8.3. For abundant caution, it is hereby clarified that you cannot waive the notice period requirement in the event you wish to terminate your employment with the Company, and that your termination/resignation letter (by whatever name it is called) will be accepted by the Company only on your satisfying the required notice period as stated in our Company's HR handbook. Further, till such time as the Company accepts your resignation letter, you will be deemed to be an employee of the Company and the terms and conditions of your employment will still continue to bind you.

8.4. The Company shall have the right to terminate your employment immediately without notice or payment in lieu of notice if:

8.4.1. You neglect, refuse, fail or for any reason become unable to perform any of your duties under this agreement or comply with the Company policies and code of conduct; or

8.4.2. You are guilty of any misconduct whether or not in the performance of your duties (including but not limited to being an undischarged insolvent, being convicted by any criminal court, being involved in fraudulent acts, etc) or commit any act which in the opinion of the Company is likely to bring the Company any disrepute whether or not such act is directly related to the affairs of the Company; or

8.4.3. You commit any breach of any of your duties or obligations under this agreement or the policies of the Company.

8.4.4. There is a discrepancy in the copies of the documents/certificates given by you as a proof in support of the information provided by you.

In the event of termination under Clause 8.4.2, you shall not be entitled to any benefits whatsoever.

9) Mode of Communication

For any service of notice or communications of any kind, you will be informed by email or ordinary post at the address given by you at the time of your employment or such other address as may be intimated by you to the management thereafter.

10) Confidentiality

10.1. You agree at all times during the term of your employment and thereafter (without limit of time);

10.1.1. To hold the Confidential Information in strictest confidence, and not to use or attempt to use the same, except for the benefit of the Company, and

10.1.2. Not to disclose or divulge the Confidential Information to any person or entity without written authorization of the Company.

10.1.3. You agree to return to Mphasis all proprietary information, including copies on paper, hard drive, disk, tape and other media, upon completion

or termination of any project or upon cessation of your employment with Mphasis IT Services.

- 10.2. For the purposes of Clause 10.1, “Confidential Information” means any Company proprietary or confidential information, technical data, trade secrets or know-how, whether (oral or written or in electronic format and whether marked confidential or not), including but not limited to; research, business plans, products, product improvements, processes and process documents, services, projects, proposals, all work produced by you whether during normal working hours or not, computer program, documentation, customer lists and customers (including, but not limited to, customers of the Company with whom you become acquainted), markets, software, developments, inventions processes, formulas, technology, designs, drawings, engineering, marketing, distribution and sales methods, sales and profit figures, finances, techniques, strategies, discoveries, the title and description of any patents or patent applications filed by the Company in any country or jurisdiction (until the same is generally available to the public), and any other business information of the Company including its business plans, practice methodologies and technologies (including computer software), training materials, personnel information, client lists and information regarding the business needs, strategies and technologies of present and prospective clients and internal Company publications, whether directly or indirectly, or by drawings or inspection of documents or other tangible property and all information that comes to your knowledge which would but for this employment would not have been accessed by you, whether such information is in tangible form or not, written or otherwise and formal or not. Confidential Information however shall not include knowledge, skills, or information which is common to the business of the Company, or which is generally known outside the Company.
- 10.3. You understand that retaining the confidential nature of the confidential information is of utmost importance to the business of the Company and in addition to the terms stipulated in this agreement herein you agree to execute a Non Disclosure Agreement with the company.

11) Intellectual Property

- 11.1. You agree that any proprietary rights whatsoever, including but not limited to, patents, copyright and design rights as a result of the development of and/or the application of all work produced by you during or as a consequence of your employment, whether alone or in conjunction with others and whether during normal working hours or not, including but not limited to any invention, design, discovery or improvement, computer program, documentation, confidential information, copyright work or other material which you conceive, discover or create during or in consequence of this employment with the Company shall belong to the Company absolutely.
- 11.2. You agree, at the Company’s expense, to provide, during and after this employment, all such assistance as the Company reasonably considers necessary, to secure the vesting of such rights in the Company or Terms of Employment with Mphasis (including waiver of any such rights including author’s special rights under Section 57 of the Copyright Act 1957).

12) Data Privacy Compliance Policy

You consent to the terms and conditions of the Data Privacy Compliance Policy stated below: -

Contact Us:

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Mphasis Limited

Registered Office:

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Marathahalli Outer Ring Road, Doddanakundi Village,
Mahadevapura, Bangalore 560 048, India

CIN: L3007KA1992PLC025294

- 12.1. You consent to the processing of your personal data in accordance with the Company data privacy policy (the "Policy"), a copy of which can be obtained upon request;
- 12.2. In particular, you expressly consent to:
- 12.2.1. The collection and processing of sensitive personal data about you to the limited extent and for the purposes described in the Policy;
- 12.2.2. The transfer worldwide of personal data held about you by the Company to other employees and offices of the Company's worldwide organization and to third parties where disclosure to such third parties is required in the normal course of business or by law; and use of your personal images and voices in marketing material, videos, etc.
- 12.3. The reference to information "about you" includes reference to information about third parties, such as spouse and children (if any), which are provided to the Company by you on their behalf. The reference to "sensitive personal Data" may be understood to include reference to the various categories of personal data identified by European and Other applicable data privacy laws as requiring special treatment, including in some circumstances, the need to obtain explicit consent. These categories comprise personal data about racial or ethnic origin, political opinions, religious or other similar beliefs, trade union membership, physical or mental health, sexual life or criminal record.
- 12.4. In addition, you agree to treat any personal data to which you have access in the course of your employment strictly in accordance with this Policy and other Company policies and procedures. In particular, you will not use any such data other than in connection with and to the extent necessary for the purposes of your employment.

13) Non-Compete

You will certify to maintain Customer exclusivity and to this end, during the validity of this agreement and for a minimum of 2 years thereafter, you shall neither solicit business nor offer product/services and/or conduct any business, that directly competes with the kind of product/services that is offered by the Company to such client, either directly or indirectly with any of 'Mphasis' client or any third party exposed to you. In case you violate this provision, a minimum amount of Rs.3 lakhs shall be payable by you to Mphasis as damages.

14) Non Solicitation of Employees and Clients

You agree that during the period of your employment with the Company, and for one year after the date of termination of such employment (regardless of whether this cessation of employment is voluntary or involuntary, or caused by the breach of this Agreement by either party), other than on behalf of the Company, you will not, either directly or indirectly:

- (A) Solicit, divert, take away, hire, or recruit, or attempt to solicit, divert, take away, hire, or recruit, any employee of the Company; or
- (B) Solicit, divert, take away, hire, or recruit, or attempt to solicit, divert, take away, hire, or recruit, the business of any client, customer, potential client, potential customer, person, or entity with whom Employee had dealings as an Employee of the Company for any purpose related in any manner to the business of the Company.

- (C) You agree the foregoing restrictions are reasonable both as to time and extent given the nature and scope of the Company's present business and the duties of your employment.

15) Warranty

- 15.1. You warrant that your joining the Company will not violate any agreement to which you are or have been a party to.
- 15.2. You warrant that you will not use or disclose any confidential or proprietary information obtained from a third party prior to your employment with the Company.
- 15.3. You warrant that you will comply with all Mphasis applicable policies and standards and shall perform your services in a manner consistent with the ethical and professional standards of Mphasis.
- 15.4. You warrant that you possess all the requisite certificates, licenses, permits, work visas, clearances to be able to lawfully perform the services

16) Indemnification

You agree to indemnify the Company for any losses or damages sustained by the Company caused by or related to your breach of any of the provisions contained in this Terms of Employment

17) Retirement

Your age of retirement from the service will be on completion of sixty years. However, you may opt for voluntary retirement at any age before sixty years during your services in the establishment if you are unable to continue in service satisfactorily. The actual date of retirement shall be the last working day of the calendar month of your 60th birthday.

18) General

- 18.1. This agreement contains the entire agreement between the employee and Mphasis, and no alteration or variations of the terms of this agreement shall be valid unless made in writing and signed by both the parties here to. This agreement supersedes any prior agreements or understandings between the parties relating to the matter of proprietary rights and / or non disclosure
- 18.2. This agreement is made under and shall be construed according to the laws of India. Employee agrees to submit to the jurisdiction of the courts of Bangalore (Karnataka).
- 18.3. This agreement shall remain current and in force, irrespective of whether you are under employment of Mphasis or not.
- 18.4. Should any part of this agreement be declared illegal or unenforceable, the parties hereto will co-operate in all ways open to them to obtain substantially the same result or as much thereof as may be possible, including taking appropriate steps to amend, modify or alter this agreement. If any term or provision of this Agreement shall be hereafter declared by a final adjudication of any tribunal or court of competent jurisdiction to be illegal, such adjudication shall not alter the validity or enforceability of any other term or provision unless the terms and provisions so declared are expressly defined as a conditions precedent or as of the essence of this agreement, or comprising an integral part of, or inseparable from the remainder of this agreement.

Acknowledgement and Acceptance of Appointment with Mphasis

I, _____ have read and understood the above terms and conditions governing my employment with the company and hereby accept the above-mentioned appointment in totality.

I confirm my acceptance of the offer and shall report for work on _____ (Date).

Signature : _____
Name : _____
Date : _____
Place : _____

Annexure - 3

At the time of joining Mphasis the following documents and information must be made available to us.

List of documents that need to be submitted at the time of joining, in order to complete your on boarding process.

Sl.No	Sl.No Documents
1	To process your salary - PAN card copy is mandatory, in case you do not have a PAN Card - apply for it online using the said URL https://tin.tin.nsdl.com/pan/index.html or apply on your day of joining at our helpdesk
2	Age Proof Certificate-Birth certificate/ (School certificates of ICSE/SSLC/CBSE)
3	Academic Certificates (Including additional certifications/ courses) supporting your education qualifications along with marks sheets*
4	Your latest salary slips or salary certificate*
5	Experience proof - Relieving letter from previous employers (if previously employed) *. The relieving letter or resignation acceptance need to be submitted in original
6	Service certificate from present Employer
7	Form 16 or Taxable income statement duly certified by previous employer (Statement showing deductions and Taxable income with break up) till the last date of your employment with them along with PAN number if available.
8	5 Passport Size Photographs
9	Copy of passport (All sheets)
10	Copy of your updated resume
11	Joining kit duly filled in by you
12	Signed - Non Disclosure Agreement

- *Originals need to be submitted. These original certificates will be returned to you after due verification.
- Your offer has been made based on the information furnished by you. However, if there is a discrepancy 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.
- Being an ISO certified company, it is essential for you to submit these documents at the time of joining. We will not be able to process your records unless you submit all the documents mentioned above.
- It is mandatory for all Mphasis employees to possess a valid passport. Else, please apply for one. You are expected to have a valid passport within 60 days from the time you join Mphasis.
- Apart from this we would like you to have the following information ready with you, for usage during your joining formalities.
 - DOB and Name of Father, Mother, Spouse, Child/ Children
 - Educational details with the passing year
 - Your past experience details with the exact years and role played to be mentioned.
 - Blood Group
 - 1 Passport size photograph of all your dependent's
 - Your Citibank account number, if existing already.
 - Your PF account number with current employer
 - Your PAN number
 - Passport number, Place of issue, Date of issue, Validity: From and to date.

Digitally signed by DS MPHASIS LIMITED 1
Date: 2021.12.15 12:00:03 GMT
Reason: Authorised by Srikanth Karra
Location: Bangalore

Contact Us:

T : +91 080 6750 1000

F : +91 080 6695 9943

E : investor.relations@mphasis.com

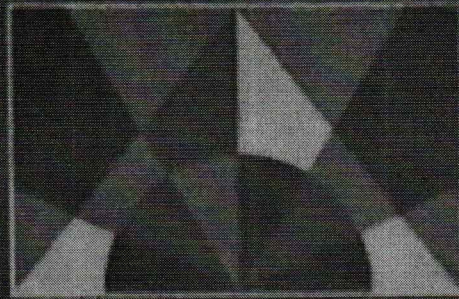
www.mphasis.com

Mphasis Limited

Registered Office:

Bagmane World Technology Centre,
Marathahalli Outer Ring Road, Doddanakundi Village,
Mahadevapura, Bangalore 560 048, India

CIN: L3007KA1992PLC025294



ADITYA BIRLA
CAPITAL



Sarang Siddhana Kalshetty

Employee No. 558813

Holder

Issuing Authority

To,

VISHAL BHARAT KAMBLE
KHANOTE PUNE
413105

APPOINTMENT LETTER

Dear Mr. VISHAL

With reference to your application and subsequent interview you had with us, we are pleased to offer you employment in our organization as **"BACK OFFICE EXECUTIVE"** in **"SALES BACKOFFICE"** Department with effect from **27-Sep-2022** at are location **TATHAWADE** under the following terms and conditions.

1. Upon joining you shall report your immediate superior. Your superior will provide you a detailed Job description time to time and explain your duties and responsibilities. As the company believes in Re-engineering as a continuous process, the designation, weekly off, shift working, timings, responsibilities and locations are subject to modifications in line with the re-engineering process and exigencies of the company's requirement.
2. You shall carry out all the duties and responsibilities assigned to you and perform all functions ancillary to your main duties effectively. The policies of the Company in respect of the tasks may vary from time to time, as per the requirement of work orders, and the same shall be communicated to you by the Management. You will have to abide by the same. If you fail to accomplish any of the tasks as required, such failure shall be treated and dealt with as a grave misconduct as per the law.
3. During the course of employment you need to undergo training from time to time, which the Company will impart at its own cost on your assurance and undertaking that you will serve the Company in consonance with the clauses contained herein for a minimum period of 24 months, failing which you will repay the cost incurred by the Company on your training and other expenses. Once you are nominated for a particular training it will be compulsory and no deviation or cancellation will be permitted. If you fail to report for training for any reason without prior permission, appropriate deductions will be made from your salary. In case of an emergency its schedule may be altered with prior permission of Manager -HR.
4. Your initial place of work will be at the above mentioned address. However, in future you may be transferred to any other branch or sister concern of the Company, at any place in India, whether or not in existence at present.
5. In the following events the Company shall have right to terminate your employment at any time with immediate effect without incurring any liability of whatsoever nature:
 - (a) If you are found to be medically unfit, physically and / or mentally during the period of your employment.
 - (b) If any of the document(s) submitted, or particulars furnished by you in furtherance of securing this employment is found to be forged or false, or

(c) If it is found that you have failed to disclose your business interests, whether or not in conflict with the business of the Company.

6. **You will be paid Gross Salary of Rs. 17500.00/- per month** (Detail breakup will be provided to you on your monthly salary slip)

7. Subject to the terms and conditions of this appointment letter, your monthly salary and all other monetary benefits will be credited directly to your salary account.

8. The Company expects you to maintain high standard of loyalty, integrity, honesty, efficiency, and devotion to duty and high degree of discipline. The Company also expects you to maintain cordial relations with customers, your colleagues, subordinates and superiors.

9. You will devote your whole time and attention to the Company's work/assignment and while in employment of the Company you shall not engage, employee or involve yourself in any work whatsoever, related to any other Company, person [including a member of your family], legal entity or public authority, or offer your assistance thereof, with or without pay, without the prior written consent of the Company.

10. You shall abide by the Rules as for attendance which is – **Annexed - "I"**

11. If, at any time during the period of your employment the Management chooses to suspend you pending any departmental enquiry contemplated for any misconduct alleged against you, you shall not be entitled to be paid more than 50 % of the amount of your consolidated salary as your 'Suspension Allowance' pending the Enquiry.

12. **This appointment may be terminated -**

(a) By the Company at any time by giving one month's notice in writing to you or pay in lieu thereof.

(b) by you, only upon completion of initial period of 24 months continuous employment in the Company, by giving one months' notice in writing to the Company or pay in lieu thereof. If upon completion of initial period of 24 months employment in the Company you leave the employment without giving one months' notice in writing to the Company or pay in lieu thereof, you will be liable to pay damages to the tune of Rs. 1, 00, 000/- (One Lac) to the Company.

13. If there is any change in your address recorded in the Company's record, you shall be bound to communicate such change to the Company in writing within 3 working days from the date of change, and get an acknowledgement thereof.

14. Any notice, communication or correspondence etc. delivered to you on the address provided by you to the Company at the time of your appointment, or as changed as per the above term, shall be deemed to have been effectively served upon you and received by you, whether or not you actually receive it.

15. **Deductions** - Any monitory remuneration payable to you in respect of your employment, including but not limited to your wages, allowances, terminal dues etc. are subject to a proportionate deduction on account of

(a) Income tax, to be deducted at source from your taxable income

(b) Any other deduction(s) as required or authorised by any laws that may be applicable from time to time.

(c) Any damage caused to any property of the Company or to any person on the premises of the Company due to your negligence, imprudence or disregard to any safety measures.

16. Major Misconducts - In addition to the misconducts defined under the law, considering the peculiar nature of the business activity and competitiveness any of the following act on your part will be considered as 'grave misconduct' for which your services may be terminated in accordance with law –

(a) Rude behaviour with a customer.

(b) Acceptance of money / gift / favour from a customer without proper authorisation from the management.

(c) To commit any act inside or outside the premises of the Company or become involved in any situation or occurrence tending to bring company into public scandal or which will reflect unfavourably on the reputation of the Company.

(d) Unauthorised absence for more than 10 days.

(e) Smoking during work hours, being under influence of alcohol or sedative during work hours.

(f) Failure or refusal to execute work assigned to you to the satisfaction of the Management.

17. You will promptly and faithfully comply with all present and future policies & procedures, requirements, directions and rules & regulations of the company in connection with company's business.

18. NON DISCLOSURE OF CONFIDENTIAL INFORMATION - During the period of your employment and at any time thereafter, you shall not, except in the proper course of the your employment or as required by law, indulge in to any act or omission which is likely to cause disclosure of any information of the Company that may come to the your knowledge, or be communicated to you, to any person whomsoever including competitors and former employees, when such information –

(a) Is treated or regarded as a confidential information of the Company, whether or not by an overt act,

(b) Shall be considered by any person of ordinary prudence to be a Confidential Information of the Company.

(c) pertains to practices, business dealings, processes, methods, machines, ideas or any other information concerning the business and affairs of the Company which come to the your knowledge during the course of your employment or use any of the same for your own benefit.

19. You shall not, except in the proper course of your employment or as required by law, take possession of any documents or tangible items which belong to the Company or which contain any confidential information from the Company's premises at any time without proper authorization and you shall return the same to the Company upon demand and in any event, upon the termination of your employment.

20. You shall, if requested by the Company, delete or destroy, as per the request of the Company, all the confidential information, other documents and tangible items which contain or refer to any confidential information and which are in the his possession or under the his control.

21. You shall not disclose and / or discuss as to any remuneration, allowances, bonus, pay package, perks or monitory benefits whatsoever, made to you by the Company to any work colleagues or any third party.

22. You shall not use any electronic device or a communication system of the Company for any purpose other than the Company's work assigned to you, and for that purpose the Company reserves right to intercept, monitor and record any communication made or received by you in the premises of the Company, via any electronic mode or otherwise.

23. While on work you shall not use your personal gadgets or devices, including, but not limited to a Mobile phone and Laptop in the premises of the Company for any purpose whatsoever.

Exemption in exceptional circumstances: -

If, for any emergent reasons a use of any such device as mentioned above is warranted, you may need to take prior permission of the management for make use of the same for such purpose.

24. Deposit - If you leave employment of the Company within six months of the issuance of uniform, mobile, laptop, Sim-card, ID card, visiting card etc. the Management reserves right to retain Security Deposit deducted against the same.

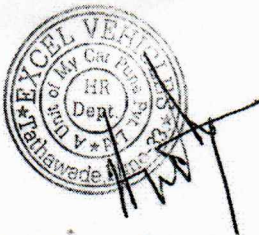
25. Performance Incentives - Whether to grant any performance incentive or not will be exclusively in the discretion of the Management and you will not have any rights whatsoever in that respect. Performance Incentive may be refused at any time without tendering any reason.

26. Recovery against damages - If any damage or loss is caused to the Company due to your act, in addition to any punitive measure as per the law the management reserves right to withhold your unpaid remuneration and other legal dues till you make good the losses and / or damages.

27. Recovery of Notice Pay - If you fail to issue one month's notice or pay salary in lieu thereof before leaving the employment as required by the terms of the appointment letter, Company reserves right to deduct the notice pay from your unpaid remuneration and other legal dues.

28. Clearance of dues upon leaving employment will take minimum three months unless disputed, in which event it may take more time.
29. If during the period of your employment with the Company you achieve any invention, process improvement, operational improvement, or other process/method likely to result in more efficient operation of any of the activities of the Company, it shall become the Company's exclusive property for all purposes the Company (includes associated or subsidiary companies) and the Company shall be entitled to use, utilize and exploit such improvement and you shall assign all rights thereof to the Company for the purpose of seeking any patent rights or for any other purpose. The Company shall have the sole ownership rights of all the intellectual property rights that you may create during the tenure of association with the Company including but not limited to the creative concept that you may develop during your association with the Company.
30. Your age of retirement shall be 58 years. If there is any change in the date of birth recorded at the time of your appointment you shall submit documentary evidence in that respect and get the date corrected within 3 days from the date of receipt of this letter. No subsequent communication in this respect will be entertained.
31. If the abovementioned terms and conditions are acceptable to you, kindly sign each page of its duplicate provided herewith in token of acceptance of the terms and conditions thereof and return the same.
32. We look forward to a long and mutually beneficial association with our Company.
33. In the event of any dispute which cannot amicably settled, shall be subject to the jurisdiction of Courts in Pune (Maharashtra State) only.
34. We take this opportunity to **WELCOME** you to the MY CAR family with a hope that your association with us proves to be of Mutual Benefits.

Yours Sincerely,



Ajit Kumar Singh
HR Head
For Excel Vehicles (A Unit of My Car (Pune) Pvt. Ltd.)

I accept all the above mentioned terms and conditions of employment, as a token whereof I have signed hereunder.

Accepted and Received



L&T Financial Services



Sachin Arjun Kapare

Blood Group: **A+ve**

PS No: **50055721**

INSTRUCTIONS

- Identity Card must always be carried and displayed when on duty and produced on request.
- Loss of card must be immediately reported.

ISSUED BY:

L&T Financial Services
Brindavan, Plot no 177,
Vidyanagar Marg, CST Road,
Kalina, Santacruz (E),
Mumbai - 400098, India

T + 91 22 6212 5000/555



AUTHORIZED SIGNATORY

Handwritten text: P. C. Singh

13 October, 2022

Mr. Krushna Anjabapu Korhale
A/P- Kangaon,
Tal- Daund,
Dist-Pune,
Daund
Maharashtra - 412219

Dear Mr. Korhale,

Sub: Your appointment as "Home Loan Counsellor"

Pursuant to your application and subsequent interview, we are pleased to appoint you in **HDFC Sales Private Limited** as "Home Loan Counsellor" in Grade "G2" with effect from **13 October, 2022** (Refer Annexure II for terms and conditions).

In lieu of the services rendered by you in terms of this Agreement, your salary will be as discussed i.e. **Rs. 229,608.00 per annum**. (Refer Annexure I for Salary Break - up).

As a token of your acceptance of this offer you are requested to return the duly accepted and signed copies of the Appointment Letter along with Annexures.

Yours truly,

For HDFC Sales

Shilpi Singh

Authorized Signatory

HDFC Sales Pvt. Ltd.

A group company of HDFC LTD.

Wing A/4th Floor, HDFC HOUSE, H T Parekh Marg, 165, 166, BackBay Reclamation,
Churchgate, Mumbai - 400020 Tel: +91 22 61552400 Fax: +91 22 61552440
Email : response@hdfcsales.com Website : www.hdfcsales.com
CIN : U65920MH2004PTC144182

Annexure - I

Annual Compensation of : Mr. Krushna Anjabapu Korhale

Particulars	Rs. (per annum)
Earnings:-	
Basic	164,856.00
HRA	30,144.00
Communication Allowance	0.00
Medical Reimbursement	0.00
Site Allowance	0.00
Gross Salary	195,000.00
Deductions :-	
Provident Fund (12% of Basic)	19,788.00
Profession Tax	2,500.00
ESIC (0.75% of Gross)	1,464.00
Total Deductions	23,752.00
Net (Cash in Hand) Salary	171,248.00
Company Contribution:-	
Provident Fund (12% of Basic)	19,788.00
ESIC (3.25% of Gross)	6,336.00
Cost to Company	221,124.00
Gratuity	7,920.00
Medical Insurance Premium	444.00
Accident Insurance Premium	120.00
Other Reimbursement	0.00
Total Cost to Company	229,608.00

Please note that your Total cost to company also reflects provisions made on account of gratuity payable by us.

The salary shall be paid to you monthly, on the last working day of the calendar month, subject to statutory deductions.

Shilpi Singh

Ref No : 64422

August 09, 2022

Mr. Sagar Sanjay Kusekar

Address: -

Gavthan, Sonavane Vasti,
Andhalgaon, Pune,
Maharashtra - 412211

Mr. Sagar Sanjay Kusekar

Congratulations!!

In reference to your profile submitted and interviews conducted with us, InnoWise Global Technology Pvt. Ltd (the "Company") is pleased to extend you the offer of employment.

As Company desires to employ you **Mr. Sagar Sanjay Kusekar S/o Sanjay Jaywant Kusekar** is currently residing at **Address: - Gavthan, Sonavane Vasti, Andhalgaon, Pune, Maharashtra - 412211** hereinafter referred as "Employee" or "You" terms used interchangeably, and as you desire to be employed by the Company; the terms of employment will be as set forth below. You hereby confirm that you have no contractual commitments or other legal obligations that would prohibit you from entering into this letter agreement and performing your duties for the Company. This letter agreement shall become binding upon your countersignature to it. Now, therefore, in consideration of the mutual covenants and agreements set forth below, the terms and conditions of your employment mutually agreed by you and the Company are as follows:

- **Position.** Your position will be "**Software Engineer / Level E2**". This is not a job description, and it can be changed by the Company from time to time.
- **Reporting Responsibilities.** You will report to respective Manager(s) notified by Company from time to time.
- **Date of Joining.** Your first day of employment with the Company will be **August 09, 2022**.
- **Retirement:** - Your retirement age at InnoWise shall be 60 Years.
- **Work Timings.** Company offices are open 24*7 and you agree that you will observe the shift timings applicable to you and as communicated to you (from time to time) by your Manager/ Human Resources ("HR"). The Company expects you to work with a high standard of initiative and productivity. In addition, you may be required to work in shifts, including night shifts, depending upon the organizational needs.
- **Compensation.** Your salary details are provided in Annexure - A, payable to you per Company's payroll schedule. This compensation will be subject to applicable government tax withholdings, deductions, court orders, and adjustments pursuant to the Company's employee compensation policies in effect from time to time. You agree that your compensation is based on various factors, including but not limited to, work location, experience, qualifications, tenure, and several other factors; thus, it may result in variations from other employees. You agree that you will not discuss your salary with any other employee/client/supplier of the Company; any such discussion will be treated as a breach of confidentiality, and it can lead to disciplinary action including termination of employment. Increments and promotions are based on merit and performance of the employee and the Company and will be at the sole discretion of the Company as per Company policies and processes. Company reserve the rights for exercising the increments and decrement.

The company reserves the right to change any element of compensation as specified in Annexure

Signature Not Verified

Hrishikesh Prabhakar Sagale

Pune
09.08.2022 14:22

- **Work Location.** You will be initially posted at the Company's office in Pune. You agree and understand that the Company may at its sole discretion, assign and/or transfer you to any other

office of the Company, any affiliate company, client's or third party's office in India or overseas. You hereby consent to any and all such assignments and/or transfers including to third parties.

- **Assignments / Transfer / Deputation.** Though you have been engaged in a specific position at a specific location, the Company reserves the right to send you on training / deputation / secondment / transfer / assignments to any other locations, departments or units of the Company or its associate companies, subsidiaries, group companies or client locations, whether in India or abroad. In such case, the terms and conditions of service applicable to the new assignment will govern you. At all times you agree to adhere to the Company's workplace policies and procedures, if are posted at client's/affiliate's location you agree to adhere to client's/affiliate's workplace policies and procedure in addition to the applicable Company's policies.
- **Training / Certification:** In the event InnoWise pays or compensates you for any of your external training/certification fees, fully or partly including travel within or outside the country and is required for your professional growth, you hereby agree that you will continue employment with InnoWise for a period of one (1) year from the date of completion of such training/certification and associated travel. However, if you resign before the completion of such one (1) year duration, you agree to reimburse InnoWise within 30 days for such training and travel expenses on a pro-rata basis; for example: should you leave InnoWise two (2) months after training, you shall pay back Total Expense Incurred/12 X 10 i.e. Number of months left on completion of the year. InnoWise reserves the right to recover such due amount and legal collection expenses/cost from you. Nothing stated in this paragraph shall restrict the InnoWise's right to terminate the employment for any reason.
- **Relationship:** You are an employee of the Company, and are not, and shall not become the employee or agent of any client/affiliate at whose premises you may be deployed at any time during your services to the Company. The Company shall be solely responsible for the payment of all your compensation, benefits, and insurance as applicable and you shall not be entitled to claim any client/affiliate employee benefits. You acknowledge that you are not an employee of the client/affiliate for any purpose and shall not exercise any rights or seek any benefit accruing to the regular employees of the client/affiliate.

You will not enter into any contracts, commitments or dealings on behalf of the Company/affiliate/client for which you have no express written authority, nor will you alter or be a party to any alteration of any principle or policy of the Company or exceed the authority or discretion vested in you without the previous written sanctions of the Company. You shall, only at the request of the Company, enter into a direct agreement or undertaking with any client/affiliate to whom you may be assigned / seconded / deputed accepting restrictions which the client may reasonably require for the protection of its legitimate interests.

- **Leave and Holidays.** You will receive leave entitlement from the Date of Joining as per Company HR policies. You will receive paid, public, national, and festive holidays each year in accordance with the Company's / Client published holiday schedule.
- **Company Policies.** At all times during your employment with the Company, you will be required to comply with the rules, policies and procedures of the Company (as issued, applied and amended from time to time), including as provided in the Company's Employee Handbook and the Code of Conduct. You understand and agree that you must maintain the highest standard of professional conduct and integrity.
- **Employment Records.** You hereby consent to the Company retaining or disclosing to its affiliates and/or third parties all your employment records (including personal records) and information, as may be necessary for the Company. Notice sent to your address present in Company records shall be treated as duly served. You will keep the Company informed of any change to your residential address or civil status, failing which any notice sent to address in records shall be deemed suffice.

Signature Not Verified
Hrishikesh Prabhakar Sagale

Pune
09.08.2022 14:22

- **Work Product.** You agree and acknowledge that all discoveries, concepts, ideas, inventions, innovations, improvements, developments, methods, designs, analyses, drawings, reports, data, notes, codes, source codes, presentations, client deliverables (in any form), patent applications, copyrightable work and mask work (whether or not including any Confidential Information), and all registrations or applications related thereto, all other proprietary information and all similar or related information (whether or not patentable or copyrightable), which relates to the Company, any of its affiliates', and/or their clients' actual or anticipated business, research and development or existing or future products, systems or services and which are conceived, developed or made by you (whether alone or jointly with others) while being employed by the Company (herein after known as "Work Product") shall belong to the Company, its concerned client, its affiliate and/or its affiliate's concerned client, as the case may be. You shall promptly disclose such Work Product to the Company. You shall at Company's, its affiliates', or if applicable at Company's relevant clients', or its affiliates' relevant client's expense, perform all actions reasonably requested by Company (whether during or after the employment Period) to establish and confirm such intellectual property ownership in the Work Product including without limitation executing assignments, consents, powers of attorney and other instruments as required to perfect the rights of the Company, its affiliate, Company's relevant clients', or its affiliate's relevant clients', as the case may be. You acknowledge and agree that all Work Product shall be deemed to constitute "works made for hire" under relevant Intellectual Property laws. This paragraph shall survive termination of the employment regardless of who terminates the employment or the reasons thereof. You also agree to surrender your all and any existing rights (if any) in such Work Product in favour of the Company, its relevant affiliate, its relevant client, or its affiliates' relevant clients, as the case may be. In case rights in Work Product are not transferable then you hereby grant exclusive, royalty free, unlimited, global usage, distributions and modification rights in favour of the Company, its relevant affiliate, its relevant client, or its affiliates' relevant clients, as the case may be.
- **Confidentiality Obligation.** "Confidential Information" includes but not limited to any technical knowledge, technical know-how, financial information, plans, project information, client lists, client contacts, client data, trade secrets, software information, source code, technical structure, codes list, code library, sketch, notes, drawings, presentations, test codes, pricing policies and procedures, marketing data, product data, software source code, or compilation of information which relates to Company, its affiliates, and/or its clients businesses. You understand and agree that while working for the Company you will become known to and will be shared with Confidential Information (in any form, written, visual, or oral) and understand that the terms stated in this paragraph and this letter agreement are necessary for protection of the Company's, its affiliates', and/or its clients' business interests. You agree that you shall not disclose Confidential Information for the duration of this letter agreement and even after its termination, to any unauthorized person or party for whom you have not received authorization in writing from the Company. You agree that you shall use Confidential Information only for the purpose of providing services to the Company, its affiliates, and/or its clients in furtherance to employment under this letter agreement. Further, you also agree that you shall also protect any third-party confidential information that comes to your knowledge while providing services to the Company, its affiliates, and/or its client, and shall protect it as per the terms of this paragraph. You understand and agree that this Confidentiality obligation shall survive the termination of this employment. You also agree that you shall not share with any third party's confidential information with the Company, its affiliate, and/or its clients' which you are not authorized to do so.
- **Non-competition.** Competition is defined as accepting employment from or rendering professional services at cost or free of charge, directly or indirectly to any clients of the Company, any person or organization (whether domestic or foreign) that carries on or is likely to carry on business similar to the business of the Company and/ or directly or indirectly that has the potential to compete with the Company at the Company's clients or otherwise. You understand and agree that you will become known to Confidential Information as defined above while working for the Company, thus keeping in sight the disclosure of Confidential Information to you in and also the sufficiency of consideration paid to you as salary while being in employment, you agree **NOT** to compete for the duration of this employment and for a period of

Signature of Employee
Hrishikesh Prabhakar Sagale

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one (1) year thereafter, with the Company, its affiliates, and/or its clients, directly or indirectly on your account, or as an agent of any third party (individual/ firm/ company, etc.) In any businesses carried out or services provided by the Company, its affiliates or its clients. This paragraph does not restrict applicability of Confidentiality Obligation stated herein by any means.

- **Non-solicitation.** You agree that during the term of your employment and for a period of one (1) year following termination of your employment with the Company, you will NOT directly or indirectly, either as an individual on your own account, or as a partner, employee, consultant, advisor, agent, contractor, trustee, committee member, office bearer or shareholder (or in a similar capacity or function), (i) solicit or attempt to solicit any of the existing employees, or any person who was employed with the Company within six (6) months' prior to such solicitation, or any person or organization providing services to or through the Company, to terminate his/her contract or relationship with the Company or to accept any contract or arrangement for providing services to any other person or organization, and/or (ii) solicit, attempt to solicit, contact, or attempt to contact, any of the existing or prospective clients (i.e., The person with whom the Company is in advanced stages of exploring a professional relationship) for soliciting any work or even otherwise. You shall not accept employment at any client of Company with whom you have worked with during your employment with the Company for the duration of the employment and for a period of one (1) year after its termination.
- **No Disparagement or Misappropriation.** At no time (i.e., indefinitely) following this offer date, shall the [Employee] (i) make any statements, or take any other actions whatsoever, to disparage, defame, sully or compromise the goodwill, name, brand or reputation of the Company or any of its affiliates (collectively, the "Company Goodwill") or (ii) commit any other action that could likely injure, hinder or interfere with the Business, business relationships or Company Goodwill of the Company or its affiliates. The [Employee] hereby represents and warrants that, prior to the Effective Date, the [Employee] has not committed any of the foregoing actions described in this Section."
- **Non-interference.** You agree that any time during or after the termination of this employment, you shall not interfere with the Company, or its affiliates' relationship with their clients and shall not directly or indirectly, attempt or induce them to terminate or cease doing business with the Company and/or its affiliates. This paragraph shall survive the termination of this employment.
- **Conflict of Interest.** You will devote your whole time and attention to your duties and to promote the interests of the Company. You agree and undertake that during the duration of your employment with the Company, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, trustee, committee member, office bearer or shareholder (or in a similar capacity or function) engage in any other employment, consulting or other business activity that would create a conflict of interest with the Company. While you render services to the Company for the duration of your employment and for one (1) year after your separation, you also will not assist any person or entity in competing with the Company, in preparing to compete with the Company or in hiring any employees or consultants of the Company.
- **Termination / Resignation of Employment.**
 1. In case you desire to leave and / or resign from the service of the company, it is mandatory for you to give 90 days' notice period or monthly CTC payable in lieu of the unserved notice period. The company can terminate your services with or without cause, by giving one-month notice during the term of your employment thereafter by paying you prorated one-month Salary in lieu thereof as per the applicable notice period.
 2. In the event of your resignation, the Company in its discretion will have an option to accept the same and relieve you prior to the completion of the stipulated notice period upon payment of the monthly CTC by the employee for the un-served notice period.

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3. Your employment is terminated by the Company, except per clause "Termination Due to Breach/Misconduct", you will get relieved immediately without paying any compensation in lieu thereof.
 4. If you abstain yourself from duties by refusing to give the said notice or fail to attend work during the notice period, the management shall have the right to recover the un-served period of notice from any or all your legal dues including wages, leaves, if any, and such other dues payable by the company.
 5. Absence for a continuous period of eight days without prior approval of your superior (including overstay or leave / training), would be deemed to be abandonment of employment by you whereby you have relinquished your rights and claims on your employment and your services would automatically come to an end without any notice or intimation by Company. You will be required to pay 90 days monthly CTC for the un-served notice period due to Absenteeism.
 6. In case particulars mentioned in your application are found to be incorrect, false, and not authentic or without documentary proof, your services would be liable for termination at any time without any notice or any compensation in lieu thereof.
 7. You agree that no employee can be separated if they have any outstanding dues. The Separation Procedure involves the completion of "Full and Final Settlement Form" and obtaining "No Due Certificates". Further, you agree that if you tender your resignation and leave the Company within the first 12 months of employment, you would be liable to return the relocation expenses , joining Bonus and/or any Advance Annual / Bonus paid to you.
- **Termination Due to Breach/Misconduct.** Notwithstanding any other clause stated in this letter agreement, the Company reserves the right to summarily terminate your employment without notice or payment in lieu of notice, if you commit any serious or persistent breach or non-observance of the terms, conditions or stipulations contained in this letter agreement, and/or are responsible/part of any direct or indirect negligence or Misconduct about or affecting the business or affairs of the Company. "Misconduct" will include, without limitation: (i) fraudulent, dishonest, insubordinate or undisciplined conduct on your part, (ii) you being declared insolvent, (iii) you have been charged or convicted of any offence including but not limited to offences involving moral turpitude, sexual harassment at workplace, theft at workplace, etc., (iv) breach of any of the terms or conditions of this letter agreement, its appendices, amendments, annexures, Company policies (as amended from time to time), or any other policies / directions of the Company on your part, (v) your absence from the service without prior written approval from reporting manager or supervisor or HR (including overstay of leaves) for five (5) days successively or cumulatively in intervals; (vi) you going on or abetting a strike; (vii) breach of integrity, embezzlement, misappropriation, misuse or causing damage to the property of the Company by you; (viii) continued discharge of work functions by you which do not meet the standards reasonably expected by the Company from you; or (ix) misconduct by you as provided under labor laws or Company policies. Termination of your employment under this paragraph would be without prejudice to: (a) the Company's right to claim the actual and punitive damages it has suffered through the said breach; and (b) any other relief to which the Company may be entitled under contract, law or equity. Any act of Misconduct as stated herein, including but not limited to insubordination, negligence, fraud, forgery, sexual harassment, theft, misappropriation, embezzlement, unauthorized absence from work, strike, insolvency, breach of the terms of this letter agreement, etc., Under this paragraph would call for disciplinary action including immediate termination of employment, you understand and agree that in such case you will automatically forfeit all rights to any and all amounts due to you by Company with immediate effect.
 - **Dual Employment.** While in the employment of the Company, you are in no way allowed to be employed in any other Company on a temporary or regular basis or offer your services with or without pay to any person, legal entity or public authority or to be occupied in your own business

Signature _____
Hrishikesh Prabhakar Sagale

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- **Statement of Facts/Verification of Credentials.** You agree that your employment is provisional to satisfactory verification of information provided/declared by you (as per as per the application/ CV/resume/interview/during discussions) including but not limited to previous salary, qualifications, experience, references, proficiency on technical/professional skills, ability to handle any assignment /job independently in India or overseas, etc. You hereby agree to provide information and all necessary permissions to conduct background checks, performance checks, reference verifications, medical tests, and drug screening (if required) as and when requested during employment, even more than once. You understand and agree that this letter agreement is contingent on the truth and veracity of the statements and declarations made by you, which can be verified by background checks, reference checks, medical tests, drug screening results, and on job performance evaluations. If it is found at any point of time that any of your statements/declarations/particulars furnished to the Company are false or misleading, or your performance is not up to the mark or falls short of minimum standards set by the Company, you understand and agree that any such misstatements, false declarations, or lack of candor by you relating to but not limited to qualifications, experience or any other information as state herein, shall constitutes a breach of this letter Agreement, and will be considered as Misconduct as defined under the Paragraph "Termination Due to Breach/ Misconduct" stated above, and would call for disciplinary action including immediate termination of employment, you understand and agree that in such case you will automatically forfeit all rights to any and all amount due to you by Company with immediate effect.

Further, you are required to submit certain documents as listed in Annexure B. Failure to provide the documents within the time limit stated shall make this letter agreement Null and Void and this offer of employment shall be deemed revoked. You need to consult with Company HR to seek any extension and to inform Company HR in regard to any delay or reason thereof.

- **Separation Procedure.** You will be required to complete Full and Final Settlement Form and obtain No Due Certificates from all department heads to enable HR to complete the exit procedure. You shall return all the Company's equipment and data to the HR & IT department, which includes, files, laptops, notes, emails, passwords, any required accounts login details, correspondences, etc. In your possession. Upon the termination, resignation, or other reason for separation, you confirm and agree NOT to delete, modify or destroy any information, emails, attachments, or documents that are stored on the Company, its affiliates or clients' computer or server. Moreover, you agree not to modify, delete or destroy ANY emails, documents, attachments, or information that pertains in any way to Company, its affiliates', and/or its clients' business, and return the computer to Company HR and IT department so they may properly determine what is relevant (or not) and to prevent any damage to the computer including any Confidential Information or other software on the computer. Deleting any information may cause irreparable damage to the Company, its affiliates', and/or its clients' intellectual property or business interest. If any above stated information is deleted or destroyed without the involvement, consultation, and written approval of Company, Company reserves the right to claim actual and punitive damages from you, along with initiating any other legal criminal or civil proceedings against you.
- **Tax Deductions.** The Company is obligated to deduct Income Tax at source as per provision of the Income Tax Act / Rules. Accordingly, you are required to submit all required proof of permitted savings / investments and other details from time to time to enable the Company to comply with the provisions of law. In the event of noncompliance by you as aforesaid, if the Company is required to pay any interest or payment under the Income Tax Act, it shall deduct the amount as may be paid or payable from your salary or other payments and you shall allow the Company to comply with these requirements without objections.
- **Indemnification.** You shall personally hold harmless the Company, its affiliates, its clients, its successors, its officers, its directors, its other employees and independent contractors, from and against any and all liabilities arising from your intentional and/or negligent acts outside the scope of employment, and from any intentional and/or grossly negligent acts within the scope of employment, that results in liability or potential liability including but not limited to costs, expenses, interest, penalties and attorneys' fees, to the Company, its affiliates, its

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Hrishikesh Babbar, Sagar

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clients, its successors, its officers, its directors, its other employees and independent contractors.

- **Severability.** The declaration of any provision of this letter agreement to be illegal, invalid or unenforceable by a court of competent jurisdiction, shall not affect any other provision of this letter agreement, which shall remain in full force and effect.
- **Waiver.** Failure or delay to enforce any term(s) of the letter agreement by Company shall not result in automatic waiver of the said terms. No waiver shall have any effect unless it is specific, irrevocable and in writing signed by an authorized officer of the Company. No waiver by the Company of any breach or default by you shall operate as a waiver of any succeeding breach or other default or breach by you.
- **Changes to the Terms of Employment.** The Company reserves the right to make changes to any of your terms and conditions of employment. You will be notified of changes by way of a general notice and such changes take effect from the date of the notice. Further, the Company shall have exclusive rights to change its policies at its discretion from time to time, you shall be kept informed by way of general notice of such changes.
- **Entire Agreement.** This letter agreement along with its appendices, amendments, annexures, and Company policies (as amended from time to time) constitutes the complete agreement between you and the Company, it contain all of the terms of your employment with the Company, and supersede any prior agreements, understandings or representations (whether written, oral or implied) between you and the Company. You cannot amend or modify this letter agreement or its appendices, amendments, annexures, and Company policies. You cannot assign this letter agreement, or any or all of your rights or obligations hereunder.
- **Governing Law/Jurisdiction.** The terms of this letter agreement, the resolution of any disputes as to the meaning, effect, performance or validity of this letter agreement, disputes arising out of, related to, or in any way connected with this letter agreement, and/or your employment with the Company or any other relationship between you and the Company, will be governed by the Indian law. The parties submit to the exclusive jurisdiction of the courts of Pune and waive any objection to such proceedings on the grounds of venue or the proceedings have been brought in an inconvenient forum.
- **Headings.** The paragraph headings appearing herein are for convenience of reference only and shall not be considered a part of this letter agreement or in any way modify, amend or affect the meaning of any of the provisions.
- **Legal Counselling.** You hereby confirm that you have been given due opportunity to take any legal counsel required, before entering into this letter agreement. You confirm that you are entering into this employment on your free will, without any coercion and completely understand the terms and conditions of this employment.

We believe that you can make a valuable addition to our staff and invite you to accept employment with the Company on the terms set forth in this letter agreement. You can indicate your agreement with these terms and accept this appointment and employment by signing and dating both the enclosed duplicate original of this letter agreement.

If you have any questions about any provisions in this letter agreement, please contact us immediately. We look forward to working with you. Best Wishes!

For InnoWise Global Technology Pvt. Ltd

Signature Not Verified
Hr. Mr. Hrishikesh Prabhakar Sagle
Director - HR & Compliance.

Pune
09.08.2022 11:22

InnoWise Global Technology Pvt. Ltd.

928, Gera's Imperium Rise, Wipro Circle, Hinjawadi Phase 2, Pune Maharashtra 411057

ACKNOWLEDGEMENT AND AGREEMENT:

I certify by signing below that I have not made any additions or deletions from the original copy of the letter agreement sent to me by the Company. I have read and understood the foregoing terms and conditions of employment, and I hereby accept this offer of employment and affix signature to this letter agreement term. I will report to work as scheduled. I further understand that while my salary, benefits, job title, job duties and Company policies may change from time to time without a written modification of this letter agreement, such changes will not affect the validity of this letter agreement.

Signature: _____

Name: _____

Date: _____

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Hrishikesh Prabhakar Sagle

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ANNEXURE - A

Emp Name: - Mr. Sagar Sanjay Kusekar
Designation: - Software Engineer / E2

COMPENSATION AND BENEFITS PACKAGE (CTC Details)

S. No.	Salary Structure	Per Annum	Per Month
	CTC	₹ 8,50,000.00	
I	Fixed Components:		
	Basic Salary	₹ 1,80,000.00	₹ 15,000.00
	House Rent Allowance	₹ 72,000.00	₹ 6,000.00
II	Other Components:		
	Annual / Bonus.	₹ 85,000.00	
	Special Allowance	₹ 4,88,816.00	₹ 40,735.00
III	Gross Salary:	₹ 8,25,816.00	₹ 61,735.00
IV	Benefits & Statutory Components:		
	Employer Contribution to Provident Fund	₹ 21,600.00	₹ 1,800.00
	Medical & Accidental Insurance	₹ 2,584.00	
V	Deductions:		
	Employee Contribution to Provident Fund	₹ 21,600.00	₹ 1,800.00
	Professional Tax	₹ 2,500.00	₹ 200.00
VI	NET PRETAX SALARY (VII-V)	₹ 8,01,716.00	₹ 59,735.00
VII	Total CTC (III+IV)	₹ 8,50,000.00	

Note:

The above figure is gross compensation and is subject to the Statutory & Other Deductions - Provident Fund (Employers & Employees Contribution) / Gratuity / Professional Tax / Income Tax as applicable.

Medical & Accidental Insurance: - You will be covered under Group Mediclaim Hospitalization Insurance and Personal Accidental Insurance for which coverage details are as follows:

- Individual Group Health Insurance: Rs. 2 Lacs
- Individual Group Personal Accident Insurance: Rs. 10 Lacs.

Details of these Policies will be made available to you at the time of Joining.

**Premium will be revised based on Insurance company during the renewal of Policy. Insurance premiums may change during renewal and will be adjusted from the CTC.

*Annual Bonus / Bonus shall be paid after successful completion of 1 year of employment or from the date of increment with the subsequent month payroll, subject to the employee being on the roll of the company and not serving the notice period/PIP/Sabbatical on the date of disbursal of Bonus. The Bonus is linked to your individual performance, the performance of the department you are placed in and the overall performance of the organization.

For InnoWise Global Technology Pvt. Ltd

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Hrishi Chhabra HR & Compliance.

Pune
09.08.2022 11:22

InnoWise Global Technology Pvt. Ltd.

928, Gera's Imperium Rise, Wipro Circle, Hinjawadi Phase 2, Pune Maharashtra 411057

ANNEXURE B

Documents required: You are required to submit following documents within (3) days of receipt of the Offer Letter/Letter Agreement and this Annexure. Failure to submit the documents within time shall result in automatic revocation of the Offer Letter and it shall be deemed Null and Void.

1. Countersigned Offer Letter/Letter Agreement.
2. Resignation letter/email sent to your current employer.
3. Three months' Pay Slips and Six Month Bank Statement.
4. Two professional references a: Reporting Manager b: HR Manager
5. Two personal references.
6. Copy of your PAN Card
7. Valid Photo Id or Passport copy

Joining Documents: You are required to bring the below stated documents on first day of employment. Failure to submit the documents within time shall result in automatic revocation of the Offer Letter and it shall be deemed Null and Void.

- a. Copy of Relieving Letter from the previous employer
- b. Form 16 or IT Returns.
- c. Copies of all academic certificates
- d. Five passport size, colour photographs with white background.
- e. Previous Employer's Offer Letter and Increment Letters
- f. Bio: Your Work experience, Education details, Personal and family details.

EXTENSION: Kindly contact HR in case you need time extension. Please also provide reasons for the delay or reason for failure to provide the documents required.

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Hrishikesh Prabhakar Sagale

Pune
09.08.2022 11:22



**ADITYA BIRLA
CAPITAL**

PROTECTING INVESTING FINANCING ADVISING

13th April 2023

Rohan Kutwal
Sadalgaoon, Tal – Shirur
Dist - Pune, Pincode - 412211

Dear Rohan,

Subject: Offer cum Appointment Letter

Thank you for giving us the opportunity to meet with you and discuss possible employment with Aditya Birla Financial Shared Services Limited ("Company"). On basis of our discussion and understanding we are pleased to appoint you with the Company as **"Key Relationship Officer"**.

The terms and conditions of your appointment are as follows:

1. Your Fixed Pay will be Rs. 3,00,000/- (Three lakhs only) per annum. Further, you will be entitled to Benefits as applicable in your grade. The components of your Fixed Pay and details of Benefits are provided in Annexure 'A' and will be governed by Company policies as amended from time to time.
2. In addition to your Fixed Pay above, you will be covered under the Loan Disbursement Processing Incentive Scheme. The payout will be based on your performance and dependent on the parameters that are defined under the Incentive Plan from time to time.
3. You will be governed as per Company's Career Progression Plan, as applicable in your grade and will be communicated to you on your joining. A copy of the same is also available on Company's intranet for perusal and understanding.
4. You will be required to provide the Company all documents and information as set forth under Annexure 'B'.
5. Your date of joining with the Company will be on or before **11-May-23**.
6. Your initial place of work will be **Pune**. The Company is a part of the Aditya Birla Group and the companies in the Aditya Birla Group are affiliates of the Company. The Company will have the right to transfer/second you, as the case may be, to any function or business group, any other location within India or overseas, or to its affiliate and subsidiary organizations, at any time in the future. While on transfer, you will be governed by the rules, regulations and service conditions of that business and location.
7. On joining, your services will deem to be under probationary review. Your services will be confirmed on successful completion of New Hire Goal sheet, as applicable in your grade and will be communicated to you on your joining. Unless your services are confirmed in writing by the Company, you will continue to be on probation.

Aditya Birla Financial Shared Services Ltd.

G: Corp Tech Park, 5th Floor, Kasarvadavali, Ghodbunder Road,
Thane (W) - 400 601 | +91 22 3996 3800
www.adityabirlacapital.com

Registered Office:

One Indiabulls Centre, Tower 1, 18th Floor,
Jupiter Mill Compound, 841, Senapati Bapat Marg,
Elphinstone Road, Mumbai - 400 013
+91 22 4356 7000
CIN: U65999MH2008PLC183695



**ADITYA BIRLA
CAPITAL**

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8. Your services may be terminated by either party, giving notice in writing for Fifteen (15) days (during probation period) and Thirty (30) days (post confirmation) or payment of notice pay for the balance period in lieu thereof. The Company reserves the right not to accept notice pay in lieu of notice and enforce completion of full or partial notice period. For the purpose of calculation, notice pay would refer to "Basic Salary" only.
9. The Company reserves the right to terminate your employment immediately without notice, at any time, in case:
 - You are found guilty of misconduct, dishonesty or you fail to observe the Company's Code of Conduct, business, disciplinary and ethical code guidelines and policies.
 - You are absent from the services for a period of Three (3) days (including overstay of sanctioned leave/training) without prior intimation and approval. You will then be deemed to have abandoned employment voluntarily and the provisions of clause 8 above will apply in respect of the notice payable by you.
10. You will retire from the services of the Company on attaining the superannuation age of Sixty (60) years. Your date of birth as recorded at the time of your appointment with the Company will be considered as the authenticated date for all relevant purposes throughout your employment.
11. You will be entitled to leave and other paid holidays as per Company policy subject to prior approval by your supervisor(s). Accumulation / carry-forward of leave will be governed as per the existing Company policy on the subject.
12. Whilst employed by the Company:
 - You will work exclusively for, and in the interest of the Company. You will not engage yourself in any other business/profession (part-time or otherwise) without written permission from the Company.
 - You will be required to effectively carry out all duties and responsibilities assigned to you by your supervisors and others authorized by the Company to assign such duties and responsibilities.
 - You will maintain the highest standards of conduct and act with the highest ethical principles. You must not do anything that may be a conflict of interest with your responsibilities as an employee. You will be governed under the Company's Code of Conduct. It is your responsibility to read and understand it. If you have any questions, please contact your supervisor or Human Resources representative.
 - You may have access to or acquire client information and other business information from the Company or from its employees, clients or customers that is unique and which cannot be lawfully duplicated or easily acquired. You understand and agree that you have a continuing obligation not to use, publish or otherwise disclose either during or after your employment with the Company, any trade secrets, confidential or proprietary information belonging to, or concerning or referring to the Company, or any client or customer of the Company. You acknowledge that should you breach this provision, the Company will suffer immediate and irreparable harm and that money damages will be inadequate relief. Therefore, you agree that should you breach this provision; the Company will be entitled to injunctive relief to enforce this paragraph.

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- You confirm that there is no litigation /conviction against you before any Court of law which involves criminal offence or offences involving moral turpitude.
 - You confirm that you have fully disclosed all your business interests, whether or not they are similar to or in conflict with the business(es) or activities of the Company, and all circumstances in respect of which there is, or there might be perceived, a conflict of interest between the Company and you or any immediate relatives. Also, you agree to disclose fully and immediately to the Company any such interests or circumstances which may arise during your employment.
13. During the period of your employment with the Company and Six (6) months thereafter, you agree:
- Not to directly or indirectly induce or solicit any person employed or engaged by the Company or its affiliate companies (whether as an employee, consultant, advisor or in any other manner) to terminate their contractual relationship with the Company; and become an employee of, or directly or indirectly offer services in any form or manner to any other company, person or entity.
 - To keep the Company indemnified in respect of any loss that may be caused to it as a result of breach of this covenant by you.
 - To refrain from directly or indirectly soliciting any customer to remove its business from or reduce its business with the Company or its affiliates.
14. In the event of separation from the services of the Company, you will immediately return all the Company property in your possession to the Company. You will be relieved from services only after a satisfactory handover of responsibilities, settlement of outstanding dues, service of notice period, and clearance from your immediate supervisor.
15. All terms and conditions will be governed by the Company's policies as stated from time to time and the Company may, in its sole discretion as it deems fit, revoke or change such policies.
16. The terms of this appointment will be governed by and construed in accordance with the laws of India, and the courts in Mumbai will have jurisdiction in relation to any dispute or difference that may arise under the terms of this employment.
17. The terms of this offer must be kept strictly confidential. You agree not to disclose it to any person and entity except as required by law or legal process and except for disclosure to your attorneys, accountants, and immediate family.
18. This appointment is contingent upon all information, facts and figures provided by you to the Company's representatives at any point in time, being accurate and true. The Company will, at its discretion, conduct background and reference checks as per Company policy. In the event the results of such background and/or reference checks are unsatisfactory on any account, the Company may, in its sole discretion, revoke this offer at any time.

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+91 22 4356 7000
CIN: U65999MH2008PLC183695



**ADITYA BIRLA
CAPITAL**

PROTECTING INVESTING FINANCING ADVISING

Kindly sign and return a copy of this letter. Please initial each page in acceptance of the terms and conditions set out herein latest by 10 days of the issuance of the letter else this appointment letter stands automatically withdrawn.

We wish you an enjoyable and rewarding association with Aditya Birla Financial Shared Services Ltd.

Sincerely,

(Authorised Signatory)

Anunay Shrivastava
Senior Vice President - Human Resource

Agreed and Accepted
Rohan Kutwal

Aditya Birla Financial Shared Services Ltd.
G: Corp Tech Park, 5th Floor, Kasarvadavali, Ghodbunder Road,
Thane (W) - 400 601 | +91 22 3996 3800
www.adityabirlacapital.com

Registered Office:
One Indiabulls Centre, Tower 1, 18th Floor,
Jupiter Mill Compound, 841, Senapati Bapat Marg,
Elphinstone Road, Mumbai - 400 013
+91 22 4356 7000
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Annexure 'A'

Fixed Remuneration	Per Annum	Per Month
Basic	80,000	6,667
Housing Rent Allowance	40,000	3,333
Education Allowance	2,400	200
Advance Against Statutory Bonus	16,800	1,400
Provident Fund (Employer's Contribution)	21,600	1,800
Gratuity	3,848	321
Special Allowance	35,352	2,946
Progression Allowance	100,000	8,333
Total	300,000	25,000

The payment of Salary and Benefits will be subject to deduction of Income Tax as per the prevailing Income Tax rates and other statutory deductions, as may be required in accordance with applicable legislation in force from time to time.

- All figures mentioned are annualized value and prorated according based on your date of joining.
- Advance against Statutory Bonus is paid monthly in lieu of Statutory Bonus as per the provisions
- Gratuity is payable as per the provision of applicable Gratuity Act.
- Company reserves the right to amend the Compensation structure as it may deem fit
- Medical Reimbursement will be paid as a reimbursement on submission of original medical bills through the HRMS Portal

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Annexure 'B'

Please submit photocopies of the following documents, as applicable, at the time of joining. Please also bring the original copies of your certificates and testimonials for verification.

- Copy of Latest Resume
- Copy of Permanent Account No. (PAN)/Copy of PAN application (in case PAN is not available)
- SSC / HSC certificates with Mark-Sheets
- Graduation / post-graduation Degree / Diploma with Mark-Sheets
- Professional Degree / Diploma with mark-sheets
- Proof of Age (Ration Card/ Driving License/ Passport/ Voter's Id/ College ID card/ Bank Pass Book)
- Resignation acceptance letter need to be submitted, if you require time to produce the relieving letter
Note: Relieving Letter is a must and needs to be submitted within 30 days from your date of joining failing which your appointment will stand cancelled.
- Affidavit for Gap in employment (in case the gap is greater than or equal to 6 months)
- Proof of your last drawn Salary with details (Last 3 months' salary slip/ Salary Annexure from previous employer/ Bank Statement as a proof of salary credit/ Affidavit for Salary Declaration)
- Four passport Size Coloured photographs
- Three professional references (with complete address and telephone number)

On joining you will also be required to furnish the following:

- PF Nomination Form
- Family dependent details
- Any other relevant information that may be required

Please Note that Submission of all the above-mentioned documents and completion of all the forms given in your joining kit are mandatory. Any non-compliance may result in your joining kit being declared as incomplete, for which you would be solely responsible, and thus consequently delay/impact:

- the generation of Employee Code and Salary pay-out
- Your coverage under Mediclaim, Group Protection Cover, etc.
- Settlement of claims etc., were they to come up

Your present and permanent addresses, as mentioned in your application form, are recorded in Company's record. You are required to inform the Company about any change in your address and telephone numbers.

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CIN: U65999MH2008PLC183695

SSN037794



Vicky Lokhande

Emergency no: +91 - 9923799281

Center: Pune_sudhwadi_GW

Date of Joining: 10-Mar-22

Blood Group: O+

DELHIVERY

www.delhivery.com

HRD/1003181719/22-23

August 30, 2022

Ms. Urmila Prashant Mane
200 manglwar peth
PUNE
Maharashtra
India

Ph: +91-7666251072

Dear Urmila Mane,

This is with regard to our Offer of Employment to you dated August 26, 2022 (Ref. No. HRD/1003181719/22-23).

Please note that, your date of joining has been revised to September 1, 2022. All the other terms and conditions mentioned in your offer letter remain unchanged. However, all the benefits are as per Company's policies, which are subject to change from time to time.

You are required to carry this letter with you at the time of joining the Company.

As acceptance to the revision in the date of joining, please sign and return a copy of this letter to HRD at the time of your joining.

I wish you a successful career at Infosys BPM.

Yours sincerely,



Dependra Mathur
Senior Vice President - Head Human Resource Development BPM
Infosys BPM Ltd.

I have read, understood and agree to the terms and conditions as set forth in this letter.

Date: _____, 20____

Sign your name

Print your name

Location

INFOSYS BPM LIMITED
(Formerly Known as Infosys BPO Limited)
CIN: U72200KA2002PLC030310
Plot Nos. 26/3, 26/4 and 26/6, Electronics City Hos
Road Bengaluru - 560 100, India
T 91 80 2852 2405
F 91 80 2852 2411

www.infosysbpm.com

Technical support process executive

PRIVATE AND CONFIDENTIAL

Date: 17-Oct-2022

Pritam Pratap Nandkhile

Jaywant Public school, Zambre Nagar,

Uruli Devachi, Satav Nagar, Hadapsar, Pune 411088

PUNE

EMPLOYMENT AGREEMENT

Dear **Pritam**,

Further to the recent meetings and discussions you had with us, we are now pleased to offer you an appointment with **EXL Service.com (India) Private Limited** to the position of **Executive** at Band **A2**, on the terms and conditions set out herein after:

1. EMPLOYMENT

1.1 Your effective date of joining shall be no later than : **18-Oct-2022**

1.2 Notwithstanding the afore-said or anything to the contrary contained in this employment agreement or in the Letter of Intent ("LOI") and/ or notwithstanding your acceptance of the LOI or the employment offer, the Company, for any business or operational reasons whatsoever including without limitation any reason which is beyond the Company's control, or due to any unforeseen or unavoidable business circumstances, reserves the right to defer your date of joining to a later date to suit the business requirements. The Company will use reasonable endeavour to inform you at the earliest. (Applicable for Band A only)

1.3 Your employment with the Company is subject to:

(i) The accuracy and authenticity of the testimonials, documents and information provided by you to the Company. The Company will get authenticity of aforesaid, and of the personal and employment details, provided by you to the Company, validated, either internally or through any external agency engaged by the Company, and by accepting this offer, you hereby agree that you have no objection, and you unconditionally consent, to the same and grant Company the authority and power to do so including to get background verification / checks conducted without any further reference or notice to you and to share the report/s including of any such background verification / checks with any of Company's advisors, attorneys or consultants or to produce, submit or file any such report/s before any court, tribunal, commission, enquiry officer, arbitrator/s, quasi-judicial authorities or government, statutory, labour and/or regulatory authorities or in response

to any legal order, summon or notice or refer it and/or its details or contents in any show cause notice, charge sheet or legal / demand notice without any reference or notice to you and/or without your further or additional consent.

(ii) Your being free from any contractual or legal restrictions preventing you from accepting this offer or starting work on the above-mentioned date;

(iii) On our receiving two satisfactory references; and

(iv) Your fully and truly disclosing on your own behalf and, if married, on your spouse's behalf, full details of any external directorships held and any personal business interests including partnerships, proprietorships, shareholdings and trusteeships; involvement in any other business ventures, profession, vocation, occupation, etc. involving limited or unlimited liability; personal liabilities in connection with above-said activities; and involvement in other positions external to the Company and acceptance by the Company of those external directorships, interests and/or positions on such terms & conditions as Company may prescribe in its sole discretion. In case Company do not accept or provide consent to any such directorships, interests and/or positions, you hereby agree to withdraw from any such directorships, interests and/or positions immediately and without any demur or protest.

(v) If you breach, fail to fulfill or comply with any of the aforesaid conditions, this offer shall stand revoked automatically without any further reference or notice to you (whether you have accepted it or not) and, if you have already commenced employment with the Company, such employment will automatically terminate without giving you any claim for compensation or damages, but without prejudice to the Company's rights and / or remedies against you.

1.4 Probation:

(i) You will be on probation* for a period of **180 Days** from the date of joining which can be extended by the company at its sole discretion in case your performance does not meet requisite standards or for any other reason as deemed fit or proper by the company. At the end of the probation period your services with the company would be deemed confirmed unless specifically extended by the company in writing, within the said period of **180 Days**

*No probation period for Band D and above

(ii) During the period of probation including during the extended period of probation, *if any*, your services are liable to be terminated by either party at any time without cause with **14 days** written notice or paying to the other party, in advance or simultaneously with letter, salary in lieu of such notice or salary for such period by which the notice period falls short of. However, if the exigencies of work, business or client commitments so requires; or if you are handling any sensitive, critical, confidential or time bound assignment / project / work; or if you want to leave in the middle of work, without serving your full notice period, wherein your presence, involvement or participation is required or is deemed necessary by the Management; or if any work is pending at your end; or if Management does not find suitable replacement or substitute in your place; or if satisfactory, full and proper hand-over and/or knowledge transfer is not given by you to the satisfaction of the Management; or if your not serving full notice period may have adverse impact on the business, client or work commitments or on your team, the Company may decline to relieve you earlier than the expiry of the entire period of notice. Your exit formalities will be initiated, and your relieving and experience letters will be issued subject, inter alia, to your fulfilling the aforesaid requirements. For removal of all doubts, it is hereby clarified that the term salary for the purposes of notice or notice period shall mean gross salary, which shall include basic salary, all the allowances, benefits and perquisites as per Appendix 1.

(iii) In case, during your notice period, you abruptly stop reporting to duties or if you abscond from duties or absent unauthorizedly or absent without authorization without prior information to, and prior permission from, the Management, the Management shall mark you as 'absenting unauthorizedly' / 'unscheduled off' and you shall not be entitled to any salary / wages for aforesaid period. In aforesaid situation, Company shall not be under any obligation to issue your relieving and experience letters. The term 'unscheduled off' shall mean 'absenting unauthorizedly' or 'unauthorized absence'.

(iv) Further, on your giving the notice of resignation, the Company may at its sole discretion relieve you from such date, as it may deem fit, even before the expiry of notice period, by paying salary in lieu of notice period, based on the business needs of the Company which may include without limitation client requirements or any security reasons or any productivity issues or your presence on Company premises including without limitation on the production / operation floor bringing in any negative impact on the working environment. The Company may take appropriate decision on such or similar situation. Alternatively, Company may instruct you to proceed on garden leaves with salary during the period of your notice.

(v) Company shall recognize and accept the resignation tendered via official Company email (for removal of all doubts, it is hereby clarified that you are not, and shall not be, entitled / authorized / permitted to use client email for sending your resignation) or hard-copy resignation only. Therefore, any resignation submitted or informed via personal email, verbally, via sms, via telephone, via social media, or any other mode whatsoever shall not be recognized or taken notice of by the Company and same shall thus be not binding upon the Company.

(vi) Waiver of notice period is at the sole discretion of the Company. If Company exercises such discretion then notice period shall be waived of by the Company in writing only therefore any verbal assurance given by, or discussion with, supervisor, manager, Human Resources team, etc. would not be binding upon the Company or its management.

(vii) You having received at least one (1) dose of a COVID-19 vaccine, which has received at least emergency use authorization from the Government of India.

2. Place of posting

2.1 Your initial place of posting shall be at **Pune**. However, your services are transferable to any other another place either in existence now or which would come into existence henceforth. You may be transferred within India or outside India to serve the Company or any of Company affiliates. You may be transferred to any of Company's or its affiliates existing offices or locations anywhere or to any of the future offices or locations which may come into existence or may get acquired henceforth / any-time in future. It is a condition to your employment that you comply with any such requirements of the Company. The transfer will not deem to constitute a change in your conditions of service. The Company will not be responsible for any of your acts leading to any action against you as per the law of the country or state you have been deputed or transferred to.

2.2 You may however also be required to work at any other place that the Company may deem fit and as may be required from time to time. You may also be seconded, deputed or transferred to any other company associated to the Company or to Company's clients' or clients' customers offices whether in India or abroad.

2.3 Your place of work shall change in case of any relocation of the Company's offices, for which you shall not be entitled to any additional compensation.

2.4 Actual work timings and shifts may vary from time to time based on business and client / client's customer service requirements. The Company reserves the right to change the working hours at any time and employee will be advised of

the changes in advance. An employee is expected to work in any shift including in night shift as may be assigned to him/her by the Management.

3. Performance of duties

3.1 You shall be assigned with all the duties and responsibilities of the **Executive** at Band **A2** and such other duties on behalf of the Company, as may be reasonably assigned from time to time by the Company's management.

3.2 You shall, at all times, be required to carry out the duties and responsibilities assigned to you by the Company, faithfully and diligently and in compliance with the established policies and procedures, endeavoring to the best of your ability to protect and promote the interests of the Company.

3.3 You have represented, stated, affirmed, declared and/or accepted, and/or you hereby represent, state, affirm, declare and/or accept that you presently are not in any kind or form of dual employment whatsoever and/or there is no impediment whatsoever including without limitation legal or contractual that prevents, stops, debar or disentitle you from accepting this offer or joining the Company's employment, and you hereby unconditionally agree, promise, guarantee and/or consent that you shall, without demur, fully indemnify the Company and its management, directors, managing director, principal officer, officers, employees, representatives, advisors, assigns and successors (here-in-after collectively and/or severally referred to as the "Indemnified") and you shall, perpetually and irrevocably, keep the Indemnified fully defended, saved, harmless and indemnified from or against any or every losses, liabilities, damages, claims, demands, settlements, charges, fees, amounts, expenses and/or costs (here-in-after collectively and/or severally referred to as the "Losses") including without limitation as may be suffered, sustained, incurred or paid by, or alleged, levied or adjudicated against, or demanded or claimed from, the Indemnified. Without prejudice to afore-said, this offer is made on the clear understanding that your employment is on whole-time basis and that you shall not undertake, do, involve or engage in and/or accept any other part-time or full-time work, job, employment or any independent assignments, without the prior authorized, unambiguous and specific written consent of the Company. You shall not, during the term of your employment engage directly or indirectly, whether part-time or full time, whether for profit / commercial interest or otherwise, in any other employment, business, occupation, profession, vocation or activity, whether as a principal, agent, servant, employee or otherwise, which whether or not be detrimental, whether directly or indirectly, to the Company's interests. Any engagement by you as aforesaid shall be construed as dual employment and you shall be liable to face strict disciplinary action for the same, which may go up to termination of your employment without any compensation or damages to you. Further, Company, without prejudice to its rights and/or remedies, reserves the right to seek injunctive relief against you and you hereby unconditionally agree, promise, guarantee and/or consent that you shall, without demur, fully indemnify the Indemnified and you shall, perpetually and irrevocably, keep the Indemnified fully defended, saved, harmless and indemnified from or against any or every Losses including without limitation as may be suffered, sustained, incurred or paid by, or alleged, levied or adjudicated against, or demanded or claimed from, the Indemnified. Notwithstanding anything contrary contained here-in and/or without prejudice to afore-said, the Company reserves the right to claim from you the Losses or any deficit including by way of deductions from your salary, emoluments or remuneration including full & final settlement and/or as per the process of law and you hereby unconditionally authorize the Company to do so without any or further notice or reference to you.

3.4 You shall use the office of the Company only for rendering such services for which you have been appointed.

3.5 You are expected to attend office, except when traveling on business, during the working hours/shifts as may be decided by the Company. The Company practices a 48-hour work/week for all staff and management employees. You may be called upon to work in any of the shifts depending on the business and customer service requirements. Actual work

timings and shifts may vary from time to time based on business and customer service requirements. By accepting this offer, you hereby agree to work in any shift including in night shift as may be assigned to you by the management. In case you, for the reasons attributable to you, work for less than 8 / 9 hours a day (*as the case may be depending upon your location of work*), it would be treated as absence from duty and your wages / salary shall be deducted accordingly.

3.6 You shall first apply for leave and get it sanctioned from your supervisor before proceeding on leave. Any leave taken by you otherwise shall not be taken cognizance of and your supervisor shall be entitled to mark you as 'absenting unauthorizedly'/'on unscheduled off'. Any sick leave of over three days' has to be supported with medical certificate, fitness certificate and other medical documents including prescriptions, medicine bills, reports and records to support your sickness and treatment. Any emergency leave shall be informed by you personally to your supervisor over a phone (not via sms) at least six hours before your shift time otherwise you would be marked as 'unauthorized absence /or unscheduled off'.

3.7 The employees shall be entitled to their monthly emoluments only if they give the normal production/output and perform work according to their scheduled working hours. In case, therefore, the employees resort to go-slow and/or intermittent stoppage of work, or slow-down or work-to-rule, or absent from duty, which shall include employee's absence from the place or places where, by the terms of his/her employment or Company's instructions, he or she is required to work (the employee shall be deemed to be absent from the place where he/she is required to work if, although present in such place, he/she refuses, defaults, omits or neglects to carry out his/her work), or the like, such employees shall be entitled to receive wages/salary only in proportion to the production/output given by them / hours during which they have actually performed normal work. This is without prejudice to the right of the management to effect penal deduction of wages/salary under applicable law or this Employee Handbook.

3.8 You shall use client provided / allotted e-mail for rendering services to client only or strictly for client related official work only. Such e-mail shall not be used by you for any other purpose including without limitation for applying for leave, for tendering your resignation, for raising any grievance, etc. Further, you shall not communicate with the client or with client customers' directly via any mode or medium whatsoever unless prior written specific authority is provided to you by the Management.

4. Background Verification

The Company will get employee's background verified either internally or through any external agency engaged by the Company. By accepting the employment offer, employee agrees that he/she has no objection, , to any such background verification and grants the Company the authority and power to do so including to get background verification / checks conducted without any further reference or notice to employee and to share the report/s including of any such background verification / checks with any of Company's advisors, attorneys or consultants or to produce, submit or file any such report/s before any court, tribunal, commission, enquiry officer, arbitrator/s, quasi-judicial authorities or government, statutory, labour and/or regulatory authorities or in response to any legal order, summon or notice or refer it and/or its details or contents in any show cause notice, charge sheet or legal / demand notice without any reference or notice to employee and/or without further or additional consent from an employee.

5. External Interests

Every employee shall fully and truly disclose on his/her own behalf and, if married, on his/her spouse's behalf, full details of any external directorships held and any personal business interests including partnerships, proprietorships, shareholdings and trusteeships; involvement in any other business ventures, profession, vocation, occupation, etc. involving limited or unlimited liability; personal liabilities in connection with above-said activities; and involvement in other positions external to

the Company and acceptance by the Company of those external directorships, interests and/or positions on such terms & conditions as Company may prescribe in its sole discretion. In case Company do not accept or provide consent to any such directorships, interests and/or positions, employee shall withdraw from any such directorships, interests and/or positions immediately and without any demur or protest.

6. Compensation

6.1 As compensation for services to be rendered, you shall be paid a Basic Salary of Rs. **1,80,000.00** per annum. The salary shall be payable on monthly basis in arrears on or about the last working day of each calendar month but before expiry of the 7th day of the succeeding calendar month. Other allowances and benefits payable shall be as detailed in Appendix 1 hereto.

6.2 The payment of all compensation shall be made in accordance with the relevant policies of the Company in effect from time to time, including normal payroll practices, and shall be subject to income tax deductions at source, as applicable. All requirements under Indian tax laws, including tax compliance and filing of tax returns, assessment etc. of your personal income, shall be fulfilled by you.

6.3 The compensation paid to you has taken into consideration the status and responsibilities of the appointment and as such, you will not be entitled to any other payment by way of any other allowances.

6.4 By accepting this offer you authorize the Company to deduct from your remuneration including on termination of employment (including from salary, salary in lieu of notice, holiday pay, allowances, discretionary bonus (*if any*), etc.) all debts owed by you to the Company or any of its group or affiliate companies or any fine or recovery imposed by the Company including pursuant to the Company's disciplinary procedure or to deduct any amount for absence from duty or for notice period not served by you or for damage to or loss of goods or Company assets or for recovery of advances or loans, etc.

6.5 As per the current policy of the company, you will be eligible for a target performance bonus above your Fixed CTC, consistent with the targets and other criteria of the Company's corporate bonus policy. The bonus is payable only if you are employed by the Company on the date of the bonus payment and have not given notice of resignation prior to the said payout date. This policy is subject to change at the discretion of Management. Taxes as applicable shall be deducted. (*Not Applicable for employee who are on another incentive plan)

Bonus payments are subject to approval of the Company's board of directors (the "Board") and bonuses generally are reviewed, approved and paid during the March/April timeframe of each year as determined by the Board in its sole discretion

7. Confidentiality

7.1 The term "Confidential Information" shall include all information, whether written or oral, that is not known by, or not generally available to, the public at large and that concerns the business, activities, employee relations, financial affairs, trade secrets, technology of the Company or otherwise relates to the Company or to Company employees, in any manner whatsoever, its customers, their clients, suppliers and other businesses or entities, with whom the Company does business, which may come to your knowledge or possession during the tenure of your employment with the Company. You shall hold such Confidential Information in trust and confidence and not disclose or divulge such Confidential Information to any other person or entity or use any such Confidential Information for your own benefit or the benefit of any other party, unless so

authorized by the Company or required to be so disclosed or divulged in the course of the proper execution of your duties. You agree to sign the 'Confidentiality and Non Compete Agreement' in the form annexed to this letter.

7.2 You undertake not to make copies or duplicates of any Confidential Information or other sensitive property or materials of the Company, including but not limited to keys, access cards, diskettes, programs, photographs or such other proprietary information relating to the Company's business.

7.3 You shall keep strictly confidential, details of your salary and employment benefits within and outside the Company.

7.4 You agree and confirm that the terms and conditions of this Clause 5 shall survive the termination or discontinuation of your services with the Company.

8. Intellectual property rights

You shall be required to disclose promptly, completely and in writing to the Company any discovery, invention, methodology or improvements made thereto, process, software applications or products, conceived, developed or discovered by you, either individually or jointly with others, during your employment ("Inventions") and such Inventions whether or not patent applications are filed thereon shall at all time belong absolutely to and be the sole and absolute property of the Company. You agree to treat such Inventions as Company proprietary and confidential and to use such Inventions solely for the benefit of the Company. You agree to assign to the Company any and all rights, title and interest, including, but not limited to, copyrights, trade secrets and proprietary rights to the Inventions, information, materials, products and deliverables developed during the performance of services to the Company. You agree that all the work performed by you and all Inventions, information, materials, products and deliverables developed by you while in the employment of the Company shall be the exclusive property of the Company and all title and interest therein shall vest in the Company. All such Inventions, information, materials, products and deliverables shall be deemed to be "works made for hire" under the United States Copyright Laws or applicable Indian laws (or any other applicable law). If and when required by the Company, you shall at the Company's expense take out or apply for letters patent, licenses or other rights, privileges or protection, as may be directed by the Company in respect of such Inventions, so that the benefit thereof accrues to the Company. You shall execute and do all instruments, acts, deeds and other things, which may be required by the Company for assigning, licensing any Inventions made during the employment, which shall vest with the Company including the name and all benefits arising in respect thereof.

Pursuant to its exclusive proprietary rights, the Company shall have the sole and exclusive right inter alia to use, modify or adapt the Inventions, information, materials, products or deliverables developed by you during the performance of your services as an employee of the Company.

9. Disciplinary action procedure

Any breach of the Company's Code of Conduct, policies, etc., or any act of omission or commission constituting misconduct, or failure to attain or maintain a satisfactory work standard, by any employee will be regarded as a disciplinary or capability matter. The procedure for such misconducts, matters or offences including major misconduct shall be as set out under the Code of Conduct and/or Progressive Disciplinary Policy. If you are accused of misconduct, you shall be liable to be suspended from service pending or in contemplation of enquiry. During suspension, you shall be entitled only to a subsistence allowance at the rate described in the attached Appendix - 2, forming an integral part & parcel of this employment agreement. The rate of subsistence allowance, as described in Appendix - 2, is as per the prevailing statutory regulations and is subject to change in terms of any statutory amendment thereto. Accordingly, the rate of subsistence

allowance as per prevailing regulations, applicable from time to time, shall apply. If you are found guilty of any charge of misconduct, you shall be deemed to be absent during the suspension period and not be entitled to any compensation, remuneration or other amount except the subsistence allowance paid / payable. In the enquiry, you may bring only a co-employee (who is not accused of similar charges) to represent or assist you. In no case would you be entitled to bring any outsider who is not employed with the Company, to represent or assist you at such enquiry.

10. Code of Conduct

You shall abide and be bound by the Company's Code of Conduct, and the Code of Conduct will form a part of this employment agreement. The Code of Conduct may be changed at any time at the discretion of the Company and the changed Code of Conduct shall thereupon bind you. You will also carry out and abide by any instruction, policy issued by the Company from time to time.

11. Lay off, termination of employment and retirement

11.1 The Company may, in the event of shortage of orders, finance, stores, power, etc., or, breakdown of machinery, equipment, communication or network systems, etc., or any serious technical issues, or any restrictions or the like placed by the Government or any statutory authority or the like, or seasonal variations or adverse climatic conditions or the like, or fire, catastrophe, civil commotion, epidemics, natural calamity, disaster, strike or slowing down of work on the part of employees, or any other sufficient cause of any nature whatsoever, temporarily stop work in any department / unit of the establishment or part thereof and lay-off any employee or employees concerned (including you), continuously or intermittently, for such period(s) as deemed necessary by the Management Company.

During any period or periods of lay-off, you shall not be entitled to any wages or compensation except compensation under any applicable law; provided that, in case of lay-off for more than 45 days during any period of twelve months, no lay-off compensation, in any case, shall be payable to any employee after the expiry of the first 45 days of lay-off, whether continuous or intermittent, which you are hereby deemed to have specifically agreed to by accepting the offer of appointment and remaining in the service of the Company.

11.2 (A) After completion of the Probationary period, either the Company or you may at any time terminate this agreement without cause by giving in writing to the other party 45 days notice or paying to the other party, in advance or simultaneously with letter, salary in lieu of such notice or salary for such period by which the notice period falls short of. However, if the exigencies of work, business or client commitments so requires; or if you are handling any sensitive, critical, confidential or time bound assignment / project / work; or if you want to leave in the middle of work, without serving your full notice period, wherein your presence, involvement or participation is required or is deemed necessary by the Management; or if any work is pending at your end; or if Management does not find suitable replacement or substitute in your place; or if satisfactory, full and proper hand-over / knowledge transfer is not given by you to the satisfaction of the Management; or if your not serving full notice period may have adverse impact on the business, client commitments or on your team, the Company may decline to relieve you earlier than the expiry of the entire period of notice, and withhold your relieving and experience letters. Your exit formalities will be initiated, and your relieving and experience letters will be issued subject, inter alia, to your fulfilling the aforesaid requirements. For removal of all doubts, it is hereby clarified that the term salary for the purposes of notice or notice period shall mean gross salary, which shall include basic salary, all the allowances, benefits and perquisites as per Appendix 1.

(B) In case you, during your notice period, abruptly stop reporting to duties or if you abscond from duties or absent unauthorizedly or absent without authorization without prior information to, and prior permission from, the Management,

the Management shall mark you as 'absenting unauthorizedly' / 'unscheduled off' and you shall not be entitled to any salary / wages for aforesaid period. In aforesaid situation, Company shall not be under any obligation to issue your relieving and experience letters. The term 'unscheduled off' shall mean 'absenting unauthorizedly' or 'unauthorized absence'.

(C) Further, on your giving the notice of resignation, the Company may at its sole discretion relieve you from such date, as it may deem fit, even before the expiry of notice period, by paying salary in lieu of notice period, based on the business needs of the Company which may include without limitation client requirements or any security reasons or any productivity issues or your presence on the Company premises including without limitation on production / operation floor bringing in any negative impact on the working environment. The Company may take appropriate decision on such or similar situation. Alternatively, Company may instruct you to proceed on garden leaves with salary during the period of your notice.

(D) Company shall recognize and accept the resignation tendered via official Company email (for removal of all doubts it is hereby clarified that you are not, and shall not be, entitled / authorized / permitted to use client email for sending your resignation) or hard-copy resignation only. Therefore, any resignation submitted or informed via personal email, verbally, via sms, via telephone, via social media or any other mode whatsoever shall not be recognized or taken notice of by the Company and same shall thus be not binding upon the Company.

(E) Waiver of notice period is at the sole discretion of the Company. If Company exercises its discretion then waiver of notice period shall be in writing only therefore any verbal assurance by, or discussion with, supervisor, manager, Human Resources team, etc. would not be binding upon the Company or its management.

(F) After notice of termination, you shall cooperate with the Company, as reasonably requested by the Company, to effect a transition of your responsibilities and ensure that the Company is aware of all matters being handled by you.

11.3 Upon termination of your employment with the Company for any reason, you shall promptly return to the Company any keys, credit cards, passes, confidential documents or material, or other property belonging to the Company, and return all writings, files, records, correspondence, notebooks, notes and other documents and things (including any copies thereof) containing Confidential Information or relating to the business or proposed business of the Company. The Company reserves the right not to relieve you of your employment in the event that all the Company's documents / property / Confidential Information in your custody have not been properly handed over by you to an authorized representative of the Company.

11.4 The Company reserves the right during any period of notice to exclude you from the premises of the Company, or to require you to carry out specified duties at premises other than those referred to in paragraph 3.1 above, or to carry out no duties, and to instruct you not to communicate with clients, client's customers, employees, agents or representatives of the Company until your employment has been terminated, provided that you will continue to be paid and to enjoy normal contractual benefits during any such period. You shall not be entitled to engage in any other employment, work or business during the notice period. You shall not be entitled to take any leave (unless applied for and permitted in writing, and sanctioned, by the management and on such terms & conditions as may be prescribed by the management) during the notice period. Any leave sanctioned by the management shall result in extending your notice period by number of days you had taken the sanctioned leave.

11.5 You shall retire on your 60th birthday or the last day before that, if your birthday does not fall on a working day.

11.6 In addition to all the rights of the Company provided for in this employment agreement and under law, the Company may terminate your employment forthwith in any of the following circumstances:

- (i) Breach by you of any of the terms of this employment agreement;
- (ii) Breach of any clauses of the Company's Code of Conduct as referenced in clause 8 hereinabove;
- (iii) Unauthorized absence beyond a period of 5 (five) consecutive days;
- (iv) Inability to perform your duties beyond a period of (30) days, whether on medical grounds or on any other grounds;
- (v) Physical or mental incapacitation to perform your duties;
- (vi) Any misrepresentation by you to the Company, whether made orally or in writing and whether expressly or by conduct, and whether at the time of appointment or prior or subsequent thereto;
- (vii) Commission of any act detrimental to the interests of the Company;
- (viii) Commission of any act of moral turpitude;
- (ix) Major misconduct;
- (x) Commission of an act of insolvency;
- (xi) Conviction in any court of law for the commission of any crime; or
- (xii) Your performance is continuously measured as below expectation for a period of two months, despite due training.
- (xiii) Either refusing to appear for a drug test as per company policy or failing to clear the drug test.
- (xiv) Breach of Information Security Guidelines

Every EXL employee must be aware of their individual responsibility to maintain compliance with Information Security, Cyber Security and Data Privacy policies and undergo periodic trainings and awareness in this area. All employees must refer to to understand the Company's requirements with respect to the collection, storage, use, transmission and disposal of information in electronic, voice or tangible written forms. The policy also details out guidelines for laptop users, access control, Email access, password management, Blackberry and PDA usage and maintaining clean desk. All the employees of EXL are required to fully comply with the aforesaid policy.

It is mandatory for all employees of EXL across levels to complete the Information Security Training within prescribed timelines (for details refer to ISG policy guidelines)

Not with standing anything contained in clause 11.6, the Company reserves the right to terminate your employment without giving any notice period or pay in lieu thereof if you are in breach of the sub-clauses of clause 11.6 hereinabove.

12 Job Abandonment

If you, abscond from duties, or remain unauthorizedly absent or absent without authorization, or abruptly stop reporting to duties, or absent unauthorizedly without prior information to, and prior permission from, the Management, or remain absent without leave, or over-stay beyond your approved leave, for sixteen (16) consecutive days', it will be deemed that you have voluntarily resigned from the services of the Company or relinquished your employment and in such an event your name

shall automatically stand removed from the rolls of the Company. The Company in such a case shall not be under any obligation to issue your relieving and experience letters. Company shall further be entitled to recover salary in lieu of notice not served by you from your salary, allowances and full & final payment and you hereby authorize the Company to do so without any notice or reference to you or without any further consent from you. You also agree that Company shall not be under any obligation to prove your intent as described here-in and it shall be deemed that you have no intention to resume duties.

13. Others

13.1 You will be bound by the Code of Conduct of the Company and all other rules, regulations, instructions, policies and orders issued by the Company from time to time, in relation to your conduct, discipline and service conditions such as leave, medical, retirement, etc. as if these Code of Conduct, rules, regulations, instruction, policies etc. were part of this employment agreement.

13.2 You shall immediately inform the Company in writing about any change in your residential address. In case of any delay, negligence, failure or default on your part to do so, any communication, letter, notice, etc. addressed at your last known address available in Company records shall be deemed to be effective and valid communication to you and you shall be estopped from disputing or challenging the same.

13.3 You represent that you have no interest or obligation that is inconsistent or in conflict with the terms contained herein. You agree to notify the Company immediately if any such interest or obligation arises. You also represent that you will not bring with you or disclose to the Company, or use in the performance of your responsibilities at the Company, any confidential information not generally available to the public of a former employer or any other party, unless you have obtained prior authorized written & specific authorization for its possession and use.

13.4 You also agree that, during your employment with the Company, you shall abide by any confidentiality obligations you may owe to any former employer or other party. You also agree and represent that you are not bound by any valid agreement or obligation of non-competition or non-solicitation to any or former employers or other parties.

13.5 If any information furnished by you to the Company is found not to be true or is found to be false, misleading or inaccurate, or if you are found to have suppressed or concealed any material information / fact, or if you have misrepresented anything, the Company shall be entitled to terminate your employment without notice and/or without compensation or damages to you.

13.6 You agree that if you breach any of your obligations *inter alia* pertaining to notice period, confidentiality, intellectual property rights, Inventions, non-compete or non-solicitation, the Company shall be entitled to seek equitable and injunctive relief against, and damages from, you, and notwithstanding anything contrary contained here-in this offer or in any of annexures, appendix, schedules, etc. appended to, or forming part & parcel of, this offer, you shall indemnify the Company for any and all the losses, liabilities, damages, costs or expenses suffered, sustained, incurred or paid by, or claimed / demanded from, or alleged, threatened, assessed / judged against, the Company including without limitation attorney fees and litigation costs. The provisions of this employment agreement shall be construed and governed in accordance with the laws of India.

14. Notification to New Employer

In the event that you leave the employment of the Company, you hereby consent to the notification to your new employer

of your duties and obligations hereunder with respect *inter alia* to confidentiality, intellectual property rights, Inventions, your notice period, your non-compete and non-solicitation obligations.

15. Proprietary Rights: You shall agree that the proprietary rights in any or all inventions, designs, applications, or work systems which you have made or developed, wholly or partially, during your employment with the Company, shall be the exclusive property of the Company.

16. Travel for Work: From time to time you will need to travel within India and abroad. You will need to maintain all required papers (passport, VISAs) to ensure ability to travel at short notice. While your base will remain the EXL Service.com (India) Private Limited region, the Company may request you to spend extended periods of time in other locations including the office of Company's parent company in New Jersey, USA.

17. Invention Assignment, Confidentiality and Non-Compete Agreement: Additionally you are also required to sign the Company's standard employee proprietary information agreement relating to confidential information and the assignment of proprietary developments to the Company. Your refusal and/or failure to sign the aforesaid agreement shall be sufficient cause for the Company to terminate your service forthwith without notice and compensation to you.

A copy of the agreement is attached for your signature as Appendix III (as applicable).

Kindly sign and return the duplicate copy of this employment agreement, as a token of your acceptance of the terms and conditions set out herein. Also, please initial each page of the letter.

Please note that by signing this offer letter / agreement, you have agreed to accept the employment with the Company on the terms and conditions set out hereinabove. Upon your signature and return to us, this offer letter will be treated as an employment agreement and the terms and conditions of this employment agreement shall govern your employment with the Company.

This offer shall automatically stand revoked in the event of your not joining the Company on or before the date mentioned in this employment offer letter / employment agreement.

It is a pleasure to welcome you as a member of exl Service.com (India) Private Limited

We are confident that your employment with the Company will prove mutually beneficial & rewarding, and we look forward to having you join us.

Yours truly,

For EXL Service.com (India) Private Limited



Parul Kataria

Vice President 1

I accept the offer on, and agree & consent to and accept, the terms and conditions as described in this letter.

Agreed and accepted, and consented to, by me.

Pritam Pratap Nandkhile

Dated: 18-Oct-2022

Permanent Address:

Jaywant Public school, Zambre Nagar,

Uruli Devachi, Satav Nagar, Hadapsar, Pune 411088

PUNE

Compensation & Benefits

You may be covered under the Employees' State Insurance Act, 1948 (ESI Act), *if applicable*. The requisite amount as per provisions of, and as prescribed in, the ESI Act towards employee's contribution would be deducted from your compensation. You shall be entitled to ESI benefits in accordance with the applicable statutory requirements.

You shall be provided with superannuation benefits of Employees' Provident Fund and Gratuity in accordance with the applicable statutory requirements.

You shall be covered under, a comprehensive medical insurance coverage (under Mediclaim Policy) for self, spouse and dependent children, not exceeding 3 dependents in total, and the personal accident insurance coverage for self only, as per the Company policy.

You shall be entitled to other allowances and benefits, as applicable as per Company's Policies. Details of other allowances and benefits are attached hereto as Appendix 3 (amended from time to time)

You may receive an amount towards annual discretionary bonus based entirely on the management's assessment of your performance, your team's performance and Company's overall performance during the previous calendar year (January to December). This bonus is payable at absolute sole discretion of the management of the Company and will



be subject to deduction of tax at source, as applicable. Decision of the management in this regard shall be final and binding upon you, therefore, you cannot claim it as your contractual or legal right. Your entitlement, *if any*, for discretionary bonus shall be subject to *inter alia* –

All bands in support functions and in Operation Management excluding all employees eligible for Payment for Performance

Your name appearing on the pay-rolls of the Company on the payout date of discretionary bonus;

You have not given notice of resignation, or are not absenting unauthorizedly, or have not abandoned your job, or no disciplinary proceedings are initiated / contemplated against you, or you have not initiated your resignation discussions with the management, or you are not on approved sabbatical leave, or you have not initiated your sabbatical leave discussions, prior to or on the payout date of discretionary bonus;

You are not serving, or you are not required to serve, a notice period on the date of payment of said discretionary bonus; and

You are not otherwise disentitled or ineligible in any manner whatsoever to get the discretionary bonus amount.

If any of the aforesaid conditions are not met then any letter issued to you for payment of discretionary bonus prior to actual payment date shall automatically become null & void without any notice and compensation or damages to you and Company shall not be under any obligation to act on, or honour the, same.

Notes:

The cost to the Company for the above mentioned benefits will be limited to the amount mentioned hereinabove or as provided in applicable policies or as may be determined by the management in its absolute sole discretion from time to time. If any of the above-mentioned benefits becomes chargeable to tax because of any reason whatsoever, it is hereby clarified that it would be your responsibility to pay the taxes, if any. The Company will, in no case, be responsible to bear any of your tax liability.

Benefits provided to you under any applicable schemes will be governed by the Company's rules and regulations framed in this regard. It is the absolute discretion of the management to decide whether any such particular benefit will be provided to you or not.

Allowances (as applicable)

You may get paid following allowances as per the following specifications and annualized limits.

***Telephone Allowance**, which includes telephone(s) installed at your residence, up to a maximum limit as applicable per annum. This will be paid on the submission of telephone bills and evidence of your payment of the same.

***Vehicle Running and Maintenance Allowance:** Expenses as provided in applicable policy or as per limits prescribed under the Income Tax Act, 1961 read with Income tax Rules, 1962 as amended up-to-date towards petrol / diesel / CNG and maintenance of vehicle shall be paid up to a maximum limit as applicable per annum. This will be paid on submission of bills.

****Personal Driver Allowance:** Amount up-to-maximum limit as applicable per annum.

*Applicable for Band B and above

**Applicable for Band C and above

CONFIDENTIALITY AND NON COMPETITION AGREEMENT

As a condition of my provision of services to or on behalf of exl Service.com (India) Private Limited.(hereinafter referred to "the Company"), I make the following statements with the understanding and intent that they be relied on by the Company in entering into an agreement and by the Company in extending its offer of employment. I acknowledge and understand that in providing services to and on behalf of the Company, I will have access to Confidential And Proprietary Information (as defined hereunder).

a). I understand that the term "Confidential and Proprietary Information" shall include all information, whether written or oral, that is not known by, or not generally available to, the public at large and that concerns the business, activities, financial affairs, trade secrets, technology of the Company or otherwise relates to the Company, in any manner whatsoever, its customers, their clients, suppliers and other businesses or entities, with whom the Company does business, which may come to your knowledge or possession during the tenure of your employment with the Company.

b). I agree that during the period in which I provide services to the Company:

c). I will use my best efforts and exercise the utmost diligence in keeping confidential, all Confidential and Proprietary Information, unless lawfully made available by a client or the Company concerning any client of the Company or by the Company itself which I may learn, acquire or get possession of, during the course of or by virtue of my provision of consulting services to the Company. I will use such materials and information relating to Confidential and Proprietary Information solely for the benefit of the Company and its clients and will not use such information for any other entities or persons. At the conclusion of my relationship with the Company I will return any material relating to Confidential and Proprietary Information and any copies thereof.

d). I agree not to keep at any time on my person or in my possession, except in the necessary performance of my duties, any material relating to Confidential and Proprietary Information acquired by me, whether produced by me or by employees or agents of the Company or any client. I agree to safeguard all such Confidential and Proprietary Information materials while they are in my possession, and to surrender them and all copies, which have been made of them to the Company upon termination of my relationship with the Company.

e). I will at all times exercise discretion in discussing with others the affairs of clients, avoiding unnecessary identification of names, places, and other specifics, and I will take reasonable precautions to make sure that such discussions cannot be overheard, and electronic communications cannot be intercepted either by client's employees or outside persons.

f). I will not make any private use of Confidential and Proprietary Information that may come to my attention because of my employment with the Company, nor will I pass such Confidential and Proprietary Information on to anyone else. I understand the term "use" includes, but is not limited to, anyone's purchase or sale of securities influenced by such Confidential and Proprietary Information, access to which is directly or indirectly due to my relationship with the Company.

g). I agree to disclose and assign promptly, completely and in writing to the Company any inventions, whether or not patentable, and including but not limited to, any innovations on processes, methodologies, software applications or products which I discover, conceive and/or develop, either individually or jointly with others, during the term of my relationship with the Company ("Inventions"). I understand that all inventions which I do hereby assign are and shall become the exclusive property of the Company, whether or not patent applications are filed thereon, and I agree to treat such inventions as Company proprietary and confidential information and to use such solely for the benefit of the Company. I hereby assign to the Company any and all rights, title and interest, including, but not limited to, copyrights, trade secrets and proprietary rights to the information, materials, products and deliverables developed during the performance of services to the Company. All work I perform and all information, materials, products and deliverables developed by me in acting as a consultant to the Company shall be the exclusive property of the Company and all title and interest therein shall vest in the Company. All such information, materials, products and deliverables shall be deemed to be "works made for hire" under the United States Copyright Laws. Pursuant to its exclusive proprietary rights, the Company shall have the sole and exclusive right inter alia to use, modify or adapt the information, materials, products or deliverables that I developed during the performance of services as a consultant to the Company. I agree to provide all necessary assistance required to perfect such assignment of rights defined in this provision.

h). I will not for a period of two year after the termination of this agreement, whether voluntarily or involuntarily (a) directly or indirectly solicit to provide or provide, without the prior written consent of the Company, any professional services such as those provided by the Company for anyone who is a client of the Company anytime during the twelve months prior to my leaving the Firm and for whom I provided any service as an employee of the Company during the five years prior to my leaving or (b) directly or indirectly, without the prior written consent of the Company, solicit for employment with myself or any Company or entity with which I am associated, any employee of the Company or otherwise disrupt, impair, damage, or interfere with the Company's relationship with its employees. The non-compete provisions of this paragraph will not apply to a client of the Company for whom I performed services or with whom I had significant professional contact prior to joining the Company and which list of clients I have disclosed to the Company prior to my joining.

i). If I am directed by any governmental agency or judicial forum or asked to testify concerning any matter learned in the course of services provided to or on behalf of the Company, I will immediately notify the Company before making any disclosures.

j). I further agree that in the event of termination of this agreement, or my employment with the Company, whether of my own volition or otherwise, for a period of two (2) year thereafter, I shall not directly or indirectly, provide any services to or take up employment with any of the existing customers of the Company.

k). That in the event I am found to be in breach of this agreement, or my employment agreement with the Company, I shall be liable to pay to the Company a sum equivalent to the remuneration / compensation received by me, from the Company, in the last three months immediately preceding the termination. This will in no way effect the other rights which the Company may have against me, especially the right to obtain injunctive relief against, and damages and indemnification from, me.

Pritam Pratap Nandkhile

Appendix 1

Name : Pritam Pratap Nandkhile

DOJ : 18-Oct-2022

Designation: Executive

Band : A2

Pay Component	Monthly Amount	Annual Amount
CTC		
Fixed	15986	191833
Basic	15000	180000
HRA	986	11833
Retirals	3040	36492
Provident Fund	1800	21600
Gratuity	721	8658
Employers ESIC	519	6234
Derived	0	0
Total Fixed Salary	19027	228325
Total CTC	19026	228325

** You may receive an amount towards annual discretionary bonus as per the Company's performance bonus policy, based entirely on the management's assessment of your performance, your team's performance and Company's overall performance during the previous calendar year (January to December). This bonus is payable at absolute sole discretion of the management of the Company and will be subject to deduction of tax at source, as applicable. Decision of the management in this regard shall be final and binding upon you, therefore, you cannot claim it as your contractual or legal right. Your entitlement, if any, for discretionary bonus shall be subject to inter alia –

a) all bands in support functions and in Operation Management excluding all employees eligible for Payment for Performance

b) your name appearing on the pay-rolls of the Company on the payout date of discretionary bonus;

c) you have not given notice of resignation, or are not absenting unauthorizedly, or have not abandoned your job, or no disciplinary proceedings are initiated / contemplated against you, or you have not initiated your resignation discussions with the management, or you are not on approved sabbatical leave, or you have not initiated your sabbatical leave discussions, prior to or on the payout date of discretionary bonus;

d) you are not serving, or you are not required to serve, a notice period on the date of payment of said discretionary bonus;

e) you are not otherwise disentitled or ineligible in any manner whatsoever to get the discretionary bonus amount.

If any of the aforesaid conditions are not met then any letter issued to you for payment of discretionary bonus prior to actual payment date shall automatically become null & void without any notice and compensation or damages to you and Company shall not be under any obligation to act on, or honour the, same.

1. Group Medical insurance coverage for self and dependents (Spouse and 2 children) and Group Personal Accidental coverage for self.

2. You shall be provided with benefits of Gratuity in accordance with applicable provisions of the Payment of Gratuity Act, 1972 as amended up-to-date

Appendix - 2

The below rate of subsistence allowance is as per the prevailing statutory regulations and is subject to change in terms of any statutory amendment thereto. Accordingly, the rate of subsistence allowance as per prevailing regulations, applicable from time to time, shall apply.

Rate of subsistence allowance: Reference para 7 of the employment agreement –

If you are suspended, and enquiry is initiated, in

A. Noida [Gautam Budh Nagar] (State of Uttar Pradesh) or Gurugram [Formerly: Gurgaon] (State of Haryana) locations:

Subsistence allowance shall be at the rate of 50% (fifty per cent) of your average monthly salary over a period of three months immediately preceding your suspension. Provided that, you shall not be entitled to receive any subsistence allowance if you accept any other employment, during the period of your suspension.

B. Pune or Mumbai (State of Maharashtra) location:

(i) For the first ninety days of the suspension period, subsistence allowance to be paid per month shall be equal to one half of basic salary and other compensatory allowances to which you would have been entitled if you were on leave with wages.

(ii) If the enquiry gets prolonged and you continue to be under suspension for a period exceeding ninety days, the subsistence allowance to be paid per month for a further period of ninety days shall be equal to three-fourths of basic salary and other compensatory allowances.

(iii) If the enquiry is not completed within a period of one hundred and eighty days, you shall be paid basic salary and other compensatory allowances in full as subsistence allowance to be paid per month until such time as the enquiry is finally concluded:

Provided that, where the findings of the enquiry officer show that such enquiry is prolonged beyond a period of ninety days, or as the case may be, beyond one hundred and eighty days, for reasons directly attributable to you, the subsistence allowance to be paid per month shall for the period exceeding ninety days or, as the case may be, for one hundred and

eighty days, be reduced to one-half of basic salary and other compensatory allowances:

Provided further that, you shall not be entitled to receive any subsistence allowance if you accept any other employment, during the period of your suspension.

C. Bengaluru (State of Karnataka) location:

(i) Subsistence allowance shall be an amount equal to fifty per cent of the salary which you were drawing immediately before your suspension, for the first ninety days reckoned from the date of such suspension

(ii). If the period of suspension exceeds ninety days, but does not exceed one hundred and eighty days, you shall be entitled to receive, after the said period of ninety days, a subsistence allowance equal to seventy five per cent of your salary which you were drawing immediately before your suspension.

(iii). If the period of suspension exceeds one hundred and eighty days, you shall be entitled to receive, after the said period of one hundred and eighty days, a subsistence allowance equal to ninety per cent of your salary which you were drawing immediately before your suspension.

Provided that where the enquiry is prolonged beyond the period of ninety days for reasons directly attributable to you, the subsistence allowance, shall, for the period exceeding ninety days shall be reduced to fifty per cent of your salary, which you were drawing immediately before your suspension:

Provided further that you shall not be entitled to receive any subsistence allowance if you accept any other employment, during the period of your suspension.

D. Kochi (State of Kerala) location:

(i). Subsistence allowance shall be an amount equal to fifty per cent of your salary which you were drawing immediately before such suspension

(ii). If the period of suspension exceeds ninety days, the amount of subsistence allowance shall be increased after the expiry of ninety days to seventy-five percent of your salary which you were drawing immediately before such suspension:

Provided that where the enquiry is prolonged beyond the period of ninety days for reasons directly attributable to you, the subsistence allowance, for the period exceeding ninety days, shall be reduced to fifty per cent of your salary, which you were drawing immediately before your suspension:

Provided further that you shall not be entitled to receive any subsistence allowance if you accept any other employment, during the period of your suspension.

E. Jaipur (State of Rajasthan) location:

(i), Subsistence allowance, for the first ninety days of suspension, shall be an amount equal to fifty per cent of your salary which you were drawing immediately before such suspension;

(ii). If the period of suspension exceeds ninety days, the amount of subsistence allowance shall be increased after the expiry of ninety days to seventy-five percent of your salary which you were drawing immediately before such suspension:

Provided that where the enquiry is prolonged beyond the period of ninety days for reasons directly attributable to you, the subsistence allowance, for the period exceeding ninety days, shall be reduced to fifty per cent of your salary, which you were drawing immediately before your suspension:

Provided further that you shall not be entitled to receive any subsistence allowance

if you accept any other employment, during the period of your suspension.

F. Hyderabad (State of Telangana) location:

(i). Subsistence allowance, for the first six months of suspension, shall be an amount equal to fifty per cent of your wages/salary which you were drawing immediately before such suspension;

(ii). If the period of suspension exceeds six months but not one year, the amount of subsistence allowance shall be increased after the expiry of six months to seventy-five percent of your wages/salary which you were drawing immediately before such suspension:

(iii). If the period of suspension exceeds one year, the amount of subsistence allowance shall be increased after the expiry of one year to one hundred percent of your wages/salary which you were drawing immediately before such suspension:

Provided that where the enquiry is prolonged beyond the period of six months for reasons directly attributable to you, the subsistence allowance, for the period exceeding six months, shall be reduced to fifty per cent of your salary, which you were drawing immediately before your suspension:

Provided further that you shall not be entitled to receive any Subsistence Allowance if you accept any other employment, during the period of your suspension.

G. Chennai (State of Tamil Nadu) location:

Subsistence allowance shall be an amount equal to fifty per cent of the wages/salary which you were drawing immediately before your suspension, for the first ninety days reckoned from the date of such suspension;

If the period of suspension exceeds ninety days, the amount of subsistence allowance shall be increased after the expiry of ninety days to seventy-five percent of your wages/salary which you were drawing immediately before such suspension:

Provided that where the enquiry is prolonged beyond the period of ninety days for reasons directly attributable to you, the subsistence allowance, for the period exceeding ninety days, shall be reduced to fifty per cent of your salary, which you were drawing immediately before your suspension.

Provided further that you shall not be entitled to receive any subsistence allowance if you accept any other employment, during the period of your suspension.

Pritam Pratap Nandkhile



The Central Railway Employees' Co-operative Credit Society Ltd

Regd.No. 610 of 1913 Dated 28th June 1913

665 - A, N. M. Joshi Marg, Adjoining to Railway Station, Byculia (W), Mumbai 400 027

Tel. : 2300 5722, 2308 2247 ♦ Rly. : 52123, 5212.

Email : ho@creccsltd.org ♦ Website : creccsltd.org

Ref.No. C.S.2/SSP/828

4th March, 2022

Shri Samiulla Salim Pathan,

We are pleased to offer you a temporary appointment on contract basis in our Society as Casual Junior Clerk on monthly consolidated wages at the rate of Rs. 18,000/- (Rs. Eighteen thousand only) per month with immediate effect.

The terms and conditions of the appointment will be as follows :-

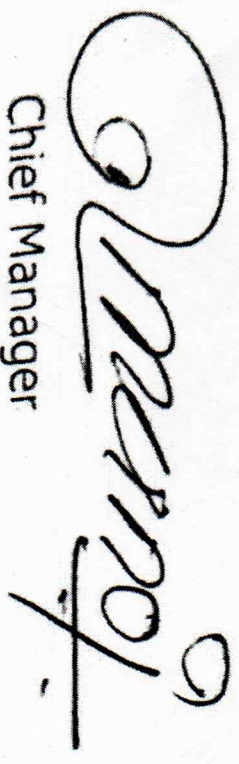
1. Your appointment and post is purely temporary. Your services will automatically come to an end without any notice or without assigning any reasons.
2. No notice of termination or salary in lieu thereof will be necessary at the expiry of the aforesaid period.
3. Your further continuing the contract will depend upon the availability of work and satisfactory performance of duties at the sole discretion of the Management.
4. You shall communicate to the Society the present residential address and any change in the said address in future.
5. You will not be entitled to benefits/privileges available to regular/permanent employees.
6. You shall have to carry out such duties as are assigned to you by the Management from time to time.
7. Your services could be utilized in any of the Society's Branches that are functioning on date or that may be opened at any subsequent date.
8. You will not be entitled to any leave or other benefits which are applicable to the other employees of the Society.
9. If at any time in the opinion of the Society you are found guilty of disobedience, negligence, dishonesty, disorderly behavior, indiscipline, absence from work without intimation or any other such acts or violation of any terms of contract, your contract with the Society will be liable to be terminated without giving any prior notice.

24/10/10

Continuation Sheet

...2/-

This letter is being issued to you in duplicate and you are required to sign in the space provided below and return one copy in token of having accepted the employment on the above terms and conditions.


Chief Manager

ACCEPTED THE EMPLOYMENT ON THE ABOVE
TERMS AND CONDITIONS.



The Central Railway Employees' Co-operative Credit Society Ltd.

Regd. No. 610 of 1913 Dated 28th June 1913

665-A, N. M. Joshi Marg, Adjoining to Railway Station, Byculla (W), Mumbai - 400 027

Tel. : 2300 5722, 2308 2247 • Rly. : 52123, 52127

Email.: ho@creccsltd.org • Website : creccsltd.org

Ref.No.40/ON

OFFICE NOTE

Sub : Regularisation of Casual Staff – Group "C" staffs

In the written test held on Saturday, the 21st January 2023 for regularization of Casual Candidates – Group "C", the following candidates have been found suitable for the Viva-voce test:

Sr.No.	Name of the candidate	Present place of working
1	Shri Akshay Somnath Patil	Bhusawal
2	Kum. Aishwarya Singh	Jhansi
3	Shri Sagar Yashwant Sahasrabudhe	Jhansi
4	Shri Ankit Kumar	Bhopal
5	Shri Akshay P. Raimale	Nagpur
6	Shri Samiullah Salim Pathan	Jabalpur
7	Shri Abhigya Vinay Joshi	Bhopal
8	Shri Gaurav Babulal Kaithwas	Jabalpur
9	Shri Suresh Kumar Ahirwar	Nagpur
10	Shri Yash Tushar Pagare	Jabalpur

SSothan
21-02-23

21-02-23

The viva-voce test of the above candidates will be held on Saturday, the 25th March 2023 at 2.00 p.m. in the Society's Head office at Byculla, Mumbai.

The concerned Assistant/Branch Managers are hereby instructed to get this noted by the above mentioned staff and ask them to report by 1.30 p.m. at Headquarters Office at Byculla, Mumbai alongwith all the Original documents regarding Educational Qualification, School leaving Certificate, Caste Certificate, if any (duly attested by the Gazetted Officer), one recent passport size photograph, any one Original ID Proof (Pan card, Aadhar card, Election card, passport, Driving license etc)

Chief Manager

Mumbai : 24th February 2023

Copy for information to : President

Vice-President

Chief Manager (Misc)

Branch Managers, BSL/JHS

Assistant Manager, BPL/NGP/JBP

OSI, HQ


Chief Manager



Chola Business Services Limited

Head Office: Dare House, 2, N S C Bose Road, Parrys, Chennai - 600 001, India
Tel: 01 44 40007172 Fax: 01 44 25346464
CIN: U72300TN2004PLC054882

Date: 05-Jul-2022
Rushikesh Dnyandeo Pawar

Dear Rushikesh Dnyandeo Pawar

We are pleased to offer you an appointment in our Organization on the following terms and conditions. We would appreciate your joining at the earliest, but in any case on or before **26-Aug-2022**:

Grade Title: Junior Officer

Grade: CG 2

Your Role: EXECUTIVE - SALES-TRACTOR

Business: Vehicle Finance

Location: Shrirur

Compensation

Your total remuneration for your services will be Rs. 170900 per annum. Refer Annexure for the details of your compensation structure. Please note that matters relating to remuneration are strictly personal and confidential between you and the Company and should be treated as such. Further, the Company reserves the right to change, modify or alter the compensation structure and other Terms of Service, as may be communicated to you from time to time.

In addition to your monthly remuneration you may have incentives, if any, applicable to you based on your achieving of targets, as per the scheme designed in this regard from time to time.

Statutory Bonus – Will be paid to eligible employees as per the provision of Payment of Bonus Act, 1965, amended time to time.

- 1) You would be eligible for leave as per the policies of the Company.
- 2) You are liable to be transferred to any other Branch/ Location of the Company, in India as and when required by the company.
- 3) As a full time employee of the Company, you are required to devote your full time, attention and efforts to the furtherance of business of the Company and to continuously develop your professional skills in your own and the company's mutual interest. You shall not, during your employment with the Company, directly or indirectly engage yourself, or devote any time to any part time employment, with or without any remuneration, unless it has the prior approval of the management in writing. You shall not disclose confidential information, database, company documents, etc., that you come across in the course of your responsibilities to anyone outside. You shall use such information only in connection with your employment. You shall not remove any documents or materials of the Company without prior consent and knowledge of your Superiors.
- 4) This appointment is based on the information furnished by you to us in your application for employment/personal data form. If any material has been suppressed by you or you have indulged in suppression of facts or the information furnished by you found to be false and such false information is known to the Management after your appointment, if any, your appointment shall be liable for termination without notice.
- 5) Notwithstanding anything to the contrary contained earlier, this agreement can be terminated by giving :

An Associate

Chola Business Services Limited

Regd. Office: Dare House 7, N.S.C. Bose Road, Parrys, Chennai - 600 001, India
Tel: 91 44 30007172 Fax: 91 44 25346464
CIN: U72300TN2004PLC054887

- a) One month's notice or with one month salary in lieu of notice, by either party.
- b) Without any notice or compensation by the Company in the following cases:
- i) Performing any act of dishonesty, disobedience, insubordination, incivility, intemperance, irregularity in attendance or other misconduct or neglect of duty or incompetence in the discharge of duties on your part or breach by you of any of the terms, conditions or stipulations contained herein.
 - ii) If the performance level is below the expected level and/or the Business targets as set out for you from time to time has not been achieved by you.
- 6) For the purpose of sub clause (b) above, the Company's opinion as to whether any one of the events mentioned therein has occurred shall be final and binding upon you.
- 7) You shall be responsible for properly and diligently performing the duties assigned to you. You shall fully indemnify the Company for any loss occurring on account of any acts or omissions committed by you during the term of your employment and for such acts or omissions you shall continue to indemnify even after the expiry or termination of your employment.
- 8) In the event of any dispute out of the interpretation or implementation of this agreement, this shall be referred to arbitration. The Arbitrator will be appointed by the Company at its sole discretion. The venue for such arbitration shall be Chennai.
- 9) All other standard rules of the Company as existing and as may be amended from time to time, will be applicable to you.
- 10) You will retire from the services of the company on completion of 58 years of age or such other age as may be intimated by the Company from time to time.

We welcome you to CBSL and look forward for a long and mutually beneficial association.

You are requested to sign and return the second copy of this letter as a token of your acceptance.

Yours faithfully

for Chola Business Services Limited

N. Handa

Associate Vice President and Head CBSL - HR

Having read the above terms and conditions, I hereby accept this offer of appointment and conditions stated here above.

Signature:

[Signature]

Date of Joining:

07/07/2022